

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

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

Registered number: 05047204

Charity number: 1102267



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# REFERENCE AND ADMINISTRATIVE DETAILS



## REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS

### Trustees

Sir Keith Ajegbo, Chair  
Caroline Clark, Vice Chair of Trustees  
Andrea Gregory  
Christopher Jackson  
Paul Karakusevic  
Neil Pinder  
Paul Read  
Gary de Ferry (appointed 3/12/2019 resigned 23/7/2020)  
Stuart Lawrence (resigned 17 /8/2020)

### 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

### Founder (The Stephen Lawrence Charitable Trust)

Baroness Lawrence

### Accountants

RPG Crouch Chapman LLP  
Chartered Accountants  
14 16 Dowgate Hill  
London  
EC4R 2SU

### Solicitors

Bates Wells  
10 Queen Street Place  
London EC4R 1BE

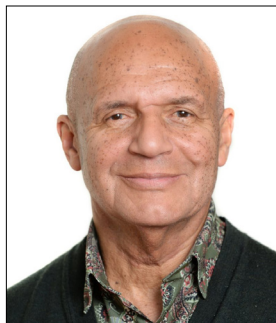


# LETTERS FROM THE CHAIR AND THE CEO

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

Dear supporter,

I preface this report with a letter to all the people involved in Blueprint for All (formerly The Stephen Lawrence Charitable Trust) – who have made this an exceptional year for the Charity. The report itself highlights our performance against core objectives for the year ending 31 March 2020.



The Stephen Lawrence Charitable Trust was founded in 1998 by Stephen's mother, Baroness Lawrence, with a vision of tackling inequality in all its forms. From its early support of young people of black heritage finding careers in architecture, something Stephen hoped to pursue himself, the charity has since broadened its work with young people, community groups and partner organisations, to create long-term systemic change across a range of industries.

Stephen remains the foundation stone of the Charity and will always be part of our story. We are proud of everything that we have achieved in his name, and we will continue to 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 25 May moved the world to recognise just how change is still desperately needed to create a world free of discrimination. Because of the strong position of Blueprint for All in terms of governance and evidence-based charitable objectives, we were very proud to receive many donations in the light of the worldwide response and the Black Lives Matter campaign. Significantly, a number of FTSE 100 organisations have helped by donating, so we can continue to support inclusion in the workplace.

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 Blueprint for All.

We would also like to thank our CEO, Sonia Watson, and, in particular, Chelsea Way, Carolyne Yamoah and Sue Watson, for all their dedicated work keeping us operative throughout those months.

The exceptional scenario planning process helped us survive by furloughing all operational staff, utilising reserves and continuing to secure funds.

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

Our success is down to our inspiring team, CEO Sonia Watson, along with our Board of Trustees and volunteers, who work tirelessly on our behalf. We would also like to thank the Stephen Lawrence Day project team for their hard work in achieving their project ambitions and objectives for the second year running. And especially Chelsea Way for creating the communities strand, Martha Barton for leading the digital marketing and social media campaign, our consultants Julie Fenner for masterminding the communications project, as well as Louize Allen, Dr Judy Larsen, and Valerie Bunting for designing and delivering the astounding Schools' Strand.



## LETTERS FROM THE CHAIR AND THE CEO (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2020

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

2021 will be an exciting year for Blueprint for All. 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 re-name our charity which subtly references both Stephen Lawrence's ambition to become an Architect and which is also 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,

**Sir Keith Ajegbo**

Chair of Trust



## LETTERS FROM THE CHAIR AND THE CEO (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2020

Dear supporter,

Last year was truly extraordinary. 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 'thank you's'.



Primarily these go to our small yet mighty team at Blueprint for All 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 survived many months of pandemic uncertainty. 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 25 May 2020 and subsequently increased support for our work, leads me to thank everyone who donated, supported or volunteered for us. Particular thanks go to the Volunteers (named below), who under the direction of Tracey Harrison, honoured

our policy of thanking everyone who donates, regardless of amount, by penning around 36,000 'thank you' letters between June and July 2020.

Thanks to Amber Bavister, Maddy Bavister, Isabella Bromfield, Gabriella Bromfield, Zoe Cowan, Sara Hodgson, Isabel Holsborough, Jared Lee, Eloise Mayer, Max Mayer, Izzy Maynard and Mia Roach Penn.

I am honoured that we comfortably passed stringent due diligence checks to secure several corporate donations, which have enabled us to accelerate our mission to deliver Phase 1 of our transformation into a national charity. This will form 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 underrepresentation are attitudes and behaviours we are determined to play our part to eradicate.

### Here are 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, as well as reaching 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. Plus, through our Building Futures programme, we are currently supporting 145 young people from disadvantaged and underrepresented 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 groundbreaking 'Be More Inclusive' partnership with recruitment specialist Urban, connecting talented young people from underrepresented backgrounds with employers in the Built Environment. Urban, like us, recognises that everyone should reach their full potential based on their skills and abilities, not their background.

## LETTERS FROM THE CHAIR AND THE CEO (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2020

Through the incredible creativity and perseverance of the team, Stephen Lawrence Day 2020 was delivered digitally. And any future outcomes and themes of 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.

By the end of October 2020, we held our first national Black Third Sector Summit. We also launched our #ChangeMakers campaign to highlight some of the incredible people and groups we support. Part of our work is connecting those groups to funding and support.

Blueprint for All continues to grow from strength to strength after another positive financial performance – testament to our remarkable team who continue to over-deliver and ensure our beneficiaries come first.

In recent years, Blueprint for All has grown and expanded its work and programmes. We are excited about our new name because it reflects our current successes, future aspirations and unwavering support for Stephen's legacy, driven and directed by Baroness Lawrence's foundation created in January 2020 and the new ambitions for Stephen Lawrence Day.

On 10 December 2020, our name changed to *Blueprint for All* – ours is a blueprint for a future, where talent is respected and nurtured irrespective of its origins.

**Sonia Watson OBE, Hon. FRIBA, Hon. FRIAS**

Chief Executive  
Blueprint for All



# TRUSTEES' REPORT

# 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.

The Stephen Lawrence Charitable Trust was founded in 1998 by Baroness Lawrence of Clarendon 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 also 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 Stephen Lawrence Charitable Trust 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.

# TRUSTEES' REPORT (CONTINUED)

## FOR THE YEAR ENDED 31 MARCH 2020



### Vision & Mission (2018 21)

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

#### Our Vision

That 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

To 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

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 (now Building Inclusive Futures 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



# TRUSTEES' REPORT (CONTINUED)

## FOR THE YEAR ENDED 31 MARCH 2020

### Strategic Objectives (2018-21)

We have focused on 7 strategic objectives – enabling us to realise our mission.

**1.** Deliver the Stephen Lawrence Building Futures programme to support 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 to 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 Trust objectives

Blueprint for All hopes that these strategic objectives will enable us to deliver real opportunity to socio-economically 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 2018-19 included:

- **Corporate partnerships.** We were successfully selected for 2 Charity of the Year partnerships

- **Charitable Trusts.** Our work with young people and communities is supported by a number of 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 Virgin Money London Marathon or a supporter fundraising in local communities
- **Pro-bono support and advice.** A number of our partner organisations and supporters provide their experience free of charge to 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. 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.

# TRUSTEES' REPORT (CONTINUED)

## FOR THE YEAR ENDED 31 MARCH 2020

### Achievements



In 2019 we awarded **£33,600** 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 Blueprint for All



We launched a 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 – all changing the industries they work in and inspiring others



There are **85** members in our Lewisham BME Network



We launched our Social Action Project in partnership with the Volunteer Police Cadets



Over **4,000** young people aged **13** to **18** took part in activities on and around Stephen Lawrence Day



We work across **9** schools in **3** UK cities – Birmingham, Manchester and London – to provide careers advice and guidance



Over **85%** of our beneficiaries are from BAME backgrounds



We have reached **380** young people face-to-face with one-to-one support via our Pathways to Professions programme.

# TRUSTEES' REPORT (CONTINUED)

## FOR THE YEAR ENDED 31 MARCH 2020

### Visual timeline



# TRUSTEES' REPORT (CONTINUED)

## FOR THE YEAR ENDED 31 MARCH 2020

### Our Beneficiaries

The profile of our beneficiaries is:

- BAME or underrepresented (70%+)
- 13 to 30 years old
- Not in Education, Employment or Training [NEET] or 'at risk' of becoming NEET
- Those who experience more recognised socio-economic deprivation factors/indicators including, but not limited to, living in an economically deprived postcode, 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

Statistical evidence shows 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 (these are more likely to be offered for less academic subjects)
- Black Caribbean pupils are twice as likely to be temporarily excluded and 3 times as likely to be permanently excluded as white British pupils<sup>1</sup>
- In all subjects and at all key stages, Black Caribbean pupils' attainment was below the average for England<sup>2</sup>
- White British students are more than 3 times as likely to get grade A or above in 3 subjects at A-Level, the qualification that determines university<sup>3</sup>
- Careers education in England is, "currently patterned in ways that may be working to promote inequalities relating to gender, ethnicity and social class."<sup>4</sup>
- Only 1 in 5 schools report having a stable career programme (July 2019)<sup>5</sup>

- Young people who are uncertain or uninformed about their career options and pathways are 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<sup>6</sup>

1 <https://www.ethnicity-facts-figures.service.gov.uk/summaries/black-caribbean-ethnic-group>

2 <https://www.ethnicity-facts-figures.service.gov.uk/summaries/black-caribbean-ethnic-group>

3 <https://www.ethnicity-facts-figures.service.gov.uk/summaries/black-caribbean-ethnic-group>

4 <https://researchbriefings.files.parliament.uk/documents/CBP-7236/CBP-7236.pdf>

5 <https://researchbriefings.files.parliament.uk/documents/CBP-7236/CBP-7236.pdf>

6 <http://bameaa.co.uk/increasing-diversity-apprenticeships-interview-isa-mutlib-bame-apprenticeship-alliance/>

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020

Young people from disadvantaged and BAME backgrounds are underrepresented across different professions. For example:

#### Law<sup>7</sup>

- 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 MPs 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 Trust 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 previous year. 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 Employment, Education or Training (EET) and with succeeding in life. Our understanding is that talent is everywhere, and that everyone deserves a chance to succeed – so our programmes have layered interventions to acknowledge the impacts and effects of the myriad of socio-economic deprivation features and effectively tackle them long-term.

<sup>7</sup> <https://www.sra.org.uk/sra/equality-diversity/key-findings/diverse-legal-profession/>

# TRUSTEES' REPORT (CONTINUED)

## FOR THE YEAR ENDED 31 MARCH 2020

We have a 3-pronged approach that looks at:

# 1

### How we equip young people to succeed

- Know their career options and understand the pathways into the career of their choice
- Support to gain the skills and qualifications they need
- Support through the early stages of their career

# 2

### How we enable communities to thrive

- Enable community groups to address the specific challenges within their community, e.g. health, education and employment through:
  - Funding and resources
  - Skills and capacity
  - A strong voice in local decision-making

# 3

### How we ensure organisations build diversity in their workforce and business practices

- Attract and retain talented people from diverse backgrounds
- 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.

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

# STEPHEN LAWRENCE DAY PROJECT

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020

Funded by The Home Office and National Community Lottery Fund (Section 1, Strategic Objective 3). The Stephen Lawrence Day Project was created, coordinated and delivered by Blueprint for All (formerly known as 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

Our heartfelt thanks also must go to a number of individuals and organisations who supported Blueprint for All, to ensure the inaugural Stephen Lawrence Day was a great success and a special thanks to our supporters for working alongside us on this amazing journey. The scale of pro-bono support has made an incredible difference in enabling Blueprint for All to achieve great outcomes against ambitious project objectives.

A special thanks to Josie Stevens for her remarkable contribution to the Year 1 communications and PR strategy, and to all the experts who supported the on-going development of our resources, training of the Blueprint for All team, community workshops, and outreach across the country and campaign materials. Thank you to London & Partners for their outstanding contribution to our marketing and promotional resources.

Thank you to London & Partners for their outstanding contribution to our marketing and promotional resources. London & Partners provided pro-bono support valued in excess of £30,000 to create the Stephen Lawrence Day brand. In addition, staff members volunteered days, which proved invaluable in delivering 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.



## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020

## Stephen Lawrence Day: Schools' Strand

In 2019, Stephen Lawrence Day was focused on 2 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



## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020

Four key sub-themes underpinned the focus for communities as set out in the table below and acted as the guiding principles for the day.

#### Hope from Tragedy: A creative and powerful legacy

The Stephen Lawrence Charitable Trust was founded on the premise that inequality must be tackled in all its forms. This includes inequality of access, and of opportunity, wherever it occurs.

We are working with the Volunteer Police Cadets and other Youth-Led organisations to encourage more young people to make a positive impact on their community, using the power of young people's influence on one another to encourage social integration.

We want young people to be involved in decision making both locally and nationally.

#### Living in Diverse Societies

It's important to understand and respect your own and other cultural identities, backgrounds and local communities.

We will encourage communities to work together to create a culture where each individual is respected and valued, leading to a decrease in crime and violence.

We will facilitate collaboration between communities and mainstream services and promote action for positive change – contributing positively to British society.

#### Living Our Best Life: What does it mean and look like?

We will strive for a more inclusive society building bridged between communities and young people.

We will enable young people to make their voices heard within local communities and increase the capability of communities to take action on the issues that matter to them.

#### Democracy and Justice

We will build on the efforts of Stephen's family and their tireless pursuit of justice to create safer communities.

We will enable young people to use their voice for creating positive change within their community.

We will empower groups within the community to effectively deliver early action in the prevention of crime and serious violence.

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020

#### Stephen Lawrence Day: Schools' 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.

#### Schools' Strand Achievements



A wide range of schools from across the country, from **9** regions, participated in Stephen Lawrence Day 2019



A number of schools overseas (including Australia!) delivered Stephen Lawrence Day activities



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.



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

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020

#### Stephen Lawrence Day: Schools' 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 talk from a University of Leeds lecturer and trustee of the Racial Justice Network. They also 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.



## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020

## Stephen Lawrence Day: Community 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, it delivers a year-round community initiative. The model is set to create sustainable, lasting change for grassroots 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 intervene 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.

### Community achievements

60

Social Action Workbook for young people  
- downloadable on the Stephen Lawrence Day Website

22 Funding Application Support Surgeries



27

27 successfully funded Community Projects  
through Small Grant scheme

22 Funding Application Support Surgeries



Social Action Workbook for young people  
- downloadable on the Stephen Lawrence Day Website

All funded community groups found our resources 'Very Useful'



## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020

#### Community achievements (continued)

14

Social Action Projects delivered across the country

3 Year long funded community project through the Small Grant scheme

3



4 Community Toolkits focused on Capacity Building for grass root groups

500 young people reached through partnership with the Volunteer Police Cadets



£ 6 community groups received match-funding for their projects



Community organisations made directly aware of Stephen Lawrence Day

221

4

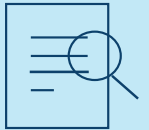
On-going Social Action Projects

4000 young people reached across the country



4000

34 Case Studies and Testimonials



14 police forces delivered an event/activity for Stephen Lawrence Day



Projects took place across every region in England



26 hours of training for community leaders who delivered Stephen Lawrence Day activities

77 community groups across the country held an event to mark the day

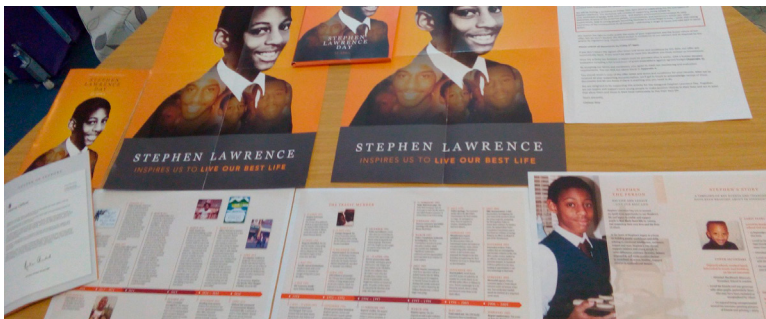


## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020

#### The Ameina Centre, Luton

The Ameina Centre is an educational and residential referral unit based in Luton. It provides vital support to pupils that have been excluded or are at risk of exclusion, as well as providing a range of support to young people and adults. To mark Stephen Lawrence Day, they held a workshop and interactive session and presentation with children and young people, hosted and facilitated by the Bedfordshire Police and the Youth Offending Team in Luton, with the aim of encouraging them to examine and challenge their own ideas about crime and antisocial behaviour. The workshop began with the story of Stephen Lawrence, and the change to the British justice system his case brought about. The workshop focused on the importance of taking control of your own life and taking positive action, e.g. through a social action project, as well as the importance of staying away from crime, which is a major issue in Luton.



#### Skool of Street, Blackpool

Skool of Street work predominantly with urban art media to teach young people new skills and techniques, enabling them to feel empowered by their work and achievements through workshops. To mark Stephen Lawrence Day, the Blackpool based arts charity ran a fantastic MC & Spoken Word project for young people, offering an inclusive opportunity for team building, developing social skills and increasing confidence and resilience. The community group created a safe space for young people to come and express their creativity and learn about the importance of Stephen's story and being aware of the issues that very much still exist in society. The group attracted young people to their event by contacting local schools and partners, as well as through a feature in the local press. The activity consisted of spoken word, writing workshops, and arts and crafts. The young people also created a song that currently has 8k views on YouTube in memory of Stephen.

*'I really enjoyed learning how to express myself through my words and performing my rap in memory of Stephen' - Dylan, workshop attendee.*



*All participants channelled their creativity to create some amazing poems and artwork, and the community took the theme 'Live Our Best Life' to mean 'Do what we love, respect each other and accept everyone as they are. Inspiration Beats Discrimination, Each one Teach one is our statement.'*

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020

#### 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 – to help them 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 Office's policy areas including Serious Crime 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 and coastal areas including London, Manchester and Hastings, but in reality we exceeded expectations by 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



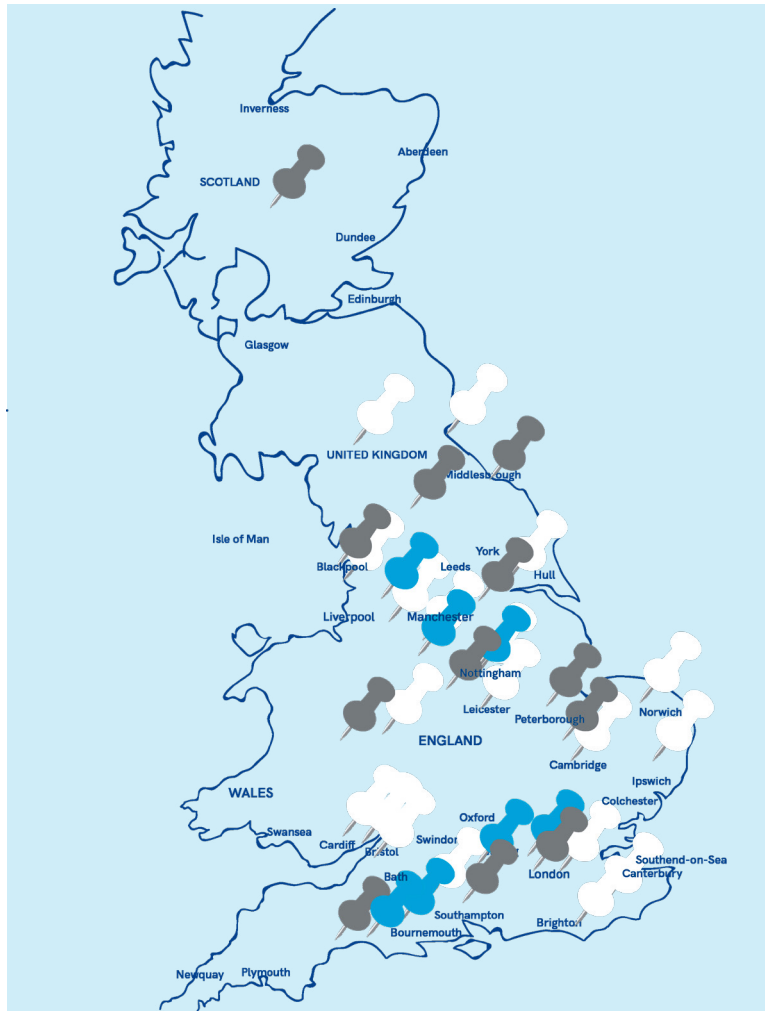
**6** organisations secured match funding for their projects including funding from the Arts Council and Wakenham Trust



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'

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020



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 22 April.

The opportunities available to community groups through Stephen Lawrence Day were promoted widely to audiences as diverse as the demographic 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.

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020

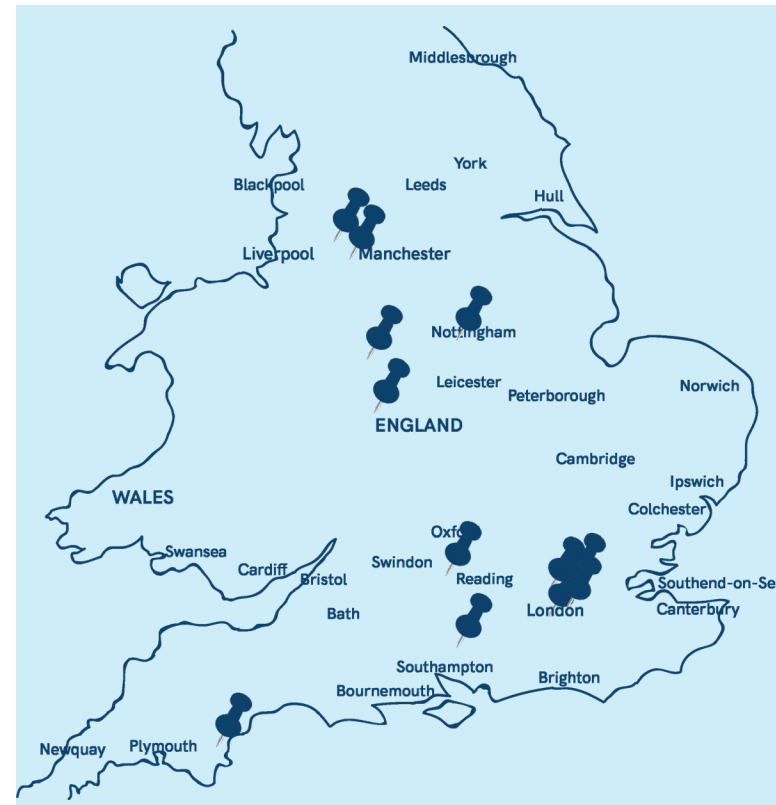
## Social Action in action in partnership with Volunteer Police Cadets

The core purpose of the Stephen Lawrence Day Community Strand was to engage with young people and those that are delivering effective Social Action Projects. These 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.

Naturally, 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.



## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020

## Stephen Lawrence Day: Social Media Campaign

### Achievements



We **trended** on Twitter on 22 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**) to reach our key audiences



Our first post on Twitter on Stephen Lawrence Day ('Today is the first Stephen Lawrence 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 'Because of Stephen...' card was widely used by community groups posting about their own activities as much as by organisations and individuals





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

# PROGRAMMES

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020

## 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.

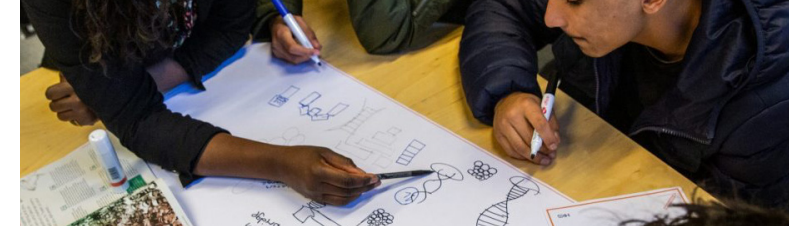
That's why we run community programmes that empower community groups and the people who lead them to share what's important to them, influence how decisions are made and make positive changes to improve things for local people.

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 develop their infrastructure and ways of working that maximise their impact, plus help them acquire 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 showing young people 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, helping them develop their skills and infrastructure, and provide a forum for tackling shared challenges



Upskill community leaders to address the specific challenges associated with leading community groups that support underrepresented or marginalised groups

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020

#### Ambitions: Community Programmes

We want to continue running 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 getting 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. That way, we can 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.



# TRUSTEES' REPORT (CONTINUED)

## FOR THE YEAR ENDED 31 MARCH 2020



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

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 socio-economic 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 the exchange of ideas, sharing of skills and resources, and co-ordination with other community organisations
- Help communities 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, to help organisations develop their thinking, skills and infrastructure to maximise their impact



### Achievements



Over the past 18 months, we have worked very closely 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. This will work to initiate and nurture BAMER Health-related projects in Lewisham

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020



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

**Funded by Esmée Fairbairn from October –  
Formerly known as 'Active Citizens'**

The Lewisham Young Leaders Academy is an AQA-accredited programme for young people from disadvantaged backgrounds aged 15 to 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.



## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020



#### **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. 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.



## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020

#### 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/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 underrepresented 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 Blueprint for All – this includes opportunities to attend and speak at a diverse range of events, building their profile and networks

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020

#### 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 Blueprint for All, and shares our belief that everyone should be able to reach their full potential based on their skills and abilities, not their background.

In partnership with Urban, we have set up a groundbreaking partnership to make the important connection between skilled people from underrepresented 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, as well as 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 Blueprint for All, Urban will donate £1,000 to Blueprint for All from its fee.



## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020



#### 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, as 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
- 3. 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 – 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.



## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020

## Stephen Lawrence Bursaries

The awarding of the Stephen Lawrence Bursary is an important annual event for Blueprint for All. 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 7 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. The money recipients receive from the award can often be the deciding factor in 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 Blueprint for All's Building Futures programme. They also join a network of current bursary holders and alumni, and enjoy other opportunities as part of 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 Trust'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 2 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 MA 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 Blueprint for All and is now entering the final year of his MA said, *"Without the bursaries Blueprint for All has 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. Blueprint for All'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 Blueprint for All are evidence that trust 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."*

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020

## Schools and Further Education programmes



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

Blueprint for All believes 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 to 15 years across 3 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.

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 potential in creating an environment of tolerance, fairness and respect.

*"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 to 15
- Working with students who are from disadvantaged and minority backgrounds
- Improving the confidence and knowledge of those students



## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020

#### Supporters & Fundraising

A huge thank you to the 17 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 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-mile and 100-mile Prudential Ride London courses on 4 August this year, raising almost £3,000.

This is the first time Blueprint for All 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!



#### Serpentine Swim

In another first, on Saturday 21 September 2019, 3 of our lovely supporters braved the cold water to take on the one-mile challenge at the Swim Serpentine, raising vital funds for Blueprint for All.

All 3 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!

*"When I signed up to do the Swim Serpentine for Blueprint for All I could only swim 4 lengths, 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 personal challenges.

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020

One of these was Kaylee, who raised more than £1,250 for Blueprint for All 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 114.5m 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** **Memorial Lecture – Royal Institute of British Architecture (RIBA)**

On 10 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 the 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 Blueprint for All to lead on partnership projects, and the RIBA's regional teams will help Blueprint for All to expand their reach outside of London.

In celebration of Stephen Lawrence Day, the RIBA came to Blueprint for All to speak to 2 of our SLCT Alumni, as well as and the Chair of the RIBA's equality, diversity and inclusion expert panel (Architects for Change), Femi Oresanya, about the impact Blueprint for All has on young, aspiring architects.

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020



#### 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 groundbreaking competition to design the Mile 18 Marker. It provides a rare opportunity for 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.

The winning design was developed by 4 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.



## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020



#### HKS Architects

On 6 March, Blueprint for All, 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 Blueprint for All'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 3 London-based schools and 1 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 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 Blueprint for All, launched a new survey to gather up-to-date evidence on race diversity within architecture. Following on from the first such survey 2 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 those 2 years.

Trust Chief Executive, Sonia Watson, said, *"People from BAME backgrounds make up less than 7% of registered architects. In reality the number of practising architects is half that percentage, while the population is 13% BAME. There are 2 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."*

# TRUSTEES' REPORT (CONTINUED)

## FOR THE YEAR ENDED 31 MARCH 2020

### 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 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.

In addition, each staff member has 3 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, has chosen to support Blueprint for All as their Charity of the Year partner for 2019 – sharing our vision of creating a fairer society in which everyone can succeed. Staff 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.

#### Now Building Inclusive Futures Consulting

Now Building Inclusive Futures Consulting is our Social Enterprise. Any profits arising from the work of the Social Enterprise will be pledged to the. The value that underlies all our work is 'social result and justice'.

We see our role as supporting organisations and their leaders to achieve their own definition of 'social result' and developing the appropriate capacities and competencies. Our expertise covers a range of areas – including diversity

recruitment strategies and leadership, management, recruitment, organisational change and development, award-winning leadership and management development, coaching and strategic counselling, community engagement, communication, public interest research and analytical studies.

Through our consultancy work we not only help organisations deliver their business objectives, but we help them create a more inclusive culture – both in the way they work and the services they provide. We are committed to achieving lasting social impact.



## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020

#### Your Space – Stephen Lawrence Centre Tenancies (Section 1, Strategic objective 5)

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

We continue to focus our attention on fully occupying the Stephen Lawrence Centre, with 8 permanent residents currently residing in our Residence Area and 10 Studio Members looking for a more flexible arrangement. Some of our residents include:

#### Hugo Alonso – Nura Content – Visual Content Agency.

Nura Content is a visual content agency based in London. They specialise in photography, videography, animation, streaming, 360 and VR experiences to create impactful work that reflects brands.

#### Juanjo Ortiz Peregrina – Ortiz Fruits – Fruit Importer.

Ortiz Fruits select products from the best farms in European countries (e.g. Spain, Greece and Italy), African countries (e.g. Morocco and South Africa) and American countries (e.g. Colombia, Ecuador, Costa Rica and Brazil) to offer consumers the freshest and highest quality products.

**Joel Dunn – Paradigm Project.** Prevention mentoring is an approach that the Paradigm Project believes can transform communities. They deliver sessions that address themes commonly experienced by young people. By identifying and exploring these themes at an early age the Paradigm Project is able to disrupt problem behaviours or patterns. During this period, they have attracted co-workers from diverse fields, which in turn help to create a collaborative atmosphere.

Your Space has also continued to expand their membership options to make sure they are flexible enough to suit a wide variety of co-workers – from hot desking options up to a more permanent home for a business. Your Space continues to be an affordable and creative home for a wide range of businesses and individuals. It provides invaluable work space where people can foster their ideas whilst being part of the Your Space Community.



#### Volunteers (Section 1, Strategic objective 6)

Blueprint for All 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 Blueprint for All, 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.

# TRUSTEES' REPORT (CONTINUED)

## FOR THE YEAR ENDED 31 MARCH 2020

### Financial Review

The Charity's results for the year are set out in the Statement of Financial Activities on page 52. The charity had net incoming resources on unrestricted funds of £386,997 for the year (2018: £277,518). Together with the accumulated surplus brought forward from previous years and transfers, the charity had an accumulated surplus on unrestricted funds of £667,867 (2018: £512,166). Restricted funds carried forward at 31 March 2019 amounted to £1,630,354 (2018: £1,533,788). This is appropriate for the purpose for which the funds were provided, details of which can be found in note 17 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 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 the urban design professions. The Board of Trustees seeks to ensure that

this focus is appropriately reflected through the diversity of Blueprint for All's 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:

- Blueprint for All Memorandum & 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

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020

#### Key Management Remuneration

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

#### Blueprint for All's reserves policy

The Stephen Lawrence Reserves Policy is to maintain sufficient level of reserves to enable normal operating activities to continue over a period of up to 3 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

Blueprint for All adheres to key performance and outcome indicators set out by funders and contained within signed funding agreements, namely:

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

In addition, Blueprint for All 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 Trust is exposed.

#### The Stephen Lawrence Centre

The building is now fully occupied and covering its costs for the first time. However, there is always a risk that 1 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 for Small Charities published by Lloyds Foundation and others, we are seeking to diversify income generation via corporate and individual donations, Your Space, our Friendship Scheme and Building Inclusive Futures Consulting.

#### In addition to the above, there's:

- A robust and comprehensive Board Approved Business Plan – covering all aspects of Blueprint for All's operations, and its related action plan that is implemented, monitored, reviewed and revised in a timely manner by Blueprint for All's executive and non-executive Board as appropriate
- A Board of Trustees – with the full range of experience, competence and influence. They will also have time to lead and develop Blueprint for All to success and ensure that all aspects of its operation are effectively implemented with appropriate performance oversight, management arrangements and procedures

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020

- A committed and professional executive management and staff team – with the essential competences to deliver the work on behalf of, and closely guided by the Board of Trustees.
- A commitment by the Charity 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:

- 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 ..... and signed on their behalf by:

.....

**Sir Keith Ajegbo**

Chair of the Trustees



# INDEPENDENT EXAMINER'S REPORT

# 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.

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.

Signed:

Dated:

Paul Randall ACA  
RPG Crouch Chapman LLP  
5th Floor  
14 16 Dowgate Hill  
London  
EC4R 2SU



# STATEMENT OF FINANCIAL ACTIVITIES

# 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 £
<b>Income from:</b>					
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
<b>Total income</b>		<b>584,55</b>	<b>339,140</b>	<b>923,691</b>	<b>1,746,792</b>

	Note	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
<b>Expenditure on:</b>					
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
<b>Total expenditure</b>	<b>6</b>	<b>598,717</b>	<b>205,238</b>	<b>803,955</b>	<b>1,494,526</b>
<b>Net movement in funds</b>		<b>(14,166)</b>	<b>133,902</b>	<b>119,736</b>	<b>252,266</b>
<b>Reconciliation of funds:</b>					
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
<b>Total funds carried forward</b>		<b>1,621,116</b>	<b>796,838</b>	<b>2,417,954</b>	<b>2,298,218</b>

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

The notes on pages 57 to 69 form part of these financial statements.



# BALANCE SHEET

# BALANCE SHEET

## FOR THE YEAR ENDED 31 MARCH 2020

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

The notes on pages 35 to 50 form part of these financial statements.

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



## BALANCE SHEET (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020

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 and signed on their behalf by:

.....  
**Sir Keith Ajegbo**

Reference and  
administrative details

Letters from the Chair  
and the CEO

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Balance sheet

