

2023/2024

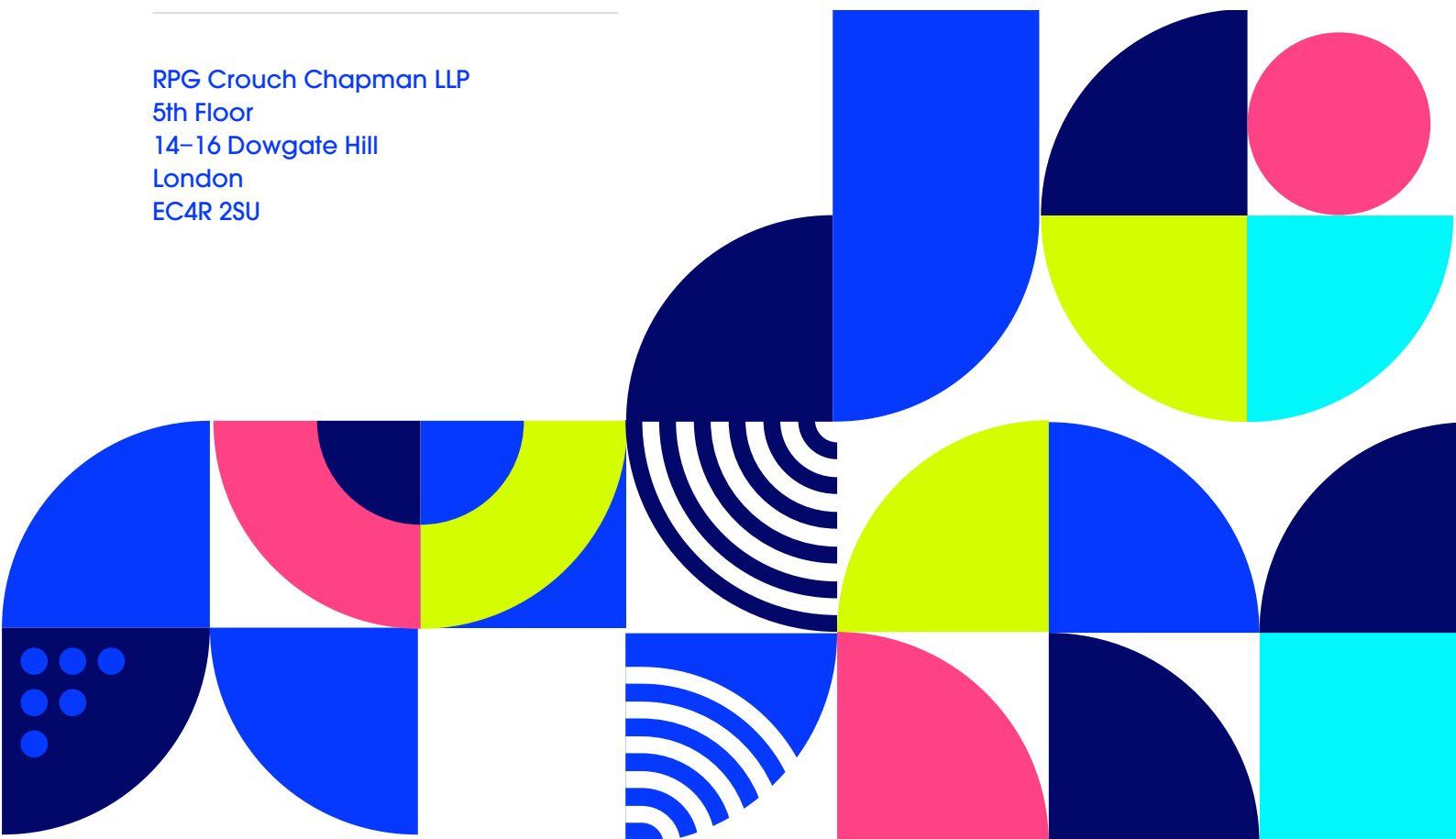


ANNUAL REPORT

UNAUDITED
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024

Registered Number: 05047204
Charity Number: 1102267

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



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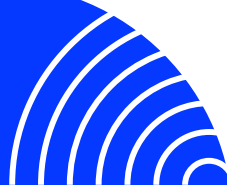
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Reference and administrative details of the Charity, its Trustees and Advisers

Trustees	Sir Keith Ajegbo, Chair Caroline Clark (Resigned November 2023) Andrea Gregory Christopher Jackson Paul Karakusevic Neil Pinder Fabrice Khullar Kevin Antao Mark Macleod
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
Accountant	RPG Crouch Chapman LLP Chartered Accountants 14-16 Dowgate Hill London EC4R 2SU
Solicitor	Bates Wells 10 Queen Street Place London EC4R 1BE



Reference and administrative details of the Charity, its Trustees and Advisers

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



Letters from the Chair of Trustees

Dear Supporter,

I am delighted to reflect on another strong year for Blueprint for All and the significant impact we have made on the lives of many young people and communities across the UK.

The last 12 months have undoubtedly been challenging, but the team, led by Sonia Watson, has shown great resilience, energy, and leadership to deliver excellent results.

The 2023 Youth Census report underscores the increasing challenges faced by the young people supported by Blueprint for All. The report indicates that young people from diverse ethnic backgrounds experience lower levels of confidence, leadership skills and self-belief compared to their white counterparts. Our charitable objectives are firmly rooted in effectively addressing and mitigating disparities, paving the way for a more inclusive society. One of our high impact early careers programmes reports that 80% of participants reported increased confidence in their employability skills and professional aspirations, with 72% successfully bridging gaps in their personal and professional skills.

That is why, Blueprint for All Trustees are delighted to see strong developments in the delivery of our programmes, especially with the progress in our digital platform, My Blueprint for All.

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

This year, we are proud to have supported over 8,000 young people, collaborated with over 80 partners to provide career opportunities and programme support, and received an average participant satisfaction score of 4/5.



Letters from the Chair of Trustees

We look forward to the coming year, building on the digital momentum within the charity and empowering more young people to achieve their potential. We have been shortlisted for four incredible awards this year. This recognition reflects the exceptional efforts of everyone at Blueprint for All and highlights the power of our corporate partnerships.

We have been shortlisted for the following awards:

- [Third Sector Awards 2024](#): Blueprint for All is shortlisted for the Corporate Partnership of the Year award for our impactful collaboration with Deloitte.
- [Corporate Engagement Awards 2024](#): We have been shortlisted for the Best Charity Programme Award.
- [Charity Times Awards 2024](#): We are doubly shortlisted for the Corporate Social Responsibility Project of the Year for our partnership with Deloitte, and our Chief Executive, Sonia Watson has been nominated for the [Charity Leader of the Year](#) award.

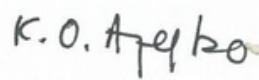
With the support of every individual and organisation that supports us, we are determined to continue our efforts to eradicate inequality and disparity, enabling all young people, no matter their background, to thrive.

Blueprint for All remains committed to our purpose, and we are proud to evidence our progress toward achieving this goal.

Moving forward, our priority is to enhance our offering to more young people and our partners. Our focus continues to be on building income and maximising digital capabilities, to ensure the opportunities offered to the demographic we serve remains at the centre of everything we do.

Thank you for your continued support and dedication to Blueprint for All. Together, we are making a difference.

Yours sincerely,



Sir Keith Ajegbo
Chair of Trustees



About Blueprint for All



blueprintforall.org

020 8100 2800

info@blueprintforall.org

39 Brookmill Road London SE8 4HU
United Kingdom

Blueprint for All works with young people, communities and organisations to create an inclusive society in which everyone, regardless of their race, ethnicity or background are provided with opportunities to thrive, whilst also seeking to drive systemic change.

We believe in a future where talent is respected and nurtured irrespective of where it comes from, where organisations recognise and realise the benefits of a diverse workforce and where our communities can come together and thrive.

This is our blueprint, to set the foundations for a more inclusive society to grow.



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Our Mission, Vision & Values

Our Mission

We work with young people and communities to create an inclusive society in which everyone, regardless of their race, ethnicity or background can thrive.

Our Vision

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

Talent is everywhere, opportunity is not.

Our Values

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



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Our Strategy (2021-2026)

Our strategic plan outlines the priorities and goals for Blueprint for All until 2026, grounded in the values we uphold as an organisation. Each layer of the strategy builds on the previous one, guiding us towards our overall vision and mission.

Our strategy sets out ambitious plans to expand and scale our programmes across the UK, ensuring sustainable change for our young people and influencing policy and practice. To achieve this, we strive to be the best organisation we can be and are led by our vision, mission, and values. We are ambitious in delivering our inclusion goals to enable the change we are determined to see embedded in the UK.

Our strategic themes provide structure and clarity, encouraging us to focus on what needs to be done and how we will achieve it.

Strategic Themes

1.Support Higher Numbers of Under-represented and Disadvantaged Young People

We will work with young people from disadvantaged and under-represented backgrounds, aged 13 to 30, to inspire and enable them to succeed in their choice of education and career.

2.Strengthen and Empower Community Groups

We will enable community groups; to facilitate their development into sustainable and thriving organisations better able to support, within their communities, disadvantaged and under-represented young people.

3.Influence Societal Change and Social Policy

We will challenge organisations to create more inclusive cultures, through the way they work and the services they provide, to achieve lasting social impact. We will seek to influence policy makers to enable systemic change.

4.Establish National Reach for Our Programmes and Our Purpose

We will deliver our programmes across the four UK Nations by designing locally relevant content to support under-represented and disadvantaged young people. Blueprint for All will become known, across the UK, as a result of its reach and impact.



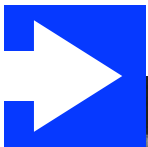
Our Strategy (2021-2026)

5. Develop Sustainable Relationships with Sponsors and Partners

We will nurture viable and engaging relationships with all of our sponsors and partners, prioritising those who share our mission and are committed to implementing holistic change within their organisations.

6. Challenge Ourselves to Be the Best Charity that We Can Be

We will adhere to good governance practices and organise ourselves and the way we work to demonstrate best in class operating disciplines and outcomes. We will develop our internal capability and increase resource capacity.



Our Programmes

In nearly all industries and professions, there is a significant underrepresentation of individuals from diverse ethnic backgrounds and less privileged socio-economic backgrounds. Our programmes are designed to address these disparities by empowering young people to overcome the practical barriers and providing industries with opportunities to diversify their workforce. By partnering with schools, universities, community groups, and employers, we empower young people aged 10-30 from disadvantaged backgrounds to pursue their desired careers.

Our programmes are designed to deliver long-term, multi-layered, and multifaceted support to ensure that participants receive the depth and breadth of targeted support they need.

Our focus areas include:

- Over 70% of our participants are from diverse ethnic backgrounds.
- We operate across the entire UK.
- We provide online early career programmes for individuals aged 18-30, and in-person educational programmes for those aged 10-18.
- We support young people who are Not in Education, Employment, or Training, or who are at risk of dropping out.
- We support those at risk of dropping out of higher education due to financial constraints.
- Our participants often experience various socio-economic challenges, such as living in economically deprived areas, coming from low-income or single-parent households, having previous eligibility for free school meals, or having special education needs or disabilities.

We have implemented focused in-person programmes in three of the ten most economically disadvantaged areas in the UK and extended our reach to all ten areas through our digital initiative, My Blueprint for All.



Our Programmes

There are four main strands of our delivery:

1. Building Careers:

We work with schools, universities, community groups, and employers to inspire and enable young people from disadvantaged backgrounds, aged 13-30, to pursue the career of their choice. Our support ranges from career advice to helping them gain the skills, qualifications, and critical foundations needed for professional success.

2. Supporting Communities:

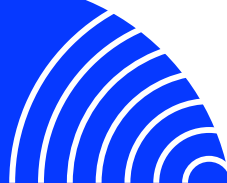
Our national programmes support community groups working primarily with individuals from diverse ethnic backgrounds and challenging socio-economic situations. We aim to maximise their impact and drive positive changes for local communities.

3. Enriching Society:

We strive to create a society where talent is respected and nurtured, regardless of origin. We encourage organisations to recognise and embrace the benefits of a diverse workforce, helping communities thrive. Our bespoke consultancy, aims to drive systemic change in organisations and society as a whole.

4. Digital Transformation - My Blueprint for All:

Our award winning digital platform, My Blueprint for All connects talented and ambitious young people with opportunities, employers, and industries typically beyond their reach. This platform will offer mentoring, work placements, internships, and employment opportunities. Organisations can access a diverse pool of talent, while young people from disadvantaged and under-represented backgrounds receive the support and experience they need to enter their chosen careers.



Our Programmes

Our Programmes & Purpose:

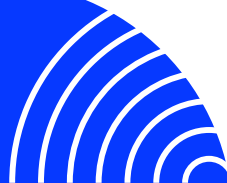
1. Bursaries Programme – To provide bursaries for Diverse Ethnic Heritage and/or underprivileged students (Pan-Discipline Bursaries).
2. Pathways to Professions Programme - To provide careers support and resources in all professional pathways for primary, secondary and 6th form students.
3. Community Leadership Academy – To develop the skills for leadership for micro charities and community organisations.
4. Pathways to Employment – To provide careers support and resources in all professional pathways for 6th form students.
5. Build Environment Programme – To provide career opportunities for Diverse Ethnic Heritage and underrepresented architecture and Built Environment students and to increase diversity and representation in the Built Environment sector.
6. Architecture Advisory Board (AAB) – To share insights and learnings with our AAB to inform the delivery of our Build Environment Programme.

Our approach focuses on equipping young people with the tools and support they need to succeed:

1. **Career Awareness and Pathways:** We educate young individuals about their career options and guide them through the pathways to their chosen professions.
2. **Skill Development:** We provide support for acquiring the necessary skills and qualifications to achieve their full potential.
3. **Early Career Support:** We assist young adults through the early stages of their careers, ensuring a smooth transition into the workforce.
4. **My Blueprint for All:** Through the platform, we offer access to careers advice, opportunities, and resources tailored to individual career aspirations.
5. **Direct Industry Access:** We facilitate direct access to career industries and pathways, connecting young people with real-world opportunities.

Programme Delivery

Our programmes are delivered both in-person and online. In-person sessions are conducted in partnership with educational institutions across the UK, spanning from primary schools to universities. This ensures continuous support throughout young people's educational and career journeys, supplemented by interactions with professionals who serve as role models and sources of inspiration.



Our Programmes

Online Expansion

Recognising the need for broader outreach, particularly among underrepresented demographics, we have expanded our offerings online. This has allowed us to reach more young people from diverse ethnic backgrounds and challenging socio-economic circumstances who may face barriers to in-person participation.

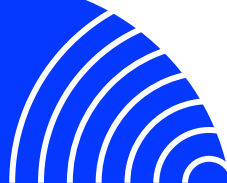
Our online content covers essential topics such as financial literacy, entrepreneurial and innovation programmes, and a Community Leadership Academy. Our online programmes specifically target individuals aged 16-30 from diverse ethnic backgrounds, equipping them with the skills and knowledge needed to thrive in their chosen fields and contribute positively to their communities.

Our Programmes Impact:

- We have engaged face-to-face with over 500 new participants in our school careers programme.
- We have engaged with 3,752 young people across our in-person programmes.
- We have introduced 21 Career Pathways, including 10 new Career Pathways on My Blueprint for All.
- We have delivered programmes in 23 schools across the UK.
- Our career resources have been shared with over 3,000 new young people.
- Over 75% of participants are from diverse ethnic heritage backgrounds.
- Over 70% of our participants meet additional social mobility criteria.
- We have worked with 50 employers co-creating career resources.
- We have 80 corporate partners' supporting programme and My Blueprint for All delivery, including skills workshops.
- We have engaged with 149 new community groups across the UK.
- We have partnerships with 20 universities.

By empowering young people and bridging the gap between education and employment, we are building a more equitable society where everyone has the chance to achieve their full potential.

"I've been able to really work on bettering myself by looking at the bigger picture with My Blueprint for All's support". - Programme Participant



Our Digital Transformation: My Blueprint for All (MBfA)



Our digital transformation is unique; no other organisation in the UK offers this level of support for young people from ethnically diverse and underrepresented backgrounds in a single, easy-to-navigate platform. Our digital platform allows participants to engage with us and receive support over a longer period, aiding them at various stages of their educational and professional journey.

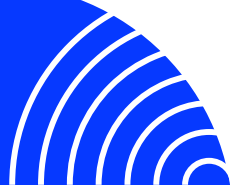
We are proud to have received recognition for our efforts, winning 'Digital Transformation of the Year' by The Charity Times in September 2023 and the Most Inspirational Youth Education Charity 2023 – UK Award in the Non-Profit Organisation Awards. These awards recognise the commitment, innovation, and determination of the best non-profit organisations worldwide.

Whilst My Blueprint for All is in the 'pre-launch' phase, the platform has had a successful year, establishing itself as an important resource for young people of a diverse ethnic heritage to navigate their future.

Our digital transformation has been an organisation-wide shift that positively impacts everyone, including staff, partners, and young people. Internally, our teams have developed digital skills and proficiency in using CRM systems, futureproofing the organisation in an era where digital capacity is essential. This integration will continue to benefit staff and our partners as we utilise this software to its full potential.



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Our Digital Transformation: My Blueprint for All (MBfA)

Our vision for our My Blueprint for All:

- For underrepresented and diverse young people who need digital, aspirational career support which is currently met by face-to-face methods.
- The platform is a career development hub that equips young people with a range of career knowledge and opportunities that they otherwise wouldn't have access to.
- Unlike traditional methods (i.e. school, university, traditional job boards, and other charities) the platform celebrates diversity and will not discriminate against socio-economic backgrounds and other inclusion factors.

Our platform goals are:

- Transform young people's learning and career journeys.
- Increase the number and quality of young peoples' interactions and support provided via the Platform.
- Strengthen Blueprint for All's network of young people and communities.
- Maximise impact on young people's professional journey and become the "go-to place" for career support.

The work completed over the past 15 months has allowed us to identify continued areas of growth for the platform, helping us achieve our strategic goals as a charity. We are excited to embark on the next phase of development later this year, incorporating new elements such as mentoring.

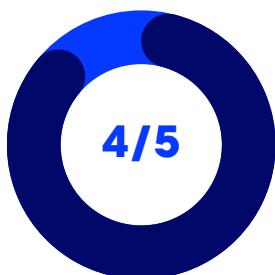


Our Digital Transformation: My Blueprint for All (MBfA)

My Blueprint for All Impact

We are pleased to share the following metrics demonstrating our current impact and growth ahead of our official launch this October 24:

1.Transform young people's learning and career journeys:



Customer Satisfaction Score

(this measures user satisfaction for the portal on a rating of 1-5)



Net Promotor Score

(this measures how likely users are to recommend the portal on a rating of 1-5)



Awareness of professional options

(this measures if users feel more aware of professional options after having used the portal on a rating of 1-5)

2.Increase the number and quality of young peoples' interactions and support provided via the Platform:

1051 Profiles created

30,000+ Total Platform views

5000+ New users
(Returning users 31%)

84% Diverse ethnic backgrounds

of platform users with accounts are those from diverse ethnic backgrounds.



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Our Digital Transformation: My Blueprint for All (MBfA)

3.Strengthen Blueprint for All's network of young people and communities:

50+

Number of employers
contributed content/
career opportunities to
the platform

42

partners provided
career opportunities

43%

of these registered profiles
belong to young individuals
who have actively engaged
in the events held on MBfA

4.Maximise impact on young people's professional journey and become the “go-to place” for career support:

95.8%

of event participants found the career
sessions on MBfA transformative.

84%

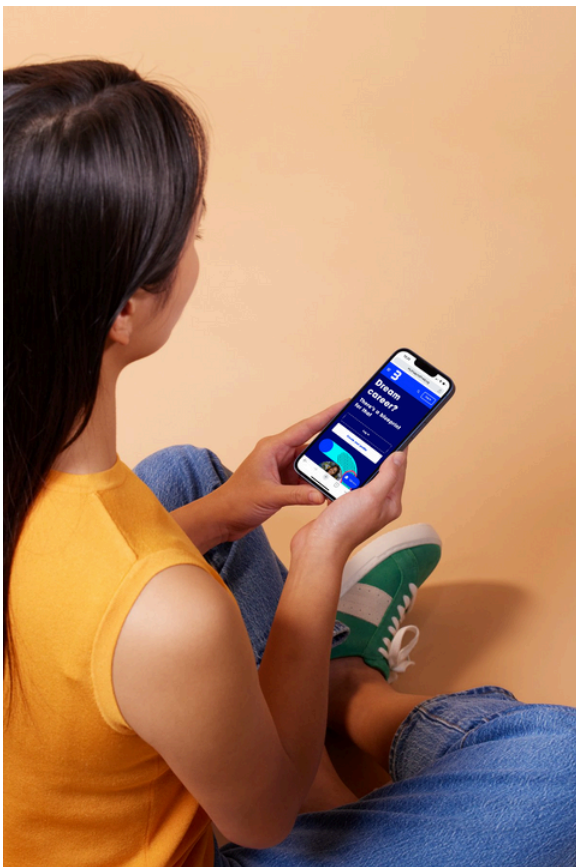
of participants said they will
continue to use the MBfA
platform



Our Digital Transformation: My Blueprint for All (MBfA)

We are pleased to report the impact the platform has already had on many of our participants, from increasing their employability prospects and success within applications to achieving their career goals.

“Entering my final year of studies, the Building Futures Bursary provided me the chance to be fully committed and immersed in my studies, without the worry of monetary restrictions. It meant a chance to explore my passions and interests with more financial freedom and a degree of exploration that would otherwise have been really limiting. Thanks to Blueprint for All and their partners, the bursary meant the chance to explore, question, and create became an even more accessible and fruitful experience.” – Participant



**My Blueprint for All
can be found [here](#).**



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Our Partnerships & Funding

Our funding primarily comes from corporate sponsorships, unrestricted donations, and support from trusts and foundations. We are pursuing long-term funding bids and are exploring new income streams through Your Space, our regular donor scheme, and our Consultancy.

We extend our gratitude to all the organisations that supported Blueprint for All during the 2023-24 financial year through funding and programme engagement.

Blueprint for All Consulting

Blueprint for All Consulting is committed to promoting inclusion in workplaces and beyond. We aim to support organisations in achieving their business objectives while creating a positive, healthy and inclusive work environment.

At the heart of everything we do lies a commitment to inclusion, social impact, and systemic change. Our expertise enables organisations to build the necessary capacity and competencies to embed these goals effectively.

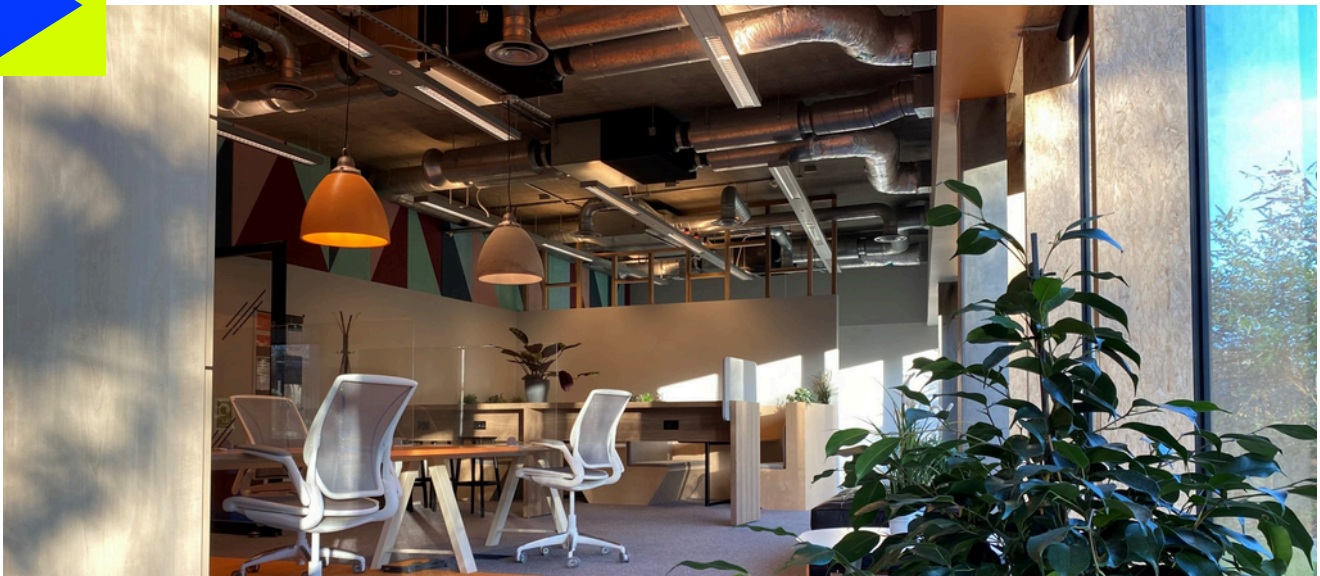
We offer a bespoke range of training, coaching and workshops to help businesses, leadership teams and employees create purposeful change within their organisation; enabling us to help transform workplaces around the UK to become places where, one day, our participants can thrive.



Your Space

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

‘Not only is Your Space a brilliant environment, but it has been a great opportunity to network and I am now working with some of the people I have met here’. - Co-worker



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Trustees' report for the year ended 31st March 2024

The Trustees present their annual report, together with the financial statements, for Blueprint for All for the year 1st April 2023 - 31st March 2024. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

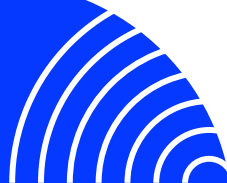
The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1st January 2019).

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

Governing document

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

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



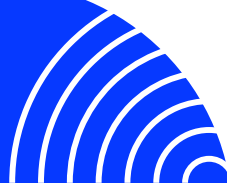
Trustees' report for the year ended 31st March 2024

Recruitment and Appointment of Board of Trustees

The directors of the company are also charity Trustees for the purposes of charity law and under the Company's Articles are known as members of the Board of Trustees. Under the requirements of the Articles of Association one-third of trustees must retire by rotation at the annual general meeting and, being eligible, offer themselves for re-election.

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

The existing Board of Trustees is drawn from a mix of professionals and educators. They recognise the need to refresh the Board to incorporate the skills and competencies necessary to move the Board forward. The Secretary also sits on the Board but has no voting rights. A scheme of delegation is in place and day-to-day responsibility for the provision of the services and operational management rest with the Chief Executive Officer.



Trustees' report for the year ended 31st March 2024

Trustee Induction and Training

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

Trustee Induction:

- Blueprint for All Memorandum and Articles of Association
- Business plan
- The latest published annual report and accounts
- Financial projections and budgets Project and programme plans and publications
- Trustee details and staff structure
- The Essential Trustee: What you need to know (Charity Commission)
- Minutes and reports submitted to previous meetings of the Board of Trustees

Key Management Remuneration

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

Financial Results

During the year, the group had incoming resources of £2,189,899 of which £751,798 represented restricted income and the remainder being unrestricted.

Total expenditure amounted to £2,804,835, with £841,681 representing restricted expenditure and the remainder being unrestricted.

This resulted in net restricted expenditure of £89,883. Net unrestricted expenditure is £325,084.

Total restricted funds carried forward at the yearend amounted to £1,889,487 and net unrestricted funds carried forward amounts to £6,843,519.



Trustees' report for the year ended 31st March 2024

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Trustees' report for the year ended 31st March 2024

Reserves Policy

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

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

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



Trustees' report for the year ended 31st March 2024

Investment Policy

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

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

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

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

Principal Risks and Uncertainties

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

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



Trustees' report for the year ended 31st March 2024

Key Performance Indicators

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

Risk Management

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

Statement of the Trustees Responsibilities

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

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

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



Trustees' report for the year ended 31st March 2024

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

Disclosure of Information to Auditor

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

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

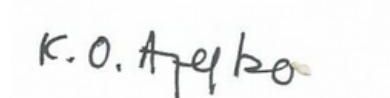
Auditor

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

Small Companies Note

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

Approved by order of the members of the Board of Trustees on 3rd December 2024 and signed on their behalf by:



Sir Keith Ajegbo
Chair of the Trustees

