

Headliners (UK)

Trustees Report & Financial Statements

31 March 2021

We empower young people to have a voice.

Headliners (UK) Trustee Report and Financial Statements 31st March 2021

Status	The organisation is a charitable company limited by guarantee, incorporated on 3 October 1994 and registered as a charity on 12 January 1995.	
Charity Number	1043300	
Company Number	2976335	
Number		
Registered Address	Can Mezzanine, 49-51 East Road, Hackney, London N1 6AH	
Trustees	Jonathan Hudson Dr David Baines Gana Alampalle Alex Brookes Emma Corry Victoria Gashe Jonathan Grosskopf David Izamoje Eva Keogan Eshe Nelson Niall Parfitt Darell Philip David Seymour Maggie Taggart	Chair Deputy Chair Resigned 23 rd September 2020 Resigned 25 May 2021 Resigned 24 th March 2021
Chief Executive	Mrs Alison Talbot – from 1 st April 2020.	
Bankers	Barclays Bank PLC Islington and Camden Business Centre PO Box 3474 London NW1 7NQ	
Solicitors	Pinsent Masons 30 Crown Place, London EC2A 4ES	
Auditors	Goldwins Chartered Accountants 75 Maygrove Rd, London NW6 2EG	

Chair's Foreword

It is with great pleasure that I present this years annual report and accounts for review by our friends and partners. I am pleased because of the fantastic work our staff team have delivered over the past year in the face of unprecedented circumstances, placing an extraordinary strain on resources and established ways of working. I can only commend their resilience and ability to adapt to change.

Given the external environment, changing delivery rules and funder requirements, we have still been able to deliver our mission. Supporting 775 young people through our innovative programmes and providing accreditation in journalism, photography or creative industries to 75. We also end the year in a positive financial position, and with suitable reserves.

I want to highlight the work of our (relatively) recently appointed Chief Executive, who had her first day just as lockdown was announced in March 2020. It is not an easy task to take on the leadership of a new organisation, particularly at a time when a whole new way of working and delivery has to implemented within a matter of weeks. Ali has steered the organisation with care, humour, empathy and professionalism and we thank her for that. The results of her and her team are outlined throughout this report.

As a Board, we took the decision to delay our new strategy year until the full effective of the pandemic was understood. But we also wanted to use this extra time to 'get the house in order' as we look to the future. Therefore, during the year and following an extensive skills audit and recruitment process, we onboarded nine new trustees. This is the most diverse board Headliners has ever had, made up of people from across the UK, from a range of backgrounds and experiences - now we need to embed this approach across all of our organisation and programmes. The board also includes a number of former members of Headliners (UK) and we have plans for even greater involvement of young people in our decision making processes.

Our new Trustees have been a welcome addition to the discussions on our new strategy and have got 'stuck in' as we review our approaches to governance to ensure we are fit for the long term. We have also identified new digital opportunities to further our reach, taking forward our learnings from our COVID response.

Finally, it is only right that I thank our funders and partners for their support over the past year. You have all shown us flexibility as we have needed to adapt and, in many cases, made more funds available to support our COVID-19 response and the well-being our staff team and our beneficiaries. Thank you for your support.

Jon Hudson



Jon Hudson 2021

Headliners (UK) Trustees' Report

The Trustees are pleased to present their report together with the audited financial statements for Headliners (UK) for the year ended 31 March 2021.

Legal and administrative information set out on page 2 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and Accounting and Reporting by Charities: Statement of Recommended Practice 2005.

Structure, Governance and Management

Headliners (UK) is a company limited by guarantee, not having a share capital, and is governed by a Board of Trustees, the members of which are the directors of the Company. The charity's governing document is its Articles of Association. Trustees are externally recruited and selected then appointed by ordinary resolution for an initial three-year term, which can be extended.

It is the policy of the charity that there is representation of young people and former Headliners (UK) members on the Board of Trustees. Young people are involved across all sections of the organisation including the annual planning cycle and developing strategy.

The charity's ethos is encouraging the participation of young people. Young people are involved in the recruitment of key charity positions and key decision making in the charity including our strategy.

The day-to-day operation of the charity is now managed by the Chief Executive, who reports to the Board of Trustees and who is supported by a small senior management team. The senior management team meets at monthly intervals and the Board meets five times per year. The charity was supported by 81 hours of volunteering hours by Trustees in 2020 to contribute to the governance of the charity.

Financial management of the organisation lies with the Chief Executive and an outsourced Head of Finance. Budgets are prepared annually and presented to the Board of Trustees for formal adoption in March of each year. Management accounts are presented every two months to the Finance Committee and reported on to the Board of Trustees meetings. The Finance Committee, chaired currently by the Chair, regularly reviews the financial position, the level of reserves and policy and fundraising progress. It also reviews the risk register and going concern to advise and report to the Board of trustees.

It is the policy of Headliners (UK) that all Trustees, team members and volunteers are subjected to a Disclosure and Barring Service (DBS) check and Access NI check for Northern Ireland at appointment and at three-year intervals thereafter.

Responsibilities of Board of Trustees

The Board of Trustees is responsible for preparing the report and accounts in accordance with applicable law and regulations.

Company law requires the Board of Trustees to prepare accounts for each financial year. Under that law the directors have elected to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Board of Trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these accounts, the Board of Trustees are required to:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent

- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the company will continue in business
- observe the methods and principles in the Charities' SORP

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

In accordance with company law, as the company's directors, the Trustees certify that:

- so far as they are aware, there is no relevant audit information of which the company's auditors are unaware; and
- as the Directors of the company, they have taken all the steps that they ought to have taken in order to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information

Our Board of Trustees

Members of the Board of Trustees, who are also Trustees under charity law, who served during the year and up to the date of this report shown on page 2. Profiles of the Board of Trustees can be viewed [here](#).

Members of the charitable company guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up. The total number of such guarantees at 31 March 2021 was 13. Members of the Board of Trustees have no beneficial interest in the charity.

New Trustees are elected by the Board of Trustees having regard for the knowledge, skills and experience Headliners (UK) require. The appointment of Trustees is undertaken through an open recruitment process and based on the skills matrix for the Board and selected candidates are interviewed for suitability. Once appointed, Trustees complete an induction process, which includes orientation with the operational and financial reporting processes, meeting senior management and staff and introduction with the charity's team and young people (members).



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Charitable Objectives and Activities

The mission of Headliners (UK) is:

To inspire children and young people to investigate and challenge the world around them, enhance their personal development and promote their right to be heard as equals.

Our Vision

A world where young people believe in themselves, are powerful and able to make changes for themselves and for others

Our Beliefs

- All young people have voices and views that should be heard and taken seriously.
- All young people have potential - they are talented, creative and have experience that can be harnessed to create a positive future.
- All young people deserve equal opportunities in life, no matter what their start has been or their circumstances.
- All young people are assets and our role is to provide support and opportunity for young people to identify their own strengths and take those opportunities.

Operating Principles:

We always:

- ✓ Involve young people in decision making
- ✓ Create a safe space for young people
- ✓ Build positive relationships between staff and young people
- ✓ Have a youth-centred approach and begin our support where the young person is at
- ✓ Use journalism tools and processes
- ✓ Use experiential learning and hands-on practical skills-based activities
- ✓ Create a journalistic /media output for each project
- ✓ Promote social mixing and cohesion

The objectives of the charity are:

- To advance the education of children and young people and enable young people to express themselves by using the skills and disciplines of journalism and present their findings and views to policy and decision makers by researching, conducting interviews and producing stories for publication in local and national newspapers and magazines and for broadcast on TV and radio. Their stories advance the views of a diverse range of children and young people from across the UK
- To raise the skills, confidence and aspirations of young people to give them lifelong and transferable skills such as improved communication and critical thinking skills for increased employability and media skills that can help them into the creative industries
- To involve young people in decision making within Headliners and to support young people to become active citizens in their communities and support different communities to learn together to promote respect and the celebration of diversity as well as raise the voice of those most isolated and disengaged communities

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In shaping our objectives for the year and planning our activities, the Trustees have considered the Charity Commission's guidance on public benefit. The charity's strategy was due to run from 2018-2021 but due to the impact of the Covid-19 pandemic, the Trustees agreed to extend the current strategy period to 31st March 2022. The Trustees, staff team and young people are currently developing the new strategy to respond to the issues and impact presented by the post-Covid world.

Putting our current strategy into action, Headliners (UK) has four main areas of activity:

- Providing learning through multi-media programmes to improve the skills and educational attainment of young people
- Raising the voice of young people who are isolated or excluded or under-represented generally particularly young people who have experience of the care system and young people with special educational needs.
- Encouraging youth volunteering, social action and active citizenship and supporting young people to make positive choices in their own lives
- Bringing together groups of young people from a wide range of backgrounds to celebrate and respect diversity

Our priorities for the current 2018-22 Strategy are:

- To improve the choices and opportunities for the most socially isolated young people in the North East of England, London and Northern Ireland enabling these young people to become more independent, socially equal, employment-ready and active citizens.
- Increase opportunities for young people to be heard in their own authentic voice, challenge perceptions and to influence and create change for young people.
- To create a movement of people – new trustees, volunteers and friends of Headliners - getting behind young people in their area to help them achieve their goals.

Review of 2020/2021 Charitable Activities

COVID Pandemic

Like many charities across the country, Headliners (UK) has faced significant challenges that the Covid-19 pandemic presented for the charity, our team, our partners, funders and importantly the young people we seek to support.

In April 2020, the charity said farewell to our long serving Director and a new Chief Executive joined the charity - right in the middle of a national lockdown due to the pandemic. The staff team adapted very well and very promptly to online Google Meets / Microsoft Teams meetings and establishing online delivery for young people. Through proactive discussions with our funders, the funded projects found innovative ways to reach young people and provide much needed support during the three national lockdowns.

North East

Tynesiders:

- ❖ Project supporting young people from new, emerging and established communities in North and South Tyneside, Newcastle and Gateshead to unearth, document and share their communities' unique migration stories funded from The National Lottery Heritage Fund.

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- ❖ The project supported 56 young people to capture their stories through photography projects and oral histories for exhibition across Tyne and Wear and enrich the archives of local museums and galleries with 22 young people engaged in OCN learning programmes.
- ❖ 100% of young people reported that they would be more likely to access heritage venues as a result of taking part in the project and 67% reported having more confidence to mix with different groups of people.
- ❖ 100% of the young people felt valued and listened to as a result of the project. 100% said that they would recommend Headliners to others and 67% said they would be more likely to take part in heritage projects in the future.
- ❖ 100% young people felt that their confidence had grown as a result of taking part in the project.

Digital Transitions:

- ❖ Lloyds Bank Foundation Invest funded project to support young people transitioning from care to independence.
- ❖ Our 'Digital Transitions' project blends group engagement activities, 1-2-1 mentoring and employability skills training backed by a hands-on, accredited media programme to promote young people's personal and social development, as well as equipping them with the skills and experience to stand on their own two feet.
- ❖ Over 25 young people supported to build their confidence, develop their life skills and amplify their voices during the COVID pandemic.
- ❖ 83% of young people felt they have become a lot more optimistic about their future
- ❖ 86.7% felt more confident in how they felt they were dealing with their problems.



Photography from the Digital Transitions project

"Headliners has brought a routine and structure back into my life and a support system that I can trust. For the first time in what feels like forever I'm not only setting goals but achieving them too. My course leader, David has been amazing and even throughout a pandemic has offered me unrelenting support. Our sessions have always been fun and relaxed, yet covering really important subjects like debt management, writing a cv and looking for a work placement." Young Person – Digital Transitions 2021

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National Citizen Service:

- ❖ **Social action and active citizenship:** Headliners (UK) are a proud delivery partner of the National Citizen Services (NCS) Trust. Due to the COVID pandemic and government restrictions, the North East were not able to deliver conventional summer and autumn residential programmes.
- ❖ The adapted and much limited NCS Summer programme reached 29 young people and generated over 750 social action hours back into their local communities. The programme quality was judged from young people scored 84.21 % against a national average of 63.7% and a North East average of 63.8%. Parent / guardian feedback was also high with 88.89% positive score against a national figure of 74.5% and regional average of 83.8%.
- ❖ For the Autumn programme, 40 young people completed the programme and completed 1200 hours of social action. The Autumn 2020 programme NPS scores achieved 77.8% for quality in the backdrop of high COVID cases in the North East.
- ❖ Our bespoke NCS autumn programme at the Jarrow Route2Work College on South Tyneside that was recognised by North East Youth and won the North East Youth's Projects with Pride Partnership of the Year Award.



Northern Ireland

Our Together we Can, Together We Will

- ❖ Our project funded by the National Lottery Community Fund supported 242 young people in 2020-2021 through providing a range of programmes sessions enabling to create podcasts, stories, photo-stories and media content. The #LifeinLockdown series was well received as was our partnership with Parents of Children with Autism (POCA) and Playtrail. One of the films we supported young people to produce can be seen here: <https://www.headliners.org/the-playtrail-tea-in-the-park-has-returned>
- ❖ Our Education Authority Northern Ireland (EANI) Project COVID ReStart project enabled 8 young people to be supported to re-engage and re-start their journey and share their voices and stories from the pandemic. EANI also supported our charity with a small amount of PPE funding enabling us to support young people with PPE when our session resumed face-to-face.

London

#Unfiltered

- ❖ Our Unfiltered project supported by the Mayor's Office Young Londoners Fund to raise the voice of young people who are excluded or isolated in London explored a wide range of topics including Black

Lives Matter, the COVID pandemic lockdowns and youth mental health. An example of the young people's stories can be found here: <https://www.headliners.org/mental-health-and-coping>

- ❖ Unfiltered supported 168 young people during 2020-2021 and provided much needed support online and then face-to-face for Young Londoners.

#Young Reporters

- ❖ The Young Reporter's Safe Spaces project supported by the Vanguard Group enabled Headliners (UK) to create safe spaces for young people in East London to take part in after school activity and support them to avoid getting drawn into youth violence.



Keeping It Wild

- ❖ Increasing young people's access to nature: The Keeping It Wild project has been delivered in partnership with London Wildlife Trust, London Youth and John Muir Trust funded by The Heritage Lottery fund tackled the challenges of the national lockdowns to support young people to access nature. The project enabled:
 - ✓ 16 Trainees to be trained in Media and Journalism with all being certificated with OCN.
 - ✓ 122 young people engaged in multi-media programmes through Wild Action Programmes
 - ✓ 52 young people engaged through Wild Action Meet programmes with one of the young people sharing that "It's been an insightful and comprehensive media training experience."



UK Wide

Co-Ray

- ❖ Headliners (UK) is delighted to work in partnership with the Emerging Minds Network and Fully Focused on a unique eighteen-month project that will respond to the challenges young people have faced from the COVID-19 pandemic and the impact on their mental health. More information on the project can be found here: <https://www.headliners.org/co-ray-project>

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Achievements and Performance

- ✚ Headliners (UK) supported 775 children and young people in England and Northern Ireland in 2020-2021
- ✚ 1950 social action and volunteering hours generated to support local community projects in the North East.
- ✚ 75 young people aged 14 and over were registered for accreditation in journalism, communication, technical skills and skills for professions in the creative and digital industries.
- ✚ 9 new Trustees appointed to our Board of Trustees to strengthen the governance and decision-making in the charity.
- ✚ We built partnerships with 107 new groups, organisations and partners enabling us to reach new cohorts of disadvantaged young people and add value to youth provision.
- ✚ Headliners (UK) reached 405,862 impressions on Twitter during 2020-2021 to amplify the voice of young people and share their stories.



Headliners (UK) Impact:

The impact of the projects delivered during 2020/21 shows that involvement in Headliners (UK) programmes significantly improves individual outcomes for young people:

- ✓ 99.67% of young people said they felt their contribution was valued
- ✓ 97.52% of young people said they cared about their community more
- ✓ 100% of young people said they felt they were able to give their own opinion
- ✓ 98.56% of young people had better job prospects / did better at school
- ✓ 100% of young people felt more confident talking to groups of people
- ✓ 93.50% of young people would recommend Headliners (UK)

Financial Review

During the year Headliners (UK) made a net surplus of £25,203 (2020 net profit £74,563) resulting in total funds carried forward of £223,686 (2020 total funds carried forward £198,483). Principal sources of funding were from the contract delivery on the National Citizen Service Trust (NCST), the National Lottery Community Fund Northern Ireland, Mayor of London's Young Londoners Fund, some COVID related funding

and charitable trusts and foundations and all expenditure for the year is directly related to fulfilling the aims and objectives of the funder's requirements.

The longevity of the COVID-19 pandemic has presented challenging times to the charity and the charitable sector in terms of supporting vulnerable young people and sustaining our funding and fundraising. The charity will focus on maximising the resources the charity has to develop our sources of contract income, fundraised income and to ensure efficiency of delivery across our charitable activities.

Reserves Policy

The Trustees have determined that a target reserves level of £60,000 is both realistic and appropriate. This represents 18 months of core costs not supported by guaranteed income streams which is felt to provide sufficient protection for the organisation. However, the Board has committed to reviewing this target in the next financial year. The charity has built up the reserves over the past year and exceeded the target through reducing long term financial commitments with the exception of the loan.

Management of Risk

The Trustees have a risk management strategy which comprises:

- An annual review of the risks the charity may face.
- Regular monitoring by the Finance Committee of the Top 10 risks facing the charity and reported to the Board of Trustees quarterly.
- The establishment of systems and procedures to mitigate those risks identified in the plan.
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

This work has identified that financial sustainability is the key focus for the charity and building up of the unrestricted reserves for the charity. Attention is also focussed on non-financial risks arising from safeguarding and child protection.

Data security including cyber security is an increasing focus and the charity has reviewed and developed a new Data Protection Policy and procedures to comply with the General Data Protection Regulation (GDPR) and the charity secured Cyber Essentials accreditation in September 2020.

A key element in the management of financial risk is the reserves policy and the retention of sufficient working capital. Over the past two years we have significantly reduced overhead costs and liabilities by minimising the length of leases on premises and equipment. An income generation strategy, including a digital giving plan, is in place to broaden the fundraising base.

Safeguarding and child protection policies and procedures are reviewed at least annually by the Senior Management Team and reported to Trustees when new legislation or guidance is issued. External child protection training is compulsory for all staff and there is an internal on-going training and skills sharing child protection plan.

Thank you to our Funders

Without the vital funding and support provided to Headliners (UK) we could not support the many vulnerable children and young people we reach. We are indebted to these funders and we wanted to say a very big thank you to:

England-wide funders

- The Jack Petchey Foundation whose funding supports our London delivery.
- Funding from the National Lottery Heritage Fund supporting our 'Keeping It Wild' work with the London Wildlife Trust, John Muir Trust and London Youth.
- The London Mayor's Fund enables our charity to deliver the #Unfiltered project to support young people with special educational needs and those at risk of exclusion in London.
- Funding from Vanguard to develop an out-of-school 'Safe Spaces' projects in London.
- Funding for the Co-Ray project in partnership with the UKRI Emerging Minds and Triumph Networks and supported by the wider Mental Health Networks, to work with Headliners (UK) and Fully Focused to respond to the challenges young people have faced from the COVID-19 pandemic and the impact on their mental health
- Funding from Hackney Council and Newcastle City Council with COVID Support grants to support our COVID response to supporting young people.
- Funding and support from The Lloyds Bank Foundation Enable Fund enables Headliners (UK) to work with young people transitioning from care in North-East England and the Enable support programme supporting our Governance.
- Funding from Lloyds Bank Foundation COVID Support grant to support additional resources on Digital Transitions for wellbeing check-ins with young people during COVID.
- The National Lottery Heritage Fund is funding Headliners (UK) to deliver the Tynesiders' project which supports new, emerging and existing communities to explore their shared heritage in the North-East of England.
- Aviva Community Fund and our donors for supporting our Young Voices Count work.
- Tesco Bags for Help COVID Fund to support our work with young people.

Northern Ireland (Belfast & Derry)

- Funding from Co-operation Ireland to support our charity's COVID response.
- Continued funding for an additional three years for the National Lottery Empowering Young People Programme (formally The Big Lottery) is enabling us to reach vulnerable young people in Northern Ireland. to work with young people who are in care, young offenders and young people out of school.
- Funding from the Education Authority Northern Ireland (EANI) to enable Headliners NI to work with a range of young people across Northern Ireland to raise standards and improve community relations, equality and diversity.
- Funding from the EANI on COVID PPE Fund to support the procurement of PPE for our workforce and young people in Northern Ireland.
- Funding from EANI Restart Fund to support the restarting of youth activities during the COVID pandemic.

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TJ - A Tynesiders' project participant

Plans for the Future

Headliners (UK) is entering an exciting phase of development with the Board and the staff team coming together throughout 2021 to develop the next strategic plan for 2022-2025. It represents a unique opportunity to take stock of where the charity sits in the youth landscape and listen to young people's thoughts on what they need for the future. Our strategy is shaped around three strategic pillar of Youth Voices, Youth Opportunities and Reaching Out with strategic goals and objectives under each theme. Headliners (UK) is looking forward to consulting with young people, our partners and funders before finalising our 2022-2025 Strategy, service delivery plan and budget. The summary of our draft strategi goals are shown below:

Youth Voices

#Headliners Voices

Goal: To enable young people to have an inclusive platform to amplify their voice and be listened to.

#Headliners Govern and Invest

Goal: To be the best we can be through effective governance, leadership and youth engagement to empower youth voices.

Youth Opportunities

#Headliners Futures

Goal: To create opportunities for young people to enhance their future life chances and grow in confidence

#Headliners Choices

Goal: To support young people to make positive choices and access inclusive opportunities

#Headliners Partnerships

Goal: To develop our partnership and alliances to amplify youth voices and create youth opportunities

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Reaching Out

#Headliners Reaching Out

Goal: To strengthen young people's voices by empowering them to positively challenge the world around them

#Headliners Giving

Goal: To create sustainable resources and income for the charity to achieve our vision and mission.

Small Company Provisions

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102 effective 1 January 2015) - Charities SORP (FRS 102 effective 1 January 2015) and the Companies Act 2006

Approved by the Board of Trustees on 30th November 2021 and signed on its behalf by



Jon Hudson – Chair



David Baines – Deputy Chair

INDEPENDENT EXAMINERS' REPORT FOR THE YEAR ENDED 31 MARCH 2021

I report to the charity Trustees on my examination of the accounts of the Company for the year ended 31 March 2021.

Responsibilities and basis of report

As the charity's Trustees of the Company (and also 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 Company 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 your charity's accounts as 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

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 Company 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.

Anthony Epton

Anthony Epton BA FCA CTA FCIE
Goldwins
Chartered accountants
75 Maygrove Road
West Hampstead
London NW6 2EG
Date: 01/12/2021

Headliners (U.K.)

Statement of financial activities

(incorporating an income and expenditure account)

For the year ended 31 March 2021

	Note	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
Income from:					
Charitable activities:	3				
England and wide operations		132,534	184,893	317,427	441,412
NI (Belfast & Derry Bureaux)		-	182,389	182,389	172,095
Total income		132,534	367,282	499,816	613,507
Expenditure on:	4				
Charitable activities:					
England and wide operations		128,362	180,836	309,198	400,450
NI (Belfast & Derry Bureaux)		(1,253)	166,668	165,415	138,494
Total expenditure		127,109	347,504	474,613	538,944
Net income/ (expenditure) for the year		5,425	19,778	25,203	74,563
Transfers between funds		(7,175)	7,175	-	-
Net movement in funds		(1,750)	26,953	25,203	74,563
Reconciliation of funds:					
Total funds brought forward		74,383	124,100	198,483	123,920
Total funds carried forward		72,633	151,053	223,686	198,483

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The attached notes form part of these financial statements.

Headliners (U.K.)
Balance sheet
As at 31 March 2021

	Note	2021 £	2021 £	2020 £	2020 £
Fixed assets:					
Tangible assets	8		10,028		12,003
Current assets:					
Debtors	9	60,577		72,762	
Cash at bank and in hand		169,021		131,953	
		<u>229,598</u>		<u>204,715</u>	
Liabilities:					
Creditors: amounts falling due within one year	10	(15,940)		(18,235)	
Net current assets			<u>213,658</u>		<u>186,480</u>
Total net assets			<u><u>223,686</u></u>		<u><u>198,483</u></u>
Funds					
Restricted funds	13		151,053		124,100
Unrestricted funds:					
Designated funds		10,028		12,003	
General funds		<u>62,605</u>		<u>62,380</u>	
Total unrestricted funds			<u>72,633</u>		<u>74,383</u>
Total funds			<u><u>223,686</u></u>		<u><u>198,483</u></u>

The Charity's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime. The Trustees consider that the Charity is entitled to exemption from the requirement to have an audit under the provision of section 477 of the Companies Act 2006("the Act") and members have not required the Charity to obtain an audit for the year in question in accordance with section 476 of the act. The Trustee acknowledge their responsibilities for complying with the requirement of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

Approved by the trustees on 30th November 2021.
and signed on their behalf by:



Jon Hudson
Chairman

Company registration no. 2976335

The attached notes form part of the financial statements.

Headliners (U.K.)
Statement of cash flows
For the year ended 31 March 2021

	Note	2021 £	2020 £	
Cash flows from operating activities:				
Net cash provided by / (used in) operating activities	a	39,449	9,130	
Cash flows from investing activities:				
Payments to acquire fixed assets		<u>(2,381)</u>	<u>(3,521)</u>	
Cash provided by / (used in) investing activities		(2,381)	(3,521)	
Change in cash and cash equivalents in the year		37,068	5,609	
Cash and cash equivalents at the beginning of the year		<u>131,953</u>	<u>126,344</u>	
Cash and cash equivalents at the end of the year	b	<u>169,021</u>	<u>131,953</u>	
 a) Reconciliation of net income / (expenditure) to net cash flow from operating activities				
		2021 £	2020 £	
Net income / (expenditure) for the reporting period (as per the statement of financial activities)		25,203	74,562	
Depreciation		4,356	3,751	
(Increase)/ decrease in debtors		12,185	(63,926)	
Increase/ (decrease) in creditors		(2,295)	(5,258)	
Net cash provided by / (used in) operating activities		<u>39,449</u>	<u>9,130</u>	
 b) Analysis of cash and cash equivalents				
	At 31 March 2020 £	Cash flows £	Other changes £	At 31 March 2021 £
Cash at bank and in hand	131,953	37,068	-	169,021
Total cash and cash equivalents	<u>131,953</u>	<u>37,068</u>	<u>-</u>	<u>169,021</u>

Headliners (U.K.)

Notes to the financial statements

For the year ended 31 March 2021

1 Accounting policies

a) Basis of preparation

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

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

c) Interest receivable

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

d) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

e) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of generating funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services, exhibitions and other educational activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

f) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charitable activities. These costs have been allocated between cost of generating funds and expenditure on charitable activities.

Headliners (U.K.)

Notes to the financial statements

For the year ended 31 March 2021

1 Accounting policies (continued)

g) Operating leases

Rental payables under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the Statement of Financial Activities on a straight line basis over the lease

h) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

~ Plant and equipments	4 years
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i) Debtors

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

Cash at bank and in hand

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

k) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

l) Pensions

The charitable company contributes into the pension of its employees. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension costs charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no liability under the scheme other than for the payment of those contributions.

Headliners (U.K.)
Notes to the financial statements
For the year ended 31 March 2021

2 Detailed comparatives for the statement of financial activities

	2020 Unrestricted funds £	2020 Restricted funds £	2020 Total funds £
Income from:			
Charitable activities:			
England-Wide Operations	264,595	176,817	441,412
NI (Belfast & Derry Bureaux)	-	172,095	172,095
Total income	<u>264,595</u>	<u>348,912</u>	<u>613,507</u>
Expenditure on:			
Charitable activities:			
England-Wide Operations	277,623	122,827	400,450
NI (Belfast & Derry Bureaux)	(1,459)	139,953	138,494
Total expenditure	<u>276,164</u>	<u>262,780</u>	<u>538,944</u>
Net income/ (expenditure) for the year	(11,569)	86,132	74,563
Net movement in funds	<u>(11,569)</u>	<u>86,132</u>	<u>74,563</u>
Transfers between funds	15,202	(15,202)	-
Net movement in funds	3,633	70,930	74,563
Total funds brought forward	<u>70,750</u>	<u>53,170</u>	<u>123,920</u>
Total funds carried forward	<u><u>74,383</u></u>	<u><u>124,100</u></u>	<u><u>198,483</u></u>

Headliners (U.K.)
Notes to the financial statements
For the year ended 31 March 2021

3 Income from charitable activities

	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
Grant income				
National Lottery Community Fund Empowering YP	-	158,896	158,896	159,748
Education Authority for Northern Ireland	-	13,575	13,575	12,347
EANI Youth Restart Project	-	9,917	9,917	-
Heritage Lottery	-	39,680	39,680	49,600
Jack Petchey	-	1,500	1,500	1,500
London Borough Of Tower Hamlets	-	-	-	7,342
Vanguard	-	-	-	15,000
Co-Ray Project	-	15,000	15,000	-
Lloyds TSB Engage	-	45,987	45,987	28,635
Lloyds Covid-19 Funding	8,211	-	8,211	-
London Wildlife Fund	-	31,804	31,804	29,726
Heritage Lottery Accelerator Fund	-	3,912	3,912	-
Young Londoners	-	45,014	45,014	45,014
ESF Equip Community Leaders	-	1,997	1,997	-
Newcastle City Council Covid-19 Grant	11,973	-	11,973	-
London Borough of Hackney Covid-19 Grant	5,000	-	5,000	-
Other	1,500	-	1,500	-
Total	26,684	367,282	393,966	348,912
Other income				
NCS Trust	104,305	-	104,305	264,410
Other income	250	-	250	-
Fundraising income	1,295	-	1,295	185
Total	105,850	-	105,850	264,595
Total income from charitable activities	132,534	367,282	499,816	613,507

Headliners (U.K.)
Notes to the financial statements
For the year ended 31 March 2021

4 Analysis of expenditure

	Charitable activities		2021 £	2020 £
	England & Wide Operations £	NI (Belfast & Derry Bureaux) £		
Staff costs	218,307	125,963	344,270	255,364
Other staff costs	29,262	4,200	33,462	37,363
Direct costs				
Bureau direct costs	9,820	7,304	17,124	3,842
Other operating costs	10,300	3,662	13,963	178,277
Support costs				
Premises costs	15,758	14,081	29,838	30,772
Office costs	1,488	1,273	2,761	3,417
Office equipment costs	17,742	6,612	24,354	21,584
Depreciation	4,356	-	4,356	3,751
Legal and professional fees	35	-	35	48
Relocation costs	669	-	669	-
Bank charges	632	166	798	134
Audit fees	2,880	-	2,880	3,640
Trustees expenses	104	-	104	752
	311,352	163,261	474,613	538,944
Support costs	(2,156)	2,156	-	
Total expenditure 2021	309,196	165,417	474,613	
Total expenditure 2020	400,450	138,494	538,944	

Of the total expenditure, £127,109 was unrestricted (2020: £276,164) and £347,504 was restricted (2020: £262,780).

	Charitable activities		2020 £	2019 £
	England & Wide Operations £	NI (Belfast & Derry Bureaux) £		
Staff costs	150,072	105,292	255,364	215,225
Other staff costs	30,831	6,532	37,363	35,383
Direct costs				
Bureau direct costs	3,179	663	3,842	59,489
Other operating costs	175,395	2,882	178,277	128,815
Support costs				
Premises costs	16,966	13,806	30,772	31,157
Office costs	2,168	1,249	3,417	3,923
Office equipment costs	15,009	6,575	21,584	22,526
Gift in Kind	-	-	-	-
Depreciation	3,751	-	3,751	2,052
Legal and professional fees	48	-	48	48
Bank charges	57	77	134	3,689
Audit fees	3,640	-	3,640	3,350
Trustees expenses	752	-	752	367
	401,868	137,076	538,944	506,024
Support costs	(1,418)	1,418	-	
Total expenditure 2020	400,450	138,494	538,944	
Total expenditure 2019	369,935	136,089	506,024	

Headliners (U.K.)
Notes to the financial statements
For the year ended 31 March 2021

5 Net income / (expenditure) for the year

This is stated after charging / (crediting):	2021	2020
	£	£
Depreciation	4,356	3,751
Auditor's remuneration:	2,600	3,640
Trustees' expenses	104	752
	<u>104</u>	<u>752</u>

6 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:	2021	2021
	£	£
Salaries and wages	315,285	233,792
Social security costs	23,404	17,059
Employer's contribution to defined contribution pension schemes	5,581	4,512
	<u>344,270</u>	<u>255,364</u>

No employee earned over £60,000 during the year (2020: Nil)

The total employee benefits including pension contributions of the key management personnel were £84,777 (2020: £63,254)

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2020: £nil). In 2020, DBS costs for trustees amounted to £104 (2020: trustees were reimbursed £752 for expenses). No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2021	2020
	No.	No.
Administrative staff	1	1
Direct charitable work	13	9
	<u>14</u>	<u>10</u>

7 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes

8 Tangible fixed assets

	Plant & Equipment £	Total £
Cost		
At the start of the year	20,135	20,135
Additions in year	<u>2,381</u>	<u>2,381</u>
At the end of the year	<u>22,516</u>	<u>22,516</u>
Depreciation		
At the start of the year	8,132	8,132
Charge for the year	<u>4,356</u>	<u>4,356</u>
At the end of the year	<u>12,488</u>	<u>12,488</u>
Net book value		
At the end of the year	<u>10,028</u>	<u>10,028</u>
At the start of the year	<u>12,003</u>	<u>12,003</u>

All of the above assets are used for charitable purposes.

Headliners (U.K.)
Notes to the financial statements
For the year ended 31 March 2021

9 Debtors

	2021	2020
	£	£
Trade debtors	50,846	63,241
Other debtors	2,230	2,178
Prepayments	7,501	7,343
	<u>60,577</u>	<u>72,762</u>

10 Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	4,731	7,410
Taxation and social security	6,095	4,584
Pension Liability	857	1,111
Other creditors	-	330
Accruals	4,257	4,800
	<u>15,940</u>	<u>18,235</u>

11 Pension scheme

The charity operates defined contribution pension schemes.

12 Analysis of net assets between funds

	General unrestricted funds	Designated funds	Restricted funds	Total funds
	£	£	£	£
Tangible fixed assets	-	10,028	-	10,028
Net current assets	62,605	-	151,053	213,658
Net assets at the end of the year	<u>62,605</u>	<u>10,028</u>	<u>151,053</u>	<u>223,686</u>

Analysis of net assets between funds-prior year

	General Unrestricted Funds	Designated Funds	Restricted Funds	Total funds
	£	£	£	£
Tangible fixed assets	-	12,003	-	12,003
Net current assets	62,380	-	124,100	186,480
Net assets at the end of the year	<u>62,380</u>	<u>12,003</u>	<u>124,100</u>	<u>198,483</u>

Headliners (U.K.)
Notes to the financial statements
For the year ended 31 March 2021

13 Movements in funds	At the start of the year £	Incoming resources & gains	Outgoing resources & losses	Transfers	At the end of the year £
Restricted funds:					
England-wide Operations					
Heritage Lottery	32,318	39,680	(43,445)	-	28,553
Jack Petchey	996	1,500	(1,188)	-	1,308
Vanguard	10,941	-	(10,941)	-	-
Co-Ray Project	-	15,000	(844)	-	14,156
Lloyds TSB Engage	14,741	45,987	(38,461)	(2,206)	20,061
London Wildlife Fund	(5,389)	31,804	(31,796)	5,381	-
Heritage Lottery Accelerator Fund	-	3,912	(3,912)	-	-
Young Londoners	9,983	45,014	(46,249)	-	8,748
ESF Equip Community Leaders	-	1,997	-	-	1,997
Co-op	-	-	(4,000)	4,000	-
NI (Belfast & Derry Bureaux)					
National Lottery Community Fund Empowering YP	60,939	158,896	(143,605)	-	76,230
Education authority for Northern Ireland	(429)	13,575	(13,146)	-	-
EANI Youth Restart project	-	9,917	(9,917)	-	-
Total restricted funds	124,100	367,282	(347,504)	7,175	151,053
Unrestricted funds:					
Total designated funds	12,003	2,381	(4,356)	-	10,028
General funds					
England Operations	67,614	130,153	(124,006)	(7,175)	66,586
Northern Ireland Operations	(5,234)	-	1,253	-	(3,981)
Total unrestricted funds	62,380	130,153	(122,753)	(7,175)	62,605
Total funds	198,483	499,816	(474,613)	-	223,686
Movements in funds-prior year					
	At the start of the year £	Incoming resources & gains	Outgoing resources & losses	Transfers	At the end of the year £
Restricted funds:					
England-wide Operations					
Heritage Lottery	-	49,600	(17,282)	-	32,318
Jack Petchey	1,023	1,500	(1,029)	(498)	996
London Borough of Tower Hamlets	2,840	7,342	(10,182)	-	-
Vanguard	-	15,000	(4,059)	-	10,941
Lloyds Bank Engage	-	28,635	(13,894)	-	14,741
London Wildlife Fund	(4,594)	29,726	(29,542)	(979)	(5,389)
Young Londoners	12,737	45,014	(46,839)	(929)	9,983
NI (Belfast & Derry Bureaux)					
National Lottery Community Fund Empowering YP	41,164	159,748	(127,177)	(12,796)	60,939
NI Education Authority	-	12,347	(12,776)	-	(429)
Total restricted funds	53,170	348,912	(262,780)	(15,202)	124,100
Unrestricted funds:					
Total designated funds	12,233	3,521	(3,751)	-	12,003
General funds					
England Operations	65,210	261,074	(273,872)	15,202	67,614
Northern Ireland Operations	(6,693)	-	1,459	-	(5,234)
Total unrestricted funds	58,517	261,074	(272,413)	15,202	62,380
Total funds	123,920	613,507	(538,944)	-	198,483

Headliners (U.K.)
Notes to the financial statements
For the year ended 31 March 2021

Purposes of designated funds:

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for UK overhead.

Purposes of restricted funds:

England-wide Operations

- i. The Jack Petchey Foundation who funding supports our London delivery.
- ii. Funding for the London Borough of Tower Hamlets enables us to support our work with young people with special educational needs.
- iii. Funding from the National Lottery Heritage Fund supporting our 'Keeping It Wild' work with the London Wildlife Trust, John Muir Trust and London Youth.
- iv. The London Mayors Fund enables our charity to deliver the #Unfiltered project to support young people with special educational needs and those at risk of exclusion in London.
- v. Funding from Vanguard to develop our out of school 'Safe Spaces' projects in London.
- vi. Funding and support from The Lloyds Bank Foundation Enable Fund enables Headliners (UK) to work with young people transitioning from care in North East England.
- vii. The National Lottery Heritage Fund is funding Headliners (UK) to deliver the Tynesiders project which supports new, emerging and existing communities to explore their shared heritage in the North East of England.

NI (Belfast & Derry Bureaux)

- i. Funding from The National Lottery Community Fund (formerly the Big Lottery Community Fund) enabling (Headliners (UK) to deliver the Empowering Young People programme to work with young people who are in care, young offenders and young people out of school.
- ii. Continued funding for an additional three years for the National Lottery Empowering Young People Programme (formally The Big Lottery) is enabling us to reach vulnerable young people in Northern Ireland.
- iii. Funding from the Education Authority Northern Ireland is enabling Headliners to work with a range of young people across Northern Ireland to raise standards and improve community relations, equality and diversity.

14 Financial Commitments - operating leases

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2021	2020	2021	2020
	Premises		Others	
Expiry date within:				
Less than one year	-	-	246	246
	<u>-</u>	<u>-</u>	<u>246</u>	<u>246</u>

15 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £1 in the event of the charity being wound up.

16 Related party transactions

Other than what has been disclosed in note 6, there are no related party transactions to disclose for 2021 (2020: none).