



Street League's 2020-21 Annual Report

Report and financial statements for the year ended 31 March 2021

Registered charity in England and Wales (1101313) and Scotland (SCO 038884)

Registered in England and Wales Company No.04974643



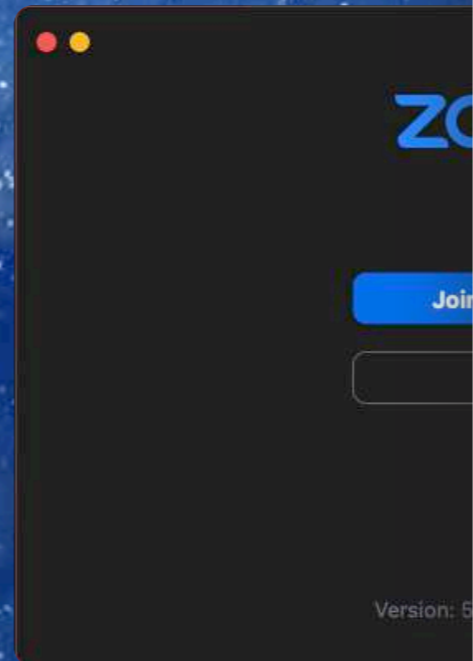
STREET LEAGUE

2020-21 Annual Report

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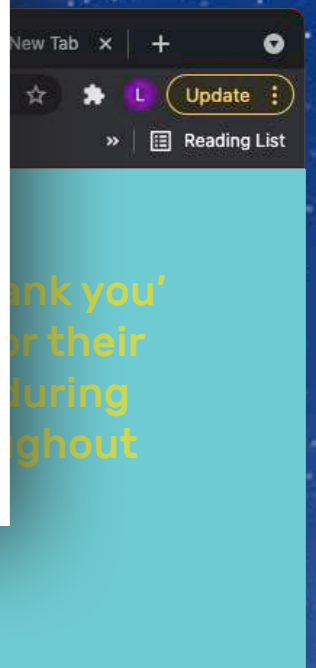
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OK



Chair's welcome

You are now reading an introduction from our chairman

OK

After a year that none of us could have imagined, I am delighted to be introducing Street League's annual report for the 2020-21 financial year. I joined as Chair in June 2020 and, like many events over the past year, my recruitment and induction were facilitated virtually. Despite the limitations of online interaction, I was still able to see and feel the commitment of Street League's staff and the difference that this charity makes. The team's passion for supporting young people is at the forefront of everything they do.

It has been a privilege to join a youth employment charity in a year when we have seen record job losses and so many challenges for employers. Young people have been disproportionately affected, particularly those leaving education or who were getting their first experience of work in the retail and hospitality sectors. I was so impressed by Street League's innovative and effective approach as well as their clarity of purpose. Youth employability services will be crucial to the country's recovery and making sure that young people are not left behind or miss out on the opportunities they need to build a brighter future. I believe in the power of sport and love how this is so central to Street League's work.

I will leave reflections on the past year to our Managing Directors, Dougie and Lindsey. I am proud, along with my colleagues on the board, to share our plans and ambitions for the future.

Chair's welcome

The screenshot shows a desktop environment with a Zoom meeting window in the foreground and an Adobe Acrobat PDF viewer in the background. The Zoom window displays the title 'A PLAN FOR BRIGHTER FUTURES' and a paragraph of text. The Acrobat window shows the same document with a 'OUR MISSION:' section and a 'OUR VISION:' section. The Acrobat interface includes a toolbar with various editing tools and a search bar. The status bar at the bottom of the Acrobat window indicates 'Page 1 of 34', '155 of 15468 words', and 'English (United Kingdom)'. The Zoom window also shows a search bar and a 'Reading List' icon.

A PLAN FOR BRIGHTER FUTURES

We have taken time this year to assess where we are, learn from past successes and mistakes, and think about the changing world around us. Street League's services have never been more needed. To take us forward, for the next five years and beyond, we have reviewed and updated our **vision, mission, and values.**



OUR VISION:

A society in which all young people have the opportunity of secure employment and a brighter future.

Our vision connects to what we do every day and puts young people at its heart. It emphasises the sustainability and quality of the jobs we want young people to have the opportunity to move into. 'Secure' reflects the safety that a high-quality job can offer, which pays a fair living wage and provides security when many of the young people we work with have had chaotic and insecure starts in life.




OUR MISSION:

Using sport and education, we help young people into work.

Sport will remain at the heart of what we do. We believe that it is key to our success and social impact. We support young people, aged 14 to 30, holistically, recognising the inextricable links between wellbeing, health, and employment. Skills development, qualifications and wellbeing are core to the services we offer and act as the 'building blocks' for each young person to build a brighter future.

We will develop our work in schools, communities, and with employers to equip young people with the confidence, motivation, essential skills, and qualifications needed to succeed in the world of work.





OUR VALUES:

We value our people, and they are central to our success. We have worked with our team to establish new values that describe who we are and what underpins our culture.

We are:
Committed We work hard.
 We are brave, loyal, and resilient.

Fun Supports our wellbeing and helps us motivate people.

Inclusive We work as a team with compassion and to promote diversity.

Passionate About sport and empowering young people.

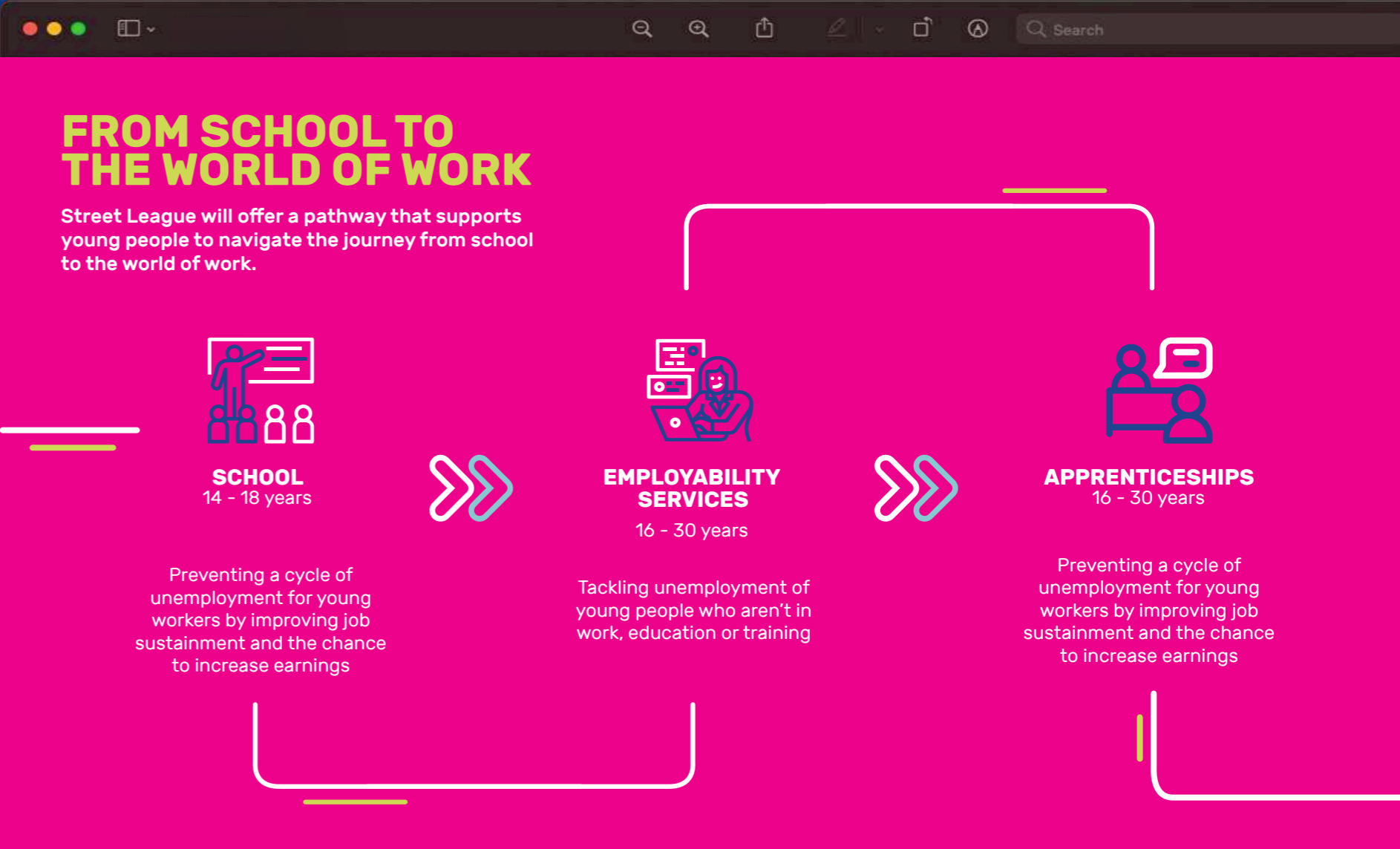
Trustworthy We are responsible, honest, and self-aware.

STREET LEAGUE'S BUSINESS PLAN FOR 2021 - 2026

The plan is grounded in the realities of today and responds to the voices and views of young people, frontline staff, and partners. Despite the change around us, Street League remains steadfastly committed to delivering its mission and continuous improvement. To tackle deep-rooted social issues and deliver transformational social impact an organisation must be resilient and able to adapt. We will achieve this with strong finances, investment in resources and infrastructure, continuous assessment, and informed decision-making. This creates conditions for our people to be their brilliant best and deliver on our ambitions for young people and their future.

FROM SCHOOL TO THE WORLD OF WORK

Street League will offer a pathway that supports young people to navigate the journey from school to the world of work.




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14 - 18 years  
Preventing a cycle of unemployment for young workers by improving job sustainment and the chance to increase earnings"] --> B["EMPLOYABILITY SERVICES  
16 - 30 years  
Tackling unemployment of young people who aren't in work, education or training"]
      B --> C["APPRENTICESHIPS  
16 - 30 years  
Preventing a cycle of unemployment for young workers by improving job sustainment and the chance to increase earnings"]
  
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SCHOOL
14 - 18 years
Preventing a cycle of unemployment for young workers by improving job sustainment and the chance to increase earnings

EMPLOYABILITY SERVICES
16 - 30 years
Tackling unemployment of young people who aren't in work, education or training

APPRENTICESHIPS
16 - 30 years
Preventing a cycle of unemployment for young workers by improving job sustainment and the chance to increase earnings



Our efforts to prevent youth unemployment will see us delivering more services in secondary schools, supporting young people at risk of exclusion and disengagement. We will deliver engaging programmes that support skills development, taking part in sport and play, and learning about the world of work. We will connect students and schools to employers.

Street League's employability services will continue to be delivered through our award-winning Academy model in local communities, supporting young people who are not in work, education, or training. We are in a youth unemployment crisis and supporting those young people who need our help the most will remain at the heart of Street League's social impact.

We know that it is more than just having a job or not. It is also the security and quality of work that matters. These have implications on everything from access to housing to young people's relationships with family, friends, and their wider community.

Good quality work supports good health and wellbeing. That is why we are going to grow our work in apprenticeships. In partnership with employers and government we want to tackle in-work poverty and under-employment of young people. We also want to help employers and sectors build back better with engaged and well-trained workforces.

At every stage of the journey, we will offer opportunities to gain qualifications, develop skills, be healthy and remain active.

We will continue our focus on honest and transparent social impact reporting. Young people will be able to start a journey with us and progress through several programmes. Each programme will have clear measures of success and positive progression. Whether that's re-engaging at school, or moving into work, an apprenticeship, further education, or training.

OUR SOCIAL IMPACT (2021-2026)

We will support thousands of young people over the next five years through our programmes in schools, communities, and apprenticeships.

Young people will START 13,348 PROGRAMMES with Street League

10,071 POSITIVE PROGRESSIONS will be achieved by young people as they transition from school to secure employment

13,792 QUALIFICATIONS will be awarded to young people as part of their journeys with Street League

- 2,398 PROGRESSIONS FROM OUR SCHOOLS PROGRAMMES**
- 5,809 PROGRESSIONS FROM OUR EMPLOYABILITY PROGRAMMES**
- 1,864 PROGRESSIONS FROM OUR APPRENTICESHIPS PROGRAMMES**

6,831 YOUNG PEOPLE will be in a positive destination six months after completing a programme with Street League

We want to continuously improve our services and our social impact and will make sure that our programmes are inclusive and make a meaningful difference to the lives of young people.

WE WILL INCREASE OUR FEMALE PARTICIPATION FROM 30% TO 50%

WE WILL REDUCE OUR DISENGAGEMENT RATE BY 10% EACH YEAR

WE WILL INCREASE OUR SIX-MONTH SUSTAINMENT RATE FROM 60% TO 75%

WE WILL MAKE SURE THAT ETHNICITY, GENDER OR POSTCODE DOESN'T IMPACT THE LIKELIHOOD OF SUCCEEDING AT STREET LEAGUE

Chair's Welcome

TACKLING INEQUALITY

We are aware of how challenging the job market is going to be for young people and employers in the months and years ahead. Street League's services are and will continue to be critical for young people to ensure they can achieve their full potential and are not left behind by the economic crisis. We will work to ensure opportunities exist that work for both young people and business.

Offering end-to-end support to young people means that they will not need to navigate that transition from school to work by themselves. It also allows us to connect different partners who play a vital role in skills development, employability, and youth employment. This co-ordinated work between the private and charity sectors will be vital to the economic recovery, limiting damage to young people's careers, and future earnings.


I am delighted to be joining Street League at such a pivotal point in its journey. Street League's support is about much more than finding a job. The frontline staff build young people's confidence, create connections, and support their overall wellbeing. After a year of lockdowns, isolation, losing loved ones, job losses, uncertain school grades, and economic challenges, it is understandable that young people fear that their careers are starting at the wrong time. They worry that they might

not get the opportunities needed to unlock their futures. Street League will work tirelessly until we have a society in which all young people have the opportunity of secure employment and a brighter future.


On behalf of the board of trustees, it just remains for me to extend our thanks to our staff, funders, commissioners, partners, and awarding bodies. The last year has been a challenge for everyone and we are grateful to have had your support through it all. The years ahead will be challenging for charities, business, and young people. Working with so many others, equally committed to creating opportunities for young people, we are filled with optimism for the future.

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John Coleman
Chair



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STREET LEAGUE

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LOOKING BACK ON 2020-21



Dougie Stevenson
Managing Director



Lindsey MacDonald
Managing Director

Looking back on 2020-21

Annual Report 2020-21
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A YEAR LIKE NONE OTHER

It is a privilege to lead Street League and we are delighted to present the 2020-21 annual report and accounts.

With the Covid pandemic, it has been an extraordinary 12 months. The third sector has responded incredibly well, often ensuring support and survival for individuals who needed it most throughout the crisis. We are so proud to have played our part, with Street League's services being delivered every single working day throughout 2020-21. An incredible feat despite all the challenges. This is wholly down to the talent and commitment of #TeamStreetLeague.

Search

We must say 'Thank you' to all our staff, for their amazing and enduring dedication throughout the past year. This goes to our frontline staff who delivered remote services to young people as part of our 'Head Body Future' programme as well as to our office staff who ensured we could continue to operate safely and effectively.

At the onset of the pandemic, we established our immediate priorities to carry us through:

1. To ensure the health and wellbeing of Street League staff and our young people.
2. To maximise the reach and availability of our online programmes, to those young people we were working with at the time and for others who needed our support.
3. To ensure we were able to maintain our strong financial base to both safeguard a path through a very uncertain year and to guarantee we could deliver against priorities one and two.

We are pleased, and in part relieved, to say we made it through the year having ensured service continuity and financial stability. Incredibly, we were also able to improve on the level of social impact we achieved in 2019-20. We are very proud of the fact that our online delivery model 'Head Body Future' received recognition, having been nominated for and winning the prestigious Scottish Urban Regeneration Forum – Youth Employability Award.

We share in the optimism for the year ahead captured by our new Chair, John. We would also like to expressly thank John, his predecessor Mike Parker, and the rest of the Board for their incredible guidance and support through 2020-21.

SUPPORTING YOUNG PEOPLE WHEN THEY NEEDED US MOST



Despite the change and challenge around us, Street League remains steadfastly committed to delivering its mission and continuous improvement. We achieved our long-standing ambition to reach 30% female participation (583/1979) and saw a reduction in the number of young people disengaging from our programmes this year (95, 2020: 204). We are also delighted to share that we helped 1,136 young people into a job, apprenticeship, education and/or training programme; achieving a total of 1,290 positive progressions (2020: 1,284). 34% (387/1,136) of young people entered employment, relative to a target of 55%.

CONTINUING TO BUILD A SUSTAINABLE FUTURE

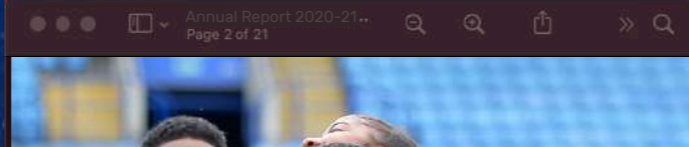
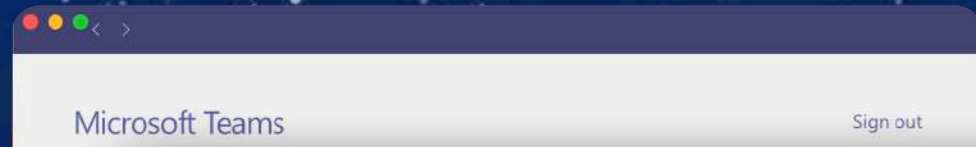


Last year (2019-20) we secured our best financial performance with a statutory surplus of £502k. It was also the first time in five years that we were able to secure an operating profit on our management accounts largely due to our financial restructuring and tight fiscal policy. We are delighted to say that we have continued this upward trajectory and close our accounts for 2020-21 with a statutory surplus of £1.37m. This represents a significant increase on our financial position last year and is our largest financial return on record.

Delivering services online (instead of face to face) reduced our direct delivery costs (venue hire, etc) and allowed us to invest in ICT and digital access for staff and young people. Timely support from long-term and new funding partners was instrumental in allowing us to provide the right support to young people when they needed it most. Greater funding flexibility

also meant that we could navigate the challenges to cashflow we faced early in the year as compliance requirements for contracts were being established for online delivery. The overall underspend, combined with strong fundraising and qualification delivery throughout the latter part of the year has provided us with a strong financial footing.

This financial stability is crucial to Street League as we prepare for significant policy changes and their impact on our funding. As noted in our risk analysis, the Scottish youth employability market will change significantly from April 2022, as the Employability Fund comes to an end. Street League has been a provider since 2014 and we have been working for the past 12 months to plan and mitigate for the impact of this. As well as the loss in revenue, our cashflow will change as we look to provide our services directly to local authorities. As noted in a summary of our finances and reserves policy, we are proactively looking to address this by increasing our unrestricted reserves target to four months (having been set at 2.5 months last year). These steps seek to ensure the continuity of support for young people who need us now more than ever and provide reassurance and stability to our staff.



#TEAMSTREETLEAGUE

Our staff are critical to our success and Street League's potential for the future.

Street League's services in Scotland and England differ in their primary sources of funding, their funding environments, and have increasingly divergent policy contexts. This will continue in years to come as both countries' funding and policy are further devolved to regional and local authority levels. We understand that this effectively creates two businesses within one organisation. However, we know that the secret to success at Street League is our ability to leverage our core competencies in different operating environments and harmonising central services beneath a strategic approach.

Building on this, we have established a balanced and nationally representative 'Leadership Group'. This will create greater ownership across a wider team, enabling support and facilitating our objectives across the charity financially, operationally, and culturally. To achieve our planned growth and development, a number of other key individuals will be central to achieving our objectives in the coming years. Their roles have responsibility for growth and align UK-wide activity. Street League benefits from a leadership team that has a broad range of talents, experience and track record that is underpinned by a strong commitment to Street League and its purpose.


It is important to say thank you and pass on our best wishes to Lesley Caron, our Finance Director for the past seven years, who moved on to take up a new opportunity at the end of this year. She led the development of Street League's finance team, processes, and reporting as we managed our organisation's growth and evolution.



Street League

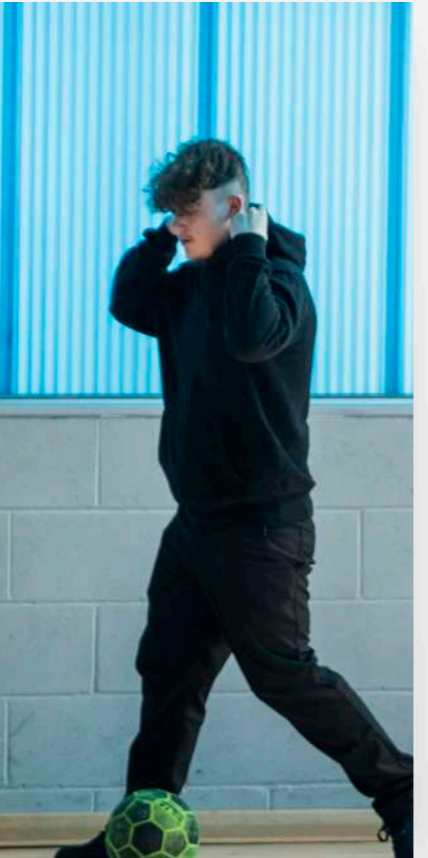
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CHALLENGES AHEAD FOR YOUNG PEOPLE AND CHARITIES

We write this without a clear view of what will happen in the sector as we recover as a society from the Covid crisis. We expect the economic shock that led to a double quarter recession in 2020 to have a 'long tail' effect on youth unemployment (as it did in 2008, when youth unemployment spiked 24 months later in 2010). In the last 12 months, three out of five workers who lost their job were aged 16 to 24. Young people were also more likely to be put on furlough leave, meaning we are yet to see the full impact on youth unemployment (when the scheme ends) and we do know it will not affect people equally.



Click to add notes

Slide 1 of 1 English



We need a considered and proactive response to prevent devastating outcomes for the UK's most deprived communities and the young people living in them. As we enter the new financial year 2021-22, Street League has taken the time to re-focus, take stock and launch a new five-year business plan. We want to play an integral part in shaping and building pathways for young people to reach their full potential. The business plan and our ambitions, set out by John in his opening comments, are for the long-term because making a difference to the current youth unemployment crisis will take time. Our plans for the years ahead recognise that young people need support at key life transition points, leaving home, leaving school, entering further education and the world of work.

We want all young people to have opportunities for a brighter future. We want them to make successful transitions from school into the world of work, up-skill and train via apprenticeships and further vocational learning. We want young people to be able to contribute to their communities, be active citizens, have positive relationships and be connected. Moreover, we want them to have positive mental health and wellbeing, as well as a proactive attitude towards sport, physical health, and fitness.

We have been inspired over the past 12 months by the young people we support and our staff. Looking forward, we believe that an empowered and motivated workforce, with the correct value set and organisational culture can make a definitive and enduring impact on young people's lives. Like any plan, it is only as good as the team in place to deliver it. We are incredibly fortunate to have amazing partners and people at Street League – and with their passion and commitment, we are confident that we can realise our vision and create more opportunities and brighter futures for young people.



You are now reading the Trustee's Report OK

TRUSTEES' REPORT

The trustees present their report and the audited financial statements for the year ended 31 March 2021. Included within the trustees' report is the directors' report as required by company law.

Reference and administrative information set out on page 80 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

The trustees review the aims, objectives, and activities of the charity each year. This past year saw detailed discussion as we developed our business plan for the next five years. Included in this annual report, the trustees look at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help.

Trustees' report

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MY STREET LEAGUE JOURNEY

Chiehanna, 18
London

"I'm doing my functional skills with you because you support us through anything, whether it be work related or what we're going through emotionally that day. Working with Street League has helped me build up my confidence and it's definitely helped me with my employability skills. I can now take those skills into my everyday life. I can even help my friends and family with their CV because I know how because I know how to do it because I've been taught by Street League."

Chiehanna joined Street League because she wanted to explore a career in the fitness sector but didn't know where to start. With Street League she's doing her Functional Skills in English and Maths alongside L1 Employability, L1 Taking Part in Sport and has completed her L2 in Gym Instructing. These qualifications will give her the tools to start a L3 apprenticeship, helping her to achieve her goal of becoming a personal trainer.

You are now reading Our Young People **OK**

OUR YOUNG PEOPLE
Challenges faced by young people during Covid

Our young people

THE REALITIES OF COVID FOR YOUNG PEOPLE

There is no way to properly measure the hardship faced by those who are traditionally most excluded and isolated by social conditions and disadvantage during the lockdowns enforced by the pandemic. Young people have broadly speaking been untouched by the health dangers of Covid, however the personal isolation and economic shock that will follow will without doubt seriously affect their wellbeing and future chances.

Aside from the traditional monitoring of safeguarding concerns and incidents involving young people on our services, this year our board asked that we track wellbeing issues. Many of the young people we supported through the year were found to have no reliable device to access the internet for online learning and communication. Indeed we found that many more also had no access to broadband. This has highlighted that fibre broadband in today's world is, quite simply, an essential utility.

A total of 275 critical wellbeing incidents were logged, with 38% (107/275) of these being within the 'Barriers to Connect' category, and 36% (101/275) being within the 'Money Worries' and 'Food Poverty' category.

To overcome these barriers, 77 tablets/laptops and eight data bundles were provided to young people. 97 young people were given food vouchers, with four referred to other services such as food banks. Those reporting poor mental health have been supported on an individual basis to address these issues, with 11 requiring specialist referrals to external agencies such as GP's and social work services.



THE NEED: UNEQUAL ACCESS TO OPPORTUNITY

The time when young people are transitioning from school to the world of work is crucial to their futures. We know young people are working hard to gain the knowledge, qualifications and skills needed for work and independence. For those young people who face additional personal, social, and economic barriers, this time in their life can be particularly challenging. Evidence tells us that the journey from childhood to adulthood is not fair or equal; many young people face additional disadvantages and discrimination.

The young people we support lack access to vital advice, support, and connections to move into secure employment, as they try to overcome “multiple layers of disadvantage” and discrimination (Youth Futures Foundation, 2020). Young people facing economic disadvantage, Black, Asian and minority ethnic young people, disabled young people, young parents and those with low qualifications all face additional barriers to the labour market (Institute for Employment Studies, 2019). Many of these factors are inter-connected. For example, Black, Asian and minority ethnic young people are also more likely to experience poverty (Joseph Rowntree Foundation, 2021). Unemployed young people are more than twice as likely to suffer from mental health disorders compared to those with jobs (UCL, 2017), which can perpetuate the cycle of unemployment and its consequences.

Ethnicity, social background, health, and financial circumstances all play a role in whether a young person gets the opportunities and support needed to move into work. Street League will do its utmost to level the playing field.



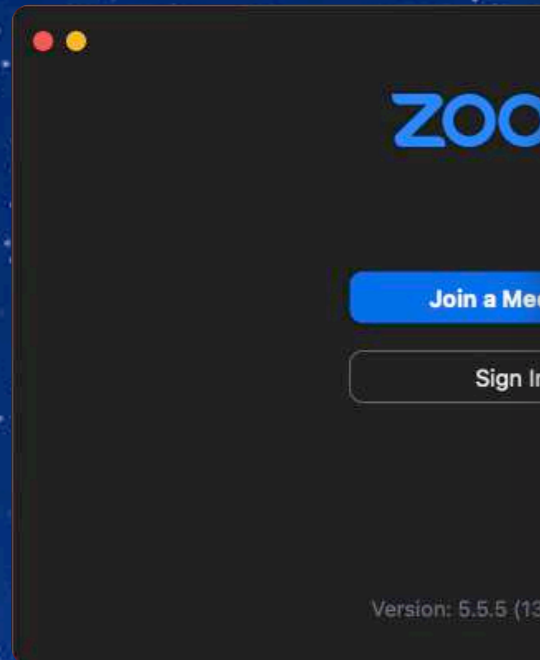
In 2019, the State of the Nation report by the Social Mobility Commission stated that in the UK, inequality is entrenched “from birth to work”. In the wake of the Covid pandemic these inequalities have been laid bare and worsened.

We hosted an event for all of our valued partners last September that set out the challenges faced by the young people we support during lockdown. We were joined by the Resolution Foundation who clarified the main issues:

- 18 to 24-year-olds have seen less pay during lockdown than those who are older and more established in the job market.
- Young people are least likely to be able to work from home, and more likely to work in less secure employment including temporary work and zero-hour positions. These are the kind of workers that employers let go of first.
- In a crisis, finding work becomes even harder – there are fewer jobs, so the chances of gaining employment are reduced.
- When people left education during the lockdown period, the sectors that tend to employ young people were the ones closed. In the first few years, these sectors are very important as the first steps in people’s careers.
- If there is an economic crisis early on in someone’s career it is more likely that there will be unemployment and long-term scarring.
- People with degrees see an earlier recovery, whereas young people with lower-level qualifications experience a longer impact and wage scarring for up to 10 years.

Resolution Foundation





WHY WE MUST LEVEL THE PLAYING FIELD FOR YOUNG PEOPLE

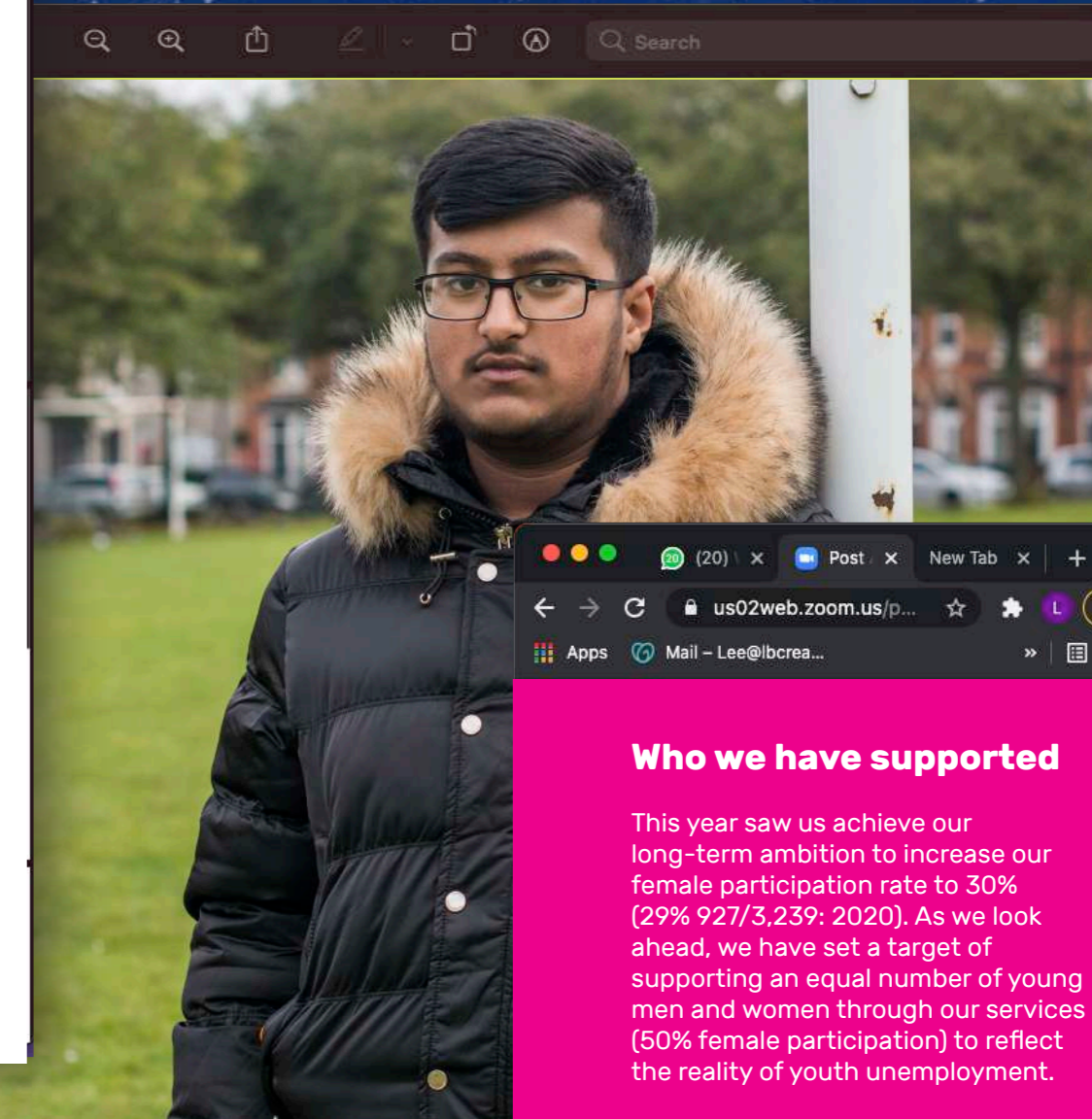
It is more than just having a job or not, it is also the security of employment. This means that the category 'NEET' is inadequate in fully describing or understanding youth unemployment or in-work poverty. Quality and security of work determine whether someone receives a stable income, which has implications on everything from access to housing to their relationships with family, friends, and their wider community. Good quality work supports good health and wellbeing (Institute for Employment Studies, 2019; The Health Foundation, 2018). All of which reduces pressure on the public purse.

Inequality, disadvantage, and poverty leave lasting scars on the lives of young people across the UK and the communities in which they live. As a charity tackling the national crisis of youth unemployment, Street League recognises and assesses how these systemic factors manifest in different communities and for specific groups of young people. We remain ready to meet these challenges and play our part in the recovery.

SUPPORTING THE YOUNG PEOPLE WHO NEED US MOST

Historically, Street League has targeted engagement with young people living in the most deprived postcodes, seeing us establish our current core geographies. This informed where services were delivered and outreach took place.

We know that a postcode does not tell the whole story and wanting to take a more person-centred approach to our support, we will move away from targeting postcodes but instead ensure that the young people we support are those who need us most. We are changing our targets to focus on the young person. More than half of our young people (2015 – 2021) have reported facing two or more barriers when they join a Street League programme.



Who we have supported

This year saw us achieve our long-term ambition to increase our female participation rate to 30% (29% 927/3,239: 2020). As we look ahead, we have set a target of supporting an equal number of young men and women through our services (50% female participation) to reflect the reality of youth unemployment.



2020-21 Annual Report Final

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Check for Updates

You are now reading Our Social Impact **OK**

dates, fixes, and improvements, choose Check for Updates.

THE TYPES OF BARRIERS THAT YOUNG PEOPLE FACE WHEN MOVING INTO WORK INCLUDE:

- Alcohol dependency or use of illegal substances
- Experience of poverty (including food and digital)
- From a workless background
- Has a criminal record
- Gang involvement or restricted mobility
- Struggles with mental health issues
- Primary carer or has dependent children
- Has no prior work experience
- Experience of homelessness
- Lack of local job opportunities
- Literacy problems
- Experience of care
- Problems with money management
- Faces religious barriers
- Special Educational Needs
- Transport issues

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Our social impact



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This is a young person in Edinburgh **OK**



You are now reading Our Social Impact **OK**

streetleague.hanlonsonline.co.uk/Dashboard.aspx

Dashboard

Refresh Change Charts Switch Dashboard

Young people who started a programme with Street League

1,979 YOUNG PEOPLE

33 SCHOOLS | 43 APPRENTICESHIPS | 1941 EMPLOYABILITY SERVICES

EMPLOYABILITY SERVICES Programmes started: 2,296 programmes started, compared to 1,471 last year

2,296 Total programmes were started

1,333 Sport and employment Academy programmes started

963 1-to-1 employment support programmes started

OUR YOUNG PEOPLE

1,395 (70%) MALE

583 (30%) FEMALE

ETHNICITY

- White British / English / Scottish / Welsh: **1,423**
- Black/Black British-Caribbean: **80**
- Asian/Asian British-Pakistani: **77**
- Black/Black British-African: **61**
- 31 other ethnicities selected: **338**

As part of our diversity and inclusion action plan we have committed to avoiding use of broad categories (like BAME).

Our social impact



streetleague.hanlonsonline.co.uk/Dashboard.aspx

Hanlon Client

Dashboard

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As part of our Academies, young people are able to gain qualifications. Some young people achieve multiple qualifications with Street League

	Qualifications	Young people
REGISTERED	1,218	946
ACHIEVED	889	729
UNSUCCESSFUL	166	128
ONGOING	163	89

20 YOUNG PEOPLE completed their Modern Apprenticeships with Street League

95 YOUNG PEOPLE DISENGAGED

six of those then progressed into a positive destination

Due to the pandemic, we saw more young people go into temporary employment and a higher proportion progressed into education or training this year.

POSITIVE PROGRESSIONS (HARD OUTCOMES)	YOUNG PEOPLE	TOTAL
Internal Training	269	388
Education	200	205
External Training	280	308
Employment	350	352
Apprenticeship	37	37
Total	1,136	1,290

Of young people going into employment, the sectors were:

SECTOR	YOUNG PEOPLE	TOTAL
Hospitality	108	
Warehouse / Storage	67	
Retail	44	
Construction	41	
Customer Services	23	

Positive 6 month sustainment: **137/421** (33%)

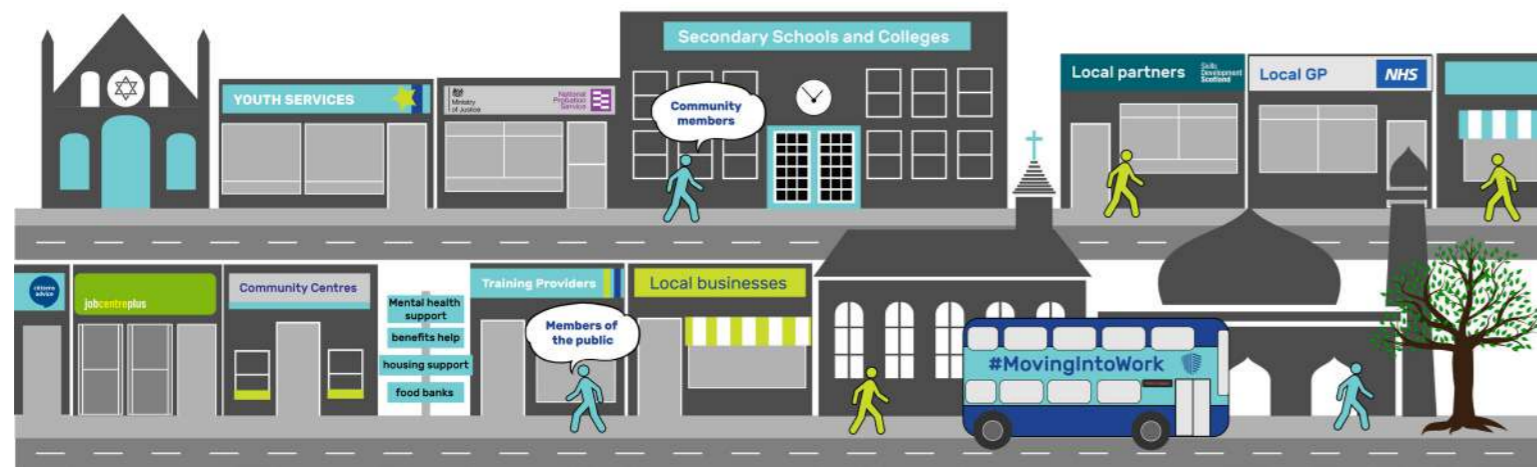


You are now reading What we do OK

Working in local communities to tackle the national youth unemployment crisis

We deliver our services in some of the UK's most under-served communities. Those that face high levels of year-on-year youth unemployment, systemic deprivation (20% most deprived postcodes), and low social mobility.

Our staff teams live in and are part of the local communities we serve. They have well-developed relationships with secondary schools, organisations and services that can refer young people to us and work alongside us, providing additional support and the opportunity for signposting. We also work with regional and local employers, ensuring we equip young people with the skills, qualifications and experience employers want and require for new starters and as part of an apprenticeship. We partner with local authorities and are part of local and regional networks, contributing to each community's development plans.



What we do



Head - Body - Future

Our digital capabilities were challenged and developed as we adapted and responded to Covid. We developed 'Head Body Future' (HBF), an online service that let us continue supporting young people.



Developed by adapting our traditional Academy for remote delivery it enabled us to engage, support and progress young people under lockdown conditions.

We have invested in existing online platforms to enable the programme's delivery in England and will introduce the online system Proof Positive to support qualifications delivery in Scotland in 2021-22. Further product development and quality assurance is required. An action plan for next steps has been created to assess and develop HBF. We will also seek to evaluate the impact and performance of digital services relative to in-person support as lockdown measures ease.

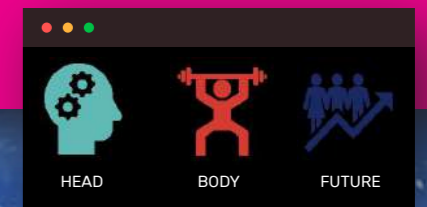
The future of digital at Street League

Furthering our digital capabilities will:

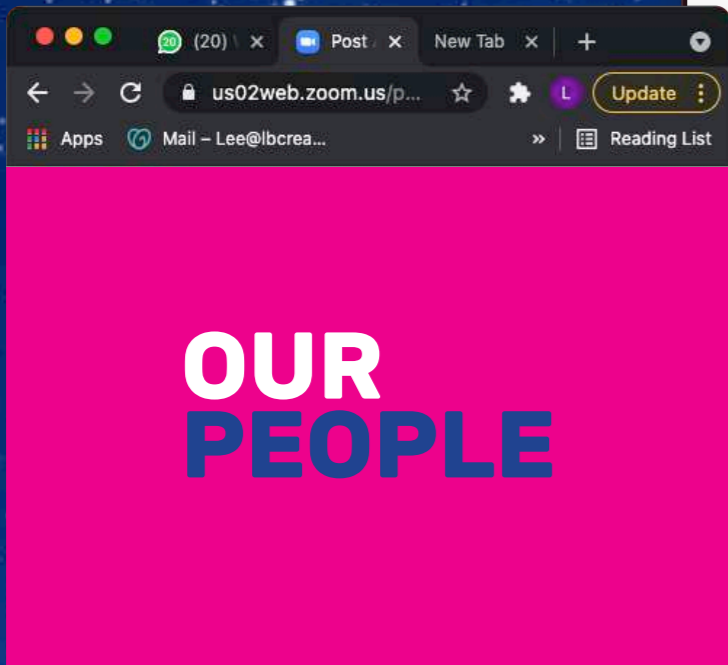
- Supplement in-person delivery
- Complement in-person delivery
- Help us reach more young people

There is value in further developing our online support, particularly in the delivery of qualifications via online learning. Cost-effective specialist provision (e.g. maths, English, digital, vocational) can be introduced, supporting product development and new market opportunities. It increases our capacity and makes it more flexible - both positively affecting our revenue and social impact.

In addition to developing our services we also want to improve our ICT processes and systems. We will work to ensure they are aligned, effective, efficient, and compliant. A digital 'health check' (in 2021) and action plan will guide us to strengthen our business development, marketing, outreach, financial management, and social impact reporting.



You are now reading Our people **OK**



Our people vision is: **“To be an employer of choice by attracting and building an engaged workforce, who have a passion for delivering the very best service to the young people we work with every day and in every way. We’ll provide the best employment offering and experience to our employees to enable them to thrive and exceed in life as well as at work”.**

Our people



At Street League, we are committed to providing the very best employment experience for our team. In 2020 we worked with a consultant, Jill Burgess, to listen to our staff, management, and trustees – hearing what they wanted from Street League as an employer. This led to investment in our HR team, the development of a people strategy with goals and an action plan for the next five years.

Our ambition for 2025 is to be recognised as an employer of choice. We are striving to create both an employer brand and employee value proposition that will enable us to attract and retain great people to work for us.

To ensure Street League can continue to deliver excellent services and achieve social impact, we need to attract and retain the very best talent across all levels of the organisation. The employment market is likely to be unsettled and we want to be well positioned as an attractive employer to all potential candidates.

As always, third sector organisations work hard to compete with reward packages offered by private sector businesses; and whilst Street League have a strong benefits package in our sector as well as offering a compelling organisational purpose, we must now create a plan, for current and future staff, which will bring with it many significant opportunities.

We look forward to seeing the first results from the HR strategy’s implementation, in the summer of 2021.






EQUAL AND FAIR PAY

We celebrate the fact that Street League has now been a registered living wage employer since November 2019, having paid the 'Real Living' wage since January 2019. We also signed up to the #ShowTheSalary campaign and became a Youth Friendly Employer. Our commitment to equality, diversity and inclusion is embedded in our HR strategy and we have taken some meaningful steps forward this past year.

This year we set out to introduce a new pay scale, which levelled up pay across the organisation and created a clear earning pathway for each staff member and each role within the organisation.

We are especially proud of the fact that we now have a new 'entry level' point - 'band one' on our pay scale which allows new recruits to join Street League on a 25-hour weekly contract remunerated at £10.85 per hour, the Real London Living Wage. This is applied to jobs across the UK and is an exceptional equality measure. We hope that our organisation is now more accessible to young people especially.



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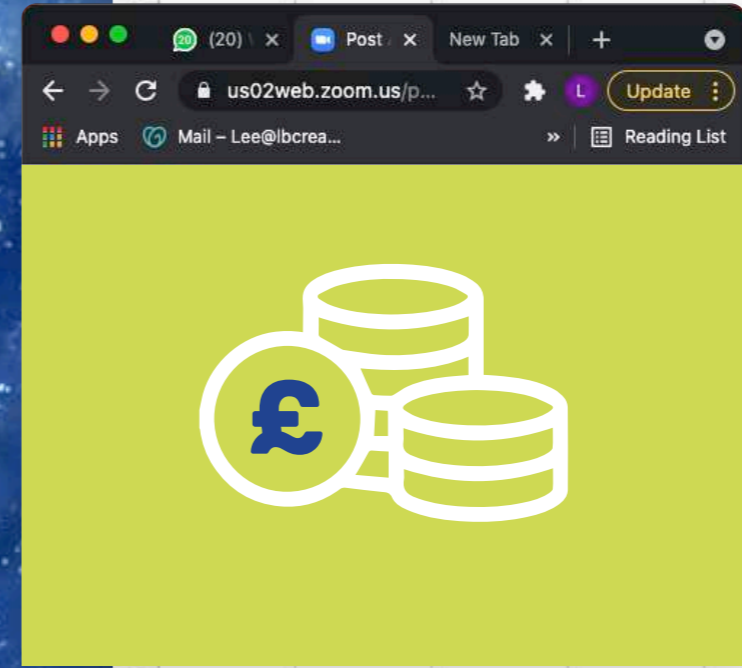
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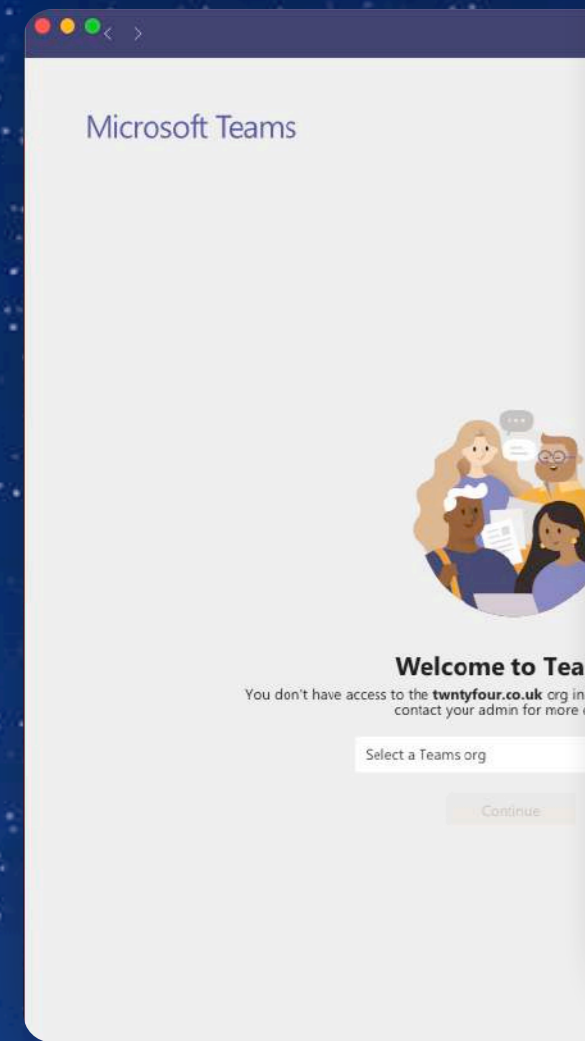
Pay gap analysis

We undertook another gender pay gap analysis, having completed our first one in April 2018. This time we found that Street League has a mean pay gap of -10.3% and a median pay gap of -12.6% which means the pay gap is in favour of female staff. Front-line staff have a pay gap of -2.9% in favour of female staff with many of the lower paid roles in this category being sports coaches of which the majority are male.

We plan to undertake and publish an ethnicity pay gap analysis with improved data collection now embedded in our recruitment processes. In addition to our new pay scale, we will be using a new HR information system (introduced in 2020-21) to allow us to readily identify and better address gender and ethnicity pay gaps.



You are now reading Our Finances and Reserve Policy **OK**



OUR FINANCES

The efforts across the organisation to strengthen our financial position through 2019-20, which saw our most successful financial results to date, were crucial in setting us up to navigate the challenges of 2020-21. We maintained the same financial discipline, prioritising services for young people, and continuously reassessed our cost base and revenue.

Our finances and reserves policy



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The impact of Covid on our finances

Covid had a significant impact on our finances, particularly in the first quarter of the financial year. We were unable to claim funding through our government contracts until appropriate remote delivery compliance processes were agreed and implemented with commissioners. Having had reserves in place, a high degree of certainty in our secured income, and with robust plans in place we were able to take proactive decisions, such as making use of the Government's Job Retention Scheme (furlough leave) to protect Street League's financial position and services. We are hugely grateful to funding partners who supported us with Covid emergency funding to ensure stability and continuity of our services at such a critical time for young people.

Having worked hard in the first quarter to ensure we could meet compliance requirements and realise revenue from commissioned services, we were able to meet and exceed our budgeted income across several contracts. Performance and resulting contract revenue were particularly high where delivery of qualifications was central to the payment structure. As well as successful income generation, our direct costs were much less than budgeted (£475k) as we delivered online during periods of local and national lockdown.

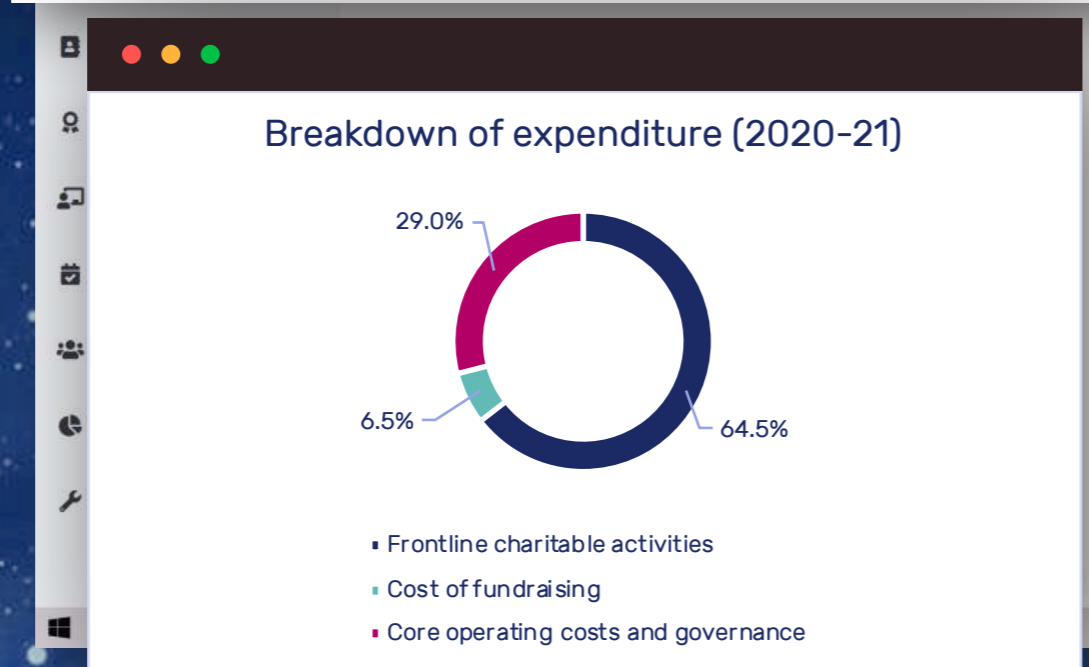
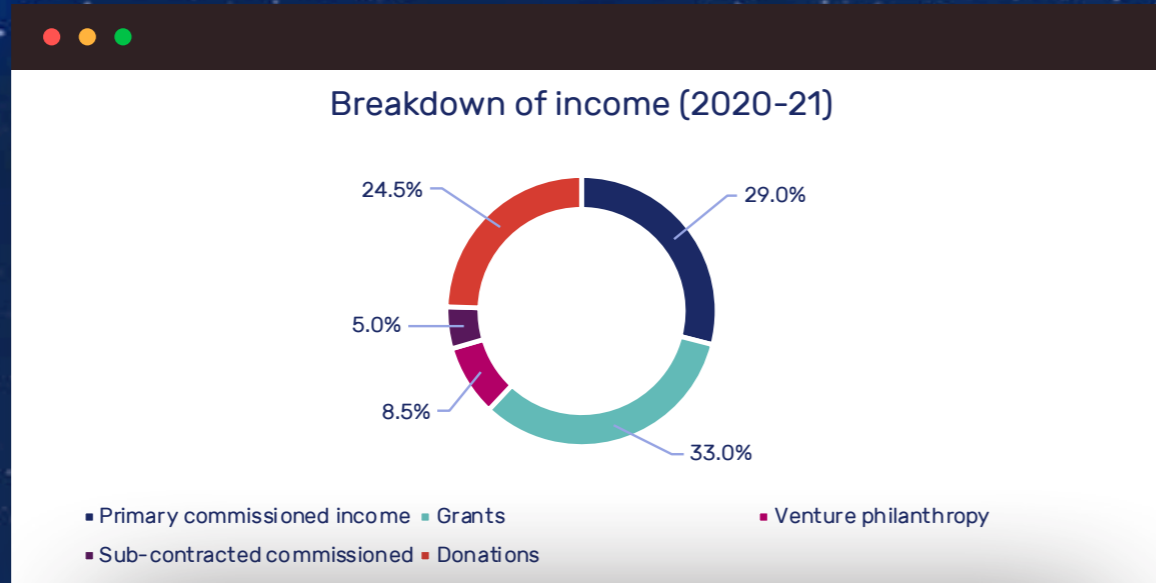
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Our financial performance in 2020-21

Despite the challenges presented by the pandemic, we were able to build on last year's success and record a second operating surplus on our management accounts of £757k (2020: £539k). After financial year-end adjustments for deferred income and accruals leaves a statutory surplus of £1.369m (2020: £502k).



Breakdown of income

These results saw us able to continue with our planned recovery from the pressure placed on our reserves historically and reflects our commitment to ensure we maintain a financially resilient organisation. Unrestricted reserves now stand at £1.906m (2020: £743k), This sees us achieve and exceed our stated reserves policy goal of three months' unrestricted reserves ahead of schedule (March 2022). We accelerated this plan due to anticipated downward pressure on several revenue streams.

Financial performance (2016 - 21)

Year	Total income (£ millions)	Expenditure (£ millions)	Surplus / Deficit (£ thousands)
2016-17	~5.5	~5.5	~£0.10k
2017-18	~6.0	~6.0	~£0.15k
2018-19	~5.5	~6.0	~£0.50k
2019-20	~5.5	~5.2	~£0.30k
2020-21	~6.5	~5.0	~£1.50k

Historic trends

We again reduced our debt level, discharging our second loan with Social Investment Scotland in full – repaying a balance of £43.8k and reducing our long-term debt to £126.5k. We plan to continue to work toward fully repaying these loans by March 2023 whilst maintaining a loan facility for working capital if required.

We recognise that the year ahead will continue to present different challenges for charities, funders, and commissioners. Our five-year business plan embeds our efforts to further diversify our funding, protect services when they are so needed, and increase our unrestricted reserves levels. These efforts will be critical as we anticipate significant disruption to Scottish employability policy and commissioning from April 2022. As set out in our Reserves Policy, we intend to continue to build our unrestricted reserves throughout 2021-22 and designate some of these funds to protecting and developing services.



Reserves Policy

The Board of Trustees reviews Street League’s reserves policy annually.

Purpose of the policy

To secure Street League’s future and to see an end to youth unemployment in the UK, we need to be able to provide reliable services over the longer term. We must be able to absorb setbacks and take advantage of change and opportunities as they arise. Street League aims to provide for this by putting aside, when we can afford it, some of our current unrestricted income as a reserve against future uncertainties.

Purpose of reserves

Street League’s funding is derived from a mix of public (prime contractor and sub-contractor) and private sector income. Income is provided by numerous providers thus offering security but there is a level of risk that budgets will be reduced, and funding levels amended accordingly.

In the event of Street League experiencing an unexpected termination of funding or contract, having reserves allows the day-to-day operations of the charity to continue in the short term and allows the organisation time to address the situation. This may include acting to reduce costs in line with available funding or covering costs whilst seeking replacement funding.

The availability of reserves allows Street League to make decisions in relation to new opportunities that may require investment. Such a decision would be based on an assessment of the longer-term prospects from such an investment and the opportunity to secure sustainable future funding.

Categories of reserves

There are two categories of reserves: General Fund (unrestricted) and Restricted Funds.

General Fund: in considering the level of the General Fund that Street League should aim to hold, a range of factors need to be considered. The overall aim is to distribute funds quickly to our charitable activities, whilst maintaining a prudent level of reserves to ensure stability and flexibility. It is assumed that on occasion fluctuations will occur in both income and requirements for funding which cannot be fully anticipated in the planning process.

The charity continues to identify and exploit opportunities to develop unrestricted funding, with an emphasis on aiming to diversify income streams further. There was a focus in the final quarter of this year to reduce fixed costs and ensure the affordability of staffing and delivery models. The aim is for Street League to increase the percentage of unrestricted income, which will allow us to increase the unrestricted reserves.

Restricted Funds: restricted funds are subject to specific conditions imposed by donors. Restricted funds fall outside the general definition of reserves, but the nature and amount of such funds may have an impact on a charity’s reserve policy as they may reduce the need for reserves in other areas of the charity’s work. We aim to minimise the levels of restricted funds held, but these might increase due to timing differences between receipt of the income and expenditure on the specified purpose.

Recommendation

This policy recommends the unrestricted reserve levels for Street League are at least four months of expenditure at March 2022 from a position of 4.6 months in March 2021 (based on current expenditure).

During 2020-21, the impact of Covid has been felt economically across the globe with young people being hardest hit in terms of opportunities and support. Despite the very difficult climate, Street League has seen a strong financial year with diversified revenue streams and online delivery of programmes enabling Street League to record reserves of 4.6 months.

Holding the recommended four months of unrestricted reserves will help support a natural phased end of the Employability Fund in Scotland in 2022-23 by designating a proportion of the unrestricted reserves to Scotland. Street League will also be taking necessary mitigating actions such as budgeted cost reductions, new funding sources from the diversified local authority contracts, and aligning more fundraised income to Scottish services than ever before.

Current Position

Total funds at the period end are £2,432,966 (2020: £1,064,259). Restricted reserves stood at £526,595 (2020: £320,872) and net unrestricted reserves (after the deduction of fixed assets) were £1,889,847 (2020: £743,387).



You are now reading Our Funders

OUR FUNDERS

Street League has always been very fortunate to have benefitted from a wide number of partnerships with companies, trusts, and individuals over a number of years. These relationships are based on trust, respect, and a genuine desire to do our best to ensure that each partner has the very best experience. This last year has been no different - in the toughest of environments facing a world of uncertainty, our partners have stepped forward and provided us with the support we need at a time when we have needed it the most. We want to thank each and every one of you that have pledged your financial support to us over the last 12 months of the pandemic.

Many of our partners have also encouraged their staff teams to come together during the pandemic to stand alongside our young people. Despite all the restrictions, we have run over 40 virtual volunteering sessions remotely across the country with 230 colleagues supporting over 345 young people with their CV's, applications forms and interview skills. On behalf of our young people, thank you so much.

'It was an eye opening and very gratifying experience. It felt amazing to be able to help young people, even in such a small way.'

- Corporate volunteer who took part in a virtual volunteering session

Our funders



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29th May 1961 Charitable Foundation
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 Angus Council
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 BARCLAYS
 BANK OF AMERICA
 CB & HH Taylor Trust
 CHANEL
 City Guilds
 THE CLOTHWORKERS' FOUNDATION
 COMMON GOAL
 CVC
 DHL UK FOUNDATION
 COMMUNITY FUND
 Dundee City Council
 East Ayrshire Council
 East Lothian Council
 East Renfrewshire Council
 East Dumfriesshire Council
 EDINBURGH THE CITY OF EDINBURGH COUNCIL
 Edward and Dorothy Charitable Trust
 EDWARD CADBURY CHARITABLE TRUST
 epicfoundation
 Education & Skills Funding Agency
 The Eveson Charitable Trust
 Gazfield Weston
 Glasgow City Council
 GILEAD
 INSPIRING SCOTLAND
 Inverclyde Council
 John Ellerman Foundation
 KITLOCKER
 KORN FERRY
 LAUREUS
 FIRSTPORT
 LONDON MARATHON CHARITABLE TRUST
 MANCHESTER CITY COUNCIL
 Masonic Charitable Foundation
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 NORTH LANARKSHIRE COUNCIL
 NORTH AYRESHIRE COUNCIL
 OCN London
 PEOPLE'S POSTCODE LOTTERY
 Quilter
 ReedSmith
 Renfrewshire Council
 European Union
 standard chartered
 Scottish Borders Council
 The Scottish Government
 SCOTTISHPOWER
 Skills Development Scotland
 Sheffield Bluecoat & Mount Pleasant Foundation
 SkillsBuilder PARTNERSHIP
 SOCIETE GENERALE
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 SOUTH AYRESHIRE COUNCIL
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 SPORT ENGLAND
 SQA
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 ST JAMES'S PLACE HEALTH MANAGEMENT
 street football world
 Sydney Black Charitable Trust
 The Gannochy Trust
 BIG YELLOW SELF STORAGE
 Trades House of Glasgow
 TrustLaw
 WE MCR QUALITY
 WELLSINGTON MANAGEMENT
 West Lothian Council
 Westminster Foundation
 WILLIAM GRANT FOUNDATION
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We also want to acknowledge those organisations featured below that have gone the extra mile and provided additional financial support, specifically in this pandemic year, through various 'Emergency Covid Funds'.

Thank you to new partners who started supporting us this year, enabling us to develop and expand our support for young people as demand for our services has risen dramatically.

Page 1 of 34 155 of 15468 words English (United Kingdom) 208%

Annual Report 2020-21

Join a Meeting

Sign In

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MY STREET LEAGUE JOURNEY

STREET LEAGUE

Samina, 17
Birmingham

“ Before I joined Street League, the idea of getting a job was scary; it seemed so difficult, with many hurdles that I needed to get over. But since I've started working towards getting my qualifications I feel more confident. ”

Samina joined our Birmingham employability academy and gained her Functional Skills Maths L1 and Progression L1. She also grew in confidence throughout her time with Street League. The team supported her to move into further training with Gordon Franks, where she is now completing a traineeship. She still regularly speaks to the team for advice and support.

2020-21 Annual Report Final

You are now reading Fundraising Statement **OK**

FUNDRAISING STATEMENT

Street League's work is made possible by funding realised through various revenue streams. Our 'Commercial Team' is responsible for fundraised income through: Corporate partnerships, Trusts, Foundations, Major Donors, Individual Giving and Events. A breakdown of income by revenue stream is available on page 39. Income raised through these sources works alongside revenue earned through delivery of contracts. Commissioned income is overseen by our 'Contracts and Quality Team'.

Street League is registered with the Fundraising Regulator and works in a way that is compliant with the Code of Fundraising Practice. We have policies in place to guide and ensure this practice. We have received no complaints this year, regarding our fundraising practice. All complaints received are reported to our Finance, Audit and Risk Committee on a quarterly basis. We will continue to ensure our fundraising activity is in line with Covid secure regulations and legislation across different parts of the UK.

We have not used any third-party organisations for our fundraising activity in 2020-21. We have worked to develop our fundraising systems; improving the tracking and reconciliation of donations received through online

giving platforms and developing our database. Our business planning activity saw us develop fundraising plans for the next five years with clear intentions to align fundraised income with revenue earned via commissioned services. This ensures that funds donated to Street League can help us unlock further sustainable funding opportunities, enabling us to deliver our services.

Our fundraising and contracts teams receive training and development to support their professional development and practice. We also seek to ensure their understanding of vulnerable people, particularly our young people. This includes Safeguarding and Health and Safety training as well as frequent visits to see first-hand our services.

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Fundraising statement

2020-21 Annual Report Final

You are now reading Risk Management **OK**

Risk management

The trustees review the major risks the charity faces as part of the annual business planning process and have established control systems to manage these risks. This year the trustees had greater oversight of risks associated with the impact of Covid on our finances, safeguarding, operations and health and safety. We introduced a more comprehensive reporting system of wellbeing issues that were identified and addressed by staff, as described earlier.

As part of the five-year business plan, the executive undertook thorough reviews of external and internal strengths, weakness, opportunities, and threats that informed a more specific operational risk log. This will run alongside the established 'risks and opportunities' assessment of our annual budget throughout the year to mitigate financial risks. We also integrated our Finance Team with our Data and Insight Team to enable timely and informed decision-making. This will see business information being drawn together from all parts of the organisation, monitored, and reported in a way that is similar to Street League's established online dashboard and 'live' social impact reporting.

The trustees are satisfied that these arrangements, combined with the oversight of our executive and continued improvements this year will ensure Street League's services are suitably resourced for the foreseeable future.

Street League's executive manage and review the risk register on an ongoing basis. It is a live document that is used to ensure the charity's resilience and sustainability, the safety of our young people and our staff. The Finance, Audit and Risk Committee review the whole risk register annually with risks split into several key areas:

1. Finances
2. People
3. Operations
4. Governance and systems

The Finance, Audit and Risk Committee reviews Finance risks quarterly while the HR and Remuneration Committee reviews People risks semi-annually. Operational and Governance and systems risks are monitored by the executive team and trustees through the agenda of quarterly Board meetings. We use a framework that enables us to effectively: Identify, Assess and Evaluate, Manage and Monitor these risks and the mitigating controls and actions we introduce.

Page 1

Risk management



Responsibility for managing each risk and how to respond is aligned to individuals who then report to the Board, along with evidence, the controls in place and any findings or learning for improvement.

In the year ahead, the trustees and Leadership Group will focus on four key risks:

1. Scottish policy environment: The Scottish youth employability market will change significantly from April 2022, as the Employability Fund comes to an end. Street League has been a provider since 2014 and it accounts for 30% of revenue (£2.1m in 2020-21). Planning and mitigating actions have been underway since 2019 and are included in the business plan and risk register.
2. Safeguarding young people: Continuing to ensure the safety and well-being of our young people as the challenges of Covid persist, exacerbating pre-existing safeguarding concerns and risks. There has been continued investment in training, specifically addressing online safeguarding, and this underpins implementation of our policies.
3. Safety of staff: Continuing to ensure the safety and well-being of our staff as the challenges of Covid persist. These include the necessity to ensure our offices remain safe and accessible, extending our policies to account for increased remote working, and ongoing renewal of staff training (e.g. fire marshall, first aid, etc).
4. Cyber security: In addition to ensuring staff safety, we must also protect Street League and its digital environment. With greater remote working and working practices that leverage digital solutions, we have increased our insurance and undertaken an assessment of our online safety practice, systems, governance, and resource requirements. Training plans will be required to support staff adoption of recommended practices.

These sit alongside the operational and financial challenges that will persist as we, and others, navigate the economic fall-out caused by the pandemic. We recognise there might be greater difficulty to deliver our services, achieve our planned social impact, and raise the income required to meet our long-term financial plans.



You are now reading Governance, structure and management **OK**

STREET LEAGUE'S GOVERNANCE, STRUCTURE, AND MANAGEMENT

Street League is committed to working toward the highest standards of governance. We appointed a new Chair last year and continued to operate our governance framework of quarterly Board meetings and Committee meetings. We standardised the terms of reference for our committees and formalised our trustee inductions.

Governance

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    A --- C[HR and Remuneration Committee]
    A --- D[Nominations Committee]
  
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We are fortunate to have a highly committed and skilled Board of six trustees. This year saw us complete a skills and diversity audit and set targets to increase the diversity and representation of our trustees. These will inform our trustee recruitment plans for the coming five years.

Governance, structure and management



ETHNICITY Target: 30% BAME
2021: 17% BAME (1/6)

GENDER Target: 50%
2021: 33% (2/6)

NATIONALITY Target: Ensure >30% Scottish
2021: 33% (2/6)

The working group that supported implementation of recommendations from the governance review we undertook in 2019 continued to support the Board's action planning and progress. Trustees were particularly keen to consider ways to ensure the voices of young people and staff are heard at governance level and inform their decision making. This saw a member of staff from a different region present at the start of each Board meeting, giving greater insight to the day-to-day realities of the local communities that we serve. This was important as we operated on a largely remote basis due to lockdown measures and this insight was invaluable as trustees set plans for the next five years.

Structure

The organisation is a charitable company limited by guarantee, incorporated on 24 November 2003, and registered as a charity on 22 December 2003. The company was established under a memorandum of association, which established the objects and powers of the charitable company and is governed under its articles of association. Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2021 was six (2020: six). The trustees are members of the charity, but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 12 to the accounts.

MY STREET LEAGUE JOURNEY

**Jaiden, 17
Edinburgh**

This image is of young people at our Edinburgh employability Academy and not of Jaiden

“ *In my spare time I like to play football (when Covid wasn't about) and watch Rangers play every week. I've always struggled with my mental health from a young age, but things started to become unbearable before the first lockdown.* **”**

When I joined Street League, I was nervous at the start but then I quickly realised everyone was the same as me and I was no different to everyone else. I have done both Street League courses now and I would recommend them to everyone who's trying to get extra qualifications (and getting paid for it).

I think if you're struggling with your mental health, make sure and reach out as soon as possible, it can be hard sometimes but, whether you're a boy or a girl, your mental health matters the same as the person next to you, so make sure and reach out for help.”

Jaiden joined Street League because of his love of football, wanting to get a sense of purpose, and to gain qualifications. He found spending time with 'the right people' as he described it, helped him and made the lockdown restrictions easier to cope with.

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Management and leadership
 Street League has operated with a co-leadership model since 2019 with the Board having appointed Dougie Stevenson and Lindsey MacDonald as Managing Directors. Street League views the leadership as a partnership, not dissimilar to law or accountancy firms.

This year saw the establishment of the Leadership Group, with terms of reference to guide its purpose, responsibilities, and membership. The group will be the key decision-making forum as well as setting the tone, living the values, and role modelling behaviours we expect of everyone at Street League. This group, alongside the wider team, will ensure Street League delivers against its plans and achieves its objectives in line with the charity's purpose.

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    graph TD
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      MD1 --- HCC[Head of Contracts & Quality]
      MD1 --- HRM[HR Manager]
      MD1 --- HFD[Head of Finance & Digital]
      MD2[Managing Director] --- CD[Commercial Director]
      MD2 --- HOE[Head of Operations (England)]
    
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Sheet1



You are now reading Statement of responsibilities OK

STATEMENT OF RESPONSIBILITIES

Statement of responsibilities of the trustees

The trustees (who are also directors of Street League for the purposes of company law) are responsible for preparing the trustees' annual 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 which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company 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 in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice 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 operation
- The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.



Statement of responsibilities

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information
- The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.
- The trustees who acted during the year are set out on page 80.



Trustee recruitment and induction

Election, retirement, and re-election of trustees are carried out according to the procedures set out in our Memorandum and Articles of Association, which is our governing document. At each Annual General Meeting, all trustees must retire from office. Trustees may then be reappointed as a trustee at any general meeting. This can be repeated for up to a maximum of six terms in office. At this point a trustee can only be re-elected to the Board if all the trustees unanimously agree. This can be repeated for a maximum of four more terms.

An individual induction programme is agreed and implemented for each new trustee, covering all aspects of the trustee's role and the organisation. Trustees are able, where appropriate, to take independent professional advice at no personal expense. Street League has Trustees' Liability insurance in place.

Remuneration policy for key management personnel

An HR and Remuneration Committee meets twice a year. It is Chaired by elected trustee, Stuart Beaver, and attended by the Board's Chair (John Coleman) as well as Lesley Giddins (with experience of Equality, Diversity, and Inclusion matters) and Jonathan Rennie (an employment lawyer). The Managing Directors and HR Manager attend on behalf of the management team with other attendees invited as required.

The Committee sets the pay levels for all senior management and decides on annual pay awards for the organisation in line with Street League's Remuneration Policy. This year we introduced a new pay scale, which reflects our commitment to being a fair and equitable employer. It included a review and overhaul of London weighting and introduced a national entry-level salary that aligns with the London Living Wage. This reflects our commitment to being a youth friendly employer. The pay scale will be reviewed annually with an intention to adjust it every three years to reflect cost of living increases.

You are now reading Financial statements **OK**

Financial statements

2020-21 Annual Report Final

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Auditors


Beever & Struthers were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The trustees' annual report has been approved by the trustees on 13 July 2021 and signed on their behalf by:



John Coleman
Chair of the Board of trustees



Dee Townsend
Chair of the Finance, Audit and Risk Committee

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Independent Auditor's Report to the members of Street League OK

Opinion

We have audited the financial statements of Street League "the charitable company" for the year ended 31 March 2021 which comprise the Statement of Financial Activities, (including Income and Expenditure account), the Balance Sheet, the Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources for the year then ended.
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

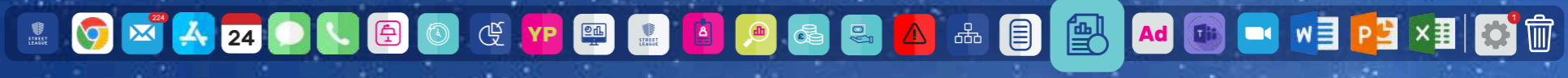
Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

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Responsibilities of trustees

As explained more fully in the Statement of responsibilities of the trustees set out on pages 56 and 57, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

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Extent to which the audit was considered capable of detecting irregularities, including fraud

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

In identifying and addressing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We obtained an understanding of laws, regulations and guidance that affect the Charitable Company, focusing on those that had a direct effect on the financial statements or that had a fundamental effect on its operations. Key laws, regulations and guidance that we identified included the Companies Act 2006, tax legislation, health and safety legislation, and employment legislation.
- We gained an understanding of the controls that the Trustees have in place to prevent and detect fraud. We enquired of the Trustees about any incidences of fraud that had taken place during the accounting period.
- The risk of fraud and non-compliance with laws and regulations was discussed within the audit team and tests were planned and performed to address these risks.
- We reviewed financial statements disclosures and supporting documentation to assess compliance with relevant laws and regulations discussed above.
- We enquired of the Trustees about actual and potential litigation and claims.
- We performed analytical procedures to identify any unusual or unexpected relationships that might indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud due to management override of internal controls we tested the appropriateness of journal entries and assessed whether the judgements made in making accounting estimates were indicative of a potential bias.

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Due to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing fraud or non-compliance with laws and regulations and cannot be expected to detect all fraud and non-compliance with laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than

the charitable company and the charitable company's members as a body for our audit work, for this report, or for the opinions we have formed.

Richard Graham BA, ACA (Senior Statutory Auditor)
For and on behalf of
BEEVER AND STRUTHERS
Statutory Auditor
St George's House
215/219 Chester Road
Manchester M15 4JE

Beever and Struthers

Date: 19 July 2021

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Street League
Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2021

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations	3	1,480,561	613,365	2,093,926	1,316,524
Charitable activities:					
Sport	4	2,256,094	1,345,976	3,602,070	4,136,945
HQ/General		164,122	538,699	702,821	305,361
Other trading activities	5	319	-	319	45,500
Investments	6	192	-	192	106
Other		-	-	-	-
Total income		3,901,288	2,498,040	6,399,328	5,804,436
Expenditure on:					
Raising funds	7	322,387	-	322,387	370,115
Charitable activities:					
Sport	8	1,452,192	1,792,090	3,244,282	4,009,682
HQ/General		963,725	500,227	1,463,952	922,151
Total expenditure		2,738,304	2,292,317	5,030,621	5,301,948
Net income for the year	10	1,162,984	205,723	1,368,707	502,488
Transfer between funds in the year		-	-	-	-
Net movement in funds for the year		1,162,984	205,723	1,368,707	502,488
Reconciliation of funds					
Total funds brought forward		743,387	320,872	1,064,259	561,771
Total funds carried forward		1,906,371	526,595	2,432,966	1,064,259

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

Street League
Company no. 4974643
Balance Sheet
as at 31 March 2021

	Note	£	2021 £	£	2020 £
Fixed assets					
Tangible assets	15		16,524		12,136
Total fixed assets			16,524		12,136
Current assets					
Debtors	16	598,119		393,240	
Cash at bank and in hand		2,231,223		1,204,538	
Total current assets		2,829,342		1,597,578	
Liabilities					
Creditors: amounts falling due within one year	17	[339,266]		[387,549]	
Net current assets			2,490,076		1,210,029
Total assets less current liabilities			2,506,600		1,222,165
Creditors: amounts falling due after more than one year	19		(73,634)		(157,904)
Total net assets			2,432,966		1,064,259
The funds of the charity:					
Restricted income funds	20		526,595		320,872
Unrestricted funds	21		1,906,371		743,387
Total charity funds			2,432,966		1,064,259

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006.

The notes on pages 66 to 79 form part of these accounts.

Approved by the trustees on 13 July 2021 and signed on their behalf by:

[Signature]
John Coleman (Trustee)

[Signature]
Dee Townsend (Trustee)

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Taskbar with icons for Street League, Chrome, Mail, Teams, Calendar (24), WhatsApp, Phone, Print, Clock, Zoom, YP, and various system icons.

Street League
Statement of Cash Flows
for the year ending 31 March 2021

	Notes	2021 £	2020 £
Cash provided by operating activities	25	1,138,087	822,188
<i>Cash flows from investing activities:</i>			
Dividends, interest, and rents from investments		192	106
Purchase of tangible fixed assets		(19,288)	(10,562)
Net cash used in investing activities		(19,096)	(10,456)
<i>Cash flows from financing activities:</i>			
Repayment of borrowing		(92,106)	(108,650)
Cash used in financing activities		(92,106)	(108,650)
Increase in cash and cash equivalents in the year		1,026,885	703,082
Cash and cash equivalents at the beginning of the year	24	1,204,338	501,256
Cash and cash equivalents at the end of the year	24	2,231,223	1,204,338

Street League
Notes to the accounts
for the year ended 31 March 2021

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are set out below.

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 2016) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Street League 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 note.

b Judgements and key sources of estimation of uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors including expectations of future events that are believed to be reasonable under the circumstances. Examples of these judgements, estimates and assumptions include depreciation, accruals and prepayments and income recognition.

c Preparation of the accounts on a going concern basis

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

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

Street League
Notes to the accounts
for the year ended 31 March 2021 (continued)

d Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item[s] of income have been met, it is probable that the income will be received and 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 of a provision of a specified service is deferred until the criteria for income recognition are met.

Gifts in kind

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised; refer to the trustees' annual report for more information about their contribution.

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

Donations

Donations and other receipts from fundraising are reported gross and are accounted for on a receivable basis.

e 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.

f 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 funds subject to specific conditions imposed by the donor who has specified funds are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

Street League
Notes to the accounts
for the year ended 31 March 2021 (continued)

g 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:

- Expenditure on raising funds are those costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.
- Expenditure on charitable activities includes the costs directly related to the objects of the charity and in supporting the operational projects 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.

h Allocation of support costs

HQ expenditure represents the staffing and associated costs that support the work of the charity but do not directly undertake Sport charitable activities. HQ support costs include the staffing costs of monitoring and evaluation, quality and performance, organisational development, finance, personnel, payroll and marketing functions which support the charity's programmes and activities. These and governance costs have been allocated and shown as expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

i Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

j Tangible fixed assets

Individual fixed assets costing £750 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Computer equipment	2 years
Short term leasehold improvements	3 years
Furniture & fittings	4 years
Office equipment	4 years
IT assets	4 years

k 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.

i Cash at bank and in hand

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.

Street League
Notes to the accounts
for the year ended 31 March 2021 (continued)

m 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.

n Pensions

The charitable company contributes to defined contribution pension schemes on behalf of its employees. The assets of these schemes are entirely separate to those of the charity. The pension cost shown represents contributions payable by the charity on behalf of the employees and it has no other liabilities to these schemes.

There were contributions outstanding at the balance sheet date of £18,213 (2020: £19,222).

o Financial instruments

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

Street League
Notes to the accounts
for the year ended 31 March 2021 (continued)

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is disclosed on page 80.

3 Income from donations

	Unrestricted £	Restricted £	Total 2021 £	Total 2020 £
Venture Philanthropy: Inspiring Scotland	-	533,340	533,340	398,000
Donations	1,453,004	80,025	1,533,029	863,879
Donated services	27,557	-	27,557	54,645
Total	1,480,561	613,365	2,093,926	1,316,524
<i>Total by fund 31 March 2020</i>	<i>918,524</i>	<i>398,000</i>	<i>1,316,524</i>	

4 Income from charitable activities

	Unrestricted £	Restricted £	Total 2021 £	Total 2020 £
Contracted Services: Skills Development Scotland	1,866,805	-	1,866,805	2,107,591
Commissioned Contract Income	339,842	-	339,842	329,957
Grant and Performance Related Grant Agreements	49,447	1,345,976	1,395,423	1,699,397
Subtotal for Sport	2,256,094	1,345,976	3,602,070	4,136,945
Grant and Performance Related Grant Agreements	164,122	538,699	702,821	305,361
Subtotal for HQ/General	164,122	538,699	702,821	305,361
Total	2,420,216	1,884,675	4,304,891	4,442,306
<i>Total by fund 31 March 2020</i>	<i>3,011,290</i>	<i>1,431,016</i>	<i>4,442,306</i>	

Street League
Notes to the accounts
for the year ended 31 March 2021 (continued)

m 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.

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Street League
Notes to the accounts
for the year ended 31 March 2021 (continued)

5 Income from other trading activities

	2021 £	2020 £
Income from fundraising events	-	45,500
Other trading income	319	-
	319	45,500

All income from other trading activities is unrestricted.

6 Investment income

All of the charity's investment income arises from money held in interest bearing deposit accounts. All investment income is unrestricted.

7 Cost of raising funds

	2021 £	2020 £
Staff costs	320,465	293,309
Event costs	1,922	76,806
	322,387	370,115

	2021 £	2020 £
Restricted expenditure	-	2,500
Unrestricted expenditure	322,387	367,615
	322,387	370,115

Street League
Notes to the accounts
for the year ended 31 March 2021 (continued)

8 Analysis of expenditure on charitable activities

	Sport £	HO Costs £	Total 2021 £	Total 2020 £
Staff costs	2,338,315	961,081	3,299,396	3,123,958
Direct Academy costs	564,723	-	564,723	876,053
Overheads	341,244	411,139	752,383	725,779
Governance costs (see note 9)	-	12,453	12,453	23,774
Support costs (see note 9)	-	79,279	79,279	182,269
	<u>3,244,282</u>	<u>1,463,952</u>	<u>4,708,234</u>	<u>4,931,833</u>

	2021 £	2020 £
Restricted expenditure	2,292,317	1,789,306
Unrestricted expenditure	2,415,917	3,142,527
	<u>4,708,234</u>	<u>4,931,833</u>

9 Analysis of governance and support costs

	Basis of apportionment	Support £	Governance £	Total 2021 £
Staff costs	Direct costs	27,791	-	27,791
Audit fees	Governance	-	9,000	9,000
Consultancy services	Direct costs	23,931	-	23,931
Legal and professional	Direct costs	27,557	3,453	31,010
		<u>79,279</u>	<u>12,453</u>	<u>91,732</u>

Street League
Notes to the accounts
for the year ended 31 March 2021 (continued)

10 Net income for the year

This is stated after charging/(crediting):	2021 £	2020 £
Depreciation	14,900	11,931
Interest payable	10,637	18,087
Operating lease rentals:		
Property	64,444	94,204
Other	19,528	19,528
Auditor's remuneration - audit fees	9,000	7,746
Auditor's remuneration - consultancy fees	-	1,200
Auditor's remuneration - grant audit fees	-	390
	<u>138,509</u>	<u>173,186</u>

11 Staff costs

Staff costs during the year were as follows:	2021 £	2020 £
Wages and salaries	3,127,203	3,050,860
Social security costs	286,434	276,544
Employer pension contributions	124,567	114,875
Redundancy and termination costs	38,523	31,036
In lieu payments	15,676	32,261
Agency and freelance costs	23,000	26,274
Employee benefit costs	32,249	13,041
	<u>3,647,652</u>	<u>3,544,891</u>

Allocated as follows:

Cost of raising funds	320,465	293,509
Charitable activities:		
Sport	2,338,315	2,739,350
HO	961,081	384,608
Support costs	27,791	127,624
	<u>3,647,652</u>	<u>3,544,891</u>

The average number of staff employed during the period was 112 (2020: 107).
The average full time equivalent number of staff employed during the period was 111 (2020: 106).

The key management personnel of the charity comprises of the trustees and Senior Management Team.
The total employee benefits of the key management personnel of the charity were £447,881 (2020: £480,885).

Street League
Notes to the accounts
for the year ended 31 March 2021 (continued)

11 Staff costs (cont.)

The number of employees whose earnings (excluding employer pension) fell into the bands below were:

	2021	2020
£50,000 - £70,000	-	-
£70,001 - £80,000	-	-
£80,001 - £90,000	-	1
£90,001 - £100,000	1	4
£100,001 - £110,000	3	-
	<u>4</u>	<u>5</u>

12 Trustee remuneration and expenses, and related party transactions

Neither the trustees nor any persons connected with them received any remuneration or reimbursed expenses during the year (2020: £Nil).

Aggregate donations from related parties were £975 (2020: £Nil).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

Jonathan Rennie, a trustee of the charitable company is a Partner with the firm of solicitors TLT LLP who provided both pro-bono and discounted services to the charitable company in the year to 31 March 2021. The value of pro-bono services and the benefit of a reduction in arms-length legal fees support has been considered in these financial statements and included in Gifts in Kind at a value of £6,300 (2020: £12,240).

No other trustee or person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2020: nil).

Street League
Notes to the accounts
for the year ended 31 March 2021 (continued)

13 Government grants

The government grants recognised in the accounts were as follows:

	2021 £	2020 £
Communities Recovery Fund	19,415	-
Coronavirus Job Retention Scheme	240,337	-
Dundee City Council	-	6,595
East Ayrshire Council	26,877	-
Education and Skills Funding Agency (AES)	-	25,450
Glasgow City Council	525	-
Manchester City Council - MAES Education Skills Development Scotland	31,878	25,394
- Apprenticeship Employer Grant	5,000	-
- Employability Fund	1,853,263	2,103,991
- Modern Apprenticeships	13,542	3,600
- National Third Sector Challenge Fund	111,152	110,233
Third Sector Resilience Fund	88,212	-
West Lothian Council	3,602	-
	<u>2,393,803</u>	<u>2,275,263</u>

The unfulfilled conditions and contingencies attaching to the grants were across fulfilling the delivery of Street League academies which spanned the year end.

14 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

Street League
Notes to the accounts
for the year ended 31 March 2021 (continued)

15 Fixed assets: tangible assets

	Leasehold improvements £	Furniture & fittings £	Computer equipment £	Office equipment £	IT Assets £	Total £
Cost						
At 1 April 2020	22,274	8,766	202,918	22,309	38,850	295,117
Additions	-	1,680	14,321	3,287	-	19,288
At 31 March 2021	22,274	10,446	217,239	25,596	38,850	314,405
Depreciation						
At 1 April 2020	22,274	8,766	191,588	21,503	38,850	282,981
Charge for the year	-	175	14,135	590	-	14,900
At 31 March 2021	22,274	8,941	205,723	22,093	38,850	297,881
Net book value						
At 31 March 2021	-	1,505	11,516	3,503	-	16,524
<i>At 31 March 2020</i>	-	-	11,330	806	-	12,136

Street League
Notes to the accounts
for the year ended 31 March 2021 (continued)

16 Debtors

	2021 £	2020 £
Trade debtors	528,728	229,773
Other debtors	42,769	25,747
Prepayments and accrued income	26,622	137,720
	598,119	393,240

17 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	27,617	28,645
Other creditors and accruals	133,906	70,636
Short term compensated absences (holiday pay)	52,185	38,899
Deferred income	-	112,500
Taxation and social security costs	72,659	76,216
Other loans	52,899	60,733
	339,266	387,549

18 Deferred income

	2021 £	2020 £
Deferred income brought forward	112,500	45,000
Income received in advance of fundraising events	-	112,500
Released to income from charitable activities	(112,500)	(45,000)
	-	112,500

Deferred income is income received in advance of fundraising events.

Street League
Notes to the accounts
for the year ended 31 March 2021 (continued)

19 Creditors: amounts falling due after more than one year

	2021 £	2020 £
Long term loans (falling due in less than 5 years)	73,634	157,906
	73,634	157,906

Included in long term loans is a loan from Social Investment Scotland. This loan was secured by a floating charge on the organisation dated 30th May 2013. The terms of the charge were delivered to and registered with Companies House on 4th June 2013 and cleared with a statement of satisfaction in full by the chargee on 12th March 2020.

20 Analysis of movements in restricted funds

	As at 1 April 2020 £	Income £	Expenditure £	Transfers £	As at 31 March 2021 £
Sport					
addis Breaking Barriers	-	12,740	-	-	12,740
Baldwinson Charitable Trust	-	10,416	(2,916)	-	7,500
Bank of America Foundation	25,700	38,397	(64,097)	-	-
The Clothworkers' Foundation	-	20,000	(15,714)	-	4,286
Coach Core	-	2,750	(1,350)	-	1,400
Comic Relief	-	-	-	-	-
Street League Rugby	-	5,024	(5,024)	-	-
CVC Capital Partners	-	50,746	(50,746)	-	-
Epic Foundation France	-	21,851	(21,851)	-	-
Firstport	-	88,212	(88,212)	-	-
Foundation CHANEL	-	71,238	(71,238)	-	-
Football for Hope FIFA	-	26,084	(19,563)	-	6,521
Garfield Weston Foundation	-	25,000	(12,500)	-	12,500
Glead	-	70,827	(70,827)	-	-
GORS	-	240,337	(240,337)	-	-
Goal Programme	32,022	60,210	(74,376)	-	17,856
Inspiring Scotland	-	-	-	-	-
16/17 Project	-	135,340	(33,835)	-	101,505
Our Future Now	-	398,000	(398,000)	-	-
King Baudouin Foundation	4,500	-	(4,500)	-	-
Laureus Sport for Good Foundation	22,000	75,000	(73,333)	-	23,667
MAES	-	31,878	(31,878)	-	-
MHCC Thrive	4,402	13,405	(17,807)	-	-
Masonic Charitable Foundation	8,333	33,333	(33,333)	-	8,333
Restricted funds carried forward	96,957	1,430,788	(1,331,437)	-	196,308

Street League
Notes to the accounts
for the year ended 31 March 2021 (continued)

20 Analysis of movements in restricted funds (cont.)

	As at 1 April 2020	Income	Expenditure	Transfers	As at 31 March 2021
	£	£	£	£	£
Restricted funds brought forward	96,957	1,430,788	(1,331,437)	-	196,308
Newton Foundation	-	22,500	(3,750)	-	18,750
The Quilter Foundation	9,385	48,770	(50,770)	-	7,385
SharedImpact	-	25,000	(25,000)	-	-
St. James's Place Charitable Foundation	14,025	50,000	(50,000)	-	14,025
State Street Foundation	-	49,693	-	-	49,693
The London Marathon Charitable Trust	-	167,500	(167,500)	-	-
The Societe Generale Corporate Foundation for Solidarity	-	57,236	(57,236)	-	-
William Grant Foundation	-	30,000	(30,000)	-	-
Other Restricted income < £20,000	1,250	77,854	(46,704)	-	32,400
HQ					
Fondation CHANEL	33,026	-	(33,026)	-	-
John Elerman Foundation	16,229	30,000	(18,502)	-	27,727
Postcode Innovation Trust	-	119,214	(119,214)	-	-
Postcode Sport Trust - Extra Award 2019	150,000	-	(150,000)	-	-
Postcode Sport Trust - Extra Award 2020	-	200,000	(50,000)	-	150,000
Standard Chartered Bank	-	80,025	(80,025)	-	-
Wellington Management UK Foundation	-	30,000	(30,000)	-	-
Westminster Foundation	-	79,460	(19,460)	-	60,000
Total restricted funds	320,872	2,498,040	(2,292,317)	-	526,595

Name of restricted fund Description, nature and purposes of the fund

addidas Breaking Barriers Project	A grant received through streetfootballworld gmbH's coordination of the addidas Breaking Barriers Project funded by addidas Europe to provide young people with access to high impact sport for good programs specifically to empower girls to have the best chance of reaching their full potential in life.
BairdWatson Charitable Trust	A grant received from the BairdWatson Charitable Trust to support the participation of 6 young people in the North Lanarkshire Sports Employability Academy.
Bank of America Foundation	A grant received from the Bank of America Charitable Foundation to support the London Street League Academy.
The Clothworkers' Foundation	A grant received from The Clothworkers' Foundation towards the purchase of tablets and accessories.

Street League
Notes to the accounts
for the year ended 31 March 2021 (continued)

20 Analysis of movements in restricted funds (cont.)

Coach Core	Grants received under the The Royal Foundation Coach Core programme targeting young people who wish to gain further education and employment in sport. Grants were received from Fulham FC Foundation, Sport Birmingham and Inspiring Healthy Lifestyles.
Comic Relief "Street League Rugby"	A 2 year grant awarded by Comic Relief, starting in March 2018 to fund the London Academy Try for Change programme.
CVC Capital Partners	A donation made through CVC Capital Partners Move for Good COVID challenge towards COVID initiatives.
Epic Foundation France Firstport	A grant awarded by Epic France providing general operational support.
Fondation CHANEL	A grant awarded by Firstport through the Third Sector Resilience Fund to support salary costs.
Football for Hope FIFA	Support received from the Foundation, including an HQ element, to support the Moving Into Work project. This support is for 3 years and runs from January 1st 2019 to February 1st 2022.
Garfield Weston Foundation	A grant from FIFA's Football for Hope Programme towards sustaining Street League's work in Ayrshire.
Gleed	A one year grant awarded by Garfield Weston Foundation towards Sheffield Academy costs.
GJR5	A grant awarded by Gleed to support English-based frontline staff in response to the COVID 19 pandemic.
Goal Programme	Grant funding received under the Government Job Retention Scheme (also known as Coronavirus Job Retention Scheme) towards the salary cost of individuals placed on furlough through the COVID-19 pandemic.
Inspiring Scotland	Grant funding awarded by women Win and provided for the implementation of the Goal Programme by Standard Chartered Bank through partnership. Funds were initially awarded to Street League in July 2019, and repeated in July 2020, to engage and empower adolescent girls from low-income communities with the skills they need to make informed life choices. The fund includes income awarded as a training budget and the Street League programme runs to June 2021.
King Baudouin Foundation	Venture Philanthropy funds received from Inspiring Scotland for Scottish programmes to support young people into positive destinations.
Laureus Sport for Good Foundation	Grant funding under the Common Goal Fund as supported by The King Baudouin Foundation towards the Manchester Academy and sport for employment programmes.
MAES	Grant income received from The Laureus Sport for Good Foundation towards Street League academies.
MHCC Thrive	Income received from Manchester City Council's Adult Education Service through the Neighbourhood Learning in Deprived Communities Fund allocated for the delivery of an approved programme for learners.
Masonic Charitable Foundation	Grant funding received via Young Manchester through the Manchester Health & Care Commissioning Thrive Grant Programme towards sport, employability and wellbeing academy activities in Manchester.
Newton Foundation	A 2 year grant received towards Street League Birmingham.
The Quilter Foundation	Funds awarded as a contribution to the salary of the Data and Insight Coordinator.
SharedImpact	A 3 year grant received towards the continued delivery of sport based personal development and employability programmes at the academy in Birmingham.
St James's Place Charitable Foundation	Donations received through the SharedImpact Foundation towards the cost of Street League's Aftercare Services and Head of Scottish Operations.
	Donation support received from St James's Place Charitable Foundation towards the Modern Apprenticeship Team in Glasgow, supporting approx. 90 young people into work over the 3 years August 2018 - July 2021.

Street League
Notes to the accounts
for the year ended 31 March 2021 (continued)

20 Analysis of movements in restricted funds (cont.)

State Street Foundation	A grant awarded by the State Street Community Support Programme to support the Academy Delivery Teams within Edinburgh.				
The London Marathon Charitable Trust	Grant funding received toward the project "Making Headlines, Achieving Impact" for 3 years from November 2018 to October 2021.				
The Societe Generale Corporate Foundation for Solidarity	Amounts received towards the execution of Street League's work in East London for 1 year from March 2020 and to support Street League Manchester during 2021.				
William Grant Foundation	Grant funding received from the Youth Opportunities Group within the William Grant Foundation towards Street League's North Lanarkshire Academy provision and development programme in 2021.				
Other Restricted Income < £20,000	Various small grants and one off donations received towards Street League's charitable activities, which although grouped into one category here, are tracked individually against any specific location and/or project awarded to fund.				
John Elerman Foundation	A grant awarded over 3 years towards the cost of the Monitoring and Evaluation team to deepen Street League's understanding of its programmes and better support young people.				
Postcode Innovation Trust	2 awards made from the People's Postcode Lottery (PPL) COVID-19 Response Fund to enable Street League to adapt during the Covid-19 crisis				
Postcode Sport Trust - Extra Award 2019	Funds awarded in 2019 thanks to players of People's Postcode Lottery through Postcode Sport Trust.				
Postcode Sport Trust - Extra Award 2020	Funds awarded in 2020 thanks to players of People's Postcode Lottery through Postcode Sport Trust.				
Standard Chartered Bank	A donation received from Standard Chartered Bank towards the development of Street League's Covid 19 Digital Strategy.				
Wellington Management UK Foundation	2 grant funding awards received in the year. One towards engagement and aftercare salaries and expenses, and an emergency COVID-19 grant received towards Street League London Operations for coronavirus crisis and job kits.				
Westminster Foundation	A grant awarded over 5 years towards the creation and operation of a Street League hub in Westminster.				
Comparative analysis of movements in restricted funds					
	As at 1 April 2019	Income	Expenditure	Transfers	As at 31 March 2020
	£	£	£	£	£
Sport					
Accenture (UK) Limited	-	120,000	(114,000)	(6,000)	-
Bank of America Foundation	33,728	60,272	(58,240)	(10,000)	25,760
Coach Core	-	6,379	(6,379)	-	-
Comic Relief					
Next Steps into Work	6,977	41,863	(37,446)	(11,394)	-
Street League Rugby	-	41,164	(41,164)	-	-
Fondation CHANEL	26,856	82,066	(108,922)	-	-
Football for Hope FIFA	-	19,348	(17,748)	(1,600)	-
Goal Programme	-	111,675	(63,773)	(15,880)	32,022
Restricted funds carried forward	67,561	482,707	(447,672)	(44,874)	57,722

Street League
Notes to the accounts
for the year ended 31 March 2021 (continued)

20 Comparative analysis of movements in restricted funds (cont.)

	As at 1 April 2019	Income	Expenditure	Transfers	As at 31 March 2020
	£	£	£	£	£
Restricted funds brought forward	67,561	482,707	(447,672)	(44,874)	57,722
HSBC UK	-	14,472	(14,472)	-	-
Inspiring Scotland	-	398,000	(389,600)	(8,400)	-
King Baudouin	-	15,897	(11,397)	-	4,500
Laureus Sport for Good Foundation	25,120	70,000	(73,120)	-	22,000
MAES	-	25,394	(25,394)	-	-
MHCC Thrive	-	13,405	(9,003)	-	4,402
Masonic Charitable Foundation	-	33,334	(25,011)	-	8,333
Newton Foundation	-	2,000	(2,000)	-	-
Postcode Sport Trust - Extra Award 2019	81,000	-	(81,000)	-	-
The Quilter Foundation	-	24,385	(15,000)	-	9,385
SharedImpact	2,519	50,000	(62,519)	-	-
Sport England	27,311	40	(27,351)	-	-
St. James's Place Charitable Foundation	22,844	50,000	(58,819)	-	14,025
State Street Foundation	-	58,570	(58,570)	-	-
Streetfootballworld	-	21,807	(21,807)	-	-
The London Marathon Charitable Trust	13,750	175,000	(170,750)	(18,000)	-
The Societe Generale Corporate Foundation for Solidarity	-	25,155	(21,300)	(3,855)	-
Virgin Money Foundation	35,370	-	(35,370)	-	-
Wellington Management UK Foundation	-	20,000	(20,000)	-	-
Other Restricted Income < £20,000	39,906	40,989	(79,645)	-	1,250
HQ					
Fondation CHANEL	6,416	60,307	(27,281)	(6,416)	33,026
Credit Suisse EMEA Foundation	15,000	-	(15,000)	-	-
John Elerman Foundation	21,910	30,000	(35,681)	-	16,229
Postcode Sport Trust - Extra Award 2018	4,000	-	(4,000)	-	-
Postcode Sport Trust - Extra Award 2019	-	200,000	(50,000)	-	150,000
Other Restricted Income < £20,000	-	17,554	(17,554)	-	-
Total restricted funds	564,707	1,829,016	(1,789,506)	(83,545)	320,872

Transfers represent project management charges made in the year in line with funder agreements.

Street League
Notes to the accounts
for the year ended 31 March 2021 (continued)

21 Analysis of movement in unrestricted funds

2021	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers	As at 31 March 2021 £
	743,387	3,901,288	(2,738,304)	-	1,906,371
	743,387	3,901,288	(2,738,304)	-	1,906,371

Comparative analysis of movement in unrestricted funds

2020	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers	As at 31 March 2020 £
Unrestricted funds	197,064	3,975,420	(3,512,642)	83,545	743,387
	197,064	3,975,420	(3,512,642)	83,545	743,387

Name of fund	Description, nature and purposes of the fund
Unrestricted funds	Free reserves after allowing for all designated funds

22 Analysis of net assets between funds

2021	General fund £	Restricted funds £	Total £
Tangible fixed assets	16,524	-	16,524
Net current assets/(liabilities)	1,963,481	526,595	2,490,076
Creditors of more than one year	(73,634)	-	(73,634)
Total	1,906,371	526,595	2,432,966

Street League
Notes to the accounts
for the year ended 31 March 2021 (continued)

22 Analysis of net assets between funds (cont.)

Comparative analysis of net assets between funds

2020	General fund £	Restricted funds £	Total £
Tangible fixed assets	12,136	-	12,136
Net current assets/(liabilities)	889,157	320,872	1,210,029
Creditors of more than one year	(157,906)	-	(157,906)
Total	743,387	320,872	1,064,259

23 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Property		Equipment	
	2021 £	2020 £	2021 £	2020 £
Less than one year	90,747	59,372	12,384	18,379
One to five years	20,027	37,227	26,928	5,652
	110,774	96,599	39,312	24,031

24 Analysis of changes in net debt

	At 1 April 2020 £	Cash flows £	At 31 March 2021 £
Cash and Cash Equivalents	1,204,338	1,026,885	2,231,223
Loans falling due within one year	(60,733)	7,834	(52,899)
Loans falling due after more than one year	(157,906)	84,272	(73,634)
Total	985,699	1,118,991	2,104,690

Street League
Notes to the accounts
for the year ended 31 March 2021 (continued)

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

	2021 £	2020 £
Net income for the year (as per the statement of financial activities)	1,368,707	502,488
Adjustments for:		
Depreciation charge	14,900	11,931
Dividends, interest and rents from investments	(192)	(106)
Decrease/(increase) in debtors	(204,879)	329,539
Increase/(decrease) in creditors	(40,449)	(21,664)
Net cash provided by operating activities	1,138,087	822,188

Street League
Notes to the accounts
for the year ended 31 March 2021 (continued)

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

	2021 £	2020 £
Net income for the year (as per the statement of financial activities)	1,368,707	502,488
Adjustments for:		
Depreciation charge	14,900	11,931
Dividends, interest and rents from investments	(192)	(106)
Decrease/(increase) in debtors	(204,879)	329,539
Increase/(decrease) in creditors	(40,449)	(21,664)
Net cash provided by operating activities	1,138,087	822,188



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**STREET LEAGUE
REFERENCE AND ADMINISTRATION INFORMATION
FOR THE YEAR ENDED 31 MARCH 2021**

Charity name	Street League
Charity Registration Numbers	1101313 (England & Wales) and SC 038884 (Scotland)
Company Registration Number	04974643 (limited by guarantee)
Registered Office	Suite 1.05, The Courtyard Royal Mills 17 Redhill Street Manchester, M4 5BA
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:
	Mike Parker Chairman resigned 23/06/2020
	John Coleman Chairman appointed 23/06/2020
	Andy Ransom Vice-Chairman
	Stuart Beaver
	Lesley Giddins
	William Jonathan Rennie
	Dee Townsend

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Company Secretary Catherine Elliott

Senior Management Team

Lindsey MacDonald	Managing Director
Dougie Stevenson	Managing Director
Lesley Caron	Finance Director (resigned 31/01/2021)
Nigel Mansfield	Commercial Director
James Rennie	Head of Finance & Digital (appointed 22/02/2021)

Bankers

Barclays Bank plc 99 Hatton Garden London, EC1N 8DN	Santander UK plc 298 Deansgate Manchester, M3 4HH
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Solicitors

Flagstone Investment Management 1st Floor, Clareville House 26-27 Oxendon Street London, SW1Y 4EL	TLT LLP 140 West George Street Glasgow G2 2HG
Arnold & Porter Tower 42 25 Old Broad St London EC2N 1HQ	
Reed Smith LLP Broadgate Tower 20 Primrose St London EC2A 2RS	

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STREET LEAGUE
REFERENCE AND ADMINISTRATION INFORMATION FOR THE YEAR ENDED 31 MARCH 2021

Professional Advisors

Centre for Charity Effectiveness
CASS Business School
106 Bunhill Row
London, EC1Y 8TZ

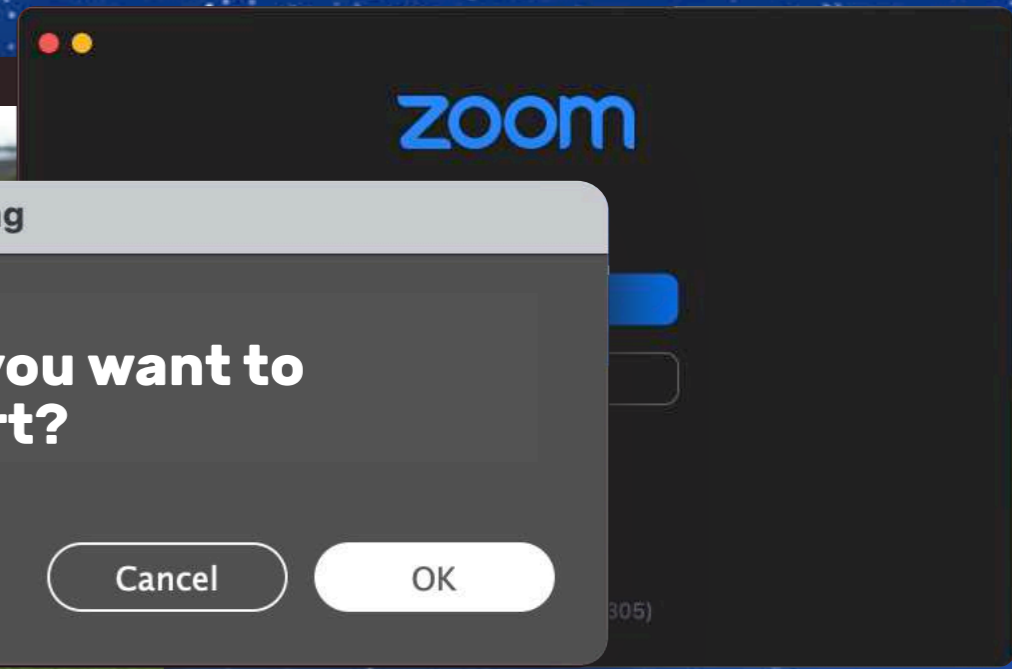
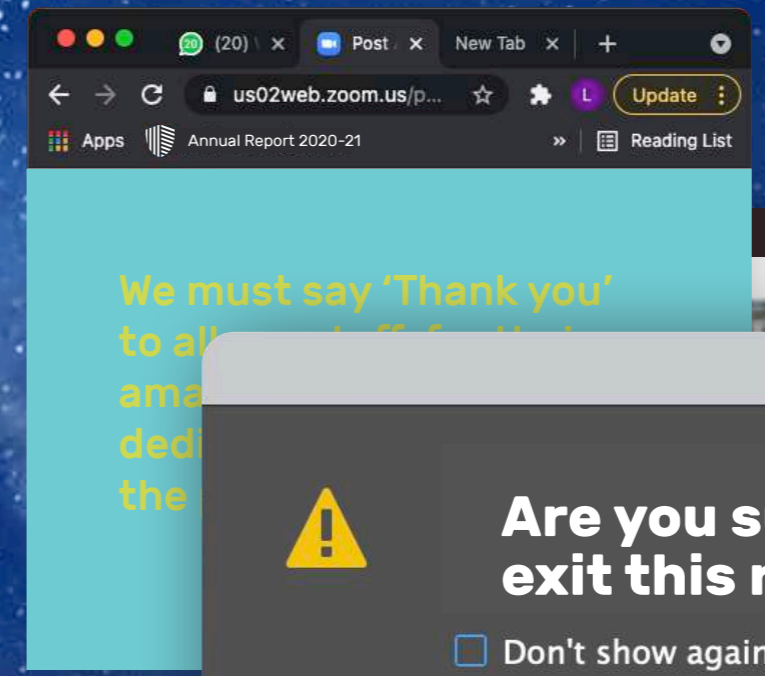
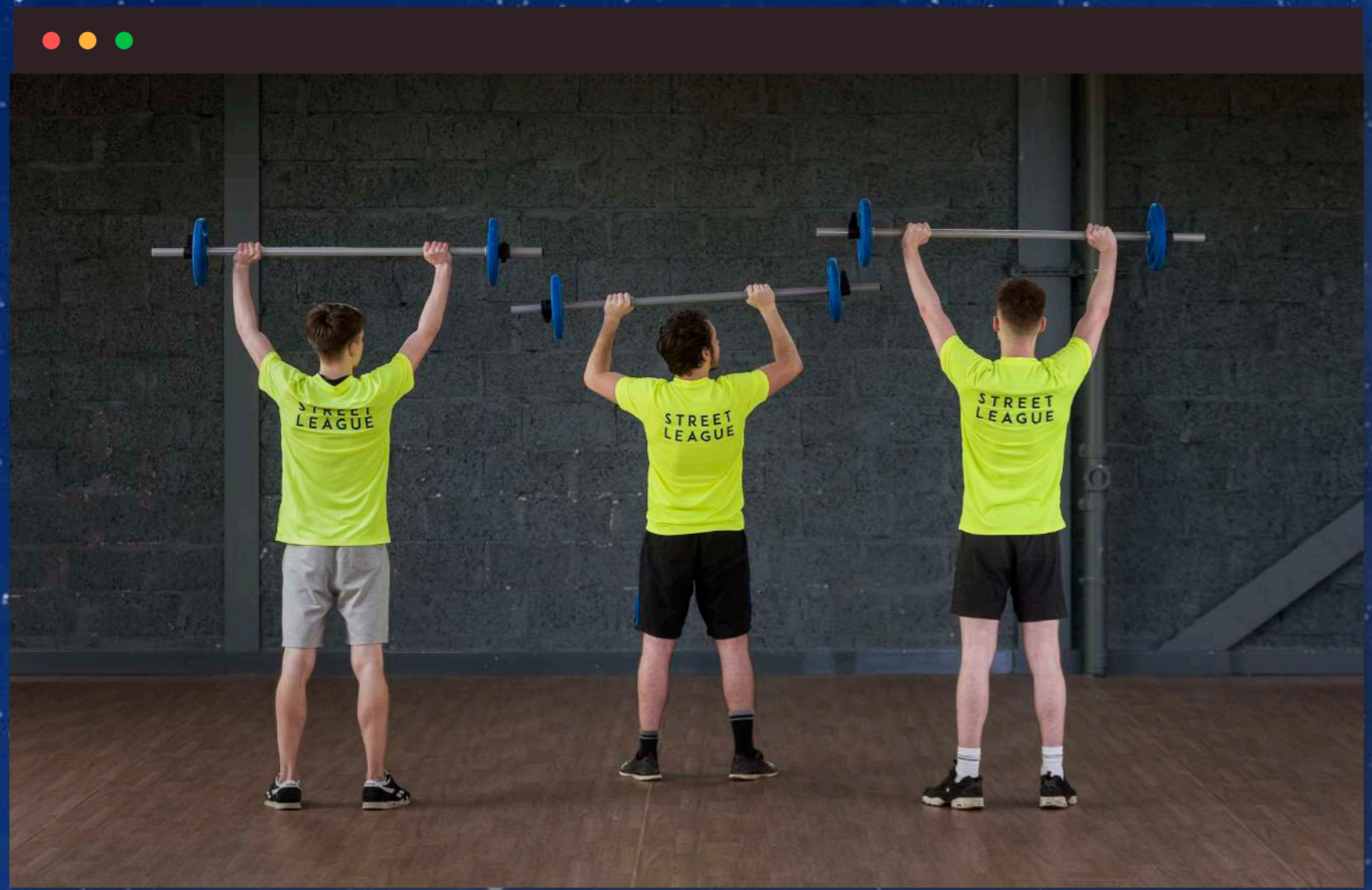
Rocket Science UK Ltd.
2 Melville Street
Edinburgh, EH3 7NS

Auditors


Beever and Struthers
Chartered Accountants and Business Advisors
St George's House
215 - 219 Chester Road
Manchester, M15 4JE

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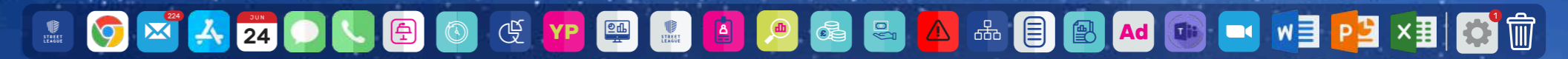
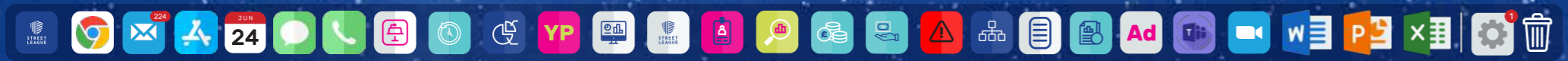
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