



**Build Up Foundation  
(Build Up)**

**Annual report and financial statements  
For the year ending 31st March 2019**



Registered charity 1163872  
Company number 09365881

Cody Dock, 11c South Crescent, Canning Town, London E16 4TL





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## **1. ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS**

### **Charity registration**

1163872

### **Company number**

09365881

### **Registered office**

Cody Dock, 11c South Crescent, Canning Town, London E16 4TL

### **Website**

[www.buildup.org.uk](http://www.buildup.org.uk)

### **Trustees**

Hannah Monteith	(Chair, appointed October 2014)
Linnie McLarty	(Vice-chair, appointed October 2014)
Paul Hocker	(Treasurer, appointed October 2014)

### **Company secretaries**

John O'Driscoll  
Gurpreet Sidhu

### **Independent accounts examiner**

Kunal Amin, ACA  
9 Firs Avenue, Colney Hatch Lane, London N11 3NE

### **Bankers**

NatWest Bank  
Black Lion House  
45 Whitechapel Road  
London  
E1 1DU

### **Senior staff**

Huan Rimington (Director)

## **2. TRUSTEES' REPORT**

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with its financial statements for the year ended 31 March 2019. They have complied with the duty to have due regard to guidance issued by the Charity Commission.

### **2.1 MESSAGE FROM THE CHAIR**

The year 2018-19 has seen Build Up significantly expand the scope of its projects and work with more young people than ever before.

In London, communities are experiencing the impact of local development that does not involve, benefit or support them. Most affected are those with the least power and influence: young people. Regeneration brings improvements that young people can not afford and new amenities often are “so close, but feel so far away”, furthering feelings of isolation and frustration.

Build Up Foundation was founded to change this, to enable young people to have power and influence over the decisions that affect them. Working in some of London’s most diverse neighbourhoods since 2014, our practical construction projects support young people to have a say over spaces and places that matter to them.

In 2017 we recognised the need to expand our projects beyond existing community venues, and support young people in having a say over spaces used by the whole community. This year we successfully completed our first large scale public space, “The Shade”, designed and built by young people of Aldriche Way, Waltham Forest. We are now setting up our second major public space project, for young people to transform a neglected area of land in a prominent location in Hackney.

I’m proud that we’ve supported 260 disadvantaged young people and, over the year, have strengthened our links with grassroots and community organisations across the city. This has involved leading six smaller projects to create high-quality youth and community facilities.

I would like to take this opportunity to thank all our partners, including the Aldriche Way Tenants Association, Create, DOST Centre for Young Refugees and Migrants, Gasworks Dock Partnership, Haringey Play Association, Lollard Street Adventure Playground, Loughborough Junction Action Group, South London Refugee Association, Toynbee Hall, Urban Adventure Base and WOWO.

I would also like to thank all our funders and supporters, and highlight the ongoing in kind contributions that Adventure Playground Engineers, Bathtub to Boardroom and the Worshipful Company of Builders Merchants have made to our charity.

Lastly, I would like to thank our 49 volunteers and the Build Up staff team – Huan, Martina, Neba, Doug, Yasin, Kit, James and Edward – without whom none of this would have been possible.

**Hannah Monteith**  
**Chair, Build Up Foundation**



## **2.2 STRUCTURE, GOVERNANCE AND MANAGEMENT**

The charity is controlled by its governing document, the Memorandum and Articles of Association, and constitutes a company limited by guarantee, as defined by the Companies Act 2006. The company was incorporated on 23rd December 2014 and registered as a charity on 7th October 2015.

The Board of Trustees is responsible for overseeing strategic development, and ensuring legal and statutory compliance. It meets on a three-monthly basis. Trustees and company secretaries play an active role in operational matters as needs dictate. Responsibility for day-to-day management of the charity is delegated to the director.

Trustee positions are advertised through networks, contacts and on our website. Anyone interested in joining the board is required to complete an application outlining how their skills and experience meet the requirements of the role. All shortlisted candidates are interviewed by the chair of trustees and the director. New trustees receive a full induction prior to joining the board.

## **2.3 AIMS AND OBJECTIVES**

Build Up runs practical construction projects for those aged 6-23 years old to design and build structures in their local communities. Working in community centres, housing estates and public places, we support young people to design and build places that matter to them and allow them to have a genuine say over the regeneration of their community.

We enable participants to take on new roles and experiences, which help them fulfil their potential and make successful pathways into long-term employment, education and community life.

Our objects, as set out in our governing document, are:

To act as a resource for young people in the Greater London area by providing advice and assistance, and organising programmes of physical, educational and other activities as a means of:

(a) advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;

(b) advancing education;

(c) relieving unemployment;

(d) providing recreational and leisure-time activity in the interests of social welfare for people living in the area of benefit, who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances, with a view to improving the conditions of life of such persons.

## **2.4 BENEFICIARIES**

Build Up Foundation works with disadvantaged young people aged 6-23 years old with diverse needs. These include:

- Young people from low income households
- Young people with experience of the care system or deemed at risk to social services
- Young people with experience of the criminal justice system and/or at risk of offending
- Young refugees and asylum seekers
- Ethnic minority and LGBT young people
- Disabled young people
- Young people experiencing behavioural difficulties, emotional trauma, mental health issues and barriers to education
- Young people at risk of gang exploitation
- Young people who are NEET (not in education, employment or training)
- Young people who are deemed at risk and outside mainstream education (eg, attending PRUs)

Our users face barriers to well-being, educational attainment, training and employment. Low self-confidence, poor self-esteem and a legacy of underachievement have created a generation of young people without the self-belief and resilience to succeed. An absence of adult role models, a lack of social capital and the link between opportunities for work experience and family background mean that many young people remain trapped in deprivation.

## **2.5 STRATEGY**

Build Up Foundation enables young people to overcome the challenges they face and gain the confidence, resilience and skills needed for success. We offer a rare opportunity for them to take the lead in projects, learn construction skills and gain on-the-job experience. One way we connect with those hardest to reach is by working in partnership with playgrounds, youth and community centres young people know and trust.

Our projects put teams of young people in charge of a real construction projects in their community. Learning is youth-led, practical and relevant. Supported by skilled youth construction leaders, they design, plan and build a play area or outdoor space in a place that matters to them. With real ownership of projects, those facing the greatest challenges are able to persevere to complete impressive and valued structures. The experience raises aspirations, develops confidence and resilience, and equips young people with the social, practical and creative skills they need to succeed.

Our work enables those most excluded from power and influence to have a genuine say over the regeneration of their local area. This unique opportunity equips young people with the skills and experience to become leaders of positive change in their communities.



## 2.6 ACTIVITIES 2018-19

In 2018-19, Build Up worked with 260 young people in eight communities across London. This included six projects in partnership with adventure playgrounds, youth and community groups (of which four were completed within the year). The charity completed its first large-scale public space project at Aldriche Way, Waltham Forest and began preparations to initiate a further project in a prominent public location at Flanders Way, Hackney.

These two projects mark a major development for Build Up. Alongside creating opportunities for young people to shape youth and community spaces, we are now able to support young people lead the development of spaces used by the whole community. By putting our users in control of places where young people conventionally are heard the least (and at worst considered a problem to be managed), Build Up can create a blueprint for young people to lead positive change locally.

During the year, Build Up piloted a placement scheme for the first time, providing project graduates and local young people opportunities to gain paid experience working alongside staff.



### **Container Cave, Urban Adventure Base, Tower Hamlets**

In April 2018, 36 young people joined Build Up as part of Toynbee Hall's Make It programme for the third year running. Over three days, the team of 12-13-year-olds built a cave inside a shipping container at Urban Adventure Base, Tower Hamlets.

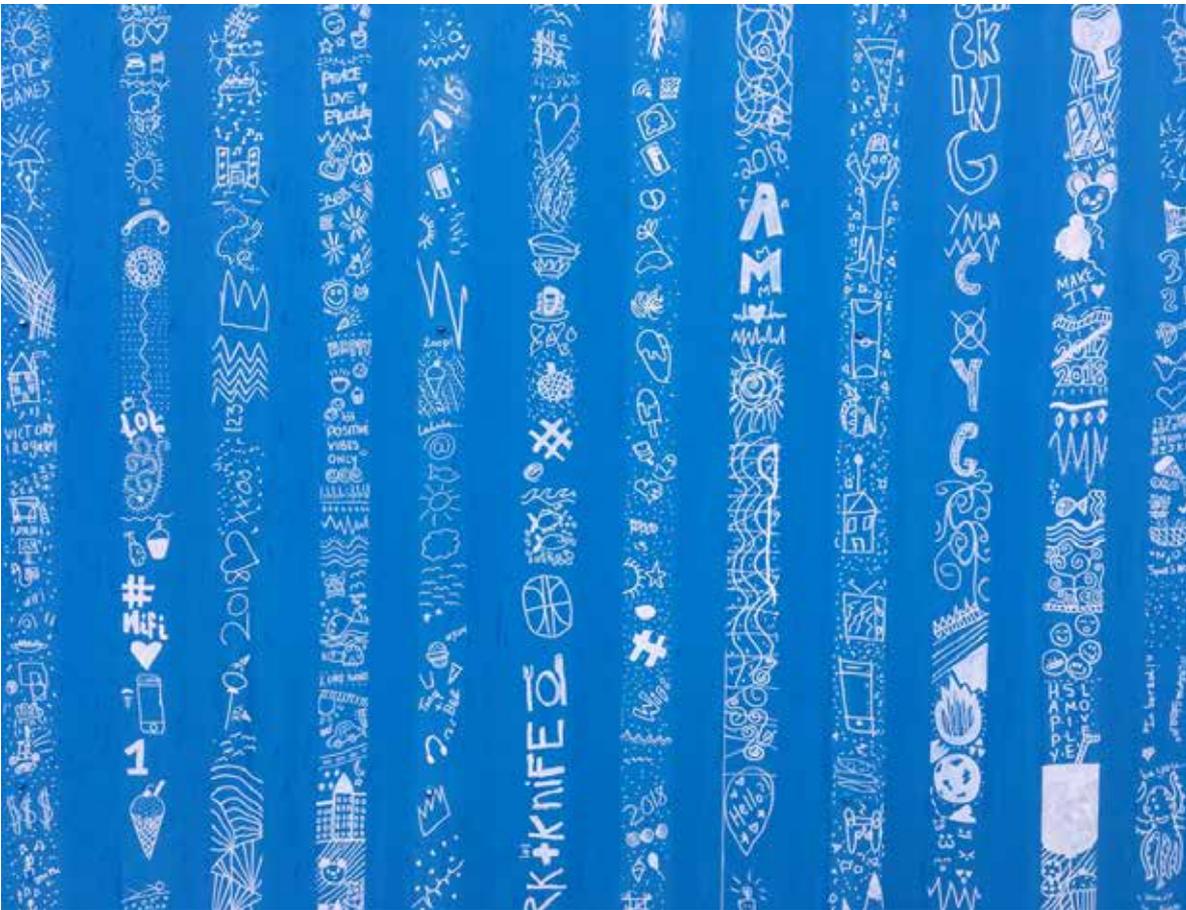
The build aimed to create somewhere local young people could experience caving in the city and develop physical literacy and problem solving skills in an adventurous environment. The project came about after members of the Make It programme tried caving at a temporary venue and wanted to create a permanent facility for local young people.

The team ran a crowdfund campaign and with the generous donations from local residents and businesses, secured support for the project. After working with Build Up to design and construct the project, team members opened the cave to 360 local school children transitioning from year 6 to secondary school.

"We're building a cave in Mile End Park so that there's more for me and my friends to do outside of school. We think the cave will be popular with kids of different ages so our younger siblings can play in it too." Habibah, George Green School.

The project was kindly risk-assessed pro bono by Nick Williams of Conformance and The British Caving Association.





## Communication Space, Somerford Grove Adventure Playground, Haringey

In July and August, 25 young women and girls from Haringey Play Association's SisterHood Project worked with Build Up to design and construct a new 'communication' space in Haringey.

The build came about after the team worked with architects, rappers and film makers to explore their experiences growing up in this rapidly changing part of London. Participants found that whilst the local and national media had documented violent crimes in Tottenham and surrounding area, the effects on young women and girls were routinely left out of public debates. In particular, the group found that the impact of crime, violence and gang activity on girls and young women often went unreported to services as well as unnoticed by wider society and media.

"In the area there's gunshots, people getting killed, and I don't really feel safe. But we have to stop all this." Adela, 11

Responding to an absence of young female views in major local developments, the team then designed and built a multi-generational seating area to encourage people of all ages to engage in conversations about issues impacting them.

"Throughout this project it has become increasingly clear that the young women and girls we've been working with feel unsafe in the area that they live. The one space they feel safe is Somerford Grove Adventure Playground. This shows how vital these youth-led spaces are for the wellbeing of young people in London." Martina Mina, Build Up Project Leader





## **WOWO Workshop, Inspiring Women In Construction and Design, Hackney**

In summer 2018, Build Up supported WOWO run a programme in East London training and mentoring young women aged 14 -21 in male-dominated design and construction trades. The charity led the delivery of the woodwork and carpentry elements of the programme, working with the group to construct a new bench for the RARA Workspace.

“As a new organisation, working with Build Up really helped us. Their expertise and experience in running similar kinds of workshops made the day run really smoothly and enabled the participants to get as much out of it as possible. We really appreciated being able to discuss how the project might move forward and share ideas for future growth. Build Up have a strong network of connections and were able to introduce us to other groups we may be able to work with in the future as well as point us in the direction of other project opportunities.” Anna Webster, Founder WOWO.





## **Bike Hub, Lollard St Adventure Playground, Lambeth**

In 2019, Build Up began its biggest project to date at Lollard St Adventure Playground: the Lollard St Bike Hub. The building will provide a much needed home for the playground's existing bike project, which refurbishes bikes and offers free repairs and mechanic training to local young people.

As well as creating a high quality facility, the project aimed to provide a year-round design and construction programme enabling young people to develop their skills and abilities over a longer period of time.

In January, young people developed a project design: an interior workshop inside a shipping container, with workbenches for people of different sizes and an exterior shelter for group repairs.

The project went on site in February and phase one – insulating and fitting out the shipping container's interior – was completed in two months. Phase two (workbenches) and three (shelter) will be completed later in 2019.





## Unity Kitchen Café, Grove Adventure Playground, Lambeth

In July 2018 Grove Adventure Playground was reopened by Loughborough Junction Action Group and local volunteers after a two year closure.

To help launch the playground's reopening, Build Up worked with young people aged 9–15 years old to design and build a new outdoor kitchen, the Unity Café. With support from Build Up, the team created an outdoor community kitchen, café space and kitchen garden to grow herbs and vegetables.

The café now hosts regular healthy cooking sessions at the playground, managed and led by the playgrounds users. Any young person attending the site's free, open-access play sessions is able to join for a nutritious lunch, served from a structure built by young people themselves.





## Seating Space, Bosco Centre, Southwark

In partnership with South London Refugee Action, DOST Centre for Young Migrants and Refugees, and The Bosco Centre, Build Up began its first Young Refugee and Migrant collaborative design and build project in March 2019.

Building on learning from the Cody Dock outdoor classroom, built by members of DOST, the project aimed to be accessible to both refugees and migrants and those that had grown up locally.

Through a series of design workshops, young people came up with a proposal to reinvigorate the outdoor area of the Bosco Centre. The team wanted to create a space that everyone in the youth centre could use, choosing to design a new tranquil seating area surrounded by trees.

In late March the group began building their design by putting in foundations for the structure, and then completed the project in April 2019.

*Young people involved are unable to have their identity made public due to trafficking / safety issues so no images are included here.*



## *Public Spaces*

### **The Shade, Aldriche Way, Waltham Forest**

Young people from Aldriche Way worked with Build Up over 5 months to design and build a new community space in the centre of their estate. Located on an area of tarmac that has been empty since the estate was built, The Shade is a new garden, table tennis, stage, seating and BBQ area.

The project began with over 50 young people aged 11-23 years old deciding what should happen in this empty space in Easter 2018. Working with Build Up, the group proposed ideas: somewhere parents can watch their children play in the adjacent playground; somewhere community BBQs and events can take place; somewhere the local gardening group can expand into. Young people involved in the project wanted to create a space that the whole community could use and enjoy together.

During the school summer holidays, a team of 16 young residents aged 11-18 years old joined Build Up to construct their design from the ground up. Receiving on the job training in the construction skills they needed to make it happen, the team built the design in four busy weeks. They were supported by local resident 23-year-old Yasin Hussein, on the Build Up's paid placement programme.

The project was generously supported by the Worshipful Company of Builders' Merchants, Lawsons Timber, Building & Fencing Supplies and Makita Power Tools.

BBC London filmed the project from start to finish. <https://www.bbc.co.uk/news/av/uk-england-london-45607159/children-in-north-london-build-their-own-playground>





## **Build Up Hackney, Hackney**

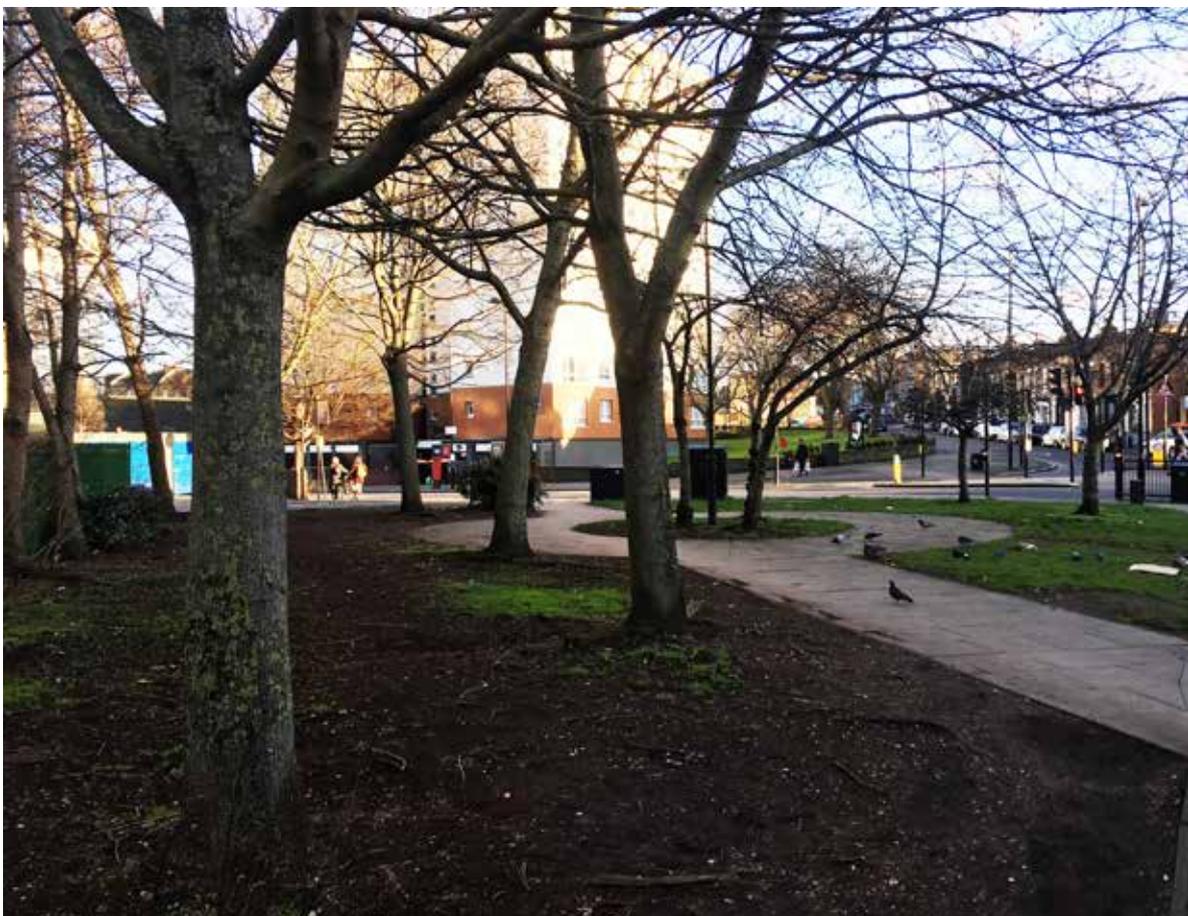
In September 2018 Build Up launched a crowdfund campaign to establish a major new project for young people to design and build a prominent public space.

The project was established after partner Hackney Quest (a local youth and community charity) spoke to over 400 young people about their experiences growing up in Hackney. Published in the Hackney Wick 'Through Young Eyes' report, young people expressed that they didn't have enough say over how their area is changing, they weren't always informed about changes that affected them, and they were often negatively stereotyped as young people.

Build Up Hackney aimed to address these problems by giving young people genuine power over change in their local community, as well as challenging negative stereotypes of young people through an intergenerational project.

The crowdfund campaign reached its target in December 2018, thanks to the support of 300 local residents and the Mayor of London. Throughout spring, Build Up worked with Hackney Council to agree on how young people were going to work with decision makers, and recruited participants from Berger Primary School and Cardinal Pole Secondary School.

In March 2019, Build Up began recruiting two local young people aged 18 to 23 years old for its first full length paid project placements. These opportunities were made possible thanks to the long-term project supporter Wick Award, a local community development organisation.



### *Work placement scheme development*

In April, Build Up offered its first paid work placement on the Container Cave to a 2017 project graduate. The pilot was a success and in August 2018 the charity offered an expanded three week living wage paid placement on The Shade, Aldriche Way.

After a second successful placement, Build Up secured funding from Wick Award for its largest placement to date: roles for two local young people (aged 18-23) to develop and deliver the Build Up Hackney project over a 5 month period.

"I was fortunate enough to live in Aldriche Way and to be involved in a project like this. I think this experience is very valuable for deprived areas as it teaches young people they're capable of achieving a lot even at a young age.

If anyone else was given the opportunity I would encourage them to take it as it will improve your skills. You are able to share these with other young people, which in turn helps improve your area." Yasin Hussein, Aldriche Way Placement 2018



## 2.8 PRO BONO SUPPORT

Entrepreneurship charity Bathtub 2 Boardroom has provided Build Up Foundation with central office and meeting space at Tech City College. Adventure Playground Engineers continued to support the charity with pro bono technical expertise, advice and assistance throughout the year.

## 2.8 THE WORSHIPFUL COMPANY BUILDERS MERCHANTS

The Worshipful Company of Builders Merchants began supporting Build Up in July 2018, providing project materials, tools and equipment from their members. This was made possible thanks to the generosity of Lawsons Timber, Building & Fencing Supplies, Makita Power Tools, Lords Builders Merchants, NMBS and Real Deals For You.

The support has had a very significant impact in enabling Build Up to grow as an organisation, to take on more and larger projects, and to work with more young people than ever before. Thanks to these donations, the charity has been able to lead its biggest project to date at Aldriche Way, expand the scope of its smaller projects and access the tools and equipment needed to enable it to grow as an organisation.

In March 2019, two of Build Up's young people were recognised with Leadership Awards, presented by Lord Dannatt at the Builders Merchants City and Award Luncheon. Build Up's Director, Huan Rimington, spoke at the event about his experience setting up the charity and the difference the Builders Merchants support had made.



## 2.9 IMPACT

In 2018-19, Build Up Foundation directly supported 260 disadvantaged young people. The organisation completed four projects at adventure playgrounds, youth and community sites and one public space project. During the year, Build Up Foundation worked with 49 volunteers, who assisted with the day-to-day running of the organisation and in project support roles.

Build Up projects create high-quality facilities in areas of severe and multiple deprivation. Structures used by specific groups (adventure playgrounds, youth and community spaces) have benefited over 4300 young people. Public space projects such as The Shade, Aldriche Way, bring a much wider community benefit: supporting community cohesion by creating spaces over which all local people can have ownership.



### *Teamwork and leadership*

Build Up Foundation's projects developed participants' teamwork and leadership abilities, through working together to achieve an impressive common aim. When surveyed, 91% of users reported felt they had "taken on a responsibility or led an activity" and 95% felt projects had improved their ability to work together. 100% of users surveyed felt they had taught or supported another young person on the project, and 91% of these young people felt they had specifically improved their abilities in these areas.

"Working with new people was great because usually I stay away and do things on my own, but on the build I worked with other people for the first time and thought working together was good, especially being able to talk through things." Aiden, 11, Unity Kitchen Café.

"Everyone in the team seemed to contribute so well to the project." Selima, 16, WOWO workshop.

### *Raising aspirations and broadening horizons*

Through our projects, young people developed self-belief and new aspirations, as well as more tolerant and inclusive attitudes. Our construction sites offer a space where existing attitudes towards gender are expressed and can be reconsidered. This year, Build Up ran two projects (WOWO Workshop and Communication Spaces) specifically focused on challenging stereotypes surrounding who can work in the construction industry.

When surveyed, 81% of users felt they had changed their opinion about who could work in the construction industry. In projects specifically involving young women, this figure was 100%.

Projects create a space where young people engage with opposing opinions and are encouraged to consider a range of needs as part of the design process. When surveyed, 91% felt they were now better at working with people with different ideas and opinions, and 86% felt they considered the needs of other people when designing their project.

100% of young people rated their achievements as very impressive.

"Most of what you see on TV is done mostly by men. You mostly see men walking around in the hi-vis at the stadium that's being built now. You don't see many women doing it. There should be spaces where women can show their inner strength." Tayshia, 11, Communication Spaces.

"At first I didn't want a bar, but then I realised that it could actually look good. So yeah, that that was a disagreement and I overcame it by coming round to the idea, it actually looked quite good!" Jamie, 13, Unity Kitchen Café.

### *Practical and creative skills*

When surveyed, 100% of young people felt they had developed skills in design or using tools, and 95% of young people felt the project had improved their listening and communication skills.

Young people 'learned by doing' on projects, finding solutions to challenges in the construction process both independently and as a team. When surveyed, 91% of young people felt they had been able to work more independently than at school, and 92% of strongly felt they had found a solution to a problem as part of the project.

“What they do is give us a chance to express ourselves. The project gives us a chance to come up with ideas, and work together to agree and not agree, to create a design. We then bring them to life, by having the chance to build them and create them.” Selima, 16, The Shade

“My most proud moment was when I got the hang of using the saw. I was responsible for sawing.” Aiden, 11, Unity Kitchen Café.

### *Self-confidence*

Involvement in our projects developed young people’s belief in themselves and their capabilities. When surveyed, 100% of participants felt they were more confident at seeing things through and making their ideas happen, while 100% said they would do the project again.

When asked about their role in the project, 95% of young people strongly felt they had the power to make decisions and influence the build.

“The project taught us skills that we will always remember and it taught us that when we put our minds to something it can be achieved.” Farid, 16, The Shade.

“I feel much more confident. Because I know now I can actually make an outdoor kitchen from scratch.” Emily, 14, Unity Kitchen Café.

### *Resilience*

Building structures developed participants’ perseverance and resilience. In project exit interviews, 95% felt they had overcome a challenge and 91% felt they had learned from a mistake. 82% of participants completing projects felt at one point they had ‘nearly given up but carried on.’

“The biggest challenge I had to face was digging the holes to put the beam in because they’re really long, deep holes. And it was really difficult because there were loads of roots in the ground and bricks. It was hard work and very tiring, but we got through it because we knew that if we didn’t put the foundations in, then the whole structure wouldn’t work.” Amelia, 14, Unity Kitchen Café.

“Well it’s been fun, but it’s been hard at times, because it can go wrong, especially when we put the frames together for the first time. But it’s been fun and yes it is worth it because I grew up here.” Ali, 14, The Shade.

*Wider community benefit; The Shade, Aldriche Way, Waltham Forest*

Build Up's first public space project, The Shade, had a direct impact on the wider community as well as on those involved in the build itself. By involving local young people in creating a new communal square for all local residents to enjoy, the project brought together different elements of a diverse community. In interviews following completion and one year on; young people and community members felt the project had created a space that was cared for because it had been made by those that used it.

2018

"We live next to our neighbours, but we don't really get to know them like that, so would be good to have a space where you can interact with everyone." Yassin, 23, paid placement.

"This is something we've built, we've spent time doing this, I'm really proud in what we've done; I've helped create something so big and so beautiful. We've built it and we don't want anyone doing anything to it." Ben, 12, project member.

"It shows the community we actually do care." Sophie, young local resident not involved in project.

2019

"It's become a place where I can go and take my niece and nephew to sit and play. And they have community events and BBQs here that everyone gets involved in." Ben, young resident.

"Local teenagers and younger children got to build a communal square and learned various skills ranging from building and carpentry to gardening and outreach plus teamwork. The youngsters still use the skills they have learned every week in our gardening club on the Aldriche way estate." Stuart Robinson, Chair, Aldriche Way Tenants Association.



## *Case studies*

On each project, Build Up Foundation produces case studies to document the transitions young people make in more detail. Two are included here, with names replaced to protect participants' identity.

### **Ollie, 14 years old**

Ollie was part of Build Up's project in the Aldriche Way estate, creating a new public space, 'The Shade', in spring and summer 2018.

Ollie became involved in the project after expressing an interest in 'making' and 'building' at the first open sessions in the estate. Build Up then ran a week-long Easter programme to engage local young people and develop a project design, but Ollie would only get involved in practical activities such as sign and furniture making and stay out of group discussions. During the summer construction phase, Ollie was identified by other young people as a 'troublemaker' and one participant told staff their parents do not allow them to interact with him.

At the beginning of the build, Ollie appeared to feel the need to speak more loudly and act roughly amongst peers of his own age, and would gravitate towards older peers (18 and above) on the estate. He would play tough in front of older peers and was very quick to criticise activities as too easy, boring or childish.

## *Project Experience*

During the course of the four-week build, Ollie became heavily involved in the project. He was able to share previously learned experience gained by accompanying family members to work. He quickly became one of the most skilled members of the team and was involved in concreting foundations, building heavyweight planters, securing timbers using a variety of fixings, working at heights and planting.

Staff worked with Ollie on one-to-one work and supported him to take on tasks and lead them. Ollie developed a mature and focused way of working, explaining tasks to younger peers, supervising them and making corrections when necessary. He also began to bond with his peers, and by the project's completion, shared a strong team spirit with the other young people.

## *Outcomes*

**Teamwork and Leadership.** At the beginning of the build Ollie was very much the outsider and perceived as a troublemaker; however over time he built rapport, and strengthened his teamwork skills through achieving a common aim.

**Self confidence.** Ollie developed confidence and responsibility in leading construction tasks autonomously, and supported his peers to contribute.

**Tolerant and inclusive.** Throughout the project, Ollie showed patience in supervising and including younger participants of different abilities, even when mistakes happened.

**Resilience.** Ollie began the build as one of the young people on the project's fringes, and was

only keen to get involved in the 'exciting' parts. Initially, he was not interested in setting up, tidying or clearing up, however as the weeks progressed he became one of the most dedicated young people on site. He was the first to arrive and last to leave, putting heras fencing up or down, putting the generator away and sorting out the tools.

*Conclusion*

Ollie began the project as an outsider, separating himself from other young people of his age and often keen to win the approval of older young people on the estate. The project gave Ollie an opportunity to engage positively with both his peers and where he lived, through creating something he cared about. Since the project, Ollie has carried on being involved in community activities in his estate, using the skills he developed at the Aldriche Way Gardening Club.



## **Tayshia, 11 years old**

Tayshia took part in Build Up's female-only design and construction project at Somerford Grove Adventure Playground, in partnership with their Sisterhood Group. Despite living in the area for a number of years, Tayshia had only recently started going to the Sisterhood sessions and would be shy and noticeably lacking in confidence amongst her peers.

### *Project Experience*

Tayshia was the only person in the group who did not initially know any other young people, so the project provided an opportunity to build relationships. In her words, "I found it weird (at first) but over a couple of days I got used to it... I felt good I did this project as it meant I got to know more people... we can be good friends."

Over the course of the build, Tayshia tried new activities and learnt skills she had never used before: "usually I wouldn't be using any tools, I'm not the type of person who would as I'm scared I might hurt myself, but doing this, makes me feel like if a job was needed doing I would do it and use the drills again."

As part of the project, Tayshia and other group members discussed the importance of female-only spaces in the context of men dominating community life and employment opportunities locally.

"It is important to have a space where girls can mostly do construction because it is like with football: people say that girls can't play football because they don't have the talent, they aren't in the big teams and they don't get recognised on TV. So girls need a space where they can play football, and it's the same with construction."

### *Outcomes*

**Practical and creative skills.** When interviewed about her project experience, Tayshia describe how she was able to learn new skills for the first time and would be able to apply them again to a new situation. On her questionnaire she highly rated her learning in tools, design, communication and teaching.

**Self-confidence.** When asked if she was "more confident at seeing things through and making your ideas happen", Tayshia replied 'Yes definitely'. In the words of Play worker Tam:

"She has grown so much in confidence, when she first came here she was very quiet, she wouldn't really integrate, but through the project she has found her character in the playground. She has become respected by the other girls on the playground for her hard work and enthusiasm and has gone from being unknown to a prominent member of the Somerford Grove regulars".

**Tolerant and inclusive.** For Tayshia and other participants, the project created a space where young women could take part in male-dominated construction activities. She discussed this in depth in her end of projects interview and when asked, felt strongly that 'the project had changed her opinion about who could work in construction'.

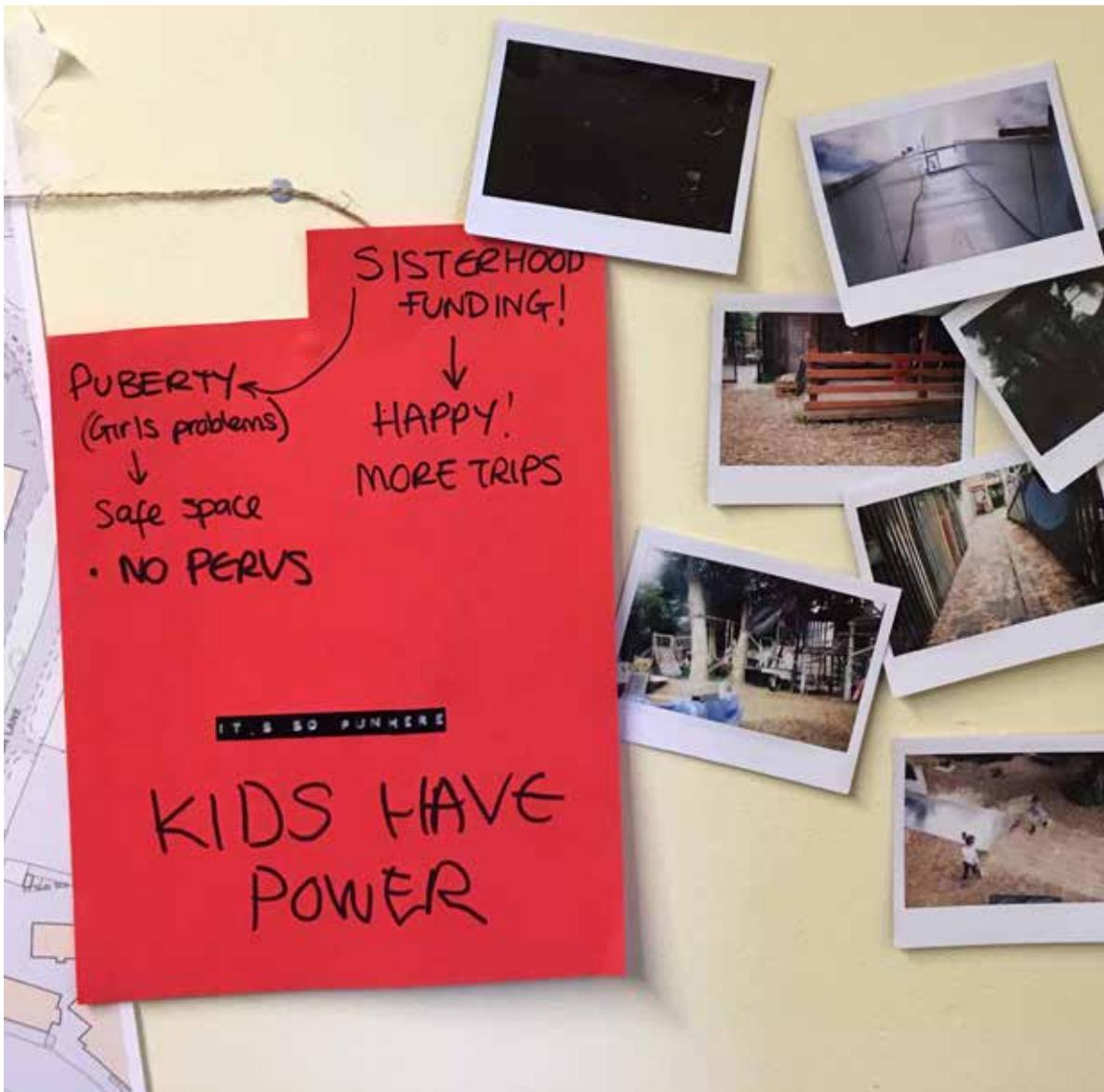
**Teamwork and leadership.** Tayshia joined the project as an outsider, but she effectively built relationships with the other young people and worked as a team. When asked afterward about

what she had gained from the project, she highly rated developing skills in leading and working collaboratively.

### Conclusion

At the project opening, Tayshia spoke to a crowd of young people, parents, staff and local government officials about her experience on the build. In a speech she wrote herself on her phone and practiced at home the night before, Tayshia told guests how the project had developed her confidence.

Since the project's completion, Tayshia has taken on further leadership roles at the playground, including taking responsibility on a design competition and helping out with site repairs. In her own words and those of adults around her, the project gave her the space to grow and flourish.



## **2.10 PUBLIC BENEFIT**

In setting our objectives and planning our activities, the trustees have given consideration to the Charity Commission's guidance on public benefit (PB1, PB2 and PB3) and have taken these into account in making all decisions. We have not departed from this guidance in 2018-19.

Build Up Foundation's objects are "to act as a resource for young people in the Greater London area by providing advice and assistance and organising programmes of physical, educational and other activities". These are pursued by providing opportunities for disadvantaged young people to gain skills and experience through designing and building new spaces for their communities.

## **2.11 FUTURE PLANS**

In 2019-20, Build Up will:

- Expand its work in public spaces and win support for young people to design and build further spaces in the London Borough of Hackney.
- Expand its staff team, recruiting two full time project leader roles over the coming year.
- Expand its work experience programme, enabling more young people graduating from our projects, or living in project locations, to gain paid experience working alongside our staff team.

## **2.12 FINANCIAL REVIEW**

Build Up received a total income of £135,967 in the financial year ending 31st March 2019.

The charity received £31,485 (compared with £13,061 in 2018) of income in the form of donations and £104,482 (compared to £68,660 in 2018) in income from charitable activities. This increase was due to both grant fundraising, and success in winning commissioned projects; of this income, £94,599 was unrestricted and £41,368 was restricted.

Throughout the year, Build Up Foundation has enjoyed a diverse income stream: the largest single funder was the London Borough of Waltham Forest, which awarded Build Up £32,762 for the delivery of 'The Shade' at Aldriche Way.

Expenditure increased from £50,768 in 2018 to £133,577 in 2019. Of this, expenditure on charitable activities increased from £48,368 to £128,777, with fundraising increasing from £2,400 to £4,800. These increases can be attributed to increased staff and materials necessary to deliver larger-scale construction projects.

## **2.13 PENSION ARRANGEMENTS**

On 1st April 2018, all eligible Build Up Foundation employees who had not opted out were enrolled into the organisation's NEST pension scheme.

## **2.14 RESERVES POLICY**

Restricted reserves of £17,070 have been carried forward into 2019-20 (2018: £19,794). As of 31st March 2019 £19,382 of unrestricted funds were carried forward.

Build Up's reserves policy aims for 4 months organisational running costs (£27,352) for the forthcoming financial year. With £19,382 unrestricted reserves at 2018-19 year end we are confident we will reach this amount within the next 12 months.

As of 19th December 2019, the charity is a going concern.

## **2.15 RISK MANAGEMENT**

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to them. Key risks assessed by the board include the withdrawal of in-kind support from Adventure Playground Engineers, late payment on large commissioned projects, delays in obtaining project permissions and the availability of affordable workshop space at Cody Dock.

## **2.16 STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law, they have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charitable company and group, and of the income, expenditure and financial activities of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies 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 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records, which 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.

The company has taken advantage of small company exemptions, being a small company, not to include a Strategic Report; however the content in the Trustees Report constitutes similar content to a Strategic Report, as described in SORP Information Sheet 5, published by the Charity Commission.

Approved and authorised for issue by the Board of Trustees on 19th December 2019 and signed on their behalf by:-



Hannah Monteith  
(Trustee and director)



Paul Hocker  
(Trustee and director)

### **3 INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES OF BUILD UP**

I report on the accounts of the company for the year ended 31 March 2019

#### **Respective responsibilities of Trustees and examiner**

The Trustees (who are also the Directors of the charity for the purposes of the Charity's Act) are responsible for the preparation of the accounts. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. Having satisfied myself that the charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility:

- to examine the accounts under section 145 of the 2011 Act,
- to follow the procedures laid down in the general Directions given by the Charities Commission under section 145(5)(b) of the 2011 Act: and
- to state whether particular matters have come to my attention

#### **Basis of independent examiners report**

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanation from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair" view and the report is limited to those matters set out in the statement below.

#### **Independent examiner's statement**

In connection with my examination, no matter has come to my attention:

1. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.
2. which gives me reasonable cause to believe that in any material respect the requirements have not been met:
  - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
  - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities effective from 1 January 2015 (Charities SORP FRSSE 2015)

Name: Kunal Amin, ACA

Address: 9 Firs Avenue, Colney Hatch Lane, London, N11 3NE

Date: 19<sup>th</sup> December 2019

Signature: *Kunal Amin*

#### 4 STATEMENT OF FINANCIAL ACTIVITIES

##### INCORPORATING AND INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2019

	Notes	Unrestricted £	Restricted £	<b>Total 2019</b> £	Total 2018 £
<b>Income from:</b>					
Donations	2	23,627	7,858	31,485	13,061
Charitable activities	2	70,972	33,510	104,482	68,660
<b>Total</b>		<u>94,599</u>	<u>41,368</u>	<u>135,967</u>	<u>81,721</u>
<b>Expenditure on:</b>					
Fundraising		4,800	-	4,800	2,400
Charitable activities	3	84,685	44,092	128,777	48,368
<b>Total</b>		<u>89,485</u>	<u>44,092</u>	<u>133,577</u>	<u>50,768</u>
<b>Net Income / (expenditure)</b>		5,114	(2,724)	2,390	30,953
<b>Transfers between funds</b>		-	-	-	-
<b>Net movement in funds</b>		<u>5,114</u>	<u>(2,724)</u>	<u>2,390</u>	<u>30,953</u>
<b>Reconciliation of funds</b>					
Funds brought forward	10	14,268	19,794	34,062	3,109
<b>Total funds carried forward</b>		<u>19,382</u>	<u>17,070</u>	<u>36,452</u>	<u>34,062</u>

All transactions are derived from continuing activities.

There were no recognised gains and losses in either the current or the previous year.

The notes on pages 38 to 43 form part of these financial statements.

## 5 BALANCE SHEET

### AS AT 31 MARCH 2019

	Notes	2019 £	2018 £
<b>Current assets</b>			
Cash at bank and in hand		28,040	29,552
Debtors: amounts falling due within one year	7	<u>9,419</u>	<u>6,067</u>
		37,459	35,619
<b>Creditors: amounts falling due within one year</b>			
	8	1,007	1,557
<b>Net assets (all current)</b>			
		<u>36,452</u>	<u>34,062</u>
<b>Funds</b>			
Unrestricted funds	10	19,382	14,268
Restricted funds	10	17,070	19,794
Total funds		<u>36,452</u>	<u>34,062</u>

The notes on pages 38 to 43 form part of these financial statements.

For the financial year ended 31 March 2019 the charity was entitled to exemption from audit under section 477 Companies Act 2006. No member of the charity has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

The directors acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the charity as at the end of the financial year and of its profit or loss for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the charity.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

These financial statements were approved and authorised for issue by the Board of Trustees on 19th December 2019 and signed on their behalf by:



**Hannah Monteith - Trustee and Director**



**Paul Hocker - Trustee and Director**

Registered company number (England and Wales):  
Registered charity number (England and Wales):

1163872  
09365881

## **6 NOTES TO THE FINANCIAL STATEMENTS**

### **FOR THE YEAR ENDED 31 MARCH 2019**

#### **1 Accounting Policies**

##### **1.1 Accounting convention**

The financial statements are prepared in accordance with the Statement of Recommended Practice: Accounting and reporting by charities (SORP 2015 – FRS 102 version), applicable accounting standards and the Companies Act 2006. The charity has taken advantage of the Small Entity provisions of FRS 102. The financial statements are presented in Sterling (£).

##### Statement on going concern

After reviewing the charity's forecasts and projections, the directors have reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

##### **1.2 Company status**

The charity is a company limited by guarantee. The directors of the company are the trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

##### **1.3 Incoming resources**

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable certainty.

##### **1.4 Expenditure**

All expenditure is included on an accruals basis and is inclusive of all VAT, which cannot be reclaimed, and is reported as part of the expenditure to which it relates:

- > Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- > Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
- > All costs are allocated between expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, other costs are apportioned on the basis staff time incurred.

##### **1.5 Funds**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor. The aim and use of any restricted funds are set out in the notes of the financial statements.

## 2 Analysis of income

### 2019

	Unrestricted	Restricted	2019
	£	£	Total
			£
<u>Donations</u>			
Spacehive		7,258	7,258
Anton Jurgens Charitable Trust	5,000		5,000
Worshipful Company of World Traders' Charitable Trust	4,983		4,983
G & E Pollitzer Charitable Settlement	3,000		3,000
The Innholders' Charitable Foundation	1,920		1,920
Bearded Kitten	1,724		1,724
The Workshopful Company of Security Professionals	1,200		1,200
Joseph Strong Frazer Trust	1,000		1,000
Generation Investment Management	1,000		1,000
The Worshipful Company of Chartered Secretaries and Administrators	900		900
Gowling WLG UK	900		900
Mills and Reeve LLP	500		500
The Guild of Freeman of City of London	500		500
The Tylers and Bricklayers Charitable Trust	500		500
The Chartered Accountants' Livery Charity	500		500
The Worshipful Company of Basketmakers		500	500
Donations under £500		100	100
	<u>23,627</u>	<u>7,858</u>	<u>31,485</u>
<u>Grants and commissions</u>			
Waltham Forest	32,762		32,762
Comic Relief*		26,794	26,794
Toynbee Hall	16,081		16,081
Kennington Association	13,185		13,185
Unfild development grant	7,500		7,500
Salters' Charitable Foundation		5,716	5,716
Loughborough Junction Action Group	1,050		1,050
Aspers Good Causes Fund		1,000	1,000
Other (under £500)	394		394
	<u>70,972</u>	<u>33,510</u>	<u>104,482</u>

\*This grant was funded through Comic Relief and the Big Lottery Fund, as part of the #iwill fund, an initiative of the Big Lottery Fund, the Department for Culture, Media and Sport and Step up to Serve, funded by the Big Lottery Fund and the Cabinet Office.

<u>2018</u>	Unrestricted	Restricted	2018 Total
	£	£	£
<u>Donations</u>			
Untd development grant	7,500	-	7,500
The City of London Solicitors' Company	1,400	-	1,400
The Pedder Charitable Trust	1,000	-	1,000
The Worshipful Company of Gold and Silver Wyre Drawers	1,000	-	1,000
The Hale Trust	750	-	750
The Lynn Foundation	500	-	500
The Armourers and Brasiers Gauntlet Trust	500	-	500
Other under £500	411	-	411
	<u>13,061</u>	<u>-</u>	<u>13,061</u>
<u>Grants and commissions</u>			
Comic Relief	-	13,547	13,547
Awards for All	-	9,995	9,995
Clothworkers Foundation	-	9,100	9,100
Haringey Play Association	7,897	-	7,897
Kennington Association	7,294	-	7,294
Gorringe Park Primary school	7,027	-	7,027
Waltham Forest	5,700	-	5,700
Toynbee Hall	5,000	-	5,000
Participatory City	1,850	-	1,850
Gasworks Dock Partnership	-	1,000	1,000
Other under £500	250	-	250
	<u>35,018</u>	<u>33,642</u>	<u>68,660</u>

### 3 Analysis of expenditure on charitable activities

#### a) by fund type

	Unrestricted funds £	Restricted funds £	<b>Total funds 2019 £</b>
Adventure Playgrounds, Youth and Community Groups	30,357	31,493	61,850
Public spaces	42,430	6,108	48,538
Support costs	11,898	6,491	18,389
	<u>84,685</u>	<u>44,092</u>	<u>128,777</u>

	Unrestricted funds £	Restricted funds £	Total funds 2018 £
Adventure Playgrounds, Youth and Community Groups	16,703	13,848	30,550
Public spaces	6,320	-	6,320
Support costs	11,497	-	11,497
	<u>34,520</u>	<u>13,848</u>	<u>48,368</u>

#### b) by activity

	Activities undertaken directly £	Support costs £	<b>Total funds 2019 £</b>
Adventure Playgrounds, Youth and Community Groups	61,850	9,063	70,913
Public spaces	48,538	9,326	57,864
	<u>110,388</u>	<u>18,389</u>	<u>128,777</u>

	Activities undertaken directly £	Support costs £	Total funds 2018 £
Adventure Playgrounds, Youth and Community Groups	30,551	9,899	40,450
Public spaces	6,320	1,598	7,918
	<u>36,871</u>	<u>11,497</u>	<u>48,368</u>

#### 4 Analysis of support costs

	<b>2019</b>	2018
	<b>£</b>	£
Staff costs	13,217	9,160
Professional fees	705	96
Office, rent and governance	4,467	2,241
	<u>18,389</u>	<u>11,497</u>

#### 5 Staff remuneration and numbers

	<b>2019</b>	2018
	<b>£</b>	£
Wages and salaries paid to employees	69,361	33,553
Employer's national insurance contributions	4,932	-
Employer's contributions to pension plans	3,839	301
	<u>78,132</u>	<u>33,854</u>

No employees received emoluments in excess of £60,000.

4 regular part time staff and 6 sessional project staff were employed throughout the year, giving an average for full time equivalent employees of 2 (2018: 1)

#### 6 Trustee remuneration and expenses

The trustees received no remuneration or reimbursements of expenses in the year or previously.

#### 7 Debtors: amounts falling due within one year

	<b>2019</b>	2018
	<b>£</b>	£
	<u>9,419</u>	<u>6,067</u>

#### 8 Creditors: amounts falling due within one year

	<b>2019</b>	2018
	<b>£</b>	£
Creditors	<u>1,007</u>	<u>1,557</u>

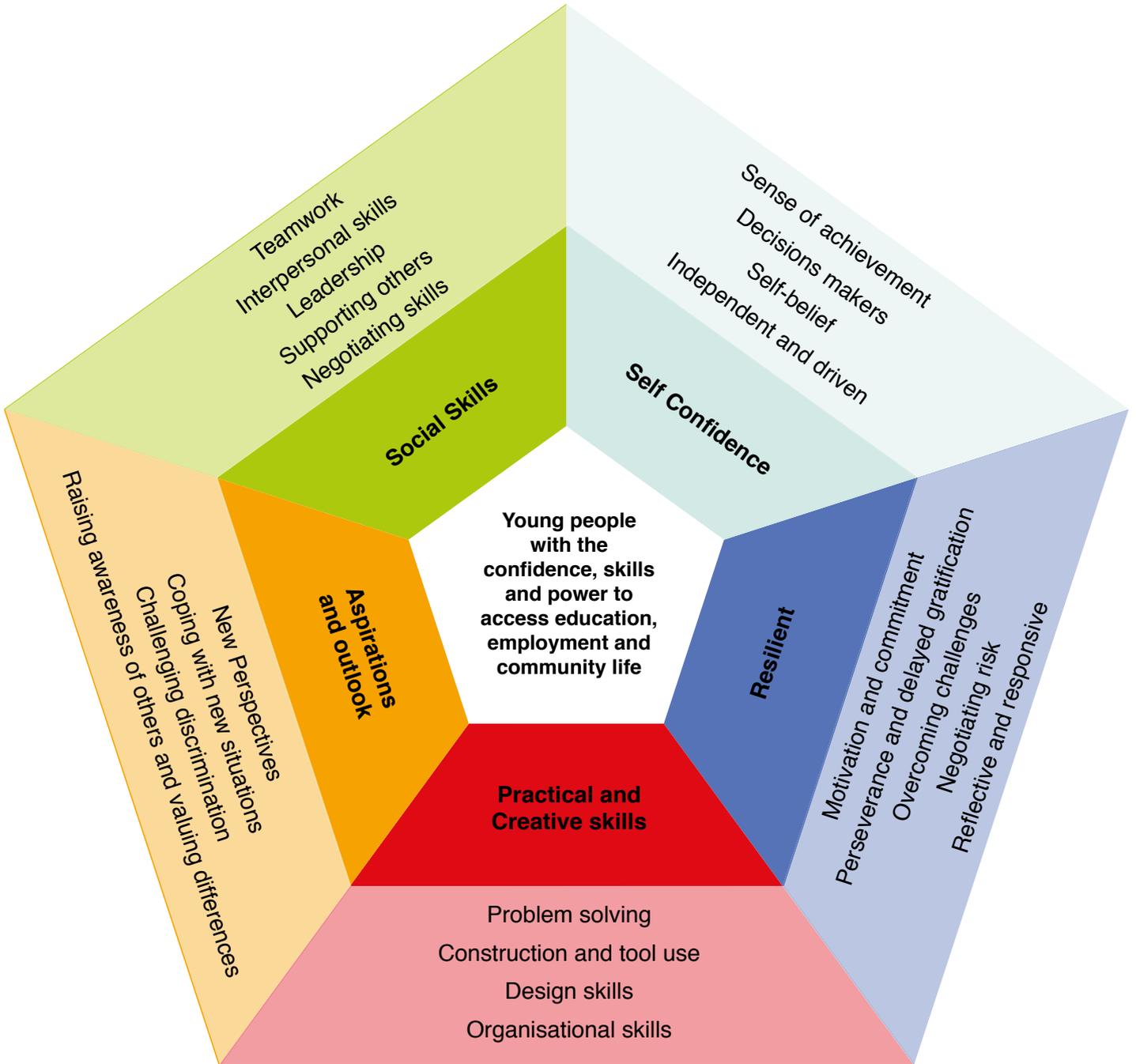
## 9 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total Funds
	£	£	£
Current assets	20,173	17,286	37,458
Less: current liabilities	790	217	1,007
	<u>19,383</u>	<u>17,069</u>	<u>36,452</u>

## 10 Movements in Funds

	At 31 March 2018	Incoming Resources	Resources Expended	Transfers	At 31 March 2019
	£	£	£	£	£
Unrestricted funds	14,268	94,599	89,485	-	<b>19,382</b>
Restricted funds	<u>19,794</u>	<u>41,368</u>	<u>44,092</u>	-	<b><u>17,070</u></b>
	<u>34,062</u>	<u>135,967</u>	<u>133,577</u>	-	<b><u>36,452</u></b>

7 ANNEX – BUILD UP FOUNDATION THEORY OF CHANGE



<p><b>What needs are we trying to address?</b></p>	<p>Today, young people's life chances are increasingly defined by family background, where they live and access to both educational and extra curricular opportunities. A generation of disadvantaged young people...</p> <p>Experience low levels of social capital (social relationships, networks and connections)  Face challenging life situations (eg, care duties, mental health needs, bullying, challenging family conditions) which make transitions into education, employment and community life more difficult  Find school limiting and/or challenging (where the curriculum focuses on a narrow range of abilities)  Are deprived of the learning experiences that build resilience and develop key life skills</p> <p>These challenges can lead to...</p> <p>A limited outlook (lack of awareness of / belief in all the opportunities that are available to them)  A lack of influence over their own lives and things that affect them  A lack of independence  Feelings of disempowerment  Frustration and aggression (sometimes manifesting in anti-social behaviour)  Low aspirations and self-esteem  Disengagement from their community  A lack of confidence to take risks, do new things and take advantage of the opportunities outside the experience of their friends and family</p>				
<p><b>What we do:</b></p>	<p>Put young people in control of construction projects that make a lasting contribution to their local community</p>				
<p><b>Our vision:</b></p>	<p>Young people with the confidence, skills and power to access education, employment and community life</p>				
<p><b>Key Outcomes:</b></p>	<p><b>Socially skilled</b></p>	<p><b>Self-confident</b></p>	<p><b>Practical and creative skilled</b></p>	<p><b>Resilient</b></p>	<p><b>Raised aspirations and broadened horizons</b></p>
<p><b>How we achieve these:</b></p>	<p><b>Teamwork</b> Building structures is a collective effort</p> <p><b>Interpersonal skills</b> Staff give young people the space to work out how they engage with others</p> <p><b>Leadership</b> Young people have meaningful roles and responsibilities</p> <p><b>Supporting others</b> Young people teach construction skills to their peers</p> <p><b>Negotiating skills</b> Young people gain experience of working with people with contrasting attitudes, opinions and personalities</p>	<p><b>Sense of achievement</b> Teams build impressive physical structures</p> <p><b>Decisions makers</b> Young people make real tangible decisions about a place that matters to them</p> <p><b>Self-belief</b> Projects support young people to develop their ideas and make them happen</p> <p><b>Independent and driven</b> Young people take ownership of their part of the project and see it through</p>	<p><b>Problem solving</b> Young people learn through doing (the construction process is led by young people)</p> <p><b>Construction and tool use</b> Young people use real construction tools and processes taught by professionals</p> <p><b>Design skills</b> Structures are designed and detailed by young people</p> <p><b>Organisational skills</b> Young people lead their own project and manage their own time</p>	<p><b>Motivation and commitment</b> Young people lead projects they care about in places that matter to them</p> <p><b>Perseverance and delayed gratification</b> Young people have control over their time and work towards goals set by project teams</p> <p><b>Overcoming challenges</b> Young people overcome practical, social and personal challenges to complete structures</p> <p><b>Negotiating risk</b> Young people assess and manage risks on construction sites</p> <p><b>Reflective and responsive</b> Projects provide a safe space where mistakes can happen and be learnt from</p>	<p><b>Challenging discrimination</b> Group and individual discussions when projects encounter inclusion issues e.g. sexism in construction, accessibility</p> <p><b>Raising awareness of others and valuing differences</b> Young people design for the needs of the wider community, and mixed project teams integrate young people with additional needs</p> <p><b>New perspectives</b> Young people get experience of trades, professions and careers that they would not otherwise encounter</p> <p><b>Coping with new situations</b> Young people working outside their comfort zone in a supportive environment</p>