



**Build Up Foundation  
(Build Up)**

**Annual report and financial statements  
For the year ending 31st March 2020**



Registered charity 1163872  
Company number 09365881

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



WELCOME  
EVERYONE

THIS SPACE  
HAS BEEN  
DESIGNED  
& BUILT  
BY  
YOUNG  
PEOPLE



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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 2020. 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 2019-20 has been an exciting year for Build Up. We've built our first, now award-winning, public space, and have grown considerably as a young charity. In doing so, we've established ourselves as the organisation in London making regeneration happen in a way that is fair, inclusive and youth-led.

We are immensely proud of the work our young people have done to get us here. They've been designing and building their communities, and for the first time have a public voice on regeneration on the BBC, at City Hall and through their own blogs.

Over the last 12 months, we have worked with 241 young people who have constructed 4 new spaces for the benefit of thousands of Londoners of all ages for years to come. In Hackney, with the support of 300 local people backing a crowdfunding campaign, we built a new intergeneration public space for everyone in the community to enjoy. The project has since been recognised in two leading architecture competitions, winning a Highly Commended award from the NLA and becoming a Civic Trust Regional Finalist. The project also received a Team London award from the Mayor of London.

"Build Up Hackney puts young people at the forefront of decision making, creating opportunities in design, construction and project leadership, bringing together and sharing skills across schools, businesses, and the local community. This project has deliberately improved a local piece of civic infrastructure and is a shining example to volunteers leading positive change, not just in Hackney, but all across London." – Sadiq Khan, Mayor of London

Right now, more than ever before, our cities need inclusive places and spaces where we all can be part of a community. As we grapple with the Covid-19 pandemic, both public spaces and local action is becoming more important than ever for everyone's well being. Build Up believes with time, space and support young people can not only make positive transitions into adulthood, but become the leaders of positive change in their communities and show they can and should be world-shapers.

We are enormously grateful for the hard work and commitment of our partners, in particular the support of Hackney Quest and Wick Award to set up the Build Up Hackney project, Berger Primary School, Beyond Boundaries, Cardinal Pole Secondary School, DOST Centre for Young Refugees and Migrants, Fight for Peace, Gasworks Dock Partnership, Homerton Adventure Playground and Lollard Street Adventure Playground.

I would also like to thank all our funders and supporters, and highlight the ongoing in-kind contributions that Adventure Playground Engineers, Second Home and the Worshipful Company of Builders Merchants have made to our charity. Lastly, I would like to thank our 129 volunteers and the Build Up staff team – Callum, Daniel, Doug, Esin, Huan, Hugh, Katharine, Lily, Neba and Shenique, without whom none of this would have been possible.

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



*“Before we built our project, people with money made all the decisions - higher people, rich people. At Build Up us young people made all the decisions. The project has made me think that I can do more for my community. Build more spaces. I can also do more for myself.”*

– Aiden, 13

## 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 8-23 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 objectives, 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.

"I joined Build Up Hackney because I want to design and build something for everyone to enjoy. Everyone gets together, they create, they agree on something and after that you go to the site and start building."- Reeshka, 12



## 2.4 BENEFICIARIES

Build Up Foundation works with disadvantaged young people aged 8-23 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
- Black, Asian and Minority Ethnic young people
- LGBT 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)

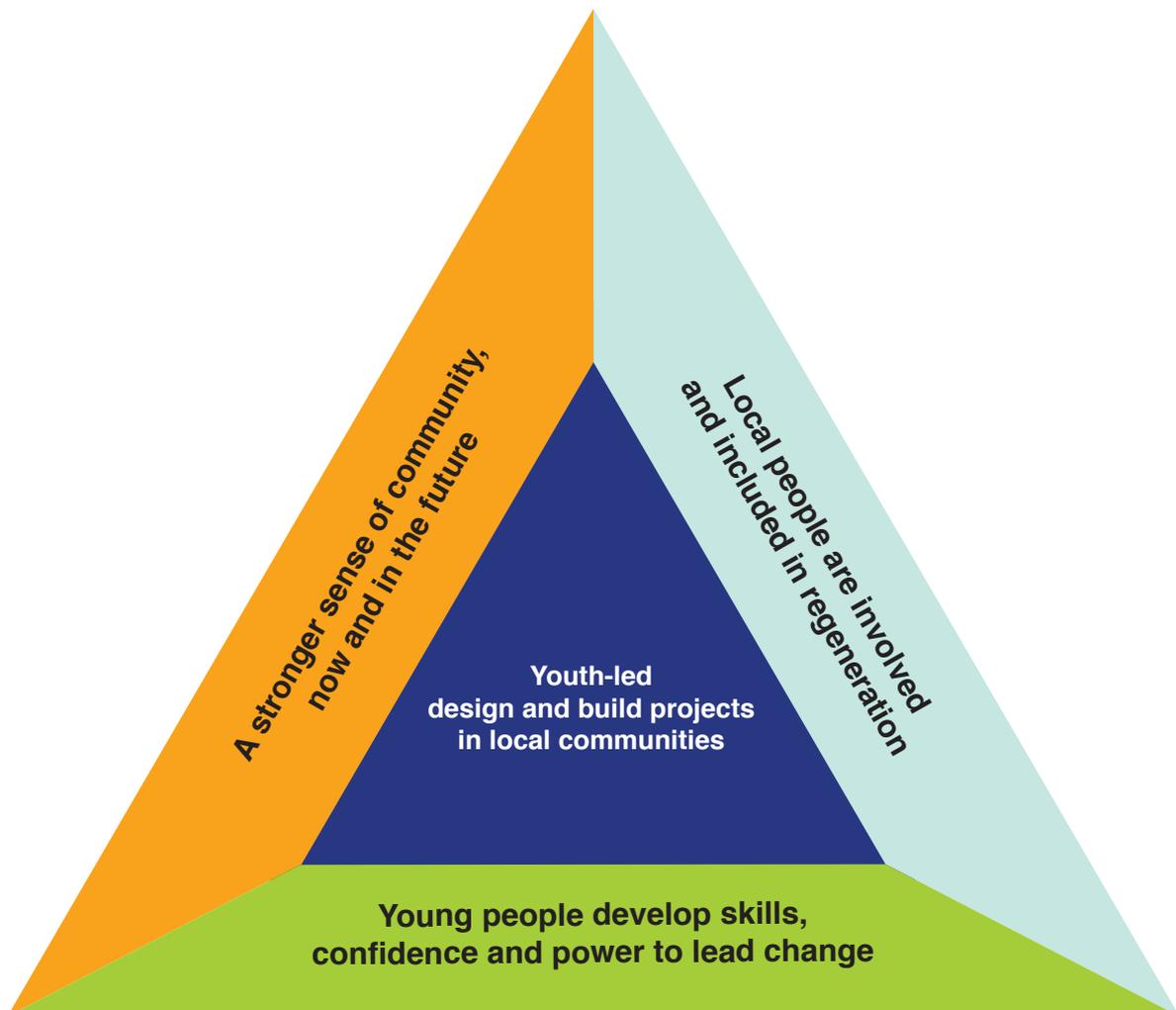
Our users face barriers to well-being, educational attainment, training and employment. Low self-confidence, poor self-esteem and a legacy of underachievement have created a generation of young people without the self-belief and resilience to succeed. A lack of social capital and the link between opportunities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



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 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 2019-20

In 2019-20, Build Up worked with 241 young people in five communities across London and completed its second large-scale public space project: Build Up Hackney at Flanders Way. During the year, the charity, supported by 129 volunteers, worked on seven other projects in public spaces, adventure playgrounds, youth and community spaces – four of which were built within the year. Build Up expanded its paid placement scheme, employing two local young people for six months on the Build Up Hackney project.

“Instead of decisions being made by people who have more power to operate things, we, people who have less power, can now make our own decisions and can do what we actually want with our local area” - Jack, 12

“I learned that leading a little team is a lot harder than I thought it would be. It’s so much harder than just telling people to do this and that, and then letting them do it by themselves. You have to explain every little bit of detail to them, so they understand what’s going on.” - Maneesha, 12



**Bike Workshop, Lollard St Adventure Playground, Lambeth**

*Funded by Comic Relief, Children in Need, and generous donations from Southern Sheeting Supplies Ltd, Filon Products Limited, and Powerday Recycling & Waste Management*

In 2019 Build Up returned to Lollard St Adventure Playground to complete the Bike Workshop, a new space for fixing bikes and learning bike maintenance skills. Previously in February and March 2019, Build Up fitted out a container to a high specification. This year young people transformed the container into a fully functioning indoor workshop with an adjacent outdoor covered work space.

In total 84 young people took part in the project after school and in the school holidays. The construction programme was designed to engage young people over a long period of time with sessions running between April and October. Parts of the build needed a high degree of accuracy and the longevity of the programme allowed young people to test and improve their building skills over a number of sessions. Construction activities included steel work, structural carpentry, polycarbonate roofing, workbenches, a ramp, sliding doors, windows and storage racks.

The Bike Workshop was formally opened by those involved in November 2019.

“Because I’ve done the building I’m more comfortable to talk about and explain it- because now I know the names of the tools and what they do.” - Rachelle, 10.

“I still come back to Lollard Street sometimes, now I’m older, and yeah, [points to the pizzeria structure] I’m still proud of what we build, its really impressive.” - Jade, 14.





## **Netageddon, Homerton Grove Adventure Playground, Hackney**

*Funded by Comic Relief*

In November and December 2019 Build Up worked with young people aged 10-16 years old to design and build a new accessible structure at Homerton Grove Adventure Playground in Hackney. The project was a new partnership and aimed to engage the routine playground members as well as young people involved in Build Up Hackney (10 minutes' walk away). Young people directed the design process through a series of five workshops, and then undertook ten build sessions to bring their design to life. In total 28 young people joined the project, including a core group of eight who braved dark evenings and cold weather to complete the structure. This project is an example of Build Up working all year round, and shows the value of engaging young people outdoors in the winter months.

On 16th January, Netageddon was opened by young people and the Mayor of Hackney. The public event brought together build-team members, their families, members of the public, and local councillors to celebrate their achievement. As a result of the project, the site gained 20 regular users and a 'Friends of Homerton Grove Adventure Playground Group' was set up.





## **Peace Garden, Fight For Peace, Newham**

*Funded by HTA Design and donations from organisations working in the built environment sector*

A project to design and build a memorial garden in commemoration of young people who have been killed through violent crime. It is in collaboration with architecture practice HTA Design and Fight For Peace, an organisation that supports young people in urban environments, combining boxing and martial arts with education and personal development.

The project is part of, and funded by, HTA Design's Beyond Boundaries programme, an initiative supporting young people in regeneration areas to access careers in the built environment.

In November 2019 and February 2020 Build Up worked with 29 young people and 6 staff who were directly affected by losing the two young men. The sessions introduced young people to garden design concepts, built elements, materials, and plants varieties. In the final session, the group guided HTA and Build Up through a well thought-out garden design, that is intended both as a memorial and inclusive space for anyone who wishes to use it. The project was built by Fight For Peace members of different ages in Autumn 2020.

"I think Peace Garden is a step in the right direction. Our attitude and relationship toward nature is an important ingredient towards proper development. You cannot go wrong with a bit of nature" - Kabs



### **Cody Dock Workshop, Newham**

*Funded by The Worshipful Company of World Traders*

In 2019, Build Up moved into and kitted out a new workshop space at Cody Dock to support an expanding number of projects and the organisation's paid placement programme.

In June 2019 the workshop set up was completed with good access, storage and lighting. In July, the Build Up staff team used the workshop as a base for a training course for the Build Up Hackney staff team. The course and the space gave staff on the paid placement programme the opportunity to learn at their own pace, enabling them to go on site with the skills and confidence to teach others.

### **Seating Space, Bosco Centre, Southwark**

*Funder by Salters Charitable Foundation*

In April 2019, Build Up completed its work on a collaborative design and build project with Young Refugee and Migrants, in partnership with South London Refugee Action, DOST Centre for Young Migrants and Refugees, and The Bosco Centre. The project aimed to be accessible to both refugees and migrants and as well as young people that had grown up in the area.

Building on proposals created in a series of design workshops in March 2019, young people constructed their design over the Easter Holidays. The end result was a new tranquil seating area surrounded by trees that different users of the Bosco Centre could enjoy. The project was opened at the end of April with volunteers, the project team and staff from all four organisations involved.





### **Build Up Hackney, Hackney**

In 2019 Build Up worked with 26 young people to design and build a new prominent public space at Flanders Way, Hackney. The project was set up in response to partner Hackney Quest's (a local youth and community charity) report, Hackney Wick Through Young Eyes. The research found a large number of local young people don't feel that they are informed about, involved in, or benefiting from the way their area is changing. Build Up aimed to address this problem by giving young people power over an important and prominent space in their community.

The project transformed a poorly-functioning thoroughfare into a now well-used community space, featuring a circular seating area with integrated swings, new lighting, brightly coloured bins and an exciting playful border with integrated cast iron artwork.

The scheme was designed through a series of workshops involving local designers and architects, which culminated with presentations of their ideas to members of Hackney Council and the local community. The young people then spent two months over summer building the scheme, before opening the project to the public themselves with speeches to a crowd of 150 local people. Build Up employed two young local residents throughout the project with the support of long-term project supporter Wick Award.

Since completion, the Flanders Way project has been recognised as an example of best practice in inclusive design, and now features in numerous reports and publications (Blueprint, New Architects 4, Making London Child Friendly) as well as appearing on the BBC. To date the project and team have received 8 awards; Civic Trust Regional Finalist, a NLA Highly Commended Award, a Team London Award from the Mayor of London; a Hackney Youth Impact Award; two Gary Francis Young Achiever Awards; and two awards from The Worshipful Company Builders Merchants.

"I was responsible for doing some of the cement, doing brackets, doing the little painting thing with tar, and doing the drawings. Lots of things! Yeah I was responsible for teaching people how to attach the brackets and like how it works, how to place it, how to line it out, everything!"  
- Jayden, 14

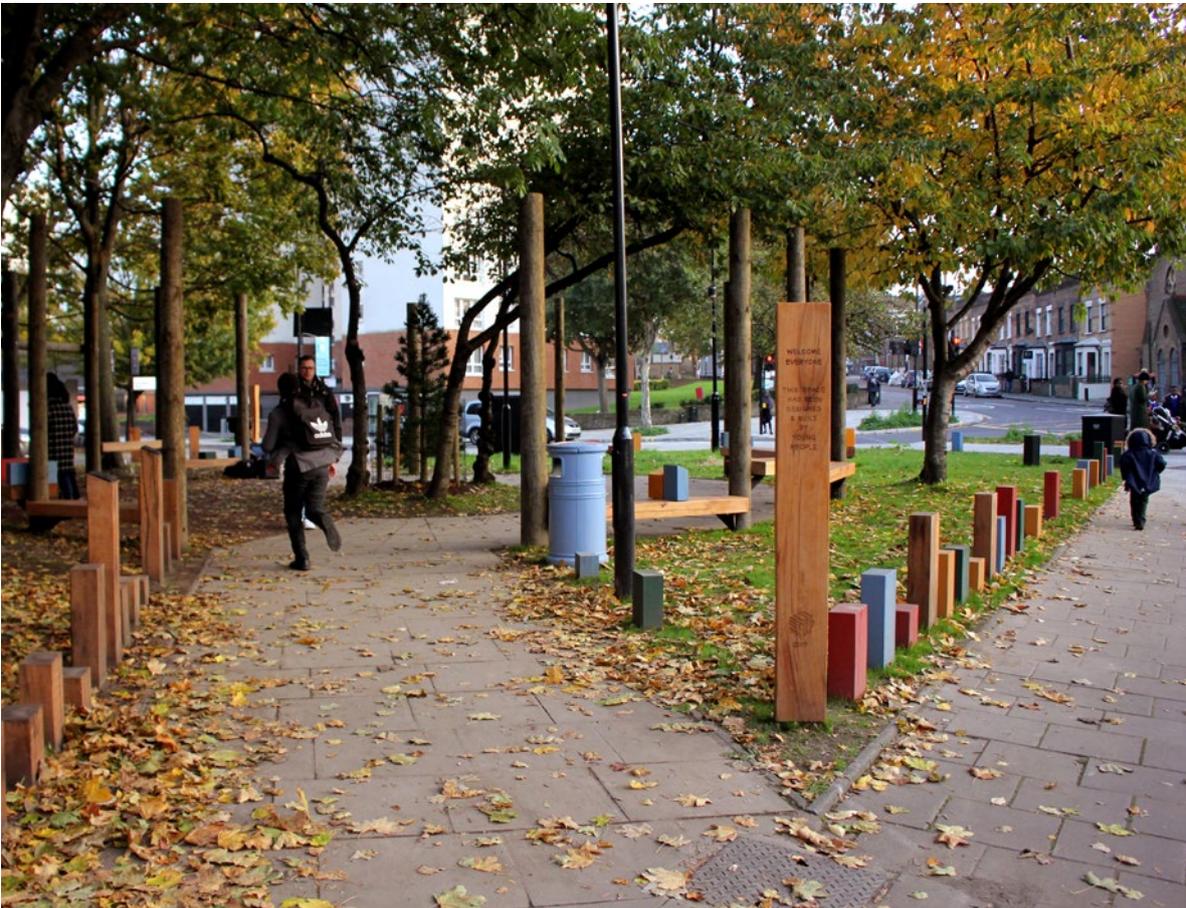
"The space that we've built has encouraged lots of people to have fun. Because nobody used to be around that area, just walking past, cutting through. And now it's a very nice and loud, - not bad loud, nice busy loud - it's a good area for people to play and be together." - Benita, 11

### **Build Up Hackney Future Projects, Hackney**

In October 2019, Build Up won support from the Mayor of Hackney for future youth lead public spaces projects in the borough. Since then, Build Up has worked with our young people, local residents and the Hackney Young Futures Commission to identify future project locations. We are currently working with the council to develop proposals for three sites within the borough.

The Build Up Hackney project has also heavily influenced Hackney Council's Child-Friendly Places Supplementary Planning Document (a first for London). The policy document, being consulted on at the time of writing, states its first principle is "Shaping My Borough: to ensure children and young people in Hackney have the power to influence change in their Borough".





## Work placement

This year Build Up expanded its London Living Wage work placement programme, employing two young adults to develop and deliver the Build Up Hackney project.

The programme enabled the two young employees, Daniel, 19 years old, and Shenique, 22 years old, to take leading roles in transforming an important space in their community and gain genuine experience on site and in Build Up's office. This included representing young people and their communities at project meetings, training in a wide range of construction skills and leading sessions with young people on site.

Daniel and Shenique concluded the programme by speaking at the project's opening and later that evening on BBC Radio London about why young people should be involved in making important decisions in their neighbourhoods.

In November 2019 Shenique joined our team and, thanks to the practical experience she'd gained with us, was offered a full-time D+T technician role in October 2020. Building on the success of the programme, Build Up is looking to expand the pilot in 2020/21.

"I have grown up in Hackney all my life and seen all of the changes it's gone through - for the first time I was able to actively take part in it... I think it's important that, with all of the gentrification happening, we have spaces that we can identify with and that allow the community to gather." - Shenique Bass (Paid Placement Design Construction).

"For a while, I've wanted to give back to the community in any way possible, but I've never had the opportunity to do so. Build Up gave me that opportunity. I think there should be more projects just like Build Up, where they allow the local people to be actively involved in the change. As part of the older generation and as people with a voice, our mission should be to make sure every change we make in the future is for the benefit of the next generation as much as possible. Any other purpose, in my eyes, is nothing but a waste of time." - Daniel Ocitti (Paid Placement Youth Community).



## Build Up Hackney Impact Report

Six months after the opening of the Build Up Hackney project, the charity completed its first full project evaluation to help understand better our interrelated impact on young people and their communities. Findings were based on data from 53 questionnaire responses and 9 interviews, which took place with local residents of all ages, ward councillors, local businesses, schools and community organisations in February and March 2020. The report was forwarded by Philip Glanville, Mayor of Hackney:

"I'm so proud that, together as a borough and a Council, we've been able to support the remarkable hard work and energy that these young citizens of Hackney have put into helping to improve their community through this now multi award-winning project.

Young people have told us that they often feel negatively stereotyped, don't feel listened to and don't have a voice in how their area is changing, experiences powerfully documented in the Hackney Wick Through Young Eyes report. Unfortunately these experiences are not unique to Hackney; they are challenges faced by young people and their communities across London and around the country.

Feeling welcome, safe and included in your community is important for everyone, as is the trust and connection between residents that makes our neighbourhoods the places that they are. However, as the research has shown, the role that young people can play in creating communities where everyone belongs hasn't always received the attention or the support that it deserves.

I'm very happy this project has transformed Flanders Way into a beautiful space that everyone can enjoy, whether they are eight or eighty years of age. Most importantly though, the hard work of Build Up and Hackney Quest has engaged the whole community in making it happen from design to construction. I even learnt how to build and construct part of the project myself, taught by one of the young people involved. By giving local young people a voice, bringing together schools and other institutions, the project has shown how effectively they can make decisions about their local area to create places that everyone can be part of.

If we want to have communities where everyone feels welcome, we need young people, enabled by progressive local authorities, to grow up believing they have the power to lead change, now and in the future. I'm proud that Hackney has risen to this challenge, leading the way with this inspirational project and would like to give my full support to young people having a powerful voice in their communities across London."

## Covid-19

In March 2020, Build Up's practical projects were put on hold with the onset of the global Covid-19 pandemic, resulting in the postponement of two projects (Young Refugees and Migrants and Peace Garden at Fight for Peace) due to start on site. Staff affected by project cancellations were furloughed from 17th March. The postponement of these two projects has resulted in Build Up working with fewer young people than anticipated during the financial year.

## 2.7 PRO BONO SUPPORT

Build Up was supported with office and meeting space by Second Home London Fields from September 2019. Between April and July 2019, Entrepreneurship charity Bathtub 2 Boardroom supported Build Up with workspace in Old Street. Adventure Playground Engineers continued to support the charity by providing workshop space at Cody Dock as well as regular material donations.

On our Lollard Street Bike Workshop project, Corbett & Tasker Ltd provided pro bono engineering services, Filon and Southern Sheeting supplied roofing materials and Powerday donated skip hire.

On Build Up Hackney, Volker Highways road engineers dug foundations pro bono. Engie UK donated PPE, tool hire and provided skips for the duration of the project. Staff at architecture, landscape and engineering practices Hawkins / Brown Architects, Muf Architecture / Art, Land Use Consultants and Price & Myers volunteered on the project and took part in design reviews.

## 2.8 THE WORSHIPFUL COMPANY BUILDERS MERCHANTS

In 2019-20, The Worshipful Company of Builders Merchants continued to support Build Up, providing project materials, tools and equipment with the support of its members. This was made possible thanks to the generosity of Lawsons Timber, Building & Fencing Supplies, Makita Power Tools, C & S Builders Merchants, and Real Deals For You.

Support from The Worshipful Company of Builders Merchants has enabled Build Up to grow as an organisation, to take on larger projects, and to work with more young people each year. Thanks to their donations, the charity has been able to lead its biggest and most prominent project to date at Flanders Way and have the tools and equipment to train young people on its work placement programme.

In March 2020, Shenique Bass and Daniel Ocitti (recent work placement graduates) contribution to the charity and the community was recognised with Leadership Awards at the Builders Merchants City and Award Luncheon.



## 2.9 IMPACT

In 2019-20, Build Up directly supported 241 young people who have experienced marginalisation to develop skills, confidence and the power to lead change. Projects create high-quality facilities in areas experiencing severe deprivation; structures and spaces have benefited over 2217 young people that attend our partners' organisations.

Public space projects such as Flanders Way also have a much wider community benefit, supporting local people who are involved and included in regeneration and fostering a stronger sense of community, now and in the future.

### **Personal account by Shenique Bass, 23**

My name is Shenique, and I am a young adult working with the Build Up team in my local community. As a lifelong Hackney resident, I've never had a say on what happens where I live, so I wanted to take part in a project transforming my local area. For the last six months we have been working with young people from two local schools, Cardinal Pole Secondary and Berger Primary, to design and create a new space that they can identify with.

One of the things that drew me towards the project was the chance to experience a wide range of activities and skills. The placement offered me the opportunity to work with the youth and gain experience in a field that I wanted to work in. I currently study architecture and was interested in the urban redevelopment already happening in the community, and what it meant to those who live and work around here. There are a lot of new buildings and construction occurring throughout Hackney in which many local residents and young people have no say in. This has led to disparity among those who have been living here for a long time, and those who have recently opened businesses or moved here. I think it's important that, with all of the gentrification happening, we have spaces that we can identify with and that allow the community to gather. More often than not, areas of Hackney are being taken and made more luxurious to attract people with more money, but don't consider those who are already living there. This results in many working class or lower-income middle class families being outpriced and not considered. Being a part of creating something like the Build Up Hackney project helps to spark an interest for a stronger cultural background, where they can take ownership of a local space that is important to them, particularly as it is something the local kids have designed themselves.

One of the most gratifying things about the project was the amazing relationship I was able to build with my own community and the local young people. I had so many people pass by and tell me what a great job we were doing, and 'where will you be going next, can you come to us?' It made me realise even more how often we need projects like this to exist.

I think through this opportunity I was able to also inspire some of the young people around me to be confident in what they do. For example, many of the young people were very creative, but were not confident in their abilities to design. However, I had the chance to motivate them and show them that they can do anything if they set their mind to it. This pushed them to continue creating a design for the site as a group, and take pride in their beautiful designs. Growing up in Hackney, we didn't have many opportunities like this exposed to us. Opportunities like this are important, because they show us that there are many things we can do and be. On the project, we had many different types of professionals, from artists, to youth workers, architects to tree specialists. They came in and showed the kids what they did, and how they can use their jobs to help transform the local community.

One of the things I took away from this project is the power and determination of the youth

to learn and transform their local area. Build Up Hackney has allowed not only the youth to do this, but also myself. Things that I didn't feel confident in before, I feel a lot more confident in now. For example, I learnt how to use different tools which I was scared to operate before, like angle grinders and circular saws. I also became more confident in leading sessions with the kids, something I couldn't have imagined myself being confident in doing before! I can positively say that the kids and I take pride in what we have created, and in the future I hope for more youth to be able to experience the same thing.



## **Case Study, Aiden, 14**

### Background

Aiden was one of the eldest members of the Build Up Hackney team of young people and attended the construction phase of the project daily. Though Aiden suffers from anxiety, he is very forthcoming with his warm-hearted and kind personality. Aiden faces many complications at home and, at the time of the project, he and his younger brother were being supported by social services. He has had a very difficult time in education, suffering from many years of bullying, which has led to him missing time at school, and falling behind his peers. This has impacted his confidence, especially in social situations.

### Project Experience

Aiden commented very early on in the project that he didn't know how to design, but he continuously sought guidance from the Build Up staff and with support, excelled in a wide range of skills. He then often adopted supportive roles amongst his younger peers and shared his learning with the team.

On a project Planting Day – when locals are invited to contribute to a project through planting – Aiden brought his 5-year-old brother. This was a particularly difficult day for Aiden, as members of his family were involved in a court case. The Build Up staff created an open environment for Aiden and his brother to be supported emotionally throughout the day. Aiden used the physical activities to distract him from his anxiety, working with staff to first teach his brother how to plant bulbs and then later to teach adults and children from the community. Aiden later commented on how much the activities had helped him get through the difficult day.

Aiden had some outbreaks of anger during the project, including a miscommunication with another teammate that led to a fight. The Build Up staff worked with Aiden to reflect on the event and he responded with dignity by working hard to regain the friendship of his peer by teaching him how to use tools to effectively tighten bench fixtures. The two boys remained good friends from then on.

### Outcomes

**Resilient:** Aiden used the supportive environment of the Build Up project to help him overcome some of the challenges that he and his brother were facing at home during that time. The project enabled him to experience new ways of dealing with anxiety and stress through focusing on an activity he was interested in.

**Socially skilled:** Aiden took on leadership roles to support his younger peers and shared his newly-learned knowledge of construction skills with his teammates. The project gave him the space and support to thrive in a way that a classroom setting can't offer. He responded well to Build Up staff when they encouraged him to reflect on the fight, making up and creating a close bond with his teammate through sharing building skills he had learnt on the project.

### Conclusion

The Build Up project gave Aiden an opportunity to navigate some of the challenges that are common as a young person growing up in low income areas of London today. He used the safe

space of the project to distract him from particularly difficult times at home and commented on the benefits of the emotional support and comfort that he received from the Build Up staff and older project volunteers. Aiden used the construction knowledge that he learnt on the Build Up project to support other peers, using teaching as a tool to reconcile feuds and to support his younger sibling during a traumatic time at home.

Local youth worker Luke told Build Up that, "Aiden has visibly grown in confidence through the Build Up project – being a part of building something new for the local community has clearly had a positive effect on his self-esteem. Since the project, I've seen Aiden communicating with more assurance, and he seems more comfortable in social situations that previously would have made him quite anxious. He is proud of his contribution to the project, as is his family, which is lovely to see!"

In Aiden's own words:

"The project has made me think that I can do more for my community. Build more spaces. After school people can go [to the Flanders Way space], hang out with their friends. And in the future I'll be like 'Oh, I made a big change there, and I can make more changes in the future'. I can do more for myself."

## **Case Study, Seb, 14**

### Background

Seb is a longstanding and regular member of Homerton Grove Playground. He is very independent, and spends a lot of time hanging out in the streets between the playground and where he lives. This independence is a key part of his personality, however he has little structure within his free time. Seb uses a lot of expletive and offensive language towards people, and regularly gets into fights with other young people. Prior to the project, this behaviour was causing problems with his peers at the playground, and playground staff were considering banning him from attending.

### Project Experience

Seb knew about Build Up through school friends who had taken part in the Build Up Hackney project, and attended the opening with his class. He arrived at the first design session with enthusiasm and understanding about how the project might progress, and developed a playful model of a design that incorporated the group's discussions. This design, an inclusive netted structure that prioritised socialising for all ages, then won the backing of everyone in the team.

Early on in the build, Seb was resistant to teamwork, got frustrated easily, and needed to 'get his anger out'. He tended to do this by taking a hammer to a patch of grass, and thumping it repeatedly until he felt he had calmed down. Although this showed an incredible self-awareness and ability to distill difficult feelings, he was not able to work with, or be supportive of, others, and often would be actively insulting. Staff on the project worked with Seb to direct his energy into learning new activities, and provide him the space and responsibility to make decisions.

Over time, Seb's ability to work together with other team members, and be supportive of his peers, improved. The playground staff noticed changes in his language, and ability to work as a team and said how impressed they were of his involvement. He was very proud at the opening, had invited his mum, and received praise from the Mayor of Hackney.

### Key Outcomes

**Socially Skilled:** The Build Up project provided a positive space for Seb to challenge his attitude towards others. By having to be reliant on other people to build a large and safe structure, Seb began to understand the value of his peers and how much could be achieved with teamwork. Towards the end of the project he took the lead in the evaluation, and conducted a group interview with seven of his teammates about the project where they discussed the challenges they faced and the design and construction they made.

**Self-confidence:** The project enabled Seb to build confidence by giving him a structured approach to work. By creating firm boundaries on the building site about tool use, listening, teaching, tolerance, and inclusivity, he learned that he could work well within these parameters. He was committed and driven throughout the project, and showed physical stamina during construction on cold and dark evenings. Seb displayed a strong sense of both group and individual achievement at the public opening.

### Conclusion

Previous to this project, strong independence was getting Seb into trouble, and he was facing a ban from a place that provided him routine and safety when out of school. The Build Up project allowed Seb to show to himself and others that he is a committed and decisive young person who, when given opportunities and support, can thrive both independently and within a team.

In Seb's own words:

'I enjoyed how we could pick any project. Now we're here at this stage where we're actually building it. I've designed something that's being built from my idea. So I'm happy about that. So I will be committed to the stuff that we do here.'

'The biggest challenge I faced was moving the poles into the ground. It's given me confidence that I now know if there's a group of people we can overcome any obstacle.'

'He [a teammate] helped me and I helped him, for some bits like the drilling up there [the platform], so it was good to show that I actually care. I like to help.'



## **A) Young people develop skills, confidence and power to lead change**

### **Young people having agency and voice**

The young people in the neighbourhoods we work with are excluded from decisions that affect their lives and communities, leaving them feeling isolated, worthless and powerless. In particular, they feel that they are not informed about, involved in, or are benefiting from the way that their local area is changing.

Project participants felt that they were able to take on leadership roles and make important decisions about their locality for the benefit of their community.

**100% of young people feel they are more able to influence their local area**  
**100% of young people involved in project design felt they had the power to make decisions and influence the build**

“Before we built our project, people with money made all the decisions - higher people, rich people. At Build Up us young people made all the decisions. The project has made me think that I can do more for my community. Build more spaces. I can also do more for myself.” – Mo, 13

### **Teamwork and leadership**

Young people ‘learn by doing’, finding solutions to challenges in the design and construction of real structures. During the design process, they are encouraged to think expansively about the space that they were improving and learn to present their ideas to each other and community stakeholders. On site, they gain new construction skills whilst building structures, e.g. when placing heavy telegraph poles into the ground, they learn to lift as a team and create solid foundations; to make benches, swing beams and platforms, they improve on new skills such as drilling, sawing and joining with large bolts.

**94% of young people felt they took responsibility in leading activities, and teaching others**  
**97% of young people felt they had developed their skills in listening and communicating**  
**92% of young people felt more aware of each other’s abilities and contributions as a result of projects**

“I think that from this experience we all learned how to work as a team properly. I think it has really brought us together, because most of our ideas were incorporated into it.” Amie, 15

“I learned that leading a little team is a lot harder than I thought it would be. It’s so much harder than just telling people to do this and that, and then letting them do it by themselves. You have to explain every little bit of detail to them, so they understand what’s going on.” Ryan, 12



## Self-confidence

Involvement in our projects developed young people's belief in themselves and their capabilities. On site, young people are given the space and support to make real decisions, and can build confidence in their own ideas by working as a team to make their design happen. Completing the construction of physical structures and spaces that will be used for years to come creates a lasting sense of pride and achievement for everyone involved.

**93% of young people felt more confident at seeing things through and making their ideas happen**

**94% of young people reported acting more independently than at school**

"Because I've done the building I'm more comfortable to talk about and explain it – because now I know the names of the tools and what they do." Elena, 10

"I was nervous to lead tours at the opening of the project, because I'm scared to present in big groups. But watching other people talking to people and presenting confidently, it kind of encouraged me." Mariah, 12

## Raising aspirations and broadening horizons

Through Build Up projects young people developed self-belief and new aspirations, as well as more tolerant and inclusive attitudes. Our construction sites provide spaces for young people to learn about their own potential, and each other's capabilities. It is a space where existing attitudes towards gender can be expressed and reconsidered, challenging stereotypes on who can build. Professionals from the design and construction industry volunteer and work with young people, giving them a chance to engage with careers that they might not usually be exposed to.

**100% of all young women and 96% of young men reported that the project changed their opinion about who can work in construction**

**92% of young people learnt about a new job, trade or profession**

"Growing up in Hackney, we didn't have many opportunities like this exposed to us. Opportunities like this are important, because they show us that there are many things we can do and be." Shenique, 22

"I was never used to building because when I was small, I was just painting and all that, and I got fed up. I want to do building." Alicia, 9

## Resilience

Watching their space undergo transformation day-by-day and feeling the physical effort taken to build large structures, project participants developed perseverance and resilience, overcoming both physical and mental challenges, e.g. struggles with team members, difficult weather conditions or lack of confidence in new situations.

**94% of young people felt they overcame a challenge or learnt from making a mistake**

**79% of young people said they nearly gave up on a task, then found motivation to finish it**



"I think the hardest bit was coming a lot because I'm an older person and I have other stuff like school, and homework. So I'm coming, but it's cold as well. It was quite hard to work in the cold but it was easy when we just came together to work as a team." Bianca, 15

"My biggest mistake was probably having a little fight with Jaden and leaving straight after. After the argument, right, the very next day, I came in and apologised to him and then taught him how to do the brackets and he got the hang of it. And at the end, he was better than me." Oliver, 12

## **B) Local People and involved and included in regeneration**

Across the communities we work, many people feel left behind by regeneration, disengaged and disempowered by the development, planning and political process. Residents of all ages feel they do not have a say and many feel local development will have a negative effect on their community.

Build Up projects show how young people can lead an inclusive design and build process, bringing diverse communities together and improving the local area for the whole community.

**94% of people feel projects has improved the look and feel of the local area**  
**91% of people would be interested in getting involved in a future Build Up project**  
**64% of people feel projects has changed their views on who can influence the local area**  
**87% of people feel more positive about their local area**

"I think witnessing perhaps the most under-represented members of society leading such dramatic change can really inspire others to make change, given the right support." - Carl, local resident.

"There has been a restoration in confidence of locals that they, and especially young people, can influence the local area. Every time young people go past or into the space it reminds them that they belong, they matter and they can make things happen." - Councillor Chris Kennedy

## **C) A stronger sense of community, now and in the future**

Population change, inequality and precarious living situations create divisions between residents in the communities in which we work. Older people fear young people's presence in public spaces, whilst young people feel they are negatively stereotyped. Divisions between 'new' and 'old' residents are increasing as more affluent residents move in and the number of shared amenities declines.

Led by young people, Build Up brings together a wide range of local community members in the design process. Our public spaces are intergeneration and inclusive, creating places where people feel welcome, safe and connected to other residents.

**100% of people over 60 feel perceptions of young people have improved**  
**85% of people feel projects has made the space is safer**  
**60% of people feel spaces have given them more opportunities to connect with others**

“The project has encouraged integration to people from all sorts of different walks of life. Somehow the space just makes you want to chat to everyone that you walk past – people that we didn’t even normally smile at.” - Lisa, local resident

“I think that the project brought people together. When it was the opening and everyone came in, lots of people were trying to meet each other even though they didn’t know each other.” - Jack, 13

## 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 2019-20.

Build Up Foundation’s objectives 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 2020-21, Build Up will:

- Expand its work with young people to identify and develop projects in their community.
- Focus projects within communities where we understand the need and context best, and provide follow on opportunities for young people.
- Use learning from the Build Up Hackney impact review and develop how Build Up monitors and tracks our impact on both young people and local communities.

## 2.12 FINANCIAL REVIEW

Build Up received a total income of £196,845 in the financial year ending 31st March 2020.

The charity received £22,521 (compared with £31,485 in 2019) of income in the form of donations and £171,257 (compared to £104,482 in 2019) in income from charitable activities. This increase was due to continued success winning commissioned projects, attracting increased grant funding and the charity’s Build Up Hackney crowdfunding campaign. Of the total income, £94,893 was restricted and £101,952 was unrestricted.

Throughout the year, Build Up has enjoyed a diverse income stream: the largest two single funders were The Tudor Trust, which awarded £30,000 towards staff salaries and the Greater London Authority, which awarded £29,967 towards the Build Up Hackney project.

Expenditure increased from £133,577 in 2019 to £182,235 in 2020. Of this, expenditure on charitable activities increased from £128,777 to £174,235, with fundraising increasing from £4,800 to £8,100. These increases can be attributed to increased staff and materials necessary to deliver larger-scale public space construction projects.

Throughout the year, Adventure Playground Engineers Limited continued to provide ongoing

in-kind support to the charity by covering the costs of rent, while the Worshipful Company of Builders Merchants provided over in kind support of project materials, tools and equipment.

### **2.13 PENSION ARRANGEMENTS**

On 1st April 2019, 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 £14,356 have been carried forward into 2020-21. As of 31st March 2020 £36,606 of unrestricted funds were carried forward.

Build Up's reserves policy aims for 4 months organisational running costs (£52,223) for the forthcoming financial year. With £36,607 unrestricted reserves at the 2019-20 year end, we are confident with our progress to date.

As of 15th December 2020 the charity is an ongoing 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. At 31st March 2020 the biggest risk to the Build Up's operation was the global Covid-19 pandemic. Other 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.

Since April 2020 the charity has been able to implement measures to mitigate both immediate financial implications and longer term adaptations to our delivery. Build Up projects paused in April and May 2020, and in June our first project returned via remote delivery. On site projects restarted in September 2020 with new Covid secure working practices, and 3 projects were delivered in the following 3 months.

The board are confident the charity has the means of delivering its services in a wide range of Covid-19 scenarios and the stability to navigate further disruption.

### **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 15th December 2020 and signed on their behalf by:-



Hannah Monteith  
(Trustee and director)



Paul Hocker  
(Trustee and director)

### 3. INDEPENDENT EXAMINERS' REPORT

I report on the accounts of the company for the year ended 31 March 2020

#### **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: 15<sup>th</sup> December 2020

Signature: 

#### 4. STATEMENT OF FINANCIAL ACTIVITIES

##### INCORPORATING AND INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2020

	Notes	Unrestricted £	Restricted £	Total 2020 £	Total 2019 £
<b>Income from:</b>					
Donations	2	19,931	2,590	22,521	31,485
Charitable activities	2	78,954	92,303	171,257	104,482
Other operating income	3	3,067	-	3,067	-
<b>Total</b>		<u>101,952</u>	<u>94,893</u>	<u>196,845</u>	<u>135,967</u>
<b>Expenditure on:</b>					
Fundraising		8,100	-	8,100	4,800
Charitable activities	4	76,628	97,607	174,235	128,777
<b>Total</b>		<u>84,728</u>	<u>97,607</u>	<u>182,335</u>	<u>133,577</u>
<b>Net Income / (expenditure)</b>		17,224	(2,714)	14,510	2,390
<b>Transfers between funds</b>			-	-	-
<b>Net movement in funds</b>		<u>17,224</u>	<u>(2,714)</u>	<u>14,510</u>	<u>2,390</u>
<b>Reconciliation of funds</b>					
Funds brought forward	11	19,382	17,070	36,452	34,062
<b>Total funds carried forward</b>		<u>36,606</u>	<u>14,356</u>	<u>50,962</u>	<u>36,452</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 44 to 49 form part of these financial statements.

## 5. BALANCE SHEET

### AS AT 31 MARCH 2020

	Notes	2020 £	2019 £
<b>Current assets</b>			
Cash at bank and in hand		40,291	28,040
Debtors: amounts falling due within one year	8	<u>11,718</u>	<u>9,419</u>
		52,009	37,459
<b>Creditors: amounts falling due within one year</b>			
	9	1,047	1,007
<b>Net assets (all current)</b>		<u>50,962</u>	<u>36,452</u>
<b>Funds</b>			
Unrestricted funds	11	36,606	19,382
Restricted funds	11	14,356	17,070
Total funds		<u>50,962</u>	<u>36,452</u>

The notes on pages 44 to 49 form part of these financial statements.

For the financial year ended 31 March 2020 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 15th December 2020 and signed on their behalf by:



**Hannah Monteith - Trustee and Director**

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



**Paul Hocker - Trustee and Director**

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## 6. NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MARCH 2020

#### 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 5. 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

<b>2020</b>	Unrestricted	Restricted	<b>2020</b>
	£	£	Total
			£
<u>Donations</u>			
Annette Duvollet Charitable Trust	3,000		3,000
Spacehive		2,570	2,570
D.C.R. Allen Charitable Trust	2,500		2,500
The JK Foundation	2,000		2,000
The Workshipful Company of Security Professionals	1,600		1,600
Gold and Silver Wyre Drawers	1,500		1,500
Tallow Chandlers' Benevolent Fund	1,500		1,500
BP Foundation	1,008		1,008
Gowling WLG UK	1,000		1,000
Pharsalia Charitable Trust	1,000		1,000
Go Fund Me	843		843
Hale Trust	750		750
Barleycorn Trust	500		500
Lynn Foundation	500		500
The Workshipful Company of Blacksmiths Charitable Trust	500		500
The Guild of Freeman of the City of London	500		500
Publica	500		500
Donations under £500	730	20	750
	<u>19,931</u>	<u>2,590</u>	<u>22,521</u>
<u>Grants and commissions</u>			
The Tudor Trust	30,000		30,000
Greater London Authority		29,967	29,967
Comic Relief		28,417	28,417
Trusthouse Charitable Foundation	20,000		20,000
Wick Award		15,000	15,000
Awards for All		9,990	9,990
The Worshipful Company of Builders Merchants		8,029	8,029
Kennington Association	5,519		5,519
Salters Charitable Foundation		5,000	5,000
The Span Trust		5,000	5,000
APES	4,875		4,875
Newham	4,300		4,300
HTA Design	4,050		4,050
Other (under £500)	1,110		1,110
Clothworker Grant received in 2017/18 for purchase of van	9,100	(9,100)	-
	<u>78,954</u>	<u>92,303</u>	<u>171,257</u>

In 18/19 a Clothworkers restricted grant was used to purchase a van, however presentationally, this cost was shown in unrestricted funds. In the note above, this presentational error has been corrected.

<u>2019</u>	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 Worshipful 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
Untld 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>

### 3 Other Operating Income

	<b>2020</b>	2019
	<b>£</b>	<b>£</b>
Recovery from HM Government of 80% of furloughed staff costs	2,767	-
Compensation from Natwest for service delays	300	-
	<u>3,067</u>	<u>-</u>

### 4 Analysis of expenditure on charitable activities

#### a) by fund type

	Unrestricted funds	Restricted funds	<b>Total funds 2020</b>
	£	£	<b>£</b>
Adventure Playgrounds, Youth and Community Groups	26,717	22,428	49,145
Public spaces	36,274	57,592	93,866
Support costs	13,637	17,587	31,224
	<u>76,628</u>	<u>97,607</u>	<u>174,235</u>

	Unrestricted funds	Restricted funds	Total funds 2019
	£	£	<b>£</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>

#### b) by activity

	Activities undertaken directly	Support costs	<b>Total funds 2020</b>
	£	£	<b>£</b>
Adventure Playgrounds, Youth and Community Groups	49,145	9,606	58,751
Public spaces	93,866	21,618	115,484
	<u>143,011</u>	<u>31,224</u>	<u>174,235</u>

	Activities undertaken directly	Support costs	Total funds 2019
	£	£	<b>£</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>

## 5 Analysis of support costs

	2020	2019
	£	£
Staff costs and professional fees	26,866	13,922
Office, rent and governance	4,358	4,467
	<u>31,224</u>	<u>18,389</u>

## 6 Staff remuneration and numbers

	2020	2019
	£	£
Wages and salaries paid to employees	112,344	69,361
Employer's national insurance contributions	9,143	4,932
Employer's contributions to pension plans	6,795	3,839
	<u>128,282</u>	<u>78,132</u>

Total staff costs include 100% of those costs for employees furloughed in March. The 80% recovery from HM Government is included in Other Operating Income.

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

The average number of full time equivalent employees is 4 (2019: 2)

## 7 Trustee remuneration and expenses

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

## 8 Debtors: amounts falling due within one year

	2019	2018
	£	£
	<u>11,718</u>	<u>6,067</u>

## 9 Creditors: amounts falling due within one year

	2019	2018
	£	£
Creditors	<u>1,047</u>	<u>1,557</u>

## 10 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total Funds £
Current assets	37,653	14,356	52,009
Less: current liabilities	(1,047)	-	(1,047)
	<u>36,606</u>	<u>14,356</u>	<u>50,962</u>

## 11 Movements in Funds

	At 31 March 2019 £	Incoming Resources £	Resources Expended £	Transfers £	At 31 March 2020 £
Unrestricted funds	19,382	101,952	84,728	-	<b>36,606</b>
Restricted funds	17,070	94,893	97,607	-	<b>14,356</b>
	<u>36,452</u>	<u>196,845</u>	<u>182,335</u>	<u>-</u>	<u><b>50,962</b></u>

7. ANNEX - BUILD UP FOUNDATION THEORY OF CHANGE

- The problem:** growing up in London, many young people face stark social, economic and spatial inequalities:
- Having little or no access to meaningful opportunities across education, employment and community life
  - Facing isolation and exclusion within their own neighbourhoods, growing up feeling powerless and ignored

**At Build Up, our aim is to build the power of young people to shape where they live and to fundamentally change who can make decisions about London. We do this through practical design and construction processes, which create permanent, high-quality and accessible spaces for local communities.**

GOALS	KEY OUTCOMES
<p><b>Young people develop skills, confidence and power to lead change</b></p> <p>Young people gain practical, vocational and social skills</p> <p>Young people develop resilience, confidence &amp; self-belief</p> <p>Young people who have experienced marginalisation have the belief that they can effect change, now and in the future</p> <p>Young people are in charge of practical, physical and visible changes to the world around them</p>	<p><b>Local people are involved and included in regeneration</b></p> <p>People feel included in change that's happening locally</p> <p>People feel positive about the change that is being created in their community</p> <p>The creation of permanent, high quality, accessible spaces for everyone</p>
<p><b>A stronger sense of community, now and in the future</b></p> <p>People feel welcome, safe and want to spend time in their local area</p> <p>People (and organisations) feel increased trust and connection with other residents of all ages, backgrounds and genders</p>	

*The following activities take place across the consultation process, the design phase, the construction process, and the public opening and use of the new community space*

HOW WE ACHIEVE OUR OUTCOMES (ACTIVITIES)
<p><b>Young people make meaningful decisions:</b></p> <ul style="list-style-type: none"> <li>- Holding decision-making power at each stage</li> <li>- Being genuinely involved in city planning, working with and taken seriously by policy makers</li> <li>- Seeing their ideas becoming reality and their impact on their community</li> </ul> <p><b>Young people access new roles &amp; experiences:</b></p> <ul style="list-style-type: none"> <li>- Working within a team of people with contrasting opinions, abilities and needs</li> <li>- Participating in social situations and environments that are new to them</li> <li>- Directly experiencing trades, professions and careers that they may not otherwise have access to</li> <li>- Having the space and time to reflect on and celebrate achievements</li> </ul> <p><b>Young people are trusted &amp; given responsibility:</b></p> <ul style="list-style-type: none"> <li>- Using construction tools and learning to assess and manage risks</li> <li>- Being encouraged to step out of comfort zones when developing and sharing their ideas</li> <li>- Being given time and support to find what motivates them within a project</li> </ul> <p><b>Young people learn by doing:</b></p> <ul style="list-style-type: none"> <li>- Using design skills, critical thinking &amp; problem solving to overcome challenges on and off site</li> <li>- Use of peer-to-peer learning when teaching new skills</li> <li>- Exploring inclusion issues as they are encountered (e.g. sexism in construction)</li> <li>- Staff facilitate safe spaces for young people to negotiate personal differences and conflict</li> </ul> <p><b>Building spaces for everyone &amp; involving the whole community:</b></p> <ul style="list-style-type: none"> <li>- Young people talk to other community members to help shape their design ideas</li> <li>- Young people and community members work together during projects (e.g. volunteering days)</li> <li>- A welcoming culture on construction sites encourages conversations with passers-by</li> <li>- Public openings for young people to hand back spaces to their community, and celebrate achievements together</li> </ul>