

Company no. 04978681
Charity no. 1101726

Straight Talking Peer Education
Report and Audited Financial Statements
31 July 2016

Straight Talking Peer Education

Reference and administrative details

For the year ended 31 July 2016

Company number	04978681
Charity number	1101726
Registered office and operational address	Hannibal House Elephant & Castle Shopping Centre Elephant & Castle London SE1 6TE
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows: Jade Bothwell (resigned 19 January 2016) John Botterill Lewis Brown (appointed 14 May 2016) George Casley (resigned 8 July 2016) Peter Glynne Chairman (resigned 10 November 2016) Pelagia Katsaouni-Dodd Treasurer Bina Patel (appointed 10 November 2016, resigned 9 March 2017) Eve Race Keith Simons (appointed 10 November 2016) Guy Swindle (appointed 10 November 2016)
Key management personnel	Hilary Pannack Chief Executive Officer Rebecca Farmer Deputy Chief Executive Officer Angela Crawford Finance Manager (resigned 30 January 2017) Hayri Korkmaz Finance Manager (appointed 31 October 2016)
Company secretary	John Botterill (appointed 10 November 2016) Hilary Pannack (resigned 10 November 2016)
Bankers	Lloyds TSB Bank Plc 402/404 Ewell Road Tolworth Surrey KT6 7HG
Auditors	Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD

Straight Talking Peer Education

Chairman's Statement

For the year ended 31 July 2016

The charity has continued to strengthen its infrastructure over the last twelve months. Our vision remains to reduce high rates of teenage pregnancy in the UK and to support and empower young people to achieve economic well-being and quality of life. Straight Talking Peer Education ("Straight Talking") employs teenage parents to educate young people about early parenthood; enabling them to make responsible choices.

In 15/16, the charity rolled out its new modules addressing healthy and unhealthy relationships, the issues of online abuse and child sexual exploitation which were well received by schools.

We continued to target deprived boroughs and wards according to various indicators on the Indices of Multiple Deprivation. Our five-year business plan sets out an ambition to reach the boroughs and wards where Straight Talking can make a significant impact.

We consciously invested in growth by spending our previous year's surplus reserves to enable us to do even more for young people. We have begun to drive down our costs and increase efficiency as planned. Income has increased by 4% to £352,813 against the backdrop of having worked hard to meet the challenge of operating within a continually difficult economic environment. Spending has increased by 46% with investments in the promotion of young parents to management posts, offering them further transferable skills plus investments in quality training for all Straight Talking's young parents. The funding environment continues to be challenging but new opportunities have appeared in Housing Associations who are beginning to support Straight Talking's work for their residents.

Since the financial year end we have continued driving down our costs and increasing efficiency. Since September 2016, the charity has taken occupancy of office premises which are rent free and more central to the community we serve, in Southwark. This not only brings down outgoings on rent but also travel costs to the charity as incurred by young parents. The attraction for young parents who now do not need to travel to the borough of Kingston is very evident and recruitment has increased.

I would like to thank the trustees, staff and supporters of Straight Talking for our continued success. Once again, together we are delivering more for young people and young parents.

Peter Glynn
Chairman

Straight Talking Peer Education

Report of the Trustees

For the year ended 31 July 2016

The Trustees, who are also directors of the charity for the purpose of the Companies Act 2006, present their report and financial statements of Straight Talking Peer Education for the year ended 31 July 2016. Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Statement of Recommended Practice - Accounting and Reporting by Charities (effective from January 2015).

Objectives and activities

Objectives of the charity

The principal aim of the charity is to preserve the health and advance the education of young people in particular by the provision of courses on the impact of pregnancy, parenting and sex education for such young persons, their parents, guardians and other professionals in this field.

Mission statement

Straight Talking employs teenage parents to educate young people about early parenthood, enabling them to make responsible choices.

Public benefit statement

The trustees confirm that they have had due regard for the Charity Commission Guidance on public benefit when reviewing the charity's aims and objectives, planning future strategy and setting policy.

Strategic priorities

- To be an effective provider of high quality preventative peer education, presenting the realities and implications of pregnancy and parenting to teenagers in the UK, in order to reduce conception rates;
- To ensure that teenage parents are equipped with the skills, support and information necessary to break the vicious circle of poverty, lack of education, and discouragement and become emotionally secure and financially independent; and
- To become the expert voice on teenage pregnancy in the UK by providing access to the best up-to-date information and knowledge to professionals, young people, the general public and media.

Structure, governance and management

Straight Talking Peer Education is a company limited by guarantee. Its operation is governed by a Memorandum and Articles of Association.

The Board of Trustees are responsible for the financial and strategic management of the charity, with formal board meetings being held every two months. Decisions at Trustee meetings are usually made by consensus but should there be a difference of opinion, then by simple majority vote. Decisions and actions are recorded in formal minutes.

A new trustee may only be appointed on the nomination of an existing trustee and seconded by another trustee. New trustees are elected to the board by a simple majority vote of existing trustees. No other organisation or body has the right to appoint trustees of the charity.

The Board of Trustees carries out a regular skills audit to identify existing skills deficits and to strengthen and diversify the Board. The recruitment of new trustees is undertaken through open advertisement, together with informal networks and targeted approaches.

Straight Talking Peer Education

Report of the Trustees

For the year ended 31 July 2016

Induction and training of trustees

All trustees receive an introductory briefing from the Chair and Chief Executive which includes the history of the organisation, its current strategy and future developments. New trustees are also encouraged to view the charity's work in local schools and to meet peer educators. All trustees are kept up to date with charity law and trustees' responsibilities. Training is delivered as required by internal and external trainers.

Chief Executive Officer

The day to day running of the charity is managed by a full time Chief Executive. The Chief Executive is employed by the Board of Trustees, is responsible for management, financial controls and implementing policies agreed by the Board of Trustees. She is assisted in this by the Senior Management, comprising of a full time Deputy CEO and part time Finance Manager.

Achievements and performance

In the 2015/16 academic year, Straight Talking delivered 283 courses in 34 schools reaching approximately 8,490 pupils and recruited 96 teenage mothers and young fathers in 20 London Boroughs: Barking & Dagenham, Brent, Barnet, Camden, Croydon, Ealing, Enfield, Haringey, Hounslow, Hackney, Hillingdon, Kingston, Lambeth, Lewisham, Merton, Newham, Richmond, Southwark, Sutton and Wandsworth and in the Home Counties and the West Midlands.

Schools included mainstream, single sex, faith schools, academies and Pupil Referral Units. This year, Straight Talking worked with staff in Oakhill Secure Training Unit to design and deliver a programme of prevention of early parenthood for young offenders plus giving an empathic view of lone parenting to the unit's absent fathers. A young mother and a young father delivered the work which was very well received.

The Employment & Education (EE) Mentor has been conducting base line studies of all young parents employed by the charity. The charity implemented an improved system to monitor the skills and competencies gained by the young parents. The results have been logged on Salesforce CRM and we can now build a clear picture that shows progress. With accurate measurements of skills, the EE Mentor is then able to understand the strengths of each beneficiary, offer support, match skills to individual's aspirations and guide young parents into future education or employment. This means they can ultimately become financially independent and successful role models for their children.

The Employment & Education (EE) Mentor and the Deputy CEO have been working hard to develop a 3-stage programme of progression for the young parents:

1. Sessional work peer educating in schools, learning reliability, punctuality, team work, communication and presentation skills;
2. Applying for a part-time post as Scheme Coordinator in Head Office (16 hours) managing a team of up to 15 peer educators, booking schools, learning sales techniques, management, recruitment and administration; and
3. Full time employment learning budgeting and project management to a level where they can compete externally for employment of £21,000 per annum, bringing financial independence.

Thanks to the generosity of the Esmée Fairbairn Foundation, whose offices are located in Kings Cross, training of Stage 1 sessional workers were delivered there.

Straight Talking Peer Education

Report of the Trustees

For the year ended 31 July 2016

The damaging issues and prevalence of Child Sexual Exploitation (CSE) have been frequently highlighted in the press. Straight Talking recognised the value that peer education can add to helping young people to keep themselves safe. Alongside CSE, the negative aspects of the internet need to be brought home to young people and peer to peer advice can be invaluable in addressing healthy versus unhealthy relationships. Last year, we worked hard with LifeTrain to design modules that are appropriate and relevant and this year, the peer educators piloted the modules. Closely in consultation with the peer educators, many of whom have experienced these issues and talking to teachers, Straight Talking delivered its pilot modules which were welcomed in schools. This was further developed in 15/16 but there are still adjustments to be made. This year, 16/17 it is being rolled out to schools effectively.

In 15/16, Deloitte undertook a second independent evaluation, this time looking at the value of the charity's prevention work in schools. It found that;

"The quantitative and qualitative research shows that beneficiary perceptions have changed following the programme. This is evidenced by an increase in beneficiaries stating that it would be very difficult to be a teenage parent and 100% of students stating that it would be challenging to have a baby within the next two years. When discussing the programme with beneficiaries, they confirmed that as a result of the course they have more understanding about the issues surrounding teenage pregnancy. The change is both in the immediate aftermath of the programme and was found to be sustained in participants one year after their participation."

It also concluded that the "...authentic first-hand experience of the peer educators employed by Straight Talking was credible and compelling to students. Students felt that Straight Talking provided them with a view of what life is really like following the birth of a child, an insight which can be difficult to obtain elsewhere."

It found that the peer educators were "well trained" and that "the effectiveness is interlinked with the high quality of the messages".

Straight Talking promoted 5 young parents in 15/16 to part-time management posts and three to full-time posts, offering more skills and experience, which will take them into employment in the future. Three of the promoted young parents moved on in that year. This will help them to become positive role models for their children and break the cycle of teenage pregnancy and poverty. By promoting young parents to the management team, we are keeping young people at the heart of everything we do.

At the end of 2016, another 4-year Big Lottery grant of £414,000 to expand the prevention work in North London was approved. This will offer real stability and expanded reach to Straight Talking. Also, a grant of £120,000 over 3 years from Comic Relief for core running costs has meant that the charity is further able to develop and expand.

This year sees the final year of 3 years of grants from both Esmée Fairbairn Foundation and Henry Smith Charity which have supported the core costs of the charity. These grants have enabled huge progress over the last 3 years and without these grants, far less would have been achieved.

Straight Talking Peer Education

Report of the Trustees

For the year ended 31 July 2016

Whilst once again the charity maintained a presence in Grace Academy Schools in Solihull, Coventry and Walsall, Straight Talking has been working to expand this work as a Local Scheme and employ local parents in the area. In 16/17, Rayne Foundation, The Higgs Charity and BlackRock have agreed to support this work adding to the local funders who have been supporting the continued remote working. Feedback from Grace Academy has been as usual, highly complimentary and we are adding other participating schools as our reputation increases.

Social Media campaigns were increased, led by a young father, and others on the team, whom he included in Tweets and Facebook news.

A new website was constructed, although there are still improvements to be made, but the information available is more comprehensive enabling us to reach all our stakeholders.

As always, we were lucky to have the talents and hard work of Laura Pannack providing our pro bono photographs and Porter Clarke who designed our on line and printed leaflets at a very generous discount.

The team at Skylark gave the board Governance training, signposting and other support all pro bono. Attending a board meeting, they gave us professional direction and advice for the future which the Board are implementing.

Financial review

The financial statements for the year ending 31 July 2016 show an increase in income of £13,209 from £339,604 in 2015 to £352,813 in 2016. There was an increase in restricted income for the year from £243,189 to £255,544 whilst unrestricted income was also favourable to the prior year (from £96,415 in 2015 to £97,269 in 2016). One of the key aims of our new business plan and fundraising strategy is to continue to focus on unrestricted income from a diverse range of funding streams including trading to strengthen the long-term financial sustainability of the charity, enable expansion into new areas and carry out research and develop new initiatives.

In 15/16, Straight Talking was keen to increase quality control and length of training and added the structuring of the 3-stage programme of employment which took funds and time. This has led to a deficit of £18,969 on net incoming resources for the year, against £213,491 of funds brought forward from 2015. Total funds carried forward at the year-end were £194,522. The charity continued to meet its obligations with restricted funds carried forward.

Angela Crawford, Finance Manager, went on maternity leave and decided, after many years of service, not to return following the birth of her second child and, since October 2016, Hayri Korkmaz has joined the team.

Straight Talking Peer Education

Report of the Trustees

For the year ended 31 July 2016

Fundraising was almost exclusively achieved in house. The cost of fundraising has increased slightly this year by £4,000 and is mostly a percentage of senior management salaries which have been allocated against the fundraising costs. The management team has been expanded to include Aisha Lysejko who holds the post of Project Manager. Aisha is keen to learn fundraising and has already made a significant difference to the 16/17 income and part of her salary is included in these costs.

Reserves

Our financial year is aligned to run in parallel with the academic year in terms of the provision of courses. The movement in both restricted and unrestricted reserves reflects the receipt of funding in relation to the number of courses run during the current academic year.

The restricted reserves of the charity as at 31 July 2016 amounted to £49,605. Within this figure, reserves for the provision of courses are £12,347. The unrestricted reserves of £144,917 are consistent with the current reserves policy of at least three months core expenditure and course provision.

Investment policy

The reserves of the charity are held in an interest bearing deposit account with Lloyds Bank. Due to the prevailing lower level of interest rates for 2015/2019 our bank interest earned in the financial year was £99.

Risk management

The trustees and senior management undertake a formal risk review annually to identify business risks the charity faces, prioritising them in terms of potential impact and likelihood of occurrence and identifying means of mitigating risks. Given the current economic climate, the major risks facing the charity continue to relate to maintaining and growing income levels from all sources to finance its activities and deliver its strategic plans. Key risks and their potential impact on income and the charity's activities are monitored continually and reviewed regularly by senior management and reported to the trustees. In particular, Straight Talking is mindful of the risks associated with working with Children & Young People and regularly reviews its Child Protection Policy.

Future plans

- Expand to areas with high or persistent rates of teenage pregnancy and parenthood;
- Target our services to those at risk;
- Training and employment for additional teenage parents in all areas of operation;
- Further domestic violence residential training and awareness programmes;
- Campaign for best practice in working to both prevent early parenthood and for better outcomes for young parents;
- Further press coverage and greater online presence to raise the profile of the charity.

Straight Talking Peer Education

Report of the Trustees

For the year ended 31 July 2016

Statement of responsibilities of the trustees

The trustees are required to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and the incoming resources and application of resources, including the net income or expenditure, of the charity for the year. In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice 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 charity will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

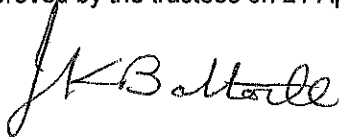
The trustees confirm that to the best of their knowledge there is no information relevant to the audit of which the auditors are unaware. The trustees also confirm that they have taken all necessary steps to ensure that they themselves are aware of all relevant audit and that this information has been communicated to the auditors.

Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditors

Godfrey Wilson Limited were re-appointed as the charitable company's auditors during the period and have expressed their willingness to act in that capacity.

Approved by the trustees on 21 April 2017 and signed on their behalf by



John Botterill – Company Secretary

Independent auditors' report

To the members of

Straight Talking Peer Education

We have audited the financial statements of Straight Talking Peer Education for the year ended 31 July 2016 which comprise the statement of financial activities, balance sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

Respective responsibilities of the trustees and auditors

As explained more fully in the Trustees' Responsibilities Statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of whether the accounting policies are appropriate to the charitable company's circumstances, and have been consistently applied and adequately disclosed, the reasonableness of significant accounting estimates made by the trustees, and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Annual Report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies, we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2016 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Independent auditors' report

To the members of

Straight Talking Peer Education

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Rob Wilson

Date: 28 APRIL 2017

Rob Wilson FCA
(Senior Statutory Auditor)

For and on behalf of:

GODFREY WILSON LIMITED

Chartered accountants and statutory auditors

5th Floor Mariner House

62 Prince Street

Bristol

BS1 4QD

Straight Talking Peer Education

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 July 2016

	Note	Restricted £	Unrestricted £	2016 Total £	Restated 2015 Total £
Income from:					
Donations	3	37,684	86,071	123,755	103,751
Charitable activities	4	217,860	11,099	228,959	235,760
Investments		-	99	99	93
Total income		<u>255,544</u>	<u>97,269</u>	<u>352,813</u>	<u>339,604</u>
Expenditure on:					
Raising funds		15,214	41,040	56,254	50,082
Charitable activities		<u>252,895</u>	<u>62,633</u>	<u>315,528</u>	<u>204,220</u>
Total expenditure	6	<u>268,109</u>	<u>103,673</u>	<u>371,782</u>	<u>254,302</u>
Net income / (expenditure)		(12,565)	(6,404)	(18,969)	85,302
Transfers between funds		-	-	-	-
Net movement in funds	7	(12,565)	(6,404)	(18,969)	85,302
Reconciliation of funds:					
Total funds brought forward		<u>62,170</u>	<u>151,321</u>	<u>213,491</u>	<u>128,189</u>
Total funds carried forward		<u><u>49,605</u></u>	<u><u>144,917</u></u>	<u><u>194,522</u></u>	<u><u>213,491</u></u>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 14 to the accounts.

The 2015 comparatives have been restated in line with the Charities SORP (FRS 102). The restatements are purely reclassifications of income and expenditure and do not affect net income.

Straight Talking Peer Education

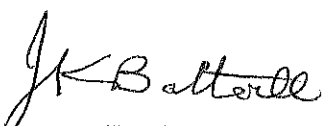
Balance sheet

As at 31 July 2016

	Note	£	2016 £	2015 £
Fixed assets				
Tangible assets	10		1,249	748
Current assets				
Debtors	11	11,768		18,026
Cash at bank and in hand		<u>196,723</u>		<u>206,967</u>
		208,491		224,993
Liabilities				
Creditors: amounts falling due within 1 year	12	<u>(15,218)</u>		<u>(12,250)</u>
Net current assets			<u>193,273</u>	<u>212,743</u>
Net assets	13		<u>194,522</u>	<u>213,491</u>
Funds	14			
Restricted funds			49,605	62,170
Unrestricted funds				
General funds			<u>144,917</u>	<u>151,321</u>
Total charity funds			<u>194,522</u>	<u>213,491</u>

These accounts have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 21 April 2017 and signed on their behalf by



John Botterill – Trustee

Straight Talking Peer Education

Notes to the financial statements

For the year ended 31 July 2016

1. Accounting policies

a) Basis of preparation

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

Straight Talking Peer Education meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Straight Talking Peer Education have chosen to early adopt the Charities SORP (FRS 102) Update Bulletin 1 in preparing these financial statements, and have taken advantage of the exemption from preparing a cash flow statement.

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c) Reconciliation with previous Generally Accepted Accounting Practice

In preparing the accounts, the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 the restatement of comparative items was required. No restatement was required.

d) Income

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

Income from the government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

e) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

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

Straight Talking Peer Education

Notes to the financial statements

For the year ended 31 July 2016

f) Interest receivable

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

g) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

h) Expenditure and irrecoverable VAT

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

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

i) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the following basis:

Raising funds	15.5%
Charitable activities	84.5%

j) Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Fixtures, fittings and equipment	3 years straight line
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Items of equipment are capitalised where the purchase price exceeds £500.

k) Debtors

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

l) Cash at bank and in hand

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

m) Creditors

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

Straight Talking Peer Education

Notes to the financial statements

For the year ended 31 July 2016

n) Financial instruments

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

o) Pension costs

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

p) Transition to FRS 102

No restatement of the opening fund position was required in making the transition to FRS 102. The transition date was 1 August 2014.

2. Prior period comparatives

	Restricted £	Unrestricted £	Restated 2015 Total £
Income from:			
Donations	70,825	32,926	103,751
Charitable activities	172,364	63,396	235,760
Investments	-	93	93
Total income	243,189	96,415	339,604
Expenditure on:			
Raising funds	9,073	41,009	50,082
Charitable activities	190,746	13,474	204,220
Total expenditure	199,819	54,483	254,302
Net income / (expenditure)	43,370	41,932	85,302
Transfers between funds	-	-	-
Net movement in funds	43,370	41,932	85,302

Straight Talking Peer Education

Notes to the financial statements

For the year ended 31 July 2016

3. Income from donations

	Restricted £	Unrestricted £	2016 Total £	Restated 2015 Total £
Grants > £5,000				
29th May 1961 Charitable Trust	-	-	-	5,000
Evening Standard Dispossessed Fund	-	-	-	25,000
Heathrow Community Fund	-	-	-	9,655
Land Securities Fund	-	-	-	7,000
Paradigm Foundation	9,864	-	9,864	-
Peacock Charitable Trust	-	5,000	5,000	5,000
Raise Your Hands	-	19,000	19,000	-
Richmond Parish Lands Charity	5,405	-	5,405	4,670
Segro London Community Fund	-	-	-	5,000
The Leathersellers' Company	-	5,000	5,000	5,000
The Rayne Foundation	-	-	-	5,000
The Scouloudi Foundation	-	5,000	5,000	5,000
The Swire Charitable Trust	-	5,000	5,000	-
The Wessex Youth Trust	7,100	-	7,100	-
The Trusthouse Charitable Foundation	-	-	-	9,000
Grants < £5,000				
Essex Youth Trust	2,500	-	2,500	2,500
The Charlotte Bonham-Carter Charitable Trust	-	-	-	2,000
The Douglas Turner Trust	2,000	-	2,000	-
The Higgs Charity	3,000	-	3,000	-
The Maurice and Hilda Laing Charitable Trust	-	-	-	2,500
The Shanly Foundation	2,000	-	2,000	-
The Violet Mauray Charitable Trust	-	2,000	2,000	2,000
Other grants under £1,500 (10)	5,815	4,512	10,327	8,025
Individual donations	-	1,323	1,323	1,401
Gifts in kind - pro bono consultancy	-	39,236	39,236	-
Total income from donations	37,684	86,071	123,755	103,751

Straight Talking Peer Education

Notes to the financial statements

For the year ended 31 July 2016

4. Income from charitable activities

	Restricted £	Unrestricted £	2016 Total £	Restated 2015 Total £
Ajahma Charitable Trust	6,000	-	6,000	-
Big Lottery Fund	38,634	-	38,634	95,833
Comic Relief	40,000	-	40,000	-
Esmée Fairbairn Foundation	40,226	-	40,226	40,531
John Lyon's Charity	15,000	-	15,000	15,000
LB Barking and Dagenham	-	-	-	15,000
Other - school courses	-	10,415	10,415	13,396
The Charles Hayward Foundation	25,000	-	25,000	-
The Henry Smith Charity	50,000	-	50,000	50,000
The Royal Borough of Kingston upon Thames	3,000	-	3,000	6,000
Other income	-	684	684	-
Total income from charitable activities	217,860	11,099	228,959	235,760

5. Government grants

The charitable company receives government grants, defined as funding from The Royal Borough of Kingston upon Thames and London Borough of Barking and Dagenham, to fund charitable activities. The total value of such grants in the period ending 31 July 2016 was £3,000 (2015: £21,000). There are no unfulfilled conditions or contingencies attaching to these grants in 2015/16.

Straight Talking Peer Education

Notes to the financial statements

For the year ended 31 July 2016

6. Total expenditure

	Raising funds £	Charitable activities £	Support costs £	2016 Total £	2015 Total £
Staff costs (note 8)	40,540	220,219	9,392	270,151	200,106
Direct charitable expenses					
Recruitment	-	-	-	-	2,120
Website development	-	98	-	98	541
Accreditation fees	-	395	-	395	375
Disclosure and Barring Service	-	429	71	500	1,343
Printed stationery and equipment	-	3,840	-	3,840	1,809
Travel and mileage	-	10,415	-	10,415	9,155
Training, conferences and residential visits	-	3,155	-	3,155	3,490
Software and service support	-	783	-	783	-
Publications and subscriptions	-	604	-	604	583
Volunteer expenses	-	770	-	770	1,968
Other	-	-	-	-	445
Fundraising and consultancy					
Marketing and PR	449	-	-	449	1,483
Consultant fundraiser	-	-	-	-	300
Fundraising expenses	1,492	-	-	1,492	1,060
Pro bono consultancy	-	-	29,300	29,300	-
Office expenses					
Rent and rates	-	-	7,821	7,821	7,918
Office services	-	-	1,693	1,693	1,686
Insurance	-	-	441	441	442
Equipment and repairs	-	-	4,056	4,056	2,776
Software and service support	-	-	2,989	2,989	4,401
Telephone	-	-	3,780	3,780	5,016
Recruitment	-	-	2,497	2,497	-
Office stationery and postage	-	-	5,824	5,824	3,405
Staff costs	-	-	1,308	1,308	-
Miscellaneous	-	-	134	134	436
Volunteer expenses	-	-	1,071	1,071	-
Travel and mileage	-	-	3,298	3,298	-
Pro bono services and facilities	-	-	9,936	9,936	-
Administration expenses					
Audit	-	-	3,120	3,120	2,404
Social Return on Investment study	-	-	-	-	600
Legal and personnel costs	-	-	-	-	559
Bank charges	-	-	300	300	283
Trustees meeting expenses	-	-	1,079	1,079	300
Depreciation	-	-	483	483	641
Sub-total	42,481	240,708	88,593	371,782	255,645
Allocation of support costs	<u>13,773</u>	<u>74,820</u>	<u>(88,593)</u>	<u>-</u>	<u>-</u>
Total expenditure	<u>56,254</u>	<u>315,528</u>	<u>-</u>	<u>371,782</u>	<u>255,645</u>

Straight Talking Peer Education

Notes to the financial statements

For the year ended 31 July 2016

7. Net movement in funds

This is stated after charging:

	2016	2015
	£	£
Depreciation	483	641
Trustees' remuneration	Nil	Nil
Trustees' reimbursed expenses	Nil	Nil
Auditors' remuneration:		
▪ Statutory audit (including VAT)	3,120	2,340
	<u><u>3,120</u></u>	<u><u>2,340</u></u>

8. Staff costs and numbers

Staff costs were as follows:

	2016	2015
	£	£
Salaries and wages	235,980	179,626
Social security costs	12,514	12,999
Pension costs	6,542	4,086
Freelance staff	15,115	3,395
	<u><u>270,151</u></u>	<u><u>200,106</u></u>

No employee earned more than £60,000 during the year.

The key management personnel of the charitable company comprise the Trustees, Chief Executive Officer, the Deputy Chief Executive Officer and the Finance Manager. The total employee benefits of the key management personnel were £109,149 (2015: £113,877).

	2016	2015
	No.	No.
Average head count:		
Monthly staff	10	9
Weekly staff	8	5
	<u><u>18</u></u>	<u><u>14</u></u>

9. Taxation

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

Straight Talking Peer Education

Notes to the financial statements

For the year ended 31 July 2016

10. Tangible fixed assets

	Fixtures, fittings and equipment £	Total £
Cost		
At 1 August 2015	18,303	18,303
Additions in year	<u>984</u>	<u>984</u>
At 31 July 2016	<u>19,287</u>	<u>19,287</u>
Depreciation		
At 1 August 2015	17,555	17,555
Charge for the year	<u>483</u>	<u>483</u>
At 31 July 2016	<u>18,038</u>	<u>18,038</u>
Net book value At 31 July 2016	<u>1,249</u>	<u>1,249</u>
At 31 July 2015	<u>748</u>	<u>748</u>

11. Debtors

	2016 £	2015 £
Trade debtors	5,709	15,077
Prepayments	3,388	2,707
Other debtors	<u>2,671</u>	<u>242</u>
	<u>11,768</u>	<u>18,026</u>

Straight Talking Peer Education

Notes to the financial statements

For the year ended 31 July 2016

12. Creditors : amounts due within 1 year

	2016	2015
	£	£
Trade creditors	7,814	4,239
Accruals	3,120	3,222
Other taxation and social security	3,883	4789
Other creditors	401	-
	<u>15,218</u>	<u>12,250</u>

13. Analysis of net assets between funds

	Restricted funds £	Unrestricted funds £	Total funds £
Tangible fixed assets	-	1,249	1,249
Current assets	49,605	128,450	178,055
Current liabilities	-	15,218	15,218
Net assets at 31 July 2016	<u>49,605</u>	<u>144,917</u>	<u>194,522</u>

Straight Talking Peer Education

Notes to the financial statements

For the year ended 31 July 2016

14. Movements in funds

	At 1 August 2015 £	Income £	Expenditure £	Transfers between funds £	At 31 July 2016 £
Restricted funds					
Ajahma Charitable Trust	-	6,000	-	-	6,000
Barking and Dagenham Council	15,000	-	(15,000)	-	-
Baron Davenport's Charity	1,000	-	(1,000)	-	-
Big Lottery	-	23,634	(16,635)	-	6,999
Big Lottery (Capacity Building)	-	15,000	-	-	15,000
Comic Relief	-	40,000	(40,000)	-	-
Esmée Fairbairn Foundation	-	40,226	(40,226)	-	-
Essex Youth Trust	-	2,500	(2,500)	-	-
John Lyon's Charity	15,000	15,000	(23,058)	-	6,942
Kingston Grants Unit	3,000	3,000	(6,000)	-	-
Land Securities Fund	7,000	-	(7,000)	-	-
Paradigm Foundation	-	9,864	(8,220)	-	1,644
Richmond Parish Lands Charity	4,670	5,405	(4,670)	-	5,405
Segro London Community Fund	5,000	-	(5,000)	-	-
The Charles Hayward Foundation	-	25,000	(25,000)	-	-
The Douglas Turner Trust	-	2,000	-	-	2,000
The Henry Smith Charity	-	50,000	(50,000)	-	-
The Higgs Charity	-	3,000	(100)	-	2,900
The Maurice & Hilda Laing Charitable Trust	2,500	-	(2,500)	-	-
The Shanly Foundation	-	2,000	(2,000)	-	-
The Trusthouse Charitable Foundation	9,000	-	(9,000)	-	-
The Wessex Youth Trust	-	7,100	(7,100)	-	-
Other grants under £1,500	-	5,815	(3,100)	-	2,715
Total restricted funds	62,170	255,544	(268,109)	-	49,605
Unrestricted funds					
General funds	151,321	97,269	(103,673)	-	144,917
Total unrestricted funds	151,321	97,269	(103,673)	-	144,917
Total funds	213,491	352,813	(371,782)	-	194,522

Straight Talking Peer Education

Notes to the financial statements

For the year ended 31 July 2016

Purposes of restricted funds

The majority of grants are given specifically for the provision of pregnancy prevention courses in schools to pupils between the ages of 13 and 17, and to provide training and employment to teenage parents by doing so.

Ajahma Charitable Trust

This fund is to provide a residential to tackle Domestic Violence .

Barking and Dagenham Council

This fund was provided for courses and employment of teenage parents in the local area.

Baron Davenport's Charity

This fund was provided for courses in Birmingham and the West Midlands.

Big Lottery

To deliver courses in schools and provide training and employment for teenage parents.

Big Lottery (Capacity Building)

This is an individual fund for Capacity building.

Comic Relief

This fund was to provide funds to cover overheads for the charity.

Esmée Fairbairn Foundation

This is to cover senior management salaries, and delivery of courses in schools, training and employment of teenage parents.

Essex Youth Trust

This was to cover the charity's work in Essex.

John Lyon's Charity

This fund was provided for courses and employment of teenage parents in Brent and Ealing.

Kingston Grants Unit

This fund was provided for courses in Kingston.

Land Securities Fund

This fund was provided for training and employment of teenage parents in Southwark.

Paradigm Foundation

This is provide

Richmond Parish Lands Charity

This fund was provided for courses in Richmond and towards peer educator costs.

Segro London Community Fund

This fund was provided for the employment of teenage parents in Enfield.

Straight Talking Peer Education

Notes to the financial statements

For the year ended 31 July 2016

Purposes of restricted funds (continued)

The Charles Hayward Foundation

This is to provide training and employment for teenage parents.

The Douglas Turner Trust

This is to deliver courses in the West Midlands.

The Henry Smith Charity

This fund was provided for employee costs.

The Higgs Charity

This is for the West Midlands scheme set up costs.

The Maurice & Hilda Laing Charitable Trust

This fund is to provide courses training and employment to teenage parents in London.

The Shanly Foundation

This fund was to provide training and employment for teenage parents.

The Trusthouse Charitable Foundation

A restricted grant given specifically towards salary costs for the Education and Employment Mentor.

The Wessex Youth Trust

This fund is to cover costs for rent of the office building.

Other grants under £1,500

These were grants received from C.B & H.H Taylor 1984 Trust, Ford Britain Trust, GJW Turner Trust, General Charity of Coventry, Newcomen Collect Foundation, The Augustine Courtauld Trust, The Norton Foundation, Hackney Parochial Charity, Austin Pilkington Charitable Trust and The Oak Trust. They were provided for delivering courses in schools and delivering courses in the West Midlands and Coventry.

15. Related party transactions

Bina Patel was appointed as a trustee on 10 November 2016 and resigned on 9 March 2017. She was previously an employee of Straight Talking Peer Education and was paid £12,545 in gross wages and employer's pension contributions during the year ended 31 July 2016. She was considered for trusteeship after she left employment with the charity and has not received remuneration for her role as a trustee.