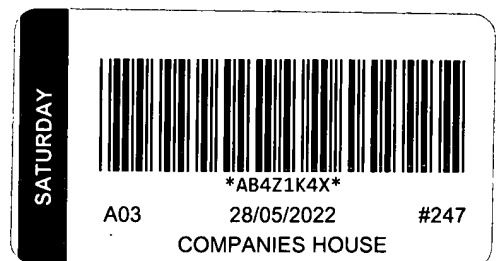


Company Registered Number: 06546261  
Charity Registered Number: 1129683

**THE REACH FOUNDATION**  
(A Company Limited by Guarantee)

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**



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**THE REACH FOUNDATION**  
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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|                                  |   |
|----------------------------------|---|
| <b>Trustees</b>                  | J Baxter<br>N Jennings<br>J McGoh<br>T Roberts<br>J Tacon<br>M Trebilco<br>L Giedhill<br>A Mroz (appointed 3 November 2021) |
| <b>Company registered number</b> | 06546261  |
| <b>Charity registered number</b> | 1129683   |
| <b>Registered office</b>         | Reach Academy Feltham<br>53-55 High Street<br>Feltham<br>TW13 4AB   |
| <b>Independent auditor</b>       | MHA MacIntyre Hudson<br>Statutory Auditor<br>6th Floor<br>2 London Wall Place<br>London<br>EC2Y 5AU                         |

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## THE REACH FOUNDATION

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### TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021

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The Trustees present their annual report together with the audited financial statements of the Charity for the year ended 31 August 2021. The Annual Report serves the purposes of both a Trustees' Report and a Directors' Report under company law. The Trustees confirm that the Annual Report and financial statements of the Charity comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) as amended by Update Bulletins 1 and 2.

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

#### Objectives and activities

##### a. Policies and objectives

At the Reach Foundation, we believe that every child deserves a life of choice and opportunity. Starting in Feltham, the Charity acts locally through a community based cradle to career model, grounded in great schools. We also work nationally to drive systemic change towards cradle to career provision for all young people.

The Reach Foundation works alongside the Reach Academy Trust in Feltham. The Reach Children's Hub, an initiative of the Charity, provides an integrated pipeline of provision and support for children and families that complements the work of the school. The Foundation has launched the Feltham Convening Partnership, a cross sector community partnership to improve outcomes of children and young people. The school, Reach Children's Hub and Feltham Convening Project together represent the Reach Cradle to Career Model.

The Charity is now working with communities beyond Feltham. It has codified its cradle to career model and is delivering leadership programmes and a 'Cradle to Career' partnership model. The Charity continues to foster innovation – notably incubating Oak National Academy in response to the Covid-19 pandemic.

##### b. Strategies for achieving objectives

The Reach Foundation aims to have an impact in communities. Starting in Feltham, the Charity seeks to have a transformative impact on communities, making them beacons of social mobility and opportunity for young people, and developing evidenced-based best practice for effectively tackling the complex difficulties affecting vulnerable families. It also seeks to provide new models and challenge for the system. Across the range of its activities, the Foundation seeks to influence policy and practise through its well-documented, codified and stress tested approach to delivering change.

The Charity has created a cradle to career community hub in Feltham that works alongside Reach Academy Feltham to offer a pipeline of support that enables children and young people to live lives of choice and opportunity, by supporting them to be safe and well supported; healthy; academically successful; and to have strong relationships and networks.

##### c. Activities undertaken to achieve objectives

In order to deepen our impact in Feltham, the Charity has:

- Strengthened the work of the Reach Children's Hub to support children and families across the age range, with particular progress in our perinatal support strand
- Developed the Feltham Convening Partnership taking a collective impact approach to solving complex problems affecting young people in Feltham.

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## THE REACH FOUNDATION

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### TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021

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#### Objectives and activities (continued)

To grow our impact beyond Feltham, the Charity has:

- Created and launched a Head Teacher development programme (SW100) to develop school leaders with the knowledge, vision and relationships to develop Cradle to Career models in their communities
- Created and launched the Cradle to Career Partnership. This is a structured programme of support for schools and Multi-Academy Trusts that are developing cradle to career models.

The Charity has also further developed the work of Oak National Academy to support children across the country to learn during the pandemic.

#### d. Grant-making policies

The Charity does not currently make grants and therefore has not formulated a policy in this area.

#### e. Volunteers

The Reach Children's Hub has been developing a volunteer strategy to support the local community. A first cohort of volunteers have been trained and are now supporting children and families in Feltham.

#### f. Main activities undertaken to further the Charity's purposes for the public benefit

Over the course of this year, the Charity has:

- Improved access and availability of services for children aged 0-2 in Feltham.
- Undertaken a range of activities to strengthen the Early Years workforce in Feltham.
- Strengthened community engagement in Feltham, successfully sponsoring a new Citizens UK partnership in Hounslow.
- Developed our offer to support young people and support them into the best possible post-school outcomes.
- Codified our cradle to career model to share with the wider system.
- Launched SW100, a leadership programme to identify and train the next 100 Headteachers for the system.
- Launched the Cradle to Career Partnership with schools and Trusts in the South West and North East
- Developed the provision within Oak National Academy, which has supported learning of young people across the country during school closures.

#### Achievements and performance

##### a. Key performance indicators

##### Reach Children's Hub

- Developed a robust pipeline of perinatal support, which midwives and Health Visitors can refer into; to date this has been accessed by over 170 parents.
- Delivered Kingston University's Early Years Foundation Degree to an inaugural cohort of 10 practitioners, representing 6 different local settings; combined with the Early Years Network, we are empowering practitioners who work with over 800 children.
- Carried out a listening campaign with 70 practitioners and parents about SEND provision for children and young people, in order to identify key issues and windows of opportunity to take action.

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## THE REACH FOUNDATION

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### TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021

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#### Feltham Convening Partnership

- Convened over 40 individuals, representing 19 different cross-sector organisations, since January 2021.
- Identified 4 initial priority outcomes: post-16 opportunities, mental health and wellbeing, Early Years and SEND.
- Appointed Kingston University to undertake a long-term evaluation of the Partnership.

#### SW100 Head Teacher development programme

- Assembled partnership of 5 Multi-Academy Trusts to co-design and lead regional leadership programme for the South West.
- Recruited 15 primary and secondary school leaders to the first cohort of SW100.
- Launched recruitment of cohort two of SW100 to commence in September 2022.

#### Cradle to Career Partnership

- Designed Cradle to Career Partnership programme to support schools and Multi-Academy Trusts with the process of developing cradle to career models.
- Recruited 5-partner schools and MATs to join the first cohort of the partnership. They are focused on two regions: Yorkshire and the South West.

#### b. Review of activities

##### Reach Children's Hub

We have continued to operate fully throughout the past year, despite the ongoing impact of the pandemic and the changing restrictions. We have continued to listen to the needs of our community, to ensure our actions and activities are driven by what people are telling us matters most to them and their families. This has often meant adapting our offer, for example running sessions online or outside and putting additional measures in place to keep everyone safe, without ever compromising on the quality of our provision or our relational interactions.

We believe that increasing parental resilience and capacity, and reducing stress factors and adversity, will lead to better long term outcomes for children and young people. Feedback from parents has been overwhelmingly positive and is reflective of the impact we are having in-line with this theory of change. Parents report that engaging with the Reach Children's Hub over a period of time leads to:

- Lower stress levels;
- Better understanding of child development and their role in supporting this;
- Increased confidence to implement new strategies;
- An ability to recognise positive changes in their child's development;
- Stronger social networks and support;
- Greater awareness of services and opportunities available within their local area;
- Better understanding of the impact of parental mental health on children and young people.

Our Data and Evaluation team conducted further research to identify the key mechanisms that led to these changes and the main three mechanisms were:

- The approach, personality, compassion and knowledge of the Reach Children's Hub team;
- The time and patience required to create trusting and long-lasting relationships;
- Flexible and diverse groups, activities and courses that accommodate the needs, strengths and busy schedules of all families.

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## THE REACH FOUNDATION

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### TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021

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#### Workstream highlights

##### Perinatal Support (0-2)

We established a referral pipeline for our Perinatal offer and received over 170 referrals during this period, primarily from midwives and Health Visitors. We provide numerous opportunities for families to access support when they need it and are able to provide capacity where it is required within the community. We have also sustained strong relationships with partners such as the Family Nurse Partnership, who work with young parents and help reach a wide range of families.

##### Early Years Workforce Development

We have successfully taken 10 students through Year 1 of the Early Years Foundation Degree, and 9 are starting in the next academic year, from 13 different settings in Feltham. We have consistently achieved very high results in every Kingston University student module evaluation form and received positive feedback from the core team at the University, even whilst courses had to be moved online. Feedback from the students shows how they feel even more confident to 'cascade' and embed what they have learnt within their settings, which will in turn impact approximately 1500 children's early years in Feltham.

##### Community Engagement

We continue to work with Citizens UK to lead community organising in Feltham. Last term, we trained a core team of parents to conduct a listening campaign, focusing on the issue of Special Educational Needs (SEN) and the challenges around early identification and support available to families. This team listened to 30 professionals and 40 parents with lived experience. As a result of this listening, we are planning a longer-term campaign but have also taken immediate action to fill gaps in provision: we offered SENSory play sessions over the summer holidays; we are liaising with Marjorie Kinnon, a local special school, about working together to offer activities; and we are running a support group for parents with SEN children, which is co-led by a parent.

##### Partnerships

In March 2021, NPC and Collaborate provided an interim evaluation of our Feltham Early Learning Community (FELC) initiative with Save the Children UK, which identified many strengths:

- A strong vision shared by the two lead partners, a deep commitment to systems change and evidence that the local team is already thinking about the sustainability of the work;
- Significant local coordination and leadership capacity, a fully-staffed local delivery team, and a well-developed programme of activities and local evaluation, with no reliance on Save the Children UK staff to drive progress or activities;
- A focus on listening to parents, involving them in the FELC's work and developing new services in response to their feedback, plus steps to work in close partnership with parents to set the strategic direction of the ELC; and
- A deep culture of learning and reflection, with lots of time for this built into regular activities, and a well-developed focus on strengthening local data sharing plans.

In April 2021, we formed a new community partnership with Royal Holloway University of London to enable young people attending schools in Feltham to access expert support with their progression to university. Young people in Feltham are far less likely to progress to higher education than their peers in other parts of the borough or London. However, we believe that by working with an excellent local university, we will be able to address the barriers facing our young people and support them to enjoy lives of choice and opportunity. Royal Holloway are committed to supporting students regardless of the university they intend to apply to.

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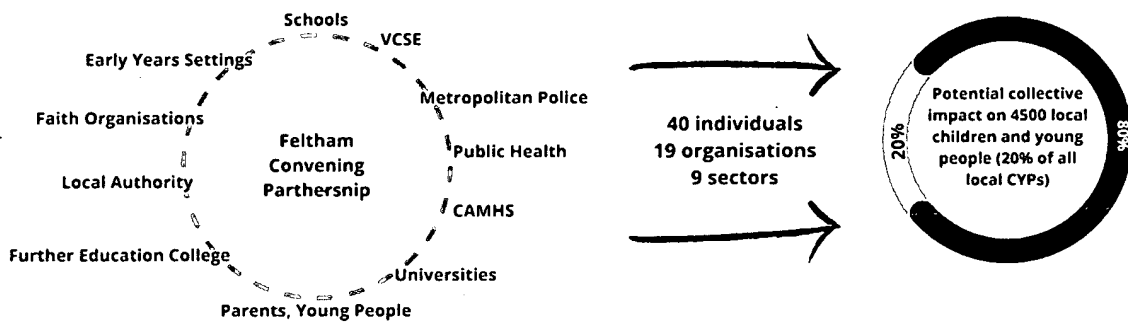
### TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021

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#### Feltham Convening Partnership

The FCP is trying to understand the root causes of problems that worsen outcomes for babies, children and young people living in Feltham. Once these root causes are identified, the Partnership works to collectively address them over the long-term. This is known as collective impact. The Partnership is made up of people from the local area who are in a position to influence the lives of 0-21 year olds. This includes early years professionals, schools, statutory services, businesses, charities, local residents, parents and young people. We know that the local system is currently working well for many. However, by tackling the root causes of the problems together, rather than their symptoms, the FCP aims to change elements of the local system that are not working for some babies, children and young people.

The majority of these FCP partners have lived and worked in Feltham for many years and have listened to many people in the community – local residents, parents, community leaders, young people. They have frequently heard concerns that many young people in Feltham do not achieve the same outcomes as young people in other parts of Hounslow and London. Residents are concerned that there is not much for young people to do, parents are worried about their children's health, community leaders are worried about the future of the neighbourhood, and young people are worried about their friends. The statistics also confirm this. For example, only 20% of young people go to university from Feltham West in comparison to 75% in Osterley at the other end of the borough, and the percentage of pupils who are not in education, employment or training (NEET) is far higher in the west of the borough, as is the percentage of residents with a low level of education, skills or training. Therefore, we know there is a need for this work in Feltham.



We are measuring FCP's progress through our theory of change outcomes. The table below shows how the partnership is moving towards its longer-term outcomes, highlighting where it is on track. These outcomes and actions are informed by the StriveTogether Theory of Action.



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FOR THE YEAR ENDED 31 AUGUST 2021**

| <b>FCP Theory of Change Intermediate Outcomes</b>  | <b>What FCP has done so far (informed by the StriveTogether Emerging Gateway actions)</b>   |
|--|---|
| Coalitions of diverse stakeholders are working together  | <p><b>A cross sector partnership is developing:</b></p> <ul style="list-style-type: none"> <li>● We have convened <b>42</b> individuals representing <b>19</b> institutions across <b>9</b> sectors</li> <li>● There is collective capacity to impact at least <b>4500</b> children &amp; young people across the cradle-to-career spectrum - <b>20%</b> of the total number of CYP in our three focus wards</li> <li>● <b>87.5%</b> of partners state they have got to know someone better since being involved in the partnership</li> <li>● Two working groups are up and running (Improving Mental Health &amp; Wellbeing and Improving Post-16 Options). Two further working groups have also recently been established focusing on the Early Years and SEND.</li> </ul> |
| FCP partners are aligning their goals and mobilising resources                                     | <p><b>We have defined a clear geographic scope:</b></p> <ul style="list-style-type: none"> <li>● The FCP Steering Group (SG) agreed to focus on <b>Feltham North, Feltham West and Hanworth Park</b> for now. This represents <b>22500</b> of CYPs 0 - 21.</li> </ul> <p><b>We have selected community-level outcomes:</b></p> <ul style="list-style-type: none"> <li>● FCP SG agreed to focus on improving mental health and well-being and developing post-16 options in our 3 focus wards - 2 working groups (WGs) have been formed</li> <li>● <b>95%</b> of partners have a deep understanding of the FCP, needed for aligning goals/resources</li> <li>● Two other WGs are forming focused on the Early Years and SEND.</li> </ul>                                       |
| Cross-sector leadership is developing  | <p><b>Through the working groups we are developing cross-sector action, led by key individuals:</b></p> <ul style="list-style-type: none"> <li>● Individuals from 9 sectors are involved in decision making</li> <li>● Within WGs there is continuous signposting to roles and initiatives across the system that can support the implementation of the project</li> <li>● We are introducing a Young Persons' Action Group to involve YP's decision-making</li> <li>● High level decision-makers are beginning to approach the FCP to work together (e.g. the leader of the Hounslow Mental Health Support Team, the NW London Kooth Engagement Lead and the dedicated ward officers for the area)</li> </ul>  |
| Working Group projects are mutually reinforcing each other and influencing behaviour in the system | <p><b>We are developing core indicators to be held accountable for improving across WGs:</b></p> <ul style="list-style-type: none"> <li>● WGs are involved in selecting indicators and are co-creating the theories of change</li> <li>● Action Plan activities mutually reinforce each other, as evidenced through the WGs theories of change and the potential benefits WG members can have from each other's resources, expertise and knowledge</li> <li>● The diverse range of WG members is helping one another to understand the system from different professional roles and perspectives</li> </ul>   |

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## THE REACH FOUNDATION

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### TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021

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|  |  |
|--|--|
| FCP partners are collecting, analysing and sharing a wide range of high quality information about how they are working in a more joined-up way | <b>We are developing a culture of evaluation &amp; learning across the Working Groups:</b> <ul style="list-style-type: none"><li>• We have developed an FCP Dashboard that includes relevant information about our borough and wards, local assets, and a list of indicators relevant to the project.</li><li>• From the feedback surveys, partners have reported having a clearer picture of what provision is available locally and where the gaps are</li></ul> |
|--|--|

#### Feltham Teacher Programme

The Foundation has supported the Reach Academy Trust's teacher training offer by offering a limited number of bursaries to support non-traditional trainees.

#### Oak National Academy

##### Introduction

Oak National Academy (Oak), incubated and supported by the Reach Foundation since 2020, is a free national teaching resource and online classroom set up in response to the COVID-19 pandemic. It hosts complete lessons for remote learning and flexible resources to use in the classroom. It has received generous support from both the Department for Education and the Mohn Westlake Foundation.

Oak began by creating 250 weekly lessons to keep the nation learning throughout the first lockdown. Then, over summer 2020, 500 fantastic teachers and partners (including many from Reach Academy) created 10,000 fully-sequenced online lessons, offering a full curriculum covering EYFS to Year 11. Alongside launching these in Oak's online classroom, in September 2020 Oak also introduced a Teacher Hub. This offers teachers flexibility inside and outside the classroom, with options to download the slides, worksheets, and quizzes for every lesson.

##### Disruption

Autumn term saw continuous disruption before widespread school closures returned in January 2021. Oak played a key part in supporting teachers' amazing remote education efforts during this time. Weekly classroom users rose to 2.5 million between January to March, with 934,000 learning with Oak on its 'peak' day (12th January). 208,000 teachers used Teacher Hub each week before schools fully 'reopened' to all pupils.

With access to libraries increasingly restricted, Oak also partnered with The National Literacy Trust to launch a Virtual School Library. This shared a new e-book each week, with authors such as Jacqueline Wilson and Konnie Huq helping to keep children reading.

Oak was also successful in campaigning for mobile networks to help close the digital divide by removing data costs and charges for those learning with Oak on mobile devices.

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### TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021

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#### Evolution of resources

Teachers have adapted their use of Oak's resources over the last year. As schools fully reopened, 30,000 teachers and over 150,000 pupils continued to access Oak each week. Research showed teachers switched to using Oak for:

- lesson planning (71% of teacher-users);
- teaching in class (60%);
- absent pupils (53%);
- cover lessons;
- homework and revision;
- Continuous Professional Development.

#### Extra support

Alongside its core work, Oak also collaborated with sector experts and the Department for Education (DfE) to launch 27 'lessons for ITT'. This series of videos were designed to support trainee teachers in observing and analysing lessons.

With attention turning to education recovery, resources for both summer schools and home summer learning were created.

#### Impact and evaluation

At the end of 2020/21 ImpactEd completed an evaluation of Oak's work. It found that:

- in total, pupils took part in over 110 million lessons over the year, with teachers downloading 885,000 resources and sharing 239,000 lesson links;
- Oak users had a statistically-significant higher well being score;
- 61% of teacher-users said Oak's resources saved valuable time;
- 92% were satisfied or very satisfied with the quality of the content;
- 72% said it improved their remote lesson delivery;
- 56% said it increased their confidence in curriculum design.

#### Acknowledgments

Oak National Academy has only been possible thanks to the hard work of hundreds of teachers and educators, with support from an incredible range of schools, businesses, charities, academy trusts, publishers, professional services, local government and technology companies.

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### **TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021**

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#### **c. Fundraising activities and income generation**

We have not undertaken any direct fundraising. Funding is derived from grants from Trusts and Foundations and our partnership with Save The Children.

#### **Financial review**

##### **a. Going concern**

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

##### **b. Reserves policy**

The Trustees consider the level of reserves on a regular basis and are satisfied these are sufficient as at 31 August 2021.

##### **c. Principal risks and uncertainties**

The Trustees have assessed the major risks to which the charity is exposed, in particular, those related to the operations and finances of the Charity and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

#### **Structure, governance and management**

##### **a. Constitution**

The Reach Foundation is registered as a charitable company limited by guarantee and was set up by a Trust deed.

##### **b. Methods of appointment or election of Trustees**

The management of the Charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

##### **c. Organisational structure and decision-making policies**

The Trustees met as a Board 5 times during the year. Changes in the Board are set out on page 1. During the year, the Board also established a set of Committees to provide more detailed challenge and support on key areas of the charity's programmatic delivery.

Ed Vainker is the Chief Executive Officer (CEO).

The Trustees have delegated the day-to-day management of the Reach Foundation to Ed Vainker and his leadership team.

The CEO attends the Board meetings. All Trustees give of their time freely and no Trustee remuneration was paid during the year.

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## THE REACH FOUNDATION

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### TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021

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#### **d. Policies adopted for the induction and training of Trustees**

New Trustees meet with the Chief Executive Officer and the Chair of the Foundation to discuss their role and responsibilities. As part of their on boarding process the Trustees receive a governance handbook and induction pack from the Clerk. This gives an opportunity to answer any questions and clarify the content of any written documentation circulated to the new trustee. The Chief Executive ensures trustees are kept up to date with any developments in law changes in conjunction with the clerk and this is achieved through briefings at the Board meetings and circulated written information.

#### **e. Pay policy for Key Management Personnel**

The Trustees consider the CEO and the Director of the Reach Children's Hub to represent the Executive team of The Reach Foundation.

Changes to the salary of senior members of staff take place after their annual Performance management reviews. It is determined by the Chair of Trustees in coordination with a committee of other Trustees.

#### **f. Related party relationships**

The Foundation has a Service Level agreement with the Reach Academy Trust in order to access human resources and services.

#### **Plans for future periods**

##### **Reach Children's Hub**

We continue to prioritise long-term sustainability, whilst ensuring we have sufficient capacity to meet the growing - and changing - needs of the community. Consequently, we have appointed the following roles to help drive our work forward in September:

- Health & Wellbeing Lead
- Feltham Futures Lead (Maternity Cover)
- Family Engagement Officer
- Associate Early Years Lecturer
- Reach Foundation Associate, with responsibility for Alumni (Reach On)

We will also begin training our first cohort of Parent Volunteers next term, who will be responsible for co-producing and facilitating interventions/groups.

##### **Feltham Convening Partnership**

We continue to track progress against the Strive Together benchmarks for the 'Emerging' gateway (see detailed table above) and have also integrated tools and training from the Tamarack Institute and Wasafiri Consulting, in order to further define the FCP approach to collective impact and systems change.

We have plans to appoint the following roles in 2022, in order to ensure the Planning Team has sufficient capacity:

- Data and Impact Adviser;
- Programmes and Communities Lead.

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**TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**Leadership Programmes**

Over the course of the next year, we will be recruiting a second cohort for the SW100 Head Teacher programme as well as developing an alumni offer. We are also exploring the potential to launch '100' programmes in other regions of the UK.

**Cradle to Career Partnerships**

Over the course of next year, we will seek to meet the growing interest from schools and recruit an additional cohort of schools to join the Cradle to Career partnership. We will also begin to share learning with local and national policymakers about the enablers and barriers to developing effective cradle to career models of support.

**Oak National Academy**

The DfE plans to establish a new national, independent curriculum body. They have asked the Reach Foundation that Oak be incorporated into this new body to build on the work it has done over the past two years supporting children around the country.

**Members' liability**


The Members of the Charity guarantee to contribute an amount not exceeding £1 to the assets of the Company in the event of winding up.

**Disclosure of information to auditor**

Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the Charity's auditor is unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Approved by order of the members of the Board of Trustees and signed on their behalf by:

  
.....  
**J McGoh**  
Trustee  
Date: 27 May 2022

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**THE REACH FOUNDATION**  
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**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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The Trustees (who are also the Directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity 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 Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the Members of the Board of Trustees and signed on its behalf by:



.....  
**J McGoh**  
Trustee

Date: 27 May 2022

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**THE REACH FOUNDATION**  
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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE REACH FOUNDATION**

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**Opinion**

We have audited the financial statements of The Reach Foundation (the 'Charity') for the year ended 31 August 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 August 2021 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 Charities Act 2011.

**Basis for opinion**

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

**Conclusions relating to going concern**

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

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

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



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**THE REACH FOUNDATION**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE REACH FOUNDATION (CONTINUED)**

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**Other information**

The other information comprises the information included in the Annual Report other than the financial statements and our Auditor's Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' Report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of Trustees**

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees (who are also the Directors of the Charity for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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**THE REACH FOUNDATION**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE REACH FOUNDATION (CONTINUED)**

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**Auditor's responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Obtaining an understanding of the legal and regulatory frameworks that the entity operates in, focusing on those laws and regulations that had a direct effect on the financial statements;
- Enquiry of management to identify any instances of known or suspected instances of fraud;
- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management about any instances of non-compliance with laws and regulations;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias;
- Reviewing minutes of meetings of those charged with governance; and
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditor's Report.

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**THE REACH FOUNDATION**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE REACH FOUNDATION (CONTINUED)**

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**Use of our report**

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the Charity's Trustees 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 its Members, as a body, for our audit work, for this report, or for the opinions we have formed.



**Rakesh Shaunak FCA**  
Statutory Auditor  
London, United Kingdom

Date: 27 May 2022

MHA MacIntyre Hudson are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

**THE REACH FOUNDATION**  
**(A Company Limited by Guarantee)**

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

|                                    | Note | Unrestricted<br>funds<br>2021<br>£ | Restricted<br>funds<br>2021<br>£ | Total<br>funds<br>2021<br>£ | Total<br>funds<br>2020<br>£ |
|------------------------------------|------|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| <b>Income from:</b>                |      |                                    |                                  |                             |                             |
| Charitable activities              | 3    | 1,385,067                          | 3,393,023                        | 4,778,090                   | 5,343,565                   |
| <b>Total income</b>                |      | <b>1,385,067</b>                   | <b>3,393,023</b>                 | <b>4,778,090</b>            | <b>5,343,565</b>            |
| <b>Expenditure on:</b>             |      |                                    |                                  |                             |                             |
| Charitable activities              | 5    | 2,094,713                          | 3,411,204                        | 5,505,917                   | 3,106,712                   |
| <b>Total expenditure</b>           |      | <b>2,094,713</b>                   | <b>3,411,204</b>                 | <b>5,505,917</b>            | <b>3,106,712</b>            |
| <b>Net (expenditure)/income</b>    |      | <b>(709,646)</b>                   | <b>(18,181)</b>                  | <b>(727,827)</b>            | <b>2,236,853</b>            |
| Transfers between funds            | 12   | 1,435,644                          | (1,435,644)                      | -                           | -                           |
| <b>Net movement in funds</b>       |      | <b>725,998</b>                     | <b>(1,453,825)</b>               | <b>(727,827)</b>            | <b>2,236,853</b>            |
| <b>Reconciliation of funds:</b>    |      |                                    |                                  |                             |                             |
| Total funds brought forward        |      | 796,856                            | 1,458,082                        | 2,254,938                   | 18,085                      |
| Net movement in funds              |      | 725,998                            | (1,453,825)                      | (727,827)                   | 2,236,853                   |
| <b>Total funds carried forward</b> |      | <b>1,522,854</b>                   | <b>4,257</b>                     | <b>1,527,111</b>            | <b>2,254,938</b>            |

The Statement of Financial Activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The notes on pages 21 to 32 form part of these financial statements.

**THE REACH FOUNDATION**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 06546261**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2021**

|  | Note | 2021<br>£        | 2020<br>£        |
|--|------|------------------|------------------|
| <b>Current assets</b>                          |      |                  |                  |
| Debtors  | 10   | 1,186,312        | 1,961,180        |
| Cash at bank and in hand                       |      | 765,344          | 1,783,814        |
|  |      | <u>1,951,656</u> | <u>3,744,994</u> |
| Creditors: amounts falling due within one year | 11   | (424,545)        | (1,490,056)      |
| <b>Net current assets</b>                      |      | <u>1,527,111</u> | <u>2,254,938</u> |
| <b>Total net assets</b>                        |      | <u>1,527,111</u> | <u>2,254,938</u> |
| <b>Charity funds</b>                           |      |                  |                  |
| Restricted funds                               | 12   | 4,257            | 1,458,082        |
| Unrestricted funds                             | 12   | 1,522,854        | 796,856          |
| <b>Total funds</b>                             |      | <u>1,527,111</u> | <u>2,254,938</u> |

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

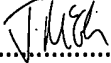
The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

However, an audit is required in accordance with section 144 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

  
 .....  
**J McGoh**  
 Trustee  
 Date: 27 May 2022

The notes on pages 21 to 32 form part of these financial statements.

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**THE REACH FOUNDATION**  
**(A Company Limited by Guarantee)**

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**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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|   | Note | 2021<br>£             | 2020<br>£               |
|---|------|-----------------------|-------------------------|
| <b>Cash flows from operating activities</b>             |      |                       |                         |
| Net cash used in operating activities                   | 14   | <u>(1,018,470)</u>    | <u>1,644,958</u>        |
| <b>Change in cash and cash equivalents in the year</b>  |      | <b>(1,018,470)</b>    | <b>1,644,958</b>        |
| Cash and cash equivalents at the beginning of the year  |      | <u>1,783,814</u>      | <u>138,856</u>          |
| <b>Cash and cash equivalents at the end of the year</b> | 15   | <u><u>765,344</u></u> | <u><u>1,783,814</u></u> |

The notes on pages 21 to 32 form part of these financial statements.

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**THE REACH FOUNDATION**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. General information**

The Reach Foundation is a charitable company limited by guarantee registered with the Charity Commission (Charity Registered Number: 1129683) and the Registrar of Companies (Company Registered Number: 06546261) in England and Wales.

The address of the registered office is given in the Group and Charity information on page 1 of these financial statements.

The nature of the Charity's operations and principal activities are detailed within the Trustees Report.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

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

The Reach Foundation 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.

The financial statements have been presented in Pounds Sterling, which is also the functional currency of the Charity and are rounded to the nearest pound.

**2.2 Going concern**

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Charity's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

**2.3 Income**

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

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**THE REACH FOUNDATION**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**2. Accounting policies (continued)**

**2.4 Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**2.5 Debtors**

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

**2.6 Cash at bank and in hand**

Cash at bank and 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.

**2.7 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

**2.8 Financial instruments**

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



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**THE REACH FOUNDATION**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**2. Accounting policies (continued)**

**2.9 Financial instruments**

The Charity does not have a material holding in complex financial instruments. The Charity only holds basic Financial Instruments. The financial assets and financial liabilities of the Charity are as follows:

Debtors – trade and other debtors (including accrued income) are basic financial instruments and are debt instruments measured at amortised cost as detailed in Note 10. Prepayments are not financial instruments.

Cash at bank – is classified as a basic financial instrument and is measured at face value.

Liabilities – trade creditors, accruals and other creditors will be classified as financial instruments, and are measured at amortised cost as detailed in Note 11. Taxation and social security are not included in the financial instruments disclosure. Deferred income is not deemed to be a financial liability, as in the cash settlement has already taken place and there is simply an obligation to deliver charitable services rather than cash or another financial instrument.

**2.10 Pensions**

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.

**2.11 Fund accounting**

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 donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

**THE REACH FOUNDATION**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**3. Income from charitable activities**

|                       | Unrestricted<br>funds<br>2021<br>£ | Restricted<br>funds<br>2021<br>£ | Total<br>funds<br>2021<br>£ |
|-----------------------|------------------------------------|----------------------------------|-----------------------------|
| Charitable activities | 1,385,067                          | 3,393,023                        | 4,778,090                   |

|                       | Unrestricted<br>funds<br>2020<br>£ | Restricted<br>funds<br>2020<br>£ | Total<br>funds<br>2020<br>£ |
|-----------------------|------------------------------------|----------------------------------|-----------------------------|
| Charitable activities | 965,135                            | 4,378,430                        | 5,343,565                   |

**4. Income from charitable activities - by type**

|                    | Unrestricted<br>funds<br>2021<br>£ | Restricted<br>funds<br>2021<br>£ | Total<br>funds<br>2021<br>£ |
|--------------------|------------------------------------|----------------------------------|-----------------------------|
| Grants             | 1,254,000                          | 3,393,023                        | 4,647,023                   |
| Consultancy income | 11,262                             | -                                | 11,262                      |
| Coaching courses   | 75,375                             | -                                | 75,375                      |
| Degree fees        | 44,430                             | -                                | 44,430                      |
|                    | <u>1,385,067</u>                   | <u>3,393,023</u>                 | <u>4,778,090</u>            |

|        | Unrestricted<br>funds<br>2020<br>£ | Restricted<br>funds<br>2020<br>£ | Total<br>funds<br>2020<br>£ |
|--------|------------------------------------|----------------------------------|-----------------------------|
| Grants | 965,135                            | 4,378,430                        | 5,343,565                   |

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**THE REACH FOUNDATION**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**5. Analysis of expenditure on charitable activities - by fund**

|                       | <b>Unrestricted<br/>funds<br/>2021<br/>£</b> | <b>Restricted<br/>funds<br/>2021<br/>£</b> | <b>Total<br/>funds<br/>2021<br/>£</b> |
|-----------------------|--|--|---------------------------------------|
| Charitable activities | <u>2,094,713</u>                             | <u>3,411,204</u>                           | <u>5,505,917</u>                      |

|                       | <b>Unrestricted<br/>funds<br/>2020<br/>£</b> | <b>Restricted<br/>funds<br/>2020<br/>£</b> | <b>Total<br/>funds<br/>2020<br/>£</b> |
|-----------------------|--|--|---------------------------------------|
| Charitable activities | <u>171,364</u>                               | <u>2,935,348</u>                           | <u>3,106,712</u>                      |

**THE REACH FOUNDATION**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**6. Analysis of expenditure on charitable activities - by type**

|                       | Activities<br>undertaken<br>directly<br>2021<br>£ | Support<br>costs<br>2021<br>£ | Total<br>funds<br>2021<br>£ |
|-----------------------|---|-------------------------------|-----------------------------|
| Charitable activities | 5,416,261   | 89,656                        | 5,505,917                   |

|                       | Activities<br>undertaken<br>directly<br>2020<br>£ | Support<br>costs<br>2020<br>£ | Total<br>funds<br>2020<br>£ |
|-----------------------|---|-------------------------------|-----------------------------|
| Charitable activities | 3,096,238   | 10,474                        | 3,106,712                   |

**Analysis of support costs**

|                                | Total<br>funds<br>2021<br>£ | Total<br>funds<br>2020<br>£ |
|--------------------------------|-----------------------------|-----------------------------|
| Office costs                   | 580                         | 156                         |
| Other support costs            | 73,734                      | 6,118                       |
| Governance costs               | 11,069                      | 4,200                       |
| Hotels, travel and subsistence | 4,273                       | -                           |
| <b>Total 2021</b>              | <b>89,656</b>               | <b>10,474</b>               |

Other support costs of £73,734 includes £37,416 which relates to Oak National Academy and £36,318 which relates to Reach Foundation.

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**THE REACH FOUNDATION**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**7. Auditor's remuneration**

|   | 2021<br>£  | 2020<br>£  |
|---|------------|------------|
| Fees payable to the Charity's auditor for the audit of the Charity's annual accounts              | 4,200      | 3,500      |
| Fees payable to the Charity's auditor in respect of:<br>All non-audit services not included above | <u>800</u> | <u>700</u> |

**8. Staff costs**

|                       | 2021<br>£        | 2020<br>£ |
|-----------------------|------------------|-----------|
| Wages and salaries    | 1,823,188        | -         |
| Social security costs | 190,768          | -         |
| Pension costs         | 210,358          | -         |
|                       | <u>2,224,314</u> | <u>-</u>  |

|           | 2021<br>No. | 2020<br>No. |
|-----------|-------------|-------------|
| Employees | 42          | -           |

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

|                                | 2021<br>No. | 2020<br>No. |
|--------------------------------|-------------|-------------|
| In the band £60,001 - £70,000  | 4           | -           |
| In the band £70,001 - £80,000  | 4           | -           |
| In the band £80,001 - £90,000  | 3           | -           |
| In the band £90,001 - £100,000 | 2           | -           |

Of the above, the following pertained to Oak National Academy:

|                        |
|------------------------|
| £60,001 - £70,000 - 4  |
| £70,001 - £80,000 - 2  |
| £80,001 - £90,000 - 2  |
| £90,001 - £100,000 - 2 |

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**THE REACH FOUNDATION**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**9. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2020 - £NIL).

During the year ended 31 August 2021, no Trustee expenses have been incurred (2020 - £NIL).

**10. Debtors**

|                                | 2021<br>£        | 2020<br>£        |
|--------------------------------|------------------|------------------|
| <b>Due within one year</b>     |                  |                  |
| Trade debtors                  | 275,933          | 143,352          |
| Other debtors                  | -                | 14,235           |
| Prepayments and accrued income | 910,379          | 1,803,593        |
|                                | <u>1,186,312</u> | <u>1,961,180</u> |

Of the above, the following pertained to Oak National Academy:

Prepayments and accrued income - £877,289

**11. Creditors: Amounts falling due within one year**

|                                    | 2021<br>£      | 2020<br>£        |
|------------------------------------|----------------|------------------|
| Trade creditors                    | 29,811         | 111,421          |
| Other taxation and social security | 64,463         | -                |
| Accruals and deferred income       | 330,271        | 1,378,635        |
|                                    | <u>424,545</u> | <u>1,490,056</u> |

Of the above, the following pertained to Oak National Academy:

Accruals and accrued income - £303,404

**THE REACH FOUNDATION**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**12. Statement of funds**

**Statement of funds - current year**

|   | Balance at 1<br>September<br>2020<br>£ | Income<br>£             | Expenditure<br>£          | Transfers<br>in/out<br>£ | Balance at<br>31 August<br>2021<br>£ |
|---|--|-------------------------|---------------------------|--------------------------|--------------------------------------|
| <b>Unrestricted funds</b>                 |  |                         |                           |                          |                                      |
| General funds                             | 796,856                                | 1,385,067               | (2,094,713)               | 1,435,644                | 1,522,854                            |
| <b>Restricted funds</b>                   |  |                         |                           |                          |                                      |
| Oak Academy - DfE                         | -                                      | 3,047,601               | (3,047,601)               | -                        | -                                    |
| Oak Academy - Mohn<br>Westlake Foundation | 1,435,644                              | -                       | -                         | (1,435,644)              | -                                    |
| Save the Children                         | 326                                    | 298,029                 | (298,355)                 | -                        | -                                    |
| Laureus Sports Foundation                 | 18,866                                 | -                       | (18,866)                  | -                        | -                                    |
| Heathrow Community                        | 3,246                                  | -                       | (3,246)                   | -                        | -                                    |
| Rank Foundation                           | -                                      | 25,400                  | (25,400)                  | -                        | -                                    |
| Other restricted funding                  | -                                      | 21,993                  | (17,736)                  | -                        | 4,257                                |
|   | <u>1,458,082</u>                       | <u>3,393,023</u>        | <u>(3,411,204)</u>        | <u>(1,435,644)</u>       | <u>4,257</u>                         |
| <b>Total of funds</b>                     | <u><u>2,254,938</u></u>                | <u><u>4,778,090</u></u> | <u><u>(5,505,917)</u></u> | <u><u>-</u></u>          | <u><u>1,527,111</u></u>              |

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

**Save The Children Funding:** the funding from Save the Children has funded the Early Learning Community, which seeks to improve outcomes in Feltham in the Early Years. The Feltham Early Learning Community is one of four that have been set up.

**DfE Funding - Oak Academy:** the funding from the DfE enabled Oak National Academy to be launched in April 2020 and has supported its work.

**Mohn Westlake funding - Oak Academy:** the grant from Mohn Westlake was to support the work of Oak National Academy from July 2020 for the next twelve months. During the year, it was decided that there are now no formal restrictions over the use of these funds and so a transfer has been made to move the brought forward to unrestricted funds.

**Laureus funding** - this funded early intervention activities for young people from the local community; engaging them in sports related activities to improve their physical and mental well-being and creating leadership opportunities.

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**12. Statement of funds (continued)**

**Statement of funds - prior year**

|  | Balance at<br>1 September<br>2019<br>£ | Income<br>£      | Expenditure<br>£   | Balance at<br>31 August<br>2020<br>£ |
|--|--|------------------|--------------------|--------------------------------------|
| <b>Unrestricted funds</b>              |  |                  |                    |                                      |
| General funds                          | 3,085                                  | 965,135          | (171,364)          | 796,856                              |
| <b>Restricted funds</b>                |  |                  |                    |                                      |
| Oak Academy - DfE                      | -                                      | 2,213,201        | (2,213,201)        | -                                    |
| Oak Academy - Mohn Westlake Foundation | -                                      | 1,800,000        | (364,356)          | 1,435,644                            |
| Save the Children                      | -                                      | 261,782          | (261,456)          | 326                                  |
| Laureus Sports Foundation              | -                                      | 30,000           | (11,134)           | 18,866                               |
| Mohn Westlake Foundation               | 15,000                                 | -                | (15,000)           | -                                    |
| Heathrow Community                     | -                                      | 9,756            | (6,510)            | 3,246                                |
| Rank Foundation                        | -                                      | 63,691           | (63,691)           | -                                    |
|  | 15,000                                 | 4,378,430        | (2,935,348)        | 1,458,082                            |
| <b>Total of funds</b>                  | <b>18,085</b>                          | <b>5,343,565</b> | <b>(3,106,712)</b> | <b>2,254,938</b>                     |

Further breakdown of the Oak Academy expenditure is as follows:

|                                      | 2021<br>£        | 2020<br>£        |
|--------------------------------------|------------------|------------------|
| Lesson development                   | 1,761,389        | 1,981,821        |
| Platform development                 | 499,935          | 263,789          |
| School support and sector engagement | 297,761          | 161,544          |
| IT and other costs                   | 119,682          | 94,027           |
| Professional costs                   | 110,563          | 76,376           |
|                                      | <b>2,789,330</b> | <b>2,577,557</b> |



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**13. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

|                               | Unrestricted<br>funds<br>2021<br>£ | Restricted<br>funds<br>2021<br>£ | Total<br>funds<br>2021<br>£ |
|-------------------------------|------------------------------------|----------------------------------|-----------------------------|
| Current assets                | 1,947,399                          | 4,257                            | 1,951,656                   |
| Creditors due within one year | (424,545)                          | -                                | (424,545)                   |
| <b>Total</b>                  | <u>1,522,854</u>                   | <u>4,257</u>                     | <u>1,527,111</u>            |

**Analysis of net assets between funds - prior year**

|                               | Unrestricted<br>funds<br>2020<br>£ | Restricted<br>funds<br>2020<br>£ | Total<br>funds<br>2020<br>£ |
|-------------------------------|------------------------------------|----------------------------------|-----------------------------|
| Current assets                | 917,013                            | 2,827,981                        | 3,744,994                   |
| Creditors due within one year | (120,157)                          | (1,369,899)                      | (1,490,056)                 |
| <b>Total</b>                  | <u>796,856</u>                     | <u>1,458,082</u>                 | <u>2,254,938</u>            |

**14. Reconciliation of net movement in funds to net cash flow from operating activities**

|  | 2021<br>£          | 2020<br>£        |
|--|--------------------|------------------|
| Net income/expenditure for the year (as per Statement of Financial Activities) | <u>(727,827)</u>   | <u>2,236,853</u> |
| <b>Adjustments for:</b>  |                    |                  |
| Decrease/(increase) in debtors   | 10                 | 774,868          |
| Increase in creditors  | 11                 | (1,065,511)      |
| <b>Net cash provided by/(used in) operating activities</b>                     | <u>(1,018,470)</u> | <u>1,644,958</u> |

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**15. Analysis of cash and cash equivalents**

|  | 2021<br>£      | 2020<br>£        |
|--|----------------|------------------|
| Cash in hand                           | 765,344        | 1,783,814        |
| <b>Total cash and cash equivalents</b> | <b>765,344</b> | <b>1,783,814</b> |

**16. Analysis of changes in net debt**

|                          | At 1<br>September<br>2020<br>£ | Cash flows<br>£    | At 31<br>August 2021<br>£ |
|--------------------------|--------------------------------|--------------------|---------------------------|
| Cash at bank and in hand | 1,783,814                      | (1,018,470)        | 765,344                   |
|                          | <b>1,783,814</b>               | <b>(1,018,470)</b> | <b>765,344</b>            |

**17. Pension commitments**

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the Charity to the fund and amounted to £210,358 (2020 - £NIL). Contributions of £24,024 (2020 - £NIL) were payable to the fund at the Balance Sheet date and are included in creditors.

**18. Related party transactions**

The Charity has a service level agreement with the Reach Academy Trust in order to access human resources and other services. During the year a total of £215,065 (2020 - £281,773) was recharged by Reach Academy Trust in respect of those services. None of this transfer relates to Oak National Academy operational costs for which the Charity retained no costs.