



ACTIVECHANGEFOUNDATION



ACTIVE CHANGE FOUNDATION ANNUAL REPORT 2015/2016

Charity No: 1125970



VISION

Our vision is a just and fair society that values young people and communities to enable them to live in a safe and peaceful world.

MISSION

To work with young people and communities to create opportunities to educate, inform and support.

VALUES

We treat everyone with respect, dignity, honesty and integrity.

We are dedicated to improving our communities and society.

We recognise and promote teamwork and collaboration.

We are committed to delivering innovative initiatives.

We have a passion to help our clients and will meet their specific needs through excellent service.

We promote accountability in order to continuously improve our performance.

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Message from the CEO

The ability and capacity of Active Change Foundation to deliver outstanding programmes and interventions in multiple areas within the UK and beyond is unquestionable. During 2015-2016 we have demonstrated that with the right amount of resources we can make real and sustainable changes within communities, especially for young people. Throughout our history we have led the way forward with our unique ability to understand our audiences and in particular understanding the nature of the problems that exist within communities. This understanding and expertise has given us the foresight with which we identify emerging needs and how to proactively address them. We know the changing nature of terrorism and recruitment requires often rapid change in tactics and strategy. Our ability to adapt to these rapid changes has afforded us huge success in our efforts to protect and prevent young men and women from radicalisation and terrorist recruitment.

With the increased challenges it was through our effective engagement & networking with young people, coupled with our determination and partnership network that allowed us to meet these challenges within the past year. Our approach to always encourage dialogue and conversations allowed us to shape the ideas and perceptions of our audiences. This resulted in conversations which served as the foundation to positively influence and change the direction of young impressionable minds.

This year has been a defining chapter in the history of the Active Change Foundation. We've reached young people and communities across the country through our ever expanding programmes. This allowed us to raise the issue of radicalisation and extremism in order to foster dialogue amongst diverse communities, enabling us to address the issues collectively.

As always, success and achievements cannot be attained without a great team of sincere and dedicated staff. It gives me great pleasure to conclude by thanking each and every member of our team, our volunteers and our supporters for all their hard work during the past year.



Hanif Qadir
Chief Executive Officer



Introduction

In 2015-16 the Active Change Foundation (ACF) excelled on a greater scale. It was a huge year for our organisation as our capability to deliver outstanding work remained consistent, but our capacity to deliver to an even wider audience rose massively.

Throughout the past year we have continued to challenge extremism at every level. We provided support to communities, individuals and most importantly, young people. We firmly believe investing in young people is the best way to fight extremism whilst building a better and brighter future for our communities. Should you find a moment of peace to sit and read our report, we'd like to share with you what we have done over the past year to improve and protect communities up and down the UK.

Never forgetting our roots, formed by the Qadir brothers and Mike Jervis' original vision; to bring about positive change in their community and further protect it from the insidious forces of radicalisation, gang and knife crime. Our outreach stretches across the borough of Waltham Forest, with young leaders and community activists in Tower Hamlets, Islington, Wandsworth, Slough, Crawley, Brighton, Birmingham and as far as Cardiff.

Our staff remain highly capable to deal with any community related issues, directly as a result of their personal experiences of street crime and the lures of extremism. Along with our multicultural staff, this enables us to truly understand the varying dynamics of community attitudes and beliefs that lead to conflict. Consequently, we continued to deliver unique, high-impact projects and programmes dealing with social, cultural and faith related issues within communities.

During 2015-2016 we delivered 9 Young Leaders Programmes, provided training to thousands of young people, supported numerous families across the country and provided training for a number of national and international institutions. At the heart of our youth engagement remains our youth centre, combined with the continuation of our outreach, leadership programmes and interventions, ACF is perfectly placed to deliver effective and real positive change in communities.

PREVENTING RADICALISATION & EXTREMISM

Preventing extremism in all its forms remains at the core of our work. We continued to challenge, educate and raise awareness of the many vulnerabilities, issues and events that can lead to radicalisation and extremism. Young people are the primary recipients of our work, as teaching them to safeguard themselves and their communities, is the key to creating a safer future.

Through our innovative and unique models, we were able to target the mind-set of vulnerable individuals; enabling us to then steer them onto a more positive path, away from extremism. Each model was specifically designed to challenge emerging, current and any relevant grievances that influence a vulnerable individual's mind-set. By remaining vigilant to these emerging issues and events we were best placed to identify critical factors and create effective interventions.

By facilitating training and experience to statutory sector partners we provided a vital role in tackling extremism and anti-social behaviour. Training delivered in schools, universities and local authorities served to empower young people and workers, provided them with motivation and the knowledge to identify and prevent extremism. Our training used a unique educational package which consisted of a workshop curriculum, modules and work plans created using findings from our own research and experience of countering radicalisation and extremism.

Our workshops and interventions were specifically designed to develop the mind through fostering critical thinking, encouraging hard-talk debates, providing theological guidance and diverting negative energy into a positive force for change.

Safe space debates facilitated by our Outreach and Engagement team allowed for more in-depth discussions to take place around the type of issues that develop into serious grievances if left to fester. This further translated the outcomes of the debates into relevant language that was used to engage and assist young people at a deeper level. Specialist cases, which included working with very high risk individuals, added to our invaluable experience, furthering our expertise in the field of preventing radicalisation and extremism.

Fightback Declaration

#FightBackStartsHere was a campaign created to challenge propaganda online. Along side other organisations, we attended the launch event in London, showing unity in the fight against radicalisation and extremism.



Interventions

Part of our strategic aim for 2015-16 strategy was to improve our value chain. This was to increase the numbers of members, their voice, the number of partners in the UK, financial reserves and the number of beneficiaries.

At a strategic level, the main focus was to increase the beneficiaries' voice in shaping the service, particularly the area of strategy development. In this regard we increased our use of volunteers and interns with a view to develop innovative approaches to research; applying active research approaches, injecting new perspectives and refreshing training products.

At an operational level the focus was to improve the quality of partnerships and the sustainability of positive outcomes to our beneficiaries. Beneficiaries may have been in the grasp of a recruiter: someone who seeks to groom them into participation of (a) acts of extremist and or (b) criminal gang activity or (c) sexual exploitation.

Case Study 1

A mother approached us because her son had run away. We contacted the police to establish lines of communication, prior to deploying our outreach and engagement team. Information from young people led us to believe that the boy was in a gang and owed money for the use of drugs. To avoid violence coming to his home he escaped to a drug den. We received information from partners in another borough and picked up the boy. He returned back to his family. Utilising community intermediaries, we negotiated an agreement on behalf of the young person to secure his safety and free movement. The young person was then enrolled into a drug rehabilitation program.

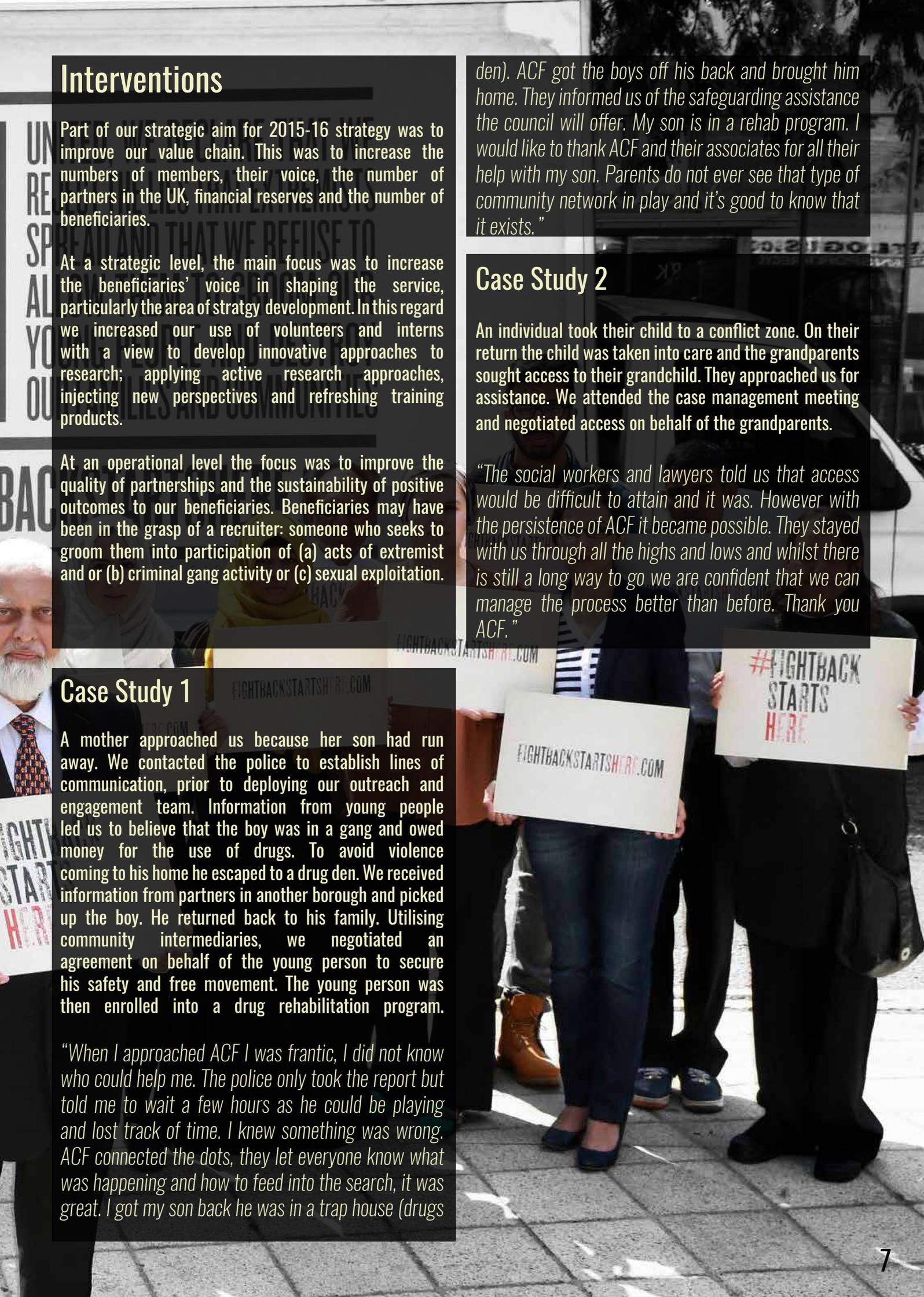
"When I approached ACF I was frantic, I did not know who could help me. The police only took the report but told me to wait a few hours as he could be playing and lost track of time. I knew something was wrong. ACF connected the dots, they let everyone know what was happening and how to feed into the search, it was great. I got my son back he was in a trap house (drugs

den). ACF got the boys off his back and brought him home. They informed us of the safeguarding assistance the council will offer. My son is in a rehab program. I would like to thank ACF and their associates for all their help with my son. Parents do not ever see that type of community network in play and it's good to know that it exists."

Case Study 2

An individual took their child to a conflict zone. On their return the child was taken into care and the grandparents sought access to their grandchild. They approached us for assistance. We attended the case management meeting and negotiated access on behalf of the grandparents.

"The social workers and lawyers told us that access would be difficult to attain and it was. However with the persistence of ACF it became possible. They stayed with us through all the highs and lows and whilst there is still a long way to go we are confident that we can manage the process better than before. Thank you ACF."





EMPOWERING OUR YOUTH

Youth Centre

Ever present at the heart of our organisation, the youth centre is barely recognisable from how it looked in 2003 but it remains a safe place where young people can grow, learn and relax as individuals. With 2626 members, the youth centre remains dynamic and a vibrant hub of activity.

A variety of games are available at the youth centre, such as pool, table tennis and PS4. This enabled members to easily socialise with other young people in their community, breaking down social barriers and stereotypes in the process. Through providing a relaxed and safe environment, members of the centre were able to have open discussions with our trained staff to establish on-going dialogues. This engagement allowed our staff to provide mentoring sessions to identify any issues and provide the necessary support.

2626
YOUTH
CENTRE
MEMBERS

By providing our service to young people, for free, we continued to help young people turn their backs on extremism as well as gang and street lifestyles. We are proud to say that our youth centre remains a place where young people of different backgrounds and faiths come together to promote understanding and realise their potential.

Workshops

Workshops provided an essential part of our youth centre engagement by creating a high intensity learning environment, which allowed members and young people to take on information quickly.

Our trained staff delivered 20 workshops over the past year. To maximise the effectiveness of each workshop, the content was tailored specifically to the attendees. Providing tailored sessions allowed young people to actively engage in discussions and be more invested in challenging the issues.

These workshops centred around three key themes:

Challenging Radicalisation & Extremism

The main aim of these workshops was to raise awareness of the dangers of extremism, especially targeting young people. This included the process of radicalisation, extremist ideologies and various recruitment techniques. The skills learned from these workshops are essential for young people to safeguard themselves against the lures of radicalisation. This served as a safe space, enabling young people to share their frustrations and grievances openly in a controlled environment, without feeling targeted.

Challenging Gang & Knife Crime

These workshops allowed us to raise an awareness of the devastating effect of gang and knife crime on individuals, their families and the community. By sharing the personal experience of facilitators, these workshops served as a deterrent for young people on the brink of joining gangs.

Personal Development

The main aim of these workshops was to focus on the development of the individual. Focussing on areas such as education, confidence, self-esteem, self-presentation and encouraging critical thinking.

At the end of each workshop a Q&A session was held which allowed young people to clarify the content covered and make valuable contributions. This also developed a two-way dialogue between the facilitators and young people.



‘Call of Duty’

This series of workshops used online gaming to help build dialogues. Through voice chats in online lobbies, young people read out poems and rapped creating a positive atmosphere in an often negative space. As a result, young people engaged with users online, built dialogues and shared contacts so they could continue to create less intimidating or confrontational lobbies in the future.



MyBnk Training

In our efforts to encourage young people to participate in positive activities we partnered with MyBnk to deliver entrepreneurship training to 10 young people. This training consisted of 5 workshops and culminated in a day spent at Wood Street Market in Walthamstow for the young people to sell their products. This training provided these young people with the skills and knowledge required to start their own businesses in the future.



Competitions

Pool

Pool is entrenched in the history of the Active Change Foundation and remains one of the more popular activities. Pool competitions were held for members of our youth centre to break down the barriers that exists between different postcodes. This relaxed environment allowed our members to develop a mutual understanding of one-another.



Table Tennis

Table tennis is one of the growing activities of the youth centre, with over 100 young people using the facility on a weekly basis. Over the past year we've held monthly table tennis tournaments as the quality of our players has steadily improved.

With 36 young people taking part in trials and tournaments in the last 12 months, these events allowed different groups in our youth centre to interact and learn about different ethnic, religious and cultural backgrounds. This has resulted in one of our members winning a bronze medal in the over-18s category at the Jack Petchey Youth Table Tennis Competition.



FIFA

FIFA tournaments continued to be one of the highlights in the youth centre calendar. Members of all ages had the opportunity to practice and hone their skills in the youth centre before tournaments. The biggest advantage to holding these tournaments was it gave every single member the chance to participate as there are few age related or physical advantages

Through a series of knockout matches, one overall winner was decided, from 51 young people that entered.





OUTREACH & ENGAGEMENT

Our Outreach Programme is now in its seventh year. The primary goal remains the same; to engage as many young people and community members as we can, providing them with support, mentoring and a safe space. Our team engaged 7,604 people this year.

Reputation

Through our team's diverse background, experience and culture we have the capability to connect with a huge range of young people. Every member of the outreach team is also part of the community they engage with. This gives them an understanding of the community that no other team could possibly have, enabling them to access the hardest-to-reach individuals, and those who needed help the most.

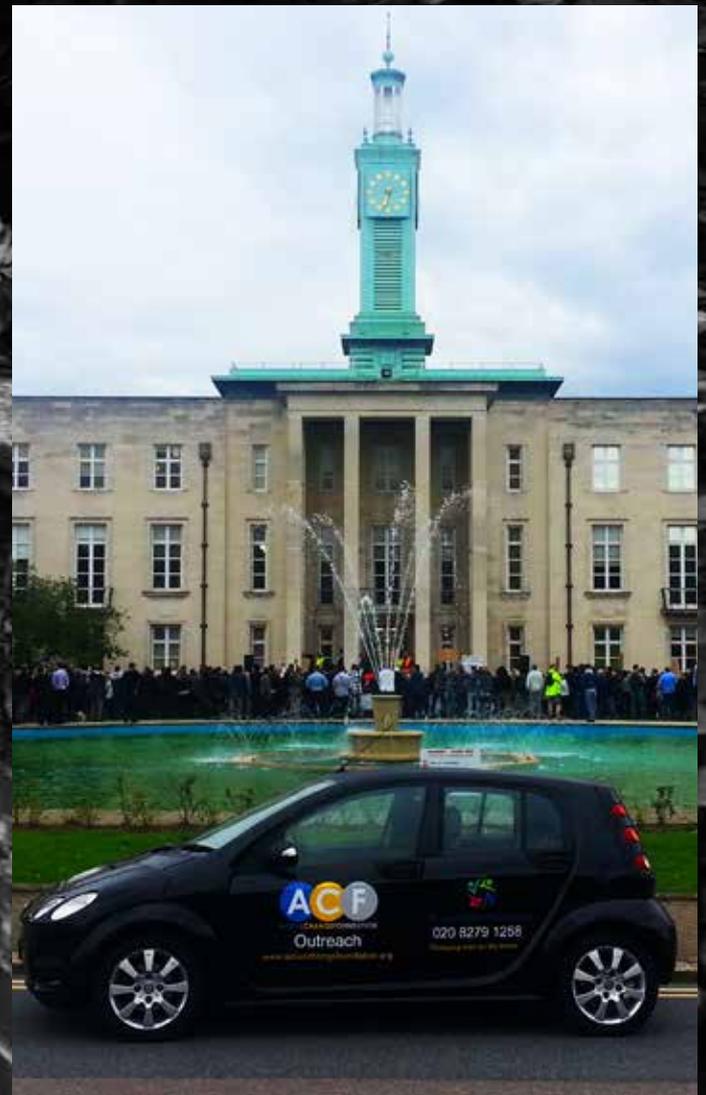
Over the past year we've deployed outreach patrols 5 days-a-week in Waltham Forest, with a team consisting of volunteer community members and our outreach and engagement staff. Every young person our team engaged with then had the chance to come down to our youth centre, where they received mentoring and personal development support. They were also encouraged to socialise in a safe environment and meet other young people in our centre.

Outreach wasn't restricted to engaging young people, as our team have made some great business and community connections, and most of the team were noticed nearly everywhere they went around Waltham Forest. Another of the team's responsibilities was to distribute the NewGen magazine to local businesses and schools, with over 6,000 copies of the magazine being distributed in Waltham Forest over the past year.

Outreach Vehicles

In our efforts to sustain our outreach and engagement in the most environmentally friendly way across London and the UK, we invested in two Smart Cars.

As our reach grew, our vehicles allowed our team to maintain a high level of engagement with communities further away from our youth centre. Through this extended reach and increased mobility, our team continued to safeguard communities and protect young people around London and the UK.





YOUNG LEADERS PROGRAMME

Launched in 2011, our Young Leaders Programme (YLP) has rapidly developed, grown and gained the reputation of being a leading youth leadership programme across the UK. It is now our flagship programme, with over 415 highly capable graduates. Due to demand we managed to increase our delivery from two programmes in 2014-15 to nine programmes this year. Not only was this a huge challenge for our organisation, but it became one of our biggest successes.

254 young people graduated from this year's Young Leaders Programme. That's 254 community leaders, ready to actively participate in improving, protecting and safeguarding their communities from all forms of extremism. These young leaders are more knowledgeable of the threats of radicalisation and extremism. They enhanced their critical thinking skills, conflict resolution and crisis management skills and developed an excellent understanding of the importance of personal development. Many are now pursuing further education through university or A-Levels to broaden their horizons.

Young people are the primary source of creating positive change for the future, yet there is nowhere near enough investment in that future. For us, investing in young people is everything, and the more young people we can reach, the more we can enable them to create positive change in their communities. Furthermore, young people are becoming increasingly disenfranchised in our system, national and international politics; they see injustice all around them, yet feel they have no power to change that fact. This is a very dangerous environment for young people to grow up in, and one that allows extremism to infect.

It is our duty to show young people that they can achieve positive change, challenge injustice and protect their communities without the use of violence. Through workshops on understanding radicalisation and extremism, counter narratives, leadership, self-expression, public speaking and personal development, we have created a unique approach to simultaneously fostering community cohesion and civic participation whilst building resilience towards radicalisation and extremism.

Held in nine different areas in England and Wales, this year's YLP was definitely the biggest challenge ACF has ever taken on. Programmes took place in Birmingham, Brighton, Cardiff, Crawley, Islington, Slough, Tower Hamlets, Waltham Forest and Wandsworth – each group having a very different dynamic.

Throughout the 6-month programme, young people took part in 11 workshops, gained vital skills and tools to help safeguard themselves and those around them from extremism. All young people also had one-to-one mentoring as well as someone to talk to about anything on their minds. This assisted our young leaders in identifying what they wanted to change in their world, to make it a better place. This led to the development of the personal cause, one of the most important aspects of our programme. Through these causes, our young leaders were empowered to not only discuss the positive change but also enact upon it; using what they had learned throughout the programme. Our young leaders also spearheaded our Rise Strong campaign, using their personal causes to empower others to create positive change.



Residential Leadership Conferences

The Residential Leadership Conference has always been the highlight of the YLP. To accommodate all 254 young leaders at this year's Residential Leadership Conference, we held three conferences over three consecutive weeks. A central venue was needed which resulted in the University of Bedfordshire being selected. We had the pleasure of using their new lecturing facilities, providing an excellent platform to deliver one of the most important stages of the programme.

Day one consisted of lectures on politics and civic participation, with local MPs, councillors and experienced professionals all delivering talks. Day two was more activity focussed, as the young leaders took part in our specially designed scenario-based exercises: Operation X and GTR (Global Threat Response). Day three concluded with an Emotional Logic session delivered by the Emotional Logic Centre as well as a special session with Sally and Michael Evans, who were featured in the BAFTA award winning documentary 'My son, the Jihadi'. Through an emotional Q&A, the young leaders understood the realities behind extremism and the impact it has on families that are left behind.

Each residential consisted of three cohorts of young leaders from the nine areas. While the sheer scale was challenging, watching our young people develop so quickly, in such a short space of time, was rewarding. During the residential leadership conference the transition from young person to young leader was evident, reminding us of the importance of the work that we do.



Graduation Ceremony

This year saw our largest graduation ceremony with the combined nine programmes graduating at the same time. The Grand Connaught Rooms in London's famous Covent Garden was the venue for all 254 young leaders and their guests. Everyone was treated to a rousing celebration of the young leaders' achievements and a three-course dinner.

Each young leader who graduated that night was a source of inspiration for us, and their hard work will inspire us to continue to expand and improve our Young Leaders Programme.



Featured Causes

In partnership with Twitter, 12 of the most far-reaching, impactful campaigns were selected to present their personal cause campaign to a panel of judges. All presentations were professionally delivered and judged according to merit, groundwork and effort invested into making their campaigns a success. Five winners were selected who each received Twitter funding to continue promoting their campaigns.



[@click_safety](#)
[@TheHHSS](#)
[@microaggression](#)
[@ModestMovement_](#)



HHSS

YLP Alumni

The YLP Alumni network has provided each young leader with continued support and opportunities which included participating in a debate with US President Obama, documentaries at the US Embassy, attending TEDxTeen at the O2 Arena and the rehearsal for Trooping the Colour.



Cardiff Young Leaders



Slough Young Leaders



Brighton Young Leaders



Wandsworth Young Leaders



Tower Hamlets Young Leaders



Crawley Young Leaders



Birmingham Young Leaders



Waltham Forest Young Leaders



Islington Young Leaders



ACF ONLINE

#MessageToISIS

Radicalisation online is increasingly becoming a social phenomenon. While many online platforms are unsure on how to tackle the issue, we created a campaign to directly challenge ISIS narratives. Millions of people get behind #Hashtag campaigns, including ISIS and other extremist groups. #MessageToISIS enabled people to jump onto these trends and directly counter extremism, allowing us to effectively operate in the same space as recruiters and extremists.



RISESTRONG

After witnessing the resurgence of our #NotInMyName campaign, it was clear there was a hunger, especially among young people, to challenge the injustices seen in our society; a positive revolution of change. #RISESTRONG was a campaign created to help realise this positive change through celebrating and empowering those who were actively improving their communities. This campaign became a catalyst and motivated more people to stand up and improve their communities.

The #RISESTRONG campaign reached 29,400 people since it was launched on social media, with 35 community change campaigns following the #RISESTRONG movement. These 35 campaigns have a total of over 9,000 followers, each one creating even further reach outside of the #RISESTRONG hub.

Extremism, homelessness, drug abuse, Islamophobia, legal highs and racism were some of the injustices that the campaigns sought to challenge. This sort of positive exposure is crucial to turning social media into a positive space to challenge injustice and promote positive change.



7.2 Million Impressions

The overwhelming success of our #NotInMyName campaign is a marker for what we can achieve, as it directly challenged ISIS in a space where they believed they were untouchable and allows us to share our message with a worldwide audience.

Social Media Presence

Social media provides us with a platform for long-term engagement, especially for those who were unable to participate directly in our projects and programmes.

Engaging young people online is essential and our online presence has only seen further growth this year. With our verified Twitter profile, we now have over 31,400 followers. Over the past 12 months we averaged 604,000 impressions per month on Twitter alone, with our highest month peaking at over 2.7 million.

Our Facebook page had 7,372 likes and reached over 900,000 users. Through Facebook, Twitter and YouTube combined, we reached over 8,000,000 people. With new and emerging platforms coming through, we hope to only further our reach online.





We are not Gen X or Gen Y.

**We are the generation that will revolutionise
the way we live our lives.**

**There's more behind our hoodies, makeup and music,
and we don't just live online.**

**We are the revolution that will change the future, inspire
positive outcomes and re-establish our shared values,
The revolution that will create a future we all value,
A future we will all be proud of.**

**A future without Racism,
Intolerance,
Sexism,
Extremism,**

**A future with Solidarity,
Tolerance,
Respect,
Opportunity,
New Beginnings,**

A future with GREATNESS.

**A future where we support each other,
And look out for one another.**

We are the revolution of change.

**We will RISE STRONG,
Will you?**



COMMUNITY & ADVOCACY

Community Street Party

We held our second annual Community Street Party on the 2nd of August 2015. Organised by our staff, volunteers and community members, the street party provided a warm and friendly environment for community members from varying ethnic, cultural and faith backgrounds to come together and strengthen community ties.

By inviting families and community members from all over Waltham Forest, social barriers between communities were broken down as community members got to know each other better. It also allowed their children to take part in the various attractions available at the street party, fostering community spirit as they made friends with young people from right across the borough.

In the long term, breaking down these social barriers allows communities within Waltham Forest to unite and collectively tackle social issues and safeguard their communities. It also allowed us to display the services we offer to assist locals in improving and protecting the community.

All the activities and rides were provided to local residents and community members for free, with over 500 guests of all ages filling Northumberland Road. We'd also like to take this chance to thank the generous donors who supplied all of the food for the street party, for free, and all of the volunteers who help make the street party possible every year.



→ 500+
COMMUNITY MEMBERS ATTENDED

Street Party Donors:

- Akbar Halal Meat & Fish
- Dial Halal Meat
- Capital Fruit Market
- Junction Market
- E10 Food and Wine
- Tesco Express (Lea Bridge Road)
- Sports Direct (Walthamstow)
- Mr. Mashtaq
- I Shine Ltd.
- Empire Cinema
- Mosh Barbers
- Quality Halal Meat / Al Madina Meat
- Nando's (Walthamstow)
- Boots (Poplar)
- Lahore Express
- Prime Cars
- Ali Motors
- Harris Homes Ltd.
- Fastlane Telecom
- IWorkshops Ltd.

Thank You!



Community Iftar

Our annual Community Iftar was held on the 24th July and allowed members of the community, regardless of faith, to celebrate the month of Ramadan. Held in our youth centre, the Community Iftar was open to anyone who wanted to stop by. For our Muslim members, it was a chance to celebrate their faith, and provided a great opportunity for non-Muslims community members to gain a greater insight into the faith of Islam. Regardless of faith, it provided a welcoming and friendly atmosphere for people to share a meal together and break down barriers.



Police in the Community

In March we held our annual pool competition with the police. This event was open to members of our youth centre including the wider community. This annual event served as the basis for us to educate the community on their rights and responsibilities when it comes to local policing. It further created an opportunity for the police to better understand the communities they serve and to connect with young people in a relaxed and positive environment. 50 people attended this event which consisted of round robin knockout matches followed by a Stop and Search demonstration. This led to discussions on local policing, grievances and how to work together to create a safer community.

US Ambassador Visits ACF

We were delighted to welcome the US Ambassador to the United Kingdom, Matthew Barzun to our organisation in August. This event was open to the community and was attended by 44 people. The US Ambassador engaged the audience on the role of the US in global politics and issues affecting minority groups. It created a dialogue to dispel myths and conspiracies but also allowed the community to legitimately ask a senior member of the US government hard hitting questions they felt aggrieved about.

Advocacy

Being based in the heart of Waltham Forest, our open door policy allowed us to assist members of the community with a wide range of issues which included housing, benefits and employment issues. We assisted 33 individuals and families during the last year. The support services offered by our organisation enabled members of the community to access local services that they otherwise would have been unable to. Our staff remained dedicated to achieving fair and practical solutions for individuals and families.

Testimonial 1:

One of our community members came in to our drop in centre after an incident had occurred whilst she was driving. Her car was hit by another driver, and she did not understand all the documentation relating to her insurance. Our team helped her understand the documentation and what she could do to get her car up and running, and make a fair claim. This was especially important as she has her children to care for and needs her car for work.

"I'm very happy. I've come here for the last 5-6 years with almost any problem and ACF always helps to resolve them. I always come to ACF when I need help with understanding anything and they are always looking out for people like me in the community."

Testimonial 2:

"Whenever I come to ACF, the people that assist me are very helpful and friendly. I am hard of hearing so ACF helps me when I need to speak to someone over the phone, as I often can't understand. I always turn to ACF for help, they've helped me book a hospital appointment and had one of their staff come with me to help with my PIP claim appointment. Even if it is something small ACF is always there to help."





P.E.A.R.L.S.
POSITIVELY EMPOWERING AND
REACHING LIMITLESS STRENGTHS

P.E.A.R.L.S.

Pearls is our female initiative aimed at engaging females, young and old, to become actively involved in improving communities and conditions for females.

Coffee Mornings

Our monthly coffee mornings remained a regular feature for engaging women in the community. These relaxed mornings created a friendly environment, helping women from different backgrounds to identify a common thread, through talking and sharing ideas.

These meetings provided a non-intrusive environment for local women to meet others, broaden their support network and seek assistance with issues related to family, health and financial advice. For many women it provided a much needed opportunity to make time for themselves and cope with daily life stress.

Summer Programme for Young Females

To encourage girls to become more involved in activities and projects, we once again designed a summer programme for young females. The six-week programme included workshops, activities and sole access to the youth centre for one day per week. This meant females could discuss critical issues related to them ranging from confidence and self-esteem to tackling more pertinent issues such as those related to body image, bullying and female genital mutilation.



Birmingham Outreach & Engagement

As a result of the effectiveness of our engagement and centre based activities in London, we were able to secure funding that allowed us to deliver these services in Birmingham. Entering a new city provided an exciting challenge to our organisation and filled everyone with optimism at extending these services beyond London.

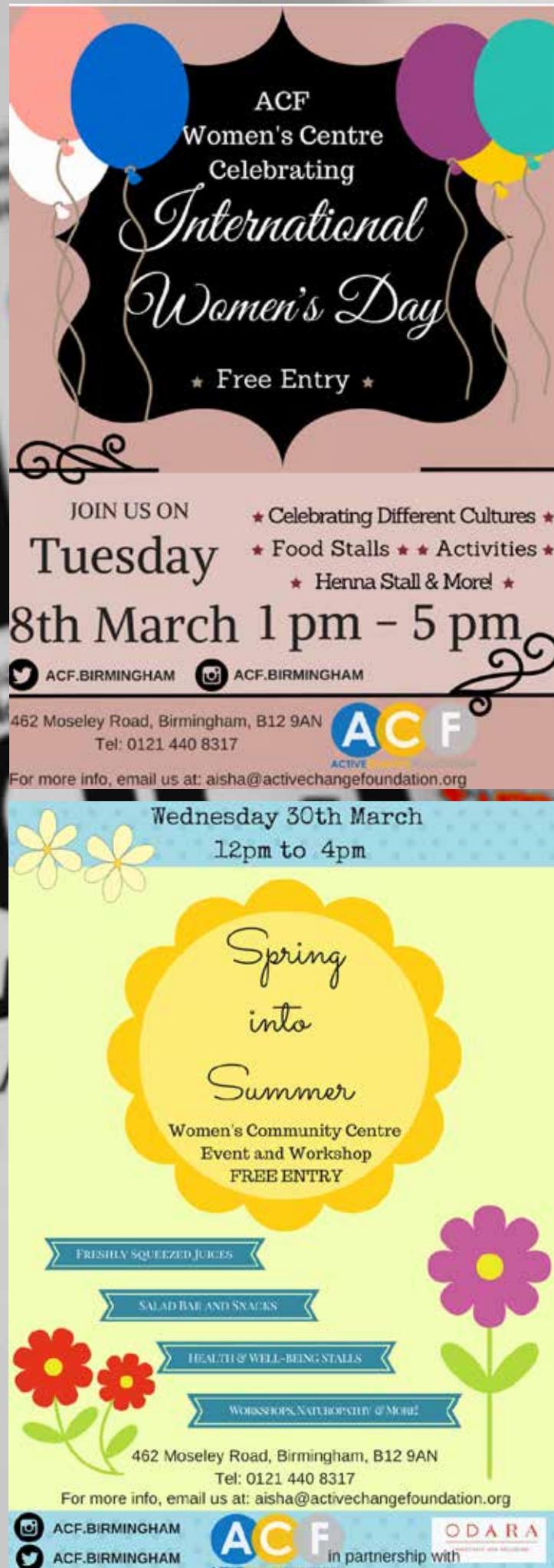
Female Outreach & Engagement

Our outreach and engagement in Birmingham was characterised by institutional visits and outreach to informal networks of females. From experience, we know that due to responsibilities, females are limited in their mobility which can lead to them missing out on opportunities. With our outreach and engagement staff, we were able to reach those females who would otherwise not have been able to access information and received the support that was available. It also allowed our staff to support females who were vulnerable to radicalisation and extremism, domestic and emotional wellbeing issues.

Female Centre

Our Birmingham Female Centre was a designated venue for females to engage with our staff, meet other females from the area and educate themselves on a number of topical issues. It also served to develop a support base and network for females that may have had limited resources and opportunities to access information.

During this period 19 workshops and community events were held which discussed and debated the issues of radicalisation and extremism, domestic violence, confidence and self-esteem, theology and internet safety. This was coupled with workshops aimed at tackling body image issues and improving physical and mental wellbeing. We reached 701 females through our outreach and engagement, workshops and community events.



ACF
Women's Centre
Celebrating
International Women's Day
★ Free Entry ★

JOIN US ON
Tuesday
8th March 1 pm - 5 pm

- ★ Celebrating Different Cultures ★
- ★ Food Stalls ★ ★ Activities ★
- ★ Henna Stall & More! ★

ACF.BIRMINGHAM ACF.BIRMINGHAM

462 Moseley Road, Birmingham, B12 9AN
Tel: 0121 440 8317
For more info, email us at: aisha@activechange.foundation.org

Wednesday 30th March
12pm to 4pm

Spring
into
Summer
Women's Community Centre
Event and Workshop
FREE ENTRY

- FRESHLY SQUEEZED JUICES
- SALAD BAR AND SNACKS
- HEALTH & WELL-BEING STALLS
- WORKSHOPS, NATUROPATHY & MORE!

462 Moseley Road, Birmingham, B12 9AN
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ACF.BIRMINGHAM ACF.BIRMINGHAM

ACF ACTIVE CHANGE FOUNDATION in partnership with ODARA

NEWGEN

NewGen continued to provide youth oriented content. 500 copies per month were distributed to local community centres, businesses and schools around Waltham Forest and was also made available online to national and international communities.

NewGen provided a platform for the dissemination of information sharing and ideas which is essential to building counter narratives. This was used directly by our members to counter radicalisation. Content for NewGen magazine was provided by youth centre members and young leaders which allowed them to make their voices heard on issues they felt passionate about.



6000

Magazines distributed





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HEALTHY LIVING

Football

One of, if not the biggest sport in the world; football is a great way to maintain the 'healthy body, healthy mind' attitude and challenge stereotypes in the process. With weekly training sessions organised through our youth centre, we had 1632 young people attend the weekly sessions held.

Regular sport is great for maintaining a healthy lifestyle, but football also provides something more. The fundamental principles of football demand respect, teamwork and collaboration within a competitive environment. Bonding occurs quickly and any form of prejudice is lost almost instantly, therefore provided an excellent platform for continued engagement.

Life lessons learned on the pitch are then transferred to everyday life which improved social, family and working lives.

The team also had great success in local competitions, with both the over-18s and the 14s-16s teams finishing third in a Sportivate football tournament.



Cricket

As an emerging activity among our users, cricket continued to draw support from many of our refugee communities. We held weekly training sessions during the summer which culminated in our cricket team entering local tournaments. Mutual understanding was built across the team, as they worked together in identifying the best role for each player in the squad.

For those who don't enjoy football, or couldn't compete at such a high intensity level, cricket was another way for young people to learn life lessons through a sport they enjoy.



Gym Training Sessions

Through our partnership with Badr Fitness, we were able to continue to offer gym sessions to our youth centre members. Regular fitness and training sessions are essential to maintaining a healthy body and mind, however due to the high cost of gym memberships, it can become very difficult for young people to access gyms.

Thanks to our partnership, we were able to offer free tailored sessions to different groups of young people including nutritional advice. We also found that the discipline, especially around those weight training, improved the attitude of young people outside of the gym. The routine and discipline involved in training properly led to young people being more relaxed, sociable and calm in the youth centre, again showing the lessons learned through sport can be taken away as life lessons.

Train 4 Life Project

Young people were identified through our staff and offered access to a 12 week fitness programme which provided personalised one to one health and fitness training sessions for individuals to become healthier and overcome issues related to obesity.



Boxing

In our quest to remain true to the spirit of East London, in partnership with Badr Fitness, we invested in a boxing facility for our members. This included a full size boxing ring, punch bags and sparring equipment. Boxing allowed us to engage with young men and women who were interested in taking up the sport and wanted to improve their physical fitness. This provided us the opportunity to challenge radicalisation and extremism in a space that for many years was a recruiting ground for extremists.



TRAINING



With over a decade's experience in the field, we have been able to deliver a number of bespoke training courses for educational institutions, local authorities, police services and international delegations. Our practitioners have a unrivaled understanding of radicalisation techniques and extremism. We were therefore able to provide in-depth training to those in need of a greater understanding of the threat of extremism to their staff and users.

Due to our expertise and international reputation we've hosted delegations from Sweden, USA, Nigeria, Bahrain, Norway, and Belgium in the past year. These delegations provided a platform to share and adapt current processes, and learn about the many approaches to preventing extremism from around the world.

Our expertise was also shared at conferences which included Academy Shows and Inside Government Forums in London and Birmingham, DCLG Events and at the European Parliament.

Feedback:

“Mike has definitely made me think. He has taken the fear factor out of being the Prevent contact”

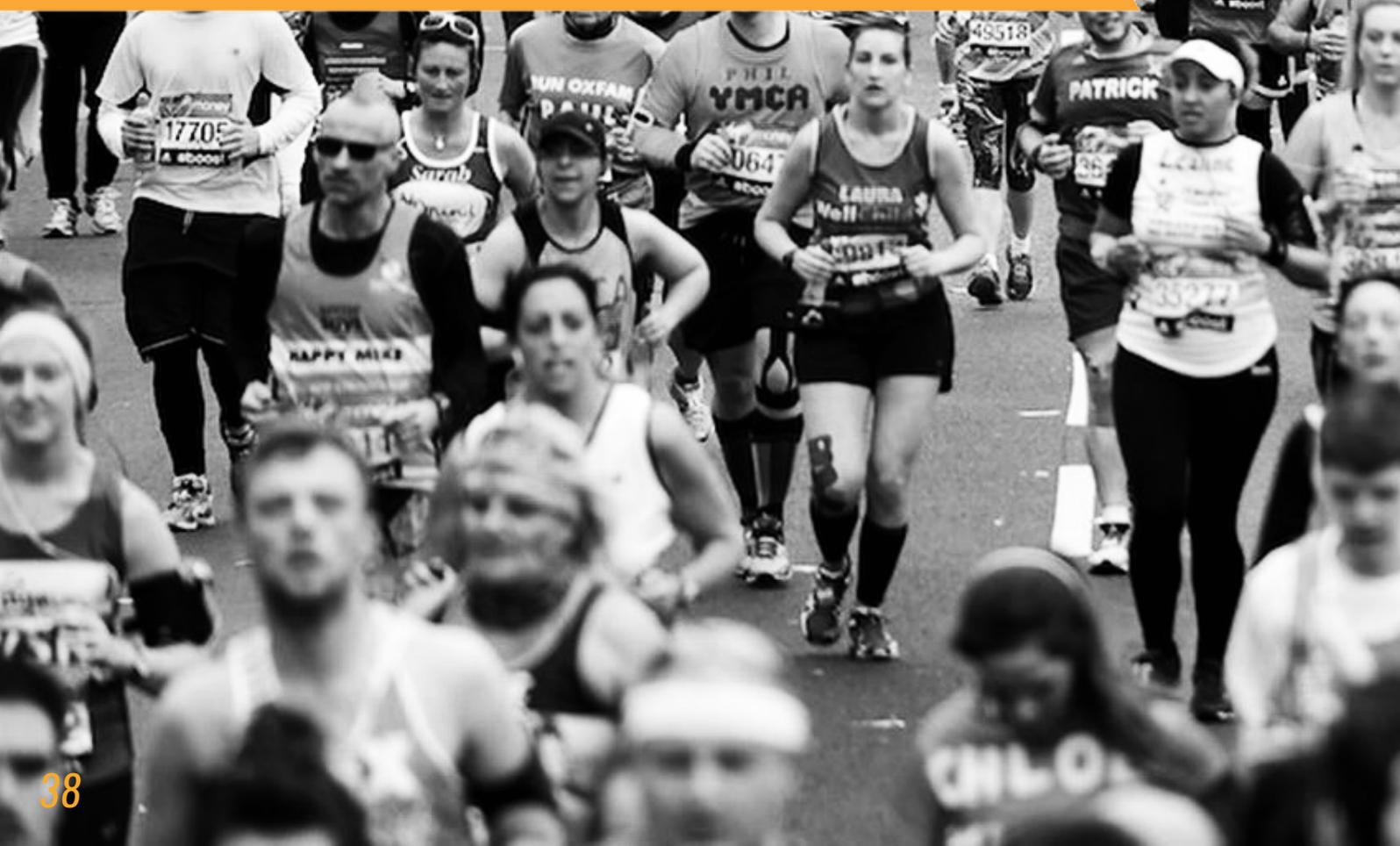
“The training was comprehensive and thought provoking”

“I believe I have the capacity to make a positive change”





FUNDRAISING



Virgin Money London Marathon

After eight years on the waiting list we finally received a place for a runner at the Virgin Money London Marathon. One of our own staff, Ahmed Ali, was selected to run the marathon. He began his training, blissfully unaware of the reality of the challenge. His target was 3 hours and 30 minutes; his previous marathon running experience was none.

Many were sceptical of Ahmed's target, but his stubbornness was a great driving force behind his training and fundraising. In support of Ahmed's efforts, we came up with a 'Rocky Balboa' style fundraising campaign.

26.2 miles, 42.2 kilometres, 39,000 runners. Describing the marathon as daunting would be an understatement, but the cause, the sheer number of runners and the colossal support was nothing short of empowering.

Ahmed powered through, finishing in 5:49:46. Although slower than his initial target, it was an immense source of pride for him, every single member of staff and all of our supporters.

In the process, Ahmed and the team raised £1,722.54 for our charity. All of which will go back into improving communities across the UK.

The marathon also served as the catalyst to kick-starting our investment in fundraising activities to generate independent sources of funding.



VOLUNTEERS



We'd like to thank every one of our 35 volunteers, who selflessly donated their time so we could deliver our work. They added value, ingenuity and often a different perspective on how to most effectively carry out our work. Without them, we would not have been as successful over the past year.

Canan, 20, Student from Germany

“Being an volunteer at ACF was the most insightful and enlightening experience to me. Helping in the preparation and facilitation of YLP workshops helped me gain valuable practical skills. I worked with young people, especially during the residential, and receiving direct feedback on my mentoring left me speechless and beyond grateful. By engaging with many different people I retrenched any blockades I had within myself, which I did not even know I had before. My time with ACF has made me grow not only in my academic life, but also as a human being, and I could not be more thankful for ACF’s trust and care and for them actively involving me in their work. I really hope to be working with them in the future again.”



Yasin, 17, Youth Centre Member

“During my time at the Active Change Foundation, I have come from being a member of the youth centre to becoming a volunteer within a couple of months. This is to do with the kind and fun-loving approach shown by all of the youth centre staff. Furthermore, the goals that are set by the centre and what they achieve is amazing. This is as the outreach, which I’ve done myself, has a massive effect on the community in creating a crime-free, loving and supporting community. Also the workshops/classes that are given by the outreach engagement officers in the centre are very informative on subjects like extremism and terrorism and also knife and gun crime. Overall, being a part of all of this has given me a great experience in working with the youth and also developing my people skills.”



FUNDERS, DONORS & PARTNERS

We would like to take this opportunity to individually thank every single organisation and individual who has supported us over the past year; whether that's through monetary or non-monetary donations, giving up their time to volunteer or provided support for any of our programmes. The work we do is essential, and we cannot do it alone. Thank you for helping us make a positive difference in the lives of young people and communities across the UK. Without your support it simply would not have been possible.

Partners



The Institute for
Statecraft

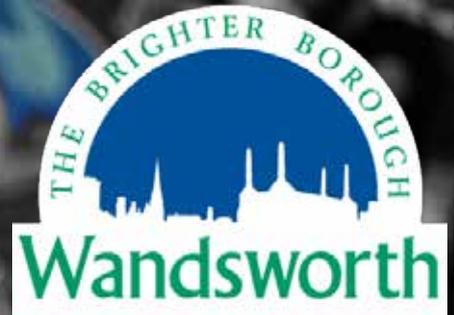
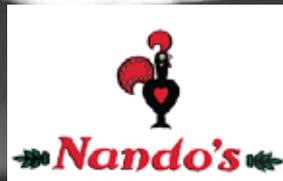


Paul Whiting

Frederick Bremer School
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Funders & Donors



OUR TEAM

Trustees



Sheikh Michael Mumisa
Chairman of Trustees



Chris Donnelly
Trustee



Mohammad Arshad
Trustee



Dan Lafayeedney
Trustee



David Gilbertson
Trustee

Staff



Hanif Qadir
Founder & CEO



Mike Jervis
Strategy & Interventions
Director



Balgees Barendilla
Operations Director



Shereen Qadir
Senior Administrator



Javid Rehman
Project Manager



Fatima Lahnait
Project Manager



Shafiu Islam
Project Manager



Marcella Bruno
Administrative Associate



Sara Phillips
Project Support Officer



Shaukat Ali
Project Support Officer



Esther Trienekens
Project Support
Officer



Zahra Qadir
Social Media & Female
Engagement Officer



Alice Roder
Project Support Officer



Callum Sheldrake
Project Support Officer



Zarka Qadir
Female Engagement Officer



Ahmed Ali
Project Support Officer



Hasan Iqbal
Youth Engagement &
Centre Supervisor



Aqeel Hussein
Outreach & Engagement
Officer



Maxwell Adjei
Outreach & Engagement
Officer



Hamza Abdulwahi
Outreach & Engagement
Officer

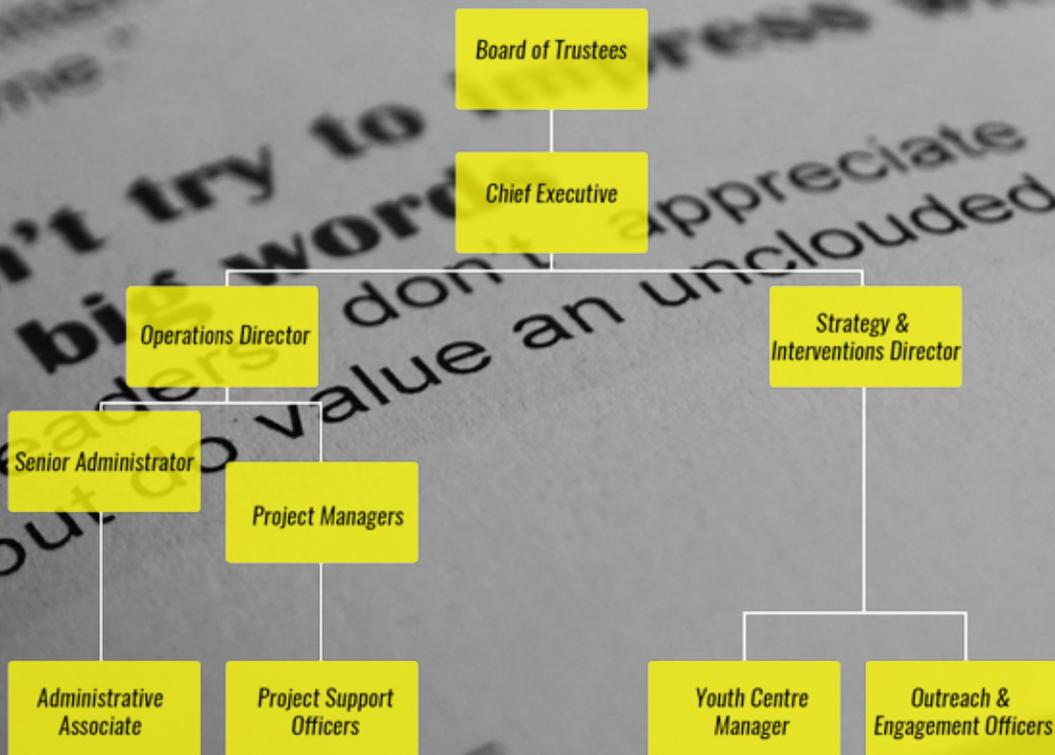


Nazakat Ali
Head of Logistics

Birmingham Staff

Project Manager – Aysha Iqbal Patel
Female Engagement Officer – Kiran Iqbal
Female Engagement Officer – Aamana Taj
Female Engagement Officer – Aisha Alam
Female Engagement Officer – Yasmin Alam

Organisation Structure



POLICIES

Trustees Training Policy

Trustees are selected according to their knowledge, skills, competence and experience needed by the charity to aid its operations.

New trustees are appointed after the trustee need and role has been clearly defined and after suitable recruitment and selection has taken place. New trustees are inducted and provided with a trustee's manual containing all the information relevant to the charity's procedures.

An induction session is held that clearly explains the trustee's role and responsibilities, duties & liabilities, code of conduct and register of interests. It also provides an overview of the charity's work, finances, sources of funding and human resources. A learning needs analysis is conducted and appropriate training sessions are scheduled.

Reserves Policy

The Active Change Foundation's policy on unrestricted reserves is to hold sufficient resources to continue the charitable activities of the organisation and maintain sufficient winding up contingency reserves should funding cease or no longer be sufficient. The trustees consider the Active Change Foundation should hold a sum equivalent to 3 months running costs, circa £90 000. The required level to maintain this contingency is reviewed annually.

In order to reach this level the trustees have taken the following actions:

- Included the issue of creating unrestricted reserves in its strategic planning
- Formed a financial committee to spearhead the creation of an unrestricted reserve
- Analysed the existing funds
- Reviewed future income streams with an assessment of their level of reliability
- Reviewed committed expenditure and the extent to which this is controllable
- Conducted a risk assessment, to identify potential commitments and contingencies, together with the likelihood that these risks will materialise and give rise to new commitments.

Risk Management Policy

The major risks to which the charity is exposed are reviewed annually and compared via a risk register.

The trustees believe that there are high risk issues critical to the charity's function that has a low likelihood of occurrence. The trustees are satisfied that suitable systems and procedures have been established in order to manage the risks identified by the register.

Trustees have taken independent advice on their financial controls. All financial transactions and procedures are in the charity's Financial Scheme of Delegation.

LEGAL & ADMINISTRATIVE DETAILS

Registered Charity Name:	Active Change Foundation Ltd
Legal Status:	Charity established as Company Limited by Guarantee
Company Registration Number:	05964653
Registered Charity Number:	1125970
Registered Office Address:	453 Lea Bridge Road Leyton, London E10 7EA
Website:	www.activechangefoundation.org
Accountant:	PLC4Accounts Ltd Chartered Accountants Hamilton House 4A The Avenue Highams Park, London E4 9LD
Solicitors:	K & L Gates LLP 1 New Change EC4M 9AF Dechert LLP 160 Queen Victoria Street EC4V 4QQ
Bankers:	Barclays Bank PLC Acorn House Park Royal Road, London NW10 7JA



453 Lea Bridge Road
London, E10 7EA
P: 020 8279 1258
www.activechangefoundation.org
E: enquiries@activechangefoundation.org
Charity Reg No: 1125970

The Registered Company Number is:- 05964653

The Charity Registration Number is :- 1125970

Active Change Foundation Ltd

Report and Accounts

30 April 2016

**Active Change Foundation Ltd
Report and accounts**

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Active Change Foundation Ltd

Registered company number:- 05964653

Trustees' Annual Report for the year ended 30 April 2016

The Trustees present their Report and Accounts for the year ended 30 April 2016, which also comprises the Directors' Report required by the Companies Act 2006.

Reference and administrative details

The charity name.

The legal name of the charity is :-Active Change Foundation Ltd

The charity is also known by its operating name, ACF Ltd

The charity's areas of operation and UK charitable registration.

The charity is registered in England & Wales with charity number:- 1125970.
The charity operates in th UK.

Legal structure of the charity

The charity is constituted as a company limited by guarantee, registered under the Companies Acts. and its governing document is a Memorandum and Articles of Association under company legislation.

By operation of law all, trustees are directors under the Companies Act 2006 and all directors are trustees under Charities legislation and have responsibilities, as such, under both company and charity legislation.

The trustees are all individuals.

The principal operating address, telephone number and email and web addresses of the charity are:-

453B Lea Bridge Road
Leyton , London
E10 7EA
Telephone 0208 279 1258
Email Address: enquiries@activechange.foundation.org
Web address: www.activechange.foundation.org

The registered office of the charity for Companies Act purposes is the same as the operating address shown above

Active Change Foundation Ltd

Registered company number:- 05964653

Trustees' Annual Report for the year ended 30 April 2016

The Trustees in office on the date the report was approved were:-

Mr Mohammad Arshad

Mr Christopher Nigel Donnelly

Mr David Edward Gilbertson

Mr Daniel Lafayeedney

Mr Michael Mumisa

The Trustees in office during the year were:-

The trustees who served as a trustee in the reporting period were as shown above, and there were no changes during the year, or in the period between the year end and the approval of the accounts.

All the trustees are also members of the charity.

A Trustees Report

A summary of the objects of the charity as set out in its governing document.

The Charity's Objects ("the Objects") are:

- a) To promote for the public benefit (i) the prevention of crime within urban communities, in particular terrorism and violent crime perpetrated by gangs and (ii) the protection of property or people living or working within urban communities, so as to provide safer urban communities.
- b) The promotion of religious and racial harmony for the public benefit by promoting knowledge and mutual understanding between different racial groups and persons of different faiths and raising awareness so as to promote good relations between those groups and persons.

Summary of main activities of the charity in relation to its objects

In relation to objects:

- a) Promote greater inclusion of young people in the prevention of crime.
- b) Promote greater understanding and engagement between young people and other members of the community including statutory bodies.
- c) Promote activities to foster understanding between people from diverse backgrounds.
- d) Promote opportunities for the education and mentoring of young people.
- e) Promote social inclusion amongst young people who are socially excluded as a result of one or more of the following factors:
unemployment, financial hardship, ill health (physical or mental), substance abuse or dependency including alcohol and drugs, discrimination on the grounds of sex, race, disability, ethnic origin, religion, belief, creed, sexual orientation or gender reassignment, poor educational or skills attainment, relationship and family breakdown, poor housing (that is housing that does not meet basic habitable standards) crime (either as a victim of crime or as an offender rehabilitating into society).

A Trustees Report

A review of charitable activities undertaken by the charity

London Facility

The charity is registered to and operated from a centrally located multi-purpose building in the heart of the community and offered services and facilities used by different groups of people of all ages, faiths and backgrounds. To achieve delivery upon the general provisions the facility is strategically divided into four spaces over two floors. The main office allowed the charity to manage the various projects, as well as to monitor public benefit. The youth centre offered a safe space with various activities to help facilitate dialogue and change. The facility was also used as a multipurpose space for stakeholders and the community that enabled functions, meetings and workshops to take place. The facility predominantly served the urban communities of Waltham Forest and its surrounding boroughs. In a number of cases the youth centre served as a reintegration facility for those that were previously convicted of extremist activity or serious violence. The facility also served as a safe space for young people at risk in other boroughs.

Birmingham Centre

A designated centre was set up in Birmingham that allowed females from the local and surrounding areas to engage with our staff, meet other females from the area and educate themselves on a number of topical issues ranging from extremism to personal development. It also served as a meeting place for females that had limited opportunities to access information and support.

Staff

With increased project delivery, staff were recruited based on their unique skill sets and in depth understanding of the issues that affect young people and communities including their understanding of the group dynamics within the local areas. Each member was DBS checked and underwent safeguarding, first aid and health and safety training. This equipped each member of staff with the required skills to safely engage the young and vulnerable whilst ensuring the charity complied with all legal regulations.

Volunteers

During the financial year, 35 volunteers were recruited which enabled the charity to deliver its services to a larger number of beneficiaries. Volunteers were able to gain experience but most importantly, were able to contribute to improving the quality and value of the charity's services delivered to its beneficiaries.

Outreach & Engagement

The charity positioned its Outreach & Engagement team on a daily basis to reach out to the community. This is key to the effectiveness of the charity as it enabled it to reach out to vulnerable people that were unable to access the facility and the services it provided. The Outreach & Engagement also provided the charity with an understanding of the changing dynamics and concerns of the local area whilst also maintaining its presence in the community. This engagement reassured hard to reach communities such as BAMEs and was vital to breaking down barriers between communities and institutions.

Youth Centre Membership

The youth centre served as a safe space to divert young people from crime and extremism. Games and sporting facilities such as table tennis and pool were used as tools for engagement to create dialogue on current issues and challenges. The facilities and services were available to beneficiaries free of charge. Through a social contract each

young person was obligated to attend workshops and other learning opportunities in return for use of the leisure facilities. The age range was 10 – 24 with a total of 2422 members.

The Outreach & Engagement team was also responsible for increasing youth centre memberships through referrals and raising awareness of the charity's services. In this financial year, the charity invested in outreach vehicles to enhance its brand and, increase its reach and reliability to areas further out.

Birmingham Female Outreach & Engagement

The charity's Female Outreach & Engagement in Birmingham was established to reach out and engage with vulnerable females from the hard to reach and predominantly Muslim populated communities. Whilst the engagement programme focused on females from a Muslim background, it was not exclusive to Muslim females and was open to women from other faiths and backgrounds. The Female Outreach & Engagement programme involved a team of two female engagement officers who would go out to the communities on a daily basis and invite females to attend the Birmingham Centre for workshops and events. The workshops covered discussions on relevant topics affecting the community such as *Parenting, Social Media, Forced Marriages, Female Genital Mutilation, Domestic Violence, Extremism and Gang Violence*. Through this Female Outreach & Engagement programme, vulnerable females were identified and safeguarded from radicalisation and extremism, domestic and emotional wellbeing issues.

Young Leaders Programme

In the last financial year, the Charity has seen a substantial growth of the Young Leaders Programme. The Young Leaders Programme has been the flagship of the Charity's engagement with young people and in the last financial year, it was expanded and delivered in 9 different areas of the country. Young people were interviewed and selected from Cardiff, Birmingham, Islington, Crawley, Tower Hamlets, Brighton, Slough, Wandsworth and Waltham Forest. The Charity engaged with over 254 young people in the programme who benefited from expert leadership training and various other skills based training as well as personalised mentoring to help develop their personal causes. The majority of the beneficiaries improved their confidence and self-esteem and increased their awareness of how to safeguard themselves and their communities from the lure of extremist ideology and recruitment. Of the 254 young people engaged, all have generated unique responses to social issues that are affecting them. We have seen the young people committed to raise awareness and tackle radicalisation, gang violence, transphobia, poverty, stigma surrounding mental health issues, young people's lack of aspirations, Islamophobia and racism.

Workshops

Throughout the year, the Charity has run different workshops aimed to improve young people's personal development and generate awareness on extremist recruitment techniques, gang culture and street violence. Delivered by our expert youth workers, the workshops have aimed to build young people's confidence and resilience to prevent them from developing negative mind-sets. The workshops have run weekly and engaged 20 young people per session.

Family Support and Advocacy

Over the last financial year, the Charity has supported 44 families that required help with a variety of issues including welfare & benefits, domestic violence, homelessness, immigration issues, employment disputes, extremist recruitment and unfair treatment. ACF practitioners have tailored interventions to our clients' needs in order to safeguard and help them to achieve the best outcome for them and their families.

Healthy Lifestyles

The Charity has been committed to better the community's wellbeing by providing free access to the Health & Fitness facility on the premises. This included free access to the gym and boxing area as well as other sports activities such as football, boxing and cricket. The sessions took place twice a week to enable young men to manage chaotic lifestyles by developing personal discipline and positive mind-sets through sports. The Charity has also run a series of table tennis and pool tournaments in response to our young people's interest in these additional activities.

Employment Hub

The youth centre provided an employment assistance service through which young people were encouraged to enhance their career aspirations. The space equipped young people with additional skills and training opportunities. The Charity also worked in partnership with some of the local apprenticeship providers to assist in finding employment for disadvantaged young people.

NewGen- Monthly Magazine Publication

The *NewGen* magazine has proven to be an essential part of our community engagement strategy. Every edition of the magazine provides a counter narrative to the extremist ideology and language that the community is exposed to. In the last financial year, the editorial board has put together several articles that address serious issues that affect our community such as extremism and radicalisation, youth crime and violence, religious intolerance, voting, education and healthy life-styles. Each month, 500 copies were printed and distributed in the borough of Waltham Forest to schools, community hubs, institutions, local businesses and libraries. The magazine has also become available nationally online.

Fundraising Activities

After eight years, the charity received a fundraising place at the Virgin London Marathon which formed part of the charity's fundraising activities during the year. Along with community events such as the Street Party, donations from local organisations in both cash and kind assisted the charity in delivering upon its objectives.

Young Leaders Programme Alumni

The charity hosted its 3rd annual Young Leaders Programme Alumni event at its centre in Waltham Forest. This event was open to all graduates from previous programmes and provided the opportunity for young people to network, share their experiences and meet participants from other programmes to develop a network of like-minded young people for future collaboration.

Youth Trustees Board

Outstanding participants of the Young Leaders Programme were invited to join the Youth Trustees Board. This Board was invited to advise on the current projects for their betterment and to aid us in achieving our desired outcomes and ensuring our services meet with the needs of our beneficiaries. Overall, 9 young people were selected and regularly met with senior members of staff and they have also been involved in various fundraising activities.

Community Events

Over the year, the Charity organised and hosted a series of community events to facilitate the building of community engagement and promoting grassroots development. Those community events included:

Community Street Party: to promote community cohesion in the neighbourhood.

Community Iftar: to support kindness and respect among the different members of the community sharing a meal with local young people and adults.

Police in the community: to bridge the gap between community and institutions building trust and communal understanding.

US Ambassador Visit: to enhance critical thinking and aspirations among youth members meeting with senior policy makers.

Campaigns

The Charity has created several campaigns to unite communities all over the world to denounce the actions of violent extremists and social inequalities. #FightBackStartsHere, #StartsHere and #MessageTolsis have gone viral within weeks. The #RiseStrong Campaign has reached 29,400 people since it was launched and, overall, the charity campaigns reached 8,000,000 worldwide.

Countering Violent Extremism (CVE) Awareness Training & Consultancy

The Charity has delivered bespoke training courses to educational institutions, local authorities, police services and provided consultancy to international delegates. The training courses have given a better understanding of radicalisation techniques as well as equipped front-line staff with the necessary knowledge to prevent individuals from being radicalised. The Charity has also hosted delegations from Sweden, USA, Bahrain, Norway and Belgium interested in learning about the Charity's approach to countering violent extremism.

Nature of the Governing Document and constitution of the charity

The charity is constituted as a company limited by guarantee and is therefore governed by a memorandum and articles of association. The directors of the company are also trustees of the charity. Eligibility for membership of the charity, and membership of the board of trustees is governed by the memorandum and articles of association. There are no restrictions in the governing document on the operation of the charity or on its investment powers, other than those imposed by general charity law.

The methods adopted for the recruitment and appointment of new trustees

The Active Change Foundation seeks to appoint trustees who have relevant and often specialist knowledge. This is supported by appointing as trustees those with complementary skills – e.g. finance, administration or relevant professional experience and knowledge. The Active Change Foundation has had a very stable group of trustees from inception.

A Trustees Report

Public benefit that is provided by the charity

Our charity is shaped by the vision of a just and fair society that values young people and communities to enable them to live in a safe and peaceful world. The charity also has the general aim of developing resilient young people and communities to challenge all forms of extremism and social injustice.

The trustees view is that the aims of the charity are achieved through its operational activities undertaken to further its charitable purposes for the public benefit. The public benefit is measured through the charity's activities which include:

Invest in community outreach and engagement to reach a broad range of individuals and eliminate community grievances.

Provide facilities for young people to develop, receive mentoring and support. Membership is provided free of charge.

Focus on developing young people into leaders to encourage active community participation, integration and civic engagement.

Offer opportunities for education and community engagement through workshops and events to foster social cohesion within the local community.

The main strategies employed to achieve the charity's objectives and aims are:

Interventions: To safeguard individuals against potential and actual risks, vulnerabilities, or susceptibilities toward a particular negative situation. The focus on this strand creates secondary desistance. Interventions are tailored to the specific needs of each case, the idea being that the intervention, if delivered in time, can prevent a situation from developing further and, in the cases of extremism and gang crime, before the individual is radicalised to an extent where he or she considers participation in an act of terrorism. The charity works in partnership with the CHANNEL process, Multi Agency Public Protection Agreement, National Offender Management Systems and the National Probation Service.

Awareness of Countering Violent Extremism: Work carried out to help counter radicalisation and violent extremism in all its forms that may lead to an act of terrorism.

General Prevention/Countering Violent Extremism: The charity restricts the gang or extremist recruiter's reach to vulnerable people through activities that educate them on the ideology of the recruiter and provide an effective counter narrative including, on social media platforms. Interventions are carried out both within and external to the premises as an intervention can only prove successful if an element of trust can be established primarily, which can lead onto further engagement, allowing for developing more understanding and lead to the creation of an action plan. General provision, however, is done within the charity's premises. In the main, these strands are delivered through training workshops, community meetings and events where young people engage in a social action to assist the rest of the community.

The charity measures public benefit in a number of ways:

Workshops and Training: Understanding and attitudes of beneficiaries are measured pre and post activities to measure the change. The reduction in grievances and civic participation serve as units of measure to public benefit.

Interventions: The entire journey of the intervention is captured on a confidential database which is assessed periodically to measure progress in each case. This also applies to the charity's community-based interventions (Outreach & Engagement, Young Leaders Programme and Females & Families Engagement) for which pre and post development plans are completed to measure public benefit.

Desistance: This is the number of people that have abstained from crime over a period of 12 months amongst those who previously engaged in a sustained pattern of offending. The charity is able to use statutory figures to calculate the overall benefit to the public purse.

Employment and Education: This is the number of beneficiaries that achieve the outcome of employment or reengagement through training and/or education. The charity also measures the outputs and the journey of those that have not yet achieved employment but maintain this as a focus.

Partnerships: The charity has developed partnerships with statutory, voluntary and corporate organisations that support and contribute to providing opportunities to the charity's members at no cost.

Community Cohesion: Public benefit is measured through community engagement and participation of local businesses and communities partaking in activities to improve social issues.

Details of The Auditor

MR P. JAYAWARDENE - Senior Statutory Auditor
Gardezi Jay & Co - Statutory Auditors
4A The Avenue
Highams Park
London
Middlesex
E4 9LD

Statement as to disclosure of information to auditors

The trustees state that so far as each of the trustees at the time this report was approved are aware:-

- a) There is no relevant audit information (as defined by section 418(3) of the Companies Act 2006) of which the auditors are unaware, and
- b) The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and establish that the auditors are aware of that information.

Statement of Directors' and Trustees' Responsibilities

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Companies Act 2006, the Charities Act 2011 and the Charities (Accounts and Reports) Regulations 2008. Notwithstanding the explicit requirement in the extant statutory regulations, the Charities (Accounts and Reports) Regulations 2008, to prepare the financial statements in accordance with the SORP 2005, in view of the fact that the SORP 2005 has been withdrawn, the Trustees determined to interpret this responsibility as requiring them to follow current best practice and prepare the accounts according to the FRSSSE SORP 2015.

In particular, the Companies Act 2006 and charity law require the Board of Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity as at the end of the financial year and of the surplus or deficit of the charity. In preparing those financial statements the Board is required to :-

- to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).
- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.
- 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;

The law requires that the trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for the year.

The Trustees are also responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which are sufficient to show and explain the charity's transactions and enable them to ensure that the financial statements comply with the Companies Act 2006 and comply with regulations made under the Charities Act. 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.

The Trustees are also responsible for the contents of the Trustees' report, and the statutory responsibility of the auditor in relation to the Trustees' report is limited to examining the report and ensuring that, on the face of the report, there are no material inconsistencies with the figures disclosed in the financial statements.

Method of preparation of accounts - Small company provisions

The financial statements are set out on pages 4 to 22.

The financial statements have been prepared implementing the Statement of Recommended Practice for Accounting and Reporting by Charities 2015 and in accordance with the Financial Reporting Standard for Smaller Entities 2015.

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

This report was approved by the board of trustees on 20 January 2017.



Mr Christopher Donnelly
Director and Trustee

Active Change Foundation Ltd

Independent Auditors' Report to the Trustees of the charitable company on the accounts for the year ended 30 April 2016

Introduction

We have audited the financial statements of Active Change Foundation Ltd for the year ended 30 April 2016, as set out on pages 4 to 22, which comprise the Statement of Financial Activities, the Profit and Loss Account, the Statement of Recognised Gains and Losses, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities' (effective January 2015), and in accordance with the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commission for England & Wales, effective January 2015, (The SORP), under the historical cost convention, and in accordance with the accounting policies set out on page 10 to 22, which framework constitutes United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities.

Limitation of liability

This report is made solely to the Trustees of the charitable company, as a body, in accordance with the requirements of section 154 of the Charities Act 2011 (The Act). Our audit work has been undertaken so that we might state to the 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 liability or responsibility to anyone other than the Trustees as a body, for our audit work, for this report or for the opinions we have formed.

Respective responsibilities of Trustees as directors and of the auditors

As explained more fully in the Statement of Responsibilities of the Trustees on page X - XI, the charitable company's Trustees, who are also the Directors of the Company for the purposes of Company law, are responsible for the preparation of the Trustees's Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice, applicable to smaller entities, and for being satisfied that the financial statements give a true and fair view.

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

We are required to report to the Trustees our opinion as to whether the financial statements give a true and fair view and have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, the Companies Act 2006 and the Charities (Accounts and Reports) Regulations 2008.

We are also required to report to you if, in our opinion, the Trustees' Annual Report is materially inconsistent with the financial statements, if the charitable company has not kept adequate accounting records, if the charitable company's financial statements are not in agreement with the accounting records and returns, or if we have not received all the information and explanations we require for our audit, or if information specified by law regarding Trustees' remuneration and transactions with the charitable company is not disclosed.

Active Change Foundation Ltd

Generic Scope of an Audit

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 Trustees' Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Planning and performing the audit

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board and in accordance with the Practice Note 'The Audit of Charities in the United Kingdom', revised in March 2012.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Assistance with accountancy and tax matters

In accordance with the exemption provided by APB Ethical Standard – Provisions Available for Smaller Entities, we have prepared and submitted the charitable company's returns to the tax authorities and assisted with the preparation of the accounts.

Eligibility of auditor and status of audit

We confirm that we are eligible under section 144(2) of the Charities Act 2011 to conduct this audit, and that this report is a report in respect of an audit carried out under the Act and in accordance with the related regulations.

Opinion on the Financial Statements

In accordance with Regulations 25(g) and (h) of the Charities (Accounts and Reports) Regulations 2008, in our opinion the charitable company's financial statements:

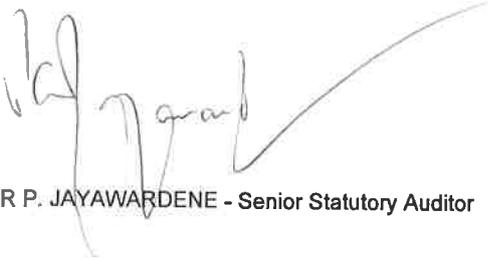
- * give a true and fair view of the state of affairs of the charity as at 30 April 2016 and of its incoming resources and application of resources and its Income and Expenditure for the financial year then ended;
- * have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice applicable to smaller entities; and
- * have been prepared in accordance with the methods and principles required by the Statement of Recommended Practice for Accounting and Reporting issued by the Charity Commission for England & Wales, effective January 2015 (The SORP) and those methods and principles have been followed.

Active Change Foundation Ltd

Matters upon which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you, if in our opinion:

- * the charitable company has not kept adequate accounting records; or
- * the financial statements are not in agreement with the accounting records and returns; or
- * if information specified by law regarding Trustees' remuneration and transactions with the charity is not disclosed.
- * we have not received all the information and explanations we require for our audit.



MR P. JAYAWARDENE - Senior Statutory Auditor

For and on behalf of Gardezi Jay & Co - Statutory Auditors

Chartered Accountants and Statutory Auditors.

4A The Avenue
Highams Park
London
Middlesex
E4 9LD

This report was signed on 20 January 2017.

**Active Change Foundation Ltd - Statement of Financial Activities for the
year ended 30 April 2016**

Statement of Financial Activities for the year ended 30 April 2016

	SORP Ref	Current year Unrestricted Funds 2016 £	Current year Restricted Funds 2016 £	Current year Total Funds 2016 £	Prior Year Total Funds 2015 £
Income & Endowments					
Donations & Legacies	A1	681,132	225,656	906,788	538,040
Investment income	A4	22	-	22	-
Total income	A	681,154	225,656	906,810	538,040
Expenditure					
Expenditure on charitable activities	B2	552,064	218,330	770,394	557,327
Total expenditure	B	552,064	218,330	770,394	557,327
Net income/(expenditure) for the year	A-B	129,090	7,326	136,416	(19,287)
Net income after transfers	A-B-C	129,090	7,326	136,416	(19,287)
Net movement in funds		129,090	7,326	136,416	(19,287)
Reconciliation of funds:-	E				
Total funds brought forward		11,079	71,577	82,656	101,943
Total funds carried forward		140,169	78,903	219,072	82,656

The 'SORP Ref' indicated above is the classification of income set out in the formal SORP documents. As required by paragraph 4.60 of the SORP, the brought forward and carried forward funds above have been agreed to the Balance Sheet.

A separate Statement of Total Recognised Gains and Losses is not required as this statement includes all recognised gains and losses.'

All activities derive from continuing operations

The notes attached on pages 10 to 22 form an integral part of these accounts.

**Active Change Foundation Ltd - Statement of Financial Activities for the
year ended 30 April 2016**

**Active Change Foundation Ltd - Analysis of prior year total funds, as required by
paragraph 4.2 of the SORP**

	SORP Ref	Prior Year Unrestricted Funds 2015 £	Prior Year Restricted Funds 2015 £	Prior Year Total Funds 2015 £
Income & Endowments				
Donations & Legacies	A1	13,020	525,020	538,040
Total income	A	13,020	525,020	538,040
Expenditure				
Expenditure on charitable activities	B2	1,941	555,386	557,327
Total expenditure	B	1,941	555,386	557,327
Net income/(expenditure) for the year	A-B	11,079	(30,366)	(19,287)
Net income after transfers		11,079	(30,366)	(19,287)
Net movement in funds		11,079	(30,366)	(19,287)
Reconciliation of funds:-				
Total funds brought forward	E	-	101,943	101,943
Total funds carried forward		11,079	71,577	82,656

All activities derive from continuing operations

A separate Statement of Total Recognised Gains and Losses is not required as this statement includes all recognised gains and losses.'

The notes attached on pages 10 to 22 form an integral part of these accounts.

**Active Change Foundation Ltd - Statement of Financial Activities for the
year ended 30 April 2016**

Active Change Foundation Ltd - Resources applied in the year ended 30 April 2016 towards fixed assets for Charity use:-

	2016	2015
	£	£
Funds generated in the year as detailed in the SOFA	136,416	(19,287)
Resources applied on functional fixed assets	(39,464)	(14,756)
Net resources available to fund charitable activities	96,952	(34,043)

The resources applied on fixed assets for charity use represents the cost of additions less proceeds of any disposals.

Movements in revenue and capital funds for the year ended 30 April 2016

Revenue accumulated funds

	Unrestricted Funds 2016 £	Restricted Funds 2016 £	Total Funds 2016 £	Last year Total Funds 2015 £
Accumulated funds brought forward	11,079	71,577	82,656	101,943
Recognised gains and losses before transfers	129,090	7,326	136,416	(19,287)
	140,169	78,903	219,072	82,656
Closing revenue funds	140,169	78,903	219,072	82,656

Summary of funds

	Unrestricted and Designated funds 2016 £	Restricted Funds 2016 £	Total Funds 2016 £	Last Year Total Funds 2015 £
Revenue accumulated funds	140,169	78,903	219,072	82,656

The notes attached on pages 10 to 22 form an integral part of these accounts.

**Active Change Foundation Ltd - Statement of Financial Activities for the
year ended 30 April 2016**

Active Change Foundation Ltd
Income and Expenditure Account for the year ended 30 April 2016 as required by the Companies
Act 2006

	2016	2015
	£	£
Income		
Income from operations	906,788	538,040
<i>Investment income and interest</i>		
Income from investments, other than interest receivable	22	-
Gross income in the year before exceptional items	<u>906,810</u>	<u>538,040</u>
Gross income in the year including exceptional items	<u>906,810</u>	<u>538,040</u>
Expenditure		
Charitable expenditure, excluding depreciation and amortisation	756,846	546,958
Depreciation and amortisation	9,562	7,369
Governance costs	3,500	3,000
Interest payable	486	-
Total expenditure in the year	<u>770,394</u>	<u>557,327</u>
Net income before tax in the financial year	136,416	(19,287)
Net income after tax in the financial year	<u>136,416</u>	<u>(19,287)</u>
Retained surplus for the financial year	<u>136,416</u>	<u>(19,287)</u>

All activities derive from continuing operations

In accordance with the provisions of the Companies Act 2006, the headings and subheadings used in the Income and Expenditure account have been adapted to reflect the special nature of the charity's activities.

The notes attached on pages 10 to 22 form an integral part of these accounts.

Active Change Foundation Ltd - Balance Sheet as at 30 April 2016

	Notes	SORP	2016	2015
	Ref		£	£
Fixed assets	A			
Tangible assets	9 A2		55,202	25,300
Current assets	B			
Debtors	10 B2	91,900	39,869	
Cash at bank and in hand	B4	158,449	27,304	
		<u>250,349</u>	<u>67,173</u>	
Creditors: amounts falling due within one year	11 C1	<u>(73,639)</u>	<u>(9,817)</u>	
Net current assets			176,710	57,356
			<u>231,912</u>	<u>82,656</u>
Total assets less current liabilities				
Creditors: amounts falling due after more than one year	12 C2		(12,840)	-
			<u></u>	<u></u>
The total net assets of the charity			<u>219,072</u>	<u>82,656</u>

The total net assets of the charity are funded by the funds of the charity, as follows:-

Restricted funds				
Restricted Revenue Funds	15 D2		78,903	71,577
Unrestricted Funds				
Unrestricted Revenue Funds	15 D3		140,169	11,079
Designated Funds				
Total charity funds			<u>219,072</u>	<u>82,656</u>

The notes attached on pages 10 to 22 form an integral part of these accounts.

Active Change Foundation Ltd - Balance Sheet as at 30 April 2016

The 'SORP Ref' indicated above is the classification of Balance Sheet items as set out in the formal SORP documents. As required by paragraph 4.60 of the SORP, the brought forward and carried forward funds above have been agreed to the SOFA..

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The member has not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The charity is subject to audit under charity legislation, and the report of the Charities Act auditor is on page 1 - 3.

The accounts have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.



Mr Christopher Donnelly

Trustee

Approved by the board of trustees on 20 January 2017.

The notes attached on pages 10 to 22 form an integral part of these accounts.

Notes to the Accounts for the year ended 30 April 2016

1 Accounting policies

Policies relating to the production of the accounts.

Basis of preparation and accounting convention

The accounts have been prepared on the accruals basis, under the historical cost convention, and in accordance with the Financial Reporting Standard for Smaller Entities' (effective January 2015)) and 'The FRSSE Statement of Recommended Accounting Practice 2015', (The SORP 2015), and in accordance with all applicable law in the charity's jurisdiction of registration, except that the charity has prepared the financial statements in accordance with the FRSSE SORP 2015 in preference to the previous SORP, the SORP 2005, which has been withdrawn, notwithstanding the fact that the extant statutory regulations, the Charities (Accounts and Reports) Regulations 2008 refer explicitly to the SORP 2005. This has been done to accord with current best practice.

Following accounting policies in place prior to the SORP 2015

Under the SORP 2015, where there is no specific requirement to adopt a particular accounting requirement, a charity may follow their existing accounting policies provided that the policy and related disclosures made are consistent with accepted accounting practice. This charity has decided that the accounting policies set out below, which it followed prior to the SORP 2015, shall continue to be followed:-

Policies relating to categories of income and income recognition.

Nature of income

Gross income represents the value of donations received from donors and Government Grants.

Categories of Income

Income is categorised as income from exchange transactions (contract income) and income from non-exchange transactions (gifts), investment income and other income.

Income from exchange transactions is received by the charity for goods or services supplied under contract or where entitlement is subject to fulfilling performance related conditions. The income the charity receives is approximately equal in value to the goods or services supplied by the charity to the purchaser.

Income from a non-exchange transaction is where the charity receives value from the donor without providing equal value in exchange, and includes donations of money, goods and services freely given without giving equal value in exchange.

Notes to the Accounts for the year ended 30 April 2016

Income recognition

Income is recognised in the statement of financial activities (SOFA) on a receivable basis, when a transaction or other event results in an increase in the charity's assets or a reduction in its liabilities and only when the charity has legal entitlement, the income is probable and can be measured reliably.

Income subject to terms and conditions which must be met before the charity is entitled to the resources is not recognised until the conditions have been met.

All income is accounted for gross, before deducting any related fees or costs.

Accounting for deferred income and income received in advance

Where terms and conditions relating to income have not been met or uncertainty exists as to whether the charity can meet any terms or conditions otherwise within its control, income is not recognised but is deferred as a liability until it is probable that the terms or conditions imposed can be met.

Any grant that is subject to performance-related conditions received in advance of delivering the goods and services required by that condition, or is subject to unmet conditions wholly outside the control of the recipient charity, is accounted for as a liability and shown on the balance sheet as deferred income. Deferred income is released to income in the reporting period in which the performance-related or other conditions that limit recognition are met.

When income from a grant or donation has not been recognised due to the conditions applying to the gift not being wholly within the control of the recipient charity, it is disclosed as a contingent asset if receipt of the grant or donation is probable once those conditions are met.

Where time related conditions are imposed or implied by a funder, then the income is apportioned to the time periods concerned, and, where applicable, is accounted for as a liability and shown on the balance sheet as deferred income. When grants are received in advance of the expenditure on the activity funded by them, but there are no specific time related conditions, then the income is not deferred.

Any condition that allows for the recovery by the donor of any unexpended part of a grant does not prevent recognition of the income concerned, but a liability to any repayment is recognised when repayment becomes probable.

Active Change Foundation Ltd

Notes to the Accounts for the year ended 30 April 2016

Income from legacies

Income from legacies is recognised when the charity has sufficient evidence that a gift has been left to them, that where required, probate has been granted, the executor is satisfied that the property in question will not be required to satisfy claims in the estate, that it is probable that the amount will be received by the charity, and the amount to be received can be estimated with sufficient accuracy, and that any conditions attached to the legacy are either within the control of the charity or have been met.

Where a payment is received from an estate or is notified as receivable by the executors after the reporting date and before the accounts are authorised for issue but it is clear that the payment had been agreed by the executors prior to the end of the reporting period, then the amount concerned is treated as an adjusting event and accrued as income in the accounting period if receipt is probable.

Where the charity has established entitlement to a legacy but there is uncertainty as to the amount of the payment, details of the legacy are disclosed as a contingent asset until the criteria for income recognition are met. Where a legacy is subject to the interest of a life tenant, the legacy is not recognised as income until the death of the life tenant.

If it is doubtful that full settlement of a legacy debtor will be received, then an adjustment is made to reduce the amount of the legacy debtor and legacy income rather than charging the adjustment as expenditure in the Statement of Financial Activities.

Active Change Foundation Ltd

Notes to the Accounts for the year ended 30 April 2016

Donated goods, facilities and services

Donated fixed assets are recognised at their current market value. All such donations are recognised as donation income, and debited to fixed assets.

Donated goods that are not fixed assets are accounted for at a fair value, unless it is impractical to reliably measure the value of the donation.

In the absence of any direct evidence of fair value of donated goods, then a value is derived from the cost of the item to the donor or, in the case of goods that are expected to be sold, the estimated resale value after deducting any anticipated costs of sales.

If it is impracticable to measure the fair value of goods donated for resale, or the costs of valuation outweigh the benefits, the donated goods are recognised as income when sold, with an equivalent amount being recognised as an expense.

The costs of goods donated for distribution to beneficiaries is deemed to be the fair value of those goods upon receipt. When the goods are distributed freely or for a nominal consideration, then the carrying amount is adjusted at the time of sale, to the value at the point of distribution and the adjustment is shown as a cost of donations made.

All donated goods are recognised as donation income, and debited to trading stock. When trading stock is subsequently sold, or appropriated to meet an expense, then the carrying value of the stock is recognised as an expense. In accordance with the SORP, goods donated for distribution to beneficiaries, or for consumption by the charity are included in '*legacies and donations*'. Goods donated for resale are included in '*Income from other trading activities*'.

Donated services and facilities are included in the accounts on the basis of the value of the gift to the charity.

All donated services and facilities are recognised as donation income when received, (provided the value of the gift can be measured reliably) and recognised as an expense with an equivalent value.

Membership subscriptions

The income and any associated Gift Aid or other tax refund from a membership subscription received by the charity in the nature of a gift, is accounted for on the same basis as a donation.

The income from a membership subscription received by the charity where the subscription purchases the right to services or benefits is recognised as income from charitable activities.

Notes to the Accounts for the year ended 30 April 2016

Policies relating to expenditure on goods and services provided to the charity.

Recognition of liabilities and expenditure

A liability, and the related expenditure, is recognised when a legal or constructive obligation exists as a result of a past event, and when it is more likely than not that a transfer of economic benefits will be required in settlement, and when the amount of the obligation can be measured or reliably estimated.

Liabilities arising from future funding commitments and constructive obligations, including performance related grants, where the timing or the amount of the future expenditure required to settle the obligation are uncertain, give rise to a provision in the accounts, which is reviewed at the accounting year end. The provision is increased to reflect any increases in liabilities, and is decreased by the utilisation of any provision within the period, and reversed if any provision is no longer required. These movements are charged or credited to the respective funds and activities to which the provision relates.

Allocating costs to activities

Direct costs that are specifically related to an activity are allocated to that activity. Shared direct costs and support costs are apportioned between activities.

The basis for apportionment, which is consistently applied, and proportionate to the circumstances, is :-

Staffing - on the basis of time spent in connection with any particular activity.

Premises related costs - on the proportion of floor area occupied by a particular activity.

Non specific support costs - on the basis of the usage of resources, in terms of time taken, capacity used, request made or other measures.

Active Change Foundation Ltd

Notes to the Accounts for the year ended 30 April 2016

Volunteers

In accordance with the SORP, and in recognition of the difficulties in placing a monetary value on the contribution from volunteers, the contribution of volunteers is not included within the income of the charity.

However, the trustees value the significant contribution made to the activities of the charity by unpaid volunteers.

Policies relating to assets, liabilities and provisions and other matters.

Fixed Asset Investments

Fixed asset investments in quoted shares, traded bonds, investment properties and similar investments are shown at their market value at the balance sheet date at the end of the financial period. Investment properties are not depreciated, except where the property is held on a lease with an unexpired term of 20 years or less.

Fixed asset investments in unlisted equities are shown at the balance sheet date at the best estimate of their market value, where practicable. Where valuation techniques are considered unreliable or where, in the opinion of the trustees, the costs outweigh the benefits to the users of the accounts, the investment is included at cost, and a review is undertaken at each year end as to whether the asset should be written down.

All gains on fixed asset investments, whether realised or unrealised, are included in the Statement of Financial Activities.

Active Change Foundation Ltd

Notes to the Accounts for the year ended 30 April 2016

Tangible fixed assets

Tangible fixed assets are measured at their original cost value, or subsequent revaluation, or if donated, as described above. Cost value includes all costs expended in bringing the asset into its intended working condition.

Depreciation has been provided at the following rates in order to write off the assets to their anticipated residual value over their estimated useful lives.

Leasehold premises	8 years left on straight line
Motor Vehicles	25 % reducing balance
Plant and machinery	15 % reducing balance
Computer Equipments	33.33 % straight line

Accounting for capital grants and fixed asset funds.

Gifts of tangible fixed assets or grants of a capital nature, given for the purposes of acquiring specific assets to be fully utilised in the furtherance of the objects of the charity, are credited to fixed asset funds after the donated asset has been received or sums have been properly expended on the restricted purpose.

Where the terms of the gift require the charity to hold the asset on an ongoing basis for a specific purpose, then the fixed asset fund so created is categorised as a restricted fixed asset fund, and the relevant restrictions are noted in the fixed asset note 9.

Where the terms of the gift are met once the asset is acquired, so allowing the charity to use the asset on an unrestricted basis, including the right to receive the proceeds of any future sale of the asset on an unrestricted basis, then the fixed asset fund so created is categorised as a designated fixed asset fund.

When assets are acquired for the furtherance of the charity's objects, utilising the charity's own unrestricted funds, a transfer is made from unrestricted funds to a designated fixed asset fund.

Whether acquired with unrestricted or restricted funds, the asset acquired is initially shown in the balance sheet at the full cost of acquisition or subsequent revaluation.

As the related assets are depreciated, in accordance with the depreciation policy, in order to reflect the diminution in the asset, a transfer is made from the relevant fixed asset funds to either unrestricted or restricted revenue funds, as appropriate to the terms of the original gift, if any.

The effect of this policy is that the aggregate of all fixed asset funds shall equate to the net book value of fixed assets.

In the first year that this policy was adopted, a transfer to fixed asset funds was made equivalent to the net book value of the assets.

Stocks and work in progress

Stock is valued at the lower of cost and net realisable value.

Debtors

Debtors are measured at their recoverable amounts at the balance sheet date.

Cash and bank balances

Cash held by the charity is included at the amount actually held and counted at the year end. Bank balances, whether in credit or overdrawn, are shown at the amounts properly reconciled to the bank statements.

Notes to the Accounts for the year ended 30 April 2016

Leasing and hire purchase contracts and commitments

Assets held under finance leases and hire purchase contracts, which are those where substantially all the risks and rewards of ownership of the asset have passed to the company, are capitalised in the balance sheet and depreciated over their useful lives. The corresponding lease or hire purchase obligation is treated in the balance sheet as a liability.

The interest element of the rental obligations is charged to the profit and loss account over the period of the lease and represents a constant proportion of the balance of capital repayments outstanding.

Rentals paid under operating leases are charged to income on a straight line basis over the lease term.

2 Liability to taxation

As a registered charity, the organisation is exempt from income and corporation tax to the extent that its income and gains are applied towards the charitable objects of the charity and for no other purpose. Value Added Tax is recoverable by the charity, and is therefore included in the relevant costs in the Statement of Financial Activities.

3 Winding up or dissolution of the charity

If upon winding up or dissolution of the charity there remain any assets, after the satisfaction of all debts and liabilities, the assets represented by the accumulated fund shall be transferred to some other charitable body or bodies having similar objects to the charity.

Active Change Foundation Ltd

Notes to the Accounts for the year ended 30 April 2016

4 Net surplus before tax in the financial year

	2016	2015
	£	£
<i>The net surplus before tax in the financial year is stated after charging:-</i>		
Depreciation of owned fixed assets	9,562	7,369
Auditors' remuneration	3,500	3,000

5 Interest payable

	2016	2015
	£	£
Hire Purchase interest	486	-

6 Staff costs and emoluments

<i>Salary costs</i>	2016	2015
	£	£
Gross Salaries excluding trustees	451,169	308,343
Employer's National Insurance	35,419	20,001

Total salaries, wages and related costs 486,588 328,344

<i>Numbers of full time employees or full time equivalents</i>	2016	2015
The average number of total staff employed in the year was	<u>20</u>	<u>15</u>

7 Remuneration and payments to Trustees and persons connected with them

No trustees or persons connected with them received any remuneration from the charity, or any related entity.

Active Change Foundation Ltd

Notes to the Accounts for the year ended 30 April 2016

8 Heritage assets not included in the accounts

There are no Heritage assets.

9 Tangible fixed assets

	Leasehold premises	Plant & Machinery	Motor Vehicles	Total
	£	£	£	£
Cost				
At 1 May 2015	4,929	43,845	4,000	52,774
Additions	-	16,134	23,330	39,464
At 30 April 2016	4,929	59,979	27,330	92,238
Depreciation				
At 1 May 2015	2,876	23,348	1,250	27,474
Charge for the year	548	5,660	3,354	9,562
At 30 April 2016	3,424	29,008	4,604	37,036
Net book value				
At 30 April 2016	1,505	30,971	22,726	55,202
At 30 April 2015	2,053	20,497	2,750	25,300

10 Debtors

	2016	2015
	£	£
Trade debtors	87,007	-
Prepayments and accrued income	4,893	-
Other debtors	-	39,869
	91,900	39,869

Active Change Foundation Ltd

Notes to the Accounts for the year ended 30 April 2016

11 Creditors: amounts falling due within one year	2016	2015
	£	£
Trade creditors	10,406	-
Accruals	7,573	9,817
Finance lease and HP contracts	1,317	-
PAYE, NIC VAT and other taxes	54,343	-
	73,639	9,817

12 Creditors: amounts falling due after one year	2016	2015
	£	£
Finance lease and HP contracts	12,840	-

13 Income and Expenditure account summary	2016	2015
	£	£
At 1 May 2015	82,656	101,943
Surplus/(loss) after tax for the year	136,416	(19,287)
At 30 April 2016	219,072	82,656

14 Particulars of how particular funds are represented by assets and liabilities

At 30 April 2016	Unrestricted funds	Designated funds	Restricted funds	Total Funds
	£	£	£	£
Tangible Fixed Assets	55,202	-	-	55,202
Current Assets	171,446	-	78,903	250,349
Current Liabilities	(73,639)	-	-	(73,639)
Long Term Liabilities	(12,840)	-	-	(12,840)
	140,169	-	78,903	219,072

At 1 May 2015	Unrestricted funds	Designated funds	Restricted funds	Total Funds
	£	£	£	£
Tangible Fixed Assets	25,300	-	-	25,300
Current Assets	(4,404)	-	71,577	67,173
Current Liabilities	(9,817)	-	-	(9,817)
	11,079	-	71,577	82,656

Active Change Foundation Ltd

Notes to the Accounts for the year ended 30 April 2016

15 Change in total funds over the year as shown in Note 14 , analysed by individual funds

	Funds brought forward from 2015	Movement in funds in 2016	Transfers between funds in 2016	Funds carried forward to 2017
	£	See Note 16 £	£	£
<i>Unrestricted and designated funds:-</i>				
Unrestricted revenue funds	11,079	129,090	-	140,169
Total unrestricted and designated funds	11,079	129,090	-	140,169
<i>Restricted funds:-</i>				
Restricted revenue funds	71,577	7,326	-	78,903
Total restricted funds	71,577	7,326	-	78,903
Total charity funds	82,656	136,416	-	219,072

16 Analysis of movements in funds over the year as shown in Note 15

	Income	Expenditure	Other Gains & Losses	Movement in funds
	2016	2016	2016	2016
	£	£	£	£
<i>Unrestricted and designated funds:-</i>				
Unrestricted revenue funds	681,154	(552,064)	-	129,090
<i>Restricted and designated funds:-</i>				
Restricted revenue funds	225,656	(218,330)	-	7,326
	906,810	(770,394)	-	136,416

Active Change Foundation Ltd

Notes to the Accounts for the year ended 30 April 2016

17 The purposes for which the funds as detailed in note 15 are held by the

Unrestricted and designated funds:-

Unrestricted revenue funds	These funds are held for the meeting the objectives of the charity, and to provide reserves for future activities, and , subject to charity legislation, are free from all restrictions on their use.
Unrestricted revaluation reserve	This fund represents the unrestricted surplus arising on the revaluation of the charity's assets.

Restricted funds:-

Restricted fixed asset funds	The purpose of these funds is described under the accounting policy 'Accounting for capital grants and fixed asset funds'.
Restricted revaluation reserve	This fund represents the restricted surplus arising on the revaluation of the charity's assets.
Donations & Legacies	Restricted for the purpose restricted by the donor,

18 Ultimate controlling party

The charity is under the control of its legal members.

Active Change Foundation Ltd

Detailed analysis of income and expenditure for the year ended 30 April 2016 as required by the SORP 2015

This analysis is classified by conventional nominal descriptions and not by activity.

19 Donations and Legacies

	Current year Unrestricted Funds 2016 £	Current year Restricted Funds 2016 £	Current year Total Funds 2016 £	Prior Year Total Funds 2015 £
Donations and gifts from individuals				
Just Giving Foundation	1,603	-	1,603	4,168
Charity Aid Foundation	1,030	-	1,030	-
Barclays	-	-	-	1,500
Other	1,290	-	1,290	459
Total donations and gifts from individuals	3,923	-	3,923	6,127
Revenue grants from government and public bodies				
Slough Borough Council	30,000	-	30,000	-
London Borough of Islington	48,000	-	48,000	-
City of Cardiff Council	23,854	-	23,854	-
Home Office Prevent Programme	122,541	-	122,541	72,367
Home Office - Young Leaders Programme	-	51,656	51,656	-
London Borough of Tower Hamlets	-	30,000	30,000	-
London Borough of Wandsworth	22,500	-	22,500	-
Crawley Borough Council	26,391	-	26,391	-
Brighton & Hove City Council	17,160	-	17,160	-
Birmingham City Council - YLP, CO & EP	-	144,000	144,000	-
LB of Waltham Forest - YLP, CO & EP	368,000	-	368,000	393,862
Others	18,763	-	18,763	12,493
London Borough of Redbridge	-	-	-	53,191
Total public sector revenue grants	677,209	225,656	902,865	531,913
Total Donations and Legacies	681,132	225,656	906,788	538,040

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Active Change Foundation Ltd

Detailed analysis of income and expenditure for the year ended 30 April 2016 as required by the SORP 2015

20 Investment income

		Current year Unrestricted Funds 2016 £	Current year Restricted Funds 2016 £	Current year Total Funds 2016 £	Prior Year Total Funds 2015 £
Profit from investment					
Other Investment Income		22	-	22	-
Total investment income	A4	22	-	22	-

21 Expenditure on charitable activities - Direct spending

		Current year Unrestricted Funds 2016 £	Current year Restricted Funds 2016 £	Current year Total Funds 2016 £	Prior Year Total Funds 2015 £
Gross wages and salaries - charitable activities		362,473	88,696	451,169	308,343
Employers' NI - Charitable activities		28,212	7,207	35,419	20,001
Travel and Subsistence - Charitable Activities		9,124	-	9,124	9,722
Training and welfare		5,060	-	5,060	5,828
Motor expenses		6,281	-	6,281	5,249
Database Management Systems		900	-	900	4,462
Home Office Prevent Programme		1,635	-	1,635	13,051
Young Leaders Programme		28,731	62,298	91,029	46,145
Total direct spending	B2a	442,416	158,201	600,617	412,801

Active Change Foundation Ltd

Detailed analysis of income and expenditure for the year ended 30 April 2016 as required by the SORP 2015

22 Support costs for charitable activities

	Current year Unrestricted Funds 2016 £	Current year Restricted Funds 2016 £	Current year Total Funds 2016 £	Prior Year Total Funds 2015 £
Premises Expenses				
Rent, Rates and water charges	30,000	15,629	45,629	51,447
Light heat and power	4,611	3,923	8,534	11,682
Cleaning and waste management	1,936	-	1,936	2,660
Premises repairs, renewals and maintenance	11,399	12,077	23,476	8,827
Events	2,288	3,962	6,250	5,674
Administrative overheads				
Telephone, fax and internet	1,512	6,039	7,551	5,221
Stationery and printing	2,301	5,094	7,395	8,666
Advertising and marketing	1,203	9,905	11,108	10,977
Liability and contents insurance	7,056	-	7,056	8,668
Sundry expenses	232	-	232	1,351
Donations	-	-	-	4,460
Youth Health & Fitness Membership	18,759	-	18,759	-
Train 4 Life Project	7,200	-	7,200	-
Professional fees paid to advisors other than the auditor or examiner				
Accountancy fees other than examination or audit fees	2,825	-	2,825	-
Legal fees	3,980	3,500	7,480	7,204
Consultancy fees	-	-	-	6,129
Financial costs				
Bank charges	798	-	798	1,191
Hire Purchase interest	486	-	486	-
Depreciation & Amortisation in total for the period	9,562	-	9,562	7,369
Support costs before reallocation	106,148	60,129	166,277	141,526
Total support costs	106,148	60,129	166,277	141,526

The basis of allocation of costs between activities is described under accounting policies

Active Change Foundation Ltd

Detailed analysis of income and expenditure for the year ended 30 April 2016 as required by the SORP 2015

23 Other Expenditure - Governance costs

	Current year Unrestricted Funds 2016 £	Current year Restricted Funds 2016 £	Current year Total Funds 2016 £	Prior Year Total Funds 2015 £
Auditor's fees	3,500	-	3,500	3,000

24 Total Charitable expenditure

		Current year Unrestricted Funds 2016 £	Current year Restricted Funds 2016 £	Current year Total Funds 2016 £	Prior Year Total Funds 2015 £
Total direct spending	B2a	442,416	158,201	600,617	412,801
Total support costs	B2d	106,148	60,129	166,277	141,526
Total Governance costs	B2e	3,500	-	3,500	3,000
Total charitable expenditure	B2	552,064	218,330	770,394	557,327

Active Change Foundation Ltd

Activity analysis of Income and expenditure for the for the year ended 30 April 2016

This analysis is classsified by activity and not by conventional nominal descriptions.

25 Analysis of income by activity

Activity	SOFA ref	2016 £	2015 £
<i>Summary of Total Income, including the items above</i>			
Donations & Legacies	A1	906,788	538,040
Investment income	A4	22	-
Total income as shown in the SOFA	A	906,810	538,040
<i>Categories of income</i>			
Income from exchange transactions		906,810	538,040
		906,810	538,040

Active Change Foundation Ltd

Activity analysis of Income and expenditure for the for the year ended 30 April 2016

26 Analysis of charitable expenditure by activity

Activity

Activity	Direct costs	Support costs	Grant funding of activities	Total	Total
	2016	2016	2016	2016	2015
	£	£	£	£	£
Young Leaders Programme					
Direct costs	202,763	-	-	202,763	305,665
Premises expenses	-	23,723	-	23,723	57,652
Administrative overheads	-	16,558	-	16,558	29,132
Professional fees	-	2,849	-	2,849	9,872
Financial costs	-	2,998	-	2,998	6,338
Total Young Leaders Programme	202,763	46,128	-	248,891	408,659
Home Office Prevent Programme					
Direct costs	70,454	-	-	70,454	56,162
Premises expenses	-	11,648	-	11,648	10,923
Administrative overheads	-	8,018	-	8,018	5,352
Professional fees	-	1,398	-	1,398	1,814
Financial costs	-	1,472	-	1,472	1,165
Total Home Office Prevent Programme	70,454	22,536	-	92,990	75,416

Active Change Foundation Ltd

Activity analysis of Income and expenditure for the for the year ended 30 April 2016

	Direct costs	Support costs	Grant funding of activities	Total	Total
	2016	2016	2016	2016	2015
	£	£	£	£	£
<i>Birmingham - YLP, CO&EP</i>					
Direct costs	110,192	-	-	110,192	-
Premises expenses	-	13,688	-	13,688	-
Administrative overheads	-	9,420	-	9,420	-
Professional fees	-	1,644	-	1,644	-
Financial costs	-	1,730	-	1,730	-
Total Birmingham - YLP, CO&EP	110,192	26,482	-	136,674	-
	Direct costs	Support costs	Grant funding of activities	Total	Total
	2016	2016	2016	2016	2015
	£	£	£	£	£
<i>LB of Waltham Forest - YLP, CO&EP</i>					
Direct costs	206,670	-	-	206,670	50,974
Premises expenses	-	34,981	-	34,981	11,715
Administrative overheads	-	24,078	-	24,078	4,859
Professional fees	-	4,200	-	4,200	1,647
Financial costs	-	4,420	-	4,420	1,057
Total LB of Waltham Forest - YLP, CO&EP	206,670	67,679	-	274,349	70,252

Active Change Foundation Ltd

Activity analysis of Income and expenditure for the for the year ended 30 April 2016

	Direct costs	Support costs	Grant funding of activities	Total	Total
	2016	2016	2016	2016	2015
	£	£	£	£	£
Other Charitable Activities					
Direct costs	10,538	-	-	10,538	-
Premises expenses	-	1,785	-	1,785	-
Administrative overheads	-	1,227	-	1,227	-
Professional fees	-	214	-	214	-
Financial costs	-	226	-	226	-
Total Other Charitable Activities	10,538	3,452	-	13,990	-

Summary of charitable costs by activity

activity	Direct costs	Support costs	Grant funding of activities	Total	Total
	2016	2016	2016	2016	2015
	£	£	£	£	£
Total Young Leaders Programme	202,763	46,128	-	248,891	408,659
Total Home Office Prevent Programme	70,454	22,536	-	92,990	75,416
Total Birmingham - YLP, CO&EP	110,192	26,482	-	136,674	-
Total LB of Waltham Forest - YLP, CO&EP	206,670	67,679	-	274,349	70,252
Total Other charitable activities	10,538	3,452	-	13,990	-
Total Governance costs as detailed in Note 23		3,500		3,500	3,000
Total charitable expenditure	600,617	169,777	-	770,394	557,327

The basis of allocation of costs between activities is described under accounting policies

The breakdown of this expenditure by type of spending (ie nominal classification) is detailed in note 24

27 Analysis of non charitable expenditure by activity

Activity

Governance costs	Governance costs	Governance costs
	2016	2015
	£	£
Other Expenditure - Governance costs as detailed in Note 23	3,500	3,000