

Company number: 05815338

Charity number: 1121638

Just for Kids Law Limited

Report and financial statements

For the year ended 31 May 2020

Just for Kids Law Limited

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Just for Kids Law Limited

Reference and administrative details

For the year ended 31 May 2020

Company number 05815338

Charity number 1121638

Registered office and operational address Unit 2, Crystal Wharf
36 Graham Street
London
N1 8GJ

Country of registration England & Wales

Country of incorporation United Kingdom

Board of Trustees Board of Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Carolyn Ann Regan	Trustee and Chair
Sophia Wiginton	Young Trustee (resigned July 2019)
Ronan McCrea	Trustee (resigned December 2019)
Jennifer Ann Fleming	Trustee (resigned December 2019)
Anthony David Landes	Trustee and Vice-Chair
Maureen Cole Burns	Trustee and Treasurer
Peter George Gibbs	Trustee
Kathryn Hollingsworth	Trustee (resigned December 2019)
Amira Bhatt	Young Trustee
Anya Lewis	Trustee (resigned December 2019)
Sufina Ahmed	Trustee
Claire Hubberstey	Trustee
Wendy Brewer	Trustee (appointed January 2020)
Joanne Cecil	Trustee (appointed January 2020)

Senior Management Team	Enver Solomon	CEO
	Aika Stephenson	Legal Director
	Joel Carter	Director of Programmes and Participation (left March 2020)
	Julie Bentley	Director of Finance and Resources
	Louise King	Director of Policy and Campaigns/Director of Children's Rights Alliance for England

Just for Kids Law Limited

Reference and administrative details

For the year ended 31 May 2020

Bankers

HSBC
25 Notting Hill Gate
London
W11 3JJ

Auditor

Sayer Vincent LLP
Chartered Accountants and Statutory Auditor
Invicta House
108-114 Golden Lane
LONDON
EC1Y 0TL

The Board of Trustees presents their report and the audited financial statements for the year ended 31 May 2020.

Reference and administrative information set out on pages 1–2 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

To promote any charitable purposes for the benefit of the public, particularly children and young people in the UK and abroad, with particular regard to the United Nations Convention on the Rights of the Child, including by advancing the rights and needs of children through:

- Research, education, training, awareness-raising, and increasing understanding and knowledge;
- Monitoring, promoting and advocating for children's human rights, including compliance at both national and international levels;
- The provision of specialist legal advice, support and representation, including taking legal action to prevent disadvantage, discrimination or exclusion;
- The provision of advice, support and direct advocacy to children and young people, and promoting participation;
- All other such lawful things as are incidental or conducive to the attainment of these aims.

The Board of Trustees reviews the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work over the reporting period. The Board of Trustees reports the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Board of Trustees ensure that the charity's aims, objectives and activities remain focused on its stated purposes.

The Board of Trustees has referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Board of Trustees has considered how planned activities will contribute to the aims and objectives that have been set.

Structure, governance and management

The Board of Trustees has overall responsibility for ensuring that the charity meets its charitable objectives and has an appropriate system of controls, financial and otherwise. The trustees are also responsible for safeguarding the assets of the charity. The Board is chaired by Carolyn Regan and currently has 9 members.

Just for Kids Law Limited

Trustees' annual report

For the year ended 31 May 2020

The Board has a number of sub-committees which ensure that the legal obligations of the charity are met, and that the charity pursues its charitable objectives as set out in the governing documents.

Just for Kids Law currently has the following sub-committees:

- Finance & Risk (including Audit)
- Fundraising
- HR & People

Each sub-committee is chaired by a trustee and has at least one further trustee and one senior member of staff on it.

The Board of Trustees employs the CEO, Enver Solomon, to whom the charity's Board of Trustees delegates day-to-day management of the charity. The CEO manages a Senior Management Team consisting of the Director of Programmes and Participation, Legal Director, Director of Policy and Campaigns/Director of CRAE and Director of Finance and Resources, who in turn manage their individual teams.

The organisation is a charitable company limited by guarantee, incorporated on 12 May 2006 and registered as a charity on 21 November 2007.

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed according to its articles of association.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 8 to the accounts.

Appointment of Board of Trustees

Trustees are recruited to the Board by the Chair, and their appointment is agreed by the entire Board of Trustees. There is no external body that is entitled to appoint one or more of the Board of Trustees.

Trustee induction and training

Before starting in their role on the Board, trustees are provided with a detailed role description, and receive a comprehensive induction which includes:

- A full information pack containing the current governing documents; strategic and shorter-term plans; recent statutory accounts and current management accounts; recent board minutes; an organisation chart/ organogram; and general background information;
- An opportunity to visit the charity's offices and projects, meet other trustees and staff and attend a board meeting;
- A clear explanation of the trustee's expected role, responsibilities and legal obligations, input to the board and time commitment;
- Access to Charity Commission guidance.

Related parties and relationships with other organisations

The charity has no subsidiary undertakings. However, we connect with and have relationships with organisations in a variety of ways. Through our casework we receive referrals from organisations in the voluntary and statutory sector who we will link up with as part of our direct work with young people. In the delivery of our work to achieve wider change to policy and practice we partner with many organisations to work collaboratively on our campaigning, our strategic litigation and on our work empowering young people to lead social change. Finally, we have relationships through our income generation work with funders such as trusts and foundations and also corporates who provide us with pro bono support.

Achievements and performance

This was the second year of delivery against Just for Kids Law's three-year strategy (June 2018 to June 2021). The strategy sets out our mission and vision:

Just for Kids Law's vision is for all children and young people in the UK to have their legal rights and entitlements respected and promoted, and their voices heard and valued. We exist to work with and for children and young people to hold those with power to account and fight for wider reform. We do this by providing legal representation and advice, direct advocacy and support, and through strategic litigation, campaigning and equipping others to work for children's rights.

The strategic plan includes four clear aims to:

- Secure outcomes for individual children and young people
- Secure changes to the legal, policy and practice environment for children and young people
- Maintain and develop a robust organisation using our strengths to maximum impact
- Develop an organisation in which participation is central to all our activities

We report against each of these aims in this annual report and accounts and set out progress over the second year of the strategy.

Strategic Aim 1: Secure outcomes for individual children and young people

Just for Kids Law was founded with the vision of supporting young people in difficulty to overcome all the issues they face. The nature of our individual casework is holistic, both in the way that it seeks to provide support covering the multiple areas of need that a young person has, and in the way that young people are supported by a team of advocates, lawyers and youth opportunities workers who are co-located to provide a joined-up package of help.

Our most recent casework data shows that in the 2019/20 financial year:

- We worked with 784 children and young people, mainly across London, through our casework providing youth advocacy, legal advice and representation and youth opportunities support.
- We supported these young people to address a range of needs, relating to housing, social care, education, finance, immigration and criminal justice issues, working on 693 individual cases relating to these separate needs and providing one off advice in a further 325 cases. It is important to note that each young person we work with may have more than one case relating to different needs they have.

Previously we reported our impact data based on the calendar year. We have now moved to align our data reporting with our financial year. The number of children and young people we worked with and the number of cases we worked on in 2019/20 is 25% lower compared to the 2019 calendar year. This is for a number of reasons as follows:

- Firstly, the young migrant led Let Us Learn project which provided one off assistance and support to young people in the immigration system transitioned to become an independent charity in October 2019. As a result, there was a reduction in this area of immigration casework support.
- Secondly, we reconfigured Advocacy Year, which was a one-year programme employing four graduates interested in social justice and a possible career in law to be trained to work as Just for Kids Law youth advocates for 12 months. Advocacy Year came to an end in August 2019 and a new programme was established employing two trainee youth advocates from a more diverse background for 18 months. The new trainees did not take up their posts until the end of January 2020 and the subsequent Covid-19 pandemic delayed them commencing supervised casework. This resulted in reduced capacity to take on casework in the youth advocacy team compared to the previous year.
- Finally, the pandemic impacted on the overall ability of our youth advocate and legal teams to take on new cases. They were working from home unable to provide face-to-face support and the young people they were already working with required greater in-depth support especially relating to hardship needs. In addition, the closure of schools and limitations of statutory services led to a reduction in referrals to our education and community care legal teams.

We capture the impact of our casework in two ways. Since 2019 a SMS text message survey, which was independently validated by NCVO Charities Evaluation Services, has been sent to nearly half of all young people we work after we have supported them for three months. In 2019/20 it was sent to 325 young people (42% of all those we worked with) and 85 responded which is just over a quarter (26%).

- 76% agreed that their situation had improved after being supported by us;
- 76% said they felt more confident facing problems after we had helped them;
- 77% said they knew more about their rights and entitlements after working with us.

We moved to this survey from a much less robust self-selecting annual telephone survey at the start of 2019. The data is better quality and based on a larger number of respondents. We plan to keep the SMS survey under review to ensure we maintain good quality results.

We also measure hard outcomes in our casework database that show how we resolve cases across all the issues we work on with young people. This is a new approach to outcome measurement developed with pro bono support from independent consultants. We piloted this model in 2019/20 with 61 cases. In three quarters of cases (46) a resolution was achieved. For example, 12 crime cases were resolved by achieving either an out of court disposal for the young person, the case not progressing against the young person or the young person receiving a mitigated sentence compared to sentencing guidelines. Seven housing cases were resolved with a young person either accessing accommodation, securing improvements to their current accommodation or avoiding homelessness. Details of the outcomes achieved in all 46 cases are set out in the following table:

Community care	No. of outcomes
Retained or improved social services support	5
Accessed new social services support (including retrospective SS)	7
Total	12
Crime	
Given an out of court disposal	4
Case against young person not progressed	7
Received mitigated sentence compared to sentencing guidelines	1
Total	12
Education	
Remained in preferred education	3
Accessed additional support in education	1
Accessed education	1
Total	5
Family	
Social services intervention level stepped down	4
Total	4
Financial Position	
Secured new funding, grants or benefits	4
Total	4
Housing	
Accessed accommodation	5
Secured improvement in current accommodation	1
Avoided homelessness (including eviction)	1
Total	7
Immigration	
Achieved more secure immigration status	2
Total	2
Grand total	46

Of the cases that were not resolved we either lost contact with the young person or the young person decided they did not want our help. In 2020/21 we will be extending the pilot to record outcomes against all the cases we work on. For cases we are unable to resolve we will begin to consider what we could have done differently to avoid that outcome.

Youth Advocacy

Our team of youth advocates do vital work with young people in crisis, addressing wide-ranging issues including lack of support from social services, homelessness and housing problems, financial instability, insecure immigration status, involvement in the criminal justice system and being excluded from education. Our youth advocates work to ensure the young person's voice is heard, to help them understand their rights and entitlements, and to improve communication with, and support from, statutory agencies. In doing so, the youth advocate facilitates a path from crisis to stability.

Case study – A young man in search of independence

Curtis became the successor of a 4-bedroom property, aged 17, due to the passing of his legal guardian, his grandmother. As a child with no legal guardian, Curtis was being pressured into becoming a voluntary looked after child in the care system. However, due to historical family conflict and mistrust of services, Curtis did not feel this was his best option and his wish was to stay at his home until he was able to bid for his own 1-bedroom property. We sought legal advice and successfully advocated for the secure tenancy succession on Curtis's 18th birthday with his cousin standing in as guarantor until that point. The council also agreed to waive the bedroom tax for 3 rooms for this period and rent arrears amounting to over £1,000 were wiped from his account. Curtis will also be awarded his bidding number after his 18th birthday at the highest priority, being shortlisted for any property bids. On top of this, he was given statutory support funds backdated to when his grandmother passed away.

Curtis was extremely happy with the outcome of our advocacy as he did not want to enter the care system due to its failings with his siblings. With the support of our advocates, he shared with the local authority that he was raised 'a king' by his grandmother and his desire to control his own narrative. The local authority was highly impressed with him. Curtis was able to grieve and spend his last Christmas at home, with the familiarity and support of family and friends.

Overall, we provided advocacy support to more than 180 young people in 2019/20. This is fewer than in the previous year and as noted above it partly reflects how the depth of our casework has changed due to the level of support individual young people have required as a result of the Covid-19 pandemic. It also reflects a reduction in the capacity of our advocacy team following the successful delivery of our third and final cohort of Advocacy Year trainee youth advocates. Informed by the learning from the programme, we implemented a number of changes and have now employed two trainee youth advocates from more diverse backgrounds working over an 18-month period to ensure greater continuity of support for the young people they work with. They

are integrated within the advocacy team, receive a full salary and will complete a Level 3 qualification in Advocacy providing them with formal accreditation.

An important focus over the year has been on continuing to develop support systems for our advocates to ensure they are able to do the best possible work with children and young people. We continued with therapeutic group support and also providing one-to-one clinical supervision for the team. Homeworking due to the Covid-19 pandemic created further significant challenges for the team's wellbeing and we responded with provision of good quality home working equipment and packages of support. We also reviewed how leadership support and casework capacity for the team can be improved and took the decision to employ an additional Advocacy Manager who will start later in 2020.

Youth Opportunities

Our youth opportunities work was led by a new Head of Participation and Youth Engagement who oversees all our youth projects work. In 2019/2020 we provided 85 young people with tailored, one-to-one support to access education, employment and training (EET) opportunities. Reflecting the commitment in our strategic plan to only provide youth opportunities work to young people we have previously supported, we ensured we had an improved internal referral process for young people to be allocated to our youth opportunities worker. A key outcome achieved towards the end of the year was the provision of nearly 20 laptops and Wi-Fi dongles to young people during the Covid-19 lockdown which enabled them to complete their studies online. These were a lifeline for the young people who would have otherwise been prevented from completing their courses and progressing their lives. During the year, the team also reviewed our popular work experience programme to ensure it benefits young people from more disadvantaged backgrounds. The team put in place plans to relaunch the programme in 2020/2021 depending on working arrangements following the pandemic.

Legal Casework

We hold legal aid contracts in four disciplines of law: community care, crime, public law and immigration. We continue to be an approved provider of legal services which constitute immigration advice authorised by the Office of the Immigration Services Commissioner (OISC). We also hold the Specialist Quality Mark.

We achieved a higher income than predicted through legal aid this year due to the Crime Team being instructed in a large case involving the review of over 11,000 pages of evidence. We would not expect to generate this level of income moving forward, however, we hope to achieve modest growth to reflect the expansion of the legal team. An important addition to the team this year has been a specialist housing solicitor to expand our work to prevent homelessness and insecure shelter through direct legal support.

We continue to be supported by trainee solicitors, one of whom was funded by the Legal Education Foundation's Justice First Fellowship Scheme, which supports the next generation of lawyers committed to social welfare law.

We were pleased to retain two of our trainee solicitors who completed their training in January and February 2020. Both will be undertaking mixed roles providing both direct representation to children in criminal and civil proceedings as well as providing advice through our Youth Justice Advice Line.

Crime

A significant proportion of the work of our crime team has focused on ensuring that children and young people are not criminalised and processed through the courts unless absolutely necessary. Where children are dealt with in court, we ensure that all special measures are in place to allow them to effectively participate in the court process, as well as ensuring that their age and maturity are considered when sentencing. The team has seen a growing trend of children and young people being involved in county lines drug dealing and has successfully argued that these young people should be recognised as victims of child criminal exploitation and should not face prosecution. Through our representation we have highlighted the disproportionality in the prosecution and imprisonment of Black males, the criminalisation of children in care and the significance of turning 18 during the Criminal Justice Process. The Criminal team has been extremely busy as children continue to be arrested in spite of the Covid-19 restrictions. Many cases are being adjourned and therefore we have had an influx of cases at a time when our ongoing cases are not being closed.

Youth Justice Advice Line

Our Youth Justice Legal Centre advice line continues to respond to a wide range of enquiries. Overall, it worked on 202 youth justice casework enquiries including both one-off advice and more in-depth casework. It provided advice to various Youth Offending Teams, lawyers and other youth justice practitioners as well as parents and young people across England on issues affecting children involved in the criminal justice system. As with our direct criminal casework, we have seen an increasing number of enquiries from professionals working with children who are victims of criminal exploitation and modern slavery as well as looked after children and unaccompanied asylum seekers.

The advice line has continued taking on cases of many children and young people who came to police attention, to argue for the children to be dealt with outside of the formal court process, thereby minimising the negative impact a criminal record can have on young people achieving their potential. Of particular concern has been the length of time police investigations are taking to conclude, as well as long delays between charge and a child's trial being heard. This is having a considerable impact on children's physical and mental wellbeing. The matter has been further exacerbated due to the Covid-19 pandemic and long delays in the criminal courts. It is leading to disproportionate outcomes for children who commit offences as a child but are not tried until they are an adult.

Case study - A victim of criminal exploitation facing prosecution

Amy (aged 13) was arrested and held overnight in a police cell after being charged with assaulting a police officer having run off when being taken to her family home. Amy had a history of going missing and she was considered by social services to be a victim of criminal exploitation. They had designated her as a child in need. Our youth justice advice line team worked with Amy's support worker from another charity and the youth offending team to prepare documentation to make the case that to criminalise Amy for her behaviour would be unfair and disproportionate. We argued that no further action should be taken highlighting all the relevant guidance and law and the importance of protecting child victims of exploitation. A decision was taken to 'triage' Amy meaning that she was not given a formal conviction or caution for the offence and was able to receive the support she deserves as a vulnerable young child.

Immigration

Through our immigration work we continue to increase young migrants' understanding of their own immigration status and help them to exercise their full legal rights and entitlements as well as improving sector understanding of those rights and entitlements. We continue to assist children to apply for settled status under the proposed Brexit withdrawal agreement, as well as taking on cases of those seeking asylum and those who have been victims of trafficking and challenging the Home Office position as to the treatment they have suffered.

Case study - A homeless teen left to fend for herself

Megan became homeless when her mother passed away and her relationship with her stepfather broke down irrevocably. Her biological father had been abusive towards her and her mother, and she was not in contact with him. She approached the local authority's children's services department aged 16 on multiple occasions and was told there was no accommodation available for her. During this period, she was forced to spend the night in places that were open for 24 hours, such as McDonalds' restaurants, casinos and hotel receptions. Eventually she was placed in unregulated accommodation, which is not regulated or checked by official inspectors. However, she was asked to leave after only two weeks because she let a friend of hers, a child, spend the night at the accommodation, which was a breach of the rules. She then became homeless and sofa surfed again before being housed again in a hostel and eventually in another unregulated placement where she stayed for six months. The only form of support she received throughout this period was in the form of food vouchers and, because of her financial difficulties, she became involved in criminal activities. At no point was an assessment of her needs made, or the difference between being accommodated by children's services or by housing services explained to her. When she was 18, she was told her case was going to be closed despite her still wanting and needing ongoing support. She was evicted from her accommodation and became homeless again.

Just for Kids Law argued that Megan was a child when she first approached the local authority and should have had her needs assessed and been accommodated as a child in the care of the state and that she should now be entitled to leaving care support. The local authority initially refused to do this, arguing that Megan never accepted formally to be looked after by the local authority. We threatened judicial review proceedings and the local authority agreed to treat Megan as a care leaver and provide her with the requisite support (without admitting fault).

Community Care and Housing

The team continued to work hard to achieve "looked after" status for vulnerable children and young people. We find that too often children who are legally entitled to this status and should be placed in local authority care are left to fend for themselves. We have supported numerous young people to challenge the local authority's failure to obtain assessments and provide them with the accommodation and support they desperately need in order to adequately meet their needs. We also continue to assist young people leaving care to ensure services are continued for as long as they need them. Following the Covid-19, pandemic referrals to the team greatly reduced. We

believe this is a consequence of many children and young people choosing not to request support during the lockdown period and the reduction in the level of support being provided by statutory services during this period. We are concerned that young people were left in unsafe and risky situations without accessing the help they needed.

Education

In November 2019 we launched the School Exclusions Hub, an innovative online resource and toolkit for practitioners who provide pro bono legal welfare advice, but do not have the knowledge or funding to work on school exclusions cases. Legal aid is not available for school exclusion cases and the Hub enables access to justice for children facing exclusion by providing all the resources for advice services to support a child through every stage of the school exclusion process. To date, it has had good levels of engagement with over 150 members registered and 10,500 unique visitors. Alongside this project, we also took a first step to expand our own casework on school exclusions outside London by piloting legal clinics in Birmingham and Manchester with pro bono support from lawyers at Fieldfisher. The pilot ended early than planned due to school closures following the Covid-19 pandemic. In 2020/2021 we are taking the learning from the pilot to explore developing it into a longer-term project.

Case study - A pupil fighting against an unlawful school exclusion

Ollie, aged 13, was excluded for setting off a firework at school. He had no history of behavioural issues and made a concerted effort to make up for his mistake. Ollie donated his pocket money for 6 months to a burns charity, took a fire safety course and even created his own fire safety leaflet. When the school continued to pursue exclusion, Ollie approached our legal clinic in Manchester. Our volunteers began representing him and advocated on his behalf at the governors meeting and the independent review panel. The exclusion was upheld at both meetings. Building on the strength of the work of our volunteers, one of our lawyers was able to begin judicial review proceedings and challenge the unlawful exclusion. At this point, the school conceded. They were then required to pay our legal costs and Ollie was reinstated in school at a subsequent governor's meeting.

Strategic Aim 2: Secure changes to the legal, policy and practice environment for children and young people

It is not just the children and young people we work with directly who benefit from the impact of our work: we fight for wider change that affects children and young people across the UK, taking the evidence from our direct casework as a starting point. We do this through strategic litigation, policy work, campaigning and equipping others to work for children's rights. Our work in this area includes the Children's Rights Alliance for England and our Youth Justice Legal Centre project.

Youth Justice

In 2019/20, we carried out a significant amount of influencing work to ensure that children and young people in contact with the police and the criminal justice system have their rights respected.

We began a new project focusing on the disproportionate number of Black and Minority Ethnic (BAME) children being held overnight in police custody and have already made positive progress. Following our engagement with the National Police Chief's Council, we were invited to present at its Custody Forum, alongside a young person we had worked with who had personal experience of the issue. This resulted in a working group of custody officers being established to look at what can be done to address this issue. Our pre-action letter to the London Borough of Southwark regarding a child who was held overnight in police custody resulted in Southwark asking us to provide training to both custody officers, senior managers at the local authority and other local authority staff in the Borough on practical steps, which can be taken to prevent the overnight detention of children.

Following engagement with the Assistant Commissioner at the Metropolitan Police Service (MPS) and the Commander of MPS Detention about concerns regarding the high numbers of children being arrested and detained at police stations at the height of the Covid-19 lockdown, they agreed to work with us to ensure a child rights approach to children coming into custody across London.

We published two briefings – one on children's rights and the use of Tasers and another on children's rights and spit-hoods – which were the focus of our London Forum on Children and Policing. The Taser uplift manager from the MPS attended to discuss our briefings and informed us that the Equality Committee at the MPS, chaired by the Met Commissioner, has agreed to take steps to address this issue. We will continue to monitor further developments. We also joined the National Taser Stakeholder Advisory Group where we have discussed the lack of action being taken by the police around the disproportionate use of Taser against BAME individuals. We are one of two children's organisations sitting on this group and have an important role in ensuring focus on the use of Tasers on children.

We continued our Timely Justice – Turning 18 project, focusing on the consequences for those who turn 18 during the criminal justice process. Working with a range of experts and young people with direct experience of this issue, we published a policy briefing and legal guide. This was launched at a webinar with an impressive panel of experts, including the judicial lead for youth justice. The work is particularly timely given that the Covid-19 pandemic has resulted in significant delays in the justice system which will lead to more young people turning 18 before their cases are completed.

Our influencing work to ensure that children in court are represented by youth justice specialists led to the Law Society publishing a report recommending that youth justice specialist lawyers represent children in the criminal courts and that they receive uplifted remuneration for this work. In its response to the Solicitors Regulation Authority (SRA) consultation on advocacy standards, the Law Society also recommended that the SRA and the Bar Standards Board (BSB) work together to develop a specific youth court qualification for both barristers and HRAs. This is a clear and positive shift in the Law Society's position on specialisation and accreditation.

Our work with other organisations from across Europe resulted in the UN Committee on the Rights of the Child's revised General Comment on children's rights in the justice system being significantly strengthened including a specific reference to the need for specialist training of all

professionals working with children in the justice system, and the treatment of children who turn 18.

School Exclusions

We have continued to expand our policy and practice influencing in the area of school exclusions. Following our legal challenges, several schools in London have agreed to change their school exclusions policies and processes and increase training for staff on their duties under the Equality Act. We particularly welcomed Trafford Local Authority issuing updated guidance on school exclusions following a case we took against a school in the area.

On a national level, we have developed strong working relationships with senior officials at the Department for Education (DfE) and have engaged with them around the need to include new protections for victims of childhood criminal exploitation into the planned revised school exclusion guidance. The changes would mandate that schools consider whether an exclusion would further a young person's exploitation or place them at risk of exploitation.

We also chaired a sub-group as part of the inquiry on exclusions established by the charity Justice, looking at how to improve the systems of appeal panels. The final report included our recommendations for the need for a new Independent Reviewer of individual exclusion decisions and the possibility of appealing to a judge-led tribunal.

Housing and Social Care

Building on our practice expertise, we have significantly developed our policy work in this area. We have identified two policy priorities based on in-depth scoping and collaboration with our casework teams: ensuring local authorities improve their response to homeless 16- and 17-year-olds and improving support for homeless care leavers aged 18 to 25.

We published a briefing *Not in Care, Not Counted – A legal loophole: homeless 16- and 17-year-olds and unregulated accommodation* based on the results of Freedom of Information requests to all local authorities in England. It highlights the problems faced by young people who are accommodated by local authorities but not taken into care – an issue our legal and youth advocacy teams see regularly. We have had constructive meetings with the Department for Education (DfE) on taking forward the findings and used the FOI results to inform our response to the DfE's consultation on unregulated accommodation to highlight that this group of children are not included in the current reform proposals. We are hopeful that the government will take our concerns into account when taking this work forward.

We were alarmed by the children's Social Care (Coronavirus) Regulations, published in April 2020, which reduced a number of vital safeguards for children in care. We joined a campaign steering group calling for them to be revoked immediately, and undertook a number of campaign actions, including to ensure that the Labour Party took a strong stance against the new regulations. We were also supportive of a judicial review taken by the charity Article 39.

Our coordinated a joint letter signed by 45 organisations and individual experts from the children's social care sector to the Education Secretary resulted in a number of changes being

made to new guidance for local authorities on Covid-19, particularly in relation to care leavers. We were also invited by the DfE to comment on a further iteration of the guidance in relation to care leavers, and managed to secure significant additions in relation to discretionary payments and accommodation moves during Covid-19 – both issues which we have been seeing in our case work.

Child Rights Monitoring

Through the hosting of the Children's Rights Alliance for England (CRAE), we continue to hold the Government to account on its implementation of the UN Convention on the Rights of the Child (UNCRC) and other human rights treaties. 2019 was an important year for children's rights marking 30 years of the Convention. To celebrate this important milestone, we held a successful conference in partnership with UCL and the Foundling Museum which was attended by over 100 children and young people and 100 policy makers, lawyers and academics. We also commissioned a series of 10 thematic infographics which looked back at key milestones we have achieved since the UNCRC was adopted in 1989 and put together a forward looking graphic, which set out 10 things we would like to see achieved in the next 30 years.

We also held a parliamentary reception with Unicef UK, the Equality and Human Rights Commission (EHRC) and hosted by the Children's Minister. We had around 120 attendees from across parliament and the children's sector, as well as officials from government departments and academics. The Children's Minister, Vicky Ford, spoke at the event and pledged her support for the UNCRC.

We continued to Co-Chair the government sponsored UNCRC Action Group and began to hold thematic sessions with senior officials from across Whitehall. The sessions are to take stock of progress on implementing the UN Committee's 2016 recommendations and look at what action is needed ahead of the UK's next examination in 2022. This is the first time such meetings have taken place. We also took part in sessions on children's rights for the second year running as part of the induction process for newly recruited 'fast-stream' civil servants.

Finally, we joined the steering group of a children's Covid-19 response and recovery group with 15 other children's charities and helped draft the guiding principles document which included a recommendation that children's rights are placed at the centre of the recovery. The group is currently producing a series of thematic briefing papers on what a child-centred recovery should look like.

Strategic Litigation

Just for Kids Law is one of the few children and young people's charities that takes on strategic legal cases to achieve wider social change.

In July 2020, the government announced changes to the law on criminal records following a case we took to the Supreme Court the previous year. We had been working for many months with the charities Liberty and Unlock to push for changes to the law following our legal victory. Once the

changes come into force no one will have to disclose a reprimand or caution received as a child in a criminal record check. This will help many of our clients, and hundreds of thousands of people in the UK. We are now intervening in a Court of Appeal case about the disclosure of a childhood reprimand for shoplifting in applications to join the police force.

During the year we took a case to the High Court challenging the refusal of a District Judge to grant a 14-year-old boy an intermediary to assist him during the trial. The boy has multiple of vulnerabilities and we were concerned that he would not understand proceedings without extra help. The High Court agreed and our client was ordered an intermediary. Critically, the judgement noted the need for any defendant to have appropriate assistance in trial, and especially children. This will help ensure that future children facing a criminal trial can make the case to have support from an intermediary.

We have also continued with our high-profile challenge against the Home Office concerning their use of children as spies. The police recruit children to provide intelligence on criminal gangs, and they acknowledge that these children are placed in dangerous situations. We have challenged this policy, arguing that there should be better safeguards and that it is contrary to the UNCRC. Our case is due to be heard in the Court of Appeal in autumn 2020.

Strategic Aim 3: Maintain and develop a robust organisation using our strengths to maximum impact

In order to secure outcomes for individual children and young people and to secure wider policy and practice reform, developing a robust organisation with good quality systems and processes has been an important priority. At the same time, working to secure a stable funding future is an on-going core activity that underpins all our work.

Income Generation and Fundraising

We had a very successful year securing higher than anticipated income despite the fact that the Covid-19 pandemic impacted income from our training events and annual youth justice summit. We were successful in securing new grants from a number of trusts and foundations, including the City Bridge Trust and the John Lyons Foundation and also gained funding from two foundations to cover the costs for the move to a new office. We also surpassed the target we set for a new campaign to raise income from small trusts and foundations. Following the Covid-19 pandemic, some of our major trusts and foundations provided us with additional funding to manage the challenges faced by the organisation and the young people we work with as a result of the sudden lockdown and move to homeworking.

We invested in developing funding from high net worth donors holding two invite-only events and taking part in two Big Give campaigns sponsored by the Childhood Trust. We were also very grateful to receive a substantial donation from one of our long-term supporters. Going forward we have developed a tailored donor fundraising strategy to ensure we continue to grow this income source.

We also completed a review of our fundraising work with corporates. We have cultivated some successful pro bono corporate partnerships and want to build on these to further increase our support from corporates. We plan to expand the pro bono support we receive, build a network of corporate donors and sponsors and explore the potential for Charity of the Year partnerships. To support all our income generation work, we took the decision to invest in a new fundraising database and revised our three-year fundraising strategy.

Internal Resources to Recruit, Retain and Support Staff

We completed a review of the organisation's pay structure and salary policy which included an independent salary benchmarking exercise. A new remuneration policy was introduced in October following successful consultation with the union and wider staff group. This was a significant step forward for the organisation as salaries had been highlighted by staff as their main concern.

A consultation was also carried out to develop and implement a set of wide-ranging organisational policies including a new Mental Health and Wellbeing policy, Equality and Diversity policy, IT policy, Health and Safety Policy, Long Working Policy, Volunteers policy, Serious Incident/Disaster Recovery policy, Data Protection and GDPR policy, Supervision policy and Appraisals policy. Due to the impact of the Covid-19 pandemic and moving to homeworking, the implementation of these policies was delayed and will be completed later in 2020. However, despite not completing the Mental Health and Wellbeing policy a number of measures were put in place to support staff following the Covid-19 pandemic.

Following the national lockdown, the organisation successfully moved to homeworking and quickly put in place provisions to help staff. This included a new confidential employee support service, carrying out homeworking assessments and providing suitable homeworking equipment including desks, chairs and laptop. Ensuring the wellbeing of staff during the pandemic has been a critical priority. We have also provided staff access to wellbeing support sessions provided by Islington and Camden Mental Health Trust and put in place a tailored programme of resilience training and support for all our managers which will be continued into 2020/2021.

During the year we also took steps to strengthen the organisation's governance by completing a review and update of the charity's Articles of Association including new terms of office for trustees and a review of young people's involvement in our board. A decision was taken to increase young people representation on the board so that they account for a quarter of board members. Later in 2020/21 an additional two young trustees will be recruited who have previously been supported by Just for Kids Law. Four trustees resigned after either completing their terms or due to having to manage other commitments. One of our young trustees had to temporarily resign whilst we move to a new bank account that allows for us to have trustees under 18 years old. She has continued to attend board meetings as an observer.

Before the pandemic hit, we completed the search for a new fit-for-purpose office. Despite the limitations imposed by Covid-19 we made progress planning the move, including consulting with staff and young people we work with on the office fit-out and design, and scoping out options for investing in upgraded IT. The move to the new office was successfully completed on schedule at

the start of August 2020, two months into the new financial year. Given that our old, cramped office was the source of many frustrations and complaints from staff, this is a significant step change for the organisation.

Demonstrating Impact and Capturing Learning

Improving how we demonstrate our impact and learning has been an important priority for the organisation. In February we published our first annual 'Impact and Learning' report highlighting not just what we achieved but also what we didn't manage to do and, critically, what we learned. It demonstrates how learning is paramount to us as it ensures we are always seeking to improve our work with, and for, children and young people.

Due to the impact of the Covid-19 pandemic and having to move the organisation to homeworking during lockdown we did not make as much progress as planned on implementing new outcome measures that capture how we resolve cases we work on with young people. We completed a pilot, as reported on p7, which provides a snapshot of the outcomes we are achieving. We hope to extend this across all our casework in 2020/21 as well as reviewing our casework database to ensure it effectively supports how we record outcomes data.

We also improved our website with a new design and refreshed content ensuring that we are presenting our work and impact more effectively to stakeholders and the public. It has a sharper look, streamlined structure, and presents a more coherent and joined-up view of the organisation. We have seen an improvement in key metrics such as bounce rate and retention.

Strategic Aim 4: Develop an organisation in which participation is central to all our activities

Participation by children and young people forms a key part of our work at Just for Kids Law. Our three-year strategy made a commitment to take a more coordinated and consistent approach to both participation and youth engagement and at the same time ensure our work is adequately resourced. Over the last year, we have made significant progress establishing a new Head of Participation and Youth Engagement who has led work on developing a new participation strategy for the organisation and providing effective consolidation and coherence to all our participation and youth engagement activities.

We Belong

In November 2019, We Belong, the first UK-wide charity run entirely by and for young migrants, was launched. The new organisation builds on the success of our Let us Learn project, which was set up in 2014 to fight for young migrants to have access to student finance. We subsequently developed the talents of the project's young leaders until they were ready to establish their own charity. The new organisation is a testament to the tenacity and resilience of its founders and all the young migrants involved and also to the youth participatory ethos that is central to our work at Just for Kids Law. To capture the learning from the work, in January 2020 we published a comprehensive review of the process behind We Belong's transition from a project to a standalone charity. The report, *It's Our Time: Learning from We Belong's journey to becoming an*

independent charity provides a vital learning resource for other youth-led projects looking to become independent organisations and demonstrates our commitment to learning from the process and then sharing it across the voluntary sector.

Change It!

It was the final year of The Change It! youth engagement project which gives a platform to the voices of homeless children who have been housed in B&Bs and temporary accommodation. It is led by a steering group of 26 children and young people from across England aged 9 to 22 years old, who campaign for reform with our support. They took part in high profile events to celebrate 30 years of the UNCRC, including one held at the United Nations in Geneva. Steering group members also took part in a panel event about their campaigning alongside Baroness Lister and the Deputy Mayor of London, Joanne McCartney. Steering group member Cameron had the opportunity to share his story of living in temporary accommodation in a Sports Relief film, which was shown in schools across the county. Unfortunately, due to the Covid-19 pandemic plans to hold a final project event in parliament and a residential end of project review have been put on hold.

Engaging Children and Young People with Experience of School Exclusion

2019/20 was the first operational year of our project to engage children and young people from London with lived experience of school exclusion to organise around and undertake social action to achieve change. The project worked with 15 young people and established a core group of four young people empowering them to campaign for change in the capital. Engagement in the project has been more challenging than anticipated because many of the young people face multiple challenges, from involvement with the criminal justice system to pronounced learning needs. One young man, for example, who is autistic and engaged with the project for an extended period of time, suddenly became homeless when he turned 18. He was then detained several times in a short space of time and was finally sectioned under the Mental Health Act. Although this is an extreme case, it is indicative of some of the challenges facing many of the young people we have worked with this year. Despite these challenges the young people involved in the project created an Instagram page and shared their experiences for a School Exclusion Awareness week project in November 2019. They also contributed to a high-profile report on school exclusions produced by the charity Justice and were named in the report as contributors. In February 2020 they were involved in a parliamentary debate on school exclusions led by Sarah Jones MP submitting questions for the debate.

Developing a Participation and Youth Engagement Strategy

Just for Kids Law has engaged young people in a range of participation activities for many years. This has included involvement in both external facing work and internal organisational development, for example, including young people in staff recruitment processes. However, the work has not been driven by a clear strategic framework that sets out our definition of participation and our approach to it. Working with an external consultant, we have begun the development of a participation strategy and carried out consultations with young people and staff to feed into it. We are committed to planning, funding and delivering participation activity thoroughly and professionally and the strategy will set out five key components for carrying out

participation activity across the organisation. A summary version of the strategy will be published and shared with our stakeholders in autumn 2020.

Plans for the future

Due to the impact of the Covid-19 pandemic, as highlighted in the commentary above, we did not achieve all the plans we had set out for ourselves at the start of the year. We plan to carry these forwards into 2020-2021 as well as taking forward a number of new plans as follows:

- We will carry out an independent review of our safeguarding practice, policy, and procedures to enable us to learn how we can improve and what we need to do differently in this critical area of work.
- We will review our main casework database to ensure it is fit for purpose to capture the data we need to demonstrate our outcomes and implement the required changes including training and support for staff who use it.
- We will implement a new set of organisational policies with a particular focus on equality and diversity. An equality and diversity action plan will be put in place that sets out ambitions to have a more diverse workforce reflecting the ethnic backgrounds of the young people we work with, and for.
- We will implement our new participation strategy ensuring a more consistent and clearly defined approach is taken across all our participation and youth engagement work with children and young people. This will include looking at whether or not we create a new Youth Ambassadors group.
- We will grow our organisational leadership taking forward a programme of development for our managers and the Senior Management Team including management training, resilience coaching and facilitated learning workshops.
- Our legal team will continue to increase its capacity by exploring the development of a legal clinic on school exclusions in partnership with corporate law firms informed by the findings of the pilot we carried out in 2019/2020. We will also continue to seek funding to take on an additional immigration caseworker.
- We will make greater use of digital platforms to support our fundraising work with donors and to support how we influence stakeholders to campaign for policy and practice reforms. This will include launching new websites for our Youth Justice Legal Centre and for the Children's Rights Alliance for England.
- We will revise and extend our three-year strategic plan by one year so it runs up to June 2022 enabling us to fully take stock of the impact of the Covid-19 pandemic on the organisation and inform the development of a new strategy to take us forward.

Financial review

The charity continues to see an increase in its activities and its funding. In the year to 31 May 2020, there was an increase in both income and expenditure. Income increased by 15% to £2,174,350 and expenditure increased by 3% to £1,764,249. Overall, there was a net increase in funds of £410,101. The charity's policy on reserves is detailed below and the Board considers that it is prudent to set aside a minimum unrestricted amount of £545,000. At the end of the reporting period the charity holds £1,028,885 total funds, of which £286,345 is restricted and not available for general purpose. These restricted funds are committed for project expenditure within the next year. After making allowance for these restricted funds, the amount of unrestricted reserves is £733,592, £250,000 of which has been designated.

The principal funding sources of the charity during the reporting period are trusts and foundations, with this source making up % of the total income. Just for Kids Law receives funding from a wide variety of trusts and foundations and would like to thank them for their support. A full list of funders can be found at the end of the financial statements. During the 19/20 financial year we were fortunate to receive a one-off substantial donation from a long-term donor. These funds will be designated in our accounts and used towards our fundraising target for the next five financial years. During the year the legal aid contract contributed 9% of the total income, with the rest constituting other earned income and donations.

The budget agreed for 2020/2021 has been set with a target income of £1,864,970 and planned expenditure of £1,855,421, we are not anticipating the same level of income as in the 19/20 financial year as we do not expect to be the recipient of another substantial donation.

Reserves policy and going concern

Just for Kids Law needs reserves to:

- Meet contractual liabilities should the organisation have to close. This includes any contractual pay owed to staff paid from unrestricted funds, redundancy pay for all staff, amounts due to creditors and commitments under any leases;
- Meet unexpected costs such as the unexpected need to move and essential staff-cover in the case of illness;
- Provide working capital when funding is paid in arrears, to help manage any cashflow issues;
- From time to time funding has certain restrictions which mean that by law it must be held in a restricted reserve until it is spent in line with the funding agreement.

The Board considers that overall it would be prudent to set aside an amount of £545,000 that is made up of the following items:

- 6 month's salary costs of any staff whose salary is not paid for from restricted funding: £150,000;
- Redundancy costs for all staff: £60,000;
- Six months of rent not covered by restricted funding plus any other contractual obligations: £300,000;

- An allowance of £20,000 for unforeseen circumstances (e.g. key staff being ill, an unexpected office move);
- An allowance of £15,000 for cashflow issues arising from our legal aid contracts.

The Board of Trustees will consider current costs of closure and examine the level of reserves each year when setting the following years' budget.

Principle risks and uncertainties

The Board has undertaken its own review of the major risks to which the charity is exposed, and systems have been established to mitigate those risks. Significant external risks to funding are mitigated by a three-year strategic fundraising plan aimed at ensuring income streams continue to be sustainable. Most projects are funded and administered as stand-alone projects, which means that any funding concerns with one project will leave other projects unaffected. Internal risks are minimised through a series of procedures including on safeguarding, lone working, financial management and data protection (considering any particular issues arising from the introduction of GDPR).

The Board has produced a Risk Register which is regularly reviewed by the Finance & Risk Sub-Committee meeting and discussed at the Board Meeting every six months. The Risk Register identifies a number of key risks and mitigating actions including:

- HR risks (staff burnout; staff sickness due to Covid-19 pandemic; non-compliance with HR and other employment legislation; loss of key staff);
- Organisational risks (inadequate security of IT systems and data; banking failure; failure to achieve key/strategic objectives due to lack of funding and/or the ongoing impact of the Covid-19 pandemic; difficulty to cover central organisational costs; lack of capacity to raise funds; loss of relationships with key donors; cash flow issues arising from delayed legal aid payments);
- Safeguarding risks (failure to adequately safeguard vulnerable children and young people the organisations works with and manage incidents/allegations);
- Reputational risks (under-delivery of funded work compared to donor expectations of time required; inadequate and/or inappropriate response to negative media coverage).

Fundraising Disclosures

Just for Kids Law's funding is from four primary sources: grants from trusts and foundations, legal aid contracts, high net worth donations and support from corporates. We do not employ any professional fundraisers or commercial participators to carry out fundraising activities directly with the public. We also do not have any fundraising carried out by third parties. We therefore do not subscribe to any fundraising schemes or codes. We also do not directly involve vulnerable people in our fundraising activities. We have not received any complaints about our fundraising activity.

Remuneration policy for key management personnel

Just for Kids Law reviewed and revised its remuneration policy for all staff in 2019/2020. Consultation was carried out with the union and wider staff group and a salary benchmarking process was carried out by independent HR consultants. The new remuneration policy was agreed by the board in September 2019 and implemented from October 2019. The policy includes the following key elements:

- Salary ranges are completely transparent;
- The policy applies equally to fixed term and permanent staff;
- Salary increments are awarded through either annual inflationary cost of living increases subject to affordability, a discretionary organisational bonus scheme subject to affordability, progression within a salary range based on length in post, taking on additional responsibilities or acting up into a role.

Funds held as custodian trustee

No funds are being held on behalf of others.

Statement of responsibilities of the Board of Trustees

The Board of Trustees (who are also directors of Just for Kids Law for the purposes of company law) is responsible for preparing the Board of Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Board of Trustees is required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the charity will continue in operation.

The Board of Trustees is responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also

Just for Kids Law Limited

Trustees' annual report

For the year ended 31 May 2020

responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Board of Trustees is aware:

- There is no relevant audit information of which the charitable company's auditor is unaware;
- The Board of Trustees has taken all steps that they ought to have taken to make itself aware of any relevant audit information and to establish that the auditor is aware of that information.

The Board of Trustees is responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 May 2020 was 10 (2019 – 13). Trustees are members of the charity, but this entitles them only to voting rights. The Board of Trustees has no beneficial interest in the charity.

Auditor

Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity.

The annual report has been prepared in accordance with the special provisions applicable to companies' subject to the small companies' regime.

The Board of Trustees' annual report has been approved by the Board of Trustees on 22nd October 2020 and signed on their behalf by

Carolyn Regan
Chair of the Board of Trustees

Independent auditor's report

To the members of

Just for Kids Law Limited

Opinion

We have audited the financial statements of Just For Kids Law (the 'charitable company') for the year ended 31 May 2020 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 May 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- The trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- The trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The other information comprises the information included in the trustees' annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other

Independent auditor's report

To the members of

Just for Kids Law Limited

information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements
- The trustees' annual report has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

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

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Independent auditor's report

To the members of

Just for Kids Law Limited

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

Auditor's responsibilities for the audit of the financial statements

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

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Independent auditor's report

To the members of

Just for Kids Law Limited

Use of our report

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

Noelia Serrano (Senior statutory auditor)

19 November 2020

for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Just for Kids Law Limited

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

For the year ended 31 May 2020

	Note	Unrestricted £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
Income from:							
Donations and legacies	2	919,552	-	919,552	616,384	-	616,384
Charitable activities							
Legal	3	198,936	219,480	418,416	112,702	378,164	490,866
Programmes	3	-	516,946	516,946	-	561,889	561,889
Policy	3	-	275,342	275,342	-	160,751	160,751
Other	4	42,544	-	42,544	64,150	-	64,150
Investments	5	1,550	-	1,550	1,052	-	1,052
Total income		1,162,582	1,011,768	2,174,350	794,288	1,100,804	1,895,092
Expenditure on:							
Raising funds	6	54,230	-	54,230	30,691	-	30,691
Charitable activities							
Legal	6	469,033	196,780	665,813	361,708	348,560	710,268
Programmes	6	211,698	483,574	695,272	219,193	507,472	726,665
Policy	6	96,745	252,189	348,934	98,448	152,847	251,295
Total expenditure		831,706	932,543	1,764,249	710,040	1,008,879	1,718,919
Net income for the year	7	330,876	79,225	410,101	84,248	91,925	176,173
Reconciliation of funds:							
Total funds brought forward		402,716	216,068	618,784	318,468	124,143	442,611
Total funds carried forward		733,592	295,293	1,028,885	402,716	216,068	618,784

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 17a.

Just for Kids Law Limited

Balance sheet

Company no. 5815338

As at 31 May 2020

	Note	£	2020 £	£	2019 £
Fixed assets:					
Tangible assets			-		-
			-		-
Current assets:					
Work in progress		225,613		99,642	
Debtors	12	44,583		42,645	
Cash at bank and in hand		1,075,161		671,647	
		<u>1,345,357</u>		<u>813,934</u>	
Liabilities:					
Creditors: amounts falling due within one year	13	316,472		195,150	
			<u>1,028,885</u>		<u>618,784</u>
Net current assets					
			<u>1,028,885</u>		<u>618,784</u>
Total net assets			<u><u>1,028,885</u></u>		<u><u>618,784</u></u>
The funds of the charity:					
Restricted income funds	15		295,293		216,068
Unrestricted income funds:					
Designated Funds		250,000		-	
General funds		483,592		402,716	
			<u>733,592</u>		<u>402,716</u>
Total unrestricted funds					
			<u>1,028,885</u>		<u>618,784</u>

Approved by the trustees on 22 October and signed on their behalf by

Carolyn Regan
Chair of Board of Trustees

Just for Kids Law Limited

Statement of cash flows

For the year ended 31 May 2020

Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2020		2019	
	£	£	£	£
Cash flows from operating activities				
Net income for the reporting period (as per the statement of financial activities)	410,101		176,173	
Depreciation charges	–		1,348	
Dividends and interest	(1,550)		(1,052)	
(Increase)/ decrease in debtors	(1,938)		65,543	
Increase in creditors	121,322		61,616	
(Increase) in work in progress	(125,971)		(35,636)	
Net cash provided by operating activities		401,964		267,992
Cash flows from investing activities:				
Dividends and interest	1,550		1,052	
	<hr/>		<hr/>	
Net cash provided by investing activities		1,550		1,052
	<hr/>		<hr/>	
Change in cash and cash equivalents in the year		403,514		269,044
		<hr/>		<hr/>
Cash and cash equivalents at the beginning of the year		671,647		402,602
		<hr/>		<hr/>
Cash and cash equivalents at the end of the year		1,075,161		671,647
		<hr/> <hr/>		<hr/> <hr/>

1 Accounting policies

a) Statutory information

Just for Kids Law is a charitable company limited by guarantee and is incorporated in the United Kingdom. The registered office address and principal place of business is Unit 2 Crystal Wharf, 36 Graham Street, London, N1 8GJ.

b) Basis of preparation

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

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

There have been no key judgements by the charitable company which have had a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

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

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

Income is recognised on casework earned and due ("work in progress" or "WIP") according to the time booked on the matter multiplied by the relevant legal aid or interpartes rate. Appropriate provision is made for irrecoverable WIP.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

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

g) Interest receivable

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

Notes to the financial statements

For the year ended 31 May 2020

1 Accounting policies (continued)

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

i) Expenditure and irrecoverable VAT

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

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.

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

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Where such information about the aims, objectives and projects of the charity is also provided to potential donors, activity costs are apportioned between fundraising and charitable activities on the basis of area of literature occupied by each activity.

● Raising Funds	2%
● Legal	41%
● Programmes	42%
● Policy	15%

Governance costs are re-allocated to each of the activities on the following basis which is an estimate, based percentage of expenditure, of the amount attributable to each activity

● Raising funds	3%
● Legal	41%
● Programmes	41%
● Policy	15%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

k) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

1 Accounting policies (continued)

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet.

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

- Computer equipment 3 years

o) Debtors

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

q) Cash at bank and in hand

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

r) Creditors and provisions

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

s) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value.

t) Pensions

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The charitable company has no liability under the scheme other than for the payment of those contributions.

u) Work in progress

Legal work in progress is valued at the net realisable value. Provision is made when necessary for irrecoverable amounts of work in progress.

Notes to the financial statements

For the year ended 31 May 2020

2 Income from donations and legacies

	Unrestricted £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
Donations	389,957	-	389,957	154,136	-	154,136
Donated services	18,300	-	18,300	-	-	-
AB Charitable Trust	20,000	-	20,000	20,000	-	20,000
Aurum Charitable Trust	50,000	-	50,000	50,000	-	50,000
The Blgrave Trust	50,000	-	50,000	50,000	-	50,000
Brooks Foundation	5,000	-	-	-	-	-
Esmée Fairbairn Core Grant	65,000	-	65,000	65,000	-	65,000
Family Foundation	40,295	-	40,295	23,031	-	23,031
Hollick Family Charitable Trust	-	-	-	5,000	-	5,000
Paul Hamlyn Foundation	165,000	-	165,000	165,000	-	165,000
Small Trusts	22,500	-	-	-	-	-
Stewarts Foundation	36,000	-	36,000	31,717	-	31,717
Segelman Trust	35,000	-	35,000	35,000	-	35,000
Taurus Foundation	15,000	-	15,000	10,000	-	10,000
Trust for London	7,500	-	7,500	7,500	-	7,500
	919,552	-	919,552	616,384	-	616,384

Notes to the financial statements

For the year ended 31 May 2020

3 Income from charitable activities

			2020			2019
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Access to Justice	-	-	-	-	23,000	23,000
Act for Change	-	-	-	-	11,673	11,673
Barrow Cadbury	-	-	-	-	10,952	10,952
Comic Relief (Safer Places)	-	21,446	21,446	-	-	-
ILPA	-	-	-	-	6,587	6,587
Legal Education Foundation (including Justice First)	-	29,020	29,020	-	129,408	129,408
Oak Foundation	-	19,654	19,654	-	-	-
Persula	-	12,243	12,243	-	7,504	7,504
Porticus	-	7,408	7,408	-	-	-
Sigrid Rausing	-	-	-	-	45,000	45,000
The Big Give	-	25,000	25,000	-	-	-
Trust for London	-	48,500	48,500	-	98,830	98,830
Development (Other)	-	56,209	56,209	-	45,210	45,210
Case work and LAA	198,936	-	198,936	112,702	-	112,702
Sub-total for Legal	198,936	219,480	418,416	112,702	378,164	490,866
Act for Change	-	37,078	37,078	-	-	-
BBC Children in Need	-	42,318	42,318	-	40,333	40,333
BBC Children in Need (Small grant)	-	10,000	10,000	-	-	-
Big Lottery Fund	-	-	-	-	156,104	156,104
Brooks Foundation	-	20,000	20,000	-	20,000	20,000
Charles Hayward Foundation	-	-	-	-	33,333	33,333
Clifford Chance	-	11,400	11,400	-	32,500	32,500
Esmée Fairbairn Foundation	-	43,000	43,000	-	43,500	43,500
Garden Court Chambers	-	4,000	4,000	-	4,000	4,000
Henry Smith Foundation	-	31,300	31,300	-	38,100	38,100
John Lyons	-	33,000	33,000	-	-	-
KPMG Foundation	-	21,000	21,000	-	10,000	10,000
Lloyds Banking Foundation	-	-	-	-	6,250	6,250
National Lottery	-	80,373	80,373	-	-	-
Oak Foundation	-	63,180	63,180	-	-	-
Oak Foundation	-	7,800	7,800	-	-	-
The Listening Fund	-	7,856	7,856	-	-	-
Trust for London COVID19	-	-	-	-	-	-
Hardship	-	4,000	4,000	-	-	-
University of Newcastle	-	1,900	1,900	-	18,239	18,239
Unbound Philanthropy	-	-	-	-	60,000	60,000
Education funds and one-off grants	-	300	300	-	4,890	4,890
Donations	-	13,276	13,276	-	26,140	26,140
Development (Other)	-	85,165	85,165	-	68,500	68,500
Sub-total for Programmes	-	516,946	516,946	-	561,889	561,889

Notes to the financial statements

For the year ended 31 May 2020

3 Income from charitable activities (continued)

			2020			2019
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Act for Change	-	7,042	7,042	-	-	-
Baring Foundation	-	30,000	30,000	-	50,340	50,340
Baring Social Impact Fund	-	5,000	5,000	-	-	-
Barrow Cadbury	-	18,358	18,358	-	-	-
Comic Relief policy	-	26,000	26,000	-	39,127	39,127
EHRC	-	-	-	-	994	994
Esmee Fairbairn	-	20,000	20,000	-	-	-
Joseph Rowntree Foundation	-	24,806	24,806	-	-	-
Legal Education Foundation	-	15,000	15,000	-	-	-
Oak Foundation	-	29,502	29,502	-	-	-
Paul Hastings	-	5,000	5,000	-	-	-
Persula	-	13,542	13,542	-	-	-
Porticus	-	12,592	12,592	-	-	-
Second growth	-	10,000	10,000	-	-	-
The Bromley Trust	-	15,000	15,000	-	-	-
The Hadley Trust	-	2,400	2,400	-	-	-
The Listening Fund	-	12,144	12,144	-	20,000	20,000
Trust for London	-	-	-	-	27,000	27,000
Development (Other)	-	28,956	28,956	-	23,290	23,290
Sub-total for Policy	-	275,342	275,342	-	160,751	160,751
Total income from charitable activities	198,936	1,011,768	1,210,704	112,702	1,100,804	1,213,506

4 Income from other activities

			2020			2019
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Events and sponsorships	33,596	-	33,596	64,150	-	64,150
HMRC JRS	8,948	-	8,948	-	-	-
	42,544	-	42,544	64,150	-	64,150

5 Income from investments

			2020			2019
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Bank interest receivable	1,550	-	1,550	1,052	-	1,052
	1,550	-	1,550	1,052	-	1,052

Just for Kids Law Limited

Notes to the financial statements

For the year ended 31 May 2020

6a Analysis of expenditure (current year)

	Charitable activities						2020 Total £	2019 Total £
	Raising funds £	Legal £	Programmes £	Policy £	Governance costs £	Support costs £		
Staff costs (Note 8)	41,565	317,992	380,572	176,126	-	336,867	1,253,122	1,273,586
Other staff costs	-	6,884	3,452	255	-	33,109	43,700	49,320
Client support	-	313	4,188	333	-	332	5,166	19,066
Consultancy	-	14,525	8,213	-	-	7,649	30,387	75,034
Insurance	-	-	-	-	-	2,013	2,013	1,308
Promotion	-	-	-	-	-	3,921	3,921	2,786
Legal fees	-	125	-	20	-	4,273	4,418	1,421
Audit and accountancy	-	-	-	-	9,199	-	9,199	12,325
Governance	-	-	-	-	1,571	-	1,571	967
Premises costs	-	86	342	-	-	59,143	59,571	54,589
Office costs	-	15,293	2,627	1,586	-	62,916	82,422	121,332
Other costs	-	1,510	-	12,793	-	68,609	82,912	63,029
Subscriptions	-	903	-	192	-	3,224	4,319	3,107
LAA Costs	-	48,553	-	-	-	-	48,553	41,049
VAT	-	-	-	-	-	22,116	22,116	-
Project Costs	-	-	29,916	62,643	-	-	92,559	-
Pro bono support	-	-	-	-	-	18,300	18,300	-
	41,565	406,184	429,310	253,948	10,770	622,472	1,764,249	1,718,919
Support costs	12,450	255,213	261,438	93,371	-	(622,472)	-	-
Governance costs	215	4,416	4,523	1,616	(10,770)	-	-	-
Total expenditure 2020	54,230	665,813	695,271	348,935	-	-	1,764,249	1,718,919
Total expenditure 2019	30,691	710,268	726,665	251,295	-	-	1,718,919	

Just for Kids Law Limited

Notes to the financial statements

For the year ended 31 May 2020

6b Analysis of expenditure (current year)

	Charitable activities						2019 Total £
	Raising funds £	Legal £	Programmes £	Policy £	Governance costs £	Support costs £	
Staff costs (Note 8)	21,683	394,576	463,816	140,280	-	253,231	1,273,586
Other staff costs	-	5,305	13,357	538	-	30,121	49,320
Client support	-	1,713	12,281	1,077	-	3,996	19,066
Consultancy	-	33,395	17,575	680	-	23,385	75,034
Insurance	-	-	-	-	-	1,308	1,308
Promotion	-	779	874	-	-	1,133	2,786
Legal fees	-	246	-	-	-	1,175	1,421
Audit and accountancy	-	-	-	-	12,325	-	12,325
Governance	-	-	-	-	967	-	967
Premises costs	-	-	-	-	-	54,589	54,589
Office costs	-	23,053	1,774	6,930	-	89,576	121,332
Other costs	-	1,061	3,710	27,241	-	31,016	63,029
Subscriptions	-	630	5	795	-	1,678	3,107
LAA Costs	-	41,049	-	-	-	-	41,049
Depreciation	-	-	-	-	-	-	-
	21,683	501,805	513,390	177,540	13,292	491,208	1,718,919
Support costs	8,770	202,970	207,656	71,811	-	(491,208)	-
Governance costs	237	5,492	5,619	1,943	(13,292)	-	-
Total expenditure 2019	30,691	710,268	726,665	251,295	-	-	1,718,919

7 Net income for the year

This is stated after charging / (crediting):

	2020 £	2019 £
Depreciation	–	1,348
Auditor's remuneration (excluding VAT):		
Audit	8,400	8,200
Other services	–	2,030
	<u> </u>	<u> </u>

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2020 £	2019 £
Salaries and wages	1,100,602	1,104,624
Redundancy and termination costs	5,121	30,993
Social security costs	107,914	103,667
Employer's contribution to defined contribution pension schemes	39,485	34,302
	<u>1,253,122</u>	<u>1,273,586</u>

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2020 No.	2019 No.
£60,000 – £69,999	<u>1</u>	<u>1</u>

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £308,499 (2019: £295,299).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2019: £nil). No charity trustee received payment for professional or other services supplied to the charity (2019: £nil).

During the year, no travel expenses were reimbursed as trustee expenses (2019: £nil).

9 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 35 (2019: 43).

Staff are split across the activities of the charitable company as follows (average head count):

	2020 No.	2019 No.
Raising funds	2.0	1.0
Legal	10.0	11.0
Programmes	12.0	19.0
Policy	4.0	4.0
Support	7.0	8.0
	<u>35.0</u>	<u>43.0</u>

10 Related party transactions

Trustee Maureen Cole-Burns' husband is a trustee of Trust for London, which gave grants to Just for Kids Law totalling £60,000 (2019: £133,330). These were restricted and can be seen in notes 2 and 3 of the financial statements.

During the year, trustees in aggregate donated unrestricted funds of £nil (2019: £nil).

11 Taxation

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

12 Debtors

	2020 £	2019 £
Trade debtors	14,723	18,303
Other debtors	22,651	24,343
Accrued income	7,209	-
	<u>44,583</u>	<u>42,645</u>

All of the charity's financial instruments, both assets and liabilities, are measured at amortised cost. The carrying values of these are shown above and also in note 14 below.

13 Creditors: amounts falling due within one year

	2020 £	2019 £
Trade creditors	34,153	32,913
Taxation and social security	31,888	26,456
Other creditors	84,882	79,144
Deferred income	165,550	56,636
	<u>316,472</u>	<u>195,150</u>

14 Deferred income

Deferred income comprises the deferral of grant income received in the year which must be recognised in following years as per the terms of the specific grants.

	2020 £	2019 £
Balance at the beginning of the year	56,636	56,648
Amount released to income in the year	(56,636)	(56,648)
Amount deferred in the year	165,550	56,636
Balance at the end of the year	<u>165,550</u>	<u>56,636</u>

15a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	-	-	-
Net current assets	483,592	250,000	295,293	1,028,885
Net assets at 31 May 2020	<u>483,592</u>	<u>250,000</u>	<u>295,293</u>	<u>1,028,885</u>

15b Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	-	-	-
Net current assets	402,716	-	216,068	618,784
Net assets at 1 June 2019	<u>402,716</u>	<u>-</u>	<u>216,068</u>	<u>618,784</u>

16a Movements in funds (current year)

	At 1 June 2019 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 May 2020 £
Restricted funds:					
Legal					
Access to Justice	3,926	-	(3,926)	-	-
Comic Relief Safer Places	-	21,446	(16,593)	-	4,853
ILPA	6,587	-	(6,587)	-	-
Legal Education Foundation (including Justice First)	5,925	29,020	(33,375)	-	1,570
Oak Foundation	-	19,654	(16,378)	-	3,276
Persula	-	12,243	(12,243)	-	-
Porticus	-	7,408	(7,408)	-	-
The Big Give	-	25,000	(10,417)	-	14,583
Trust for London	24,910	48,500	(49,850)	-	23,560
Development (other)	6,791	56,209	(40,003)	-	22,997
	48,139	219,480	(196,780)	-	70,839
Programmes					
Act for Change	-	37,078	(37,078)	-	-
BBC Children in Need	-	42,318	(41,240)	-	1,078
BBC Children in Need (Small grants)	-	10,000	(10,000)	-	-
Big Lottery Fund	39,097	-	(39,097)	-	-
Brooks	-	20,000	(20,000)	-	-
Charles Hayward Foundation	12,792	-	(12,792)	-	-
Clifford Chance	12,258	11,400	(16,558)	-	7,100
Esmée Fairbairn Foundation	11,476	43,000	(35,259)	-	19,217
Garden Court Chambers	-	4,000	(1,159)	-	2,841
Henry Smith Foundation	7,651	31,300	(31,463)	-	7,488
John Lyons	-	33,000	(15,145)	-	17,855
KPMG Foundation	-	21,000	(21,000)	-	-
National Lottery Community Fund	-	80,373	(43,458)	-	36,915
Oak Foundation	-	63,180	(55,266)	-	7,914
Oak Foundation	-	7,800	(7,800)	-	-
The Listening Fund	-	7,856	(4,536)	-	3,320
Trust For London COVID19 Hardship	-	4,000	(1,550)	-	2,450
University of Newcastle	-	1,900	(1,900)	-	-
Education funds and one-off grants	1,659	300	(300)	-	1,659
Hardship fund	7,609	-	(1,223)	-	6,386
Donations	26,140	13,276	(26,140)	-	13,276
Development (other)	10,290	85,165	(60,610)	-	34,845
	128,972	516,946	(483,574)	-	162,344

16a Movements in funds (current year) (continued)

Policy

Act for Change	-	7,042	(7,042)	-	-
Baring Foundation	4,232	30,000	(29,532)	-	4,700
Baring Social Impact Fund	-	5,000	-	-	5,000
Barrow Cadbury	-	18,358	(18,358)	-	-
Comic Relief policy	18,134	26,000	(43,850)	-	284
Esmee Fairbairn	-	20,000	(12,297)	-	7,703
Joseph Rowntree	-	24,806	(24,806)	-	-
Legal Education Foundation	-	15,000	(15,000)	-	-
Oak Foundation	-	29,502	(22,444)	-	7,058
Paul Hastings	-	5,000	(2,000)	-	3,000
Persula	-	13,542	(13,542)	-	-
Porticus	-	12,592	(12,592)	-	-
Second Growth	-	10,000	(2,482)	-	7,518
The Bromley Trust	-	15,000	-	-	15,000
The Hadley Trust	-	2,400	(2,400)	-	-
The Listening Fund	2,348	12,144	(14,492)	-	-
Trust for London	10,745	-	(10,745)	-	-
Development (other)	3,498	28,956	(20,607)	-	11,847

	38,957	275,342	(252,189)	-	62,110
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Total restricted funds

	216,068	1,011,768	(932,543)	-	295,293
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	At 1 June 2019 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 May 2020 £
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Unrestricted funds:

Total designated funds	-	250,000	-	-	250,000
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General funds	402,716	912,582	(831,706)	-	483,592
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Total unrestricted funds	402,716	1,162,582	(831,706)	-	733,592
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Total funds	618,784	2,174,350	(1,764,249)	-	1,028,885
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The narrative to explain the purpose of each fund is given at the foot of the following note.

16b Movements in funds (prior year)

	At 31 May 2018 £	Income & gains £	Expenditure & losses £	Transfers £	At 1 June 2019 £
Restricted funds:					
Legal					
Access to Justice	-	23,000	(19,074)	-	3,926
Act for Change	-	11,673	(11,673)	-	-
Barrow Cadbury	-	10,952	(10,952)	-	-
ILPA	-	6,587	-	-	6,587
Legal Education Foundation (including Justice First)	-	129,408	(123,483)	-	5,925
Persula	-	7,504	(7,504)	-	-
Sigrid Rausing	-	45,000	(45,000)	-	-
Trust for London	-	98,830	(73,920)	-	24,910
Development (other)	18,535	45,210	(56,954)	-	6,791
	18,535	378,164	(348,560)	-	48,139
Programmes					
BBC Children in Need	-	40,333	(40,333)	-	-
Big Lottery Fund	14,618	156,104	(131,625)	-	39,097
Brooks	-	20,000	(20,000)	-	-
Charles Hayward Foundation	-	33,333	(20,541)	-	12,792
Clifford Chance	-	32,500	(20,242)	-	12,258
Esmée Fairbairn Foundation	-	43,500	(32,024)	-	11,476
Garden Court Chambers	-	4,000	(4,000)	-	-
Henry Smith Foundation	7,425	38,100	(37,874)	-	7,651
John Ellerman	14,583	-	(14,583)	-	-
KPMG Foundation	-	10,000	(10,000)	-	-
Lloyds Banking Foundation	-	6,250	(6,250)	-	-
Tides Foundation	-	18,239	(18,239)	-	-
Unbound Philanthropy	-	60,000	(60,000)	-	-
Education funds and one-off grants	1,450	4,890	(4,681)	-	1,659
Hardship fund	8,089	-	(480)	-	7,609
Donations	-	26,140	-	-	26,140
Development (other)	28,390	68,500	(86,600)	-	10,290
	74,555	561,889	(507,472)	-	128,972
Policy					
Baring Foundation	-	50,340	(46,108)	-	4,232
Comic Relief policy	9,000	39,127	(29,993)	-	18,134
EHRC	-	994	(994)	-	-
The Bromley Trust	7,500	-	(7,500)	-	-
The Listening Fund	-	20,000	(17,652)	-	2,348
Trust for London	-	27,000	(16,255)	-	10,745
UNICEF UK	4,572	-	(4,572)	-	-
Development (other)	9,981	23,290	(29,773)	-	3,498
	31,053	160,751	(152,847)	-	38,957
Total restricted funds	124,143	1,100,804	(1,008,879)	-	216,068

16b Movements in funds (prior year) (continued)

	At 1 June 2017 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 May 2018 £
Unrestricted funds:					
General funds	318,468	794,288	(710,040)	-	402,716
Total unrestricted funds	318,468	794,288	(710,040)	-	402,716
Total funds	442,611	1,895,092	(1,718,919)	-	618,784

Legal

Access to Justice–Funding for School's Rules project.

Comic Relief (Safe Place to Be) – Funding for a housing solicitor.

Oak Foundation – Funding for reforming housing and support for children and young people through participation.

Porticus – Funding for our policy and legal work on school exclusion.

Strategic Legal Fund–ILPA–Funding for our Let Us Learn.

The Big Give–Funding towards our Education and Community Care Solicitor.

The Legal Education Foundation (Justice First Fellowship) – to support the Justice First trainee.

Trust For London – Funding for our immigration work.

Programmes

Act for Change Fund – Funding towards our work on school exclusion.

BBC Children in Need (Youth Advocacy) – Funding towards the youth advocacy project, for clients who are under 18.

BBC Children in Need (Youth Ambassadors) – Funding to develop a group of young people who participate in and influence the organisation.

Big Lottery Fund:Reaching Communities–Funding for the Advocacy Year project.

Brooks Foundation (Young Parents) – Towards the young parents' advocacy programme.

Charles Hayward Foundation–Funding towards our youth advocacy project.

Clifford Chance–Funding one Advocacy Year candidate.

Esmée Fairbairn Foundation – Funding towards care leavers advocacy.

Garden Court Chambers – contribution towards our youth engagement and participation work.

John Lyon's Charity – Funding towards the youth advocacy project.

Programmes (continued)

Oak Foundation – Funding for reforming housing and support for children and young people through participation.

Persula–Funding towards our Youth Justice advice line and our school exclusions project.

The Henry Smith Foundation – Funding towards the youth advocacy project.

The KPMG Foundation – Towards the young parents' advocacy programme.

The Listening Fund–To develop a project to support children excluded from school to campaign for change.

The National Lottery Community Fund – Funding to reconfigure the Advocacy Year programme for trainee youth advocates.

Trust for London COVID 19 Hardship Fund–to provide support to children and young people impacted by the pandemic.

The University of Newcastle–Funding to develop judicial training materials for the Children's Rights Judgements project.

Education Funds and one-off grants–Funds given to support individuals to access educational courses.

Hardship Funds–are given as small one-off grants where there is an immediate need.

Donations–Funds contributing to our central costs.

Policy

Act for Change Fund – Funding towards our work on school exclusion.

Baring Social Impact Fund–Funding towards our holistic casework.

Comic Relief (Change It!) – Funding towards Just For Kids Law child-led campaign Change It!, and towards advocacy and education community care, focused on West London.

Esmée Fairbairn Foundation – Funding for policy work to influence the outcomes for care leavers.

Legal Education Foundation–Towards our Youth Justice Legal Centre.

Paul Hasting's Law Society–Funds towards creating new and updating practitioner guides.

Persula–Funding towards our Youth Justice advice line and our school exclusions project.

Porticus – Funding for our policy and legal work on school exclusion.

Second Growth CIC – To fund the youth justice advice line and development of the YJLC website.

The Baring Foundation – Funding to support projects to ensure Concluding Observations of the UN Convention on the Rights of the Child are used as an advocacy tool in the voluntary sector.

The Barrow Cadbury Trust – Funding to develop reform proposals to assist children turning 18 in the criminal justice system.

The Bromley Trust – Funding towards child rights policy, and public affairs work.

Policy (continued)

The Hadley Trust – Funding for policy work relating to reducing the criminalisation of young people.

The Joseph Rowntree Charitable Trust – Funding for our policy research and campaigning on BAME young people and the police.

The Listening Fund – To develop a project to support children excluded from school to campaign for change.

Trust for London–Funding to support work on children and policing in London.

Development (other)

Aurum Charitable Trust – Funding towards core operational costs.

Brooks Foundation (Core) – Funding towards core operational costs.

Esmée Fairbairn Foundation (Core Grant) – Funding towards core operational costs.

Esmée Fairbairn Foundation (Resilience Funding) – Funding to provide resilience training for middle management.

Family Foundation – Funding towards core operational costs.

Paul Hamlyn Foundation (Emergency Fund) – Funding to support children and young people through the effects of Covid-19, particularly through the provision of laptops.

Paul Hamlyn Foundation (Growth Fund) – Core funding to support strategic and operational growth of organisation.

Paul Hamlyn Foundation (Office Move) – Funding to support the move to and refurbishment of our new office.

Paul Hamlyn Foundation (We Belong Case Study) – Funding to produce a case study and evaluation of the development of Let Us Learn into We Belong.

Philip King Charitable Trust– Funding to support the employment of a Financial Director.

A B Charitable Trust – Funding towards core operational costs.

The Blagrove Trust – Funding towards core operational costs.

The Mark Leonard Trust – Funding towards core operational costs.

The Segelman Trust – Funding towards core operational costs.

The Taurus Foundation – Funding towards core operational costs.

Trust for London – Funding to support children and young people through the effects of Covid-19.

The breakdown of development funds for 2019/20 was as follows:

	At 1 June 2019 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 May 2020 £
City Bridge Trust	-	22,500	(12,265)	-	10,235
Mark Leonard Trust	-	50,000	(50,000)	-	-
Philip King	-	20,000	(20,000)	-	-
Comic Relief (Sustainability)	20,579	-	(20,579)	-	-
Esmée Fairbairn Resilience	-	2,830	(2,400)	-	430
Paul Hamlyn	-	5,000	(5,000)	-	-
Paul Hamlyn (Exceptional Grant)	-	50,000	-	-	50,000
Paul Hamlyn COVID19 Emergency	-	20,000	(10,976)	-	9,024
	20,579	170,330	(121,220)	-	69,688

17 The charity's total future minimum lease payments under non-cancellable operating leases is as follows

	Property 2020 £	2019 £
Less than one year	8,316	52,765
One to five years	3,910	27,764
	12,226	80,529

18 **Legal status of the charity**

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £10.