



Jon Egging
Trust

Helping young people achieve

ANNUAL REPORT AND FINANCIAL STATEMENTS

PERIOD ENDED 31ST AUGUST 2020

Charity number England and Wales 1156265
Charity number Scotland SC048666
Company number 08908969

REFERENCE AND ADMINISTRATIVE DETAILS

TRUSTEES

- Mr K Baldwin
(Chair, resigned 31 October 2020)
- Mr R J Peberdy
(Appointed Chair 2 December 2020)
- Mr P Ellen
(Resigned 2 December 2020)
- Mrs D Egging
- Mr J Wiles
- Mr D Mason
- Mr D M Tye
- Ms S Porteous
(Appointed 2 December 2020)
- Mr D Montenegro
(Appointed 2 December 2020)
- Ms S Spread
(Appointed 24 March 2021)

KEY LEADERSHIP

- Dr Emma Egging
CEO
- Ms Angie James
Director of Operations
- Mrs Laura Carey
Area Director Central
- Mrs Allie Hack
Area Director South
- Mrs Fi Collins
Director of Communications
(Appointed 1 March 2021)
- Ms Iris Keenan
Director of Income Generation & Communications
(Appointed 8 July 2019; Resigned 14 June 2020)
- Ms Amy Tolliday
Area Director North
(Resigned 28 February 2021)

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Auditor HW Fisher LLP Acre House 11-15 William
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Covid-19 has been quite impactful. My year was the year that missed their GCSEs completely. Coming into A levels and having to do home-learning makes it a bit more difficult because it's so early on in the A level that you don't always know what you're doing. JET has helped me to have the confidence and courage to get through this time.
Hayden, 17.





OVERVIEW

Founded in 2011 by Dr Emma Egging following the tragic death of her husband, Red Arrows pilot Flt Lt Jon Egging, The Jon Egging Trust (JET) supports vulnerable young people to get back on track and realise their potential.

We are an early intervention organisation - stepping in to support young people with low self-esteem whose futures are jeopardised by life challenges which put them at significant risk of dropping out of full-time education.

From working with 10 young people on our first programme in Lincolnshire in 2011, JET has now supported more than 30,000 young lives through our unique motivational, inspirational and confidence-building programmes, which we deliver in partnership with schools and youth organisations across the UK. Looking forward, 2021 marks JET's 10th anniversary and promises to be a landmark year.

IMPACT OF COVID-19

The Covid-19 pandemic has presented huge additional challenges and disruption to the young people we support, many of whom were already on the brink of dropping out of full-time education. The need for our support programmes, and for innovative solutions to amplify the government's 'build back better' strategy, has never been more acute.

Since September 2020 we have been able to continue to reach young people through online delivery and tailored virtual solutions. Whilst we have been unable to deliver the majority of our conventional face-to-face Blue Skies and Inspirational Outreach programmes, we have adapted quickly to work with new and existing schools to offer bespoke virtual interventions. This is in addition to accelerating our digital development - including our online infrastructure and resources - which will enable us to reach out to an even wider number of young people in 2021 and beyond.

2021 AND BEYOND

2021 sees the launch of **JET Inspired**, our new digital resource hub for schools and youth organisations, which will give access to the cornerstones of our programmes to the widest possible audience.

In addition, we will also be introducing a **JET Futures** stream to our stable of education programmes, to expand our provision to 16-24yr olds and allow us to continue to support young people when they leave full-time education.

Face-to-face interaction remains essential to our model and we will continue to deliver our hugely impactful Blue Skies and Inspirational Outreach programmes as soon as we are cleared to do so.

The Jon Egging Trust believes that through inspiration and support, every young person can:

- ✈ **Overcome adversity**
- ✈ **Identify their strengths**
- ✈ **Be the best they can be**

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WELCOME

CHAIR OF TRUSTEES, RICHARD PEBERDY

My appointment as Chairman of the Board of Trustees in the midst of a global pandemic has offered up both challenge and reward. The staggering impact that the pandemic has had on the education and career prospects of the UK's most vulnerable and disenfranchised young people means that our work has taken on a whole new level of urgency and significance. The profound economic shock of Covid-19 has also made charity operations and their fundraising landscape more tricky to navigate. As such, my aim is to ensure JET attracts the support we need to continue our vital work.

In our 10th anniversary year there is a definite sense at JET that 'our time is now'. The young people we support need us more than ever. Buoyed by their need and the impact that we know our programmes have on their future prospects, we are hugely ambitious for the decade ahead. To date we have supported more than 30,000 young people across the UK and, as we increase our reach in support of the Government's 'build back better' agenda, we hope for this number to increase to 1 million by 2031.

Lockdown prevented the JET team from delivering many of their education programmes face-to-face in 2020. It is to their immense credit that they have responded with alacrity and creativity to develop alternative methods of remote engagement and delivery, whilst simultaneously pioneering a digital resource hub for teachers and youth leaders. As we go to press, the team is gearing up for a hugely welcome return to face-to-face delivery, and I would like to thank them all for going above and beyond to support young people throughout this challenging year. I would also like to acknowledge the support of my fellow trustees and our inspirational delivery partners and individual supporters who work tirelessly to advocate for JET behind the scenes.

It would be remiss of me to sign off without recognising the immense contribution that my predecessor, Keith Baldwin, made to JET during his five-year tenure. Keith helped to guide JET CEO Dr Emma Egging and her team with patience, wisdom and fortitude, and the reach of JET's programmes more than quadrupled during his years as Chair working alongside Emma. I wish Keith all the best on his onward journey, and thank him for handing over such a strong and steady ship.



INTRODUCTION

FROM OUR CEO, DR EMMA EGGING

The last year has been a year unlike any other. The impact of Covid-19 and the resulting economic crisis has made life and future job prospects considerably worse for already vulnerable young people and has driven more families into poverty.

The Jon Egging Trust works in partnership with schools to turn young peoples' lives around. September 2019 - March 2020 saw our youth programmes team reach out to 2,400 young people and we were on track to support more young people than ever before through our Blue Skies programmes. Then, in March 2020, we suddenly found ourselves in a situation where we could no longer continue to support our students face-to-face. The remaining sessions planned for the year could not go ahead, and we made the difficult decision to furlough our Youth Programmes Team until schools reopened.

Whilst we initially halted our programmes, this pause provided us with a vital opportunity to regroup, sharpen our focus, and develop solutions for how we could continue to support the young people who needed us more than ever. Strategically we focused on where we needed to innovate, and how we could scale up our offer in the months and years ahead. There was an urgency to this, driven by daily reports of how young people's future prospects were being severely impacted, and in many cases destroyed. We knew that when normal education resumed, our programmes would be in even greater demand. We quickly realised that a one size fits all approach to supporting schools would not work. Remaining agile and meeting schools' differing needs on a case by case basis was essential. By the end of our reporting period we'd worked with five more schools in total than in the previous non-Covid year, and we are on track to further expand our provision to schools across the UK this year via our new online life-skills resources hub. Going forward we will continue to work with our schools and partners to create bespoke packages of support for students that cater for the particular circumstances and challenges they face as they progress through Covid-19 and into an uncertain future.

In March 2020, we appointed the University of Northampton's Institute for Social Innovation and Impact to begin an evaluation of our work and the difference we make. That team will continue to work alongside us in 2021 to help us ensure our future programmes provide support where it is most needed. In particular, we will deepen the impact of our work by implementing a programme of 1 to 1 support alongside our existing group activities and extend the aims of programmes beyond school age.

We simply would not have been able to find our way through the challenges of the last 12 months without the incredible support we receive from a number of key partners, organisations and individuals who have stood with us, not just over the last year, but throughout the last decade; most notably of course the Royal Air Force. In addition, 23 corporates are now part of the JET family, helping to mentor and inspire our young students, and offer financial backing where they have been able. I am incredibly grateful to all our supporters and partners – now more than ever when the landscape for charities is so challenging.

I am also incredibly proud of the entire JET team. From the continued endorsement of our Patrons, the unwavering support of the board of Trustees and an incredibly talented and determined staff team.

The impacts of Covid-19 will be long-lasting for young people, their aspirations and their futures. I truly believe there has never been a more acute need for the work of the Jon Egging Trust, and we will continue to work tirelessly to respond to the needs of young people and the deepening inequalities that the pandemic has caused. Together we can support young people to achieve the brightest future possible, because their future is our future.



Our founding vision that every young person should have the opportunity to achieve is now more pertinent than ever

CEO, Dr Emma Egging

AT A GLANCE

2012 – 2020

30,535

young people supported by JET

REPORTING PERIOD
APRIL 19 – AUGUST 2020

8,851

young people supported by JET

8,361

participated in our Inspirational Outreach sessions

168

participated in our intensive Blue Skies 3yr programme

322

participated in our bespoke Blue Skies Inspire Packages

29

Military and civilian partners helped to deliver our programmes

890

hours of time given by 187 inspirational volunteers

“ JET’s programmes have been developed to help young people raise their aspirations and move forwards with their lives, despite the challenges they are facing. *Dr Emma Egging, JET CEO* ”

OBJECTIVES AND ACTIVITIES

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

The trustees have paid due regard to guidance issued by the Charity Commission in ensuring that the charity's activities are for public benefit.

The main objective of the charity is to act as a resource for young people living in England and Wales by providing advice and assistance, and organising programmes of physical, educational and other activities as a means of:

1 Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals.

2 Advancing education.

3 Relieving unemployment.

4 Providing recreational and leisure time activities in the interests of social welfare for people living in England and Wales who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances, with a view to improving their conditions of life.

YOUTH PROGRAMMES

JET delivers two frontline youth engagement initiatives, Blue Skies, and Inspirational Outreach, in conjunction with partners from the worlds of aviation, STEM, heritage, business and industry.

4.2 million young people in the UK are locked into poverty.

Joseph Rowntree Foundation, 2021

As a result of Covid-19, schools have identified a real risk of 'lost' children: those pupils who have struggled the most during lockdown were not always those previously identified as vulnerable.

Impact Ed, Lockdown Lessons Survey 2021

An estimated two million children in England live in homes affected by substance abuse, domestic violence or mental health issues.

Office for the Children's Commissioner, 2021

Unemployment has now risen above 5%, and nearly 200,000 young people have been unemployed for six months or longer.

ONS, Feb 2021

YOUTH PROGRAMMES

BLUE SKIES

Blue Skies is an intensive, targeted, early intervention programme that works with young people (11+) from challenging backgrounds who are under-achieving at school and at risk of falling out of education. JET works with military and corporate partners to provide young people with training, and a unique window into the world of STEM, to offer a springboard to inspire students' ambitions for successful futures in any field. We focus on raising confidence and aspirations and developing life skills that support young people to reengage with learning and to realise their full potential.

Blue Skies is offered through two delivery routes: Blue Skies Three-Year Programme and Blue Skies Inspire Packages (BSIP). Based on the core values of teamwork, leadership and employability, schools can choose between our flagship three-year syllabus, and a bespoke series of sessions over a shorter timeframe, depending on their specific learning objectives and the needs of the young people. Blue Skies is delivered in partnership with each school and supported by our military and civilian partners.

Our programmes have the same core material at their heart but the depth of content and length of engagement changes depending on the delivery route. We work with each school to match our offer to the needs of the students and the priorities of the educational institution. The schools we work with ultimately decide which students will benefit.

“ Being part of the Jon Egging Trust - a team that gives other young people the opportunity to believe in themselves, to achieve their true potential and grow in confidence, and to stick at their goal even if they have to try and try again to reach that goal - makes me very proud. Tamayha



Young people, between the ages of 11-16 are enrolled onto our intensive Blue Skies programmes by their schools because they are identified as being at risk of becoming NEET (not in education, employment or training). They may be lacking in confidence, or underachieving due to disadvantage or social inequality. Our programme enrolment criteria are:

- ✈ Special educational needs and disabilities (SEND)
- ✈ Recipients of pupil premium grant (living below poverty line)
- ✈ Young people who have suffered trauma (e.g. bereavement)
- ✈ Young carers
- ✈ Care leavers
- ✈ Service children

These young people, who might be referred to as 'invisible children', frequently fall between educational funding streams and are also often overlooked for additional support. Our free programmes provide a holistic approach that considers the needs of each young person. JET students are given the encouragement and skills to enable them to build a positive future for themselves.



INSPIRATIONAL OUTREACH

Inspirational Outreach (I.O.) provides bespoke impact days or a short series of sessions to young people aged 7+, according to the needs identified by schools. Inspirational volunteers deliver the sessions alongside JET Liaison Officers.

During the reporting period April 2019 – Aug 2020, 490 young people were reached through the Blue Skies programmes.

This figure includes 339 young people in the academic year 2019-2020, when 69 Blue Skies sessions were delivered to 92 students despite the Covid-19 lockdown. 192 BSIP sessions were also delivered to 247 students.

During the reporting period April 2019 – August 2020, 8,361 young people participated in Inspirational Outreach sessions.

The weighting of our I.O. session delivery is higher within the second half of the academic year, therefore the timing of school closures due to Covid-19 had a significant impact on the total number of students reached by this programme. However, we were still able to reach 2,061 young people on our I.O. programmes in the academic year 2019-20.

With the announcement of a national lockdown on 23 March 2020, and with our programmes largely delivered in partnership with schools, the military and local industry, our face-to-face delivery was temporarily put on hold. The decision was therefore made to temporarily furlough the Youth Programmes Team whilst schools were limited to key worker children.

During this period, a core team of senior leadership, fundraising and operational staff remained active, with a redirected focus towards adapting our services to best respond to the new environment and challenges for students. As the year progressed and research was conducted to understand the longer-term impact of the pandemic on young people, we developed our organisational strategy to reflect this and meet the deepened needs of the young people we support.

Our future plans include a combination of traditional face-to-face inspirational delivery programmes which will include both group work and one-to-one support. The in-person element of our programmes will be enhanced by online resources which can be delivered in tandem, or as standalone sessions. This will enable us to expand our offering beyond the young people we currently support by reaching out remotely to new cohort groups.

EVALUATION

In March 2020 using funding pre-allocated from a LIBOR grant, JET appointed a team from the University of Northampton, Institute for Social Innovation and Impact, to undertake an 18-month evaluation of our programmes and impact.

The independent evaluation will enable us to:

- ✈ Understand what impact JET has and how we achieve this impact.
- ✈ How we can improve this impact.
- ✈ Ensure that JET is as effective and efficient an organisation as possible, offering value for money and that we are collecting the right data to evaluate the impact of our work.
- ✈ Champion the voice of young people throughout the organisation and ensure it is at the heart of our monitoring and evaluation structure moving forward.
- ✈ Ultimately to become an example of best practice and excellence within the youth engagement sector.

Although the evaluating team were unable to follow cohorts of JET students through their programmes in 2020 as planned, they were able to undertake intensive analysis of our historic data as well as conducting workshops with 10 of our stakeholder groups (49 participants in total) to help demonstrate our long-term impact and develop our Theory of Change model.

“ In High School I was distracted and had started to take the wrong path, which was affecting me and my grades. Fortunately, I was lucky enough that there were teachers who believed in me and knew what I was capable of and supported me to become part of JET programmes. Bethany

FULL REPORT FINDINGS TO BE PUBLISHED IN 2022.

“Longitudinal data shows that young people engaging in the programmes experience significant improvements in personal traits and education levels (maths, English and science) on completion of the programme. Improvement in maths and English specifically, are essential for young people’s future education and employment prospects (Department of Education, 2013). This contributes to young people receiving quality education, which, illustrate JET’s involvement in promoting sustainable development (SDG4: Quality Education). Furthermore, the quantitative data outlines improvements in essential employability skills such as resilience, communication, leadership and confidence. These skills enhance young people’s opportunities to establish meaningful education, training and employment opportunities (Linden and Fertman, 1998; Rao, 2010; Eden 1988; Eden and Kinnar 1991; Judge et al. 1997; Tipton and Worthington 1984; McAllister and McKinnon, 2009), contributing to reducing inequalities (SDG10: Reduced Inequality) and improved social mobility.”

“JET plays an essential part in supporting young people who struggle with confidence, education and wellbeing. JET provides activities and role models that encourage and support young people who face challenges in their lives. Youth engagement initiatives such as Blue Skies, provide meaningful activities that address young people’s various socio-economic inequalities – whilst promoting education, training and employment – for under-represented and disadvantaged children and young people.”

“The quantitative and qualitative findings illustrate the effectiveness of JET programmes in helping young people to pursue their goals and dreams. Therefore, the programmes delivered by JET play a role in promoting the United Nations Sustainability Development goals for good health and wellbeing, quality education, gender equality and reduced inequality.”

JET Interim Evaluation Report, January 2021, University of Northampton Institute for Social Innovation and Impact.

DIGITAL DEVELOPMENT

An area of development for JET in the last year has been the creation of 'JET Inspired', an interactive digital hub which is launching in June 2021 to provide resources, lesson plans, activities and dynamic video content for in-classroom delivery for schools and youth organisations. The resources have been developed in response to the challenges that we know young people are facing as a result of the pandemic. The content has been developed in collaboration with teachers, and - whilst it focuses on JET's cornerstones of leadership, communication, teamwork and resilience - is carefully aligned to the National Curriculum's Personal Social and Health Education (PSHE) syllabus. The first series of the JET Inspired video content - designed to support students with the transition from primary to secondary school - was piloted in June 2020, as part of the development phase of JET Inspired.

CASE STUDY:

Yr 6 Teacher, Hampshire:

"The video is excellent! Covers everything you'd want mentioned and emphasises then recaps all key points - so brilliant. Engaging and informative! We did the 'Jet Pack' activity which got lots of discussion."

CASE STUDY:

Headteacher, Hampshire:

"Loved the educational resources. The children were so engaged during the video. Stopped and talked at different points about how we could apply the different areas of working in a team into our lives. The 'Jet Pack' activity was a real eye opener for them about how and what they need to get themselves organised! We are going to do the quote activity next week."

VOLUNTEERS AND PARTNERS

The lifeblood of JET is its partnership model.

The trust worked with more than 29 partners, both military and civilian, to deliver its programmes during the reporting period. That vital partnership framework was supported by a network of more than 187 inspirational volunteers who gave more than 890 hours of their time.

These partnerships help build stronger bonds in the regions where we operate between military and corporate partners, and people from the local community.

In-kind support from volunteers and partners, including time and resources, continues to be very high. We remain extremely grateful to the military - in particular the Royal Air Force - and all our partners for their continued support of our work with young people. Each year, JET holds an annual dinner to thank military and corporate partners, to celebrate the achievements of the trust over its lifetime, and to raise funds towards a sustainable future. Unfortunately, due to Covid-19 this event could not take place during the 2019-20 period and was postponed until October 2021.

“ It was year 7 when I was picked to do the Blue Skies Programme. At first I was quite shy. In three years the leadership and teamwork really boosted my confidence. I recently became Principal Student at my school and I'm going to take the skills I got from JET and use them in that role. *Hayden*

ACHIEVEMENTS AND PERFORMANCE

1ST APRIL 2019 – 31 AUG 2020

Over the period to 31 August 2020 the trust further expanded its work by focussing on extending reach and impact within existing regions. A region refers to an area with an active Blue Skies programme.

**Current JET regions:
Dorset, Lincolnshire,
Norfolk, North Wales,
Oxfordshire, West Midlands,
Yorkshire and Hampshire.**

JET youth programmes have grown in terms of school partners and student numbers year on year, with the exception of 2019-20. Prior to the impact of the COVID-19 pandemic and the national lockdown in April 2020, we were tracking an increase in student numbers in comparison to the same period the previous year. In addition to this, we had more Blue Skies programmes scheduled for later in the academic year than ever before.

Note that JET youth programmes are delivered across the academic year (from 1st September), rather than the financial year (from 1st April). For ease, the results of the academic year are referenced when reporting student and youth programmes output.

JET Youth Programmes	Reporting Period April 2019-Aug 2020	Academic Year 2019-20*	Academic Year 2018-19 (pre Covid)
Blue Skies (3-Year & Inspire Packages)	490	339 young people	564 young people
Inspirational Outreach	8,361	2,061 young people	10,107 young people
Schools Worked With	47	47	42
Sessions Delivered	345	261	348
JET Inspired films: pilot phase	70	70	0

*The 2019 - 2020 Academic year has seen JET reach a total of 2,400 young people, with this number reflecting the impact of COVID-19 and the temporary furlough of the Youth Programmes Team.

MEASURING IMPACT

During the reporting period we significantly improved our means of recording and storing both key stakeholder information and student impact data. The move to Cognissoft IO Case Management System enables us to safely and effectively store and extract quantitative impact data whilst additionally supporting our safeguarding measures in volunteer recruitment and management.

Coupled with our Independent Evaluation and steps taken to further improve outcome measures, the aim is that the trust will be able to access additional Trust and Grant funding as a result of the full rollout of Cognissoft.

“ Demand for JET’s programmes continue to outweigh capacity. Schools, communities and individuals are excited by our innovative and engaging approach with young people, and want to take part in our unique and impactful programmes.

Chair of Trustees, Richard Peberdy



FUNDRAISING

During the year April 2019 - 31 August 2020, despite the fundraising challenges created by Covid-19, JET reported income of £621,231 to ensure 8,361 young people were supported to achieve their potential. Faced with adversity, none of this would have been possible without the generosity of our valued partners and supporters.

Summer 2019 was a particularly successful period for us. JET was selected as the Charity of the Year for the world-famous Land Rover Burghley Horse Trials. The JET team was supported and represented at the event by JET Ambassador Josh Dale, JET Patron Sir Stuart Atha, the impressionist and JET supporter Jon Culshaw, TV presenter Josie Smith and JET programme volunteers from RAF Wittering.



September 2019 also saw JET launch our inaugural JETRide hosted by RAF College Cranwell. 240 cyclists, including Patron Air Vice Marshall Harv Smyth, peddled the 50 and 80 mile routes around Lincolnshire. The event was such a success that it was agreed by trustees that it would become an annual event, and in spite of Covid-19, the event was safely and successfully repeated in September 2020 - a huge achievement against the odds.

Unfortunately, our other planned events for 2020 including our Annual Dinner, due to take place in June 2020, the Great North Run and high net worth fundraisers were suspended as a result of the pandemic. However, some of this loss was mitigated via other income that we were able to secure during this period and we remain grateful to our corporate and military partners as well as individual supporters, for their continued generous financial and in-kind support.

JET has worked hard to stabilise fundraising and continues to develop new and innovative ways to engage with supporters and amplify our voice. In our 10th anniversary year in 2021 we have created an ambitious programme of events to maximise fundraising opportunities, including a national JET10 Virtual Relay, our third annual JETRide sportive, and a London-based Space Symposium with headline sponsorship provided by Northrop Grumman which will bring together some of the brightest minds in the UK's space and education sectors.



STAFF APPOINTMENTS

During the 17-month period staff headcount decreased from 23 at the end of March 2019 to 21 at the end of August 2020. The only change in key personnel was the appointment of the Director of Income Generation within the senior leadership team in July 2019. Unfortunately, due to family commitments, this member resigned in June 2020. Overall responsibility for fundraising – maximising current strands and bringing in new high-level opportunities, now lies with the CEO. The CEO works closely with JET's communications and events team to advocate for our work with young people and ensure that we continue to successfully deliver innovative and engaging fundraising opportunities. JET's Area Director Central manages our Grants and Trusts Officer to align this strand of income more closely with our front-line delivery.

FINANCIAL REVIEW

INCOME

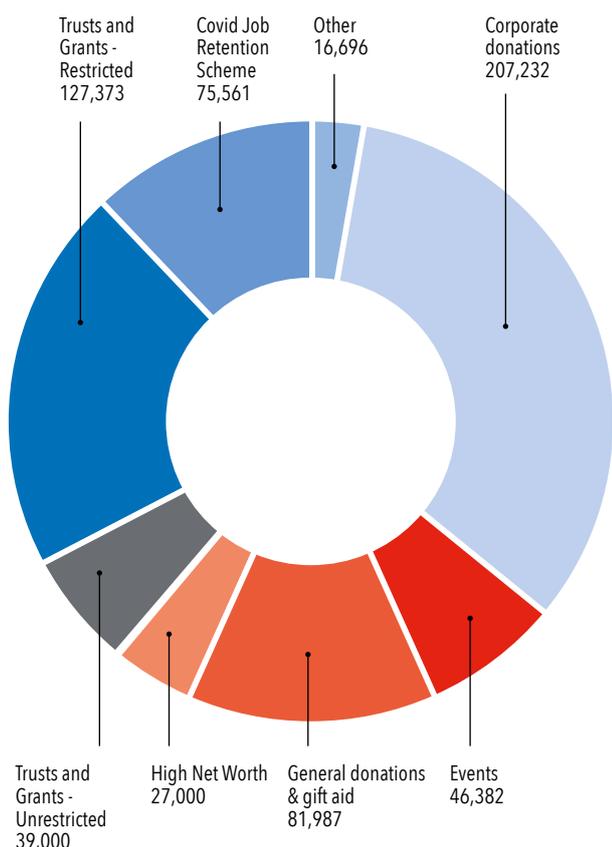
Income reported was £621,231 for the 17month period ended 31 August 2020 (2019: £567,463). Income for the 5 months extension (April 2020 to August 2020) was lower than the comparative period last year due to postponed events and fundraising opportunities as a result of Covid-19.

Unrestricted trust and grants income performed well during the period and includes new funders.

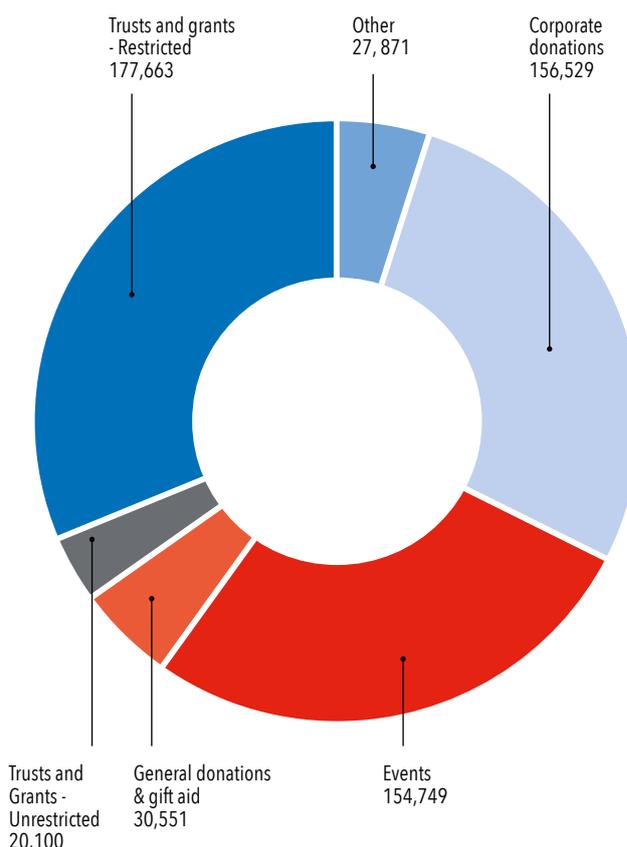
Restricted trust and grants declined, predominantly due to a smaller number of awards received from the Armed Forces Covenant Trust Fund (AFCT) following changes in their requirements for funding. Four grants worth £65k were achieved during the 17-month period compared to six grants worth £109k in the prior year. Part of this restricted income decline has been offset by increased general donations and attracting new high net worth supporters.

Events income was affected by Covid-19 restrictions which prevented the annual fundraising dinner taking place in May 2019. Year-on-year difference is further exacerbated because two annual dinners were held in the prior period due to a weather postponement.

2019/20 Income split (17 months)

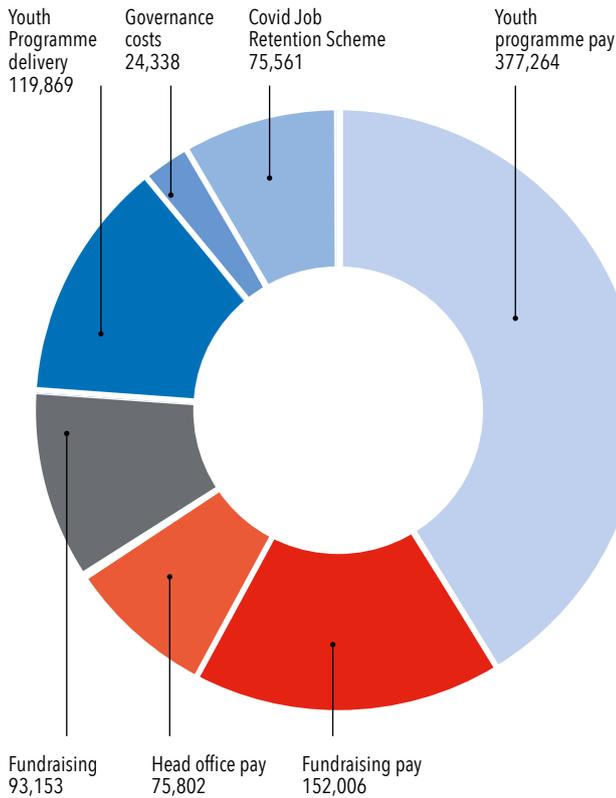


2018/19 Income split (12 months)

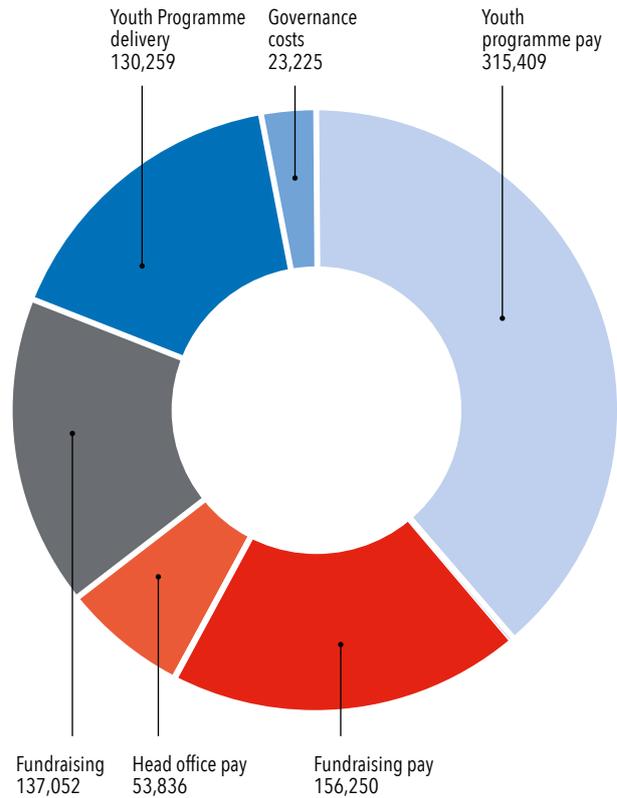


COSTS

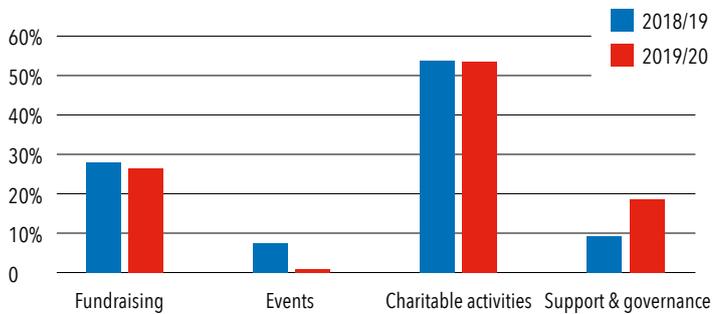
2019/20 Cost split (17 months)



2018/19 Cost split (12 months)



Spend allocation



Total costs reported for the 17month period ended 31 August 2020 were £917,993. (2019: £816,031).

Spend on charitable activities during the period is in line with previous years, remaining constant at around 55%.

Fundraising spend has also remained consistent with the exception of event costs which have fallen significantly due to Covid -19 restrictions.

Support and governance spend has increased because it includes salary costs covered by the government Job Retention Scheme.

RESERVES POLICY

The Statement of Financial Activities shows total funds of £574,051 (2019: £870,813).

£63,434 (2019: £79,128) are restricted funds to be expended on specific purposes. The balance of £510,617 (2019: £791,685) is unrestricted, to be used to support the trust's charitable activities.

The trustees have reviewed the Reserves Policy and agreed that 6 months of operating costs is an appropriate level of free reserves. The existing level of unrestricted reserves is broadly in line with this policy based on current activities.

The restricted funds balance at the year-end of £63,434 includes £28,796 from LIBOR1, £2,102 from AFCT and the balance being corporate donations.

GOING CONCERN

The trustees have considered the effect of the Covid-19 pandemic. The trustees consider that the outbreak is likely to continue to cause some disruption to the charity's direct activities within schools, however alternative approaches to programme delivery are being developed and corporate and grant funding continues to be received. Trustees have reviewed cash flow forecasts up to the end of August 2022 and are confident that the charity has adequate resources to continue as a going concern for the foreseeable future. Thus, the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

JET'S 10-YEAR PLAN

Having supported more than 30,000 in our first decade, our bold target is to support 1 million young people by the end of our second decade in 2031 (100,000 young people per year) through the unique combination of our face-to-face programmes and our enhanced digital capabilities.

JET IN SCOTLAND

Our plans to launch in Scotland in 2020 were unfortunately curtailed by Covid-19. However, we still have ambitions to take our vital work to Scotland as part of our plans for expansion over the coming decade, subject to funding.

41% of young people believe that their future goals now seem "impossible to achieve" with this increasing to half of those from poorer backgrounds.

Prince's Trust Report 2021

In the coming decade we will focus on three priority areas:

✈ JET Programmes

Continuing to deliver high-impact face-to-face support programmes through schools and third-party partnerships.

✈ JET Inspired

Creating digital resources, lesson plans and dynamic video content to enable third party organisations - including schools and other youth organisation - to deliver motivational life-skills, confidence and resilience training to the young people they support.

✈ JET Futures

Becoming a key player in the transition of young people into employment through the development of our new JET Futures programme. This programme will provide long-term targeted information, advice, guidance and coaching to young adults, as well as signposting job opportunities, apprenticeship, work experience and training through our growing network of military and corporate partners. Strengthening our relationships with our existing partners and developing new strategic partnerships and collaborating with other organisations will be more important than ever.

In addition, it is a priority to bring young people even closer to the heart of JET, asking them to inform our decision making and curate resources that continue to speak to their needs and ambitions for the future.

“ The years ahead will be increasingly difficult for vulnerable young people as the deepening impact of Covid-19 takes its toll. *CEO, Dr Emma Egging*



GOVERNANCE, STRUCTURE & MANAGEMENT

GOVERNANCE BOARD

The charity was formed in September 2011 and incorporated on 24th February 2014. The charity is a company limited by guarantee whose members are the trustees. The liability of each member is limited to £1 in the event of a charity winding up.

The Board has authority to appoint by majority decision any new trustees. All new appointments are subject to our safer recruitment policy and a comprehensive induction encompassing online training, a trustee handbook and meeting key members of the JET team to understand the various work areas. Trustees can attend sessions or graduations to get first-hand experience of our impact. The names of the trustees who served during the year are set out as part of the legal and administrative information of this annual trustees' report and financial statements.

STRUCTURE AND MANAGEMENT REPORTING

The trustees are ultimately responsible for the policies, activities and assets of the charity. They meet to review the developments of the charity and make any important decisions. When necessary, the trustees seek advice and support from the charity's professional advisers including solicitors and accountants. The day-to-day management of the charity's activities, and the implementation of policies, is delegated to the senior leadership team.

RISK MANAGEMENT

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

KEY RISKS AND UNCERTAINTIES

The unprecedented health and economic impact of Covid-19 has forced the charity to review how we operate, embrace new ways of reaching young people and innovate our approach to attracting funders.

Our immediate response in early 2020 was to implement a series of actions to mitigate the increased risks to staff and young people, and the financial and operational uncertainties. A revised strategic plan was activated with these priorities:

- 1** To adapt our offer to schools and partners through investment in digital infrastructure, maintaining face-to-face delivery where appropriate to achieve a hybrid offer, giving options to schools and youth groups depending on their circumstances and needs.
- 2** To preserve funds in the short term and secure financial sustainability over the long term. This included use of the government furlough scheme, temporarily reduced working hours, pausing recruitment, and revising the income pipeline. Budgets for 2020/21 have been prepared on a conservative basis to ensure cashflow forecasts are prudent and commitments comfortably met if restrictions extend into future periods.
- 3** To deepen our communications across JET's community - staff, volunteers, partners and young people - reaching out to support their wellbeing and demonstrating their value in our future pathway.
- 4** To continue to adapt our provision in response to young people's needs and the education environment during and after the pandemic, being prepared to learn and change through our culture of continuous improvement.

Risk management is closely monitored across the charity. The Board of Trustees delegate day-to-day risk management to the CEO and senior leadership team. This is achieved through a risk matrix encompassing strategic, financial and operational risks, scored, and ranked by their status and potential impact. The matrix covers, but is not limited to: loss of an important partner (programme delivery partner and/or financial); insufficient funding to support the operational plan; safeguarding breach affecting a JET student or staff member; and additional budgetary constraints within schools (e.g. Brexit outcomes). Review of the risk matrix is a standing agenda item at quarterly board meetings.

Risk management is further supported by the oversight of three external committees: Finance, Education and Fundraising/Communications. Committees meet quarterly, in advance of the trustee board, to advise and critique activities within their relevant specialism and alert the senior leadership team and trustees of potential risks.

Financial performance is tracked via monthly management accounts and a budget reforecast at the half year. Cost control is tight, with cashflow monitored closely.

JET has a comprehensive insurance policy, reviewed annually under the guidance of its insurance broker, and currently held with Aviva Insurance.

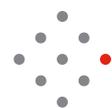


DISCLOSURE OF INFORMATION TO AUDITORS

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

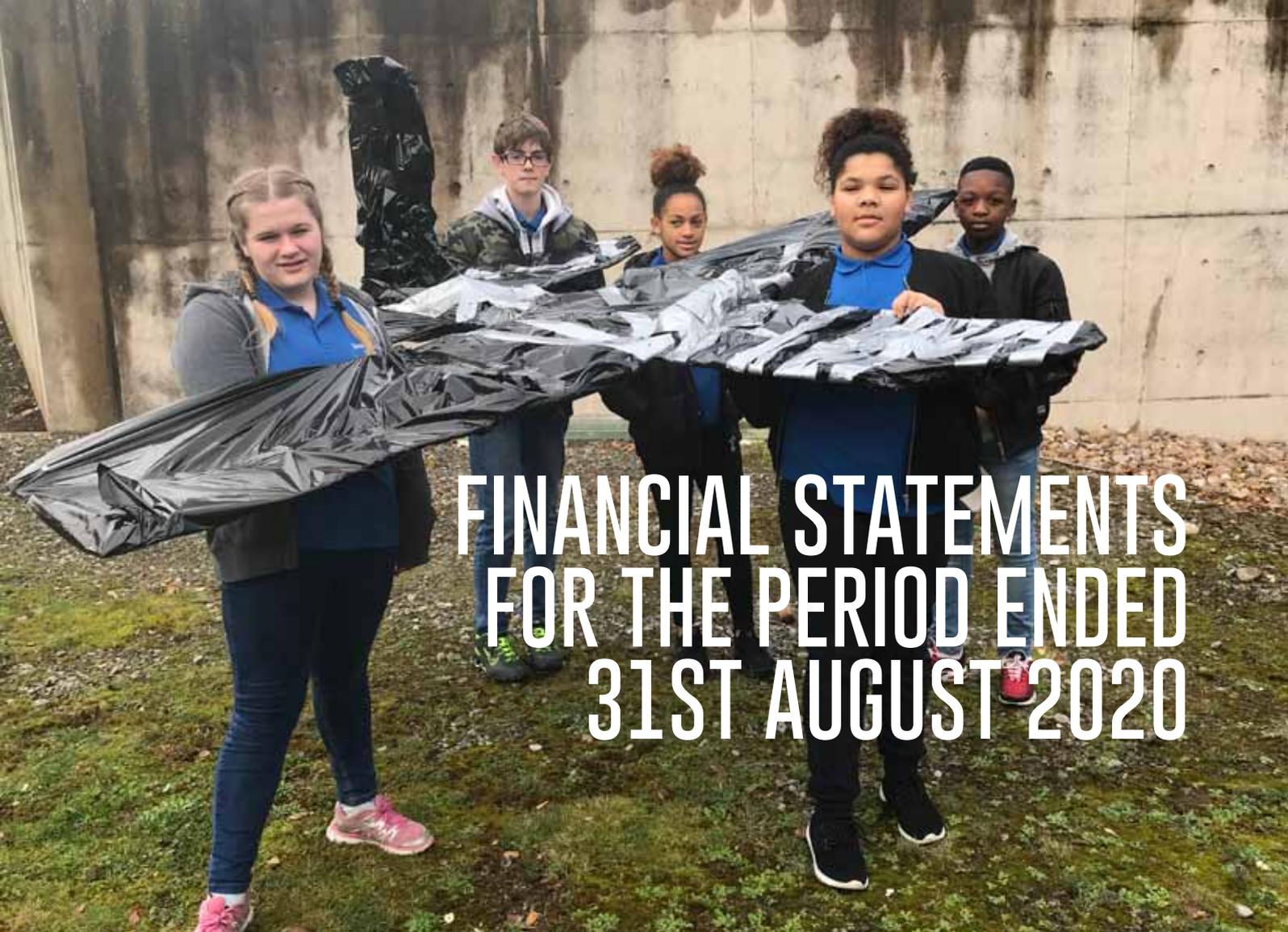
The trustees' report was approved by the Board of Trustees.

Mr R Peberdy, Chair of Trustees
Trustee
Dated: 21st May 2021



Jon Egging
Trust

Helping young people achieve



FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31ST AUGUST 2020

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees, who are also the directors of The Jon Egging Trust for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity 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 trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE JON EGGING TRUST

Opinion

We have audited the financial statements of The Jon Egging Trust (the 'charity') for the period ended 31 August 2020 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the 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 August 2020 and of its incoming resources and application of resources, for the period then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

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 charity 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 charity'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 trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 our audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial period for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' 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 charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- adequate and proper 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' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

In preparing the financial statements, the trustees are responsible for assessing the charity'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

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

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 and to the regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters we are required to state to them in an auditors' 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, the charitable company's members as a body, and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Sailesh Mehta (Senior Statutory Auditor)
for and on behalf of HW Fisher LLP

Chartered Accountants

Statutory Auditor

Acre House
11-15 William Road
London
NW1 3ER
United Kingdom

STATEMENT OF FINANCIAL ACTIVITIES

INCLUDING INCOME AND EXPENDITURE ACCOUNT

		Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	Notes	Period ended 31 August 2020 (17 months)	Period ended 31 August 2020 (17 months)	Period ended 31 August 2020 (17 months)	Year ended 31 March 2019	Year ended 31 March 2019	Year ended 31 March 2019
		£	£	£	£	£	£
Income from:							
Donations and legacies	3	296,803	222,373	519,176	223,847	222,664	446,511
Other trading activities	4	16,820	-	16,820	110,418	-	110,418
Investments	5	9,674	-	9,674	10,534	-	10,534
Other income	6	75,561	-	75,561	-	-	-
Total income		398,858	222,373	621,231	344,799	222,664	567,463
Expenditure on:							
Raising funds	7	227,619	17,540	245,159	79,056	214,246	293,302
Charitable activities	8	457,853	214,981	672,834	66,889	455,840	522,729
Total resources expended		685,472	232,521	917,993	145,945	670,086	816,031
Net outgoing resources before transfers		(286,614)	(10,148)	(296,762)	198,854	(447,422)	(248,568)
Gross transfers between funds		5,546	(5,546)	-	-	-	-
Net expenditure for the year/ Net movement in funds		(281,068)	(15,694)	(296,762)	198,854	(447,422)	(248,568)
Fund balances at 1 April 2019		791,685	79,128	870,813	592,831	526,550	1,119,381
Fund balances at 31 August 2020		510,617	63,434	574,051	791,685	79,128	870,813

The statement of financial activities includes all gains and losses recognised in the period.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

BALANCE SHEET

AS AT 31 AUGUST 2020

	Notes	2020		31 March 2019	
		£	£	£	£
Fixed assets					
Tangible assets	12		7,075		3,078
Current assets					
Debtors	13	29,897		3,872	
Cash at bank and in hand		730,907		1,102,502	
		<u>760,804</u>		<u>1,106,374</u>	
Creditors: amounts falling due within one year	14	<u>(193,828)</u>		<u>(238,639)</u>	
Net current assets			566,976		867,735
Total assets less current liabilities			<u>574,051</u>		<u>870,813</u>
Income funds					
Restricted funds	16		63,434		79,128
Unrestricted funds			510,617		791,685
			<u>574,051</u>		<u>870,813</u>

The financial statements were approved by the Trustees on 21st May 2021



Mr R J Peberdy
Trustee

Company Registration No. 08908969

STATEMENT OF CASH FLOW

	Notes	Period ended 31 August 2020 (17 months)		Year ended 31 March 2019	
		£	£	£	£
Cash flows from operating activities					
Cash absorbed by operations	20		(372,328)		(55,251)
Investing activities					
Purchase of tangible fixed assets		(8,941)		(655)	
Interest received		9,674		10,534	
Net cash generated from investing activities			733		9,879
Net cash used in financing activities			-		-
Net decrease in cash and cash equivalents			(371,595)		(45,372)
Cash and cash equivalents at beginning of period			1,102,502		1,147,874
Cash and cash equivalents at end of period			<u>730,907</u>		<u>1,102,502</u>

NOTES TO THE FINANCIAL STATEMENTS

1 Accounting policies

Charity information

The Jon Egging Trust is a private company limited by guarantee incorporated in England and Wales. The registered office is Acre House, 11-15 William Road, London, NW1 3ER, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with FRS102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS102"), the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and "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)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Frequency of reporting

The accounting period is 17 months which runs from 1 April 2019 to 31 August 2020 to align with the academic school year. Therefore, the comparative amounts presented in the financial statements are not entirely comparable.

1.3 Going concern

The Trustees have considered the effect of the Covid-19 pandemic. The Trustees consider that the outbreak is likely to continue to cause some disruption to the charity's direct activities within schools, however alternative approaches to programme delivery are being developed and Corporate and Grant funding continues to be received. Trustees have reviewed cash flow forecasts up to the end of August 2022 and are confident that the charity has adequate resources to continue as a going concern for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.4 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.5 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.6 Resources expended

Expenditure is recognised on an accruals basis, inclusive of value added tax.

Expenses included in costs of generating funds are the charitable company's costs of fundraising and publicity.

1 Accounting policies

Expenses relating to charitable activities relate to expenses in relation to the youth programmes.

Support costs are also included within this category of expenditure which include staff costs and other office expenditure.

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost of assets less their residual values over their useful lives on the following bases:

Computer equipment	Over 3 years straight line
Fixtures and fittings	Over 3 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

1 Accounting policies

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.12 Government grants

Government grants are accounted for under the accrual model and are recognised at the fair value of the amount received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received. Government grants are being received under the Coronavirus Job Retention Scheme designed to compensate for staff costs. Amounts received or receivable are recognised in the statement of financial activities over the same period as the costs to which they relate.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

During the period, the trustees believe that there were no critical accounting estimates or judgements

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	Period ended 31 August 2020 (17 months) £	Period ended 31 August 2020 (17 months) £	Period ended 31 August 2020 (17 months) £	Year ended 31 March 2019 £	Year ended 31 March 2019 £	Year ended 31 March 2019 £
Donations and gifts	267,803	85,000	352,803	203,747	45,000	248,747
Grants	29,000	137,373	166,373	20,100	177,664	197,764
	<u>296,803</u>	<u>222,373</u>	<u>519,176</u>	<u>223,847</u>	<u>222,664</u>	<u>446,511</u>

(Continued)

4 Other trading activities

	Unrestricted funds	Unrestricted funds
	Period ended 31 August 2020 (17 months)	Year ended 31 March 2019
	£	£
Fundraising events	15,444	103,826
Sale of merchandise	1,376	6,592
	<u> </u>	<u> </u>
Other trading activities	16,820	110,418
	<u> </u>	<u> </u>

5 Investments

	Unrestricted funds	Unrestricted funds
	Period ended 31 August 2020 (17 months)	Year ended 31 March 2019
	£	£
Interest receivable	9,674	10,534
	<u> </u>	<u> </u>

6 Other income

	Unrestricted funds	Unrestricted funds
	Period ended 31 August 2020 (17 months)	Year ended 31 March 2019
	£	£
Other income	75,561	-
	<u> </u>	<u> </u>

Other income relates to amounts received under the Coronavirus Job Retention Scheme as a government grant.

(Continued)

7 Raising funds

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	Period ended 31 August 2020 (17 months)	Period ended 31 August 2020 (17 months)	Period ended 31 August 2020 (17 months)	Year ended 31 March 2019	Year ended 31 March 2019	Year ended 31 March 2019
	£	£	£	£	£	£
<u>Fundraising and communications</u>						
General fundraising costs	85,956	6,259	92,215	36,675	99,476	136,151
Staff costs	140,725	11,281	152,006	42,116	114,134	156,250
Depreciation and impairment	938	-	938	265	636	901
	<u>227,619</u>	<u>17,540</u>	<u>245,159</u>	<u>79,056</u>	<u>214,246</u>	<u>293,302</u>

8 Charitable activities

	Period ended 31 August 2020 (17 months)	Year ended 31 March 2019
	£	£
Staff costs	377,264	315,409
Depreciation and impairment	3,639	2,638
Youth Programmes	116,230	127,621
	<u>497,133</u>	<u>445,668</u>
Share of support costs (see note 9)	14,236	10,172
Share of governance costs (see note 9)	161,465	66,889
	<u>672,834</u>	<u>522,729</u>
Analysis by fund		
Unrestricted funds	457,853	66,889
Restricted funds	214,981	455,840
	<u>672,834</u>	<u>522,729</u>

(Continued)

9 Support costs

	Support costs	Governance costs	Period ended 31 August 2020 (17 months)	Support costs	Governance costs	Year ended 31 March 2019
	£	£	£	£	£	£
Staff costs	11,454	132,833	144,287	7,876	39,374	47,250
Depreciation	61	306	367	41	-	41
Sundries	703	496	1,199	567	-	567
Travelling and subsistence	304	-	304	286	-	286
IT expenses	535	-	535	305	-	305
Consulting	1,179	5,897	7,076	1,097	5,489	6,586
Legal and professional	-	1,248	1,248	-	-	-
Trustees expenses	-	225	225	-	1,240	1,240
Audit fees	-	7,860	7,860	-	7,468	7,468
Accountancy fees	-	2,874	2,874	-	8,424	8,424
Other	-	9,726	9,726	-	4,894	4,894
	<u>14,236</u>	<u>161,465</u>	<u>175,701</u>	<u>10,172</u>	<u>66,889</u>	<u>77,061</u>
Analysed between						
Charitable activities	<u>14,236</u>	<u>161,465</u>	<u>175,701</u>	<u>10,172</u>	<u>66,889</u>	<u>77,061</u>

Governance costs includes payments to the auditors of £7,860 (2019: £7,468) for audit fees and £2,874 (2019: £8,424) for other accountancy services.

Governance staff costs include £75,561 in relation to Covid Job Retention Scheme claims.

10 Trustees

None of the trustees (including any persons connected with them) received remuneration or benefits from the charity during the period.

4 trustees (2019: 4) were reimbursed for expenses incurred in the performance of their duties during the year, of £364 (2019: £1,610).

(Continued)

11 Employees

Number of employees

The average monthly number of employees during the period was:

Period ended 31 August 2020 (17 months) Number	Year ended 31 March 2019 Number
21	23

Employment costs

	Period ended 31 August 2020 (17 months) £	Year ended 31 March 2019 £
Wages and salaries	616,222	478,792
Social security costs	41,085	32,578
Other pension costs	16,250	7,539
	<u>673,557</u>	<u>518,909</u>

The key management personnel of the charity comprise the trustees, CEO, Director of Operations, Area Directors and Director of Income Generation and Communications.

The total employee benefits of the key management personnel of the charity were £266,228 (2019: £183,019).

The number of employees whose annual remuneration was £60,000 or more over the accounting period were:

	Period ended 31 August 2020 (17 months) Number	Year ended 31 March 2019 Number
£60,001 - £70,000	1	-

(Continued)

12 Tangible fixed assets

	Computer equipment	Fixtures and fittings	Total
	£	£	£
Cost			
At 1 April 2019	14,268	-	14,268
Additions	8,737	204	8,941
Disposals	(378)	-	(378)
	<hr/>	<hr/>	<hr/>
At 31 August 2020	22,627	204	22,831
	<hr/>	<hr/>	<hr/>
Depreciation and impairment			
At 1 April 2019	11,190	-	11,190
Depreciation charged in the period	4,896	48	4,944
Eliminated in respect of disposals	(378)	-	(378)
	<hr/>	<hr/>	<hr/>
At 31 August 2020	15,708	48	15,756
	<hr/>	<hr/>	<hr/>
Carrying amount			
At 31 August 2020	6,919	156	7,075
	<hr/>	<hr/>	<hr/>
At 31 March 2019	3,078	-	3,078
	<hr/>	<hr/>	<hr/>

13 Debtors

	2020	2019
	£	£
Amounts falling due within one year:		
Prepayments and accrued income	29,897	3,872
	<hr/>	<hr/>

14 Creditors: amounts falling due within one year

	2020	2019
	£	£
Trade creditors	14,280	195
Other creditors	1,595	9,874
Accruals and deferred income	177,953	228,570
	<hr/>	<hr/>
	193,828	238,639
	<hr/>	<hr/>

Deferred income brought forward was £201,012, of which £47,250 was released during the year, resulting in carried forward deferred income of £153,762 as at the period end. This is deferred as LIBOR 2 income was received to train and develop its employees and military volunteers in the next two years.

15 Retirement benefit schemes**Defined contribution schemes**

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £16,250 (2019: £7,539).

16 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 April 2018		Movement in funds		Balance at 1 April 2019		Movement in funds		Transfers		Balance at 31 August 2020	
	£	£	Incoming resources	Resources expended	£	£	Incoming resources	Resources expended	£	£	£	£
LIBOR 1	505,800	-	-	(475,800)	30,000	-	-	(1,204)	-	-	-	28,796
Lockheed	18,750	45,000	45,000	(33,913)	29,837	45,000	45,000	(62,180)	-	-	-	12,657
Horizon Nuclear	1,000	-	-	(1,000)	-	-	-	-	-	-	-	-
Pye Charitable Settlement	1,000	-	-	(1,000)	-	-	-	-	-	-	-	-
Utley Foundation	-	24,866	24,866	(23,923)	943	-	-	(943)	-	-	-	-
Ironmongers Foundation	-	7,245	7,245	(4,057)	3,188	-	-	(3,188)	-	-	-	-
Melton Mowbary Building Society	-	200	200	(200)	-	-	-	-	-	-	-	-
Sir George Martin Trust	-	1,500	1,500	(1,500)	-	-	-	-	-	-	-	-
Reaching Wider Partnership (Bangor University)	-	3,751	3,751	(1,255)	2,496	-	-	(2,496)	-	-	-	-
Joseph Nickerson Charitable Foundation	-	500	500	(500)	-	-	-	-	-	-	-	-
Arlish & Chambers	-	100	100	(100)	-	-	-	-	-	-	-	-
Armed Forces Community Covenant	-	109,311	109,311	(97,549)	11,762	65,123	65,123	(74,783)	-	-	-	2,102
Tesco Bags of Help	-	7,000	7,000	(6,098)	902	1,000	1,000	(1,902)	-	-	-	-
LIBOR 2	-	23,191	23,191	(23,191)	-	47,251	47,251	(47,251)	-	-	-	-
Award for All	-	-	-	-	-	9,999	9,999	(9,999)	-	-	-	-
Qinetiq	-	-	-	-	-	40,000	40,000	(14,575)	-	(5,546)	-	19,879
Tallow Chandlers	-	-	-	-	-	10,000	10,000	(10,000)	-	-	-	-
William Houghton Foundation	-	-	-	-	-	4,000	4,000	(4,000)	-	-	-	-
	526,550	222,664	222,664	(670,086)	79,128	222,373	222,373	(232,521)	(5,546)	(5,546)	63,434	

16 Restricted funds

- LIBOR- to expand and develop the Trusts activities and to train and develop its employees and military volunteers.
- Lockheed Martin- restricted to delivery of Blue Skies and Inspirational Outreach programmes in Norfolk.
- Horizon Nuclear- restricted to purchase Mobile Team Activity Equipment for North Wales.
- Pye Charitable Settlement- restricted to purchase Mobile Team Activity Equipment for Oxfordshire.
- Armed Forces Community Covenant- restricted to fund the Blue Skies Project in specific areas.
- Tesco Bags of Help- restricted to fund the JET student uniform.
- Utley Foundation- restricted for the programme delivery in Lincolnshire.
- Ironmongers Foundation- restricted to the Inspirational Pilot programme in North Wales.
- Melton Mowbray Building Society- restricted to programme delivery at RAF Cranwell.
- Sir George Martin Trust- restricted to programme delivery in Yorkshire.
- Reaching Wider Partnership (Bangor University)- restricted to Reaching Wider inspirational outreach project in North Wales.
- Joseph Nickerson Charitable Foundation- restricted to programme delivery in Lincolnshire.
- Arlish & Chambers- restricted to programme delivery in Yorkshire.
- William Houghton Foundation - to fund 4 students on the Blue Skies Programme in the West Midlands Region, based upon costs of £1000 per student.
- Tallow Chandlers - funds to support the delivery of the Blue Skies programme and Inspirational Outreach in the Oxfordshire region.
- Qinetiq - to support the appointment of a Regional Manager for Wiltshire and Dorset to develop Inspirational Outreach programmes in Wiltshire and further programmes in West Dorset.
- Awards for All - funding to cover Blue Skies Inspire Packages in North Wales.
- Transfers - an underspend of funds in the year which have been agreed with the funder to be used against core costs for the year ended 31 August 2020.

(Continued)

17 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	Period ended 31 August 2020 (17 months)	Period ended 31 August 2020 (17 months)	Period ended 31 August 2020 (17 months)	Year ended 31 March 2019	Year ended 31 March 2019	Year ended 31 March 2019
	£	£	£	£	£	£
Fund balances at 31 August 2020 are represented by:						
Tangible assets	7,075	-	7,075	3,078	-	3,078
Current assets/(liabilities)	503,542	63,434	566,976	788,607	79,128	867,735
	<u>510,617</u>	<u>63,434</u>	<u>574,051</u>	<u>791,685</u>	<u>79,128</u>	<u>870,813</u>

18 Related party transactions

There were no related party transactions in the year, other than those disclosed in note 10.

19 Volunteers

The Jon Egging Trust is supported by a large network of inspirational volunteers. For the period ended 31 August 2020, The Jon Egging Trust worked with more than 187 volunteers donating 890 hours of their time helping to deliver our Blue Skies and Inspirational Outreach Youth Programmes or assisting with fundraising activities.

20 Cash generated from operations

	Period ended 31 August 2020 (17 months)	Year ended 31 March 2019
	£	£
Deficit for the period	(296,762)	(248,568)
Adjustments for:		
Investment income recognised in statement of financial activities	(9,674)	(10,534)
Depreciation and impairment of tangible fixed assets	4,944	3,865
Movements in working capital:		
(Increase)/decrease in debtors	(26,025)	2,502
(Decrease)/increase in creditors	(44,811)	197,484
Cash absorbed by operations	<u>(372,328)</u>	<u>(55,251)</u>

21 Analysis of changes in net funds

The charity had no debt during the year.