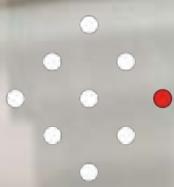




# ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2021

BLUESKIES  
STUDENT  
[joneggingtrust.org.uk](http://joneggingtrust.org.uk)



JonEgging  
Trust

Helping young people achieve

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

# LEGAL AND ADMINISTRATIVE INFORMATION

## TRUSTEES

Mr R J Peberdy  
(Chair)

Mrs D Egging

Mr J Wiles

Ms S Porteous  
(Appointed 2 December 2020)

Mr D Montenegro  
(Appointed 2 December 2020)

Ms S Spread  
(Appointed 24 March 2021)

Ms Z Melarkey  
(Appointed 6 October 2021)

## KEY LEADERSHIP

Dr E Egging  
CEO

Ms A James  
Director of Operations

Mrs L Carey  
Area Director Central

Mrs A Hack  
Area Director South

Mrs F Collins  
Director of Communications  
(Appointed 1 March 2021)

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

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## OUR MISSION

The Jon Egging Trust (JET) is an early intervention organisation. We step 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.

2021 was JET's 10th anniversary year, and one in which we set out a clear mission for the decade ahead to significantly expand our reach to answer a growing need for our support.

### OUR STORY

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

### IN THE WAKE OF COVID-19

There is a correlation between coming from a deprived background and underachievement. The Covid-19 pandemic has only exacerbated the challenges and disruption faced by the young people we support, many of whom were already on the brink of dropping out of full-time education.

The scale of the issue is significant and growing. We now have a waiting list of schools in all regions in which we operate, and JET estimates that there are at least half a million young people across the UK who are in need of the sort of interventions that JET provides.

We have based that figure on the understanding that there are at least 15 young people in every school year from years 6-9 (ages 10-14) who are underachieving due to lack of confidence and other barriers to learning. This does not take into account the extra **420,000 young people** who are now on free school meals as a result of hardship they and their families are facing as a result of the pandemic, many of whom will have

taken a significant knock to their outlook and motivation as a result.

It is against this backdrop that we have redoubled our fundraising efforts in order to expand our reach to become part of the answer to the crisis faced by so many of today's young people in our post-pandemic world.

We cannot solve the problem alone, which is why 2021 has seen us working to engage with government departments and key sectors in the STEM sphere to hammer home the message that collaboration is key if we are to truly impact youth inequality and improve the life-chances of those most in need in the UK.



# WELCOME CHAIR OF TRUSTEES, RICHARD PEBERDY

The 2020-21 financial year has been challenging across the third sector. Charity Commission research published in October 2021 paints a bleak picture, with 90% of surveyed charities reporting a negative impact due to the pandemic, 60% reporting a loss of income, and charity insolvency rising by a third, year-on-year.

JET has not been immune to these effects. The impact of the pandemic has been profoundly negative on the vulnerable young people we support, many of whom were already on the brink of educational disengagement pre-Covid. Additionally, we were forced to halt our face-to-face programmes entirely throughout the school closures and pivot to remote delivery where schools could accommodate. We were also forced to cancel or postpone key fundraising events, including our Annual Dinner, which impacted our ability to connect with many of our key supporters.

Against this negative backdrop of heightened need and tightened fundraising opportunity, it is therefore with pride that we can report that overall income in the reporting period held steady year-on-year. We are also on target to reach upwards of 7,000 young people in the current financial year (Sept 21 - Aug 22), despite restrictions still affecting access at some schools and partner sites. During the reporting period Sept 20 - Aug 21 we were still able to reach out to over 2,200 vulnerable students across the UK despite the odds being heavily stacked against us.

It is down to the tenacity of the JET team, the nimbleness with which JET adopted a hybrid approach to programme delivery, and the ongoing backing of our military and corporate partners who share in our vision of a brighter future for all young people that we have been able to come out of the pandemic in such a positive position. We have determinedly bucked the negative trend experience across the sector, and we are justly proud of embodying our own ethos of overcoming adversity, to end this torrid period stronger than we began it.

The period covered by this report coincides with JET's 10th anniversary year; a year in which we worked hard to celebrate all that has been achieved in our first decade of operation and looked with ambition to the decade ahead. Our 10th anniversary JET10 campaign saw our CEO Dr Emma Egging take on ten epic challenges, stepping out of her comfort zone (something we empower our students to do), shining a spotlight on our work and raising vital funds to support our programmes. One of my personal highlights this year has been joining Emma in two of her challenges; tackling a 10-mile section of her 33-mile ultramarathon and managing to stay the distance on her 100-mile JETRide cycle challenge. As ever, Emma has led by example throughout this year, guiding the team with determination and grace through the choppy waters of Covid.

Other significant highlights for me this year have been the launch of our JET10 Relay, which saw over 50 teams come together across the world to tackle a 100km relay, and the successful hosting of JETRide 2020. JETRide took place against a background of heightened Covid restrictions in Sept 2020, and was the first cycling sportive of its kind to take place across the country post-lockdown, attracting over 130 riders and raising more than £13,000 for JET. It has been empowering too to read the interim impact report generated as a result of our partnership with Northampton University, who have helped us to quantify the immensely positive impact of our programmes. In the words of the report:

**"Many of the young people JET supports lack confidence or are underachieving due to disadvantage or inequality. JET's programmes are highly effective at empowering young people to re-engage with education and develop the skills, self-belief and resilience needed to achieve positive training and career outcomes."**

I look forward to reading the full impact report when it is published later in 2022.

Before I sign off, I would like to extend my gratitude to my fellow trustees, all of whom give selflessly to guide and support the JET team, and of course to the JET team themselves who have gone above and beyond over the past 12 months to ensure we go into our second decade of operation in the strongest possible position to achieve our vision of significantly expanding our reach by 2031.



# INTRODUCTION CHIEF EXECUTIVE OFFICER, DR EMMA EGGING OBE

A couple of months before his tragic accident at the Bournemouth Air Festival, Jon wrote the following in his diary: **'With support where and when necessary, we are all equally capable of being the best versions of ourselves.'** June 2011.



At the time of writing in January 2022, it has been ten years since I established the Jon Egging Trust and approaching two years since the onset of the Covid-19 global pandemic. With the pandemic continuing to have the worst impact on the people who have the least, our founding mission to reach out to vulnerable young people and support them to overcome adversity and achieve their potential, is all the more pressing.

It is now possible to write with clarity about what the impact of Covid-19 has been on the lives of the young people that we support at the Jon Egging Trust. We know that the pandemic has widened the attainment gap between the most and the least disadvantaged young people in the UK. Child poverty continues to rise. The latest data from the Joseph Rowntree Foundation tells us that almost 1 in 3 children in the UK are living in poverty. That is 4.2 million young people who are struggling on a daily basis.

Over the last year our team have continued to focus with laser sharp precision on delivering JET's founding mission in light of the urgency of the situation for vulnerable young people today. Our midterm independent evaluation report shows that what we deliver works: our programmes earmarked as contributing to the United Nations sustainable development goals of reduced inequality, gender equality, good health and wellbeing, and quality education.

With the legacy of Covid-19 set to have repercussions for years to come, I feel incredibly proud of the young people we work with who have shown resilience and determination throughout this worrying time. I am incredibly proud too of the JET team who have pulled together to ensure that during lockdown we remained focused on our end goal of being in the best position possible to respond to the deepening needs of our students as soon as they were back at school and our intensive support could resume again.

Over this turbulent period prudent decisions taken by our finance team ensured that we conserved vital funds and that our income remained constant. This was in spite of the majority of our fundraising events having to be cancelled.

The actions we took and our strategic approach means that we worked intensively with 309 young people on our flagship Blue Skies programmes in only three months from May to Jul 2021 and are on track to support close to 7,000 young people this financial year (Sept 21- Aug 22). Most encouragingly our income has seen a significant uplift towards the end of 2021 as supporters, partners and funders old and new have rallied behind our ambitions to do more and to reach out to the increasing number of young people in dire need of our help.

To quickly start to reach out to these young people, collaboration is key. Working together, the whole is greater than the sum of the parts. Just beyond the scope of this report, in Nov 2021, we brought together more than 70 leading figures from the space industry to discuss how the space sector might work together to provide opportunity for all students. This marked the beginning of a new collaborative phase for JET which will see us working with several organisations linked to education and use of STEM, including space, to inspire, upskill and provide opportunity for vulnerable young people. Through strong, on-going sector collaboration our aim is to achieve positive, lasting impact for as many young people as possible who are struggling.

It feels right to finish this introduction with the inspiring and optimistic words taken from the poem 'My future dreams' written by Blue Skies students from our programmes across the UK which was unveiled at the Jon Egging Memorial in Bournemouth on 20 August 2021:

**Jon Egging has inspired us all to keep going, To take strides each day,  
Helping us to see the way to our future**

The last year has been a difficult one for everyone, but it has been most difficult for vulnerable young people and their families. At JET we will continue to take our lead from our students – catering for their needs and ambitions and in doing so provide a brighter future for them at a crucial point in their lives and in our country's history. Thank you to everyone who supports our work for being on this life-changing journey with us.

# AT A GLANCE

2012 – 2021

**32,746**

young people supported by JET

REPORTING PERIOD

**SEPTEMBER 20 – AUGUST 2021  
(MAJORITY OF DELIVERY MAY – JUL 21 DUE TO PANDEMIC)**

**2,211**

young people supported by JET

**1,902**

participated in our Inspirational Outreach sessions including students attending 'Inspiration without Limits' online live event with Prof. Brian Cox December 2020 from 17 schools

**115**

participated in our intensive Blue Skies 3yr programme

**194**

participated in our bespoke Blue Skies Inspire Packages

**28**

military and civilian partners helped to deliver our programmes

**931**

hours of time given by volunteers and supporters on our programmes and events

**135**

sessions delivered

**226**

hours of session time

By supporting JET you are directly helping young people to achieve:

- Improved educational attainment
- Enhanced employability skills
- Increased social mobility
- Reduced inequality

**“ We strongly believe that if you work with a young person early enough, and over a sustained period, you can stop them falling out of education and at worst becoming a young offender. What you need is great individuals to work alongside them, and great opportunities to inspire them.**

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.

**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

\* Volunteer numbers significantly impacted by access restrictions due to Covid-19

# JET'S 10-YEAR PLAN

Through investing in our impactful Blue Skies and Inspirational Outreach programmes and ongoing monitoring and evaluation methodologies, we aim to both increase the impact for our students and to reach an increasing number of young people through these interventions by 2031. Additionally, we aim to apply lessons learned through our digital sessions and resource creation for schools to overcome geographical constraints and ensure maximum exposure to inspirational activities and opportunities for young people across the UK.

## WIDEN OUR IMPACT

Expanding our programmes and resources via the power of the digital, to raise aspirations and inspire young people to be the best they can be.

## ACHIEVE SUSTAINABILITY

Grow and diversify our fundraising income streams in order to achieve long term financial sustainability.

## INNOVATE OUR DELIVERY

To capitalise on the potential of the digital, creating a culture within JET which sees our staff and partners use a blended approach; developing programmes which mix face to face sessions with virtual facilitation methods that maximise our impact and reach.

## EMBED YOUTH VOICE

To bring the voice of young people into the heart of JET via Youth Ambassadors, JET Alumni, an advisory youth panel and the Board of Trustees, influencing decision making across the organisation.

## ENHANCE EMPLOYABILITY

To become a key player transitioning young people into employment through the provision of long-term targeted career advice and support as well as the creation of job opportunities and training via our growing network of military and corporate partnerships.

## EVALUATION

To have undertaken, responded to and embedded the learning and ongoing monitoring resulting from an independent evaluation of our work to date and ongoing. We are committed to continuous improvement and evaluation.

## PROMOTE EQUALITY

To strive at all levels to identify and question inequality through the provision and development of our programmes and to work together as a team of staff, young people and volunteers to help create a fairer society which acknowledges and celebrates

diversity. This will include actively reaching out to support young people from underrepresented groups as well as diversifying our staff and volunteer teams.

## CHAMPION COLLABORATION

JET's preferred way of working is collaborative. From day one we have partnered with organisations to strengthen our offer to young people. Outwardly and inwardly, we will strive to nurture our current partnerships and actively foster a collaborative ethos across our work strands and management structures.

## 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 and have therefore retained our Scottish charitable status.

**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 developing our 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*

# OUR WORK WITH YOUNG PEOPLE

The Jon Egging Trust offers long-term support to vulnerable young people who are struggling to engage at school and may have lost focus, confidence and self-belief.

Our Blue Skies programmes raise aspiration, self-belief and resilience, and empower young people, age 11 – 16, to challenge themselves and re-engage with education to make informed career choices.

We also deliver one-off Inspirational Outreach sessions to young people aged 7+ in order to connect them to high-profile and motivational individuals such as the Red Arrows, business leaders, and organisations connected to the worlds of aviation and STEM.

## BLUE SKIES

Blue Skies is an intensive, targeted, early intervention programme aimed at young people age 11+ who are underachieving at school and at risk of falling out of education due to life challenges and under-confidence.

Students are enrolled on Blue Skies for up to three years and supported by our Youth Liaison Officers to build confidence and aspiration. Our young people are offered access to unique team building and workplace experiences through our military and corporate partners, and mentored by inspirational volunteers who support them to reengage with learning and build self-belief and work-readiness.

Blue Skies is offered through two delivery routes, our flagship three-year syllabus and our shorter, targeted Blue Skies Inspire Packages (BSIP). Both programmes equip young people with a foundational attitude for success, and build self-belief, tenacity and trust.

## SKILLS FOR LIFE

Our impact studies have shown that Blue Skies students graduate from our programmes with **increased confidence, educational attainment and social mobility**.

In addition, graduates leave our programmes armed with specific workplace competencies including teamwork and leadership.

**Before I started Blue Skies, I was a very anxious and short-tempered person. I was snappy and would answer back to people without thinking of the consequences. Blue Skies has given me an overview of the world of work. I've experienced being a pilot in a simulator, a chef in a kitchen, an engineer, fire fighting and first aid, which has given me lots of skills such as teamwork, communication, patience and confidence. Thank you JET!**

Blue Skies graduate 2021

### Blue Skies Level 1

#### TEAMWORK

With a strong team we believe that anything is possible. We teach our students to recognise their strengths and work confidently within a team, arming them with vital skills for success. Our Blue Skies Level 1 syllabus, which we teach in the first year of our three-year Blue Skies programme, supports young people to develop trust, communication, confidence and collaboration within a team environment.

### Blue Skies Level 2

#### LEADERSHIP

We believe in taking the initiative, leading by example and constantly challenging ourselves. Our Blue Skies Level 2 syllabus, which we teach to our second-year students, has a strong focus on personal-identity and resilience. We support our students to step beyond their comfort zone and teach them to lead with confidence. Vitaly, we also teach our second-year students to support others to lead and bring out the best in their teammates.

### Blue Skies Level 3

#### EMPLOYABILITY

Our three-year Blue Skies programme culminates in its final year with employability training and work place visits for our young people. Working closely with our inspirational corporate partners who support our students throughout their journey, this level draws on business and industry opportunities within the local area, aligned to the needs, talents and interests of each young person.



**“ Many people say that because someone comes from a poor or deprived area, we should have lower expectations on behaviour and educational attainment. Blue Skies has a different expectation of these young people and equips them to follow their dreams: a good career, university, none of it is out of their reach.**

*Head of Year, Holyhead High School, North Wales*

## INSPIRATIONAL OUTREACH

Our Inspirational Outreach (IO) programme provides bespoke impact days or a short series of sessions to young people aged 7+ according to the needs identified by their school. Industry mentors and volunteers deliver our IO sessions alongside our own Youth Liaison Officers.

We reach thousands of young people across the UK each year through our inspirational visits, talks, lessons and

trips. Our mentors and volunteers are dedicated individuals who share our passion for inspiring young people and who often work in industries linked to STEM and aviation. Some of our volunteers have overcome adversity in their own lives and can act as inspiring role models to young people who are facing challenges and doubts of their own.

Through our Inspirational Outreach programme, we have connected young people to many high-profile and motivational individuals and places including the Red Arrows, the Battle of Britain Memorial Flight, injured service personnel and veterans, business leaders, and organisations connected to the worlds of aviation and STEM.

**During the reporting period September 2020 – August 21:** Face to face programmes delivery was significantly reduced as a direct result of the pandemic and school closures. Despite this, 309 young people were reached via the Blue Skies programmes through 135 sessions delivered from May through to August 2021. This reflects a 102% increase in the number of students reached per month compared to pre pandemic levels.

# YOUTH PROGRAMMES IMPACT

## JET YOUTH PROGRAMMES

Reporting Period	Academic Year 2020 - 21	Academic Year 2019-20	Academic Year 2018-19
<b>Delivery window for face-to-face programmes due to Covid</b>	3 months (May – July) 30% of business as usual	7 months (Sept – Mar) 70% of business as usual	11 months (Sept – July) Full business as usual
<b>Blue Skies 3-Year &amp; Inspire Packages</b>	309 young people (103pm average)	339 young people (42pm average)	564 young people (51pm average)
<b>Inspirational Outreach</b>	1,902 young people	2,061 young people	10,107 young people
<b>Schools Worked With</b>	23	47	42
<b>Sessions Delivered</b>	135	261	348
<b>JET Inspired films: pilot phase</b>	120 young people	70 young people	0 young people

Over the period to 31 August 2021 the charity 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.

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 from March 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.

The youth team have worked exceptionally hard to reach as many young people as possible during the reporting period, despite the constraints presented by the continued impact of Covid-19 throughout the academic year. They were faced with further school closures, restricted access to partner sites and heavy limitations on the availability of our military and corporate supporters. This resulted in a delivery period of just 3 months. The team put to good use their time when not delivering programmes and took part in working groups focussed on development of Youth Voice, JET Futures and Diversity and Inclusion. Additionally, the team completed mandatory update training in Blue Skies delivery and portfolios, Cognisoft data management, Xero expense management and risk assessments.

This year has also seen the introduction and implementation of our new impact measures that focus on the development of 6 core competencies. The team were pivotal in shaping and designing this, based upon their extensive experience and feedback from our evaluation stakeholder workshops.

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

The 2020 - 2021 academic year saw JET reach a total of 2,211 young people through our face-to-face programmes with this number reflecting the impact of Covid-19, including access restrictions throughout Sep – Dec 2020 and school closures from Jan – Mar 2021. Schools and partners were only able to accommodate our physical sessions during May to July inclusive.

With a limited window to interact with students face to face, we are delighted to have achieved a 102% increase in the number of students reached per month on our Blue Skies programmes compared to pre pandemic levels, demonstrating both the ongoing and deepened need for our services and the dedication of the youth programmes team in delivering sessions within a shortened period. Whilst that rate would not be sustainable across an entire academic year, owing to the need for planning and reporting, the team are projecting a 50% increase in delivery compared to pre pandemic numbers during the 2022-23 academic year.

# MEASURING IMPACT EVALUATION

During the reporting period we significantly improved our means of recording and storing both key stakeholder information and student impact data. The move to Cognisoft 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.

In addition to the administrative and systems changes, the implementation of our competency based framework puts young people at the heart of their own journey of change and allows for measurement of short, medium and long-term outcomes. Whilst also taking into consideration the wider impacts on the community through teacher and peer evaluation we have the means to collect meaningful qualitative and quantitative data.

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.
- ✈ Identify how we improve our 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 STEM 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. Despite restrictions, the evaluators were able to visit a Blue Skies session in North Wales region at RAF Valley and crucially, speak with a group of students face to face.

**“ Demand for JET’s programmes continues 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*



"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 underrepresented 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.*

**Full evaluation report to be published in 2022.**

**“Blue Skies is a remarkable, unique project reaching out to our difficult-to-reach families and our under-aspirers. Not only is it enhancing the education and self-motivation of children who struggle to find good role-models, it is also inspiring our staff and the school as a whole to help everyone find a way to make the best of all their opportunities.**

*Mrs Joanna West, Headteacher,  
Robert Mays School, Odiham*



## DIGITAL DEVELOPMENT

The JET Inspired resource hub was launched at RAF Scampton in June 2021 in partnership with the RAF Red Arrows and local JET schools in Lincolnshire. The launch attracted national media interest as well as significant regional press coverage.

JET Inspired was developed in response to the Covid-19 pandemic to offer wider access to JET's unique education programmes and equip teachers to deliver some of the same inspiring sessions used by our in-house Youth Liaison Officers. The development of the hub was funded by our corporate partners at Northrop Grumman through a one-off funding allocation linked to their Covid outreach response.

JET Inspired includes engaging video content and free-to-download teaching resources which offer a privileged behind-the-scenes look at the working world of the Red Arrows. Each piece of content examines how the vital life skills of teamwork, leadership, communication and resilience are as relevant to the success of the Reds as they are to the young people they inspire. Each video is accompanied by a series of engaging lesson plans, activities and resources aligned to Key Stages 2, 3 and 4 of the PSHE (Personal Social and Health Education) National Curriculum.

Since its launch, schools, youth organisations and home-teachers have signed up to download content, and the content is now also used regularly by our in-house team when delivering JET sessions in schools.

### CASE STUDY:

*Blue Skies graduate, 2021*

*"The Blue Skies programme proved to me that I could achieve a lot more than other people and myself believed. I strongly believe we have an obligation to preserve and pass on our skills and knowledge to the next generation, and it was truly inspiring to see this in action on Blue Skies. Young people can learn and grow in amazing ways so quickly by being given these opportunities. If I have one message to pass on from young people: please get involved in JET, there is nothing to lose by giving someone a chance."*

# VOLUNTEERS AND PARTNERS

The lifeblood of JET is its partnership model.

The trust worked with 28 partners, both military and civilian, to deliver its programmes during the reporting period. That vital partnership framework was supported by a network of inspirational volunteers who gave more than 931 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.

## CASE STUDY:

Blue Skies graduate, 2021

**"I was selected for Blue Skies because I was very shy and not confident about myself, and my teachers knew that JET would help bring me out of my shell and show me what I was capable of. I feel like JET could help so many more students who - like me - are struggling with confidence; like my brother who is autistic. I wish he could be supported to grow his confidence and get on better with people. Without JET I would not be doing anything that I am doing now and I am excited about what more I am capable of doing in the future."**

# FUNDRAISING AND EVENTS

Despite the constraints of successive lockdowns and ongoing social distancing, the 2020 – 2021 period has been an extremely busy one for events and fundraising at JET, not least because 2021 saw the launch of our 10th anniversary JET10 campaign.

Through the JET10 campaign we aimed to commemorate our 10th anniversary year and raise £100,000 through public fundraising. A key component of the campaign was the launch of our inaugural JET10 Relay. The relay challenged teams of 10 from across the UK to race 100km across the weekend of 10/11 July in a way that best represented JET's ethos of 'overcoming adversity'. More than 50 teams took part from as far afield as Ascension Island, UAE and Australia, undertaking a variety of 100km challenges including pulling armoured vehicles, paddle boarding, fell running and even an aeroplane pull!

As part of the JET10 campaign, JET CEO, Dr Emma Egging also took on her own ten epic challenges to shine a spotlight on our work and help get us closer to our overall fundraising target. Emma's events included a 33-mile ultramarathon, an open water swim and a 100-mile cycle ride. Emma's events generated significant media interest across the UK, and each one was covered by local and / or national TV, radio and print press making the campaign an extremely successful brand-awareness exercise for the charity.

As we go to press, the final event of Emma's ten remains outstanding (likely to take place in April 2022), and the combined JET10 fundraising total sits at approximately £70,000 with further fundraising expected to be generated from the grand finale event.

In September 2020, we were delighted to hold our second annual JET Ride cycling sportive in Lincolnshire; the first cycle event of its kind to be held in the country post lockdown. It was an extremely positive event for JET, despite the difficulties presented by ongoing restrictions. Participant numbers were restricted, but the event still attracted 134 riders, and raised more than £13,000.

By the end of the reporting period at 31 August 2021, JET's events team were planning a full calendar of events for the remainder of the year, including attending the Bournemouth Air Festival (Sept 2021), running our third annual JET Ride (Sept 2021), hosting our Annual Dinner at RAF Coningsby (Oct 2021) and masterminding a high-profile JET Space Forum in London (Nov 2021). All four events attracted significant press interest and generated substantial fundraising income for JET. None of this would have been possible without the generosity of our valued partners and supporters.



**“I was anxious in Year 7 and wasn't that confident in Year 8. I was in the stage that I didn't know what to do with my future. When I had my first session on Blue Skies, I was very nervous. But on the Inspiration Day, I had a chance to go on the simulator. I landed the jet first time so then I didn't feel so nervous. It was like a seed was planted and I grew from there.”**

Blue Skies graduate, 2021

# STAFF APPOINTMENTS

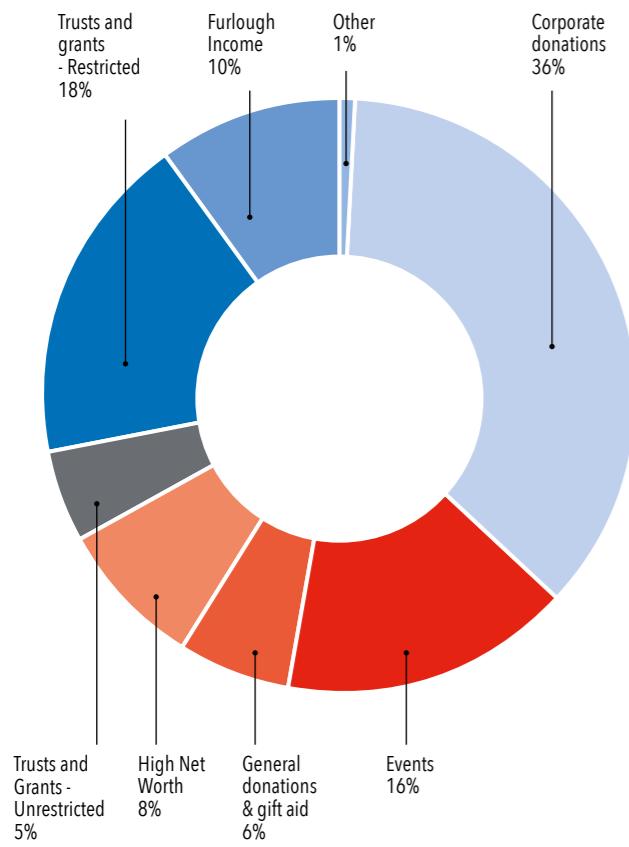
The only change in senior personnel was the appointment of Fi Collins into a new role of Director of Communications, supporting our strategic aim of growing our fundraising and brand reach through cohesive, positive communications. Overall, staff headcount decreased from 21 at the end of August 2020 to 19 at the end of the reporting period, due to a pause on recruitment to support cash preservation through the pandemic.

# FINANCIAL REVIEW

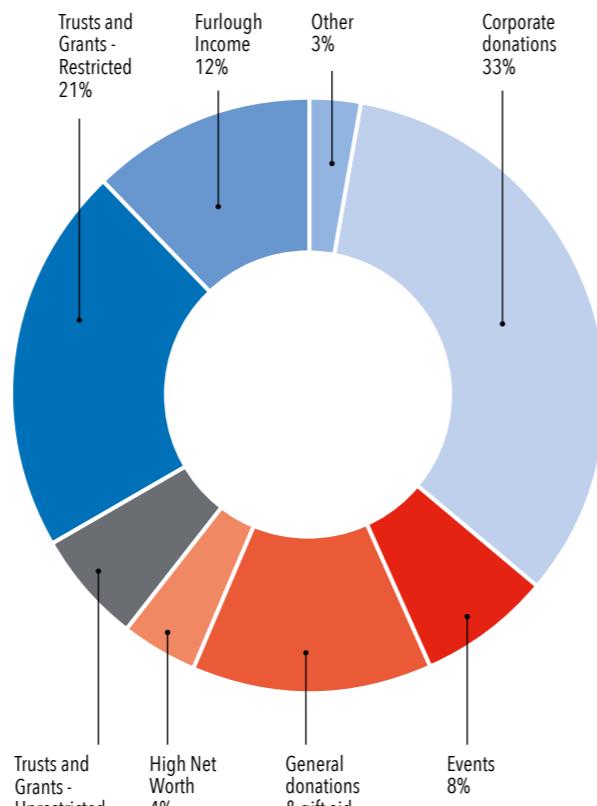
## INCOME

Income for the 12 months to 31 August 2021 reached £465,342 (2020: 17 months £621,231). Prorating the 2020 results to reflect a comparative 12-month period shows income of £438,516, indicating year-on-year growth of 6.1%.

**2020/21 Income split (12 months)**



**2019/20 Income split (17 months)**



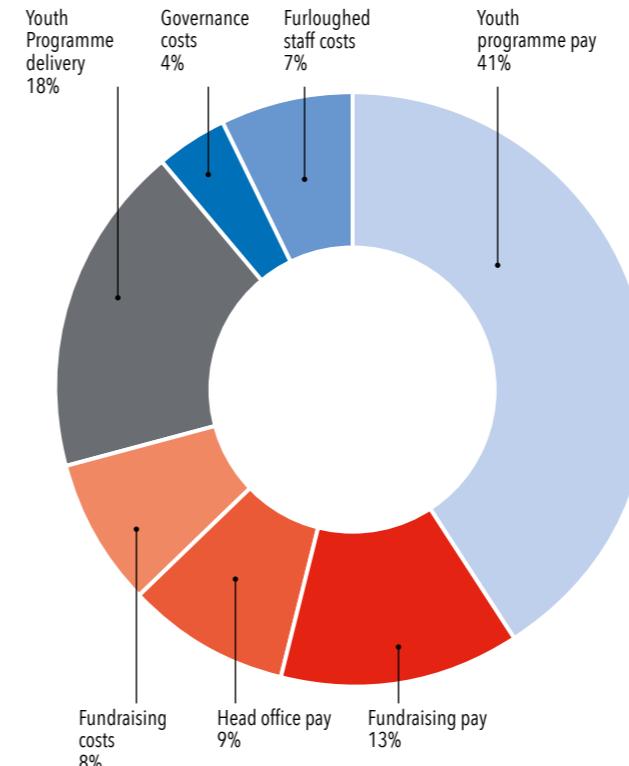
Corporate donations continue to grow as a percentage of total income, as have High Net Worth donations. Events income and general donations continued to be constrained by Covid-19 restrictions, including another postponement of the annual fundraising dinner, however there was a notable upside in income generated through the 10-year anniversary campaign. Fortunately, the annual dinner event was finally able to happen in October 2021 and a full events calendar is underway in 2021/22.

The government job retention scheme continued to be used during the 12 months, although at a lower rate than the prior period as face-to-face youth programmes delivery returned.

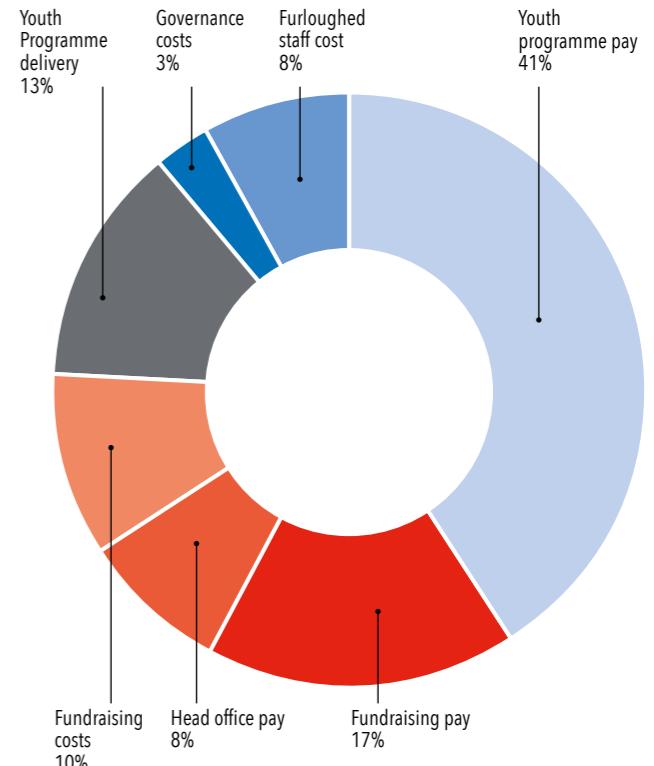
Income for the first four months of the financial year 2021/22 has already exceeded £470k including several significant new corporate donors. We are on target to achieve a net surplus for the year end which will help to improve our free reserves position after the pandemic.

## COSTS

**2020/21 Cost split (12 months)**

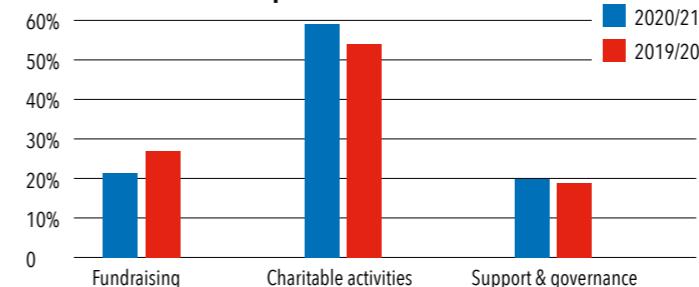


**2019-20 Costs Split (17 months)**



Although the charts do not portray like-for-like time periods, the proportion of spend in each category has essentially remained consistent in both financial periods.

## Spend allocation



Spend on charitable activities during the period has fractionally increased to 59%, reflecting the uptick in programmes delivery as Covid-19 restrictions eased and schools were able to accommodate sessions. In recent years, the proportion of spend on charitable activities has settled at around 55% to 60% reflecting our staffing size and the youth programmes delivery team working predominantly term time only. We have a lean cost base and diligent cost control; however, it is our strategic intent to increase this proportion through phased and sustainable expansion of the youth team, as funding permits, whilst maintaining central staffing at current levels.

Fundraising spend has decreased to 21%, impacted by ongoing restrictions and limitations on public gatherings through the pandemic.

Governance spend has remained in line with the prior financial period, with both including a portion of salary costs covered by the government Job Retention Scheme. Future Governance spend is expected to decrease back to pre-pandemic levels of approximately 10%.

## RESERVES POLICY

The Statement of Financial Activities shows total funds of £360,754 (2020: £574,051).

£32,675 (2020: £63,434) are restricted funds to be expended on specific purposes. The balance of £328,079 (2020: £510,617) is unrestricted, to be used to support the trust's charitable activities.

Whilst free reserves have declined over the period, they remain safely within our reserves policy of 3-6 months operating costs. The trustees have reviewed the reserves policy and agreed to maintain this level as an appropriate threshold for free reserves. Positive income streams during the first half of 2021/22 mean that we are on target for reserves to exceed £500k by close of the financial year, once again safely within the policy.

## GOING CONCERN

The trustees have considered the effect of the Covid-19 pandemic and other external risks and are confident that through alternative approaches to programme delivery, the charity is strongly placed to support young people and adapt to school needs. Corporate and grant funding continues to be received and events income is forecast to significantly recover. Trustees have reviewed cash flow forecasts up to the end of August 2023 and are confident that the charity has adequate resources to continue as a going concern for the foreseeable future.

# 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 training and meeting key members of the JET team to understand the various work areas. Trustees are also encouraged to attend sessions or graduations to get first-hand experience of our impact. The names of the trustees and key leadership members who served during the year and up to the date of approval of the financial statements are:

### Trustees

Mr R J Peberdy (Chair)

Mrs D Egging

Mr J Wiles

Mr D Mason (Resigned 8 December 2021)

Mr D M Tye (Resigned 30 June 2021)

Ms S Porteous (Appointed 2 December 2020)

Mr D Montenegro (Appointed 2 December 2020)

Ms S Spread (Appointed 24 March 2021)

Ms Z Melarkey (Appointed 6 October 2021)

### Key Leadership

Dr E Egging, CEO

Ms A James, Director of Operations

Mrs L Carey, Area Director Central

Mrs A Hack, Area Director South

Mrs F Collins, Director of Communications

(Appointed 1 March 2021)

## 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.

A revised strategic plan was activated early in the pandemic which has maintained our financial stability, ensured our ability to adapt delivery to the uncertain environment, and positioned us strongly to respond to young people's needs as we emerge from restrictions. Through the following actions, our organisation has nimbly mitigated against the financial and operational uncertainties of Covid-19 and is more able and adept to react to future risks:

**1** Adapting 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** Preserving funds in the short term and securing 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 prepared on a conservative basis to ensure cashflow forecasts are prudent and commitments comfortably met if restrictions return.

**3** Deepening 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** Continually adapting 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. Trustees delegate day-to-day risk management to the CEO and senior leadership team. This is achieved through a risk register encompassing strategic and operational risks, rated and ranked by their potential impact and mitigating actions. The register covers, but is not limited to: loss of an important partner (programme delivery and/or financial); insufficient funding to support the operational plan; safeguarding breach affecting a JET student or staff member; and additional constraints within schools (e.g. budgetary or resources). Review of the risk register is a standing agenda item for the quarterly Finance Committee meetings.

Risk management is also supported by the oversight of two further external committees: 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.

Approved on behalf of the Board of trustees by:

  
Mr R Peberdy, Chair of Trustees  
Trustee  
Dated: 28 Apr 2022



# FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31ST AUGUST 2021

## 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 year.

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 year ended 31 August 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the 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

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

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

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

### Other information

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

We have nothing to report in this regard.

### 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 year 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.

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

#### **As part of our planning process:**

- We enquired of management the systems and controls the charity has in place, the areas of the financial statements that are most susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud. The charity did not inform us of any known, suspected or alleged fraud.
- We obtained an understanding of the legal and regulatory frameworks applicable to the charity. We determined that the following were most relevant: the Charity SORP, FRS 102, Companies Act 2006, Charities Act 2011 and Employment Law.
- We considered the incentives and opportunities that exist in the charity, including the extent of management bias, which present a potential for irregularities and fraud to be perpetuated, and tailored our risk assessment accordingly.
- Using our knowledge of the charity, together with the discussions held with the charity at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

#### **The key procedures we undertook to detect irregularities including fraud during the course of the audit included:**

- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual.
- Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied.
- Reviewing and challenging the assumptions and judgements used by management, and the conclusion that there are no significant accounting estimates.
- Assessing the extent of compliance, or lack of, with the relevant laws and regulations.

- Testing key income lines, in particular cut-off, for evidence of management bias.
- Assessing the validity of the classification of income, expenditure, assets and liabilities between unrestricted, and restricted funds.
- Performing a physical verification of key assets.
- Obtaining third-party confirmation of material bank balances.
- Documenting and verifying all significant related party balances and transactions.
- Reviewing documentation such as the charity board minutes and correspondence with solicitors, for discussions of irregularities including fraud.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements even though we have properly planned and performed our audit in accordance with auditing standards. The primary responsibility for the prevention and detection of irregularities and fraud rests with the trustees of the charity.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://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 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, 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.

*HW Fisher LLP*

**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

28 Apr 2022

# STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2021

# BALANCE SHEET AS AT 31 AUGUST 2021

							2021	2020			
							Notes	£	£	£	£
	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total					
	Year to 31 August 2021	Year to 31 August 2021	Year to 31 August 2021	17 months to 31 August 2020	17 months to 31 August 2020	17 months to 31 August 2020					
<b>Notes</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>					
<b>Income from:</b>											
Donations and legacies	3	221,801	177,827	399,628	296,803	222,373	519,176				
Other trading activities	4	16,624	-	16,624	16,820	-	16,820				
Investments	5	3,447	-	3,447	9,674	-	9,674				
Other income	6	45,643	-	45,643	75,561	-	75,561				
<b>Total income</b>		287,515	177,827	465,342	398,858	222,373	621,231				
<b>Expenditure on:</b>											
Raising funds	7	142,168	-	142,168	227,619	17,540	245,159				
Charitable activities	8	327,885	208,586	536,471	457,853	214,981	672,834				
<b>Total resources expended</b>		470,053	208,586	678,639	685,472	232,521	917,993				
Gross transfers between funds	-	-	-	5,546	(5,546)	-	-				
<b>Net expenditure for the year/ Net movement in funds</b>		(182,538)	(30,759)	(213,297)	(281,068)	(15,694)	(296,762)				
Fund balances at 1 September 2020		510,617	63,434	574,051	791,685	79,128	870,813				
<b>Fund balances at 31 August 2021</b>		328,079	32,675	360,754	510,617	63,434	574,051				

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

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.

The financial statements were approved by the Trustees on 28 Apr 2022.

Mr R J Peberdy  
Trustee

Company Registration No. 08908969

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

		Year to 31 August 2021		17 months to 31 August 2020	
Notes		£	£	£	£
<b>Cash flows from operating activities</b>					
Cash absorbed by operations	20	(230,920)		(372,328)	
<b>Investing activities</b>					
Purchase of tangible fixed assets		(872)		(8,941)	
Investment income received		3,447		9,674	
<b>Net cash generated from investing activities</b>		2,575		733	
<b>Net cash used in financing activities</b>					
		-		-	
<b>Net decrease in cash and cash equivalents</b>		(228,345)		(371,595)	
Cash and cash equivalents at beginning of year		730,907		1,102,502	
<b>Cash and cash equivalents at end of year</b>		502,562		730,907	

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

## 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 12 months which runs from 1 September 2020 to 31 August 2021 to align with the academic school year. The prior year was a 17 month period, 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 and other external risks and are confident that through alternative approaches to programme delivery, the charity is strongly placed to support young people and adapt to school needs. Corporate and grant funding continues to be received and events income is forecast to significantly recover. Trustees have reviewed cash flow forecasts up to the end of August 2023 and are confident that the charity has adequate resources to continue as a going concern for the foreseeable future.

### 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 Accounting policies****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.

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

Support costs are also included within this category of expenditure these 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.

**1 Accounting policies*****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.

**1.10 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 performance 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.

The trustees believe that there were no critical accounting estimates or judgements relating to this year.

**3 Donations and legacies**

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Total</b>	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Total</b>
	<b>Year to 31 August 2021</b>	<b>Year to 31 August 2021</b>	<b>Year to 31 August 2021</b>	<b>17 months to 31 August 2020</b>	<b>17 months to 31 August 2020</b>	<b>17 months to 31 August 2020</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Donations and gifts	196,801	94,700	291,501	267,803	85,000	352,803
Grants	25,000	83,127	108,127	29,000	137,373	166,373
	<b>221,801</b>	<b>177,827</b>	<b>399,628</b>	<b>296,803</b>	<b>222,373</b>	<b>519,176</b>
	<b> </b>	<b> </b>	<b> </b>	<b> </b>	<b> </b>	<b> </b>

**4 Other trading activities**

	<b>Unrestricted funds</b>	<b>Unrestricted funds</b>			
	<b>Year to 31 August 2021</b>	<b>17 months to 31 August 2020</b>			
	<b>£</b>	<b>£</b>			
Fundraising events	15,941	15,444			
Sale of merchandise	683	1,376			
	<b> </b>	<b> </b>			
Other trading activities	16,624	16,820			
	<b> </b>	<b> </b>			

**5 Investments**

	<b>Unrestricted funds</b>	<b>Unrestricted funds</b>		
	<b>Year to 31 August 2021</b>	<b>17 months to 31 August 2020</b>		
	<b>£</b>	<b>£</b>		
Interest receivable	3,447	9,674		
	<b> </b>	<b> </b>		

**6 Other income**

	<b>Unrestricted funds</b>	<b>Unrestricted funds</b>		
	<b>Year to 31 August 2021</b>	<b>17 months to 31 August 2020</b>		
	<b>£</b>	<b>£</b>		
Other income	45,643	75,561		
	<b> </b>	<b> </b>		

**6 Other income**

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

**7 Raising funds**

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Total</b>	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Total</b>
	<b>Year to 31 August 2021</b>	<b>Year to 31 August 2021</b>	<b>Year to 31 August 2021</b>	<b>17 months to 31 August 2020</b>	<b>17 months to 31 August 2020</b>	<b>17 months to 31 August 2020</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
General fundraising costs	55,436	-	55,436	85,956	6,259	92,215
Staff costs	86,526	-	86,526	140,725	11,281	152,006
Depreciation and impairment	206	-	206	938	-	938
	<b> </b>	<b> </b>	<b> </b>	<b> </b>	<b> </b>	<b> </b>
	<b>142,168</b>	<b>-</b>	<b>142,168</b>	<b>227,619</b>	<b>17,540</b>	<b>245,159</b>
	<b> </b>	<b> </b>	<b> </b>	<b> </b>	<b> </b>	<b> </b>

**8 Charitable activities**

Staff costs	281,336	377,264
Depreciation and impairment	2,918	3,639
Youth Programmes	117,328	116,230
	<b>401,582</b>	<b>497,133</b>

Share of support costs (see note 9)	11,435	14,236
Share of governance costs (see note 9)	123,454	161,465

Interest receivable	536,471	672,834
	<b> </b>	<b> </b>

	<b>Analysis by fund</b>	
	<b>Unrestricted funds</b>	
	<b>Restricted funds</b>	
	<b>327,885</b>	<b>457,853</b>
	<b>208,586</b>	<b>214,981</b>
	<b>536,471</b>	<b>672,834</b>
	<b> </b>	<b> </b>

**9 Support costs**

	Support costs	Governance costs	Year to 31 August 2021		Support costs	Governance costs	17 months to 31 August 2020	
			£	£			£	£
			£	£			£	£
Staff costs	7,353	82,405	89,758	11,454	132,833	144,287		
Depreciation	77	181	258	61	306	367		
Sundries	373	64	437	703	496	1,199		
Travelling and subsistence	59	-	59	304	-	304		
IT expenses	479	-	479	535	-	535		
Consulting	3,094	15,472	18,566	1,179	5,897	7,076		
Legal and professional	-	-	-	-	1,248	1,248		
Trustees expenses	-	736	736	-	225	225		
Audit fees	-	11,010	11,010	-	7,860	7,860		
Accountancy fees	-	2,233	2,233	-	2,874	2,874		
Other	-	11,353	11,353	-	9,726	9,726		
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>		
	11,435	123,454	134,889	14,236	161,465	175,701		
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>		
Analysed between Charitable activities	11,435	123,454	134,889	14,236	161,465	175,701		
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>		

Governance costs includes payments to the auditors of £11,010 (2020: £7,860) for audit fees and £2,233 (2020: £2,874) for other accountancy services.

Governance staff costs include £45,643 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 year.

No trustees (2020: 4) were reimbursed for expenses incurred in the performance of their duties during the year. (2020: £364).

**11 Employees****Number of employees**

The average monthly number of employees during the year was:

	Year to 31 August 2021	17 months to 31 August 2020
	Number	Number
Employees	20	21
<hr/>	<hr/>	<hr/>
Employment costs	Year to 31 August 2021	17 months to 31 August 2020
	£	£
Wages and salaries	415,555	616,222
Social security costs	30,214	41,085
Other pension costs	11,851	16,250
	<hr/>	<hr/>
	457,620	673,557
<hr/>	<hr/>	<hr/>

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

The total employee benefits of the key management personnel of the charity were £190,292 (2020: £266,228).

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

	Year to 31 August 2021	17 months to 31 August 2020
	Number	Number
£60,001 - £70,000	-	1
	<hr/>	<hr/>

**12 Tangible fixed assets**

	Computer equipment	Fixtures and fittings	Total
	£	£	£
<b>Cost</b>			
At 1 September 2020	22,627	204	22,831
Additions	872	-	872
At 31 August 2021	23,499	204	23,703
<b>Depreciation and impairment</b>			
At 1 September 2020	15,708	48	15,756
Depreciation charged in the year	3,273	68	3,341
At 31 August 2021	18,981	116	19,097
<b>Carrying amount</b>			
At 31 August 2021	4,518	88	4,606
At 31 August 2020	6,919	156	7,075

**13 Debtors**

	2021	2020
	£	£
<b>Amounts falling due within one year:</b>		
Prepayments and accrued income	7,337	29,897

**14 Creditors: amounts falling due within one year**

	2021	2020
	£	£
<b>Trade creditors</b>		
Other creditors	-	14,280
Accruals and deferred income	1,803	1,595
	151,948	177,953
	153,751	193,828

Deferred income brought forward was £153,762, of which £54,627 was released during the year, resulting in carried forward deferred income of £99,135 as at the year 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 £11,851 (2020: £16,250).

**16 Restricted funds**

	Movement in funds	Balance at 31 August 2021
	Incoming resources	Resources expended
<b>Income funds</b>		
Balance at 1 September 2019	£	£
30,000	-	(16,811)
29,837	45,000	(39,657)
-	-	(32,500)
943	-	(25,000)
3,188	-	-
2,496	-	-
11,762	65,123	2,102
902	1,000	-
-	47,251	54,627
-	-	-
-	9,999	-
-	40,000	19,879
-	10,000	-
-	4,000	-
79,128	222,373	63,434
		32,675

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

	LIBOR 1	LIBOR 2	Qinetiq	Tallow Chandlers	William Houghton Foundation	Gwendoline & Margaret Davies	Boeing
	Lockheed	Northup Grumman	Utley Foundation	Ironmongers' Foundation	Reaching Wider Partnership (Bangor University)	Armed Forces Community Covenant	Tesco Bags of Help
	Northup Grumman	Utley Foundation	Ironmongers' Foundation	Reaching Wider Partnership (Bangor University)	Armed Forces Community Covenant	Tesco Bags of Help	Utley Foundation
Balance at 1 September 2019	£	£	£	£	£	£	£
30,000	-	(1,204)	-	28,796	-	(16,811)	11,985
29,837	45,000	(62,180)	-	12,657	27,000	(39,657)	-
-	-	-	-	-	32,500	(32,500)	-
943	-	(943)	-	-	25,000	(25,000)	-
3,188	-	(3,188)	-	-	-	-	-
2,496	-	(2,496)	-	-	-	-	-
11,762	65,123	(74,783)	-	2,102	-	(2,102)	-
902	1,000	(1,902)	-	-	1,000	(310)	690
-	47,251	(47,251)	-	-	54,627	(54,627)	-
-	-	-	-	-	-	-	-
-	9,999	(9,999)	-	-	19,879	20,000	(19,879)
-	40,000	(14,575)	-	-	-	-	20,000
-	10,000	(10,000)	-	-	-	-	-
-	4,000	(4,000)	-	-	-	-	-
79,128	222,373	(232,521)	-	-	63,434	(208,586)	32,675

- 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.
  - Armed Forces Community Covenant- relates to carried forward balance spent on filming costs in North Wales and Yorkshire.
  - Utley Foundation - restricted for the programme delivery in Lincolnshire.
  - Gwendaline & Margaret Davies - restricted to JET's North Wales Youth Programmes.
  - Tesco Bags of Help- restricted to Blue Skies activities in North Wales.
  - 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.
  - Boeing - restricted to the Blue Skies and Outreach programme in Lincolnshire.
  - Northup Grumman - restricted to JET Inspired project to deliver a new stream of work regarding production and on-going update and maintenance of a new online resource to support remote delivery.

17 Analysis of net assets between funds	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	funds	funds		funds	funds	
	2021	2021	2021	2020	2020	2020
<b>Fund balances at 31 August 2021 are represented by:</b>						
Tangible assets	4,606	-	4,606	7,075	-	7,075
Current assets/(liabilities)	323,473	32,675	356,148	503,542	63,434	566,976
	328,079	32,675	360,754	510,617	63,434	574,051
	<b>=====</b>	<b>=====</b>	<b>=====</b>	<b>=====</b>	<b>=====</b>	<b>=====</b>

**18 Related party transactions**

No related party transactions in the year, other than those disclosed in note 11.

**19 Volunteers**

The Jon Egging Trust is supported by a large network of volunteers and supporters. For the year ended 31 August 2021, The Jon Egging Trust worked with more than 86 volunteers and supporters donating 931 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**

	Year to 31 August 2021	17 months to 31 August 2020
	£	£
Deficit for the year	(213,297)	(296,762)
Adjustments for:		
Investment income recognised in statement of financial activities	(3,447)	(9,674)
Depreciation and impairment of tangible fixed assets	3,341	4,944
Movements in working capital:		
Decrease/(increase) in debtors	22,560	(26,025)
(Decrease) in creditors	(40,077)	(44,811)
<b>Cash absorbed by operations</b>	<b>(230,920)</b>	<b>(372,328)</b>

**21 Analysis of changes in net funds**

The charity had no debt during the year.