

Director's Report (to be accompanied by full Financial Statements/Accounts)

Structure, Governance and Management;

Hopscotch Consulting Ltd is a private company limited by shares, incorporated in England (2010) and is governed by memorandum and articles of association. Company registration number 07427579

Hopscotch Consulting Limited is currently trading as Hopscotch

Registered Address:

C/O Paul Furrer & Co
Nicholson House
41 Thames Street
Weybridge
Surrey
KT13 8JG

Shareholders:

Julie Noble

Samantha Mercer

What we do

Hopscotch is a social impact agency delivering change through education.

We create purpose-driven education and behaviour change programmes that deliver impact for our clients. Our award-winning integrated programmes focus on the issues that matter, from employability and skills development, through to climate change and mental and physical wellbeing. We help organisations play a fundamental role in transforming the lives of young people, families, customers and stakeholders through education and learning.

Guiding principles

Our Guiding Principles and values are: **Excellence, Honesty, Reliability, Passion, and Integrity**

These guiding principles support our vision and define our approach to all aspects of our business.

020 3523 9770

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Governance and Responsibility framework

The Hopscotch Board is committed to high standards of corporate governance, which it considers are critical to business integrity. The Co-founders expect all directors and employees to act with honesty, integrity, and fairness. We will strive to act in accordance with the laws and customs of the countries in which we operate and adopt proper standards of business practice and procedure.

We have established a framework which we believe is a sound approach to governance and responsibility at Hopscotch.

The Board

As sole shareholders we, the two co-founders, are responsible for monitoring the governance and objectives, identifying improvement opportunities, and ensuring that all activities are aligned with business strategy.

The Board provides leadership of the company and brings an independent judgment on all issues of strategy, performance, resources (including key appointments) and standards of conduct. The Board sets the strategic aims, which it then implements through its approval process and regular monitoring of a business plan and budget prepared by the Finance Director supported by the Senior Management Team. The business plan specifies key strategic objectives that are to be achieved by management within an agreed budget. We meet monthly to assess performance against business strategy, budget, and objectives.

Senior Management Team

To ensure the governance and objectives are observed throughout the company we have established a senior management team comprised of the Finance Director and senior managers. This group reports to The Board and is responsible for ensuring that Hopscotch operates in a well-managed, responsible way and adheres to the guiding principles. The SMT meet weekly and report to the Co-founders monthly.

Review of the year 18/19

The Board met formally 12 times in the financial year ending March 2019 and the end of year accounts were approved.

As part of its normal business practices, the company prepares annual budgets and longer-term financial and business plans. In reviewing this information, the directors are satisfied that Hopscotch has adequate resources to continue in business for the foreseeable future.

It was a successful year, and all financial targets were exceeded. Existing clients were retained, and we gained nine new clients including work within two new business sectors.

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There has been a focus on marketing and PR opportunities throughout the year and we won a Corporate Engagement Award for our Shell Bright Ideas Challenge.

There has been a focus on people and culture throughout the year. One of the objectives for the year was to establish a senior management team (SMT) and for members to take significant role in the development of Hopscotch. The directors instigated an external training programme to up-skill the SMT concentrating on their personal and professional development needs. The training consists of both group and individual development sessions and will last through to the end of FY19/20. To support this, we successfully introduced a personal development plan including training recommendations for everyone within the Hopscotch team. People and culture will continue to be a priority.

Business Objectives and Activities for 2019/20

Business

- Retain and grow business with existing clients
- Deliver a new business strategy to meet target
- Bed-in the outputs from the SMT coaching
- Set benchmarks by which we measure ourselves on a quarterly/annual basis
- Focus on effective project measurement including time recording and resource planning

Marketing & PR

- Build Hopscotch reputation and position as market leader
- Appointment of external PR support
- Strategic approach to marketing and PR through the development of a specialist comms team

People & Culture

- Successfully re-introduce the intern programme
- Review the appraisal and personal development process
- Volunteering strategy implementation

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