



UK YOUTH

Report and Financial Statements

for the year ended
31 March 2020

Company Registration No. 05402004
Charity Registration No. 1110590



Patron
HRH The Princess Royal
President
Nigel Mansell CBE
Chair of Trustees
Lady Anne Stoneham MBE
Chief Executive
Ndidi Okezie OBE



Report and Financial Statements

for the year ended
31 March 2020

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Charity information

The Trustees are pleased to present their report of the work of the Charity for the financial year ended 31 March 2020.

Reference and administrative details:

Charity number:	1110590
Company number:	05402004
Principal Office:	UK Youth Activity Centre Avon Tyrrell Bransgore Hampshire BH23 8EE
Auditors:	Mazars LLP 6 Sutton Plaza Sutton Court Road Sutton Surrey SM1 4FS
Bankers:	Barclays Bank plc 7th Floor United Kingdom House 180 Oxford Street London W1D 1EA The Charity Bank Limited Fosse House 182 High Street Tonbridge TN9 1BE
Solicitors:	Lodders Number 10 Elm Court Arden Street Stratford-upon-Avon Warwickshire CV37 6PA
Investment managers:	Cazenove Capital Schroder and Co 1 London Wall Place London EC2Y 5AU
Insurance advisors:	Gallagher The Walbrook Building 25 Walbrook London EC4N 8AW



UK Youth Trustee Board

As a charitable company, the Trustees of the Charity are also its Directors for the purposes of companies’ law. Throughout this report the Directors are collectively referred to as the Trustees. The Trustees serving during the year and since the year-end were as follows:

Chair

Lady Anne Stoneham MBE, academic in company law, solicitor (np)

Vice Chairs

Mark Wakefield, CSR Lead, IBM UK
Matt Price, transformation specialist in financial services

Honorary Treasurer

Daniel Chan, chartered accountant at PricewaterhouseCoopers

Trustees

Kamara Bennett, Software Engineer, BBC
Wayne Bulpitt, Partner in the Active Group
Nicholas Capstick, Chief Executive of the White Horse Federation (MAT) (appointed February 2020)
Aaron D’Souza, manager in financial consultancy
Alex Edge, Private Secretary to the Director at the Wellcome Trust (retired December 2019)
Obumneke Ekeke, Global Lead, University Relations and Educational Partnerships, DeepMind (appointed February 2020)
Chris Hindley, Chief Executive at Youth Federation (retired December 2019)
Ben Jessup, External Affairs, Sport England
Duncan MacIntyre, Chief Executive, Lombard Odier UK (retired December 2019)
Rebecca MacDonald (née McCartney), Investment Director at Big Society Capital
Iain McDougall, General Manager in the technology sector
Graeme Swan, Partner at Baringa
David Thomlinson, Chair of Moixa Energy (appointed September 2020)
Kira Wong O’Connor, Head of EMEA Public Policy Programmes for Instagram (appointed February 2020)

Standing committees

Finance Committee: Daniel Chan (Chair), Aaron D’Souza, Rebecca MacDonald, Anne Stoneham, Chris Hindley (retired December 2019)
Organisational Development Committee: Mark Wakefield (Chair), Iain McDougall, Anne Stoneham, Graeme Swan, Ben Jessup
Impact and Strategy Committee: Graeme Swan (Chair), Wayne Bulpitt, Anne Stoneham, Aaron D’Souza, Rebecca MacDonald, Kamara Bennett

Chief Executive and Company Secretary

Ndidi Okezie

Trustees' Report

Statement from our Chair

This last year is not one we could have forecast. Looking back at 2019/20 from where we are now, in the midst of a global pandemic, we see a year of successes, transformations and the navigation of unexpected challenges head on. Notwithstanding these recent challenges, the Trustees are immensely proud that UK Youth continues to be a leading voice for the youth sector, and is widely recognised as playing a vital and increasingly prominent role in speaking up for, and demonstrating, the difference good youth work makes to the lives of young people and our communities.

for a two-day event to learn from each other, create opportunities for collaboration and build a strong peer network.

Moving away from a transactional membership to the UK Youth Movement has helped us deliver on what youth organisations have called for; an increased focus on speaking up and campaigning for greater awareness of youth work and the impact on young people that such services provide. Through our engagement we have been able to harness the voices of young people, bringing them into the heart of Government and sharing their experience and insights into a wide range of issues; including on themes of loneliness, serious violence, mental

In January 2020, UK Youth secured £1.3 million from the Department for Digital, Culture, Media and Sport (DCMS) through the Youth Accelerator Fund. We launched the UK Youth Fund, awarding grants of £3,000-£20,000 for small grassroots organisations with a turnover of under £1 million. We received 1,469 applications, for a total of £15.4 million, testament to the need throughout the sector. We successfully distributed 168 grants, totalling £1.2 million to youth organisations across England, which youth organisations have principally used to adapt to online delivery and outreach throughout the COVID-19 pandemic.

Our programmatic activity continues to deliver strong outcomes for young people across the board as well as being successful in securing additional funding. Our FutureProof programme (funded by the Monday Charitable Trust) safeguards young people by equipping them with the critical thinking skills needed to stay safe and upskills youth workers; helping them to identify risks young people might experience such as poor mental health, online safety and grooming risks. Last year the programme supported over 1,100 young people. One youth worker told us, "Through working on FutureProof the participant has found his voice and has used this positively to influence and encourage his peers as well as challenging himself to test new opportunities." 100 per cent of youth workers agreed with the young people's perception that their self-confidence improved.

Launched to mark the centenary of women's suffrage, our EmpowHER programme is funded by Spirit of 2012 and the #iwill Fund. The National Lottery Community Fund and DCMS have each invested £25 million seed funding to create the #iwill Fund to support young people to access high-quality social action opportunities. Cohort two of the programme supported more than 600 young women and girls who in turn supported more than 6,000 people through Youth Social Action. One participant told us, "I wanted to do these social actions because I find it hard to make friends. I also needed more confidence. This project really helped me, and I am really happy I took the opportunity to do it."

Our outdoor learning centre, Avon Tyrrell, supported more than 71,000 engagement days for young people. The opportunities for personal growth in the great outdoors are endless and



71,000

OUR OUTDOOR LEARNING
CENTRE, AVON TYRRELL,
SUPPORTED MORE THAN 71,000
ENGAGEMENT DAYS FOR
YOUNG PEOPLE

we are so proud of what young people achieve when they face their greatest fears. As one teacher put it, "If you knew this little girl's story this is absolutely amazing and testament to the care, skill and support of your instructors today - even when she had a little wobble no one panicked and she climbed her Everest today." One young person told us "Trying things that I've not done before has been challenging and being able to enjoy activities that I never thought I would have the opportunity to do. Canoeing was tough as I was nervous, but I really enjoyed it. I have the worst confidence with water but I tackled it and now my confidence can grow." We could not support the youth sector without the relationships built with our corporate partners which went from strength to strength in 2019/20. Our partners have not only provided vital funds but have been instrumental in helping us raise awareness of the complex challenges young people are facing today and the invaluable role that the youth sector plays in young people's lives. In addition, employees from these partners have volunteered hundreds of hours, supporting local youth organisations across our Movement through career workshops for young people, one-to-one advice sessions, and training for youth workers.



THE SUPPORT PROVIDED BY
UK YOUTH WAS RATED AS
GOOD OR EXCELLENT BY

84%

OF OUR MOVEMENT.

At the heart of our work sits the UK Youth Movement, which we launched last year to connect the know-how of the youth sector and ensure the strongest voice possible for young people. Standing side-by-side with young people and youth workers, we have mobilised 7,093 organisations in the Movement to ensure their voices are heard and knowledge is shared. The Movement team provided practical support, advice and training, running 41 events last year. The support provided by UK Youth was rated as good or excellent by 84% of our Movement. In November we ran our first Leaders' retreat, bringing together 55 CEOs and senior leaders

health challenges and overall youth advocacy. One example is the Youth Violence Commission, where we ran a series of workshops with young people about their lived experiences of youth violence, contributing to the Commission's final report. At the Prime Minister's Serious Violence Summit in April 2019, we proudly called for a public health approach, delivered through a range of established youth organisations and informed by young people with actual experiences of serious violence. We also continued our work on tackling youth loneliness, and using our A Place to Belong research we launched the Belong Collective and advocated for the needs of young people at the APPG Action on Loneliness.

We are privileged to have had the support of many of our partners for multiple years. Their dedication and commitment to young people is awe inspiring and has enabled us to learn continuously and evolve as we seek to achieve an even greater impact together. We are delighted to have renewed and extended our partnerships with UPS, Microsoft, Google, Coca Cola European Partners and Oliver Bonas. Our partnership with Microsoft was recognised at the Business Charity Awards and we were chosen as a charity partner for the opening of their flagship store in Oxford Circus.

1,100

YOUNG PEOPLE
LAST YEAR WERE
SUPPORTED BY
THE FUTUREPROOF
LEADERSHIP
PROGRAMME



We also welcomed some exciting new partnerships. LinkedIn selected UK Youth as its flagship charity partner, funding crucial core costs whilst offering their expertise to run coaching sessions for young people and youth workers on how to build their professional profiles. We launched a new programme in partnership with Coach Foundation, called Dream It Real, which aims to inspire young people to raise their aspirations. Together we delivered inspirational events for more than 350 young people in Edinburgh, Birmingham and London.

Our individual supporters have again been out in force at our fundraising events and we are eternally grateful for their support. Our flagship fundraising events, the Gala Dinner and Art for Youth London, continued to make significant contributions in 2019/20, raising precious unrestricted funds whilst enabling us to bring our individual and corporate supporters closer to our work.

All of these partnerships and our fundraising work ensured we were in a strong position when the COVID-19 pandemic began to have a significant impact in March 2020, requiring us, like other organisations, to adapt and take necessary but difficult measures to meet head on this existential challenge. Our prudent Reserves Policy and immediate focus on securing core income meant that we ended the financial year in a more fortunate position than many other organisations. The fundraising environment is increasingly competitive, becoming even more testing as a consequence of the pandemic, as

we came to our year end. We know we must continue to focus on securing multi-year support from a mix of income sources to ensure our long-term stability. In the year ahead, we are keen to build on the successes of our brand partnership with Oliver Bonas. This is a developing area for UK Youth, but we believe that these types of partnerships can play a key role in enabling us to increase our profile, reach new audiences and bring on additional support.

This last year has also been a year of considerable organisational transformation. During 2019/20 we have said farewell to the leadership of Chief Executive Anna Smee, whose impact on UK Youth has been clear to see. She transformed UK Youth from a position of financial concerns when she joined in 2014 to the sustainable, well-run and highly respected organisation it is now; putting us in a position that helped us to weather the storm of the pandemic. There is no job for the Trustees more important than the appointment of a new Chief Executive. We are delighted to have welcomed Ndidi Okezie as our new Chief Executive in January 2020, who in the short and testing time she has been with us has vindicated our trust in her and continued to gain recognition for the importance of our work, raise our profile and ensure the voices of young people and their concerns are heard.

Our previous three-year strategic plan came to an end in March 2020. Before the year end the work on UK Youth's new strategy had started in earnest. We engaged with our Movement, our stakeholders and young people to develop ideas and identify the key areas we would be best placed to support. When the COVID-19 pandemic hit, we had already consulted on our strategy for the coming three years. We can report that we have embraced a visionary new chapter in UK Youth's century old history that *"all young people are equipped to thrive and empowered to contribute at every stage of their lives."* Looking ahead, in the coming years we will **grow the evidence base**, delivering and learning from youth services, innovating around evidence-based approaches. We will **share and embed this learning** across the UK Youth Movement and **campaign for support and investment** on issues that are important to young people. Underpinning our work is a commitment to being driven by the voices of diverse groups of young people and those who support them, and a commitment to use digital approaches to transform how we work and grow our impact.

UK YOUTH

In the short term, we have had to respond to the consequences of the COVID-19 pandemic. This has resulted in the Avon Tyrrell Outdoor Activity Centre being closed for 4 months and delays to our programme delivery. We have been successful in raising emergency funding from both existing and new funders and continue to adapt our activities in line with Government guidance and the practicalities of the pandemic. We have also liaised closely with Government to communicate and promote the needs of young people and youth work providers. At the same time, we remain committed to implementing our new strategic direction and are actively working on developing new ways of achieving our mission.

This is my last year as Chair of UK Youth. It is with great sadness that I shall be leaving this wonderful Charity but all organisations need new input and fresh minds, and I am very pleased to report that David Thomlinson has been appointed after a rigorous and transparent process to lead the Board from December 2020. Going forward I have complete confidence with the transformation in the organisation's leadership with the appointment first of our new CEO, Ndidi Okezie, and subsequently our new Chair, David Thomlinson, that UK Youth will flourish and strengthen further as it implements its new bold new strategy.

It is true that the last couple of years have come with more uncertainty than the youth sector has ever known, yet I have never been prouder of the Charity and the positive impact that our staff continue to make, despite the increasingly challenging environment. UK Youth is set to have its busiest years ahead. Our support to the youth sector and young people has never been more needed and I am overwhelmingly optimistic about the future.

Lady Anne Stoneham MBE
Chair of Trustees

*"All young people are
equipped to thrive and
empowered to contribute
at every stage of their lives."*



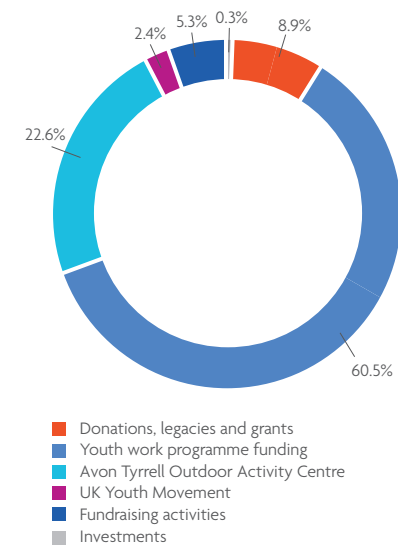
Financial review

We strive to support youth service providers by raising funding from a wide range of supporters and delivering our programmes through our Movement as well as through our outdoor activity centre; Avon Tyrrell. We make every pound raised count through effective and responsible use of our resources whilst ensuring we remain a financially stable and sustainable organisation.

Income

In 2019/20 we raised £7.1 million towards our mission of providing access to appropriate, high quality services for young people across the UK. Our funders include trusts, foundations, corporates, government and individuals.

Where our money comes from



Of the total income of £7.1 million, £4.3 million was received as restricted income (money given for a specific purpose).

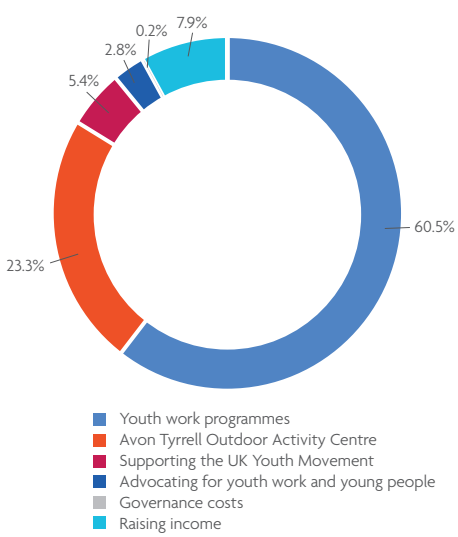
Income from:	2019/20 £'000	2018/19 £'000	Change %
Donations, legacies and grants	630	491	28%
Youth work programme funding	4,290	3,644	18%
Avon Tyrrell Outdoor Activity Centre	1,598	1,484	8%
UK Youth Movement	171	78	119%
Fundraising activities	374	362	3%
Investments	23	35	-34%
Total income	7,086	6,094	16%

As the table shows, our income for 2019/20 was £992,000 (16%) higher than in 2018/19 with increases in most areas of activity. Our income for youth work programmes increased by £646,000 as we administered a programme of grants to youth work providers as part of the DCMS Youth Accelerator Fund. Other new programmes included Outdoor Activators, Active Youth and Be Internet Citizens. Offsetting these new initiatives, programmes drawing to a close during the year included; The Big Music and Starbucks Youth Action. Movement income was boosted by increased funding for safeguarding training and for UK Youth Voice.

Expenditure

In 2019/20, we spent £7.1 million in achieving our mission.

Where our money goes to



Our expenditure on raising funds rose to £557,000 from £423,000, an increase of 32% as we continue to invest in our fundraising capacity in order to strengthen our ability to attract funding; essential to drive the achievement of our goals.

Expenditure on:	2019/20 £'000	2018/19 £'000	Change %
Youth work programmes	4,277	3,580	19%
Avon Tyrrell Outdoor Activity Centre	1,647	1,591	4%
Supporting the UK Youth Movement	381	190	101%
Advocating for youth work and young people	196	108	81%
Governance costs	15	15	0%
Raising income	557	423	32%
Total expenditure	7,073	5,907	20%

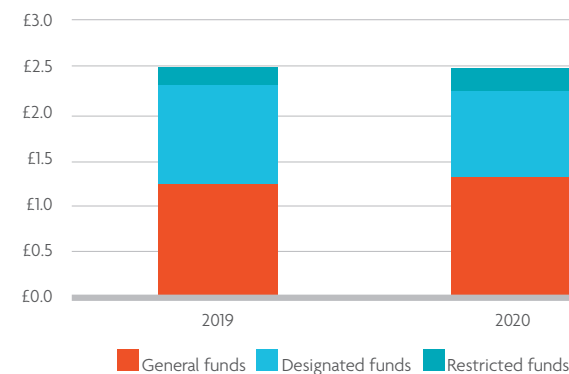
£697,000 
EXPENDITURE
INCREASE ON YOUTH
WORK PROGRAMMES

Our charitable expenditure grew by £1.1 million (20%), outpacing our growth in income. Expenditure on youth work programmes increased by £697,000 as the value of our programme portfolio grew. Our expenditure on supporting the Movement also increased, by £191,000, as we strengthened our support for youth work organisations nationally. A further increase of £88,000 in expenditure on our advocacy role reflects our investment in this area in response to feedback from our partners in the Movement on the value of this work. In 2019/20 we spent a total of £1.2 million on support costs, an increase of 21% over 2018/19. Our support functions include Finance, Human Resources, Operations and IT and the cost of our London offices. We are committed to providing efficient and effective support services to enable our staff to focus on delivering high quality services in support of our mission and to underpin strong relationships with our stakeholders. A significant proportion of the increase in support cost during the year was attributable to our relocation to new London offices. We moved into more accessible premises to provide an appropriate working environment for our London staff and a more central location for maintaining relationships with key stakeholders. We also continued to invest in our IT systems including our CRM system.

Charitable funds

Total funds of the group were £2.4 million at 31 March 2020. A drop in our funds of £37,000 in the year is attributable to a drop in designated funds as we utilised funds set aside to cover the cost of our London office relocation. We also continued to invest in facilities at our Avon Tyrrell outdoor activity centre to ensure we continue to offer a high-quality experience to young people visiting the centre.

CHARITABLE FUNDS (£ MILLION)



Our restricted funds of £161,000 are funds donated for a specific purpose which have not yet been expended. These include donations given to support our capital investment programme at Avon Tyrrell and funds representing two properties dedicated to supporting work with young people in specific geographical areas. Our intention is to sell these properties, when legal considerations and market conditions permit, and use the proceeds to support youth work in the local communities by local organisations.

Our designated funds of £1.0 million are funds which the Trustees have committed for specific purposes. Our fixed asset fund of £922,000 is the value of the capital assets we have already invested in (not including properties we are expecting to sell) and are in use in the Charity to support our mission. We also have a fund of £65,000 to support capital investment at Avon Tyrrell outdoor activity centre.

Our general funds of £1.3 million are funds available for the ongoing support and development of the Charity. These include £240,000 of funds representing properties held by us as a result of the closure of youth clubs and which we expect to sell in due course when legal considerations and market conditions permit. As the timing of sale is uncertain, the value of these properties is not considered to be part of our free reserves. The remainder of our general funds, amounting to £1.0 million, are our free reserves and are held in line with our Reserves Policy, set out below.



Reserves Policy and going concern

In setting the Reserves Policy, the Board of Trustees has considered the surplus or deficit accounting position and the current and future liquidity cover in the context of the funds required to carry on safely and consistently its activities through periods of uncertainty. In the current context, the Board of Trustees considers the key measure of sustainability for UK Youth to be the level of unrestricted reserves excluding designated reserves ("free reserves") in order to avoid any fluctuations threatening the financial stability of the group.

The key considerations of the Board of Trustees included:

- Sufficient working capital, in particular, as major funding arrangements are uncertain and increasingly include elements of payment by results;
- Support for innovative programmes which require a period of development and testing prior to providing their case to external funders;
- Investment in organisational development, strengthening our institutional infrastructure to better support better frontline delivery and boost long-term stability and sustainability; and,
- Investment in facilities at our outdoor education centre, Avon Tyrrell, to maintain and improve the quality of experience offered to young people visiting our centre.

The Finance Committee reviews annually the Reserves Policy and the level of reserves, including free reserves, which are shown in the Financial Statements. This review is approved by the Board of Trustees.

A risk-based approach, applying likelihood to a range of future costs, potential liabilities and risks is used to assess the amount of free reserves in addition to the core requirement for working capital. This is linked to the latest business and financial plan. Having regard to the guidance from the Charity Commission, the group's strategic plans and economic and market conditions, the Board of Trustees judge that free reserves between £0.8 million and £1.2 million are required in order to ensure financial stability and act as a safeguard against volatile and unpredictable income streams and unforeseen expenditure or liabilities.

The Finance Committee monitors the reserves of the group on a quarterly basis as part of their review of the management accounts.

As at 31 March 2020, the Group's free reserves stood at £1.0 million (2019: £987,000) excluding properties valued at £240,000 (2019: £240,000) held for resale by National Association of Clubs for Young People. The Group's unrestricted funds are £2.3 million (2019: £2.3 million), with £987,000 (2019: £1.1 million) held in designated funds. The increase in free reserves reflects the continued commitment to maintaining the financial resilience of the Charity and is within the range set out by the Board of Trustees.

£191,000 
INCREASE EXPENDITURE ON
SUPPORTING THE MOVEMENT

The Board have considered the impact of the COVID-19 pandemic on the Charity and its financial position. Our outdoor activity centre Avon Tyrrell was closed for the first three months of 2020/21 and continues to operate below normal capacity, expected to last for the rest of the next financial year. Our fundraising events have been significantly curtailed and face to face events are not thought likely to be possible for the rest of the financial year. Delivery of youth work through our network of delivery partners has been severely restricted for the first part of the year and alternative COVID-19-compliant delivery models are being put in place for delivery during the

Accordingly, the Board of Trustees believe that the going concern basis remains the appropriate basis on which to prepare the annual report and financial statements.

Investment Policy

During 2018/19 Trustees carried out a review of Investment Policy, taking into account the objectives of the Charity, the principal risks and uncertainties faced by the Charity and the need to protect its funds against inflation. As a result, Trustees decided that the appropriate balance of risk and return could best be achieved



second part of 2020/21. As a result of these factors, our income from these areas may fall in 2020/21. However, we have worked hard to mitigate the effect of this on our financial position and have been successful in winning support from a wide range of donors, both existing and new. This includes grants and donations in response to our emergency appeal as well as agreed adjustments to delivery targets and timetables for our youth work programmes. We have also taken steps to reduce our costs as well as taking advantage of Government support schemes. Our projections for the next 12 months take into account a range of possible scenarios for the pandemic, including the possibility of a second lockdown period. All projections show that the Charity will maintain sufficient cash balances to meet its obligations without the need to depend on additional sources of funds and will continue to have adequate levels of free reserves.

Taking all the above into account, the Board of Trustees has a reasonable expectation that the Charity and the Group has adequate resources to continue operating for the foreseeable future.

by investing £400,000 of free reserves in medium-term investments with a time horizon of 3-5 years with the balance of free reserves to be invested in short term cash deposits. Investments will be made in socially responsible assets to reflect the mission of the Charity. The Finance Committee monitors the investments on a quarterly basis as part of their review of the management accounts.

Following this review, previously held investments were realised by 31 March 2019 and £400,000 was invested in Cazenove Capital Responsible Multi-asset Fund during 2019/20. Although the value of these investments had fallen to £350,000 at 31 March 2020 following the impact of the COVID-19 pandemic on stock markets, Trustees remain convinced that the investments remain appropriate for long term protection against inflation and returns. By the beginning of September 2020, the value of the investments had risen to £411,000.

All investments held by the Charity fall within those permitted by our Memorandum and Articles.

Good governance

Trustees recognise the importance of good governance as fundamental to the success of UK Youth, promoting a culture where everyone works towards fulfilling the Charity's vision and supporting compliance with relevant law and regulation. Trustees regularly review the governance and management of the Charity and apply the principles of the Charity Governance Code as appropriate to the structure and operations of the Charity.

Governing document

UK Youth is a company limited by guarantee, registered in England and Wales, governed by its Memorandum and Articles of Association dated 16 March 2005 as amended on 7 December 2016. It is registered as a charity with the Charity Commission for England and Wales. Organisations or individuals who are nominated by the Charity's Advisory Councils can apply to become a Member of the Charity in the form required by the Trustees who will consider their application. There are currently 28 Members (Regional Youth Associations). Trustees are also members by virtue of their office.

Objectives and activities

The objects of the Charity are:

- To develop and promote non-formal education for and with young people – working with them to develop their full potential; and,
- To promote, for the benefit of the public, the part of the voluntary sector concerned with the provision of youth clubs and groups by acting as a resource body for youth clubs and groups, supporting and developing high quality youth work through advice, assistance and representation.

In pursuit of these objectives, the Charity works in a non-discriminatory manner.

The activities employed by the Charity in pursuit of these objectives are set out in the Trustees' Report.

Public benefit outcomes related to the Charity's aims

The Charity's Trustees have complied with their duty in Section 4 of the Charities Act 2011 to have due regard to Public Benefit guidance issued by the Charity Commission. All Trustees give their time voluntarily and do not receive any private benefit from the Charity.



SUPPORTING YOUNG
PEOPLE UP TO THE AGE OF

25

The public benefit outcomes identified by Trustees are as follows:

- Supporting young people up to the age of 25 to access age appropriate positive learning activities, recreation, support and training that builds self-confidence, reinforces inclusion within social networks and promotes opportunities to engage in non-formal education;
- Inspiring young people by involving them in imaginative programmes of non-formal learning delivered by youth workers and volunteers who represent positive adult role models;
- Providing an alternative learning methodology to enable young people to develop skills to raise their aspirations, realise their potential and have their achievements recognised thereby reducing the risk of them experiencing social exclusion and being drawn into anti-social or criminal behaviour;
- Providing support services to a UK wide network of youth organisations, our Movement, giving them access to youth worker support, training, practical resources and youth activity programmes therefore enabling them to deliver high quality youth work; and,
- Empowering young people as individuals so that they may actively engage in and contribute to the planning process and future direction of the Charity, the communities in which they live and take greater responsibility for planning their own lives.



“Through working on FutureProof the participant has found his voice and has used this positively to influence and encourage his peers as well as challenging himself to test new opportunities.”



The Board of Trustees

Trustees consist of the Honorary Officers (Chair, two Vice-Chairs and Treasurer) and Ordinary Trustees. The minimum number of Trustees is six, but there is no maximum number.

Trustees are appointed by ordinary resolution at a general meeting of the members. Proposals to appoint Trustees are brought by recommendation of the Trustees or by a member submitted in writing in advance of the meeting. Trustees are appointed based on their expertise and experience whilst having regard for the desirability of maintaining within the Board of Trustees equality and diversity, knowledge of the youth sector and inclusion of the Charity's beneficiaries through having some Trustees aged 25 or less. Each year a third of the Trustee Board retire by rotation and are eligible for re-election up to a maximum term of nine years unless otherwise approved by special resolution.

The Board of Trustees is responsible for the strategic direction of the Charity and meets together with the Senior Leadership Team five times a year to review progress and to ensure that the Charity is on track to meet its objectives.

Reporting to the Trustees is the Chief Executive who has direct responsibility for day to day management as well as the development and implementation of appropriate policies and strategies, assisted by their Senior Leadership Team.

New Trustees undergo an induction process and sign a Trustees' agreement. The induction process includes a briefing on Trustees' legal responsibilities (under Charity and Company law), the content of the Memorandum and Articles of

Association, the committee and decision-making processes, the work plan and recent financial performance of the Charity. During the induction new Trustees are encouraged to visit the offices of the Charity, meet key employees and discuss the work being undertaken. Trustees are encouraged to attend and participate in activities and events being organised by the Charity and attend appropriate training events where this will facilitate the undertaking of their role.

Where necessary, UK Youth provides the appropriate resources for professional development and updating the capabilities of the Trustees – and the Chair and Chief Executive ensure that any new Trustees receive appropriate induction on appointment. The Board of Trustees carries out regular governance reviews and a skills audit of Trustee capabilities to assess its own operations during the year. This is particularly important in terms of continuing to operate well to discharge key responsibilities for setting strategic goals, having the right balance in terms of experience and expertise and sufficient oversight and monitoring of the Charity's key risks.

The Board has delegated specific decisions to Board Committees via its formal Scheme of Delegation. The current sub-committees are: Finance, Organisational Development and Impact and Strategy. Details of the members of these committees can be found on page 5.

The Board of Trustees responded to the challenges posed by the COVID-19 pandemic by convening exceptional joint meetings of the Finance and Organisational Development

Committees. Detailed scenarios of the potential impact of the pandemic were reviewed and action plans monitored. The results of these measures have now been incorporated into the cycle of reporting to the Committees and the Board of Trustees and are continuously updated. The Board also implemented and continues to receive weekly reports of cash balances to the Chair and the Treasurer.

UK Youth Voice

UK Youth Voice is a rolling engagement programme that enables young people to be at the heart of everything we do. We empower young people with the skills they need to be able to access opportunities, share their views and influence their own lives and the world around them – as well as feeding into the future development of UK Youth and organisations in the UK Youth Movement. The National Advisory Group consists of 28 young people aged between 18 and 25, at least two coming from each region of the UK plus at least two from each nation (England, Wales, Scotland, Northern Ireland) and every participant remains on the National Advisory Group for two years.

Young people from diverse backgrounds are able to share their views and work towards a common goal, increasing their aspirations and connections. One aspect of the programme is that it introduces young people to their peers from across the country and their issues which may differ largely from their own. There is a focus on engaging young people who would otherwise not engage in formal structures allowing them to have a local, regional or national voice and progress into other social leadership roles.

The Senior Leadership Team

To facilitate effective operations, the Chief Executive has delegated authority, within terms of delegation, for operational matters including finance, employment, youth work and Avon Tyrrell related activity.

The Trustees regard the Senior Leadership Team as the key management personnel of the Charity. During the year the Senior Leadership Team was made up of the Chief Executive, the Deputy Chief Executive and Director of Youth Work and four directors; Partnerships and Fundraising, Operations and Avon Tyrrell, Finance, and National Programmes.



Remuneration of the Senior Leadership Team is set by the Organisational Development Committee who draw on a wide range of sources and establish ranges of remuneration giving an appropriate salary structure within the Charity comparable with similar organisations, as well as reviewing performance of senior management.

Related parties

The Charity's wholly owned subsidiary, Youth Work (UK) Ltd, was established to operate certain commercial activities and Gift Aids its profits to the Charity. This company, previously dormant for some years, has become active during the current financial year.

On 15 September 2017, the Charity entered into a Strategic Alliance Agreement with The National Association of Clubs for Young People trading as Ambition. As a result of this agreement, UK Youth appointed the majority of the Board of Trustees of Ambition and Ambition is therefore considered a subsidiary by virtue of deemed control. The objectives of Ambition are similar to those of UK Youth.

Fundraising

We are extremely grateful for the donations our supporters give us, without which we could not do our work. We are committed to using their donations effectively and fundraising for our work in a responsible way.

Our supporters are at the heart of all our fundraising activity. UK Youth is registered with the Fundraising Regulator and adheres to the Code of Fundraising Practice and an internal set of standards set out in the UK Youth Supporter Promise. Through paying our annual fundraising levy to the fundraising regulator, we are signed up to the fundraising preference service, and have received no requests to stop communicating for 2019/20. The Charity continues to be compliant with the Code of Fundraising Practice, including the updated version effective from October 2019.

The UK Youth Supporter Promise was developed to outline the standards we set ourselves and our commitment to UK Youth supporters. It focuses on four core areas:

- Our fundraising and how it supports the advancement of our mission;
- Our transparency about how we raise and spend donations;
- Our respect for our supporters and their personal information; and,
- Our commitment to maintaining the highest standards in our fundraising.

We are committed to ensuring that all supporters are treated fairly and enabled to make informed decisions to support us and, as part of this commitment, we do not actively seek to raise donations from young people.

During 2019/20 we did not receive any formal complaints with regards to our fundraising activity.

We monitor our fundraising activity carefully, as well as the overall supporter experience. Over the last 12 months we have invested in our fundraising capacity growing our team and investing in delivering an excellent supporter experience. We continually seek formal and informal feedback from our supporters to better understand their experiences.

We recognise the importance of having diverse income streams and have a broad base of supporters. In 2019/20 our fundraising income included:

- Corporate partners- who support the Charity through financial donations as well as volunteering and pro-bono support;
- Individual givers- who choose to donate to UK Youth through either one-off donations or monthly commitments;
- Trusts & Foundations- who award UK Youth grants supporting the delivery of programmes with young people, and funding for the support costs of the organisation;
- Statutory sources- funding from National Government and other public bodies for our work with young people and youth organisations across the Movement; and,
- Events- each year we deliver a range of exciting fundraising events that include our flagship Gala Dinner and Art for Youth London Exhibition. These events are supported by fundraising committees who generously donate their time and expertise to help raise funds. We also support participants to raise funds through undertaking challenge events such as the London Marathon.

UK Youth is compliant with data protection laws, and all individuals' data is stored securely on UK Youth's IT systems. There were no requests for removal of individuals' data from our databases during 2019/20.

Safeguarding

The safeguarding of children, young people and adults at risk, as well as those who come into contact with the Charity, is paramount in all that we do as an organisation.

We recognise our responsibility to promote safe practice and to protect the young people we engage with from harm. All employees and volunteers receive safeguarding training as part of their induction, followed by regular refresher



We are committed to identifying and minimising safeguarding risks across all our activities through appropriate training, risk assessments, policies and processes. We have a strong ethos throughout the Charity to deliver good safeguarding practices and we take seriously any report of suspected harm, abuse or neglect and have a robust process to deal with an incident if it were to arise.

We operate safe and transparent recruitment practices, which incorporate appropriate Disclosure and Barring Service (DBS) checks. We risk assess criminal records, and do not engage anyone who is deemed to present an unacceptable level of risk. We have a Safeguarding Policy, which sets out our mandatory standards and provides clear details of our reporting process. Safeguarding for the Charity is headed up by our Designated Safeguarding Officer who is supported by a small team, responsible for: regularly reviewing and enhancing the Safeguarding Policy and associated practices in line with legal and organisational developments; effective management of safeguarding incidents; providing advice and guidance; training; and reporting safeguarding incidents to the Charity's Organisational Development Committee.

We are committed to supporting the development of better safeguarding practices across the whole of the youth sector through: our Safe Spaces programme; regularly advising organisations on safeguarding; and engaging and supporting a number of safeguarding bodies.





Equality, diversity and inclusion

UK Youth is committed to employing and partnering with people from diverse cultures and backgrounds, and with a wide range of experiences, to ensure equality, diversity and inclusion are embedded in everything we do. We aim to bring together people with different points of view and operate in a way that enables such differences to be embraced and respected, where everyone feels valued and we get the best outcomes. It is this diversity of talent that allows us to deliver the work we do directly for and on behalf of young people.

Our Equal Opportunities, Dignity at Work and Diversity Policy sets out our commitment to promoting equality for all and guarding against discrimination on the grounds of disability or any other protected characteristic, including through our approach to recruitment, selection, training, development and promotion. The Charity firmly believes in gender equality across all aspects of our employment.

When it comes to equality, diversity and inclusion, we want to set a high benchmark. And, while we know we still have a long way to travel, we have made progress over the past year and we will work hard to continue to progress and improve our equality, diversity and inclusion.

Risk management

The Board of Trustees have a risk management strategy that comprises:

- Ongoing review of the risks the Charity may face;
- The establishment of systems and procedures to mitigate those risks identified; and,
- The implementation of procedures designed to minimise any potential impact on the Charity should those risks materialise.

We have implemented a system of review and reporting on the identification and management of risk with the aim of continuous improvement in all our related policies and procedures. This work is carried out by the Senior Leadership Team, supervised by the Organisational Development Committee and reviewed on a regular basis by the Board of Trustees. It has enabled the Charity to plan emergency procedures and make contingency plans where these are appropriate.

Principal risks during 2019/20 and our approach to their management were:

Safeguarding

The safeguarding of young people and adults at risk is a major priority of the Charity. We invest considerable time and resources in contributing to and maintaining awareness of risks and best practice in safeguarding and in ensuring our policies and procedures are fully up to date and fit for purpose and risk assessment is embedded in our practices. Our staff are regularly trained in those policies and procedures. We have

developed our own Safe Spaces Framework and promote its use across the youth sector and with our delivery partners.

Health and Safety

The safety of young people as well as our staff, supporters, volunteers and contractors is also a high priority and we maintain a high standard of safety processes including training, risk assessment and inspection of our facilities. Following the emergence of the COVID-19 pandemic, we complied fully with all Government guidance, suspending activities as necessary and implementing a Work From Home Policy for staff. As measures to contain the pandemic evolve, we have modified and will continue to modify our health and safety practices to ensure the health and safety of our staff, supporters, volunteers and contractors.

Environmental impact

The impact on the environment of our activities, particularly at Avon Tyrrell outdoor activity centre, is also prioritized in our policies and procedures and includes programmes of monitoring, auditing and preventative maintenance.

Financial sustainability

We operate in an uncertain economic and political environment and the impact of this uncertainty on our supporters and funders is one of our key risks. We carefully manage our finances by means of thorough business planning and ongoing monitoring and forecasting of key financial indicators to assess our generation of income, solvency and liquidity. The impact of COVID-19 pandemic on our finances was recognised from the outset of the pandemic and we responded immediately to this risk with detailed plans and strengthened monitoring procedures. As the pandemic progressed, we monitored the immediate and expected future effect on solvency and liquidity and the success of our mitigating actions.

Changes to legislation and regulation

Our operations are affected by many areas of regulation over and above those associated with safeguarding, health and safety and the environment, including those associated with fundraising and other aspects of charities regulation. We regularly update and review our practices to ensure we meet the high standards of probity and transparency expected by our

supporters, funders and regulators and comply with best practice guidance as well as regulatory requirements. We recognise that the UK has left the European Union in January 2020, which may result in wider economic uncertainty as the country transitions to its new status. This uncertainty is managed alongside the risk in relation to our financial sustainability.

Trustees' responsibilities in relation to the Financial Statements

Company law requires the Trustees to prepare Financial Statements that give a true and fair view of the state of affairs of the Group and of the Charity at the end of the financial year and of its surplus or deficit for the financial year. In doing so the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent; and,
- Prepare the Financial Statements on the going concern basis unless it is appropriate to presume that the Group will not continue in business.

The Trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the Group and the Charity and enables them to ensure that the Financial Statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the Group and hence for taking reasonable steps for the prevention of fraud and other irregularities.

In accordance with Company law, as the Company's directors, we confirm that:

- So far as we are aware, there is no relevant audit information of which the Company's auditors are unaware;
- As the directors of the Company we have taken the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the Group's auditors are aware of that information.

Approved by the Board of Trustees on 25th September 2020 and signed on their behalf by:

Lady Anne Stoneham MBE
Chair of Trustees

Independent auditors' report to the Members of UK Youth

Opinion

We have audited the Financial Statements of UK Youth (the 'parent Charity') and its subsidiaries (the 'group') for the year ended 31 March 2020 which comprise the Consolidated Statement of Financial Activities, the consolidated and charity balance sheets, the consolidated statement of cashflows and notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including 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 group's and the parent Charity's affairs as at 31 March 2020 and of the group's 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.

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 group's or the parent 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 Trustees' 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.

Opinion 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 Strategic Report and 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 Strategic Report and the Directors' Report included within the Trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and the parent Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report or 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 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 parent Charity 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.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 21, the Trustees (who are also the directors of the parent Charity for the purposes of Company law) are responsible for the preparation of the Financial Statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of Financial Statements that are free from material misstatement, whether due to fraud or error.

In preparing the Financial Statements, the Trustees are responsible for assessing the group's and the parent 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 Charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the Financial Statements

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

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

Use of the audit report

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



Nicola Wakefield
(Senior Statutory Auditor)

for and on behalf of Mazars LLP
Chartered Accountants and Statutory Auditor
6 Sutton Plaza, Sutton Court Road, Sutton
SM1 4FS
Date: 19 November 2020

Consolidated statement of financial activities

Consolidated statement of financial activities (incorporating an income and expenditure account) for the year ended 31 March 2020

	Notes	2020				2019			
		Unrestricted Funds		Restricted Funds	Total 2020	Unrestricted Funds		Restricted Funds	Total 2019
		General £'000	Designated £'000	£'000	£'000	General £'000	Designated £'000	£'000	£'000
Income from:									
Donations and legacies	2	480	-	150	630	283	-	208	491
Charitable activities - non formal education	3	1,872	-	4,187	6,059	1,612	-	3,594	5,206
Other trading activities - fundraising events	4	374	-	-	374	362	-	-	362
Investments	5	23	-	-	23	35	-	-	35
Total		2,749	-	4,337	7,086	2,292	-	3,802	6,094
Expenditure on:									
Raising funds	6	557	-	-	557	423	-	-	423
Charitable activities	7	2,075	160	4,281	6,516	1,468	204	3,812	5,484
Total		2,632	160	4,281	7,073	1,891	204	3,812	5,907
Net gains/(losses) on investments		(50)	-	-	(50)	11	-	-	11
Net income/(expenditure)		67	(160)	56	(37)	412	(204)	(10)	198
Transfers between funds		(6)	56	(50)	-	(234)	247	(13)	-
Net movements in funds		61	(104)	6	(37)	178	43	(23)	198
Reconciliation of funds:									
Total funds brought forward		1,227	1,091	155	2,473	1,049	1,048	178	2,275
Total funds carried forward		1,288	987	161	2,436	1,227	1,091	155	2,473

This consolidated statement of financial activities includes all gains and losses during the year.

All amounts relate to continuing activities.

The consolidated statement of financial activities is for the group as a whole. Total underlying income for the year for the Charity only was a deficit of £40,000 (2019: surplus of £203,000).

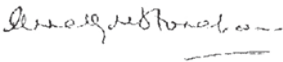
Balance sheets

Consolidated and charity balance sheets As at 31 March 2020

	Notes	Group 2020 £'000	Group 2019 £'000	Charity 2020 £'000	Charity 2019 £'000
Fixed assets:					
Tangible assets	11	1,242	1,177	922	857
Investments	12	351	1	350	-
		1,593	1,178	1,272	857
Current assets:					
Stock		17	12	17	12
Debtors	13	365	205	471	301
Cash at bank and in hand		3,915	2,786	3,902	2,780
		4,297	3,003	4,390	3,093
Creditors: amounts falling due in less than one year	14	(3,408)	(1,708)	(3,402)	(1,696)
Net current assets		889	1,295	988	1,397
Total assets less current liabilities		2,482	2,473	2,260	2,254
Creditors: amounts falling due after more than one year	15	(46)	-	(46)	-
Total net assets		2,436	2,473	2,214	2,254
The funds of the Charity:					
Restricted income funds	16	161	155	81	75
Unrestricted funds:					
General funds	17	1,288	1,227	1,146	1,088
Designated funds	17	987	1,091	987	1,091
		2,436	2,473	2,214	2,254

The Charity's net movement in funds for the year was a deficit of £40,000 (2019: surplus of £203,000).

The Financial Statements set out on pages 24-38 were approved by the Board of Trustees on 25 September 2020 and signed on their behalf by:



Lady Anne Stoneham MBE
Chair of Trustees

Company number 05402004
Charity number 1110590

Consolidated statement of cash flows

Consolidated statement of cash flows for the year ended 31 March 2020

	Notes	2020 £'000	2019 £'000
Cash flows from operating activities:			
Net cash provided by/(used in) operating activities	19	1,654	(382)
Cash flows from investing activities:			
Dividends, interest and rents from investments		23	35
(Purchase)/sale of investments		(400)	414
Purchase of property, plant and equipment		(194)	(27)
Net cash (used in)/provided by investing activities		(571)	422
Cash flows from financing activities:			
Cash inflows from new borrowing		46	-
Net cash generated from financing activities		46	-
Change in cash and cash equivalents in the year		1,129	40
Cash and cash equivalents at the beginning of the year	20	2,786	2,746
Cash and cash equivalents at the end of the year	20	3,915	2,786



Notes to the Financial Statements for the year ended 31 March 2020

1. Accounting policies

A summary of the more important accounting policies, which have been consistently applied, is set out below.

1.1. Charitable status

UK Youth is a company limited by guarantee incorporated in England and Wales and a charity registered with the Charity Commission for England and Wales.

1.2. Basis of accounting and consolidation

The Financial Statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)) and the Companies Act 2006. The Trustees have reviewed the going concern position and consider it is appropriate for these Financial Statements to be prepared on the going concern basis.

UK Youth meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The consolidated group Financial Statements include the Financial Statements of UK Youth (charity number 1110590, company number 05402004) ("the Charity") and its subsidiary undertakings, The National Association of Clubs for Young People and Youth Work (UK) Limited. The accounting year end for all undertakings is 31 March. There was an additional 100% owned subsidiary company, Youth Achievement Trust which was incorporated on 27 December 2013, and did not trade in the periods ended 31 March 2020 or 31 March 2019 and so has been excluded from the consolidation on the grounds that it is not

material.

On 15 September 2017, the Charity entered into a Strategic Alliance Agreement with The National Association of Clubs for Young People trading as Ambition. As a result of this agreement, UK Youth appointed the majority of the Board of Trustees of Ambition and it is therefore considered a subsidiary by virtue of deemed control. The income and expenditure of Ambition for the periods from 1 April 2018 to 31 March 2020 have been included in the Group Consolidated Statement of Financial Affairs and the net assets and funds of Ambition as at 31 March 2020 and 2019 have been included in the Group Balance Sheet.

1.3. Significant estimates and judgments

The following accounting estimates and judgments made in the preparation of these Financial Statements are considered significant because of their complexity and their impact on the Financial Statements:

- Recognition of income on long-term performance related grants and contracts: In recognising income over the life of these contracts, judgments are made in connection with the expected overall performance on each contract and the progress made in the accounting period; and,
- Valuation of property assets: Freehold properties held for resale were valued by an independent professionally qualified surveyor in September 2017. The valuations have been reviewed in the light of movements in relevant indices of property values since the date of the valuations and it has been concluded that there have been no significant changes to the fair value of the properties.

1.4. Funds

Following the requirements of the Charities SORP (FRS102) all the funds of UK Youth have been analysed over the different types of funds, which are:

Restricted funds

Restricted funds are those where the donor has imposed restrictions on how the fund may be used, but which do not prevent the fund being spent.

Unrestricted funds

Unrestricted funds are those which are not subject to any special restrictions and they can be used as the Trustees decide. Designated funds are part of unrestricted funds set aside for a purpose specified by Trustees. General funds are all other

unrestricted funds.

1.5. Income

All income has been included in the Consolidated Statement of Financial Activities on an accruals basis. Donations and grant income is only recognised where and to the extent that any terms and conditions have been met and there is unconditional entitlement to the income. In the case of performance related grants and contracts, income received in advance is deferred and released in line with performance. That part of the income which has been deferred is included in creditors.

1.6. Expenditure

All expenditure is included in the Consolidated Statement of Financial Activities on an accruals basis. Expenditure on charitable activities is all expenditure directly relating to the objects of the Charity. Expenditure on raising funds is expenditure incurred in seeking voluntary contributions to the Charity and organising activities to generate funds. Support costs are allocated based on the approximate time spent on each activity.

1.7. Tangible assets

Tangible assets brought into use are depreciated over their estimated useful lives. Depreciation rates vary according to the class of asset and are principally:

- Avon Tyrrell cabins and boathouse - straight line over 20 years
- Avon Tyrrell equipment - straight line over 5-10 years
- Computers - straight line over 3 years
- Fixtures, fittings and office equipment - straight line over 5-10 years
- Leasehold improvements of Avon Tyrrell - straight line over 20 years

Properties held for resale in the subsidiary the National Association of Clubs for Young People are not depreciated. These properties come into ownership of the subsidiary when youth associations close down and the subsidiary is named in the constitutional documents of the association as the residual beneficiary on closure. The Trustees intend to dispose of these properties as soon as appropriate arrangements can be put

in place.

1.8. Investments

Listed investments are included in the balance sheet at mid-market value. Gains and losses whether realised or unrealised are reflected in the Consolidated Statement of Financial Activities.

1.9. Stock

Stock is valued at the lower of cost on the first in first out method and net realisable value.

1.10. Debtors

Trade and other debtors are recognised at the settlement amount due, less any provision for bad or doubtful amounts. Such provisions are specific and applied in a consistent manner based on aged debts and other factors affecting potential recoverability.

1.11. Creditors

Trade and other creditors are recognised at transaction price due, after allowing for any trade discounts. Deferred income represents invoices raised and cash receipts, for which income recognition criteria is not yet met, and will be satisfied in future accounting periods. Such amounts are not discounted. Deferred income relates to funding received from various sources in advance of the year end in respect of activities which were carried out after the year end.

1.12. Concessionary loans

Loans made and received in pursuit of the Charity's charitable purposes are held within debtors and creditors respectively and are stated at original cost and subsequently adjusted for any subsequent repayment or impairment.

1.13. VAT

The Charity and its subsidiary, the National Association of Clubs for Young People, are partially exempt for VAT. VAT incurred which cannot be recovered is written off as part of support costs.

Notes to the Financial Statements

2 Income from donations and legacies

	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£'000	£'000	2020 £'000	£'000	£'000	2019 £'000
Donations from individuals and corporates	304	5	309	197	-	197
Legacies	12	-	12	2	-	2
Grants from trusts and foundations	164	145	309	84	208	292
	480	150	630	283	208	491

3 Income from charitable activities: non-formal education

	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£'000	£'000	2020 £'000	£'000	£'000	2019 £'000
Programme funding from public sector sources	174	1,552	1,726	58	746	804
Programme funding from other sources	-	2,564	2,564	27	2,813	2,840
Total programme funding	174	4,116	4,290	85	3,559	3,644
Income from Avon Tyrrell Outdoor Activity Centre	1,598	-	1,598	1,484	-	1,484
Other income from non-formal education	100	71	171	43	35	78
	1,872	4,187	6,059	1,612	3,594	5,206
Programme funding from public sector sources						
Cabinet Office - National Citizenship Service	104	-	104	58	-	58
Dept for Digital, Culture, Media & Sport	-	1,269	1,269	-	-	-
Big Lottery Fund - The Big Music project	-	-	-	-	342	342
Sport England - Active Youth	-	90	90	-	-	-
National Health Service	19	-	19	-	-	-
Sport England - Outdoor Activators	-	104	104	-	-	-
EU - Erasmus programme	-	-	-	-	1	1
Office of Civil Society	-	-	-	-	1	1
British Council	51	-	51	-	4	4
Access Foundation	-	23	23	-	67	67
Southampton City Council	-	-	-	-	40	40
Home Office & Local Authorities	-	66	66	-	291	291
	174	1,552	1,726	58	746	804

4 Income from other trading activities: fundraising events

	Unrestricted and total 2020 £'000	Unrestricted and total 2019 £'000
Art for Youth exhibition and auction	170	188
Fundraising activities	133	115
Sponsored challenge events	71	59
	374	362

Notes to the financial statements

5 Income from investments

	Unrestricted and total 2020 £'000	Unrestricted and total 2019 £'000
Income from listed investments	-	4
Interest received	23	31
	23	35

6 Expenditure on raising funds

	2020 £'000	2019 £'000
Direct costs	347	106
Costs of fundraising events	121	292
Support costs	89	25
	557	423

7 Expenditure on charitable activities

	Activities undertaken directly £'000	Grant funding of activities £'000	Support costs £'000	Total 2020 £'000	Activities undertaken directly £'000	Grant funding of activities £'000	Support costs £'000	Total 2019 £'000
Non-formal educational programmes	2,263	1,155	859	4,277	2,600	122	858	3,580
Avon Tyrrell outdoor activity centre	1,440	-	207	1,647	1,501	-	90	1,591
Other non-formal education	279	-	102	381	151	-	39	190
Communications and Policy	151	-	45	196	90	-	18	108
Governance	15	-	-	15	15	-	-	15
Total	4,148	1,155	1,213	6,516	4,357	122	1,005	5,484

8 Staff costs

	2020 number	2019 number
The average weekly number of people employed (Group and Charity) were:		
Full time	82	76
Part time	17	20
Total	99	96

	2020 £'000	2019 £'000
Staff costs were made up as follows:		
Wages and salaries	2,676	2,353
Social security costs	242	210
Pension costs	96	77
Total	3,014	2,640

Notes to the financial statements

Trustees do not receive any remuneration for their services to UK Youth or any subsidiary.

During the year ended 31 March 2020 six (2019: 6) key management personnel received remuneration totalling £472,570 (2019: £399,041).

During the year ended 31 March 2020 three employees received remuneration between £60,000 and £69,000 (2019: 3), one employee received between £70,000 and £79,999 (2019: 2) and one employee received between £80,000 and £89,999 (2019: 0).

During the year ended 31 March 2020 four Trustees (2019: 4) were reimbursed a total of £834 (2019: £1,462). This covered out-of-pocket expenses.

9 Pension costs

The Charity contributes up to 5% matched funding into various stakeholder pension schemes. There were one hundred and three (2019: 94) members in these schemes. The amounts paid in respect of these were £96,000 (2019: £77,000).

10 Net movement in funds

Expenditure charged in arriving at the net movement in funds includes:

	2020 £'000	2019 £'000
Depreciation	129	118
Auditors' remuneration - audit services	13	12
- other services	-	1

11 Tangible assets

	Freehold property	Outdoor activity centre property improvements	Outdoor activity centre equipment	Outdoor activity centre cabins and boathouse	Furniture, fixtures, fittings and IT	Total
Group	£'000	£'000	£'000	£'000	£'000	£'000
Cost or valuation						
At 1 April 2019	320	375	135	1,259	57	2,146
Additions	-	-	90	-	104	194
Disposals	-	-	-	-	-	-
At 31 March 2020	320	375	225	1,259	161	2,340
Accumulated depreciation						
At 1 April 2019	-	155	95	696	23	969
Charge for year	-	19	16	56	38	129
On disposals	-	-	-	-	-	-
At 31 March 2020	-	174	111	752	61	1,098
Net book value						
At 31 March 2020	320	201	114	507	100	1,242
At 31 March 2019	320	220	40	563	34	1,177

Notes to the financial statements

11 Tangible assets (continued)

	Freehold property	Outdoor activity centre property improvements	Outdoor activity centre equipment	Outdoor activity centre cabins and boathouse	Furniture, fixtures, fittings and IT	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Charity						
Cost or valuation						
At 1 April 2019	-	375	135	1,259	57	1,826
Additions	-	-	90	-	104	194
Disposals	-	-	-	-	-	-
At 31 March 2020	-	375	225	1,259	161	2,020
Accumulated depreciation						
At 1 April 2019	-	155	95	696	23	969
Charge for year	-	19	16	56	38	129
On disposals	-	-	-	-	-	-
At 31 March 2020	-	174	111	752	61	1,098
Net book value						
At 31 March 2020	-	201	114	507	100	922
At 31 March 2019	-	220	40	563	34	857

All tangible fixed assets are used for charitable purposes.

12 Investments

	Group 2020 £'000	Group 2019 £'000	Charity 2020 £'000	Charity 2019 £'000
Listed investments	351	1	350	-
Subsidiary undertakings	-	-	-	-
	351	1	350	-

Listed investments all comprise shares listed on a recognised stock exchange. Their value is determined by the mid-market value at the balance sheet date.

Movements during the year:

	Group 2020 £'000	Group 2019 £'000	Charity 2020 £'000	Charity 2019 £'000
At 1 April 2019	1	404	-	403
Additions during the year	400	-	400	-
Change in market value	(50)	11	(50)	11
Disposals during the year	-	(414)	-	(414)
At 31 March 2020	351	1	350	-

Notes to the financial statements

Investments held at 31 March 2020 exceeding 5% of the total market value were as follows:

	2020 £'000	2019 £'000
SUTL Cazenove Charity Responsible Multi-asset Fund A Account	350	-

The subsidiary undertakings are as detailed below:

	Holding	Country of incorporation	Principal activity	Net assets / (liabilities) at 31 March 2020 £'000
Youth Work UK Limited (Limited by shares)	100%	UK	Fundraising trading	-
National Association of Clubs for Young People trading as Ambition (Limited by guarantee)	Deemed control	UK	Youth work	226

Details of transactions with subsidiaries during the year and balances at the year end are set out below. All transactions are removed on consolidation.

	Subsidiary	Transactions	Income/ (expenditure) £'000	Debtor/ (creditor) £'000
	Youth Work UK Limited		-	-
	National Association of Clubs for Young People trading as Ambition	Current account financing	14	103

13 Debtors

	Group 2020 £'000	Group 2019 £'000	Charity 2020 £'000	Charity 2019 £'000
Trade Debtors	226	144	225	144
Other Debtors	100	24	100	21
Prepayments	39	37	39	37
Amount owed by subsidiaries	-	-	107	99
	365	205	471	301

Notes to the financial statements

14 Creditors: amounts falling due in less than one year

	Group 2020 £'000	Group 2019 £'000	Charity 2020 £'000	Charity 2019 £'000
Trade creditors	206	177	203	174
Other creditors	113	114	113	114
Accruals	457	667	454	658
Deferred income	2,632	750	2,632	750
	3,408	1,708	3,402	1,696

15 Creditors: amounts falling due after more than one year

Loan: Postcode Innovation Trust	46	-	46	-
The loan is repayable by monthly instalments over 6 years				
Amount repayable between 1 and 2 years	8	-	8	-
Amount repayable between 2 and 5 years	25	-	25	-
Amount repayable over 5 years	13	-	13	-



Notes to the financial statements

16 Restricted income funds

	Funds at 1 April 2019 £'000	Income £'000	Expenditure £'000	Transfers £'000	Funds at 31 March 2020 £'000
Group					
Non formal education programmes					
Spirit of 2012 and #iwill Fund, EmpowHER	-	784	(784)	-	-
UPS Foundation, Road Code	-	328	(328)	-	-
Coca Cola European Partners, Reach Up	-	269	(269)	-	-
Microsoft, Generation Code Accelerator	-	253	(253)	-	-
Google, Be Internet Citizens	-	181	(181)	-	-
Sport England and #iwill Fund, Outdoor Activators	-	104	(104)	-	-
Spirit of 2012, Sound Creators	-	100	(100)	-	-
The Coach Foundation, Dream It Real	-	93	(93)	-	-
Sport England, Active Youth	-	90	(90)	-	-
David Evans Grass Roots Foundation, Ideas Factory	-	77	(77)	-	-
National Lottery Community Fund, Serious Violence Report	-	49	(49)	-	-
Lloyds Banking Group, Money for Life	-	42	(42)	-	-
European Union, Erasmus programme	-	(4)	4	-	-
Other restricted funds					
Donations and grants towards capital expenditure	69	50	-	(50)	69
Bursary Fund	3	25	(16)	-	12
Clarion Housing Group, Quality and Impact Framework	3	32	(35)	-	-
DCMS, UK Youth Fund	-	1,269	(1,269)	-	-
Monday Charitable Trust, FutureProof	-	338	(338)	-	-
NCVO, Safer Social Sector Partnership	-	67	(67)	-	-
Home Office, FutureProof	-	66	(66)	-	-
Esmee Fairbairn Trust, core costs	-	50	(50)	-	-
Access Foundation, social investment in the youth sector	-	23	(23)	-	-
Avon Tyrrell, wellbeing programmes	-	22	(22)	-	-
Co-op Foundation, Policy and campaigning	-	20	(20)	-	-
Action Academy, funding for bikes	-	5	(5)	-	-
Department of Health, The Young People's Health Partnership	-	4	(4)	-	-
Restricted funds - Charity	75	4,337	(4,281)	(50)	81
Ambition, Allendale Property	50	-	-	-	50
Ambition, Hetton Lyons Property	30	-	-	-	30
Restricted Funds - Group	155	4,337	(4,281)	(50)	161

Notes to the financial statements

16 Restricted income funds (continued)

Non-formal education programmes represent funding received from public sector sources and corporate supporters to carry out agreed programmes of non-formal education:

Spirit of 2012 and #iwill Fund, EmpowHER encourages young women and girls to use their voices for positive change.

UPS Foundation, Road Code helps keep young people safe in and around cars and forms the UK arm of the UPS Foundation’s global innovative programme.

Coca Cola European Partners, Reach Up engages 16 to 25 year olds who are either NEET, at risk of becoming NEET or underemployed and empowers them with the confidence, skills and experience needed to feel ready for the work place.

Microsoft, Generation Code Accelerator aims to address the lack of embedded, sustainable digital provision in the youth sector by inspiring and upskilling youth workers to become Digital Changemakers.

Google, Be Internet Citizens is an educational programme that aims to inform young people about media literacy, critical thinking and digital citizenship, with the aim of encouraging young people to have a positive voice online.

Sport England and #iwill Fund, Outdoor Activators engages young people in meaningful social action and physical activity in the outdoors allowing them to develop crucial skills to build bright futures.

Spirit of 2012, Sound Creators supports young female carers to engage in music activities with the aim of reducing loneliness and improving their mental health and wellbeing.

The Coach Foundation, Dream It Real supported young people to have the confidence and skills to truly act on and follow their dreams across the world.

Sport England, Active Youth is dedicated to getting inactive young people involved in physical activity.

David Evans Grass Roots Foundation, Ideas Factory was a pilot programme to provide young people aged 14-25 with an introduction to entrepreneurship.

National Lottery Community Fund, Serious Violence Report gathered insights from young people, to understand not just what young people think causes serious violence but also what they identify as the solutions.

Lloyds Banking Group, Money for Life provides young people with the skills they need to manage their money, feel confident and start talking openly about money.

European Union, Erasmus programme brought together a group of young people from each of the five nations of the UK and Ireland to represent young people and take part in youth influencing projects with the British Irish Parliamentary Assembly (BIPA).

Other restricted funds:

Donations and grants towards capital expenditure represents monies received to support our capital expenditure programme at Avon Tyrrell Outdoor Activity Centre. The amount transferred from the fund represents the capital expenditure from received funds during the year and is transferred to designated funds.

Bursary Fund represents donations and grants received to support our bursary programme enabling access for young people to non-formal educational opportunities.

Clarion Housing Group, Quality and Impact Framework is for the development of an impact evaluation and social action quality mark for youth work.

DCMS, UK Youth Fund funded grants to deliver extra sessions in youth clubs and settings for young people.

Monday Charitable Trust, FutureProof improves the skills of youth workers so they can then use these to help young people navigate emerging safeguarding threats.

NCVO, Safer Social Sector Partnership was spent on producing safeguarding resources as part of the delivery of a new ‘safeguarding gateway’ on the NCVO KnowHow website.

Home Office, FutureProof improves the skills of youth workers so they can then use these to help young people navigate emerging safeguarding threats.

Esmee Fairbairn Trust, core costs represents a grant towards certain core costs of the charity.

Access Foundation, social investment in the youth sector is funds received from Access Foundation were used to carry out research into and promotion of social investment in the youth sector.

Avon Tyrrell, wellbeing programmes used funding to provide activities for disability inclusion and wellbeing programmes supported by multiple donations.

Co-op Foundation, Policy and campaigning was used for Policy and campaigning work.

Action Academy, funding for bikes was used to purchase new bike equipment for Avon Tyrrell Outdoor Activity Centre.

Department of Health, The Young People’s Health Partnership represents the interests of young people and young adults focusing specifically on young people facing health inequalities.

Notes to the financial statements

17 Unrestricted funds

	Funds at 1 April 2019 £'000	Income £'000	Expenditure £'000	Net gains/ (losses) on investments £'000	Transfers £'000	Funds at 31 March 2020 £'000
Group						
General funds	1,227	2,749	(2,632)	(50)	(6)	1,288
Designated funds						
Office relocation fund	134	-	(31)	-	(103)	-
Avon Tyrrell development fund	100	-	-	-	(35)	65
Fixed assets fund	857	-	(129)	-	194	922
	2,318	2,749	(2,792)	(50)	50	2,275
Charity						
General funds	1,088	2,732	(2,618)	(50)	(6)	1,146
Designated funds						
Office relocation fund	134	-	(31)	-	(103)	-
Avon Tyrrell development fund	100	-	-	-	(35)	65
Fixed assets fund	857	-	(129)	-	194	922
	2,179	2,732	(2,778)	(50)	50	2,133

The office relocation designated fund represents funds set aside by trustees to meet the costs of relocating the Charity’s office in London. Following a move to the new office in the year, £31,000 was expended and £103,000 was transferred to the fixed assets fund as part of the refurbishment.

The Avon Tyrrell development designated fund represents funds set aside by the trustees to meet costs of developing the outdoor activity centre at Avon Tyrrell. Capital expenditure of £35,000 was incurred in 2019/20.

The fixed assets designated fund represents the net book value of the tangible fixed assets of the Charity and transfers into this fund have been made accordingly. Freehold properties held for resale by Ambition are not included in the value of this fund.

18 Analysis of assets between funds

	Unrestricted Funds		Restricted Funds	Total 2020
	General £'000	Designated £'000	£'000	£'000
Group				
Tangible assets	240	922	80	1,242
Investments	351	-	-	351
Cash at bank and in hand	3,769	65	81	3,915
Other net current liabilities	(3,026)	-	-	(3,026)
Non current liabilities	(46)	-	-	(46)
Total net assets	1,288	987	161	2,436
Charity				
Tangible assets	-	922	-	922
Investments	350	-	-	350
Cash at bank and in hand	3756	65	81	3,902
Other net current liabilities	(2,914)	-	-	(2,914)
Non current liabilities	(46)	-	-	(46)
Total net assets	1,146	987	81	2,214

Notes to the financial statements

19 Reconciliation of net income to net cash flow from operating activities

	2020 £'000	2019 £'000
Net income for the reporting period as per the statement of financial activities	(37)	198
Adjustments for:		
Depreciation charges	129	118
Losses/(gains) on investments	50	(11)
Dividends, interest and rents from investments	(23)	(35)
Increase in stock	(5)	(3)
(Increase)/decrease in debtors	(160)	112
Increase/(decrease) in creditors	1,700	(761)
Net cash provided by/(used in) operating activities	1,654	(382)

20 Analysis of cash and cash equivalents

	2020 £'000	2019 £'000
Cash at bank and in hand	3,915	2,786

21 Lease commitments

Committments under operating leases are as follows:

	2020 £'000	2019 £'000
Group and Charity		
Land and buildings		
Within 1 year	57	10
2-5 years	387	-
5+ years	491	-
Total	935	10
Equipment		
Within 1 year	27	-
2-5 years	62	-
5+ years	9	-
Total	97	-

22 Impact of the COVID-19 pandemic

In March 2020, the UK Government announced the closure of most businesses due to the COVID-19 pandemic. UK Youth has taken significant steps to secure its significant sources of income as well as putting in place contingency plans to reduce costs while taking rapid and appropriate steps to support its beneficiaries. For UK Youth, the impact of the COVID-19 pandemic has been and will continue to be significant. The Trustees therefore continue to closely monitor the evolving situation in relation to the COVID-19 pandemic and are committed to taking the appropriate actions to support its beneficiaries and safeguard the future of the Charity.



UK YOUTH

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