



ANNUAL REPORT

2021-22



INTRODUCTION

This year, our Home for Advantaged Thinking has taken shape after the launch of our three-year strategy in April 2021. We're pleased with the rapid progress we've made in bringing people together and positively impacting the lives of young people with experience of homelessness.

Over these 12 months, we have built the capacity needed to fulfil the aims of Year One of the strategy by bringing new staff into the team, diversifying and strengthening our Board, and improving the efficiency of our operations and systems. We are delighted that Alastair Wilson, CEO of School for Social Entrepreneurs (SSE), has been appointed as our new Chair to benefit the organisation with his leadership, experience and guidance. We have also welcomed two young Trustees: trained legal expert Fiona Lin and marketing professional Dami Adeyemi both bring a young person's perspective to our Governance.

We are encouraged to have received new funding from forward-thinking organisations John Ellerman Foundation, Paul Hamlyn Foundation, Dulverton Trust, Tudor Trust and Blagrove Trust. This support, including the communities linked to it and our thriving network of services, brings us into a position of stability and strength to build our Home for Advantaged Thinking on.

CONTENTS



CHAIR'S SUMMARY	2-3
CHIEF EXECUTIVE'S SUMMARY	4
THE FOYER COMMUNITY	4
OUR IMPACT	4-7
OUR VISION, MISSION, VALUES AND OBJECTIVES	8-9
ROOM A - YOUTH LEADERSHIP AND ACTIVISM	10-13
ROOM B - QUALITY AND IMPACT	14-16
ROOM C- INFLUENCE	17-19
ROOM D - COMMUNITY	20-21
FUTURE PLANS	22
OUR FINANCIAL REVIEW	23
OUR FINANCIAL STATEMENT	27-38
REFERENCE AND ADMINISTRATIVE DETAILS	39
OUR MEMBERS	40
THANK YOU	41

CHAIR'S SUMMARY



“I HAVE BECOME
CONVINCED THAT
OUR ADVANTAGED
THINKING APPROACH
REALLY WORKS”

This year marks an interesting point in the evolution of the Foyer Federation to join the Board as Chair. The organisation, and the movement it seeks to serve, have been around for 30 years. However, despite the clear and evidenced need for Foyers, their well-documented impact and the remarkable team of committed individuals who champion the approach, the Foyer Federation has had challenging periods in its history.

As I write, it feels like we have emerged from just such a period. I want to thank our dedicated CEO Joel, his excellent team, my brilliant predecessor Andrew Croft and his Board colleagues, and the wide array of dedicated members and supporters who believed in us, stuck with us, and helped us navigate through some testing times. I want to particularly call out Peter Holbrook, CEO of Social Enterprise UK, who was generous in our hour of need and hosted us at a pivotal point. That support proved to be a turning point in a journey that marked our fight back to the healthy, vibrant, growing and secure organisation I inherited as chair.

Our shiniest moments from the year include launching the ambitious Youth Power Fund programme to give Foyers the capacity needed to meaningfully share power with young people, engaging a massive 80% of members in our accreditation, and celebrating two big birthdays – 10 years of Advantaged Thinking and 30 years of the Foyer Federation – with our new Adventures in Advantaged Thinking publication.

Obviously Covid-19 has had a profound impact on us all, but doubtless it has impacted Foyer residents more than most. Prolonged periods of isolation, just at the point in life where you are forming your adult identity, spreading your wings and building your future plans is extremely challenging.

I want to pay tribute to the resilience of our Foyer residents and celebrate the commitment of our dedicated army of Foyer workers and supporting teams who adapted to the situation they found themselves in, whilst continuing to adopt an Advantaged Thinking approach to navigate the way forward. This way of working gave hope in the most difficult of times, whilst keeping our young people safe and their futures on track.

So, what next? Well, we really are blessed with the most fantastic team, board and culture. Together we have some exciting things planned:

- Increasing the representation and power of young people in the charity both at a strategic board and operational level.
- Developing an Advantaged Thinking learning platform with and for young people across the national network of Foyers.

- Building our staff team to ensure we can offer the best opportunities for young people who have experienced homeless. We have created a number of new roles to ensure we have the capacity to deliver our Home for Advantaged Thinking strategy.

In my short time as Chair, I have become convinced that our Advantaged Thinking approach really works. We need to share it, build our movement and ensure that those who engage with our services get the best possible start to their adult lives. Please continue to support our residents, our colleagues and our work.

Alastair Wilson
Chair of the Board of Trustees



CHIEF EXECUTIVE'S SUMMARY

This has been my first full year as Chief Executive of the Foyer Federation and our first year working under the new Home for Advantaged Thinking strategy. It's been a fun, challenging and energising journey with lots of learning along the way. I'm so proud of the team at the Foyer Federation and all the hard-working staff at the Foyers who are united in our vision of a future in which young people can meet their potential and lead the way for others. I have been inspired by the strengths and creativity of young people and the resilience they have shown following the pandemic.

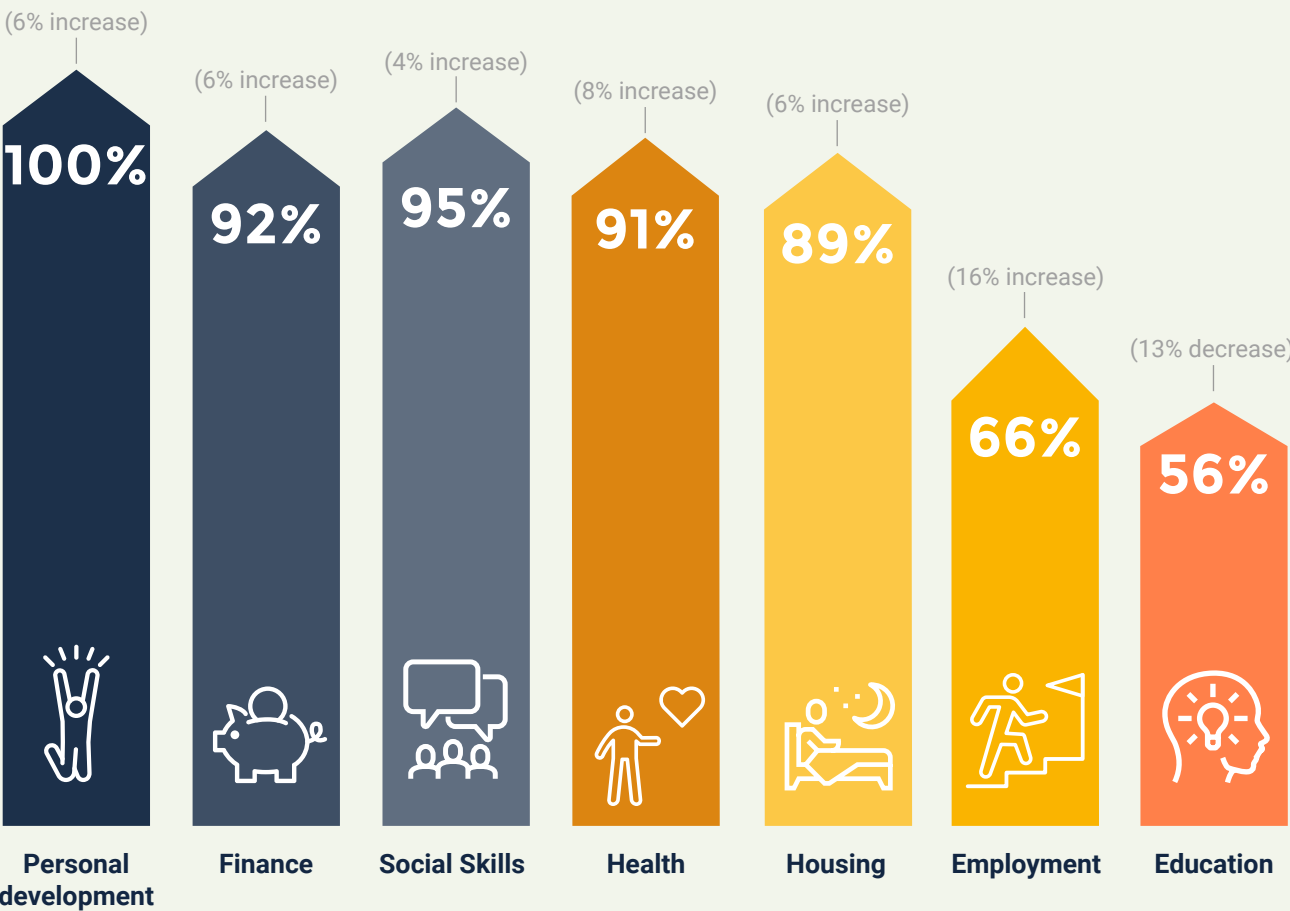
In the following pages, you can read about the impact we're already having and find out more about our future plans for inspiring youth leadership, developing quality services, and growing an Advantaged Thinking movement and community.

Joel Lewis
Chief Executive of the Foyer Federation

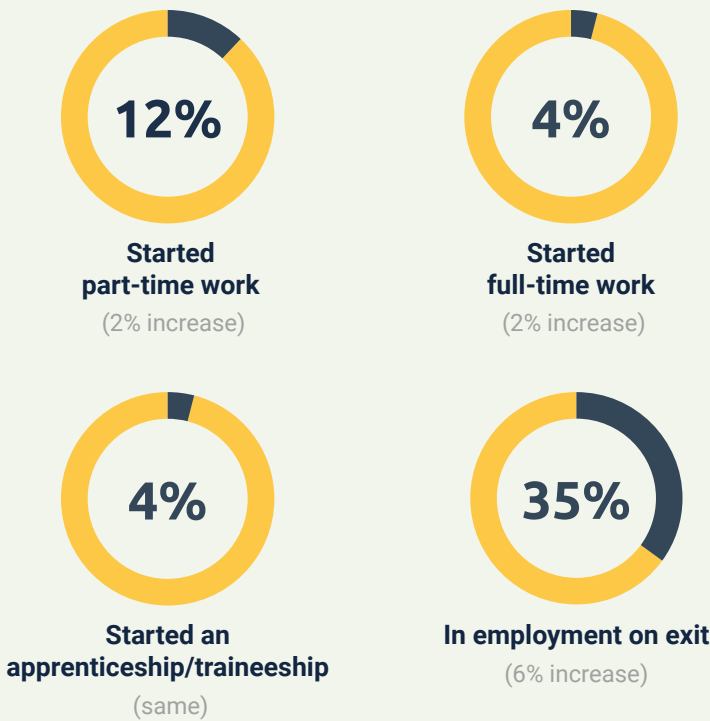
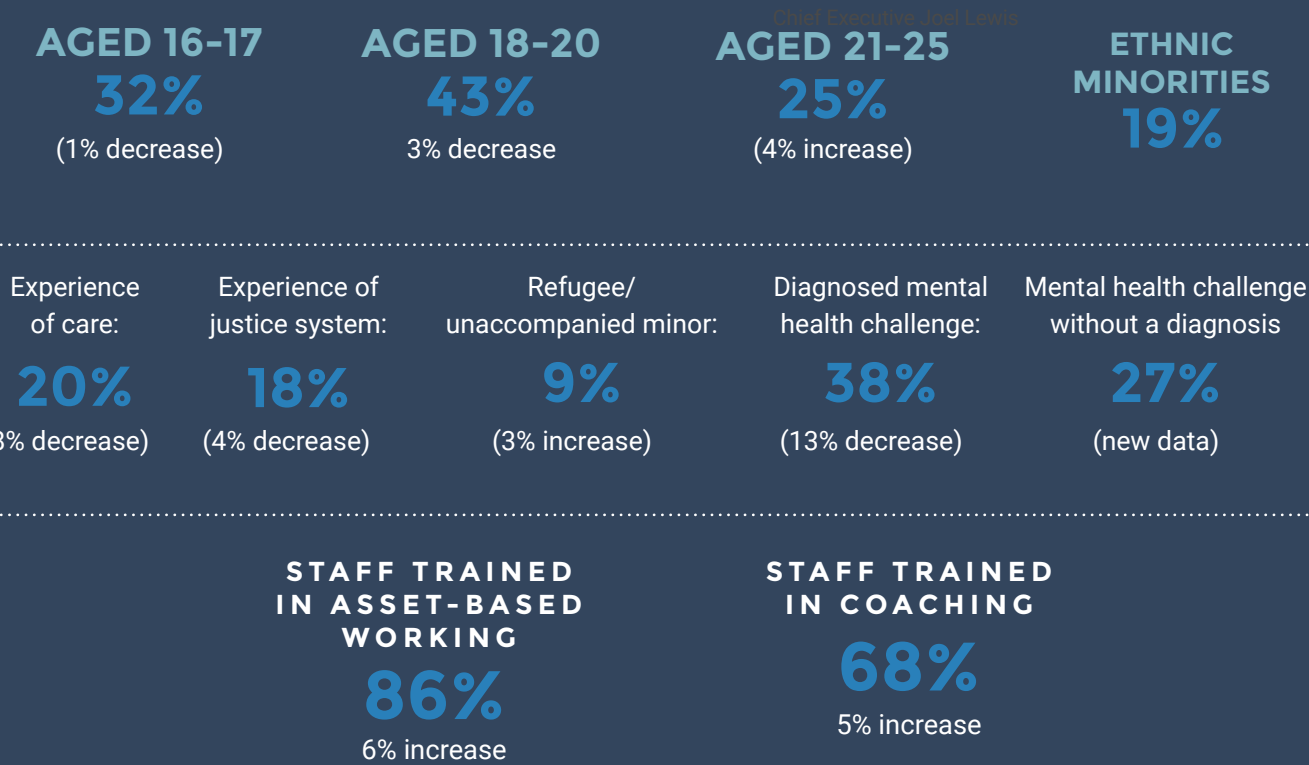


“IT’S BEEN A FUN, CHALLENGING AND ENERGISING JOURNEY WITH LOTS OF LEARNING ALONG THE WAY”

OUR IMPACT



THE FOYER COMMUNITY



*The 2021-22 data is based on figures from 18 services either endorsed or certificated over 2021-22 supporting 859 young people.

OUR MEMBERS SAY...

“

FOR Youth is extremely useful as it allows us to discuss our service with an impartial service which supports us to embrace progress and structure this.

Staff that attend leadership training or innovation day sessions feel re-energised and motivated. This can act as a kick start for some really good work. Staff need to spend this time away from the Foyer to realise why they do what they do and how they play such an important role in making sure each resident succeeds.

Interacting and building relationships with staff across the network is invaluable and helps staff develop their practice which in turn provides a better service to young people. For young people, the opportunity to recognise achievements and be involved in activities and change is vital to build their confidence and resilience as well as changing society's view of young people.

”



YOUNG PEOPLE SAY...

The three biggest challenges facing young people today are:





mental health 83%



mental health problem without a diagnosis 27%



employment 41%



housing 34%

100%
think their Foyer wants to listen to them

74%
want to contribute to leadership in their Foyer

95.7%
of young people feel confident to share their thoughts with their Foyer

43%
want to be involved in decision making

WHAT IS YOUR WISH FOR YOUNG PEOPLE IN THE NEXT YEAR?

“

Make life better for people who suffer with mental health and disabilities

To have succeeded in life ambitions and to be where the best place is for them

To have more opportunities to make decisions about their lives and what is going on. Also to have the confidence to speak out, make those decisions and be happy with their choices

That they feel supported and valued"

That they feel loved and accepted for who they are

I wish young people had better access to support; for employment, mental health and general living. There should be options for young people to learn about things they will need to do in the future: tax, housing, money management etc to allow them to settle into adulthood easier

To keep going and don't let the past beat you down

To have more of a say

”

OUR VISION

At the Foyer Federation, our vision is a truly equitable society in which young people have an equal chance to realise their power and purpose. We believe that a person's strengths, not their circumstances, should shape their future.

We look forward to a future in which all young people take complete ownership and leadership of their futures, and develop the strengths and talents needed for a fulfilling life.

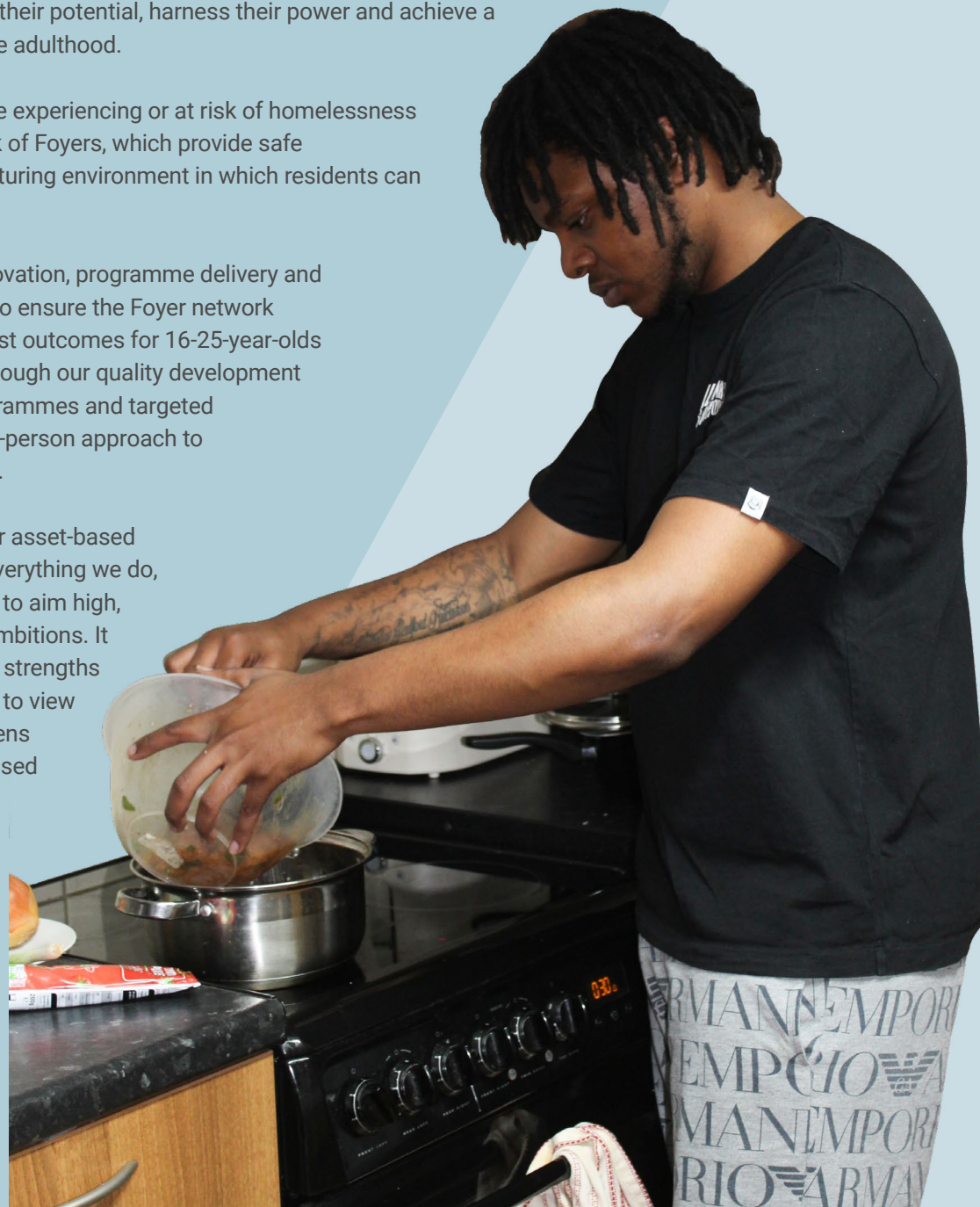
OUR MISSION

We want young people to thrive – not just survive. All young people should have the chance to realise their potential, harness their power and achieve a fulfilling, loving, sustainable adulthood.

We work with young people experiencing or at risk of homelessness through a UK-wide network of Foyers, which provide safe accommodation and a nurturing environment in which residents can live, learn and work.

Our mission is to offer innovation, programme delivery and capacity-building support to ensure the Foyer network continues to secure the best outcomes for 16-25-year-olds who can't live at home. Through our quality development framework, engaging programmes and targeted training, we model a whole-person approach to empowering young people.

Advantaged Thinking is our asset-based philosophy and it guides everything we do, encouraging young people to aim high, dream big and fulfil their ambitions. It focuses on young people's strengths and talents and asks them to view their futures through that lens rather than using deficit-based labels and perceptions.



OUR VALUES

We have five core values that every member of our team upholds in all aspects of our work:



Authentic

Authentic leadership is about sticking to your values, being comfortable in your own skin and not trying to be someone you're not.



Brave

Courage is about having the quiet inner confidence to stand up for what really matters to you.



Loving

Love is at the heart of all we do. It means genuinely looking out for the world around us, and knowing when to be tough and when to be kind.



Maverick

Mavericks are born to be original, quirky and maybe even a bit unpopular to shake things up and make them better.



Savvy

Savviness isn't a science; it's a mindset. It's about being smart and creative, while keeping one eye on the now and one at the end of the game.

OUR OBJECTIVES 2021-2024



Our strategic three-year plan centres around the following four objectives, or 'rooms' in the Home for Advantaged Thinking:

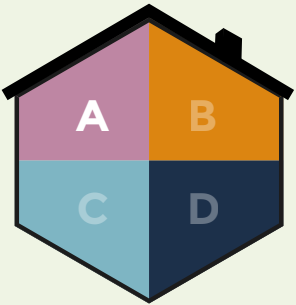
1. Create a space for young people to realise their power and purpose through opportunities for leadership and activism.
2. Develop the capacity, quality and impact of youth services.
3. Communicate and promote a vision for Advantaged Thinking to create the right environment for young people to realise their power and purpose.
4. Grow an Advantaged Thinking network that connects thinkers and doers, fosters learning and shares inspiration.

The Charity Commission's guidance on public benefit, in accordance with section 17 of the Charities' Act 2011, sets out two key principles:

1. The organisation must have an identifiable benefit and
2. The benefit must be to the public or a section of the public.

Trustees have reviewed the vision and mission of the charity in the light of this guidance and have been mindful of it when setting the aims and objectives for the coming year. They believe the activities of the Charity and the achievements detailed in this report clearly demonstrate that the Charity meets both these requirements.

ROOM A YOUTH LEADERSHIP AND ACTIVISM



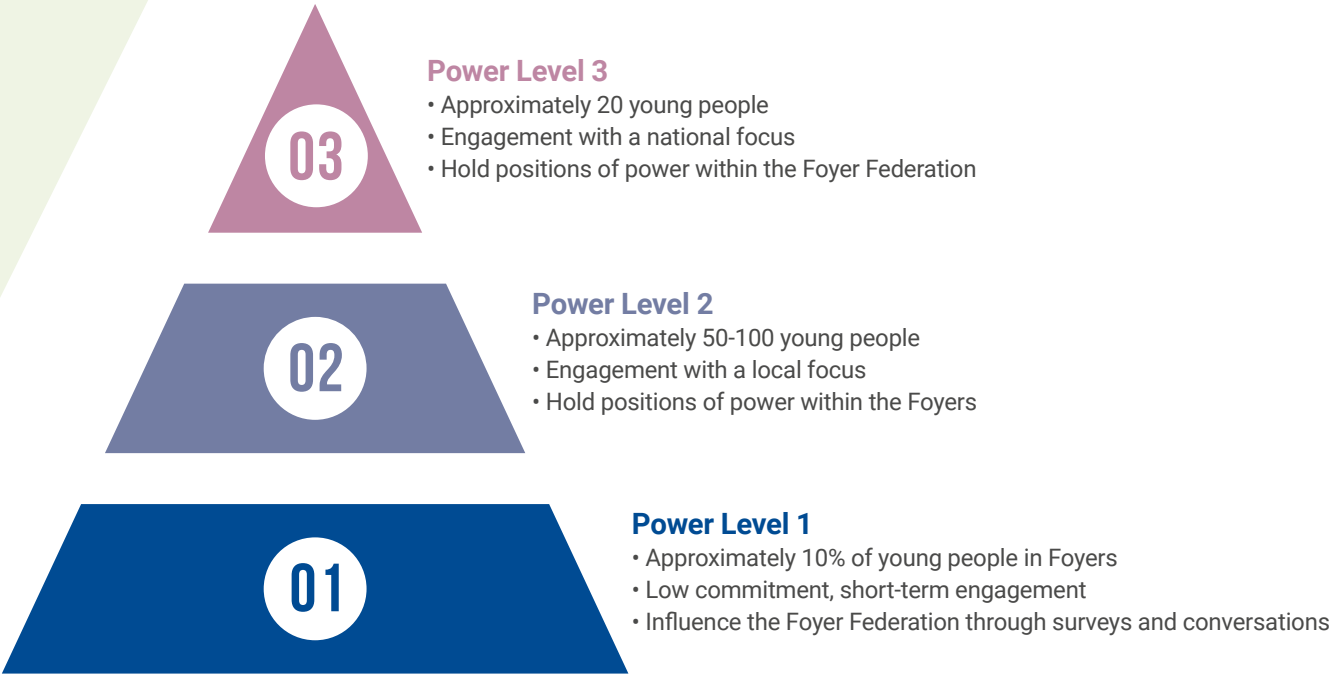
A space for young people to realise their power and purpose through opportunities for youth leadership and activism.

In the Home for Advantaged Thinking, Room A is a positive, energising space where young people can express themselves, experience leadership and influence change. It is a place where young people contribute to and impact on positive outcomes in their environment.

“Listen especially to your young people. You will be amazed at what you can learn.”

Staff at Your Housing Group

Our youth influence and involvement strategy – Power Up Youth – outlines how we intend to meet the goals of Room A. The Power Pyramid summarises how this works:



01 Power Level 1 Involving ALL young people

We want to hear from as many young people as possible – including those least likely to put themselves forward to share their views.

This year, 224 young people responded to our biannual **Big Questions** survey, which asks about what’s worrying, exciting and important for them at that moment in their lives. The headline from both surveys is that young people need better support with their mental health. We’re responding by applying for programme funding to strengthen practice in this area and meet the needs of young people.

This year, as part of our **Talent Bond** programme, we awarded 29 young people up to £250 each to grow a talent or develop a skill they’re passionate about, including:

- A college student buying textbooks to achieve her ambition of studying law.
- A young sportswoman setting up a netball team in her community.
- A passionate cyclist funding his training as a cycle mechanic.

We worked with a panel of young people who made the decisions about which applicants to award funding to, facilitating an experience of managing a budget and having decision-making power. Our Talent Bonds for 2021-22 were funded by the SpeedoMick Foundation and donations from the public as part of our Big Give Christmas Challenge campaign.

“The realisation of my powerlessness when I was homeless then led to me wanting to take more power in who I am, where I want to be and what I can do about it. It highlighted how quiet young people’s voices are in a world that could be more welcoming of fresh ideas.”

Young Person,
CHADD On-Route Foyer

02

Power Level 2 Building youth power in local services

Experiencing power and leadership within a local Foyer service is crucial to enable young people to lead and influence their communities and on a national scale. To support services to facilitate these experiences and to grow this practice sustainably, we need to increase the knowledge and capacity of staff in this area, as well as providing resources to enable experimentation and find new approaches.

We worked with a young person to co-develop and co-deliver a new training workshop, called Powering Up Youth, to grow knowledge and understanding of power within youth supported housing services and explore practical, personalised steps each Foyer can take towards increasing the influence young people have.

To help spark innovation and explore new ideas, we launched our exciting grantmaking programme, the Youth Power Fund, in partnership with Blagrove Trust. The fund awards four Foyers up to £15,000 per year for three years to enable them to embed sustainable practices that grow young people's power in their service, the local community and beyond. A further three services will receive £5,000 for one year to experiment with sharing power, with one of these services receiving £15,000 per year for the last two years of the programme.

A group of young people helped to establish the funding criteria, develop a working definition of meaningful power and create the application questions. The decision-making panel was heavily weighted in favour of young people, with two members of Foyer Federation staff, one young Trustee, and five young people – three of whom have experience of homelessness. Young panellists also joined the Foyer Federation team on project development visits to delve deeper into successful applications and offer support and innovation to services. Our Young Consultants are recognised for their time and expertise with monetary, voucher or equipment rewards to the amount of the national living wage.

The Youth Power Fund ingredients of meaningful power:

- Young people have real responsibility and a sense of ownership for the project, or a fundamental element of the project.
- Young people are passionately listened to by their peers, Foyer staff and other collaborators, and are communicated with in a clear, timely manner.
- Young people are demonstrably trusted by their peers, Foyer staff and other collaborators.
- Young people are able to make changes or take important decisions affecting the project.
- Young people feel confident to share their ideas and comfortable taking positive risks.
- Young people are contributing to something that has a positive impact on other people.



03

Power Level 3 Young people influencing on a national scale

We are delighted to have recruited two young people to our Board of Trustees, bringing their much-needed perspective to our governance. Dami had been part of our work through her involvement with a member service, and Fiona brings a wealth of legal training and experience to our Board.

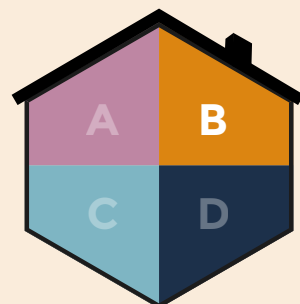
We also launched a campaigning programme, named Power Pioneers, with facilitation support from the Sheila McKechnie Foundation. This programme was designed to enable young people to build their changemaking skills, including peer researching, storytelling and campaigning. The ongoing pandemic delayed our in-person delivery, but we were pleased to be able to run a short series of online workshops with the group through the lockdowns. We look forward to continuing this programme next year.

"It has been a really positive experience being able to express and speak about problems that are affecting our society today and being able to speak about it and find solutions as a group."

Young Person, Power Pioneer



ROOM B QUALITY AND IMPACT



Where we develop the capacity, quality and impact of youth services.

In the Home for Advantaged Thinking, Room B centres around how we ensure a high-quality experience for young people in supported accommodation and put asset-based approaches into practice. Our robust quality development programme, training and resources help services deliver and measure the positive impact Advantaged Thinking brings to the lives of young people.



“

"The benefit of taking part in [accreditation] is that we are able to review the quality of work we offer our young people. The process also enables us to see what areas we are strong in and where we may need to develop."

Enfield Foyer, FOR Youth Survey

”

80% of members are engaged in our quality development and accreditation, developing their Advantaged Thinking practice and measurably growing their impact with young people. In July 2021, the accreditation panel awarded the highest possible rating of Strategically Strong and Operationally Strong to six services: four Your Housing Group Foyers, SAHA's Newhaven Foyer and Christian Action Housing's Enfield Foyer.

To ensure our quality development offer is meeting the current needs, ambitions and realities of our members, we asked services to respond to a survey. Accredited Foyers reported that the greatest benefits of involvement in the journey are the ability to reflect on their offer and to prove their impact to internal stakeholders. They also value the positive impact on staff motivation, making change in the service and being able to strengthen their Advantaged Thinking practice.

“

"FOR Youth is a great assessment tool to recognise strengths and identify areas of development and influence. Utilising all the assessment data creates a QDP that is a strong tool in further developing the local Foyer service, rather than being a generic tool."

Your Housing Group, FOR Youth Survey

”

Key quotes and learnings from the accreditation survey:

96% of participants stated they are likely to continue with the FOR Youth quality assurance journey in following years

92% stated that they would recommend FOR Youth to another service

"It's made us think and given us a framework against which to support new staff and understand more about the ethos and mindset of our Foyer."

"The biggest benefit for managers is to stop and look in the mirror, seeing your service, warts and all, and measuring your starting point. Creating the QPD allowed teams to build on good practice already identified and put things in place to bring other areas up to speed. This in turn supported staff teams to get back to pre-pandemic levels particularly around engagement with young people. Involving all staff led to teams being more engaged and inspired"

"FOR Youth enables and encourages supported housing services to continuously build how they provide a service to the young people they work with. This empowers the young people to have a say in the support they receive and move on to be influential members of the communities they live within."



Our core **training** offer includes day-long workshops in Advantaged Thinking and Coaching, both of which explore a mixture of theory and practical approaches. Throughout the year, we upskilled 76 members of Foyer staff through our Advantaged Thinking and Coaching training workshops – 100% of whom reported that they would recommend the training to others. We also offer Resilience training online to promote positive wellbeing and team culture.

“

"It has been powerful to spend time critiquing my service with this framework. I will spend more time thinking about it, and discuss it with my manager and team colleagues."

Advantaged Thinking trainee

”

“

"Having attended this training course it has become clear how much more we can achieve and the dramatic inspiring changes this can bring to our young people. Really eager to see where we are once we have implemented some of the changes."

Staff trainee, Powering Up Youth

”

As part of our focus on building young people's power, we added the new Powering Up Youth workshop to our offer to help Advantaged Thinking services to grow youth power meaningfully and sustainably. We delivered this new workshop to CHADD's On-Route Foyer and were glad to receive positive feedback from attendees.

With the addition of this new workshop, we now offer training in four of the five key areas staff told us they would benefit from support in. These are:

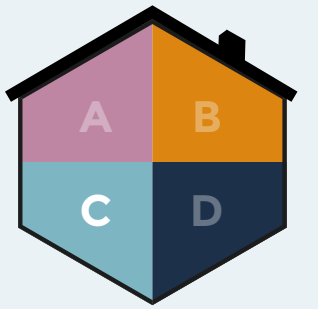
- Embedding youth leadership (57.1% said they would benefit from this)
- Coaching (51.4%)
- Self-care and resilience (48.6%)
- Advantaged Thinking (42.9%)

The fifth area staff would like support in is engaging young people (62.9%). This is a consistent area of focus in our network events, where staff can learn from each other's knowledge and experience, share tools and resources, and innovate to find new solutions.

We have continued to co-create two key handbooks with our network, both of which are designed to be developed module by module over time. These are the **Advantaged Thinking Practice** and **Advantaged Thinking People handbooks**, written with our accredited and Investor Foyers respectively. These tools capture the best practice of these high-quality services, along with research and Foyer Federation knowledge and experience, to offer services a guide to working in an Advantaged Thinking way with young people and with staff.



ROOM C INFLUENCE



Where we communicate and promote a vision of Advantaged Thinking that creates the right environment for young people to realise their power and purpose.



Room C is an inspiring and influential space where Advantaged Thinking forges a united movement, creating a platform for the voices of young people with lived experience to influence services, public perception, policy and reform.

For 30 years, the Foyer Federation and its members have sought to influence and inspire a high-quality, impactful way of working with young people in supported housing. Our aim is to inspire our partners, stakeholders and the community – including the wider youth sector – to invest in Advantaged Thinking approaches and services to facilitate powerful outcomes for and with young people.

“I'm really passionate about changing society and delivering positive developments for people like me. I often felt that no one really represented my opinion locally and I could only find like-minded people online.”

On-Route Foyer, CHADD, funding application

“I was over the moon when I won the award, I couldn't be more proud with how far I came from being at CHADD house and doing the craft sessions and now I've become self-employed doing my own craft. I couldn't thank CHADD house enough for pushing me to go for my dream.”

Charlotte Staves, Top Champion
‘Flying the nest’ – Young Leader Award

In November, in partnership with LiveWest, Clarion Futures and Inspire Chilli, we co-delivered the fourth Room for Young People Awards in Birmingham. This sector-wide event provides a fantastic platform for young people with experience of homelessness to have their achievements and progress recognised on the national stage. We were thrilled to see 15 inspirational young people from our network taking home awards on the night, and loved the music and poetry performances showcasing the talent that young people bring to our member services every day.

In May, we hosted an energising celebration event to mark 10 years of Advantaged Thinking. Our co-hosts for the event were Your Housing Groups and Colin Falconer of Inspire Chilli. We were joined by more than 100 people from all over the world – our powerful global community and members of the Advantaged Thinking movement.

Inspiring speakers included colleagues from services in Ireland and Australia, commissioners committed to funding Advantaged Thinking services, forward-thinking funders who see the benefits of working in this way, and our Chief Executive Joel Lewis who shared the future vision for Advantaged Thinking. From the UK and Ireland to France, the Netherlands, Japan, Australia and Greece, the global power and passion for young people was deeply felt.



Our Patron for Advantaged Thinking David Gold summarised the event in one phrase: ‘Advantaged Thinking is pure sunshine.’

“Equip and enable young people to become Advantaged Thinking advocates rather than staff ‘owning the rights’ to the ethos on our schemes. I want a young person to say, ‘they had this thing called Advantaged Thinking there and we learnt to turn negatives into positives.’”

Adventures in Advantaged Thinking

In January 2022 we celebrated a second significant milestone – the **Foyer Federation's 30th birthday**. To mark this special occasion we created a new publication called *Adventures in Advantaged Thinking*, designed to outline the **Advantaged Thinking** journey we've been on and highlight the demonstrable impact of working in this way.

We partnered again with Colin Falconer and Your Housing Group's four Foyers on this ground-breaking project. Young people and staff from Bridge, Coops, Ravenhead and Verve Place Foyers contributed their views and experiences, showing how Advantaged Thinking looks and feels to them. This in-depth exploration of the different facets of Advantaged Thinking will, we hope, inspire quality, consistent practice in the sector led by our network of forward-thinking Foyers.

Of course, it's the young people we work with that have the real power to influence by sharing their stories and growing into thriving futures. We've continued to tell the inspiring stories of young people, amplifying their voices using our social media channels, website and newsletters.

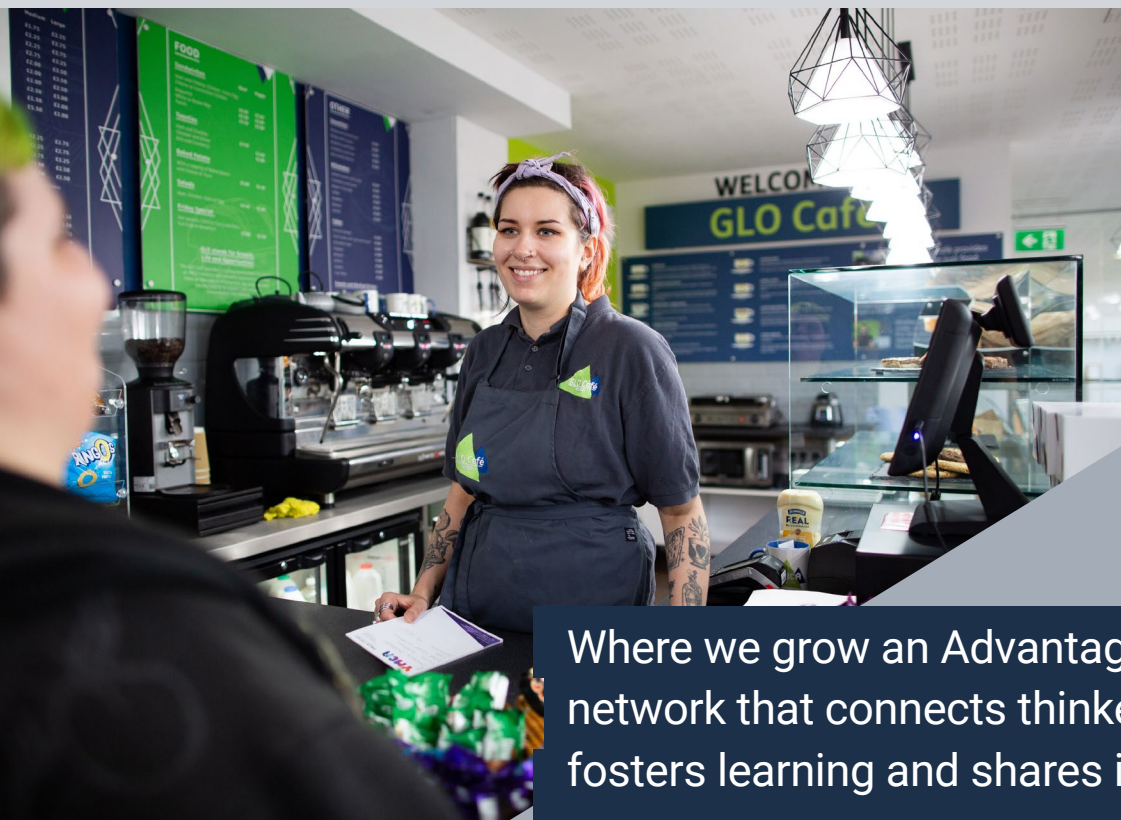
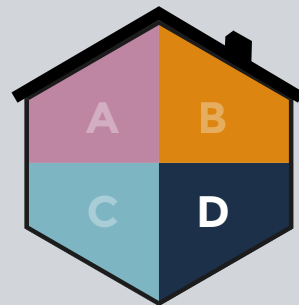


“Advantaged Thinking has enabled us to break that cycle of viewing young people as a collection of faults, a flawed and broken mechanism that must be fixed. Instead, it has gifted us with a new mindset coupled with a revised glossary of terms such as ‘talent’, ‘worth’, ‘positivity’, ‘value’, ‘aspiration’ and ‘skill’.”

Adventures in Advantaged Thinking



ROOM D COMMUNITY



Where we grow an Advantaged Thinking network that connects thinkers and doers, fosters learning and shares inspiration.



Working together as a community makes us stronger. When we are able to share experiences, inspire and learn from one another, we are more resilient to challenges. Room D is about connecting people to achieve common goals, share best practice and experience, and learn from and support each other. We want to deepen and grow our national community of practice, utilising peer learning, inspiration and innovation to grow resilience and sustainability within services.

“

"There is phenomenal value in collaborating, sharing and connecting with like-minded organisations to achieve a common goal, especially in a high-pressure environment like youth work."

The Foyer Federation

”

“

Our **comrade network** – a peer learning opportunity for staff working in local services – connected people across the length and breadth of the country to enable practice sharing and development. 16 members of staff from 11 Foyers took part in this in 2021-22, enabling one-to-one practice sharing across our network.

"I have really enjoyed the two meetings we have had so far and each time there have been tangible things I have come away with to action. James' knowledge and insights are invaluable. Comrade Network is such a good idea and thanks for pairing me up with James."

Comrade Network participant

”

Each year, we run a series of national events for staff across the network to connect with each other, share learnings and new ideas, and get creative around the subjects of most interest to them. Covid-19 impacted our ability to deliver in-person events for the first half of the year, but we more than made up for it with the hugely celebratory Great Gatherings in Bristol and Manchester, bringing together a total of 63 people from 30 Foyers for the first time since March 2020. The events included inspiring speakers, innovation workshops and the chance to network after a year and a half of skeleton shifts and social distancing.

Young leaders who live or have lived in Foyers were celebrated to the max at the Room for Young People Awards. In total, 16 of the 18 winners and five of the six Top Champions represented services within our network. These young people have demonstrated leadership skills in their own lives, in their Foyers and in their communities during one of the most challenging periods of our history.

A young person employed as the Foyer Federation's Youth Development Coordinator through the Kickstart scheme took on the challenge of co-designing and co-running the event along with young people from Clarion Housing and Inspire Chilli. She co-hosted a series of virtual Conversations about topics important to young people, as well as hosting with buckets of charisma on the night.





FUTURE PLANS

The Foyer Federation is now one year into its Home for Advantaged Thinking strategy and we've made significant progress on each of the strategy rooms within the home.

Over the next year we are seeking to build our staff senior leadership team with a new Head of Learning and Impact as well as bringing in key staff to focus on communications, core operations, programme delivery, and network and youth engagement.

We have started planning for the development of a new website and refreshed brand for Advantaged Thinking in line with strategy Room C. We will also focus on growing our network of members both through advocacy for new Foyers and by working with forward-thinking housing associations and charities who want to develop Advantaged Thinking youth housing services.

We will seek new funding partnerships around the needs of the network and based on the insights we receive from staff and young people in Foyers.

Finally, we will continue to strengthen the communities of practice and programme activities developed during this year.



OUR FINANCIAL REVIEW

The Foyer Federation showed a strong financial performance this year, outperforming its budget through a combination of strong earned income performance, particularly Membership related Income, stable fundraising performance, and careful cost control.

The Foyer Federation's income for 2021-22 reflected three income streams. 58% of income came from restricted and unrestricted grant income and 42% via membership related fees, consultancy and quality assurance work.

Grant making trusts have been supportive and sources of restricted and unrestricted income streams have been highlighted in the financial statements of this report. Despite the challenges of the global pandemic and the ongoing uncertainties of the external landscape, 2020/21 was in many respects a successful year.

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. We look to invest in new staff posts, our supporter database and other marketing resources as part of a phased approach to building a strong team of fundraising and communication specialists to ensure that The Foyer Federation remains a sustainable organisation.

Despite the challenges, the end of year achieved a surplus of circa £68k (FY 20-21- £36k). The Charity's success is a good reflection of the Trustees and the Executive team's contributions and achieved a successful year with a very limited resource in generating alternative funds.

At 31 March 2022, total unrestricted reserves stand at circa £164k compared to circa £96k in 2021 with a healthy cash in bank position of circa £267k (FY 2021 was 212k).

Our reserves policy states that it is the intention of Trustees to build reserves from unrestricted income that can be used for three purposes:

- to support innovative projects which need a period of testing and development and whose outcome may support future funding business development projects
- to support the strategic direction of the charity and, where necessary, to underwrite the costs of strategic change
- to cover support costs and unplanned expenditure in periods where these are not covered by grant income.

Going concern

The Board of Trustees has reviewed the financial position and consequently believes there are sufficient resources to manage any foreseeable operational or financial risks. The board therefore considers there is a reasonable expectation that Foyer Federation has adequate resources to continue in operational existence for at least a year from the date of signing this Trustees' Report and Accounts and for the foreseeable future. For this reason the board of Trustees continues to adopt the going concern basis of accounting in preparing the accounts.

Policies and procedures

A complete review of all policies and procedures was completed during the year to ensure that they reflect the new structure, approach, and size of the organisation. While a small proportion of the work is still ongoing, the vast majority has been completed, including the vital reads of safeguarding, data protection, HR and finance. Newly approved policies include the Safeguarding Policy, Whistleblowing, Health and Safety, Reserves, Anti-Bribery and Money Laundering Policy and Equality, Diversity and Inclusion Policy.

Fundraising statement

The Foyer Federation recognises that, in accepting funding from statutory bodies, it must consider the policy implications and obligations that might be tied to it and ensure that these do not contravene the aims of The Foyer Federation. The Foyer Federation can seek to raise funds from a series of charitable Trusts and Foundations, but recognises that, simply because these have been registered with the Charity Commission does not mean that they are ethical givers. The Foyer Federation therefore does not accept money from any charitable Trust if it is a requirement of grant receipt to advertise any company or organisation whose activities run contrary to the Foyer Federation's aims.

The Foyer Federation will maintain accountability and open and honest relationships with all its partners, by regularly monitoring and evaluating its work. This statement of policy is meant as a working guide for the Foyer Federation. Any final decisions will be governed by the Board of Trustees. It is the duty of the Board to advise of any potential conflicts of interest with regards to funding or partnerships, and for the Board to act in the best interests of the Foyer Federation at all times.

Pay policy for senior staff

The salaries of the Chief Executive and other members of the Executive are reviewed, along with those of all staff employed by the Charity, on an annual basis as the Charity sets its budget for the coming year. Salaries are benchmarked against equivalent roles in the sector, and Trustees agree the salaries of senior staff. Trustees also take an annual view as to whether to instigate a cost of living increase for all staff.

Reserves policy

As part of financial management and forward planning, we do not wish to hold levels of reserves which may tie up money unnecessarily, and limit the amount spent on the potential benefits we provide. We wish to strike a balance to protect our solvency and future activities.

We have an established agreement amongst Trustees to hold up to three months' operating costs in reserve. In addition the Trustees may choose to set aside designated funds for a specific project or purpose for the next financial year.

We have a risk management policy and process which enables Trustees to monitor financial risk to the organisation in relation to achieving our strategic plan and operating our core offer to members and young people. Bi-monthly finance committee meetings and at least four board meetings a year provide opportunity to scrutinise risk.

The strategic plan contains activities that cannot be met from a single year's funding, and we are developing an income generation strategy to ensure funds are there to deliver the plan. We are also alert to the possibility of unexpected risks to the charity which are monitored through the risk register.

It is the intention of Trustees to build reserves from unrestricted income. Trustees believe this to be prudent and necessary for a number of purposes:

1. To enable the organisation to continue to operate while finalising future income streams;
2. To support innovative projects which need a period of testing and development and whose outcome may support future funding bids;
3. To support the strategic direction of the charity and, where necessary, to underwrite the costs of strategic change;
4. To cover support costs and unplanned expenditure in periods when these are not covered by generated income.
5. To give Trustees time to take appropriate action if income falls below expectations;
6. To fund short-term deficits in a cash budget i.e. before a funding grant is received

Risk management

The Foyer Federation has a formal risk management process through which the major risks to which the organisation may be exposed are ranked by likelihood and impact, culminating in a risk control document which is updated on a regular basis. The Trustees review all significant risks together with current mitigation and control actions regularly throughout the year. The Trustees are satisfied that systems have been developed and are in place to mitigate identified risks to an acceptable level.

The principal risk facing the charity is the ability to secure a stable and diverse funding base; increasing generated income is central to the charity's future success. However, recent successes with core and programme funding bids have reduced the urgency in generating traded income. The introduction of a new member of the senior management team focussing on income generation through partnership development will mitigate future risks around sustainable income.

Governing document

The Foyer Federation is a company limited by guarantee governed by its Memorandum and Articles of Association, adopted 29th January 1992 and amended by special resolutions passed 17th August 1994, 14th July 1998, and 19th January 2015. It is registered as a charity with the Charity Commission. Members of the Company are the Trustees of the organisation, each of whom agrees to contribute £1 towards the costs of dissolution in the event of the Charity winding up.

Trustees

The Chair is appointed by unanimous agreement of the Board of Trustees. Trustees have the power to appoint other Trustees, three of whom are elected from the membership of the UK Foyer network (as distinct from membership of the Company). Trustees also have the power to co-opt additional members to fill specialist roles.

Our Trustee Kathy Gilmore came to the end of her six years tenure on the Board of Trustees and stepped down in October 2020. Kathy brought great experience as a network Trustee and her input was invaluable over the years. Kathy has continued to serve as a co-opted member of the Finance, Audit & Risk Committee during the 2021-2022 financial year.

The organisation prioritised the recruitment of a new Chair during the period as Andrew Croft's term came to an end on 24th January 2022. Alastair Wilson was appointed as Chair on 24th January 2022.

Fiona Jia-Ying Lin was appointed as a Trustee on 15th September 2021, lending professional expertise to the Board around risk, compliance and legal matters.

The Charity also prioritised the recruitment of Young Trustees as part of its aim to bring young people into the heart of the decision making process and to seek a more diverse representation of views and lived experiences, as part of its equality, diversity and inclusion policy. Hannah Oluwadamilara Adeyemi was appointed as a Young Trustee on 3rd January 2022. The Board continued its activity to promote the opportunity for an additional Young Trustee to join the Board in the 2022-2023 financial year.

All new Trustees undergo an induction process which includes briefings on their legal obligations under charity law, the Charity Commission guidance on public benefit, and informs them of the content of the Memorandum and Articles of Association, the committee and decision making processes, the business plan and recent financial performance of the charity. During the induction they meet key employees and other Trustees. Trustees are encouraged to attend appropriate training events where these will facilitate the undertaking of their role.

During the period, the Charity piloted a new approach to induction specifically aimed to support Young Trustees to develop their confidence and engagement. This involves receipt of a 'learning agenda' for every Board meeting, compiled by the Company Secretary, which is an annotated agenda providing contextual information to boost learning on specific topics and an indication of the types of questioning could deploy. A Board member on rotation then talks through the learning agenda with the Young Trustee ahead of the Board meeting, giving the opportunity to ask questions and build on the learning ahead of the Board meeting itself. A Trustee then holds a virtual mentoring session post-Board meeting with the Young Trustee to review the meeting and learning and identify any further priorities for development. This has been met very positively by the Board and the Young Trustee concerned.

The Board of Trustees administers the charity. The Board normally meets quarterly and there are sub-committees covering Finance, Audit & Risk and Nominations. A Chief Executive is appointed by the Trustees to manage the day-to-day operations of the Charity. The Chief Executive has delegated authority, within terms of delegation approved by Trustees, for operational matters including finance, employment, and the delivery of services to members and partners.

No Trustee receives remuneration or other benefit from their work with the charity, aside from the reimbursement of out-of-pocket expenses. Any connection between a Trustee or senior manager of the charity and any supplier of services to the charity must be disclosed to the full Board of Trustees, as with any other contractual relationship with a related party. A formal Register of Interests is maintained and managed by the Company Secretary and is updated annually and as new interests arise. Trustees are prompted to declare interests in agenda items at the start of every committee and Board meeting. The Board of Trustees has an agreed process whereby supply contracts over a certain value must be tendered openly. In the current year related party transactions have been disclosed in note 4.

Trustees' responsibilities in relation to the financial statements

The Charity Trustees (who are also the Directors of the Foyer Federation for the purposes of company law) are responsible for preparing a Trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Charity Trustees to prepare financial statements for each year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, for that period. In preparing the financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial

statements;

- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Statement as to disclosure to our Independent Examiner

In so far as the Trustees are aware at the time of approving our Trustees' annual report:

- There is no relevant information, being information needed by the Independent Examiner in connection with preparing their report, of which the charity's Independent Examiner is unaware, and
- The Trustees, having made enquiries of fellow Directors and the Charity's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a Director in order to make themselves aware of any relevant information and to establish that the Independent examiner is aware of that information
- The Trustees have prepared the report in accordance with the special provisions relating to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

By order of the Board of Trustees:



Alastair Wilson

Chair of the Board of Trustees Date:
15/11/2022

OUR FINANCIAL STATEMENT

I report to the Charity trustees (Directors for the purpose of Company law) on my examination of the financial statements of the Foyer Federation for the year ended 31 March 2021.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the institute of Chartered Accountants of England and Wales (ICAEW), which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Use of my report

This report is made solely to the Board, in accordance with section 145 of the Charities Act 2011. My independent examination has been undertaken so that I might state to the Board those matters I am required to state to them in an Independent Examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Board, for my independent examination or for this report.



James Foskett BSc (Hons), FCA, DChA
Cansdales Business Advisers Limited
Bourbon Court
Nightingales Corner
Little Chalfont
Bucks HP7 9QS
Dated: 16th November 2022

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED ON 31 MARCH 2021

		Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
	Notes						
Income from:							
Donations and legacies	4	5,377	-	5,377	13,883	-	13,883
Charitable activities	5	293,233	111,530	404,763	169,295	100,000	269,295
Total income		298,610	111,530	410,140	183,178	100,000	283,178
Expenditure on:							
Charitable activities	6	230,669	111,530	342,199	122,556	100,000	222,556
Net income for the year/ Net movement in funds		67,941	-	67,941	60,622	-	60,622
Fund balances at 1 April 2021		96,445	-	96,445	35,823	-	35,823
Fund balances at 31 March 2022		164,386	-	164,386	96,445	-	96,445

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

All income and expenditure derive from continuing activities. All transactions are unrestricted.

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

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED ON 31 MARCH 2021

		2022			
	Notes	£	£	£	£
2021					
Fixed assets					
Intangible assets	9		4,000		-
Tangible assets	10		2,654		1,715
			6,654		1,715
Current assets					
Debtors	11	8,496		8,734	
Cash at bank and in hand		266,793		211,633	
		275,289		220,367	
Creditors: amounts falling due within one year	12	(117,557)		(93,418)	
Net current assets			157,732		126,949
Total assets less current liabilities			164,386		128,664
Creditors: amounts falling due after more than one year	13		-		(32,219)
Net assets			164,386		96,445
Income funds					
Unrestricted funds			164,386		96,445
			164,386		96,445

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2022. The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements. The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476. These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime. The financial statements were approved by the Trustees on 15 November 2022



Alastair Wilson
Chair of the Board of Trustees
Date: 15/11/2022
Company registration number 02699839

1 Accounting policies

Charity information

The Foyer Federation is a company limited by guarantee incorporated in England and Wales. The registered office can be found on the legal and administrative page. At 31 March 2022 there were 8 members (2021: 6), all of who have undertaken to contribute £1 to the company's assets in the event of the company being wound up.

Accounting Convention

The financial statements have been prepared in accordance with the Charitable Company's [governing document], the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The Charitable Company is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.1 Preparation of the accounts on a going concern basis

In order to comply with the principle of going concern, the trustees have considered at length the Charity's current and future planned business activities including uncertainty around current and future income, the current level of reserves and the principal risks as set out in the Report of Board of Trustees. The Trustees regularly reviews the Foyer's financial forecast, adjusting it as appropriate and amending related

costs as appropriate. The trustees are satisfied that the Charity will be able to operate within the level of its existing and forecast funds and reserves for the foreseeable future. As such, the accounts are prepared on a going concern basis.

1.2 Charitable funds

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

Designated funds are unrestricted funds of the charity, which the trustees have decided at their discretion to set aside to use for a specific purpose.

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

1.3 Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met; it is probable that the income will be received and the amount can be measured reliably. Recognition of income is deferred where condition specify that such income relates to future accounting periods. Where donors specify that funds are for specific purposes such income is included in incoming resources of restricted funds.

Donations and gifts are included in full in the Statement of Financial Activities when there is entitlement, probability of receipt and the amount of income receivable can be measured reliably.

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

Investment is recognised on a receivable basis once the amounts can be measured reliably.

1.4 Expenditure

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

Cost of raising funds comprise the percentage costs of a designated member of staff whose role contains funding development as well as any direct costs relating to fundraising and their associated support costs.

Expenditure on charitable activities includes the costs of all activities undertaken to further the purposes of the charity relating to the strategic vision and their associated support costs.

Allocation of support costs

Support costs are those functions that assist the work of the charity but do not undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the Charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities.

Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

1.5 Intangible fixed assets other than goodwill

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

Intangible assets acquired on business combinations are recognised separately from goodwill at the acquisition date where it is probable that the expected future economic benefits that are attributable to the asset will flow to the entity and the fair value of the asset can be measured reliably; the intangible asset arises from contractual or other legal rights; and the intangible asset is separable from the entity.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. All assets with a life of more than 12 months over £500 are capitalised. Depreciation is calculated on a straight line basis to write down the value of the assets over their expected useful lives at the following rates:

Leasehold improvements	Over the Lifetime of the Lease
Plant and equipment	20% Per Annum
Fixtures and fittings	20% Per Annum
Computers	33.3% Per Annum

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments, including trade and other debtors and creditors are initially recognised at transaction value and subsequently measured at their settlement value.

1.9 Employee benefits

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

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

The Foyer Federation operates a defined contribution pension scheme for the benefit of its employees. The assets of the scheme are held independently from those of the Foyer Federation in an independently administered fund. The pension costs charged in the financial statements represent the contributions payable during the year.

1.10 Leases

Rentals payable under operating leases are charged in the Statement of Financial Activities on a straight-line basis over the life of the lease.

1.11 Debtors

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

1.12 Creditors and provisions

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

2 Judgement in applying accounting policies and key resources of estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Although these estimates are based on management's best knowledge of the amount, events or actions, actual results may ultimately differ from those estimates. The trustees consider the following items to be areas subject to estimation and judgement.

3 Depreciation

The usual economic lives of tangible fixed assets are based on management's judgement and experience. When management identifies that actual useful lives differ materially from the estimates used to calculate depreciation, that charge is adjusted retrospectively. As tangible fixed assets are not significant variances between actual and estimated useful economic lives will not a material impact on the operating results. Historically no changes have been required.

4 Donations and legacies

Donations and gifts
Government Grant

Unrestricted funds	Unrestricted funds
2022	2021
£	£

5,377	6,310
-	7,573

5,377	13,883
-------	--------

5 Charitable activities

FOR Youth Accreditation programme
Listening Fund - Power Up grant
Paul Hamlyn Foundation - Core Grant
Albert Hunt Trust
Dulverton Trust - Core Grant
The Blagrove Trust - Youth Power Fund
Tudor Trust - Core Grant
Access Foundation Enterprise Programme
Garfield Weston Foundation - Core Grant
John Ellerman Foundation - Core Grant
Network membership fees
Training Income
Bringing assets to life (YHG)
Others
Berkeley Foundation
Investor membership fees

2022	2021
£	£

29,080	5,750
23,000	-
30,000	-
5,000	-
30,000	-
50,400	-
30,000	32,000
18,214	17,500
-	25,000
29,333	2,500
76,860	74,970
7,560	11,575
14,950	15,000
5,366	-
-	35,000
55,000	50,000

404,763	269,295
---------	---------

Analysis by fund

Unrestricted funds
Restricted funds

293,233	169,295
111,530	100,000

404,763	269,295
---------	---------



6 Charitable activities

	2022 £	2021 £
Staff costs	153,995	121,499
Activities Undertaken Directly	136,179	76,586
Support Cost	50,650	23,036
Independent Examiner fees	1,680	1,235
Bank Charges	(305)	200
	342,199	222,556
	342,199	222,556
Analysis by fund		
Unrestricted funds	230,669	122,556
Restricted funds	111,530	100,000
	342,199	222,556

7 Trustees

No emoluments were paid to any of the Charity's Trustees during the financial year (2021: £Nil). No Trustees were paid anything (2021: None) for attending Board meetings throughout the year. Other expenses were reimbursed to one of the Charity's Trustees during the financial year Andrew Croft: £90 (2021: £Nil).

8 Employees

Employment costs	2022 £	2021 £
Wages and salaries	140,244	107,533
Social security costs	5,580	7,504
Other pension costs	8,171	6,462
	153,995	121,499

The Charity operates a defined contribution pension scheme, whose assets are held separately from those of the Charity in an independently administered group personal pension plan.

Pension contributions payable by the Charity in the twelve months amounted to £8,171 (2021: £6,462); Contributions totaling £2,493 (2021: £1,387) were payable to the scheme at the year-end and are included in creditors.

The key management personnel of the charity as agreed by the trustees are the trustees and Senior Management Team, comprising the Executive Director and Non Executive Directors. The total employee benefits of the key management personnel were £63,423 (2021 - £55,059). No trustee received any remuneration in respect to their services as a trustee during the year (2021: £nil).

9 Intangible fixed assets

	Patents & licences £
Cost	
At 1 April 2021	-
Additions - separately acquired	5,000
	5,000
At 31 March 2022	5,000
Amortisation and impairment	
At 1 April 2021	-
Amortisation charged for the year	1,000
	1,000
At 31 March 2022	1,000
Carrying amount	
At 31 March 2022	4,000
At 31 March 2021	-

10 Tangible fixed assets

	Fixtures and fittings £	Computers £	Total £
Cost			
At 1 April 2021	-	2,573	2,573
Additions	620	1,665	2,285
	620	4,238	4,858
At 31 March 2022	620	4,238	4,858
Depreciation and impairment			
At 1 April 2021	-	858	858
Depreciation charged in the year	72	1,274	1,346
	72	2,132	2,204
At 31 March 2022	72	2,132	2,204
Carrying amount			
At 31 March 2022	548	2,106	2,654
At 31 March 2021	-	1,715	1,715

11 Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Trade debtors	7,050	5,395
Prepayments and accrued income	1,446	3,339
	<u>8,496</u>	<u>8,734</u>

12 Creditors: amounts falling due within one year

	Notes	2022 £	2021 £
Deferred Income	14	65,057	74,290
Trade creditors		4,200	3,636
Other creditors		6,830	9,692
Accruals		41,470	5,800
		<u>117,557</u>	<u>93,418</u>

13 Creditors: amounts falling due after more than one year

	2022 £	2021 £
Bank loans	-	32,219

14 Deferred income

Deferred income is included in the financial statements as follows:

	2022 £	2021 £
Deferred income is included within:		
Current liabilities	65,057	74,290
Movements in the year:		
Deferred income at 1 April 2021	74,290	79,200
Released from previous periods	(74,290)	(79,200)
Resources deferred in the year	65,057	74,290
	<u>65,057</u>	<u>74,290</u>

Deferred income at 31 March 2022

15 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held

on trust for specific purposes:

	Movement in funds		Movement in funds		Transfers	Balance at
	Incoming resources	Balance at 1 April 2021	Incoming resources	Resources expended		31 March 2022
	£	£	£	£	£	£
Bringing Assets to Life	-	-	14,950	(14,950)	-	-
Listening Fund - Power Up Youth grant	-	-	23,000	(23,000)	-	-
Access Foundation - Enterprise Development Programme	-	-	18,214	(18,214)	-	-
The Blagrave Trust	-	-	50,000	(50,000)	-	-
Pass it on - Berkeley Foundation	-	-	-	(3,170)	3,170	-
Tudor Trust Wellbeing Grant	-	-	-	(2,370)	2,370	-
Other	-	-	5,366	(5,366)	-	-
	<u>-</u>	<u>-</u>	<u>111,530</u>	<u>(117,070)</u>	<u>5,540</u>	<u>-</u>

Bringing assets to life: is a research project funded by Your Housing Group that captures the learning over the last 10 years of the work of the Foyer Federation, Your Housing Group and other key stakeholders who have brought the Advantaged Thinking approach to life. The end result of the project is a 9 chapter publication that can be shared with interested parties and used to influence future service provision for young people.

Listening Fund (with Blagrave Trust): grant to 'regularly engage with young people from across the Federation, promote good listening amongst member organisations, and to build and sustain a community of national influencers.

Enterprise Development Program: funded by Access Foundation and administered via Homeless Link is capacity building funding to help the charity develop it's earned income streams and develop more robust products for trading. The funding was accompanied by a learning and development stream including workshops and one to one support.

Blagrave Trust: grant to deliver the Youth Leadership Innovation Fund - now called Youth Power Fund.
Pass it on - Berkeley Foundation: Corporate Connections Fund - This funding supports a project in the southeast region that links corporations to young people in Foyers providing work experience, mentoring and coaching opportunities as well as employment skills development.

Tudor Trust wellbeing grant: For Staff Wellbeing during the pandemic.

Other: Other restricted fund includes Charity works and Speedomick funding.
The Kickstarter scheme funded by Charity Works enabled us to employ a young person with lived experience as a Youth Development Co-ordinator. Speedomick funding allowed us to fund 8 Talent Bonds to young people - investing in their individual strengths.

16 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2022	2022	2022	2021	2021	2021
	£	£	£	£	£	£
Fund balances at 31 March 2022 are represented by:						
Intangible fixed assets	4,000	-	4,000	-	-	-
Tangible assets	2,654	-	2,654	1,715	-	1,715
Current assets/(liabilities)	157,732	-	157,732	126,949	-	126,949
Long term liabilities	-	-	-	(32,219)	-	(32,219)
	164,386	-	164,386	96,445	-	96,445

17 Related party transactions

The Foyer Federation began using accountancy services provided by Social Enterprise Coalition (SEUK) in July 2019. Total charges for the same during the year amounted to £27,286 (2021: £30,000). YMCA Derbyshire - For Youth membership, Fee received £11400 from Catherine Gillespie.



REFERENCE AND ADMINISTRATIVE DETAILS

Charity number 1040482	Key management personnel	Bankers
Company number 2699839	Chief Executive Joel Lewis	Unity Trust Bank Nine Bridley place Birmingham B1 2HB
Registered Office and Principal Address: The Foyer Federation Work.Life Core Building 30 Brown Street Manchester M2 1DH	Director of Development and Partnerships Katherine Bates	CAF Bank Limited Kings Hill, West Malling, Kent ME19 4TA
Directors and/or Trustees The Directors of the Charity are its Trustees for the purpose of charity law. The Trustees and officers serving during the year are as follows:	Independent examiner James Foskett FCA DChA Cansdales Business Advisers Limited Chartered Accountants and Statutory Auditors Bourbon Court Nightingales Corner Little Chalfont Bucks HP7 9QS	Bank of Scotland 38 St Andrew's Square Edinburgh EH2 2YR
Chair Andrew Croft (until 24th January 2022), Alastair Wilson (from 24th January 2022)	Accountants Social Enterprise Coalition CIC, Tooley Street, London SE1 2HZ	
Elected Trustees Andrew Ward (from January 2020), Kate Gillespie (from October 2019)	Solicitors Stone King LLP Boundary House 91 Charterhouse Street London EC1M 6HR	
Non-elected Trustees Bernice Williams (from October 2018), Sabira Kanji (from January 2019), Joanne Rich (from September 2020), Fiona Jia-Ying Lin (from September 2021), Hannah Oluwadamilara Adeyemi (from January 2022).		
Company Secretary Rachel Middleton (from December 2020)		



A BIG THANK YOU TO OUR MEMBERS...

for standing united with us as we grow an Advantaged Thinking vision and movement for young people. Our members are part of the following partner organisations:



INVESTOR MEMBERS

Thanks to our Investor members for your ideas, support and engagement in our mission and vision.



WE WOULD ALSO LIKE TO THANK...

Paul Hamlyn Foundation, John Ellerman Foundation, Dulverton Trust and Tudor Trust for their core support enabling us to deliver our strategy and grow our team.

Blagrove Trust and The Listening Fund for challenging us to be creative and tip the balance of power in young people's favour - both at the Foyer Federation and in local Foyers.

Our Advantaged Thinking patron **David Gold** for his ongoing support and friendship.

Everyone who invested in our Talent Bond programme - investing in young people's potential and talent.

Colin at **Inspirechilli** for being an honorary member of the team and remaining committed to young people and the work of Foyers.

Your Housing and **Inspirechilli** for collaborating on the Adventures in Advantaged Thinking publication

The **Room for Young People** partnership group for working hard to ensure young people in supported housing get recognised

Finally a big thanks to all the young people we met this year and that live in Foyers for their constant inspiration and always challenging us to be stronger and more creative



THE DULVERTON TRUST





The Foyer Federation
Work.Life, Core Building
30 Brown Street
Manchester
M2 1DH

inbox@foyer.net
www.foyer.net



Registered Charity no. 1040482 / Registered in England and Wales no. 2699839
Photography kindly supplied by Corneli Fleur Photography and LaurelVisions
Report designed by Social Enterprise www.foyergraphics.com