



# GROWING TOGETHER

ANNUAL REVIEW

2023

The background of the page features a stylized illustration. At the top, there's a light green fence. Behind it, a row of tall, thin green trees stands against a pale blue sky. In the foreground, a large tree with a thick brown trunk and a wide, spreading canopy of green leaves is the central focus. Its roots are visible, spreading out across the ground. To the right of the main tree, there are some smaller green plants and a few purple flowers. The ground is a mix of green and brown, suggesting grass and soil. The overall style is clean and modern, with a focus on nature and growth.

# INTRODUCTION

This year was defined by positive momentum and growth. Between April and December, the Foyer Federation team grew from four to nine. A new Head of Learning and Impact brought the senior leadership team to four, an Operations and Projects Assistant joined to streamline our processes and practices, and a Communications and Membership Officer, Programme Manager and Network and Youth Engagement Manager added new talents and experience to the network team.

Our network grew too, with five new members strengthening our community with their knowledge, creativity and drive to continually learn and improve. Six Foyers newly began their quality development and accreditation journey, deepening their commitment to provide the best possible service for young people.

Securing new funding enabled us to grow our impact. The National Lottery Reaching Communities Funding will support the development of a nationwide Advantaged Thinking learning community, co-created with young people and staff. LandAid has enabled us to provide grants of up to £1000 to 100 young people to cover costs associated with moving into independent accommodation. We've launched a new programme, ReRooted, with a focus on mental health and wellbeing thanks to funding from UK Youth's Thriving Minds programme and CHK Foundation. Generous donors enabled 35 talent bonds to be gifted to young people for them to develop their skills and pursue their passions.

The level of influence and involvement young people have within the Foyer Federation grew this year too. We heard from more young people than ever before through our Big Questions survey, which received 126 responses. A total of 42 young people contributed to designing our programmes, 12 young people made funding decisions alongside our staff as part of grantmaking panels, young people from seven Foyers engaged with making change at a local level through the Youth Power Fund, and three young people were influential in guiding our organisation as Trustees.

Lastly, we grew the movement for Advantaged Thinking further with a new brand and logo, and an exciting website in the works! Watch this space in 2023-24.







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## CHAIR'S REPORT

I have been Chair of the Foyer Federation for just over a year now and I have to admit, I've been impressed with our small charity's culture and ambition to consistently punch above its weight. Through a purpose-driven motivation and values-led activity, we've increased the scope and influence of our work in line with our strategy.

Foyers have had to work harder than ever this year to level the playing field for young people who can't live at home. The consistent quality-assured services they provide are needed more now than ever. As a Board of Trustees, we've had the pleasure of seeing the progress young people have made this year, as well as witnessing the healthy relationships, resources and opportunities Foyers deliver day in and day out.

I'm delighted at the progress the Foyer Federation has made this year and the needs we've been able to meet. The team have secured programme funding to drive our mission forward and address complex issues such as mental health, learning and financial support for move-on, as well as building on last year's foundational work on youth power in and beyond our network.

It's clear from recent discussions with Joel and the team, and the regular conversations we have with our network, young people and partners, that there are large barriers still to overcome to create the Advantaged Thinking environment and ecosystem we know young people need to thrive. Next year we'll continue to grow and embed this year's work supporting, nurturing and challenging Foyers and creating new opportunities with and for young people. For now though, let's take a little bit of time to reflect on and celebrate the achievements this year!

**Alastair Wilson**  
Chair of the Board of Trustees





# CHIEF EXECUTIVE'S SUMMARY

It's been an exciting, energy-packed year with so much evidence of growth in the Foyer movement despite the new challenges they've faced – primarily through the increased cost of living. Foyers have embraced the need for youth-led practices and culture, worked with us to tackle the barriers and inequalities faced by young people, and committed to new learning and development journeys as they've engaged in our programmes and communities of practice.

At the Foyer Federation we've been working as any good gardener would by creating the right conditions for organic growth within the Foyer network. It's been a year where we are proud to see the fruit of our labour:

- 🍏 establishing a new staff team and structure with roles, experience and skills that are closely matched to the needs and aspirations of Foyers and young people.
- 🍏 building and developing trusting relationships and partnerships with funders, housing associations and Foyers that are aligned with an Advantaged Thinking vision for young people.
- 🍏 actively listening to young people and practitioners and tweaking our activities to respond to unexpected issues or new opportunities for positive change.
- 🍏 creating new systems, tools and resources to help reach a wider group and deliver significant impact over the long term.

We are two years into our current three-year strategy and the garden is beginning to flourish. There are many climatic conditions, weeds and pests that we still need to tackle, but as a network and movement I have confidence we can do it. I value the openness, generosity and trust that our Foyers have, both with us and with the wider community and I know that together we will cultivate a brighter future for young people in Foyers.

**Joel Lewis**

Chief Executive of the Foyer Federation



# OUR IMPACT

## THE FOYER COMMUNITY



**AGED 16-17**

**31.9%**

(0.1% decrease)

**AGED 18-20**

**49%**

(6% increase)

**AGED 21-25**

**19%**

(6% decrease)

**FROM AN ETHNIC  
MINORITY**

**25.6%**

(6.6% increase)

Previous experience  
of care system:

**29.7%**

(9.7% increase)

Previous involvement with  
the justice system:

**15.5%**

(2.5% decrease)

Refugee / asylum seeker  
/ unaccompanied minor:

**14.6%**

(5.6% increase)

Diagnosed mental  
health problem:

**27.5%**

(10.5% decrease)

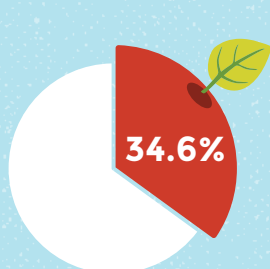
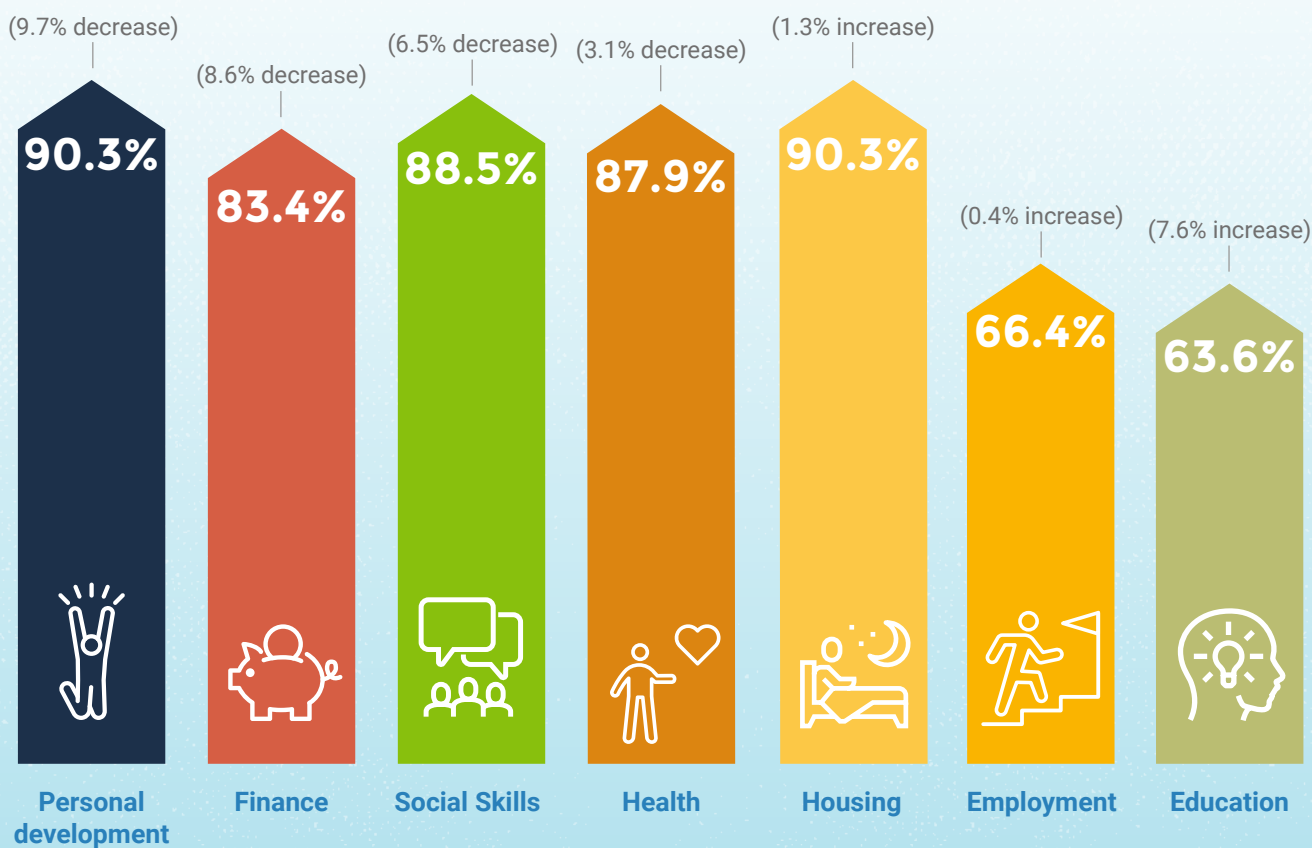
Had no diagnosis but faced  
mental health challenges:

**36.9%**





## YOUNG PEOPLE'S PROGRESS



**Started part-time work**  
(22.6% increase)



**Started full-time work**  
(16% increase)



**Started a new qualification**

\*The 2022-23 data is based on figures from 26 services either endorsed or certificated over 2022-23 supporting 861 young people.





## 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 2021-24

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.

An illustration of two people harvesting fruit from a large tree. On the left, a person with dark skin and curly hair, wearing an orange long-sleeved shirt and blue trousers, stands on a wooden step ladder, reaching up to pick red fruit from the tree. A blue bucket filled with red fruit sits on the ground next to the ladder. On the right, a person with light skin and short dark hair, wearing glasses, an orange long-sleeved shirt, and orange overalls, stands on the grass, reaching up to pick a red fruit from the tree. The background is a solid blue color, and the ground is green grass. The tree has green leaves and many red fruits.

## ROOM A YOUTH LEADERSHIP AND ACTIVISM

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

### **Developing personal power and influence**

The Big Questions, our regular survey for young people, received 126 responses from 14 of our member services – the biggest response yet. The cost of living rose sharply as young people's greatest concern (44% shared this as a worry), and mental health was noted as their biggest challenge (76.9%). On a positive note, 68% of young people feel confident to tell their Foyer what they think and see change happen as a result – an encouraging result that shows young people have trust in their services and are being meaningfully listened to.





*"You're not just giving people like me an opportunity they might otherwise not have had, but you're changing lives. Your kindness and the kindness of everyone who is involved in the Talent Bonds scheme are giving people like me the ability to know that we are worth something, people believe in us and want to help us."*

Talent Bond Recipient



In response to the cost of living concerns young people expressed, we launched the **Moving On Up fund**. Supported by **LandAid**, we will award **100** young people up to **£1000** towards the costs of moving out of the Foyer. Between January and March 2023, 20 young people received funding for paying deposits or rent in advance, utilities in advance, white goods, and essentials like moving vans and packing boxes. 80 more young people will receive funding in 2023-24.

We awarded small grants of up to **£300**, called **talent bonds**, to **35** young people to invest directly in their skills and strengths. We received 49 applications for grants, and the funding decisions were made by a panel of young people who had previously received talent bonds. Young people's funding requests included equipment to enable a trained barber to return to work, tools to learn woodworking and furniture restoration, and recording equipment to create a podcast.

To support **digital inclusion**, we sent **free Vodafone SIM cards** to over **70%** of the young people in our network as part of a collaboration between **LandAid** and **Vodafone**. With the support of **Deloitte**, we were also able to make **50 free laptops** available for young people to use in Foyers. Digital access helps young people to stay connected with friends and family, apply for work and continue developing the skills they want to grow, nurturing their personal power.

## Sharing power with young people in Foyers

**Seven Foyers** completed their first year as part of the **Youth Power Fund** – a grantmaking programme focused on sharing power with young people in supported housing services, which is supported by **Blagrove Trust**. A learning cohort of staff and young people from the funded services met three times to share successes, challenges and learn from each other. Each of the seven Foyers has made positive progress with their systems, structures and/or culture to embed youth power and leadership long term. We will share our own learnings throughout the programme so that all Foyers can benefit.

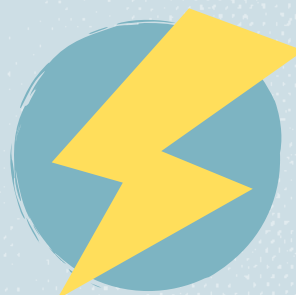






## ROOM A CONTINUED

We delivered **Powering Up Youth training**, which explores youth power and promotes service-level reflection, to 50 members of Foyer staff (and some young people) from eight services. We worked with two talented young trainers as co-facilitators of these workshops, one of whom was new to the role this year.



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*“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.”*

Power Pioneer

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This year we welcomed a new **Young Trustee**, **Nathalie Tolmie-Thomson**, to our Board of Trustees. Nathalie studied psychology and works in marketing and communications, and she also brings to our governance her first-hand experience of homelessness as a young person. Her insights and passion for young people have made her a valuable asset to the team.

### Growing power in the community and beyond

Following the on-and-off years of the pandemic, we were able to bring 14 young people from seven Foyers together to build campaigning and changemaking skills through our **Power Pioneers** programme. We partnered with **Sheila McKechnie Foundation** to host a residential and follow-up workshops building young people's skills and confidence to affect change in their Foyer and community. One young person successfully campaigned to improve recycling in her service using the skills and confidence she built through Power Pioneers.

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*“When a young person is made homeless, in that moment we have an opportunity to stop further damage from happening - especially with the way the Foyer Federation wants to do things. There is such potential to completely transform a huge section of society from getting to that damaged place. As long as the people that fund us continue to believe in it, I think we can do incredible things.”*

Nathalie Tolmie-Thomson,  
Foyer Federation Young Trustee

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## ROOM B QUALITY AND IMPACT

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

### **Developing quality services**

36 services are committed to developing quality and improving practice through our accreditation. Of these, 26 were recertified, six were new to the journey, and four continued working towards certification in the following year. These services have committed to working with young people in an Advantaged Thinking way and, through use of our tools, one-to-one support and impact framework, evaluating their progress and learning each year.

12 Foyers received the highest level of certification in either one or both key areas – strategically and/or operationally strong. These services are:

- Your Housing Group Foyers (Bridge, Coops, Ravenhead, Verve Place)
- Newhaven Foyer (SAHA)
- Manchester Foyer (Mosscafe St Vincent)
- On-Route Foyer (CHADD)
- Sheffield Foyer (Guinness)
- Cork Foyer
- Whitehaven Foyer (Riverside)
- Enfield Foyer (Christian Action Housing)
- YMCA Derbyshire



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*“The process of going through accreditation has created safe nurturing spaces for our young people, our team and the organisation as a whole to work together more openly. The focus on improving and learning – doing better – has brought huge motivation and energy to everyone involved. The process and ethos of using Advantaged Thinking within that has been as valuable as achieving the tangible results at the end. It’s changed us from the inside out – it’s been heartfelt and values based change”*

Anna Walsh, Chief Executive Officer  
– CHADD (from AT Publication)

”

## Growing confidence and capacity

This year, 282 members of staff from our network accessed our **training** offer to develop their professional skills and reflect on their wider service offer. We offer three core packages: Advantaged Thinking, Coaching and Powering Up Youth.

**190 staff were trained in Advantaged Thinking**, which provides a practical exploration of our core methodology and approach. We delivered **Powering Up Youth to 51 people**, facilitating an exploration of theories of youth power and an opportunity to reflect on the service. Coaching, an interactive, practical session focused on growing the skills needed to work with young people, reached 41 members of Foyer staff. On average, 96% of attendees would recommend our training to colleagues.

In response to consistent feedback from staff and young people about the need for support with mental health, we began the **ReRooted programme**, funded by UK Youth and CHK Foundation. Running over three years, it’s aimed at building the capacity of Foyer staff to work with young people who have faced multiple challenges, including experience of care and ill mental health. We consulted 64 people from 25 Foyers to ensure the programme meets both the realities of Foyer life and the ambitions of staff and young people. ReRooted was launched in March at two Foyer Connect events, which gave staff a taster of the programme. Next year, the focus will be on trauma-informed practice and raising awareness and knowledge of mental health, all through the lens of Advantaged Thinking.





## 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.**


### **Promoting Foyers and advocating for change**

Our website and social media channels continue to be spaces to celebrate the impact of Foyers and the skills and achievements of young people. We shared young people's direct experiences to amplify their voices in the wider world, shouted about the successes of Foyers from our network, and promoted the creativity and innovation members brought to our programmes and events.

We used our online spaces to advocate on issues affecting young people, from the requirement for voters to have ID to the upcoming regulations for housing for young people leaving care aged 16-17. We believe this is a key role we can play in shaping a society that listens to and understands the concerns of young people.







## Celebrating young people


**The Room for Young People** awards returned for its fifth year celebrating the achievements of young people from across the country. Hosted at The Clayton Hotel, Birmingham, the ceremony was an inspiring and enjoyable evening filled with performances from talented young people. Across the six award categories, seven winners and three top champions came from within the Foyer network.



## Growing the Advantaged Thinking movement

Following the release of our *Adventures in Advantaged Thinking* publication in January 2022, we shared targeted articles and social media posts each month until November 2023. Each one focused on the learnings from a new chapter and broke down the key ideas to take away, introducing AT to a wider audience.

In July, we held an online AT event to celebrate 30 years of the Foyer Federation. Advantaged Thinkers from the network were invited to share their experiences and successes from their work, and a young person spoke to the 75 attendees about why youth power and involvement is so important to them. Our Chief Executive Joel Lewis shared an inspiring vision of the future and invited each person to take away an action to contribute to an AT society.



We made significant progress in developing a brand for Advantaged Thinking that people in all roles and sectors can join together behind. We began working with a digital design organisation to create an interactive, educational and inspirational website to grow awareness and engagement with AT, and a fresh logo, brand and identity people can connect with. We hope to launch next year.



## Strengthening shared knowledge in the sector

To amplify the collective voice of Foyers in sector-wide learning, we worked with the **Centre for Youth Impact** to promote their study into how young people are supported to speak on issues that affect them. Foyers were encouraged to respond so their practices can form part of the overall picture of how young people make decisions that affect the services they interact with.

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*“I was nominated and shortlisted for a Room for Young People award, when I first found out I was so excited, it’s my best achievement so far. It proves that people with disabilities don’t have to hold back and with the right support they can achieve what they want to achieve.”*

Leo, Crewe YMCA

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*“Before I had heard the words ‘Advantaged Thinking’, I knew what it was. It was the way I instinctively wanted to work with people. It was also the way that I preferred people to work with me.”*

Kate Hitchcock, Paul Hamlyn Foundation

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## ROOM D COMMUNITY

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

### **Bringing our members together**

This year, our network of Foyers grew from 51 to 56 – a thriving community! Through the year, we hosted a calendar of events to create space for our network to connect, learn and get inspired. In May, we ran our first Foyer Connects, aimed at staff in direct delivery roles. 26 staff from 13 Foyers discussed mental health, practical approaches to working with young people and tools to take away. The Ideas Lab brought together senior staff from 10 services to find creative solutions to common challenges. Our Great Gatherings in Liverpool and Brighton were attended by 44 people from 21 Foyers to explore key topics like youth power, mental health and wellbeing, and working with young people seeking asylum (including a toolkit created by YMCA Crewe).

“

*“I don’t care what you want to be – if you want to be an astronaut, I can help you get there!”*

Foyer Connect event participant

”





## A community of learners

We received funding from the National Lottery Community Fund to establish the **Advantaged Thinking Learning Community**, connecting our network together to develop a consistent learning experience for young people wherever they are in the country. The project will be co-created with staff and young people over the next three years, beginning with in-depth consultations, selecting a digital platform, and setting up local youth-led teams.

## Feedback from our members

Our **membership survey** gave us lots of valuable insights into what our network values and where we might improve or add to our offer. 30 Foyers responded and of these, 88% rated our offer a 7/10 or higher. Challenges included travelling time to our events, difficulties for 24-hour staff attending training or events, and a need to focus more on the increasing level of need young people have. We have plans to address these in the coming year.

We also heard that the cost of living crisis, mental health support, lack of move-on options and engaging young people in the service offer are the biggest challenges within services. Through the Moving On Up fund, ReRooted, the Youth Power Fund and our events, we are addressing each of these with our members.



*"The Foyer Federation Ideas Lab events are great for challenging your current way of thinking, giving you a fresh perspective and a new mindset. I'd highly recommend an Ideas Lab event to any youth or community worker that is looking for a new way forward with their service delivery".*

Kat Newman, Commissioning Lead,  
YMCA Milton Keynes.





# FINANCIAL REVIEW



The overall aim of THE FOYER FEDERATION's financial strategy is to maintain a sound financial base to support the resourcing of the organisation and deliver its mission. Specifically, the aim is to maintain long-term financial viability to achieve the objectives in the Strategic Plan.

The Foyer Federation is supported by income from Restricted and Unrestricted Income, Earned Income and minor donations. In the year ended 31 March 2023, the Foyer Federation had a total income of £689.3k (2021/22: £404.8k) an increase of 70% compared to the last financial year. The Foyer Federation closing balance of cash in bank was £367.8k (2021/22: 266.8k).

The Foyer Federation's income for 2022-23 reflected three income streams. 47% of income came from restricted income, unrestricted grant income of 22% and 31% via membership related fees, consultancy and quality assurance work.

Expenditure on charitable activities amounted to £524.24k in 2022-2023, an increase of 53% on 2021-2022. The increase is attributable to a few factors, including investment in new staff posts, our supporter database and other digital 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.

The Foyer Federation has successfully 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.

Reserves on 31 March 2023, total unrestricted reserves stand at circa £214k compared to circa £164k in 2022 & total restricted reserves stand at circa £119k compared to Nil in 2022.

We continue to 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.

## 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.



## **Future plans**

The final year of our strategy is upon us and it's pleasing to see that so far we've hit the majority of the milestones we identified within our initial plans. Our staff team, network and programme funding partnerships are all in place to make the final push we need to deliver on our vision for 2024.

The development focus for next year will be on our digital infrastructure, comms and marketing channels and refreshing our quality assurance offer so that, towards the last six months, we can really promote the Advantaged Thinking approach to a wider audience and deepen asset-based practice within our own network.

We will be launching a new website for Advantaged Thinking this year and refreshing our Foyer Federation website to ensure it showcases and reflects the great work happening in Foyers.

Finally, we will continue to grow our Foyer network, deliver our newly launched programmes and build better external relationships to influence policy and practice within supported housing and the youth sector.

## **Policies, procedures and responsibilities**

All the policies and procedures due for review this year have been completed during the year including key revisions to our Maternity, Paternity and Adoption Leave policies that now have enhanced packages and increased benefits for employees.

## **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 focusing 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. The Trustees co-opted Jodie Price as a member of the Finance, Audit and Risk Committee on 12th July 2022.

The Charity advertised roles for Network Trustees during the period. There were very limited applications and no appointments were made. The Board agreed to review its composition and skill set before drafting new Trustee role profiles in the 2023-2024 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.

The Board of Trustees administers the charity. The Board normally meets quarterly and there are sub-committees covering Finance, Audit and 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 17.

## 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 judgments 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.

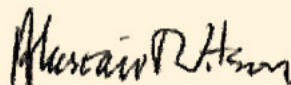
The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

## 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.

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



Alastair Wilson

Trustee

Date: 16/11/2023



## Financial statement and IE report

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities, Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

The structure, governance and management section include a reference to related party transactions in note 17 and all Trustees give of

their time freely and no Trustee remuneration was paid in the year. Details of Trustee expenses are disclosed in note 7 to the accounts. Trustees are required to disclose all relevant interests and register them with the Company Secretary and in accordance with the Foyer Federation Charity policy, and to withdraw from decisions where a conflict of interest arises. The Treasurer of the Foyer Federation, Sabira Kanji is also the Director of Finance for SEUK and has complied with the governance of related party transactions.

## Legal and administrative information

Charity number: 1040482  
Company number: 02699839

**Secretary:**  
Rachel Middleton

### Independent examiner



Caroline Brazier ACA DChA  
Cansdales Business Advisers  
Limited  
Chartered Accountants and  
Statutory Auditors  
St Mary's Court  
The Broadway  
Old Amersham  
Bucks  
HP7 0UT

Principal address:  
The Foyer Federation  
Work.Life Core Building  
30 Brown Street  
Manchester  
M2 1DH

### Key management personnel

Chief Executive  
Joel Lewis  
  
Director of Development  
and Partnerships  
Katherine Bates  
(until 01 June 2022)

Head of Programmes  
and Network  
Kate Russell-Ellis

Head of Development  
and Partnerships  
Siobhan Cunningham

Head of Learning and Impact  
Ashraf Hamzah

**Trustees and/or Directors**  
Chair of the Board of Trustees:  
Alastair Wilson

**Elected Trustees:**  
Andrew Ward  
Catherine Gillespie (Resigned on  
11 October 2022)

**Non-elected Trustees:**  
Sabira Kanji  
Joanne Rich  
Fiona Jia-Ying Lin  
Hannah Oluwadamilara  
Adeyemi  
Nathalie Alison Tolmie-Thomson  
(From 12 July 2022)  
Bernice Williams (Resigned on  
12 July 2022)

**Accountants**  
Social Enterprise Coalition CIC  
Tooley Street  
London  
SE1 2HZ

**Bankers**  
Unity Trust Bank  
Nine Brindley place  
Birmingham  
B1 2HB

**STATEMENT OF FINANCIAL ACTIVITIES  
INCLUDING INCOME AND EXPENDITURE ACCOUNT  
FOR THE YEAR ENDED 31 MARCH 2023**

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
	Notes						
<b>Income from:</b>							
Donations and legacies	4	3,640	-	3,640	5,377	-	5,377
Charitable activities	5	299,862	389,526	689,388	293,233	111,530	404,763
<b>Total income</b>		<u>303,502</u>	<u>389,526</u>	<u>693,028</u>	<u>298,610</u>	<u>111,530</u>	<u>410,140</u>
<b>Expenditure on:</b>							
Charitable activities	6	253,939	270,301	524,240	230,669	111,530	342,199
<b>Net income for the year/ Net movement in funds</b>		49,563	119,225	168,788	67,941	-	67,941
Fund balances at 1 April 2022		<u>164,386</u>	<u>-</u>	<u>164,386</u>	<u>96,445</u>	<u>-</u>	<u>96,445</u>
<b>Fund balances at 31 March 2023</b>		<u><u>213,949</u></u>	<u><u>119,225</u></u>	<u><u>333,174</u></u>	<u><u>164,386</u></u>	<u><u>-</u></u>	<u><u>164,386</u></u>

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.



## BALANCE SHEET AS AT 31 MARCH 2023

		2023		2022	
	Notes	£	£	£	£
<b>Fixed assets</b>					
Intangible assets	9		11,763		4,000
Tangible assets	10		3,901		2,654
			<u>15,664</u>		<u>6,654</u>
<b>Current assets</b>					
Debtors	11	94,833		8,496	
Cash at bank and in hand		367,848		266,793	
		<u>462,681</u>		<u>275,289</u>	
<b>Creditors: amounts falling due within one year</b>	12	<u>(145,171)</u>		<u>(117,557)</u>	
Net current assets			317,510		157,732
<b>Total assets less current liabilities</b>			<u>333,174</u>		<u>164,386</u>
<b>Income funds</b>					
Restricted funds	14		119,225		-
Unrestricted funds			213,949		164,386
			<u>333,174</u>		<u>164,386</u>

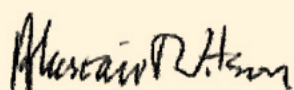
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023.

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 16/11/2023



Trustee

Alastair Wilson

Company registration number 02699839

## NOTES TO THE FINANCIAL STATEMENTS

### 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 2023 there were 8 members (2022: 8), 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 Accounting policies (Continued)**

### **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.

## NOTES TO THE FINANCIAL STATEMENTS CONTINUED

### 1 Accounting policies (Continued)

#### 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

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Donations and gifts	3,640	5,377



## NOTES TO THE FINANCIAL STATEMENTS CONTINUED

### 5 Charitable activities

	2023	2022
	£	£
FOR Youth Accreditation programme	3,000	29,080
Listening Fund - Power Up grant	23,000	23,000
Paul Hamlyn Foundation - Core Grant	30,000	30,000
Albert Hunt Trust	-	5,000
Dulverton Trust - Core Grant	30,000	30,000
The Blagrove Trust - Youth Power Fund	170,000	50,400
Tudor Trust - Core Grant	30,000	30,000
Access Foundation Enterprise Programme	-	18,214
National Lottery Community Fund	87,476	-
John Ellerman Foundation - Core Grant	34,667	29,333
Network membership fees	89,795	76,860
Training Income	29,400	7,560
Bringing assets to life (YHG)	-	14,950
Others	10,550	5,366
Landaidd Trust	30,000	-
Thriving Minds	38,500	-
CHK programme	30,000	-
Investor membership fees	53,000	55,000
	<hr/>	<hr/>
	689,388	404,763
	<hr/>	<hr/>
Analysis by fund		
Unrestricted funds	299,862	293,233
Restricted funds	389,526	111,530
	<hr/>	<hr/>
	689,388	404,763
	<hr/>	<hr/>

## NOTES TO THE FINANCIAL STATEMENTS CONTINUED

### 6 Charitable activities

	2023	2022
	£	£
Staff costs	258,172	153,995
Activities Undertaken Directly	201,814	136,179
Support Cost	62,319	50,650
Independent Examiner fees	1,680	1,680
Bank Charges	255	(305)
	<u>524,240</u>	<u>342,199</u>
	<u>524,240</u>	<u>342,199</u>
Analysis by fund		
Unrestricted funds	253,939	230,669
Restricted funds	270,301	111,530
	<u>524,240</u>	<u>342,199</u>

### 7 Trustees

No emoluments were paid to any of the Charity's Trustees during the financial year (2022: £Nil). No Trustees were paid anything (2022: None) for attending Board meetings throughout the year. Total travel expenses reimbursed to the Charity's Trustees during the financial year were £742 (2022: Nil). Other expenses were reimbursed to the Charity's Trustees during the financial year Nathalie Alison Tolmie-Thomson: £91 and Alastair John Wilson: £44 (2022: Andrew Croft: £90).

### 8 Employees

	2023	2022
	£	£
Employment costs		
Wages and salaries	225,846	140,244
Social security costs	18,730	5,580
Other pension costs	13,596	8,171
	<u>258,172</u>	<u>153,995</u>

Average no employees during the year is 7 (2022 - 4).

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 £13,596 (2022: £8,171); Contributions totaling £5,264 (2022: £2,493) 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 £67,221 (2022 - £63,423). No trustee received any remuneration in respect to their services as a trustee during the year (2022: £nil).



## NOTES TO THE FINANCIAL STATEMENTS CONTINUED

### 9 Intangible fixed assets

	Patents & licences £
<b>Cost</b>	
At 1 April 2022	5,000
Additions - separately acquired	9,166
	<hr/>
At 31 March 2023	14,166
	<hr/>
<b>Amortisation and impairment</b>	
At 1 April 2022	1,000
Amortisation charged for the year	1,403
	<hr/>
At 31 March 2023	2,403
	<hr/>
<b>Carrying amount</b>	
At 31 March 2023	11,763
	<hr/> <hr/>
At 31 March 2022	4,000
	<hr/> <hr/>

### 10 Tangible fixed assets

	Fixtures and fittings £	Computers £	Total £
<b>Cost</b>			
At 1 April 2022	620	4,238	4,858
Additions	-	3,456	3,456
	<hr/>	<hr/>	<hr/>
At 31 March 2023	620	7,694	8,314
	<hr/>	<hr/>	<hr/>
<b>Depreciation and impairment</b>			
At 1 April 2022	72	2,132	2,204
Depreciation charged in the year	124	2,085	2,209
	<hr/>	<hr/>	<hr/>
At 31 March 2023	196	4,217	4,413
	<hr/>	<hr/>	<hr/>
<b>Carrying amount</b>			
At 31 March 2023	424	3,477	3,901
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
At 31 March 2022	548	2,106	2,654
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

## NOTES TO THE FINANCIAL STATEMENTS CONTINUED

### 11 Debtors

	2023	2022
	£	£
Amounts falling due within one year:		
Trade debtors	93,099	7,050
Prepayments and accrued income	1,734	1,446
	<u>94,833</u>	<u>8,496</u>

### 12 Creditors: amounts falling due within one year

	Notes	2023	2022
		£	£
Deferred Income	13	123,490	65,057
Trade creditors		6,118	4,200
Other creditors		13,883	6,830
Accruals		1,680	41,470
		<u>145,171</u>	<u>117,557</u>

### 13 Deferred income

	2023	2022
	£	£
Deferred income is included within:		
Current liabilities	<u>123,490</u>	<u>65,057</u>
Movements in the year:		
Deferred income at 1 April 2022	65,057	79,200
Released from previous periods	(65,057)	(79,200)
Resources deferred in the year	<u>123,490</u>	<u>65,057</u>
Deferred income at 31 March 2023	<u>123,490</u>	<u>65,057</u>



## NOTES TO THE FINANCIAL STATEMENTS CONTINUED

### 14 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			
	Incoming resources	Resources expended	Transfers 1 April 2022	Balance at	Incoming resources	Resources expended	Balance at 31 March 2023	
	£	£	£	£	£	£	£	
Bringing Assets to Life	14,950	(14,950)	-	-	23,000	(23,000)	-	
Listening Fund - Power Up Youth Grant	23,000	(23,000)	-	-	-	-	-	
Access Foundation - Enterprise Development Programme	18,214	(18,214)	-	-	-	-	-	
The Blagrove Trust	50,000	(50,000)	-	-	170,000	(111,500)	58,500	
Pass it on - Berkeley Foundation	(3,170)	3,170	-	-	-	-	-	
Tudor Trust Wellbeing Grant	-	(2,370)	2,370	-	-	-	-	
National Lottery Community Fund	-	-	-	-	87,476	(42,259)	45,217	
CHK Programme	-	-	-	-	30,000	(24,193)	5,807	
Thriving Minds	-	-	-	-	38,500	(28,799)	9,701	
Landaidd Trust	-	-	-	-	30,000	(30,000)	-	
Other	5,366	(5,366)	-	-	10,550	(10,550)	-	
	111,530	(117,070)	5,540	-	389,526	(270,301)	119,225	

## NOTES TO THE FINANCIAL STATEMENTS CONTINUED

### 14 Restricted funds

**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 Blagrove 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 its 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.

**Blagrove 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.



## 15 Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 March 2023 are represented by:						
Intangible fixed assets	11,763	-	11,763	4,000	-	4,000
Tangible assets	3,901	-	3,901	2,654	-	2,654
Current assets/(liabilities)	198,285	119,225	317,510	157,732	-	157,732
	<u>213,949</u>	<u>119,225</u>	<u>333,174</u>	<u>164,386</u>	<u>-</u>	<u>164,386</u>

## 16 Related party transactions

The Foyer Federation started using accountancy services of Social Enterprise Coalition CIC since July 2019. Total charges for the same during the year amounted to £27,750 (2022: £27,286). YMCA Derbyshire - For Youth membership, fee received £450 (2022: £11,400) from Catherine Gillespie and for Live West, fee received £10,490 (2022: Nil) from Kathy Gilmore.



## Thank yous

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:



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.

**The National Lottery, CHK Foundation, UK Youth and LandAid** for enabling us to respond to the needs of our network and young people to offer support in learning, mental health and wellbeing, and the cost of living.

Everyone who invested in our **Talent Bond programme**, showing their belief in young people's potential and talent.

**Colin at Inspirechilli** for sharing his skills and experience with our team and network, and remaining committed to young people and the work of Foyers.

**The Room for Young People partnership group** for working hard to ensure young people in supported housing get recognised for their achievements and progress.

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

inbox@foyer.net  
www.foyer.net



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