

YOUNG PEOPLE FIRST (MIDLANDS)

England & Wales · Charity number 1056035

Details

Other names	WARWICKSHIRE ASSOCIATION OF YOUTH CLUBS, WAYC, YOUNG PEOPLE FIRST
Status	Registered
Legal form	Charitable company
Company number	03201917
Registered	1996-06-11
Register	View on the Charity Commission register

Contact

Address	The Midcounties Co-operative Co-operative House Warwick Technology Park Gallows Hill Warwick CV34 6DA
Phone	07511 931101
Email	jo.squires@youngpeoplefirst.org.uk
Website	www.youngpeoplefirst.org.uk

Activities

Objects: 1)TO HELP YOUNG PEOPLE IN THE WARWICKSHIRE, COVENTRY AND SOLIHULL AREA TO DEVELOP THEIR PHYSICAL AND MENTAL CAPACITIES SO THAT THEY MAY GROW TO FULL MATURITY AS CARING INDIVIDUALS AND RESPONSIBLE MEMBERS OF SOCIETY 2)THE PROVISION OR ASSISTANCE IN THE PROVISION OF ACTIVITIES AND FACILITIES FOR RECREATION AND LEISURE TIME OCCUPATION AND OF INFORMATION CONCERNING TRAINING RECREATION HEALTH AND INDEPENDENT LIVING WITH THE OBJECT OF IMPROVING THE QUALITY OF LIFE OF YOUNG PEOPLE IN THE AREA OF BENEFIT

Activities: Our vision is 'No young person limited by disadvantage'. We focus our work in the Brunswick Ward area of Leamington, delivering activities, creating opportunities and providing support to help disadvantaged young people transition to a self-assured adulthood. We connect with and support young people aged 8-18 and their families through clubs, cafes and mentoring.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** Education/training, Economic/community Development/employment, Other Charitable Purposes
- **Who:** Children/young People, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** WARWICKSHIRE, COVENTRY, SOLIHULL
- Warwickshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£310,584	£489,636	-	-
2024-03-31	£330,102	£422,363	-	-
2023-03-31	£209,182	£357,963	-	-
2022-03-31	£400,993	£401,284	-	-
2021-03-31	£284,072	£321,972	-	-

Trustees

Name	Role	Appointed
Mitchell Colin Burns-Jackson	Chair	2025-04-25
Jacob Marc Isherwood		2024-05-08
Jon Barnett		2026-02-01
Sophie Howe		2025-12-01

YOUNG PEOPLE FIRST (MIDLANDS)

England & Wales - Charity number 1056035

Accounts

REGISTERED COMPANY NUMBER: 03201917 (England and Wales)
REGISTERED CHARITY NUMBER: 1056035

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025
FOR
YOUNG PEOPLE FIRST (MIDLANDS)**

HB&O Ltd
Chartered Accountants
Highdown House
11 Highdown Road
Leamington Spa
Warwickshire
CV31 1XT

YOUNG PEOPLE FIRST (MIDLANDS)

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for the year ended 31 March 2025**

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YOUNG PEOPLE FIRST (MIDLANDS)

REFERENCE AND ADMINISTRATIVE DETAILS
for the year ended 31 March 2025

TRUSTEES	M C Burns-Jackson Ms S I Howe (resigned 25.6.2024) M R Hill Ms A A K Bass (resigned 9.4.2025) J M Isherwood (appointed 8.5.2024) D S Reynolds (resigned 25.4.2025)
COMPANY SECRETARY	Ms J A Squires
REGISTERED OFFICE	Cooperative House Warwick Technology Park Gallows Hill Warwick Warwickshire CV34 6DA
REGISTERED COMPANY NUMBER	03201917 (England and Wales)
REGISTERED CHARITY NUMBER	1056035
INDEPENDENT EXAMINER	HB&O Ltd Chartered Accountants Highdown House 11 Highdown Road Leamington Spa Warwickshire CV31 1XT
SOLICITORS	Wright Hassall LLP Olympus Ave Royal Leamington Spa CV34 6BF
BANKERS	Unity Trust Bank PLC 4 Brindleyplace Birmingham B1 2JB

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of 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).

Chair's Update

Reflections on the Year

2024-2025 has been a year of both challenge and progress. We've grown our delivery footprint, strengthened our internal capacity, and clarified our identity—all while navigating financial uncertainty and operational pressures.

What's Worked Well

The SYDNI youth club has flourished, with strong attendance and reduced local ASB.
Detached youth work has become a cornerstone of our preventative approach.
Schools-based support is now embedded and highly valued.
Our rebrand has strengthened public recognition and internal clarity.
The AGM showcased our work and built deeper community engagement.
Recruitment of a Lead Families Worker has transformed our family support offer.

Challenges and Changes

Financial pressures due to limited grant income and delays in asset sale.
HR investigations and staff transitions required careful management.
Increased demand for services stretched capacity across teams.

Looking Ahead

Strengthen grant fundraising with support from Get Grants.
Progress the sale of Jubilee House to stabilise finances.
Expand mentoring and trauma-informed practice in schools.
Continue investing in staff wellbeing.

Gratitude

The trustees and I would like to extend our heartfelt thanks to all staff, volunteers, supporters, and donors. Your dedication and generosity have been instrumental in achieving our mission to make a positive difference in the lives of young people.

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2025

OBJECTIVES AND ACTIVITIES

Objectives and aims

Our Charitable Purposes and activities as set out in our constitution

- 1) To help young people in the Warwickshire, Coventry and Solihull area to develop their physical and mental capacities so that they may grow to full maturity as caring individuals and responsible members of society;
- 2) The provision or assistance in the provision of activities and facilities for recreation and leisure time occupation and of information concerning training recreation health and independent living with the object of improving the quality of life of young people in the area of benefit.

Our Vision

We put young people first. Always.

Our Mission

We put young people first. We improve lives by building positive relationships with young people living with disadvantage, their families and their community.

Working in partnerships in schools, on the streets and with families to enable every young person to overcome challenges and be the best version of themselves.

Our Values

Young Person Centred
Professional
Passionate
Consistent
Inclusive
Honest

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2025

OBJECTIVES AND ACTIVITIES

Significant activities

2024-2025 was a year of growth, innovation, and resilience for Young People First. Despite financial challenges, we expanded our delivery, deepened partnerships, and strengthened our identity through a successful rebrand.

Youth Club Expansion

We launched a second weekly youth club in Leamington Spa, following an invitation from the SYDNI Centre to support their struggling provision. Initially staffed by one youth worker, the club has grown into a well-established service with SYDNI now contributing annually toward its costs. The club has become a valued community asset, with a noticeable reduction in anti-social behaviour in the surrounding area.

Detached Youth Work

Our detached youth work programme continued to thrive, particularly through Friday night sessions in central Leamington in partnership with Warwick District Council's Community Safety Team. A standout moment was a targeted session with a small group of young men, who visited police custody cells and discussed the realities of incarceration with local officers - an impactful deterrent and learning experience.

Schools-Based Support

Our trauma-informed school-based youth work has grown significantly. At Oakley School, our staff are now embedded daily, offering mentoring, group work, regulation support, and presence during lunch and break times. This consistent relational support is helping young people navigate dysregulation and re-engage with education.

Family Support

In late 2024, we welcomed Naomi as our new Lead Families Worker. With a background in local authority services, Naomi has brought expertise and energy to our family-centred practice, enabling us to offer more structured support, advocacy, and parenting advice. Her leadership has led to a marked increase in the number of families supported and the depth of engagement.

Community Engagement

Our January 2025 AGM was a highlight of the year, with over 50 attendees enjoying food, drinks, and interactive mini-sessions led by staff. This event gave supporters a hands-on experience of our work and strengthened community ties.

Branding and Identity

We were proud to launch our new branding and website, developed in partnership with RBH Creative, who generously donated their time and expertise. The rebrand has brought clarity to our mission, professionalism, and improved public recognition, aligning our visual identity with our values and impact.

Financial Challenges and Fundraising Strategy

This year presented significant financial challenges. Grant income was limited, and delays in the sale of our largest asset, Jubilee House, prevented expected capital inflow, and as a result depleted reserves. In response, we engaged Get Grants to provide external fundraising support, with the aim of increasing grant income in 2025-2026 and beyond.

Safeguarding

Safeguarding remains a cornerstone of Young People First's work. We are committed to ensuring that every young person we engage with is safe, supported, and protected from harm.

Our safeguarding policy is robust, trauma-informed, and reviewed annually by senior leadership and trustees. It underpins all aspects of our delivery - from youth clubs and detached sessions to school-based and family work.

We maintain two highly experienced Designated Safeguarding Leads (DSLs) who oversee all concerns and ensure consistent, professional responses. All staff receive safeguarding training during induction and regular refreshers, with additional support provided for those in frontline roles.

We actively promote a safeguarding culture where staff, volunteers, and young people feel confident to raise concerns. Our team is trained to spot early signs of distress, abuse, or neglect, and to respond with empathy and professionalism.

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2025

OBJECTIVES AND ACTIVITIES

During 2024-2025, we raised 54 safeguarding concerns. These ranged from emotional neglect and family breakdown to more complex cases involving exploitation. Each concern was recorded, reported, and followed up in line with statutory guidance, ensuring young people were protected and supported.

We continue to work closely with local safeguarding partners, including Warwickshire Front Door, schools, and police, to ensure joined-up, contextual support and timely interventions. We attend Local Contextual Safeguarding Meetings and Anti-Social Behaviour Meetings.

Public Benefit

Young People First exists to serve young people and families living with disadvantage, specifically focussed in South Leamington Spa. Our work is designed to be accessible, inclusive, and impactful.

We provide free, open access youth clubs, mentoring, family support, and holiday activities-ensuring that financial hardship is never a barrier to participation.

Our trauma-informed approach helps young people build emotional resilience, re-engage with education, and make safer choices. Families benefit from advocacy, parenting support, and help navigating complex systems.

We actively reduce social exclusion by engaging young people who are marginalised, at risk of exploitation, or disengaged from school. Our detached youth work and school-based support offer safe, trusted relationships in the spaces young people already inhabit.

Our work contributes to broader societal benefits, including reduced anti-social behaviour, improved school attendance, and stronger community cohesion.

We are committed to inclusivity. Our services are open-access, culturally sensitive, and shaped by youth voice. We actively encourage young people to participate in decision-making and governance, including representation on our Board of Trustees.

Deliverables

Our delivery in 2024-2025 was shaped by our Impact Framework and focused on consistent, relational support across schools, communities, and families.

Weekly Reach

70 young people attending youth clubs
64 young people re-engaging with learning through school-based support
35 young people engaged through detached youth work
9 families supported through direct interventions

Annual Totals

120 young people supported through 1-1 mentoring
124 young people engaged in small-group workshops
2,300 contacts for unscheduled support across all services
2 schools trained in trauma-informed practice
40 detached sessions delivered
8 bespoke, targeted sessions (e.g. prison visit, transition workshops)

New Initiatives

Launch of second weekly youth club at SYDNI Centre
Expansion of embedded school-based support
Recruitment of Lead Families Worker, significantly increasing family support capacity
Rebrand and website launch, improving public recognition and clarity of mission

Funders And Supporters

We are deeply grateful to the organisations and partners whose financial support has enabled us to continue delivering vital services to young people and families across Warwickshire. Their generosity and belief in our mission have made a tangible difference in the lives of those we serve.

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2025

OBJECTIVES AND ACTIVITIES

In 2024-2025, we received funding and support from the following grant-giving bodies and corporate donors:

Baron Davenport's Charity
C A Rookes Charitable Trust
Garfield Weston Foundation
Grantham Yorke Trust
Happy Days Children's Charity
Joseph Levy Foundation
Mid-Counties Cooperative
National Lottery Reaching Communities Fund
PCC (Police and Crime Commissioner)
Pertemps Recruitment
St Peter's Aid for the Needy
WCC Youth Work Fund Grants
WDC Community Safety Team
WDC Sports
WPH Charitable Trust

We thank each of these funders for their commitment to improving outcomes for disadvantaged young people and their families. Their support has helped us expand our reach, deepen our impact, and remain resilient during a financially challenging year.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

We were formed as a Charity in March 1954. Originally known as Warwickshire Association of Youth Clubs, we changed our name to Young People First (Midlands) in June 2017. From 1 April 1997 we were incorporated as a company limited by guarantee (no 3201917) and we are governed by its Memorandum and Articles of Association dated 21 May 1996. We are registered with the Charity Commission as a charity (no 1056035). Organisations or individuals over 16 can apply to become a member of the Charity by applying in the form required by the Trustees who will consider their application.

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

Presidents and Vice Presidents

President - Tim Cox, Lord Lieutenant of Warwickshire.

Vice Presidents - Robert Aldenton, The Lady Butterworth, Mervyn Kimberley, Tony Parsons, Ben Wesson, The Hon. Mrs Wheeler Bennett and Mrs B.E. Winstanley MBE, DL.

Board of Trustees

We have actively encouraged young people under the age of 25 to become trustees and 14% of our Board are young people elected before their 25th birthday and we aim to increase this. The directors of the charitable company (the charity) are its Trustees for the purpose of charitable law and throughout this report are collectively referred to as the Trustees.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr M Burns-Jackson (Chair)	
Ms S I Howe	(Resigned 6 June 2024)
Mr M R Hill	
Ms A A K Bass	(Resigned 9 April 2025)
Mr J M Isherwood	(Appointed 8 May 2024)
Mr D S Reynolds	(Resigned 25 April 2025)

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Public Benefit

The Trustees complied with their duty to have due regard to the Charity Commission's public benefit guidance (set out in section 40 of the Charities (Accounts and Reports) Regulations 2008) in deciding what activities the charity should undertake. The trustees consider that the charity's activities reflect our aims and objectives and that they are designed to provide accessible services and activities that benefit the appropriate sector of the public in accordance with our charitable activities. Public benefit is demonstrated through:

- Young people up to the age of 25 in Warwickshire, Coventry and Solihull are able to access age appropriate activities, recreation, support and training that builds self-confidence, reinforces inclusion within social networks and promotes opportunities to engage in non-formal education.
- Young people are personally empowered as individuals and groups so that they actively engage in and contribute to the planning process and future direction of the Charity and its activities.
- Providing an alternative and productive means of self-development for hitherto alienated, marginalised or disaffected young people therefore reducing the risk of them being drawn into antisocial and criminal behaviour or experience of social exclusion.
- Inspiring young people by involving them in imaginative youth work initiatives delivered by qualified youth workers who present as positive adult role models.
- Providing quality services to affiliated youth organisations and associate members by giving them access to worker support, training, practical resources and youth activity programmes therefore enabling them to deliver high quality youth work.
- Helping to develop positive ideas within young people around the concept of belonging to peer groups, community involvement and citizenship via the delivery of programmes based upon team building, care for others, creativity and increased self-esteem.

YOUNG PEOPLE FIRST (MIDLANDS)

**REPORT OF THE TRUSTEES
for the year ended 31 March 2025**

STRUCTURE, GOVERNANCE AND MANAGEMENT

- Assisting in the appropriate preparation of young people for further education so increasing their potential to become responsible, usefully employed and productive members of society.

Approved by order of the board of trustees on 26 November 2025 and signed on its behalf by:



FA9C0000-152F-460D-D61A-08DE2CD63593

M C Burns-Jackson - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
YOUNG PEOPLE FIRST (MIDLANDS)**

Independent examiner's report to the trustees of Young People First (Midlands) ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the Company 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 your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, 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:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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 accounts 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 accounts to be reached.



Gregg Olnor MPhil BA (Hons) FCA

HB&O Ltd
Chartered Accountants
Highdown House
11 Highdown Road
Leamington Spa
Warwickshire
CV31 1XT

26 November 2025

YOUNG PEOPLE FIRST (MIDLANDS)

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
for the year ended 31 March 2025**

		Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
	Notes				
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	60,752	-	60,752	40,085
Charitable activities	6				
Supporting Young People		19,400	210,736	230,136	268,397
Other trading activities	4	12,587	-	12,587	14,406
Investment income	5	5,620	-	5,620	7,214
Other income		1,489	-	1,489	-
Total		99,848	210,736	310,584	330,102
EXPENDITURE ON					
Raising funds	7	2,484	-	2,484	1,079
Charitable activities	8				
Supporting Young People		182,253	304,899	487,152	421,284
Total		184,737	304,899	489,636	422,363
Net gains on investments		-	-	-	4,472
NET INCOME/(EXPENDITURE)		(84,889)	(94,163)	(179,052)	(87,789)
RECONCILIATION OF FUNDS					
Total funds brought forward		386,428	249,639	636,067	723,856
TOTAL FUNDS CARRIED FORWARD		301,539	155,476	457,015	636,067

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

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

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

YOUNG PEOPLE FIRST (MIDLANDS)

BALANCE SHEET **31 March 2025**

		Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
	Notes				
FIXED ASSETS					
Tangible assets	14	305,719	-	305,719	328,820
CURRENT ASSETS					
Debtors	15	16,634	-	16,634	23,340
Cash at bank		8,744	155,476	164,220	296,734
		25,378	155,476	180,854	320,074
CREDITORS					
Amounts falling due within one year	16	(29,558)	-	(29,558)	(12,827)
NET CURRENT ASSETS		(4,180)	155,476	151,296	307,247
TOTAL ASSETS LESS CURRENT LIABILITIES		301,539	155,476	457,015	636,067
NET ASSETS		301,539	155,476	457,015	636,067
FUNDS	17				
Unrestricted funds				301,539	386,428
Restricted funds				155,476	249,639
TOTAL FUNDS				457,015	636,067

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

YOUNG PEOPLE FIRST (MIDLANDS)

BALANCE SHEET - continued
31 March 2025

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 26 November 2025 and were signed on its behalf by:



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M C Burns-Jackson - Trustee

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2025

1. CHARITY INFORMATION

Young People First (Midlands) is a private company limited by guarantee incorporated in England and Wales. The registered office is Jubilee House, Westlea Road, Leamington Spa, Warwickshire, CV31 3JE.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Critical accounting judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

No significant judgements have had to be made by the trustees in preparing these financial statements.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Grants towards revenue expenditure are released to the profit and loss account as the related expenditure is incurred. Grants of a capital nature are attributed to the relevant capital item to which the grant is in respect of and amortised over the remaining useful life of the asset concerned.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2025

2. ACCOUNTING POLICIES - continued

Expenditure

Costs of raising funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes and the cost of staff involved in the raising of funds and their associated support costs.

Expenditure on charitable activities includes the costs incurred by the charity in the delivery of its activities and services for its beneficiaries and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Support costs relate to expenditure that has been incurred on functions that assist the work of the charity but do not directly relate to charitable activities.

Tangible fixed assets

Tangible fixed assets costing £1,000 or more are capitalised and initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of the assets less their residual values over their useful lives on the following bases:

Leasehold Land	Over the term of the lease
Leasehold Buildings	Over the shorter of 50 years or the lease term
	Over the term of the 10 year licence to occupy the land until
Refurbishment of Sports Court	29 May 2024
Motor Vehicles	Over 5 years (20% SL)
Furniture and Equipment	Over 4 years (25% SL)
Furniture and Equipment	Over 3 years (33% SL)

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

Impairment of fixed assets

At each reporting date the charity reviews the carrying amounts of its assets to determine whether there is any indication that those assets are included in the financial statements at an amount in excess of either the expected sale proceeds or the value to the charity obtainable through future use (the recoverable amount).

If an asset is held on the balance sheet at an amount greater than the recoverable amount then an impairment loss is recognised in the SoFA to reduce the asset value.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Foreign currencies

Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2025

2. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

The charity initially contributes 3% and matches employee contributions up to 8% of salary into the defined contribution scheme.

Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and section 12 'Other Financial Instruments' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, where there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

3. DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
Donations	<u>60,752</u>	<u>-</u>	<u>60,752</u>	<u>40,085</u>

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued **for the year ended 31 March 2025**

4. OTHER TRADING ACTIVITIES

	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
Fundraising events	1,587	-	1,587	3,406
Rent received	11,000	-	11,000	11,000
	<u>12,587</u>	<u>-</u>	<u>12,587</u>	<u>14,406</u>

5. INVESTMENT INCOME

	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
Interest receivable	5,620	-	5,620	7,214
	<u>5,620</u>	<u>-</u>	<u>5,620</u>	<u>7,214</u>

6. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2025 £	2024 £
Youth Work	Supporting Young People	19,400	9,639
Communities & Groups	Supporting Young People	107,315	56,500
Mentoring & Schools	Supporting Young People	103,421	202,258
		<u>230,136</u>	<u>268,397</u>

7. RAISING FUNDS

Raising donations and legacies

	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
Fundraising costs	2,484	-	2,484	1,079
	<u>2,484</u>	<u>-</u>	<u>2,484</u>	<u>1,079</u>

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 9) £	Totals £
Supporting Young People	272,408	214,744	487,152
	<u>272,408</u>	<u>214,744</u>	<u>487,152</u>

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued **for the year ended 31 March 2025**

9. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Supporting Young People	<u>191,964</u>	<u>404</u>	<u>22,376</u>	<u>214,744</u>

Support costs, included in the above, are as follows:

Management

	2025	2024
	Supporting Young People	Total activities
	£	£
Wages	107,690	100,319
Social security	10,259	9,250
Pensions	5,384	5,016
Insurance	3,460	2,929
Light and heat	5,620	6,192
Telephone & internet	4,707	4,797
Postage and stationery	849	1,701
Sundries	12,704	3,679
Staff training	3,315	5,560
IT & computer costs	9,569	8,282
Repairs and renewals	9,510	17,198
Motor running costs	708	1,354
Depreciation of tangible and heritage assets	18,189	17,399
	<u>191,964</u>	<u>183,676</u>

Finance

	2025	2024
	Supporting Young People	Total activities
	£	£
Bank charges	<u>404</u>	<u>324</u>

Governance costs

	2025	2024
	Supporting Young People	Total activities
	£	£
Independent examiner's remuneration	3,300	3,300
Legal and professional	16,441	9,422
Accountancy fees	2,635	1,640
	<u>22,376</u>	<u>14,362</u>

YOUNG PEOPLE FIRST (MIDLANDS)

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 March 2025**

10. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2025	2024
	£	£
Depreciation - owned assets	25,770	24,980
Surplus on disposal of fixed assets	(1,489)	-
	<u><u> </u></u>	<u><u> </u></u>

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

12. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	300,990	261,783
Redundancy costs	16,000	-
Social security costs	20,112	15,937
Other pension costs	13,443	11,981
	<u><u>350,545</u></u>	<u><u>289,701</u></u>

The charity considers its key management personnel to be the trustees, the Chief Officer, the Deputy Chief Officer, and the Finance Officer. The total employment benefits including employer pension contributions of the key management personnel was £118,450 (2024 - £105,685).

The average monthly number of employees during the year was as follows:

	2025	2024
	16	14
Staff	<u><u> </u></u>	<u><u> </u></u>

No employees received emoluments in excess of £60,000.

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	37,085	3,000	40,085
Charitable activities			
Supporting Young People	9,639	258,758	268,397
Other trading activities	14,406	-	14,406
Investment income	7,215	(1)	7,214
	<u> </u>	<u> </u>	<u> </u>
Total	<u><u>68,345</u></u>	<u><u>261,757</u></u>	<u><u>330,102</u></u>

YOUNG PEOPLE FIRST (MIDLANDS)

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 March 2025**

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
EXPENDITURE ON			
Raising funds	1,079	-	1,079
Charitable activities			
Supporting Young People	267,591	153,693	421,284
Total	268,670	153,693	422,363
Net gains on investments	4,472	-	4,472
NET INCOME/(EXPENDITURE)	(195,853)	108,064	(87,789)
RECONCILIATION OF FUNDS			
Total funds brought forward	582,281	141,575	723,856
TOTAL FUNDS CARRIED FORWARD	386,428	249,639	636,067

14. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Motor vehicles £	Totals £
COST				
At 1 April 2024	849,915	56,847	7,546	914,308
Additions	-	2,669	-	2,669
Disposals	-	-	(7,546)	(7,546)
At 31 March 2025	849,915	59,516	-	909,431
DEPRECIATION				
At 1 April 2024	525,712	52,230	7,546	585,488
Charge for year	23,063	2,707	-	25,770
Eliminated on disposal	-	-	(7,546)	(7,546)
At 31 March 2025	548,775	54,937	-	603,712
NET BOOK VALUE				
At 31 March 2025	301,140	4,579	-	305,719
At 31 March 2024	324,203	4,617	-	328,820

YOUNG PEOPLE FIRST (MIDLANDS)

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 March 2025**

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade debtors	4,710	12,322
Prepayments and accrued income	11,924	11,018
	<u>16,634</u>	<u>23,340</u>

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade creditors	14,138	1,310
Social security and other taxes	11,335	7,271
Other creditors	1,335	1,496
Accruals and deferred income	2,750	2,750
	<u>29,558</u>	<u>12,827</u>

An amount totalling £188 (2024 - £2,750) was included within deferred income awaiting satisfaction of various performance conditions.

17. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	Transfers between funds £	At 31.3.25 £
Unrestricted funds				
Free reserves	57,608	(60,608)	(1,179)	(4,179)
Unrestricted fixed assets	328,820	(24,281)	1,179	305,718
	<u>386,428</u>	<u>(84,889)</u>	<u>-</u>	<u>301,539</u>
Restricted funds				
Communities & Groups	16	6,030	-	6,046
Mentoring & schools	249,623	(100,193)	-	149,430
	<u>249,639</u>	<u>(94,163)</u>	<u>-</u>	<u>155,476</u>
TOTAL FUNDS	<u>636,067</u>	<u>(179,052)</u>	<u>-</u>	<u>457,015</u>

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2025

17. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Free reserves	98,359	(158,967)	(60,608)
Unrestricted fixed assets	1,489	(25,770)	(24,281)
	<u>99,848</u>	<u>(184,737)</u>	<u>(84,889)</u>
Restricted funds			
Communities & Groups	107,315	(101,285)	6,030
Mentoring & schools	103,421	(203,614)	(100,193)
	<u>210,736</u>	<u>(304,899)</u>	<u>(94,163)</u>
TOTAL FUNDS	<u><u>310,584</u></u>	<u><u>(489,636)</u></u>	<u><u>(179,052)</u></u>

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
Free reserves	230,216	(170,873)	(1,735)	57,608
Unrestricted fixed assets	352,065	(24,980)	1,735	328,820
	<u>582,281</u>	<u>(195,853)</u>	<u>-</u>	<u>386,428</u>
Restricted funds				
Communities & Groups	41,574	(41,558)	-	16
Mentoring & schools	100,001	149,622	-	249,623
	<u>141,575</u>	<u>108,064</u>	<u>-</u>	<u>249,639</u>
TOTAL FUNDS	<u><u>723,856</u></u>	<u><u>(87,789)</u></u>	<u><u>-</u></u>	<u><u>636,067</u></u>

YOUNG PEOPLE FIRST (MIDLANDS)

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 March 2025**

17. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
Free reserves	68,345	(243,690)	4,472	(170,873)
Unrestricted fixed assets	-	(24,980)	-	(24,980)
	<u>68,345</u>	<u>(268,670)</u>	<u>4,472</u>	<u>(195,853)</u>
Restricted funds				
Communities & Groups	56,499	(98,057)	-	(41,558)
Mentoring & schools	205,258	(55,636)	-	149,622
	<u>261,757</u>	<u>(153,693)</u>	<u>-</u>	<u>108,064</u>
TOTAL FUNDS	<u>330,102</u>	<u>(422,363)</u>	<u>4,472</u>	<u>(87,789)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.25 £
Unrestricted funds				
Free reserves	230,216	(231,481)	(2,914)	(4,179)
Unrestricted fixed assets	352,065	(49,261)	2,914	305,718
	<u>582,281</u>	<u>(280,742)</u>	<u>-</u>	<u>301,539</u>
Restricted funds				
Communities & Groups	41,574	(35,528)	-	6,046
Mentoring & schools	100,001	49,429	-	149,430
	<u>141,575</u>	<u>13,901</u>	<u>-</u>	<u>155,476</u>
TOTAL FUNDS	<u>723,856</u>	<u>(266,841)</u>	<u>-</u>	<u>457,015</u>

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2025

17. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
Free reserves	166,704	(402,657)	4,472	(231,481)
Unrestricted fixed assets	1,489	(50,750)	-	(49,261)
	<u>168,193</u>	<u>(453,407)</u>	<u>4,472</u>	<u>(280,742)</u>
Restricted funds				
Communities & Groups	163,814	(199,342)	-	(35,528)
Mentoring & schools	308,679	(259,250)	-	49,429
	<u>472,493</u>	<u>(458,592)</u>	<u>-</u>	<u>13,901</u>
TOTAL FUNDS	<u>640,686</u>	<u>(911,999)</u>	<u>4,472</u>	<u>(266,841)</u>

Free reserves represent amounts held to further the charitable objectives as the trustees see fit.

Free reserves were significantly reduced during the financial year, primarily due to ongoing fundraising and operational challenges. The Trustees acknowledge the impact of this depletion and have taken steps to address it. It is anticipated that the reserves position will be substantially strengthened in the 2025-2026 financial year through enhanced fundraising activity and the planned sale of the office building, currently held as a fixed asset. These measures are expected to restore the free reserves to a more sustainable level, supporting the charity's long-term financial resilience.

The unrestricted fixed asset fund is a designated pot set aside to recognise the net book value of the fixed assets used by the charity.

Communities & Groups has been set up to help young people in the Warwick district community with after-school and evening clubs and holiday provision.

Mentoring & schools is for helping young people in education and to support their mental health and wellbeing.

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

YOUNG PEOPLE FIRST (MIDLANDS)

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 March 2025**

	2025 £	2024 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	60,752	40,085
Other trading activities		
Fundraising events	1,587	3,406
Rent received	11,000	11,000
	12,587	14,406
Investment income		
Interest receivable	5,620	7,214
Charitable activities		
Youth Work	19,400	9,639
Communities & Groups	107,315	56,500
Mentoring & Schools	103,421	202,258
	230,136	268,397
Other income		
Gain on sale of tangible fixed assets	1,489	-
	310,584	330,102
Total incoming resources		
	310,584	330,102
EXPENDITURE		
Raising donations and legacies		
Fundraising costs	2,484	1,079
Charitable activities		
Wages	209,301	161,464
Social security	9,853	6,687
Pensions	8,059	6,965
Youth Work	5,526	11,845
Communities & Groups	30,203	27,118
Mentoring & Schools	1,885	1,262
Depreciation of land and buildings	7,581	7,581
	272,408	222,922
Support costs		
Management		
Wages	107,690	100,319
Social security	10,259	9,250
Pensions	5,384	5,016
Insurance	3,460	2,929
Carried forward	126,793	117,514

This page does not form part of the statutory financial statements

YOUNG PEOPLE FIRST (MIDLANDS)

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 March 2025**

	2025 £	2024 £
Management		
Brought forward	126,793	117,514
Light and heat	5,620	6,192
Telephone & internet	4,707	4,797
Postage and stationery	849	1,701
Sundries	12,704	3,679
Staff training	3,315	5,560
IT & computer costs	9,569	8,282
Repairs and renewals	9,510	17,198
Motor running costs	708	1,354
Depreciation of land and buildings	15,482	15,482
Depn of furniture and equip	2,707	1,917
	191,964	183,676
 Finance		
Bank charges	404	324
 Governance costs		
Independent examiner's remuneration	3,300	3,300
Legal and professional	16,441	9,422
Accountancy fees	2,635	1,640
	22,376	14,362
 Total resources expended	489,636	422,363
 Net expenditure before gains and losses	(179,052)	(92,261)
 Realised recognised gains and losses		
Realised gains/(losses) on fixed asset investments	-	4,472
 Net expenditure	(179,052)	(87,789)

YOUNG PEOPLE FIRST (MIDLANDS)

England & Wales - Charity number 1056035

Accounts

REGISTERED COMPANY NUMBER: 03201917 (England and Wales)
REGISTERED CHARITY NUMBER: 1056035

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024
FOR
YOUNG PEOPLE FIRST (MIDLANDS)**

**Harrison Beale & Owen Limited
Chartered Accountants
Highdown House
11 Highdown Road
Leamington Spa
Warwickshire
CV31 1XT**

YOUNG PEOPLE FIRST (MIDLANDS)

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YOUNG PEOPLE FIRST (MIDLANDS)
REFERENCE AND ADMINISTRATIVE DETAILS
for the year ended 31 March 2024

TRUSTEES	M C Burns-Jackson P Street (resigned 16.1.2024) Ms A M Bishop (resigned 15.8.2023) Ms S I Howe (resigned 25.6.2024) M R Hill Ms A A K Bass (appointed 1.11.2023) J M Isherwood (appointed 8.5.2024) D S Reynolds (appointed 1.11.2023)
COMPANY SECRETARY	Ms J A Squires
REGISTERED OFFICE	Jubilee House Westlea Road Leamington Spa Warwickshire CV31 3JE
REGISTERED COMPANY NUMBER	03201917 (England and Wales)
REGISTERED CHARITY NUMBER	1056035
INDEPENDENT EXAMINER	Harrison Beale & Owen Limited Chartered Accountants Highdown House 11 Highdown Road Leamington Spa Warwickshire CV31 1XT
SOLICITORS	Moore and Tibbits 34 High Street Warwick CV34 4BE
BANKERS	Unity Trust Bank PLC 4 Brindleyplace Birmingham B1 2JB

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of 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).

Chair's Report

In the last year, Young People First has continued to face persistent challenges stemming from the impact of COVID-19 and wider economic uncertainty, however the charity has proactively adapted its approach.

During the year, Young People First has continued to deliver a range of programmes and services aimed at supporting young people. These included open access youth clubs, now for 8-18s, 1-1 mentoring in secondary schools, increased delivery in primary schools and a new community cafe twice a week reaching up to 30 members of the community each time.

While we have faced considerable challenges in securing funding via grants, the charity has surpassed its targets for individual donations and events, showcasing the unwavering support of our community. The charity has also demonstrated exceptional efficiency in managing its expenditure, maintaining a rigorous approach to overall cost control. This prudent management has enabled us to optimise resources and minimise unnecessary expenses. To ensure the sustainability of our operations, the charity has strategically shifted its focus towards securing medium to large-sized grants instead of small-sized grants. This approach provides us with greater certainty in delivering our services, knowing that our expenses will be adequately met.

Despite the financial landscape presenting various obstacles, we remain committed to the prudent management of our resources, seeking opportunities for growth and sustainability while ensuring that our services continue to positively impact those we serve.

We were delighted to welcome Jo Squires as the new CEO in April 2022. Jo has already proven to be an exceptional leader who clearly embodies the charity's mission and values. Jo's commitment to the charity's cause, together with her energy, enthusiasm, and leadership, has brought renewed vigour to the charity's operations. Under her leadership, Jo has not only implemented office and staff changes but also fostered invaluable connections within the community. Her efforts have resulted in a significant positive impact on numerous young people and their families.

During the year, Young People First bid farewell to David Marr, who had served as the chair of the board for 9 years and a trustee for several years before this. David's dedication, expertise, and contributions to the charity have been invaluable, and we extend our sincere gratitude for his service. Following the departure of David, I was appointed by the board of trustees as the interim chair to ensure the continuity of leadership and effective governance. The board is currently undertaking a comprehensive process to identify a permanent chair, which will include a rigorous selection procedure and consultation with key stakeholders. During Dave's tenure as Chair, we have also extended a warm welcome to Matthew Hill, who has joined as the new treasurer. Matthew's appointment has already proven instrumental in enhancing financial oversight and stewardship within the organisation.

In January of this year, we were delighted to welcome so many supporters and local community members at our first in-person Annual General Meeting (AGM) since the onset of the COVID-19 pandemic. Their participation added immense value to the event, creating a shared sense of commitment to our cause.

The trustees and I would like to extend our thanks to all the staff, volunteers, supporters, and donors who have contributed to the success of Young People First. Their dedication, hard work, and generosity have been instrumental in achieving the charity's mission to make a positive difference in the lives of young people in need.

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2024

OBJECTIVES AND ACTIVITIES

Objectives and aims

Our Charitable Purposes and activities as set out in our constitution

- 1) To help young people in the Warwickshire, Coventry and Solihull area to develop their physical and mental capacities so that they may grow to full maturity as caring individuals and responsible members of society;
- 2) The provision or assistance in the provision of activities and facilities for recreation and leisure time occupation and of information concerning training recreation health and independent living with the object of improving the quality of life of young people in the area of benefit.

Our Vision

We put young people first. Always.

Our Mission

We put young people first. We improve lives by building positive relationships with young people living with disadvantage, their families and their community.

Working in partnerships in schools, on the streets and with families to enable every young person to overcome challenges and be the best version of themselves.

Our Values

Young Person Centred; Professional; Passionate; Consistent; Inclusive; Honest.

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2024

OBJECTIVES AND ACTIVITIES

Significant activities

As an organisation, we see disadvantage as far greater than economic. BBC Children in need define disadvantage as: Illness, distress, abuse or neglect; any kind of disability; behavioural or psychological difficulties; living in poverty or situations of deprivation. We believe that this is a minimum definition and that disadvantage is hidden, complex, interconnected and at times systemic and institutional.

Our work is crucial in addressing the significant disadvantages affecting young people and their families in Brunswick Ward, Leamington Spa, one of the most deprived areas nationally. This ward includes five Lower Level Super Output Areas (LSOAs), ranking in the top 30% for national deprivation. The disadvantages limit young people's access to support, increase school disengagement (with 13% of our youth club attendees excluded compared to the national average of 0.08%), expose them to negative influences and crime, and restrict recreational and developmental opportunities. Violent crime is a major concern, with one area where we work ranking in the top 20% for youth violent offences in Warwickshire. Parents worry about county lines activity and related violence, alongside the lack of affordable positive activities highlighting the need for our work - for free support, safe spaces and trusted adults.

Youth Club

Our Outreach Team engages with young people through community-focused youth work, including our well known 'Youthy' (youth club). 'Youthy' has offered a range of sessions all year-round (only breaking for two weeks over Christmas). These sessions provide a safe space, access to safe trusted adults, a hot meal and free, positive activities, helping mitigate risks associated with county lines violence, anti-social behaviour, and exploitation.

Schools Work

Our Schools Team has collaborated with local primary and secondary schools to support young people who struggle within the educational model. By developing strong relationships with two primary and three secondary schools, founded on our longstanding commitment to mentoring programs within the schools, over this year from October onwards we have begun to provide trauma-informed youth work support from a staff team based within the schools.

Our team focuses on developing young people's socio-emotional skills, which are crucial for achieving positive life outcomes like qualifications and employment, as well as greater engagement in education. Using a trauma-informed approach, we work with young people through small-group sessions and 1:1 mentoring, alongside providing a safe space with safe (non-teaching staff) adults should young people be struggling/ dysregulated. In one school, since Young People First have been based there, the number of suspensions has reduced by over 70%.

Detached Youth Work

Regular detached youth work has also started this year, mainly in collaboration with Warwick District Council - ensuring we are working in the areas which are most in need. Youth workers are present in areas where young people choose to spend their time, and this street-based approach, has helped reduce their risk and vulnerability by providing critical support where young people are without any expectation for them to go to an unknown space.

Holiday Provision

We have continued to offer Family Thursday's during the holidays, which enables families (who may be on Free School Meals during term time) Access to a safe space, positive activities and good quality food every week. We have worked with various local businesses who have provided volunteers to help serve the young people and their families over these sessions.

Family Work

Our Families team has been supporting the wider households of young people as they face multiple challenges offering timely interventions to prevent or reduce situations that might otherwise escalate. We provide regular coffee mornings for parents to meet for social interaction and support from our qualified workers or peers who have faced similar challenges, creating a network of support even when our staff are not available.

Our skilled team passionately maintains a non-judgemental approach and addresses issues like housing, food poverty, school appeals, and signposting to specialist services. Often, we have found, that a simple chat and a cup of tea provide crucial reassurance for overwhelmed families. Our work is acclaimed by many agencies that struggle to engage with the families we engage with and support, and many of our families have greatly benefited from their services because of our relationship and support.

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2024

OBJECTIVES AND ACTIVITIES

Outcomes

We focus our resources to achieve the following outcomes for young people and their families - the quotes are direct from young people we work with:

- **Improved Confidence:**

"Climbing the tall trees on residential made me feel better about myself, as I achieved something I was too nervous to do."

- **Access to New Experiences:**

"Residential gave me the opportunity to try something new, it gave me the confidence to be away from home."

- **Increased Knowledge:**

"Youthy has helped me to recognise who not to be friends with."

- **Enhanced Communication Skills:**

"Youthy has given me a best friend."

- **Better Physical and Mental Wellbeing:**

"The staff are lovely, so I know if I come here I can talk about anything to them."

- **Developed Strategies to Overcome Challenges:**

"Youthy encouraged me to revise by having people to help me."

- **Appropriate Safeguarding.**

Improving these outcomes will lead to better emotional management, engagement in education, and positive later life outcomes, such as obtaining qualifications, sustaining employment, and maintaining healthy relationships; which in turn can then reduce broader societal pressures, including preventing exclusions, reduced healthcare costs and criminal justice costs.

Young people's self-assessment of their interactions with our work shows.....

66% felt their confidence had grown.

88% had benefited from new experiences.

66% felt they had made better choices.

56% expressed that support from youth workers had helped them to overcome a problem.

89% reported that being active and having youth workers to talk to had improved their mental health.

Over the year, we worked with 368 young people, achieving 2,984 contacts across all projects. Examples include 66 young people supported through one-on-one mentoring and 143 attending 'Youthy' (Youth Club) sessions.

Safeguarding

As an organisation wishing young people to become the best version of themselves; ensuring they do not suffer harm is paramount and the organisation responds appropriately to all safeguarding concerns.

The organisation's robust and annually reviewed safeguarding policy underpins all of our work and our two highly experienced Designated Safeguarding Leads ensure a constant and consistent level of expertise to resolve any concern. For our youth workers to be compliant, capable and confident in their safeguarding responsibilities the organisation promotes a positive safeguarding culture, encouraging anyone to share concerns about a young person with the knowledge these concerns will be listened to and responded to in an empathetic and professional manner.

During the year the team raised 26 safeguarding concerns which were diverse in their nature and complexity and included concerns of neglect and abuse. Each concern had the potential for a young person to suffer harm, but our pertinent observations, recording and reporting ensured young people were protected from any harm and could continue unimpeded on their journey to become the best version of themselves.

Thank yous and Acknowledgements

Thank you to the following grant giving organizations:

A H Lynall Foundation; Alan Edward Higgs; Albert Hunt Trust; Baron Davenport's Charity; Brian Murtagh Charitable Trust; C A Rookes Charitable Trust; Dumbreck Charity; Edgar E Lawley Foundation; Edith and Jack Griffiths Charitable Trust; Edward and Dorothy Cadbury Trust; Gosling Foundation Limited; Grace Trust; Lillie Johnson Charitable Trust; National Lottery Cost of Living; PCC; Richard Cadbury Charitable Trust; St Peter's Aid for the Needy; WPH Charitable Trust; Youth Work Fund Small Grants.

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2024

OBJECTIVES AND ACTIVITIES

Special thanks to the National Lottery Reaching Communities fund, as we are in year two of a five year grant.

Chair's Update

It's my pleasure to reflect on the past year at Young People First (YPF) and share the strides we've made, the challenges we've faced, and our exciting plans moving forward. Our vision remains simple yet bold: No Young Person Limited by Disadvantage.

Reflecting on the Past Year

The past year has been a period of transformation for YPF. We've seen successes in key areas, such as our mentoring programs and new initiatives like the Employability Project with Morrisons. This project, which provided invaluable guidance on job applications and interview techniques, empowered young participants to envision new career paths, with one even discovering a job aspiration that has inspired continued collaboration with Morrisons.

Our core work remains centred around open-access youth clubs, mentoring, and family support, but we've also taken steps into new areas such as community cafés and primary school work. However, with this growth, we have encountered significant challenges—primarily related to capacity, role clarity, and staff wellbeing.

The closure of projects like Care-Leavers and Sharp Minds meant a shift in focus, but also a struggle to manage resources effectively. The strain on management and youth workers alike has been evident, with overlapping responsibilities and high delivery expectations contributing to burnout. We've found that our incredible team, while committed, has been stretched thin. The complexity of managing over 100 hours of youth work per week, in addition to covering sickness and absence, has tested our limits.

Challenges and Changes

A recurring theme throughout the year has been a lack of role clarity, especially among the management and youth workers. Managers, like Kieran, Katrina, and Jayne, have juggled multiple roles, leading to confusion over leadership responsibilities. Youth workers, too, have been asked to cover areas outside their expertise, which has resulted in frustration and impacted the quality of delivery.

We also faced difficult decisions around the continuation of certain projects. For example, our Lunchtime Clubs and Senior Youth Club (16-18 year-olds) were discontinued due to low engagement. While these closures were necessary, they serve as a reminder of the importance of adaptability in our approach. We need to ensure that our programs align with the real needs of young people in the community.

What's Worked Well

Despite these challenges, there are numerous bright spots. Our Community Café has seen impressive growth. What started as a space for parents to connect has evolved into a larger community hub. While the café has expanded beyond its original purpose—now catering to older community members—we continue to provide essential support to parents of the young people we work with. However, we recognise the need to refocus this space on young people and their families, ensuring it aligns more closely with our core mission.

Mentoring has remained a cornerstone of our impact, with group and one-on-one sessions seeing significant demand. This year, our mentoring expanded into primary schools, helping vulnerable young people with essential life skills such as online safety and transitioning to secondary school. The feedback has been overwhelmingly positive, and we're looking to grow this offering further.

Our flagship youth club, Youthy, continues to be a critical service for young people aged 11-16. With over 30 attendees per session, Youthy provides a safe and enriching environment where young people can unwind, participate in activities, and enjoy a meal. However, it's clear we need to reinvigorate this program. Some staff members have expressed concerns about managing challenging behaviour, and at times it has felt more like crowd control than genuine youth work. A renewed focus on staff training and engagement will be a priority for the coming year.

Looking Ahead

As we move forward, we are committed to addressing the internal challenges that have surfaced this year. Key priorities include:

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2024

OBJECTIVES AND ACTIVITIES

- Improving role clarity and staff wellbeing: Ensuring each member of our team understands their responsibilities and has the support they need is essential. This will reduce burnout and improve the quality of our programs.
- Focusing on impactful delivery: We will take a closer look at the effectiveness and costs associated with our current services. By refining our approach, we can ensure that every hour and every penny is used to its fullest potential.
- Refocusing the Community Café: The café will return to its roots, prioritising the families of young people, while also ensuring our staff are properly trained in safeguarding.
- Reinvigorating Youthy: We will provide additional training for our youth workers to help them manage the challenges of open-access youth work and reignite their passion for the work.
- Expanding mentoring opportunities: With growing demand, we will seek new ways to extend both one-on-one and group mentoring, especially in primary schools where we see significant impact.

Additionally, while we continue to secure funding from important partners like Reaching Communities, we are feeling the growing pressure on our reserves. If not addressed, this could make it increasingly difficult for YPF to sustain operations in the future. Ensuring our financial stability will be critical as we move forward, especially as we face rising costs and increased demand for our services.

Gratitude and Hope

None of our progress would be possible without the support of our funders, including the National Lottery and the Police Crime Commissioner, as well as invaluable partnerships with local businesses like Morrisons. A special thanks to our volunteers and staff, whose unwavering dedication to Young People First has been the bedrock of our efforts.

Looking ahead, I am optimistic that with a renewed focus on clarity, balance, and impact, we will continue to grow as an organisation and deepen our support for the young people and families who need us most. Together, we can build a future where no young person is limited by disadvantage.

Thank you to our donors, supporters, volunteers and employees for their continued support and belief in our mission.

Best Wishes,

Damien Reynolds BEM
Chair of Trustees

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

We were formed as a Charity in March 1954. Originally known as Warwickshire Association of Youth Clubs, we changed our name to Young People First (Midlands) in June 2017. From 1 April 1997 we were incorporated as a company limited by guarantee (no 3201917) and we are governed by its Memorandum and Articles of Association dated 21 May 1996. We are registered with the Charity Commission as a charity (no 1056035). Organisations or individuals over 16 can apply to become a member of the Charity by applying in the form required by the Trustees who will consider their application.

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Presidents and Vice Presidents

President - Tim Cox, Lord Lieutenant of Warwickshire.

Vice Presidents - Robert Aldenton, The Lady Butterworth, Mervyn Kimberley, Tony Parsons, Ben Wesson, The Hon. Mrs Wheeler Bennett and Mrs B.E. Winstanley MBE, DL.

Board of Trustees

We have actively encouraged young people under the age of 25 to become trustees and 14% of our Board are young people elected before their 25th birthday and we aim to increase this. The directors of the charitable company (the charity) are its Trustees for the purpose of charitable law and throughout this report are collectively referred to as the Trustees.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Ms S I Howe (Chair)	(Resigned 25 June 2024)
Mr M Burns-Jackson	
Mr P Street	(Resigned 16 January 2024)
Mr M R Hill	
Ms A M Bishop	(Resigned 15 August 2023)
Ms A A K Bass	(Appointed 1 November 2023)
Mr J M Isherwood	(Appointed 8 May 2024)
Mr D S Reynolds	(Appointed 1 November 2023)

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Public Benefit

The Trustees complied with their duty to have due regard to the Charity Commission's public benefit guidance (set out in section 40 of the Charities (Accounts and Reports) Regulations 2008) in deciding what activities the charity should undertake. The trustees consider that the charity's activities reflect our aims and objectives and that they are designed to provide accessible services and activities that benefit the appropriate sector of the public in accordance with our charitable activities. Public benefit is demonstrated through:

- Young people up to the age of 25 in Warwickshire, Coventry and Solihull are able to access age appropriate activities, recreation, support and training that builds self-confidence, reinforces inclusion within social networks and promotes opportunities to engage in non-formal education.
- Young people are personally empowered as individuals and groups so that they actively engage in and contribute to the planning process and future direction of the Charity and its activities.
- Providing an alternative and productive means of self-development for hitherto alienated, marginalised or disaffected young people therefore reducing the risk of them being drawn into antisocial and criminal behaviour or experience of social exclusion.
- Inspiring young people by involving them in imaginative youth work initiatives delivered by qualified youth workers who present as positive adult role models.
- Providing quality services to affiliated youth organisations and associate members by giving them access to worker support, training, practical resources and youth activity programmes therefore enabling them to deliver high quality youth work.

YOUNG PEOPLE FIRST (MIDLANDS)

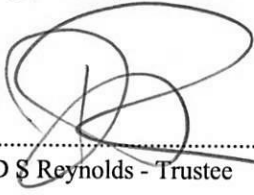
**REPORT OF THE TRUSTEES
for the year ended 31 March 2024**

STRUCTURE, GOVERNANCE AND MANAGEMENT

- Helping to develop positive ideas within young people around the concept of belonging to peer groups, community involvement and citizenship via the delivery of programmes based upon team building, care for others, creativity and increased self-esteem.

- Assisting in the appropriate preparation of young people for further education so increasing their potential to become responsible, usefully employed and productive members of society.

Approved by order of the board of trustees on 21/10/24 and signed on its behalf by:


.....
D S Reynolds - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
YOUNG PEOPLE FIRST (MIDLANDS)**

Independent examiner's report to the trustees of Young People First (Midlands) ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the Company 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 your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

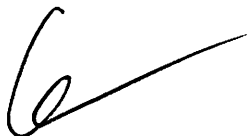
Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, 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:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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 accounts 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 accounts to be reached.



Gregg Olnor MPhil BA (Hons) FCA

Harrison Beale & Owen Limited
Chartered Accountants
Highdown House
11 Highdown Road
Leamington Spa
Warwickshire
CV31 1XT

Date: 21/10/2024

YOUNG PEOPLE FIRST (MIDLANDS)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT) for the year ended 31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	37,085	3,000	40,085	11,587
Charitable activities	6				
Supporting Young People		9,639	258,758	268,397	179,463
Other trading activities	4	14,406	-	14,406	16,864
Investment income	5	7,215	(1)	7,214	1,268
Total		<u>68,345</u>	<u>261,757</u>	<u>330,102</u>	<u>209,182</u>
EXPENDITURE ON					
Raising funds	7	1,079	-	1,079	522
Charitable activities	8				
Supporting Young People		267,591	153,693	421,284	357,441
Total		<u>268,670</u>	<u>153,693</u>	<u>422,363</u>	<u>357,963</u>
Net gains on investments		<u>4,472</u>	<u>-</u>	<u>4,472</u>	<u>1,914</u>
NET INCOME/(EXPENDITURE)		(195,853)	108,064	(87,789)	(146,867)
RECONCILIATION OF FUNDS					
Total funds brought forward		582,281	141,575	723,856	870,723
TOTAL FUNDS CARRIED FORWARD		<u><u>386,428</u></u>	<u><u>249,639</u></u>	<u><u>636,067</u></u>	<u><u>723,856</u></u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

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

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

YOUNG PEOPLE FIRST (MIDLANDS)

BALANCE SHEET 31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Tangible assets	14	328,820	-	328,820	352,066
Investments	15	-	-	-	187,115
		<u>328,820</u>	<u>-</u>	<u>328,820</u>	<u>539,181</u>
CURRENT ASSETS					
Debtors	16	23,340	-	23,340	8,054
Cash at bank		47,095	249,639	296,734	183,121
		<u>70,435</u>	<u>249,639</u>	<u>320,074</u>	<u>191,175</u>
CREDITORS					
Amounts falling due within one year	17	(12,827)	-	(12,827)	(6,500)
NET CURRENT ASSETS		<u>57,608</u>	<u>249,639</u>	<u>307,247</u>	<u>184,675</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>386,428</u>	<u>249,639</u>	<u>636,067</u>	<u>723,856</u>
NET ASSETS		<u>386,428</u>	<u>249,639</u>	<u>636,067</u>	<u>723,856</u>
FUNDS	18				
Unrestricted funds				386,428	582,281
Restricted funds				249,639	141,575
TOTAL FUNDS				<u>636,067</u>	<u>723,856</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

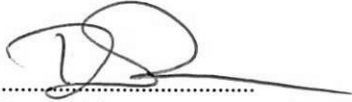
- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

YOUNG PEOPLE FIRST (MIDLANDS)

BALANCE SHEET - continued
31 March 2024

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 21/10/24 and were signed on its behalf by:

A handwritten signature in black ink, appearing to be 'DS' followed by a long horizontal stroke.

D S Reynolds - Trustee

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2024

1. CHARITY INFORMATION

Young People First (Midlands) is a private company limited by guarantee incorporated in England and Wales. The registered office is Jubilee House, Westlea Road, Leamington Spa, Warwickshire, CV31 3JE.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Critical accounting judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

No significant judgements have had to be made by the trustees in preparing these financial statements.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Grants towards revenue expenditure are released to the profit and loss account as the related expenditure is incurred. Grants of a capital nature are attributed to the relevant capital item to which the grant is in respect of and amortised over the remaining useful life of the asset concerned.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2024

2. ACCOUNTING POLICIES - continued

Expenditure

Costs of raising funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes and the cost of staff involved in the raising of funds and their associated support costs.

Expenditure on charitable activities includes the costs incurred by the charity in the delivery of its activities and services for its beneficiaries and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Support costs relate to expenditure that has been incurred on functions that assist the work of the charity but do not directly relate to charitable activities.

Tangible fixed assets

Tangible fixed assets costing £1,000 or more are capitalised and initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of the assets less their residual values over their useful lives on the following bases:

Leasehold Land	Over the term of the lease
Leasehold Buildings	Over the shorter of 50 years or the lease term
Refurbishment of Sports Court	Over the term of the 10 year licence to occupy the land until 29 May 2024
Motor Vehicles	Over 5 years (20% SL)
Furniture and Equipment	Over 4 years (25% SL)
Furniture and Equipment	Over 3 years (33% SL)

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

Impairment of fixed assets

At each reporting date the charity reviews the carrying amounts of its assets to determine whether there is any indication that those assets are included in the financial statements at an amount in excess of either the expected sale proceeds or the value to the charity obtainable through future use (the recoverable amount).

If an asset is held on the balance sheet at an amount greater than the recoverable amount then an impairment loss is recognised in the SoFA to reduce the asset value.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Foreign currencies

Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2024

2. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

The charity initially contributes 3% and matches employee contributions up to 8% of salary into the defined contribution scheme.

Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and section 12 'Other Financial Instruments' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, where there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

3. DONATIONS AND LEGACIES

	Unrestricted funds	Restricted funds	2024 Total funds	2023 Total funds
	£	£	£	£
Donations	<u>37,085</u>	<u>3,000</u>	<u>40,085</u>	<u>11,587</u>

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2024

4. OTHER TRADING ACTIVITIES

	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
Fundraising events	3,406	-	3,406	3,221
Rent received	11,000	-	11,000	13,643
	<u>14,406</u>	<u>-</u>	<u>14,406</u>	<u>16,864</u>

5. INVESTMENT INCOME

	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
Interest receivable	7,215	(1)	7,214	1,168
Dividends receivable	-	-	-	100
	<u>7,215</u>	<u>(1)</u>	<u>7,214</u>	<u>1,268</u>

6. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2024 £	2023 £
Youth Work	Supporting Young People	9,639	31,500
Communities & Groups	Supporting Young People	56,500	83,011
Mentoring & Schools	Supporting Young People	202,258	64,952
		<u>268,397</u>	<u>179,463</u>

7. RAISING FUNDS

Raising donations and legacies

	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
Fundraising costs	1,079	-	1,079	522
	<u>1,079</u>	<u>-</u>	<u>1,079</u>	<u>522</u>

YOUNG PEOPLE FIRST (MIDLANDS)

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 March 2024**

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 9) £	Totals £
Supporting Young People	<u>222,922</u>	<u>198,362</u>	<u>421,284</u>

9. SUPPORT COSTS

	Management £	Finance £	Governance costs £	Totals £
Supporting Young People	<u>183,676</u>	<u>324</u>	<u>14,362</u>	<u>198,362</u>

Support costs, included in the above, are as follows:

Management

	2024 Supporting Young People £	2023 Total activities £
Wages	100,319	86,075
Social security	9,250	7,649
Pensions	5,016	3,649
Insurance	2,929	2,875
Light and heat	6,192	7,165
Telephone & internet	4,797	6,309
Postage and stationery	1,701	1,507
Sundries	3,679	5,965
Staff training	5,560	931
IT & computer costs	8,282	8,348
Repairs and renewals	17,198	17,978
Motor running costs	1,354	1,333
Depreciation of tangible and heritage assets	17,399	16,966
	<u>183,676</u>	<u>166,750</u>

Finance

	2024 Supporting Young People £	2023 Total activities £
Bank charges	324	275
Exchange rate variance	-	(646)
	<u>324</u>	<u>(371)</u>

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2024

9. SUPPORT COSTS - continued Governance costs

	2024 Supporting Young People £	2023 Total activities £
Independent examiner's remuneration	3,300	3,300
Legal and professional	9,422	8,649
Accountancy fees	1,640	2,046
	<u>14,362</u>	<u>13,995</u>

10. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024 £	2023 £
Depreciation - owned assets	<u>24,980</u>	<u>24,547</u>

11. TRUSTEES' REMUNERATION AND BENEFITS

The charity trustees were not paid nor received any other benefits from employment with the charity (2023 - £nil) neither were they reimbursed expenses during the year (2023 - £nil). No charity received payment for professional or other services supplied to the charity (2023 - £nil).

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

12. STAFF COSTS

	2024 £	2023 £
Wages and salaries	261,783	212,243
Social security costs	15,937	11,478
Other pension costs	11,981	8,564
	<u>289,701</u>	<u>232,285</u>

The charity considers its key management personnel to be the trustees, the Chief Officer, the Deputy Chief Officer, and the Finance Officer. The total employment benefits including employer pension contributions of the key management personnel was £105,685 (2023 - £90,994).

The average monthly number of employees during the year was as follows:

	2024	2023
Staff	<u>14</u>	<u>13</u>

No employees received emoluments in excess of £60,000.

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued **for the year ended 31 March 2024**

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	11,587	-	11,587
Charitable activities			
Supporting Young People	31,500	147,963	179,463
Other trading activities	15,146	1,718	16,864
Investment income	1,266	2	1,268
Total	<u>59,499</u>	<u>149,683</u>	<u>209,182</u>
EXPENDITURE ON			
Raising funds	422	100	522
Charitable activities			
Supporting Young People	<u>227,609</u>	<u>129,832</u>	<u>357,441</u>
Total	<u>228,031</u>	<u>129,932</u>	<u>357,963</u>
Net gains on investments	<u>1,914</u>	<u>-</u>	<u>1,914</u>
NET INCOME/(EXPENDITURE)	<u>(166,618)</u>	<u>19,751</u>	<u>(146,867)</u>
Transfers between funds	<u>80,376</u>	<u>(80,376)</u>	<u>-</u>
Net movement in funds	<u>(86,242)</u>	<u>(60,625)</u>	<u>(146,867)</u>
RECONCILIATION OF FUNDS			
Total funds brought forward	668,523	202,200	870,723
TOTAL FUNDS CARRIED FORWARD	<u><u>582,281</u></u>	<u><u>141,575</u></u>	<u><u>723,856</u></u>

YOUNG PEOPLE FIRST (MIDLANDS)

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 March 2024**

14. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Motor vehicles £	Totals £
COST				
At 1 April 2023	849,915	55,113	7,546	912,574
Additions	-	1,734	-	1,734
At 31 March 2024	849,915	56,847	7,546	914,308
DEPRECIATION				
At 1 April 2023	502,649	50,313	7,546	560,508
Charge for year	23,063	1,917	-	24,980
At 31 March 2024	525,712	52,230	7,546	585,488
NET BOOK VALUE				
At 31 March 2024	324,203	4,617	-	328,820
At 31 March 2023	347,266	4,800	-	352,066

15. FIXED ASSET INVESTMENTS

During the year the charity sold its fixed asset investments realising a gain of £4,472.

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade debtors	12,322	-
Other debtors	-	2,754
Prepayments and accrued income	11,018	5,300
	<u>23,340</u>	<u>8,054</u>

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade creditors	1,310	2,135
Social security and other taxes	7,271	1,534
Other creditors	1,496	1,826
Accruals and deferred income	2,750	-
Accrued expenses	-	1,005
	<u>12,827</u>	<u>6,500</u>

An amount totalling £nil (2023 - £40,000) was released to income during the year in respect of deferred grants where the associated performance conditions were satisfied. An amount totalling £2,750 (2023 - £nil) was included within deferred income awaiting satisfaction of various performance conditions.

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2024

18. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
Free reserves	230,216	(170,873)	(1,735)	57,608
Unrestricted fixed assets	352,065	(24,980)	1,735	328,820
	<u>582,281</u>	<u>(195,853)</u>	<u>-</u>	<u>386,428</u>
Restricted funds				
Communities & Groups	41,574	(41,558)	-	16
Mentoring & schools	100,001	149,622	-	249,623
	<u>141,575</u>	<u>108,064</u>	<u>-</u>	<u>249,639</u>
TOTAL FUNDS	<u>723,856</u>	<u>(87,789)</u>	<u>-</u>	<u>636,067</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
Free reserves	68,345	(243,690)	4,472	(170,873)
Unrestricted fixed assets	-	(24,980)	-	(24,980)
	<u>68,345</u>	<u>(268,670)</u>	<u>4,472</u>	<u>(195,853)</u>
Restricted funds				
Communities & Groups	56,499	(98,057)	-	(41,558)
Mentoring & schools	205,258	(55,636)	-	149,622
	<u>261,757</u>	<u>(153,693)</u>	<u>-</u>	<u>108,064</u>
TOTAL FUNDS	<u>330,102</u>	<u>(422,363)</u>	<u>4,472</u>	<u>(87,789)</u>

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2024

18. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
Free reserves	298,194	(142,071)	74,093	230,216
Unrestricted fixed assets	370,329	(24,547)	6,283	352,065
	<u>668,523</u>	<u>(166,618)</u>	<u>80,376</u>	<u>582,281</u>
Restricted funds				
Argyle-Robinson	80,376	-	(80,376)	-
Communities & Groups	39,586	1,988	-	41,574
Mentoring & schools	82,238	17,763	-	100,001
	<u>202,200</u>	<u>19,751</u>	<u>(80,376)</u>	<u>141,575</u>
TOTAL FUNDS	<u>870,723</u>	<u>(146,867)</u>	<u>-</u>	<u>723,856</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
Free reserves	59,499	(203,484)	1,914	(142,071)
Unrestricted fixed assets	-	(24,547)	-	(24,547)
	<u>59,499</u>	<u>(228,031)</u>	<u>1,914</u>	<u>(166,618)</u>
Restricted funds				
Communities & Groups	84,730	(82,742)	-	1,988
Mentoring & schools	64,953	(47,190)	-	17,763
	<u>149,683</u>	<u>(129,932)</u>	<u>-</u>	<u>19,751</u>
TOTAL FUNDS	<u>209,182</u>	<u>(357,963)</u>	<u>1,914</u>	<u>(146,867)</u>

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2024

18. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
Free reserves	298,194	(312,944)	72,358	57,608
Unrestricted fixed assets	370,329	(49,527)	8,018	328,820
	<u>668,523</u>	<u>(362,471)</u>	<u>80,376</u>	<u>386,428</u>
Restricted funds				
Argyle-Robinson	80,376	-	(80,376)	-
Communities & Groups	39,586	(39,570)	-	16
Mentoring & schools	82,238	167,385	-	249,623
	<u>202,200</u>	<u>127,815</u>	<u>(80,376)</u>	<u>249,639</u>
TOTAL FUNDS	<u>870,723</u>	<u>(234,656)</u>	<u>-</u>	<u>636,067</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
Free reserves	127,844	(447,174)	6,386	(312,944)
Unrestricted fixed assets	-	(49,527)	-	(49,527)
	<u>127,844</u>	<u>(496,701)</u>	<u>6,386</u>	<u>(362,471)</u>
Restricted funds				
Communities & Groups	141,229	(180,799)	-	(39,570)
Mentoring & schools	270,211	(102,826)	-	167,385
	<u>411,440</u>	<u>(283,625)</u>	<u>-</u>	<u>127,815</u>
TOTAL FUNDS	<u>539,284</u>	<u>(780,326)</u>	<u>6,386</u>	<u>(234,656)</u>

Free reserves represent amounts held to further the charitable objectives as the trustees see fit.

The unrestricted fixed asset fund is a designated pot set aside to recognise the net book value of the fixed assets used by the charity.

Argyle-Robinson represents amounts donated in memory of Ronald Geoffrey Argyle-Robinson to support our work with young people and youth groups in Leamington, Radford Semele, Whitnash and Bishops Tachbrook.

Communities & Groups has been set up to help young people in the Warwick district community with after-school and evening clubs and holiday provision.

Mentoring & schools is for helping young people in education and to support their mental health and wellbeing.

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 March 2024

19. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024.

YOUNG PEOPLE FIRST (MIDLANDS)

England & Wales - Charity number 1056035

Accounts

REGISTERED COMPANY NUMBER: 03201917 (England and Wales)
REGISTERED CHARITY NUMBER: 1056035

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023
FOR
YOUNG PEOPLE FIRST (MIDLANDS)**



Harrison Beale & Owen Limited
Chartered Accountants
Highdown House
11 Highdown Road
Leamington Spa
Warwickshire
CV31 1XT

YOUNG PEOPLE FIRST (MIDLANDS)

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YOUNG PEOPLE FIRST (MIDLANDS)

REFERENCE AND ADMINISTRATIVE DETAILS
for the year ended 31 March 2023

TRUSTEES	D N Marr (resigned 25.1.2023) M C Burns-Jackson L Elpitiya (resigned 25.4.2022) P Street Ms K Whitehead (resigned 25.4.2022) Ms E Zeen (resigned 25.4.2022) Ms A M Bishop (appointed 26.4.2022) Ms S E Carol (appointed 27.4.2022) (resigned 1.12.2022) Ms S I Howe (appointed 1.5.2022) M R Hill (appointed 26.1.2023)
COMPANY SECRETARY	Ms J A Squires
REGISTERED OFFICE	Jubilee House Westlea Road Leamington Spa Warwickshire CV31 3JE
REGISTERED COMPANY NUMBER	03201917 (England and Wales)
REGISTERED CHARITY NUMBER	1056035
INDEPENDENT EXAMINER	Harrison Beale & Owen Limited Chartered Accountants Highdown House 11 Highdown Road Leamington Spa Warwickshire CV31 1XT
SOLICITORS	Moore and Tibbits 34 High Street Warwick CV34 4BE
BANKERS	Unity Trust Bank PLC 4 Brindleyplace Birmingham B1 2JB

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of 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).

Chair's Report

In the last year, Young People First has continued to face persistent challenges stemming from the impact of COVID-19 and wider economic uncertainty, however the charity has proactively adapted its approach.

During the year, Young People First has continued to deliver a range of programmes and services aimed at supporting young people. These included open access youth clubs, now for 8-18s, 1-1 mentoring in secondary schools, increased delivery in primary schools and a new community cafe twice a week reaching up to 30 members of the community each time.

While we have faced considerable challenges in securing funding via grants, the charity has surpassed its targets for individual donations and events, showcasing the unwavering support of our community. The charity has also demonstrated exceptional efficiency in managing its expenditure, maintaining a rigorous approach to overall cost control. This prudent management has enabled us to optimise resources and minimise unnecessary expenses. To ensure the sustainability of our operations, the charity has strategically shifted its focus towards securing medium to large-sized grants instead of small-sized grants. This approach provides us with greater certainty in delivering our services, knowing that our expenses will be adequately met.

Despite the financial landscape presenting various obstacles, we remain committed to the prudent management of our resources, seeking opportunities for growth and sustainability while ensuring that our services continue to positively impact those we serve.

We were delighted to welcome Jo Squires as the new CEO in April 2022. Jo has already proven to be an exceptional leader who clearly embodies the charity's mission and values. Jo's commitment to the charity's cause, together with her energy, enthusiasm, and leadership, has brought renewed vigour to the charity's operations. Under her leadership, Jo has not only implemented office and staff changes but also fostered invaluable connections within the community. Her efforts have resulted in a significant positive impact on numerous young people and their families.

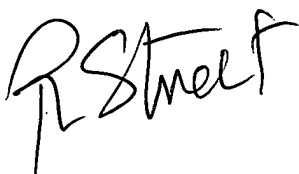
During the year, Young People First bid farewell to David Marr, who had served as the chair of the board for 9 years and a trustee for several years before this. David's dedication, expertise, and contributions to the charity have been invaluable, and we extend our sincere gratitude for his service. Following the departure of David, I was appointed by the board of trustees as the interim chair to ensure the continuity of leadership and effective governance. The board is currently undertaking a comprehensive process to identify a permanent chair, which will include a rigorous selection procedure and consultation with key stakeholders. During Dave's tenure as Chair, we have also extended a warm welcome to Matthew Hill, who has joined as the new treasurer. Matthew's appointment has already proven instrumental in enhancing financial oversight and stewardship within the organisation.

In January of this year, we were delighted to welcome so many supporters and local community members at our first in-person Annual General Meeting (AGM) since the onset of the COVID-19 pandemic. Their participation added immense value to the event, creating a shared sense of commitment to our cause.

The trustees and I would like to extend our thanks to all the staff, volunteers, supporters, and donors who have contributed to the success of Young People First. Their dedication, hard work, and generosity have been instrumental in achieving the charity's mission to make a positive difference in the lives of young people in need.

Sophie Howe

11 Chair



YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2023

OBJECTIVES AND ACTIVITIES

Objectives and aims

Our Charitable Purposes and activities as set out in our constitution

- 1) To help young people in the Warwickshire, Coventry and Solihull area to develop their physical and mental capacities so that they may grow to full maturity as caring individuals and responsible members of society;
- 2) The provision or assistance in the provision of activities and facilities for recreation and leisure time occupation and of information concerning training recreation health and independent living with the object of improving the quality of life of young people in the area of benefit.

Our Vision

No young person limited by disadvantage

Our Mission

Provide positive activities, create meaningful and otherwise inaccessible opportunities and offer tailored support to help disadvantaged young people transition to self-assured adulthood.

Our Values

Young person centred; Caring; trustworthy; passionate; professional

As an organisation we see disadvantage as far greater than economic. BBC Children in Need defines disadvantage as: Illness, distress, abuse or neglect; any kind of disability; behavioural or psychological difficulties; living in poverty or situations of deprivation. We believe this is a minimum definition and that disadvantage is complex, interconnected and, at times systemic and institutional.

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2023

OBJECTIVES AND ACTIVITIES

Significant activities

Brunswick Youth Project

This continues to be our central youth work delivery, being based in the heart of our community in the Brunswick ward of Leamington Spa. The Brunswick ward is ranked in the top 30% for deprivation, (National Index of Multiple Deprivation) afflicted by child poverty; low educational attainment; high crime rate, and open county lines. There is a high need for our preventative and diversionary work as we work to see No Young Person Limited by Disadvantage, helping young people to not just become a product of their environment, of which they have little control.

The project has historically provided an open-access youth club for the 10-16 year old young people from the local community, delivering two sessions per week that provide stimulating, engaging and fun activities for young people. Over this year we recognised the need to work with young people for a longer period, and that particularly for the young people who were 15/16 during lockdown, there was a need for something more after the youth club. We have since diversified this project, and we now run three distinct age-group specific youth clubs. One for 16+ young people, one for 8-11 year old young people, and we continue to run two evenings for 11-16 year olds.

Each session is led by qualified, experienced and caring youth workers who offer support and guidance. Within the sessions we offer food (usually toast or sandwiches) and age appropriate activities, some just for fun, some encouraging exercise and teamwork, others supporting general wellbeing, and a lot of specific life skills such as cooking or time management.

Over the twelve month period we ran:
126 youth clubs and met 253 young people.

Mentoring

Mentoring continues to be a critical part of our work with young people and over the last 12 months we have mentored 35 young people in the two local secondary schools. We don't have a set length of time for support for a mentee, and this way we are able to work with them until they feel like they no longer need such a level of support.

We have also increased our mentoring support to work with young people who are under 11 in two local primary schools. We were approached by one of the schools, about mentoring some of the most vulnerable children in the school and began a group mentoring programme with two small groups of children, and recently began two 1-1 sessions with two children who were unable to engage in a group environment. We have increased our provision now into another primary school working with the groups on themes such as transitioning well to secondary school and online safety. These groups are reaching a total of 21 young people each week.

Holiday Provision

After previously identifying the need for families to have a 'space' with activities for children and no-cost food during the holidays, we have continued and grown this over the last 12 months. We have worked in partnership with Myton Church, who provide volunteers to help serve the families, as well as support through provision of food and home-made cakes. We have brought in other organisations to run activities such as sports, magic and face painting and always have staff on hand to engage young people and chat to families. We offered weekly trips for young people over the summer, giving many of them opportunities that they wouldn't otherwise have to go on a day trip/ exciting venture. This is something that Heart of England funded in 2022, and we are seeking funding for this scheme again 2023.

Community Cafe

The new delivery model for this year widened our scope. If young people are the focus of our vision, we need to start seeing them as more than just individuals. A young person has a family, and a community surrounding them, and for real positive change to occur, the impact has to be wider than just them as one young person. We therefore started to think about how we could support this wider network, to enable this network to impact positively on young people and began a 'parents group'. What started out as a small group where parents could come and have a cuppa and a chat has now grown to a thriving community cafe where we feed upwards of 60 people every week and provide a space for parents, young children and other members of the community to come and chat, get support and advice, eat and be with others. As a result of these connections we have helped various families with getting support for their children at school and with family services, and even through housing support.

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2023

OBJECTIVES AND ACTIVITIES

We received funding from Morrisons Community Fund to set up this cafe space, enabling us to buy equipment, resources (such as soft play equipment and high chairs), and have a weekly budget for food to enable us to provide free hot meals to everyone who turns up. The Cafe space has become a safe space for many members of the community and continues to grow as members invite friends and other contacts to join.

Over the 12 month period, we have been seeing an average of 32 people in the cafe each week.

Safeguarding

All of our work is underpinned with an absolute desire and determination to ensure the safety and wellbeing of all the young people we support. Our team is highly proficient in recognising potential safeguarding concerns and our safeguarding policy and accompanying procedures ensures all concerns are appropriately recorded and actioned. Last year we raised 28 safeguarding concerns, concerns that would have gone unnoticed without our youth work and each and every concern had the potential to significantly impact on the wellbeing and future of the young people we support. This is why we continue to work within our community - to protect some of the most vulnerable in our society.

We have also recently built a good connection with our local Community Safety Officer, Jon Barnett, (Warwick District Council), and are working closely with him, meeting regularly to share relevant information. This information sharing has enabled us to better safeguard the young people that we work with and also provide information to safeguard a wider network of young people. This is particularly important with the prevalence of county lines and violence (including knife crime) in this area.

We believe in the work we do and see a clear need for increased levels. All of our work has a direct correlation to our vision of: no young person limited by disadvantage. This fundamental belief maintains our passion and desire to achieve this goal and continues our drive to support some of the most disadvantaged young people in our society.

Thank Yous and Acknowledgements

We can only maintain our operations with the support of others who believe in our vision; with the majority of the charity's income generated from the support of charitable trusts and foundations we are eternally grateful to them, for their belief in what we do and their willingness to support the most vulnerable.

Sincere thanks to the following for their ongoing support:

Garfield Weston
Ex Pat Community Fund
National Lottery - Community Fund
29th of May Charitable Trust
Warwickshire County Council Small grants
Morrisons Community Grant
Police Crime Commissioners
Heart of England
The Edward Cadbury Grant
Warwickshire County Council Local Authority Community Grant
NFU Mutual Agency Giving Fund
CB & HH Taylor Grant
Barratt Homes Charitable Grant

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

We were formed as a Charity in March 1954. Originally known as Warwickshire Association of Youth Clubs, we changed our name to Young People First (Midlands) in June 2017. From 1 April 1997 we were incorporated as a company limited by guarantee (no 3201917) and we are governed by its Memorandum and Articles of Association dated 21 May 1996. We are registered with the Charity Commission as a charity (no 1056035). Organisations or individuals over 16 can apply to become a member of the Charity by applying in the form required by the Trustees who will consider their application.

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Presidents and Vice Presidents

President - Tim Cox, Lord Lieutenant of Warwickshire.

Vice Presidents - Robert Aldenton, The Lady Butterworth, Mervyn Kimberley, Tony Parsons, Ben Wesson, The Hon. Mrs Wheeler Bennett and Mrs B.E. Winstanley MBE, DL.

Board of Trustees

We have actively encouraged young people under the age of 25 to become trustees and 14% of our Board are young people elected before their 25th birthday and we aim to increase this. The directors of the charitable company (the charity) are its Trustees for the purpose of charitable law and throughout this report are collectively referred to as the Trustees.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr D N Marr (Chairman) (Resigned 25 January 2023)

Mr M Burns-Jackson

Mr L Elpitya (Resigned 25 April 2022)

Mr P Street

Mr M R Hill (Appointed 26 January 2023)

Ms K Whitehead (Resigned 25 April 2022)

Ms E Zeen (Resigned 25 April 2022)

Ms A M Bishop (Appointed 26 April 2022)

Ms S E Carol (Appointed 27 April 2022) (Resigned 1 December 2022)

Ms S I Howe (Appointed 1 May 2022)

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Public Benefit

The Trustees complied with their duty to have due regard to the Charity Commission's public benefit guidance (set out in section 40 of the Charities (Accounts and Reports) Regulations 2008) in deciding what activities the charity should undertake. The trustees consider that the charity's activities reflect our aims and objectives and that they are designed to provide accessible services and activities that benefit the appropriate sector of the public in accordance with our charitable activities. Public benefit is demonstrated through:

- Young people up to the age of 25 in Warwickshire, Coventry and Solihull are able to access age appropriate activities, recreation, support and training that builds self-confidence, reinforces inclusion within social networks and promotes opportunities to engage in non-formal education.

- Young people are personally empowered as individuals and groups so that they actively engage in and contribute to the planning process and future direction of the Charity and its activities.

- Providing an alternative and productive means of self-development for hitherto alienated, marginalised or disaffected young people therefore reducing the risk of them being drawn into antisocial and criminal behaviour or experience of social exclusion.

- Inspiring young people by involving them in imaginative youth work initiatives delivered by qualified youth workers who present as positive adult role models.

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

- Providing quality services to affiliated youth organisations and associate members by giving them access to worker support, training, practical resources and youth activity programmes therefore enabling them to deliver high quality youth work.
- Helping to develop positive ideas within young people around the concept of belonging to peer groups, community involvement and citizenship via the delivery of programmes based upon team building, care for others, creativity and increased self-esteem.
- Assisting in the appropriate preparation of young people for further education so increasing their potential to become responsible, usefully employed and productive members of society.

Approved by order of the board of trustees on 3 July 2023 and signed on its behalf by:

P STREET

~~Ms S I Howe~~ Trustee

A handwritten signature in black ink that reads "P Street". The signature is written in a cursive, flowing style.

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
YOUNG PEOPLE FIRST (MIDLANDS)**

Independent examiner's report to the trustees of Young People First (Midlands) ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

Responsibilities and basis of report

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

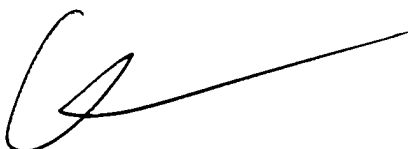
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act').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

Independent examiner's statement

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:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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 accounts 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 accounts to be reached.



Gregg Olnor MPhil BA (Hons) ACA

Harrison Beale & Owen Limited
Chartered Accountants
Highdown House
11 Highdown Road
Leamington Spa
Warwickshire
CV31 1XT

3 July 2023

YOUNG PEOPLE FIRST (MIDLANDS)

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
for the year ended 31 March 2023**

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	11,587	-	11,587	50,925
Charitable activities	6				
Supporting Young People		31,500	147,963	179,463	339,430
Other trading activities	4	15,146	1,718	16,864	10,587
Investment income	5	1,266	2	1,268	51
Total		<u>59,499</u>	<u>149,683</u>	<u>209,182</u>	<u>400,993</u>
EXPENDITURE ON					
Raising funds	7	422	100	522	3,513
Charitable activities	8				
Supporting Young People		227,609	129,832	357,441	397,771
Total		<u>228,031</u>	<u>129,932</u>	<u>357,963</u>	<u>401,284</u>
Net gains on investments		1,914	-	1,914	11,029
NET INCOME/(EXPENDITURE)		<u>(166,618)</u>	<u>19,751</u>	<u>(146,867)</u>	<u>10,738</u>
Transfers between funds	18	80,376	(80,376)	-	-
Net movement in funds		<u>(86,242)</u>	<u>(60,625)</u>	<u>(146,867)</u>	<u>10,738</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		668,523	202,200	870,723	859,985
TOTAL FUNDS CARRIED FORWARD		<u><u>582,281</u></u>	<u><u>141,575</u></u>	<u><u>723,856</u></u>	<u><u>870,723</u></u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

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

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

YOUNG PEOPLE FIRST (MIDLANDS)

BALANCE SHEET 31 March 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	14	352,066	-	352,066	370,329
Investments	15	187,115	-	187,115	185,201
		<u>539,181</u>	<u>-</u>	<u>539,181</u>	<u>555,530</u>
CURRENT ASSETS					
Debtors	16	8,054	-	8,054	2,850
Cash at bank		41,546	141,575	183,121	359,785
		<u>49,600</u>	<u>141,575</u>	<u>191,175</u>	<u>362,635</u>
CREDITORS					
Amounts falling due within one year	17	(6,500)	-	(6,500)	(47,442)
		<u>43,100</u>	<u>141,575</u>	<u>184,675</u>	<u>315,193</u>
NET CURRENT ASSETS					
		<u>43,100</u>	<u>141,575</u>	<u>184,675</u>	<u>315,193</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>582,281</u>	<u>141,575</u>	<u>723,856</u>	<u>870,723</u>
NET ASSETS					
		<u>582,281</u>	<u>141,575</u>	<u>723,856</u>	<u>870,723</u>
FUNDS	18				
Unrestricted funds				582,281	668,523
Restricted funds				141,575	202,200
TOTAL FUNDS				<u>723,856</u>	<u>870,723</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

YOUNG PEOPLE FIRST (MIDLANDS)

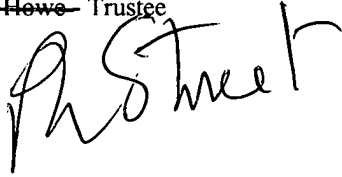
BALANCE SHEET - continued
31 March 2023

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 3 July 2023 and were signed on its behalf by:

P STREET

~~S I Howe~~ Trustee

A handwritten signature in black ink, appearing to read 'P Street', written over the printed name 'P STREET'.

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2023

1. CHARITY INFORMATION

Young People First (Midlands) is a private company limited by guarantee incorporated in England and Wales. The registered office is Jubilee House, Westlea Road, Leamington Spa, Warwickshire, CV31 3JE.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Critical accounting judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

No significant judgements have had to be made by the trustees in preparing these financial statements.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Grants towards revenue expenditure are released to the profit and loss account as the related expenditure is incurred. Grants of a capital nature are attributed to the relevant capital item to which the grant is in respect of and amortised over the remaining useful life of the asset concerned.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2023

2. ACCOUNTING POLICIES - continued

Expenditure

Costs of raising funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes and the cost of staff involved in the raising of funds and their associated support costs.

Expenditure on charitable activities includes the costs incurred by the charity in the delivery of its activities and services for its beneficiaries and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Support costs relate to expenditure that has been incurred on functions that assist the work of the charity but do not directly relate to charitable activities.

Tangible fixed assets

Tangible fixed assets costing £1,000 or more are capitalised and initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of the assets less their residual values over their useful lives on the following bases:

Leasehold Land	Over the term of the lease
Leasehold Buildings	Over the shorter of 50 years or the lease term
	Over the term of the 10 year licence to occupy the land until
Refurbishment of Sports Court	29 May 2024
Motor Vehicles	Over 5 years (20% SL)
Furniture and Equipment	Over 4 years (25% SL)
Furniture and Equipment	Over 3 years (33% SL)

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

Impairment of fixed assets

At each reporting date the charity reviews the carrying amounts of its assets to determine whether there is any indication that those assets are included in the financial statements at an amount in excess of either the expected sale proceeds or the value to the charity obtainable through future use (the recoverable amount).

If an asset is held on the balance sheet at an amount greater than the recoverable amount then an impairment loss is recognised in the SoFA to reduce the asset value.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Foreign currencies

Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2023

2. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

The charity initially contributes 3% and matches employee contributions up to 8% of salary into the defined contribution scheme.

Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and section 12 'Other Financial Instruments' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, where there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

3. DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
Donations	<u>11,587</u>	<u>-</u>	<u>11,587</u>	<u>50,925</u>

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2023

4. OTHER TRADING ACTIVITIES

	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
Fundraising events	1,503	1,718	3,221	-
Rent received	13,643	-	13,643	10,587
	<u>15,146</u>	<u>1,718</u>	<u>16,864</u>	<u>10,587</u>

5. INVESTMENT INCOME

	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
Interest receivable	1,166	2	1,168	51
Dividends receivable	100	-	100	-
	<u>1,266</u>	<u>2</u>	<u>1,268</u>	<u>51</u>

6. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2023 £	2022 £
Youth Work	Supporting Young People	31,500	203,973
Communities & Groups	Supporting Young People	83,011	69,663
Mentoring & Schools	Supporting Young People	64,952	65,794
		<u>179,463</u>	<u>339,430</u>

7. RAISING FUNDS

Raising donations and legacies

	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
Fundraising costs	422	100	522	3,513
	<u>422</u>	<u>100</u>	<u>522</u>	<u>3,513</u>

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2023

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 9) £	Totals £
Supporting Young People	<u>177,067</u>	<u>180,374</u>	<u>357,441</u>

9. SUPPORT COSTS

	Management £	Finance £	Governance costs £	Totals £
Supporting Young People	<u>166,750</u>	<u>(371)</u>	<u>13,995</u>	<u>180,374</u>

Support costs, included in the above, are as follows:

Management

	2023 Supporting Young People £	2022 Total activities £
Wages	86,075	79,547
Social security	7,649	6,930
Pensions	3,649	3,793
Insurance	2,875	2,737
Light and heat	7,165	3,814
Telephone & internet	6,309	5,562
Postage and stationery	1,507	1,857
Sundries	5,965	9,367
Travelling	-	89
Staff training	931	2,587
IT & computer costs	8,348	7,217
Repairs and renewals	17,978	30,467
Motor running costs	1,333	1,577
Depreciation of tangible and heritage assets	16,966	15,482
	<u>166,750</u>	<u>171,026</u>

Finance

	2023 Supporting Young People £	2022 Total activities £
Bank charges	275	303
Exchange rate variance	(646)	-
	<u>(371)</u>	<u>303</u>

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2023

9. SUPPORT COSTS - continued Governance costs

	2023 Supporting Young People £	2022 Total activities £
Independent examiner's remuneration	3,300	2,700
Legal and professional	8,649	14,160
Accountancy fees	2,046	2,334
	<u>13,995</u>	<u>19,194</u>

10. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2023 £	2022 £
Depreciation - owned assets	<u>24,547</u>	<u>23,063</u>

11. TRUSTEES' REMUNERATION AND BENEFITS

The charity trustees were not paid nor received any other benefits from employment with the charity (2022 - £nil) neither were they reimbursed expenses during the year (2022 - £nil). No charity received payment for professional or other services supplied to the charity (2022 - £nil).

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

12. STAFF COSTS

	2023 £	2022 £
Wages and salaries	212,243	174,111
Social security costs	11,478	8,982
Other pension costs	8,564	8,021
	<u>232,285</u>	<u>191,114</u>

The charity considers its key management personnel to be the trustees, the Chief Officer, the Deputy Chief Officer, and the Finance Officer. The total employment benefits including employer pension contributions of the key management personnel was £90,994 (2022 - £86,140).

The average monthly number of employees during the year was as follows:

	2023	2022
Staff	<u>13</u>	<u>10</u>

No employees received emoluments in excess of £60,000.

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 March 2023

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	50,925	-	50,925
Charitable activities			
Supporting Young People	203,973	135,457	339,430
Other trading activities	10,587	-	10,587
Investment income	51	-	51
Total	<u>265,536</u>	<u>135,457</u>	<u>400,993</u>
EXPENDITURE ON			
Raising funds	3,513	-	3,513
Charitable activities			
Supporting Young People	125,635	272,136	397,771
Total	<u>129,148</u>	<u>272,136</u>	<u>401,284</u>
Net gains on investments	<u>11,029</u>	<u>-</u>	<u>11,029</u>
NET INCOME/(EXPENDITURE)	147,417	(136,679)	10,738
Transfers between funds	<u>(1,281)</u>	<u>1,281</u>	<u>-</u>
Net movement in funds	146,136	(135,398)	10,738
RECONCILIATION OF FUNDS			
Total funds brought forward	522,387	337,598	859,985
TOTAL FUNDS CARRIED FORWARD	<u><u>668,523</u></u>	<u><u>202,200</u></u>	<u><u>870,723</u></u>

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 March 2023

14. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Motor vehicles £	Totals £
COST				
At 1 April 2022	849,915	48,829	7,546	906,290
Additions	-	6,284	-	6,284
At 31 March 2023	849,915	55,113	7,546	912,574
DEPRECIATION				
At 1 April 2022	479,586	48,829	7,546	535,961
Charge for year	23,063	1,484	-	24,547
At 31 March 2023	502,649	50,313	7,546	560,508
NET BOOK VALUE				
At 31 March 2023	347,266	4,800	-	352,066
At 31 March 2022	370,329	-	-	370,329

15. FIXED ASSET INVESTMENTS

	FPCAF Fixed Interest £	FPCAF UK Equity £	Totals £
MARKET VALUE			
At 1 April 2022	20,324	164,876	185,200
Revaluations	(1,353)	3,268	1,915
At 31 March 2023	18,971	168,144	187,115
NET BOOK VALUE			
At 31 March 2023	18,971	168,144	187,115
At 31 March 2022	20,324	164,876	185,200

There were no investment assets outside the UK.

Cost or valuation at 31 March 2023 is represented by:

	FPCAF Fixed Interest £	FPCAF UK Equity £	Totals £
Valuation in 2023	18,971	168,144	187,115

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 March 2023

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade debtors	-	349
Other debtors	2,754	-
Prepayments and accrued income	5,300	2,501
	<u>8,054</u>	<u>2,850</u>

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	2,135	5,683
Social security and other taxes	1,534	868
Other creditors	1,826	632
Deferred income	-	40,000
Accrued expenses	1,005	259
	<u>6,500</u>	<u>47,442</u>

An amount totalling £40,000 (2022 - £145,456) was released to income during the year in respect of deferred grants where the associated performance conditions were satisfied. An amount totalling £nil (2022 - £40,000) was included within deferred income awaiting satisfaction of various performance conditions.

18. MOVEMENT IN FUNDS

	At 1.4.22	Net movement	Transfers	At
	£	in funds	between	31.3.23
		£	funds	£
Unrestricted funds				
Free reserves	298,194	(142,071)	74,093	230,216
Unrestricted fixed assets	370,329	(24,547)	6,283	352,065
	<u>668,523</u>	<u>(166,618)</u>	<u>80,376</u>	<u>582,281</u>
Restricted funds				
Argyle-Robinson	80,376	-	(80,376)	-
Communities & Groups	39,586	1,988	-	41,574
Mentoring & schools	82,238	17,763	-	100,001
	<u>202,200</u>	<u>19,751</u>	<u>(80,376)</u>	<u>141,575</u>
TOTAL FUNDS	<u>870,723</u>	<u>(146,867)</u>	<u>-</u>	<u>723,856</u>

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2023

18. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
Free reserves	59,499	(203,484)	1,914	(142,071)
Unrestricted fixed assets	-	(24,547)	-	(24,547)
	<u>59,499</u>	<u>(228,031)</u>	<u>1,914</u>	<u>(166,618)</u>
Restricted funds				
Communities & Groups	84,730	(82,742)	-	1,988
Mentoring & schools	64,953	(47,190)	-	17,763
	<u>149,683</u>	<u>(129,932)</u>	<u>-</u>	<u>19,751</u>
TOTAL FUNDS	<u>209,182</u>	<u>(357,963)</u>	<u>1,914</u>	<u>(146,867)</u>

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
Free reserves	128,995	170,480	(1,281)	298,194
Unrestricted fixed assets	393,392	(23,063)	-	370,329
	<u>522,387</u>	<u>147,417</u>	<u>(1,281)</u>	<u>668,523</u>
Restricted funds				
Brunswick Youth Project	-	(1,281)	1,281	-
Argyle-Robinson	80,376	-	-	80,376
Communities & Groups	111,772	(72,186)	-	39,586
Mentoring & schools	145,450	(63,212)	-	82,238
	<u>337,598</u>	<u>(136,679)</u>	<u>1,281</u>	<u>202,200</u>
TOTAL FUNDS	<u>859,985</u>	<u>10,738</u>	<u>-</u>	<u>870,723</u>

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2023

18. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
Free reserves	265,536	(106,085)	11,029	170,480
Unrestricted fixed assets	-	(23,063)	-	(23,063)
	<u>265,536</u>	<u>(129,148)</u>	<u>11,029</u>	<u>147,417</u>
Restricted funds				
Brunswick Youth Project	-	(1,281)	-	(1,281)
Communities & Groups	69,663	(141,849)	-	(72,186)
Mentoring & schools	65,794	(129,006)	-	(63,212)
	<u>135,457</u>	<u>(272,136)</u>	<u>-</u>	<u>(136,679)</u>
TOTAL FUNDS	<u>400,993</u>	<u>(401,284)</u>	<u>11,029</u>	<u>10,738</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
Free reserves	128,995	28,409	72,812	230,216
Unrestricted fixed assets	393,392	(47,610)	6,283	352,065
	<u>522,387</u>	<u>(19,201)</u>	<u>79,095</u>	<u>582,281</u>
Restricted funds				
Brunswick Youth Project	-	(1,281)	1,281	-
Argyle-Robinson	80,376	-	(80,376)	-
Communities & Groups	111,772	(70,198)	-	41,574
Mentoring & schools	145,450	(45,449)	-	100,001
	<u>337,598</u>	<u>(116,928)</u>	<u>(79,095)</u>	<u>141,575</u>
TOTAL FUNDS	<u>859,985</u>	<u>(136,129)</u>	<u>-</u>	<u>723,856</u>

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2023

18. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
Free reserves	325,035	(309,569)	12,943	28,409
Unrestricted fixed assets	-	(47,610)	-	(47,610)
	<u>325,035</u>	<u>(357,179)</u>	<u>12,943</u>	<u>(19,201)</u>
Restricted funds				
Brunswick Youth Project	-	(1,281)	-	(1,281)
Communities & Groups	154,393	(224,591)	-	(70,198)
Mentoring & schools	130,747	(176,196)	-	(45,449)
	<u>285,140</u>	<u>(402,068)</u>	<u>-</u>	<u>(116,928)</u>
TOTAL FUNDS	<u><u>610,175</u></u>	<u><u>(759,247)</u></u>	<u><u>12,943</u></u>	<u><u>(136,129)</u></u>

Free reserves represent amounts held to further the charitable objectives as the trustees see fit.

The unrestricted fixed asset fund is a designated pot set aside to recognise the net book value of the fixed assets used by the charity.

Brunswick Youth Project is an open access youth project that offers provision to young people on the Brunswick Estate.

Argyle-Robinson represents amounts donated in memory of Ronald Geoffrey Argyle-Robinson to support our work with young people and youth groups in Leamington, Radford Semele, Whitnash and Bishops Tachbrook.

Communities & Groups has been set up to help young people in the Warwick district community with after-school and evening clubs and holiday provision.

Mentoring & schools is for helping young people in education and to support their mental health and wellbeing.

19. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2023.

YOUNG PEOPLE FIRST (MIDLANDS)

England & Wales - Charity number 1056035

Accounts

REGISTERED COMPANY NUMBER: 03201917 (England and Wales)
REGISTERED CHARITY NUMBER: 1056035

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022
FOR
YOUNG PEOPLE FIRST (MIDLANDS)**



Harrison Beale & Owen Limited
Chartered Accountants
Highdown House
11 Highdown Road
Leamington Spa
Warwickshire
CV31 1XT

YOUNG PEOPLE FIRST (MIDLANDS)

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YOUNG PEOPLE FIRST (MIDLANDS)

REFERENCE AND ADMINISTRATIVE DETAILS
for the year ended 31 March 2022

TRUSTEES	D N Marr M C Burns-Jackson L Elpitiya (resigned 25.4.2022) P Street Ms K Whitehead (resigned 25.4.2022) Ms E Zeen (resigned 25.4.2022) Ms A M Bishop (appointed 26.4.2022) Ms S E Carol (appointed 27.4.2022) Ms S I Howe (appointed 1.5.2022)
COMPANY SECRETARY	Ms J A Squires
REGISTERED OFFICE	Jubilee House Westlea Road Leamington Spa Warwickshire CV31 3JE
REGISTERED COMPANY NUMBER	03201917 (England and Wales)
REGISTERED CHARITY NUMBER	1056035
INDEPENDENT EXAMINER	Harrison Beale & Owen Limited Chartered Accountants Highdown House 11 Highdown Road Leamington Spa Warwickshire CV31 1XT
SOLICITORS	Moore and Tibbits 34 High Street Warwick CV34 4BE
BANKERS	Unity Trust Bank PLC 4 Brindleyplace Birmingham B1 2JB

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of 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).

Chair's Report

In last year's report, I wrote of how COVID19 continued to impact both our day to day lives and the work of our charity.

During the last year this at first continued to be the case, and emphasised the importance of our then recent restructuring, with a more discreet area of interest and greater emphasis on collaborating with local schools to keep vulnerable young people engaged in education. This last has proved highly successful and now has great potential moving forward.

Once again I am grateful for the hard work and professionalism of our staff which has enabled us to not only survive those earlier difficulties, but also to face the future with greater certainty than we might reasonably have expected.

One area of continuing uncertainty though, is the financial environment coming out of Covid. While fundraising is always difficult for a small charity like ours, the general economic picture and increasing costs experienced by potential funders has made competition for funds more acute. As a result, we have had to focus more attention on the quality of the bids we are making, as well as their appropriateness to our business model. Staff have also made great progress in tailoring their spending within projects to the resources available and I am cautiously optimistic about the future of the organisation.

Towards the end of the year we had a highly significant change in leadership. Our chief officer, David Skoppek, left us for a new position, and I need to record my gratitude to him for leading the organisation through the worst period of the pandemic. His successor, Jo Squires, has hit the ground running, but has also brought a fresh viewpoint not only to how the charity is managed, but also to our strategy moving forward. As far as I can judge, she has also greatly improved staff morale and engagement in business planning.

It is also time for me to move on, and this will be my last Chair's report. I have enjoyed my time on the Board, although at times there have been some very difficult financial and organisational difficulties which have involved a more hands on approach than trustees would normally expect.

It is a credit to Jo and the current staff and trustees, that I leave the organisation optimistic for its future. So my thanks once again to them all for their continued hard work and commitment.



Dave Marr

Chair

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2022

OBJECTIVES AND ACTIVITIES

Objectives and aims

Our Charitable Purposes and activities as set out in our constitution

- 1) To help young people in the Warwickshire, Coventry and Solihull area to develop their physical and mental capacities so that they may grow to full maturity as caring individuals and responsible members of society;
- 2) The provision or assistance in the provision of activities and facilities for recreation and leisure time occupation and of information concerning training recreation health and independent living with the object of improving the quality of life of young people in the area of benefit.

Our Vision

No young person limited by disadvantage

Our Mission

Provide positive activities, create meaningful and otherwise inaccessible opportunities and offer tailored support to help disadvantaged young people transition to self-assured adulthood.

Our Values

Young person centred; Caring; trustworthy; passionate; professional

As an organisation we see disadvantage as far greater than economic. BBC Children in Need defines disadvantage as: Illness, distress, abuse or neglect; any kind of disability; behavioural or psychological difficulties; living in poverty or situations of deprivation. We believe this is a minimum definition and that disadvantage is complex, interconnected and, at times systemic and institutional.

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2022

OBJECTIVES AND ACTIVITIES

Significant activities

Our Work:

Covid restrictions, underpinned by NYA regulations, remained in place during the first quarter of the year. Though not as restrictive as prior regulations, the staff team had to continue delivery in controlled environments, some of which were challenging to manage as young people were confused at the differing rules between schools and youth clubs. However, delivery continued and the team started to re-establish and strengthen links with young people emerging from the confines of the pandemic. In June all restrictions were lifted and the team were able to operate in a pre-covid manner and continue their work supporting vulnerable young people in the community; this work is captured in the following paragraphs and is reflective of the strategy adopted by the organisation to ensure it survived the debilitating effects of Covid.

Brunswick Youth Project:

This is our central youth work delivery, being based in the heart of our community in the Brunswick ward of Leamington Spa. The Brunswick ward is ranked in the top 25% for deprivation, afflicted by child poverty; low educational attainment and high crime rate (both county and nationally). It has also been confirmed that geographically the youth centre is in the heart of three 'open county lines'. These factors highlight why there is a high need for our work to help prevent young people becoming a product of their environment, an environment they have had little say in.

The project provided an open-access youth club for the local community, delivering two sessions per week that provide stimulating, engaging and fun activities for young people. During these sessions young people accessed qualified, experienced and caring trusted adults who offered support and guidance through challenging times. Alongside this holistic support, young people accessed opportunities and experiences that would not usually be available to them. It is by bridging the gaps caused by inequality that young people have transitioned to a better more self-assured adulthood.

The organisation has become increasingly aware of the increased pressures families face during school holiday periods. During these periods there is financial pressure and increased living pressure, sometimes in poor and overcrowded housing, all of which are detrimental to strong and positive family relationships. Over the last twelve months the organisation has responded by providing lunchtime activities in school holidays with food provided that all the family could attend; the sessions have been incredibly well attended and everything is provided on a no-cost basis.

Here is some feedback from our service users affirming our work:

"Daisy loves coming to Youthy, it really helps her to make friends. Thank you so much for the hamper that's made me emotional"

"I feel relaxed at Youthy and feel I can be calm down here. I've brought my friends this week!"

JC recognised that staff were going above and beyond to keep YP safe and remarked "you wouldn't get this at any other youth club!" When he returned to the session to ask for help, he stated that he knew he could come back here as there would always be someone to help him.

It is this endorsement of our work that has kept us going and drives us every day to support all the young people in our community.

During the last twelve month period we have:

Delivered 56 open access sessions; establishing connections with 148 young people attributing to 1,289 contacts.

Provided 12 school holiday sessions with no-cost activities and food reaching 93 individual young people and their family members.

All this work has resulted in young people expressing an increase in confidence; having new experiences; being more informed and better able to cope with challenges when they present.

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2022

OBJECTIVES AND ACTIVITIES

We will continue all this work and more until we have achieved our vision of no young person being limited by disadvantage!

Mentoring

There has been huge demand for our mentoring service during the year. To meet the demand we have provided sixty young people the time and space to meet with a mentor who listens, understands and offers non-judgemental, guidance to help them navigate through difficult periods. Unfortunately, demand is still in excess to our mentoring capacity and we hope to be able to expand this vital support service in the coming years.

Unlike some agencies, we do not time constrain our mentoring offer. We believe that mentoring is a journey with a clear start and a planned destination, understanding that the duration of the journey could vary depending on the route. It is this ethos that provided young people the opportunity to overcome issues that, without our support, could have become highly detrimental to them. In this period our team has delivered 421 one-hour sessions including supporting young people who were: at high risk of exclusion; demonstrating risky or challenging behaviour; potentially being exposed to county lines activity or experiencing difficult familial circumstances. Sometimes these themes are connected and many young people we supported had a combination of some or all the factors above.

We work closely and in partnership with our two local secondary schools to select the most in need young people. This collaboration provides a safety net with professionals sharing appropriate and pertinent information on safeguarding concerns, therefore maximising their safety.

Here's some feedback from a school pastoral lead highlighting the difference a mentor made:

Dave has been delivering mentoring to one of our year 11 students. Since mentoring began, our student has made excellent progress. We previously had concerns about our student's activity outside of school which was having a negative effect on his motivation in school. Dave worked with our student over a number of weeks and throughout this time we could see a real difference. Our student became more engaged with school, driven and focused on his future. He also made some positive changes when it came to time outside of school - even joining the gym! Dave's mentoring was invaluable as it allowed our student someone to talk to who he could trust, set targets for the future and above all, develop confidence and belief in himself to succeed. Our student speaks very highly of the mentoring he received and staff at Myton School do too!

Here is some of our mentees' feedback:

"I wouldn't have made it through this year if it wasn't for you"

Whilst reflecting, WM stated that she understood why I reported the safeguarding concern. "I know you did it to keep me safe".

"Thank you for always being there for me to go to on my good and bad days, you really have been like a best friend to me :). You taught me to go to someone when I need help to save me from myself, thank you"

This feedback highlights the absolute importance of mentoring - it helps young people cope, overcome, grow and become themselves again.

Focussed Group Work:

Our group work sessions are designed to support young people who have a lower, but still concerning, need for support. Our partner schools selected small groups of students with similar 'issues', such as low confidence and social isolation; negative body image; low-level disruptive behaviour or concerns around negative peer influences in the community. Our youth workers then developed fun and engaging activities to broach a particular topic and get young people thinking more broadly and deeply about their feelings, thoughts and actions and hopefully plant seeds of change and improve the young people's circumstances.

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2022

OBJECTIVES AND ACTIVITIES

Running for six weeks, the sessions also provided young people a platform to discuss topical issues, meet trusted adults that offered additional, individual support and signposted them to Youthy so they could engage in positive activities. Some young people went on to become a mentee as during sessions opened up about deeper, more complex issues requiring individual and tailored support.

Here's some feedback on how positive the sessions were:

"I just wanted to say how beaming the year 11's were today after their session with Zoe and Dave. They said it was brilliant and they are looking forward to next week"

"I hate school, but I love Mondays because I come here"

In the last twelve months we delivered 43 focussed sessions that were attended by 252 individual young people.

Therapeutic Group:

This element of our work specifically supported young people unable to attend our open access youth group due to social anxiety, negative peer experiences, or other fears and trepidations. Access was referral only; therefore group numbers were limited to fifteen and provided a calmer, less intense experience for the young people that attended. The group developed well and many of the young people made firm and long-lasting friendships, something they had previously found challenging.

The team focussed on supporting young people with their wellbeing, giving them lots of strategies and designing activities to make them feel positive about themselves. Yoga was very popular! It relaxed young people and provided lots of opportunity for laughter and releasing tensions and stresses! It was this thinking beyond regular youth work activities that helped young people gain confidence, see a brighter future and realise they are not so different after all.

In total we delivered 31 sessions that supported eighteen young people throughout the year. Here is a sample of the difference we made for one young person.

"Yoga has been an absolute lifeline for my 16 year old. Diagnosed with general anxiety disorder, going through GCSEs and COVID pandemic his anxiety levels have been through the roof. He looked forward to every yoga session, a time where his brain could relax, where he could take time out in a secure and safe place, and gaining strategies and tools to use in everyday stressful situations. Applying these new found tools and strategies means he is now in control of his anxiety rather than the other way around." Parent of young person

Safeguarding:

All of our work is underpinned with an absolute desire and determination to ensure the safety and wellbeing of all the young people we support. Our team is highly proficient in recognising potential safeguarding concerns and our safeguarding policy and accompanying procedures ensures all concerns are appropriately recorded and actioned. Last year we raised 44 safeguarding concerns, concerns that would have gone unnoticed without our youth work and each and every concern had the potential to significantly impact on the wellbeing and future of the young people we support. This is why we continue to work within our community - to protect some of the most vulnerable in our society.

We believe in the work we do and see a clear need for increased levels. All of our work has a direct correlation to our vision of: **no young person limited by disadvantage**. This fundamental belief maintains our passion and desire to achieve this goal and continues our drive to support some of the most disadvantaged young people in our society.

Thank You and Acknowledgements:

We can only maintain our operations with the support of others who believe in our vision; with the majority of the charity's income generated from the support of charitable trusts and foundations we are eternally grateful to them, for their belief in what we do and their willingness to support the most vulnerable.

Deepest thanks to the following for their ongoing support:

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2022

OBJECTIVES AND ACTIVITIES

National Lottery - Community Fund
29th of May Charitable Trust
Grantham Yorke Charitable Trust
Edward and Dorothy Cadbury Trust
National Lottery - Awards for All
Alan Edward Higgs Charity
Richard Cadbury Charitable Trust
Dumbreck Charitable Trust
Warwickshire County Council Small grants
Sheldon Trust
Warwick District Council Third Sector grant
Warwick District Council Sports Grant
Heart of England
William A Cadbury Charitable Trust
Norton Foundation

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

We were formed as a Charity in March 1954. Originally known as Warwickshire Association of Youth Clubs, we changed our name to Young People First (Midlands) in June 2017. From 1 April 1997 we were incorporated as a company limited by guarantee (no 3201917) and we are governed by its Memorandum and Articles of Association dated 21 May 1996. We are registered with the Charity Commission as a charity (no 1056035). Organisations or individuals over 16 can apply to become a member of the Charity by applying in the form required by the Trustees who will consider their application.

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

Presidents and Vice Presidents

President - Tim Cox, Lord Lieutenant of Warwickshire.

Vice Presidents - Robert Aldenton, The Lady Butterworth, Mervyn Kimberley, Tony Parsons, Ben Weßson, The Hon. Mrs Wheeler Bennett and Mrs B.E. Winstanley MBE, DL.

Board of Trustees

We have actively encouraged young people under the age of 25 to become trustees and 14% of our Board are young people elected before their 25th birthday and we aim to increase this. The directors of the charitable company (the charity) are its Trustees for the purpose of charitable law and throughout this report are collectively referred to as the Trustees.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr D N Marr (Chairman)

Mr M Burns-Jackson

Mr L Elpitya (Resigned 25 April 2022)

Mr P Street

Ms K Whitehead (Resigned 25 April 2022)

Ms E Zeen (Resigned 25 April 2022)

Ms A M Bishop (Appointed 26 April 2022)

Ms S E Carol (Appointed 27 April 2022)

Ms S I Howe (Appointed 1 May 2022)

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Public Benefit

The Trustees complied with their duty to have due regard to the Charity Commission's public benefit guidance (set out in section 40 of the Charities (Accounts and Reports) Regulations 2008) in deciding what activities the charity should undertake. The trustees consider that the charity's activities reflect our aims and objectives and that they are designed to provide accessible services and activities that benefit the appropriate sector of the public in accordance with our charitable activities. Public benefit is demonstrated through:

- Young people up to the age of 25 in Warwickshire, Coventry and Solihull are able to access age appropriate activities, recreation, support and training that builds self-confidence, reinforces inclusion within social networks and promotes opportunities to engage in non-formal education.

- Young people are personally empowered as individuals and groups so that they actively engage in and contribute to the planning process and future direction of the Charity and its activities.

- Providing an alternative and productive means of self-development for hitherto alienated, marginalised or disaffected young people therefore reducing the risk of them being drawn into antisocial and criminal behaviour or experience of social exclusion.

- Inspiring young people by involving them in imaginative youth work initiatives delivered by qualified youth workers who present as positive adult role models.

- Providing quality services to affiliated youth organisations and associate members by giving them access to worker support, training, practical resources and youth activity programmes therefore enabling them to deliver high quality youth work.

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES for the year ended 31 March 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

- Helping to develop positive ideas within young people around the concept of belonging to peer groups, community involvement and citizenship via the delivery of programmes based upon team building, care for others, creativity and increased self-esteem.

- Assisting in the appropriate preparation of young people for further education so increasing their potential to become responsible, usefully employed and productive members of society.

Approved by order of the board of trustees on 16 December 2022 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'D N Marr', written in a cursive style.

D N Marr - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
YOUNG PEOPLE FIRST (MIDLANDS)**

Independent examiner's report to the trustees of Young People First (Midlands) ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the Company 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 your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of 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:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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 accounts 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 accounts to be reached.



Gregg Olnier MPhil BA (Hons) ACA
ICAEW
Harrison Beale & Owen Limited
Chartered Accountants
Highdown House
11 Highdown Road
Leamington Spa
Warwickshire
CV31 1XT

16 December 2022

YOUNG PEOPLE FIRST (MIDLANDS)

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
for the year ended 31 March 2022**

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	50,925	-	50,925	57,146
Charitable activities					
Supporting Young People		203,973	135,457	339,430	164,645
Other trading activities	4	10,587	-	10,587	11,913
Investment income	5	51	-	51	89
Other income		-	-	-	50,279
Total		<u>265,536</u>	<u>135,457</u>	<u>400,993</u>	<u>284,072</u>
EXPENDITURE ON					
Raising funds	7	3,513	-	3,513	25,549
Charitable activities	8				
Supporting Young People		125,635	272,136	397,771	296,423
Total		<u>129,148</u>	<u>272,136</u>	<u>401,284</u>	<u>321,972</u>
Net gains on investments		<u>11,029</u>	-	<u>11,029</u>	<u>41,404</u>
NET INCOME/(EXPENDITURE)		147,417	(136,679)	10,738	3,504
Transfers between funds	18	<u>(1,281)</u>	<u>1,281</u>	<u>-</u>	<u>-</u>
Net movement in funds		146,136	(135,398)	10,738	3,504
RECONCILIATION OF FUNDS					
Total funds brought forward		522,387	337,598	859,985	856,481
TOTAL FUNDS CARRIED FORWARD		<u>668,523</u>	<u>202,200</u>	<u>870,723</u>	<u>859,985</u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

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

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

YOUNG PEOPLE FIRST (MIDLANDS)

BALANCE SHEET
31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	14	370,329	-	370,329	393,392
Investments	15	104,825	80,376	185,201	174,171
		<u>475,154</u>	<u>80,376</u>	<u>555,530</u>	<u>567,563</u>
CURRENT ASSETS					
Debtors	16	2,850	-	2,850	5,626
Cash at bank		197,961	161,824	359,785	441,008
		<u>200,811</u>	<u>161,824</u>	<u>362,635</u>	<u>446,634</u>
CREDITORS					
Amounts falling due within one year	17	(7,442)	(40,000)	(47,442)	(154,212)
		<u>193,369</u>	<u>121,824</u>	<u>315,193</u>	<u>292,422</u>
NET CURRENT ASSETS					
		<u>193,369</u>	<u>121,824</u>	<u>315,193</u>	<u>292,422</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>668,523</u>	<u>202,200</u>	<u>870,723</u>	<u>859,985</u>
NET ASSETS					
		<u>668,523</u>	<u>202,200</u>	<u>870,723</u>	<u>859,985</u>
FUNDS	18				
Unrestricted funds				668,523	522,387
Restricted funds				202,200	337,598
TOTAL FUNDS				<u>870,723</u>	<u>859,985</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

YOUNG PEOPLE FIRST (MIDLANDS)

BALANCE SHEET - continued
31 March 2022

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 16 December 2022 and were signed on its behalf by:

A handwritten signature in black ink, appearing to read 'D N Marr', written in a cursive style.

D N Marr - Trustee

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2022

1. CHARITY INFORMATION

Young People First (Midlands) is a private company limited by guarantee incorporated in England and Wales. The registered office is Jubilee House, Westlea Road, Leamington Spa, Warwickshire, CV31 3JE.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Critical accounting judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

No significant judgements have had to be made by the trustees in preparing these financial statements.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Grants towards revenue expenditure are released to the profit and loss account as the related expenditure is incurred. Grants of a capital nature are attributed to the relevant capital item to which the grant is in respect of and amortised over the remaining useful life of the asset concerned.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2022

2. ACCOUNTING POLICIES - continued

Expenditure

Costs of raising funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes and the cost of staff involved in the raising of funds and their associated support costs.

Expenditure on charitable activities includes the costs incurred by the charity in the delivery of its activities and services for its beneficiaries and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Support costs relate to expenditure that has been incurred on functions that assist the work of the charity but do not directly relate to charitable activities.

Tangible fixed assets

Tangible fixed assets costing £1,000 or more are capitalised and initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of the assets less their residual values over their useful lives on the following bases:

Leasehold Land	Over the term of the lease
Leasehold Buildings	Over the shorter of 50 years or the lease term
	Over the term of the 10 year licence to occupy the land until
Refurbishment of Sports Court	29 May 2024
Motor Vehicles	Over 5 years (20% SL)
Fixtures and Fittings	Over 4 years (25% SL)
Computers	Over 3 years (33% SL)

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

Impairment of fixed assets

At each reporting date the charity reviews the carrying amounts of its assets to determine whether there is any indication that those assets are included in the financial statements at an amount in excess of either the expected sale proceeds or the value to the charity obtainable through future use (the recoverable amount).

If an asset is held on the balance sheet at an amount greater than the recoverable amount then an impairment loss is recognised in the SoFA to reduce the asset value.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Foreign currencies

Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2022

2. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

The charity initially contributes 3% and matches employee contributions up to 8% of salary into the defined contribution scheme.

Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and section 12 'Other Financial Instruments' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, where there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

3. DONATIONS AND LEGACIES

	Unrestricted funds	Restricted funds	2022 Total funds	2021 Total funds
	£	£	£	£
Donations	<u>50,925</u>	<u>-</u>	<u>50,925</u>	<u>57,146</u>

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 March 2022

4. OTHER TRADING ACTIVITIES

	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
Fundraising events	-	-	-	913
Rent received	10,587	-	10,587	11,000
	<u>10,587</u>	<u>-</u>	<u>10,587</u>	<u>11,913</u>

5. INVESTMENT INCOME

	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
Interest receivable	51	-	51	89
	<u>51</u>	<u>-</u>	<u>51</u>	<u>89</u>

6. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2022 £	2021 £
Youth Work	Supporting Young People	203,973	-
Sharp Minds	Supporting Young People	-	36,768
Leaving Care	Supporting Young People	-	9,997
Brunswick Youth Project	Supporting Young People	-	4,080
Communities & Groups	Supporting Young People	69,663	36,354
Mentoring & Schools	Supporting Young People	65,794	77,446
		<u>339,430</u>	<u>164,645</u>

7. RAISING FUNDS

Raising donations and legacies

	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
Staff costs	-	-	-	24,787
Fundraising costs	3,513	-	3,513	762
	<u>3,513</u>	<u>-</u>	<u>3,513</u>	<u>25,549</u>

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2022

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 9) £	Totals £
Supporting Young People	<u>207,248</u>	<u>190,523</u>	<u>397,771</u>

9. SUPPORT COSTS

	Management £	Finance £	Governance costs £	Totals £
Supporting Young People	<u>171,026</u>	<u>303</u>	<u>19,194</u>	<u>190,523</u>

Support costs, included in the above, are as follows:

Management

	2022 Supporting Young People £	2021 Total activities £
Wages	79,547	70,651
Social security	6,930	-
Pensions	3,793	-
Insurance	2,737	2,525
Light and heat	3,814	4,328
Telephone & internet	5,562	4,846
Postage and stationery	1,857	1,469
Sundries	9,367	2,910
Travelling	89	19
Staff training	2,587	2,913
IT & computer costs	7,217	10,559
Repairs and renewals	30,467	15,780
Motor running costs	1,577	1,342
Depreciation of tangible and heritage assets	15,482	15,482
	<u>171,026</u>	<u>132,824</u>

Finance

	2022 Supporting Young People £	2021 Total activities £
Bank charges	<u>303</u>	<u>333</u>

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2022

9. SUPPORT COSTS - continued Governance costs

	2022 Supporting Young People £	2021 Total activities £
Independent examiner's remuneration	2,700	2,700
Legal and professional	14,160	17,072
Accountancy fees	2,334	396
	<u>19,194</u>	<u>20,168</u>

10. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2022 £	2021 £
Depreciation - owned assets	<u>23,063</u>	<u>23,063</u>

11. TRUSTEES' REMUNERATION AND BENEFITS

The charity trustees were not paid nor received any other benefits from employment with the charity (2021 - £nil) neither were they reimbursed expenses during the year (2021 - £nil). No charity received payment for professional or other services supplied to the charity (2021 - £nil).

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2022 nor for the year ended 31 March 2021.

12. STAFF COSTS

	2022 £	2021 £
Wages and salaries	174,111	206,549
Social security costs	8,982	10,214
Other pension costs	8,021	8,172
	<u>191,114</u>	<u>224,935</u>

The charity considers its key management personnel to be the trustees, the Chief Officer, the Deputy Chief Officer, and the Finance Officer. The total employment benefits including employer pension contributions of the key management personnel was £86,140 (2021 - £91,977).

The average monthly number of employees during the year was as follows:

	2022 10	2021 12
Staff	<u>10</u>	<u>12</u>

No employees received emoluments in excess of £60,000.

YOUNG PEOPLE FIRST (MIDLANDS)

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 March 2022**

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	56,146	1,000	57,146
Charitable activities			
Supporting Young People	-	164,645	164,645
Other trading activities	11,913	-	11,913
Investment income	88	1	89
Other income	50,279	-	50,279
Total	<u>118,426</u>	<u>165,646</u>	<u>284,072</u>
 EXPENDITURE ON			
Raising funds	25,549	-	25,549
Charitable activities			
Supporting Young People	124,465	171,958	296,423
Total	<u>150,014</u>	<u>171,958</u>	<u>321,972</u>
 Net gains on investments	<u>16,562</u>	<u>24,842</u>	<u>41,404</u>
 NET INCOME/(EXPENDITURE)	(15,026)	18,530	3,504
 Transfers between funds	<u>14,357</u>	<u>(14,357)</u>	<u>-</u>
Net movement in funds	(669)	4,173	3,504
 RECONCILIATION OF FUNDS			
Total funds brought forward	523,057	333,424	856,481
 TOTAL FUNDS CARRIED FORWARD	<u><u>522,388</u></u>	<u><u>337,597</u></u>	<u><u>859,985</u></u>

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 March 2022

14. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Motor vehicles £	Totals £
COST				
At 1 April 2021 and 31 March 2022	<u>849,915</u>	<u>48,829</u>	<u>7,546</u>	<u>906,290</u>
DEPRECIATION				
At 1 April 2021	456,523	48,829	7,546	512,898
Charge for year	<u>23,063</u>	<u>-</u>	<u>-</u>	<u>23,063</u>
At 31 March 2022	<u>479,586</u>	<u>48,829</u>	<u>7,546</u>	<u>535,961</u>
NET BOOK VALUE				
At 31 March 2022	<u>370,329</u>	<u>-</u>	<u>-</u>	<u>370,329</u>
At 31 March 2021	<u>393,392</u>	<u>-</u>	<u>-</u>	<u>393,392</u>

15. FIXED ASSET INVESTMENTS

	FPCAF Fixed Interest £	FPCAF UK Equity £	Totals £
MARKET VALUE			
At 1 April 2021	21,235	152,936	174,171
Revaluations	<u>(911)</u>	<u>11,941</u>	<u>11,030</u>
At 31 March 2022	<u>20,324</u>	<u>164,877</u>	<u>185,201</u>
NET BOOK VALUE			
At 31 March 2022	<u>20,324</u>	<u>164,877</u>	<u>185,201</u>
At 31 March 2021	<u>21,235</u>	<u>152,936</u>	<u>174,171</u>

There were no investment assets outside the UK.

Cost or valuation at 31 March 2022 is represented by:

	FPCAF Fixed Interest £	FPCAF UK Equity £	Totals £
Valuation in 2022	<u>20,324</u>	<u>164,877</u>	<u>185,201</u>

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 March 2022

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade debtors	349	704
Prepayments and accrued income	2,501	4,922
	<u>2,850</u>	<u>5,626</u>

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	5,683	785
Social security and other taxes	868	1,064
Other creditors	632	1,290
Deferred income	40,000	145,456
Accrued expenses	259	5,617
	<u>47,442</u>	<u>154,212</u>

An amount totalling £145,456 (2021 - £32,160) was released to income during the year in respect of deferred grants where the associated performance conditions were satisfied. An amount totalling £40,000 (2021 - £145,456) was included within deferred income awaiting satisfaction of various performance conditions.

18. MOVEMENT IN FUNDS

	At 1.4.21	Net movement in funds	Transfers between funds	At 31.3.22
	£	£	£	£
Unrestricted funds				
Free reserves	128,995	170,480	(1,281)	298,194
Unrestricted fixed assets	393,392	(23,063)	-	370,329
	<u>522,387</u>	<u>147,417</u>	<u>(1,281)</u>	<u>668,523</u>
Restricted funds				
Brunswick Youth Project	-	(1,281)	1,281	-
Argyle-Robinson	80,376	-	-	80,376
Communities & Groups	111,772	(72,186)	-	39,586
Mentoring & schools	145,450	(63,212)	-	82,238
	<u>337,598</u>	<u>(136,679)</u>	<u>1,281</u>	<u>202,200</u>
TOTAL FUNDS	<u>859,985</u>	<u>10,738</u>	<u>-</u>	<u>870,723</u>

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 March 2022

18. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
Free reserves	265,536	(106,085)	11,029	170,480
Unrestricted fixed assets	-	(23,063)	-	(23,063)
	<u>265,536</u>	<u>(129,148)</u>	<u>11,029</u>	<u>147,417</u>
Restricted funds				
Brunswick Youth Project	-	(1,281)	-	(1,281)
Communities & Groups	69,663	(141,849)	-	(72,186)
Mentoring & schools	65,794	(129,006)	-	(63,212)
	<u>135,457</u>	<u>(272,136)</u>	<u>-</u>	<u>(136,679)</u>
TOTAL FUNDS	<u>400,993</u>	<u>(401,284)</u>	<u>11,029</u>	<u>10,738</u>

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
Free reserves	106,602	8,036	14,357	128,995
Unrestricted fixed assets	416,455	(23,063)	-	393,392
	<u>523,057</u>	<u>(15,027)</u>	<u>14,357</u>	<u>522,387</u>
Restricted funds				
Sharp Minds	58,934	1,392	(60,326)	-
International Youth Exchange	98,288	-	(98,288)	-
Leaving Care	73,369	(23,474)	(49,895)	-
Brunswick Youth Project	47,199	(14,259)	(32,940)	-
Argyle-Robinson	55,634	24,843	(101)	80,376
Communities & Groups	-	(7,343)	119,115	111,772
Mentoring & schools	-	37,372	108,078	145,450
	<u>333,424</u>	<u>18,531</u>	<u>(14,357)</u>	<u>337,598</u>
TOTAL FUNDS	<u>856,481</u>	<u>3,504</u>	<u>-</u>	<u>859,985</u>

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 March 2022

18. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
Free reserves	118,426	(126,952)	16,562	8,036
Unrestricted fixed assets	-	(23,063)	-	(23,063)
	<u>118,426</u>	<u>(150,015)</u>	<u>16,562</u>	<u>(15,027)</u>
Restricted funds				
Sharp Minds	36,768	(35,376)	-	1,392
Leaving Care	-	(23,474)	-	(23,474)
Brunswick Youth Project	14,077	(28,336)	-	(14,259)
Argyle-Robinson	1	-	24,842	24,843
Communities & Groups	36,854	(44,197)	-	(7,343)
Mentoring & schools	77,946	(40,574)	-	37,372
	<u>165,646</u>	<u>(171,957)</u>	<u>24,842</u>	<u>18,531</u>
TOTAL FUNDS	<u>284,072</u>	<u>(321,972)</u>	<u>41,404</u>	<u>3,504</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
Free reserves	106,602	178,516	13,076	298,194
Unrestricted fixed assets	416,455	(46,126)	-	370,329
	<u>523,057</u>	<u>132,390</u>	<u>13,076</u>	<u>668,523</u>
Restricted funds				
Sharp Minds	58,934	1,392	(60,326)	-
International Youth Exchange	98,288	-	(98,288)	-
Leaving Care	73,369	(23,474)	(49,895)	-
Brunswick Youth Project	47,199	(15,540)	(31,659)	-
Argyle-Robinson	55,634	24,843	(101)	80,376
Communities & Groups	-	(79,529)	119,115	39,586
Mentoring & schools	-	(25,840)	108,078	82,238
	<u>333,424</u>	<u>(118,148)</u>	<u>(13,076)</u>	<u>202,200</u>
TOTAL FUNDS	<u>856,481</u>	<u>14,242</u>	<u>-</u>	<u>870,723</u>

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2022

18. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
Free reserves	383,962	(233,037)	27,591	178,516
Unrestricted fixed assets	-	(46,126)	-	(46,126)
	<u>383,962</u>	<u>(279,163)</u>	<u>27,591</u>	<u>132,390</u>
Restricted funds				
Sharp Minds	36,768	(35,376)	-	1,392
Leaving Care	-	(23,474)	-	(23,474)
Brunswick Youth Project	14,077	(29,617)	-	(15,540)
Argyle-Robinson	1	-	24,842	24,843
Communities & Groups	106,517	(186,046)	-	(79,529)
Mentoring & schools	143,740	(169,580)	-	(25,840)
	<u>301,103</u>	<u>(444,093)</u>	<u>24,842</u>	<u>(118,148)</u>
TOTAL FUNDS	<u>685,065</u>	<u>(723,256)</u>	<u>52,433</u>	<u>14,242</u>

Free reserves represent amounts held to further the charitable objectives as the trustees see fit.

The unrestricted fixed asset fund is a designated pot set aside to recognise the net book value of the fixed assets used by the charity.

Sharp Minds uses group activities and one to one support to promote mental well-being among young people with emotional difficulties.

International Youth Exchange is used to fund international youth exchanges by young people.

Leaving Care represents amounts donated to fund group activities and one to one mentoring across Coventry and Warwickshire to support young people leaving care.

Brunswick Youth Project is an open access youth project that offers provision to young people on the Brunswick Estate.

Argyle-Robinson represents amounts donated in memory of Ronald Geoffrey Argyle-Robinson to support our work with young people and youth groups in Leamington, Radford Semele, Whitnash and Bishops Tachbrook.

Communities & Groups has been set up to help young people in the Warwick district community with after-school and evening clubs and holiday provision.

Mentoring & schools is for helping young people in education and to support their mental health and wellbeing.

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 March 2022

19. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2022.

YOUNG PEOPLE FIRST (MIDLANDS)

England & Wales - Charity number 1056035

Accounts

REGISTERED COMPANY NUMBER: 03201917 (England and Wales)
REGISTERED CHARITY NUMBER: 1056035

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021
FOR
YOUNG PEOPLE FIRST (MIDLANDS)**

Harrison Beale & Owen Limited
Chartered Accountants
Highdown House
11 Highdown Road
Leamington Spa
Warwickshire
CV31 1XT

YOUNG PEOPLE FIRST (MIDLANDS)

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for the year ended 31 March 2021**

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YOUNG PEOPLE FIRST (MIDLANDS)

REFERENCE AND ADMINISTRATIVE DETAILS for the year ended 31 March 2021

REGISTERED OFFICE Jubilee House

Westlea Road

Leamington Spa

Warwickshire

CV31 3JE

REGISTERED COMPANY NUMBER 03201917 (England and Wales)

REGISTERED CHARITY NUMBER 1056035

INDEPENDENT EXAMINER Harrison Beale & Owen Limited Chartered Accountants

Highdown House

11 Highdown Road

Leamington Spa

Warwickshire

CV31 1XT

SOLICITORS Moore and Tibbits

34 High Street

Warwick

CV34 4BE

BANKERS Unity Trust Bank PLC

4 Brindleyplace

Birmingham

B1 2JB

YOUNG PEOPLE FIRST (MIDLANDS)

Objectives And Activities

Our Charitable Purposes and activities as set out in our constitution

- 1) *To help young people in the Warwickshire, Coventry and Solihull area to develop their physical and mental capacities so that they may grow to full maturity as caring individuals and responsible members of society*
- 2) *The provision or assistance in the provision of activities and facilities for recreation and leisure time occupation and of information concerning training recreation health and independent living with the object of improving the quality of life of young people in the area of benefit.*

Our Vision

No Young Person Limited by Disadvantage

Our Mission

Provide positive activities, create opportunities and offer tailored support to help disadvantaged young people transition to self-assured adulthood.

Our Values

Young Person Centred; Caring; Trustworthy; Passionate; Professional

REPORT OF THE TRUSTEES for the year ended 31 March 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of 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).

Chair's Report

In last year's report, I wrote of how the UK remained locked in the grips of COVID19. Whilst the nation as a whole has made significant steps forward in regards to rapid testing and wide scale vaccinations, the truth is COVID19 continues to impact both our day to day lives and the work of our charity. Partly because of this, I am grateful for the hard work and professionalism of our staff which has enabled us to not only survive those difficulties, but to face the future with greater certainty than we might reasonably have expected.

It is a reflection of this success that we were selected as one of three charities invited to meet HRH The Princess Royal in November 2021 an experience none of the young people who participated will ever forget.

How we got to this point is due to good strategic decision making by both staff and trustees. At the beginning of April 2020, we talked about the short and long term implications of measures to mitigate the spread of the virus, including lockdowns and minimising social contact. As a charity whose work revolves around face-to-face working with young people these preventative measures initially brought our work to a complete standstill and 75% of the staff team were placed on furlough.

With concerns around when and in what capacity youth work could resume coupled with legitimate fears around sustainability, we decided to restructure the organisation in order to safeguard its core work and ensure that it was best placed to prosper when the country began to recover. On the 1st August 2020, with the restructuring process concluded, Young People First emerged with a leaner structure, a refined area of interest and greater emphasis on collaborating with local schools to keep vulnerable young people engaged in education. Whilst this process has been crucial to our survival at a time when some other charities have folded, we need to recognise the additional uncertainties which it caused to staff at an otherwise worrying time, and of course the implications for those who left the organisation as a result.

With the new structure in place we were able to focus on providing a range of in, and out of school services including mentoring, small group activities and carefully managed youth clubs that complied with current guidance, all now focused within Warwick District. With youth workers now recognised as key workers, Young People First was able to continue working throughout all subsequent lockdowns.

My thanks goes to the youth work team whose efforts to create safer spaces for young people to meet in person meant dozens of young people struggling with mental health problems and/or challenging home environments could access face to face support resulting in improved confidence, reduced anxiety and greater capacity to manage their mental health.

As I write this, the youth team, which is only a fraction of the size it was prior to lockdown, is on track to surpass the number of contacts and outputs in 2019-2020. What is more impressive is that previously we operated within a 20 mile radius of Leamington, all of the work to date has been carried out within a 2 mile radius.

Sustainability, which at the start of the year was a genuine concern, gradually became less so. Existing funders like BBC Children In Need, Global's Make Some Noise and the Big Lottery Fund responded favourably to our new course of action and were impressed by our response. During the year we secured additional funding from the People's Postcode Lottery of £19,760 and Warwick District Council of £25,000. We were awarded grants from the Heart of England Community Foundation of £10,000 and the Ex Pat Foundation of £35,000. My sincere thanks on

behalf of all the Trustees to all our supporters and donors whose support has enabled us to continue to support disadvantaged and vulnerable young people.

Whilst all this was happening, important work was being done around policies and procedures, values and organisational culture. With improved reporting around finances, fundraising, youth work and safeguarding, I am confident that the Board is receiving sufficient information to enable trustees to take the decisions necessary to ensure that these successes continue as we meet the challenges which the immediate future brings.

My thanks once again to everyone at the charity for their hard work and commitment.

Dave Marr

Chair

COVID19: A Time Like No Other

In our previous report we elaborated on the charity's response to the Coronavirus Pandemic; how we instigated an extensive restructuring process that would allow our workers to resume face-to-face working whilst also strengthening Young People First's financial position. 18 months have passed since the process concluded and we are pleased to say that the actions taken by the leadership and board of Trustees have paid off.

COVID19 however, refuses to go away quietly and the charity remains attentive to the ever-changing circumstances in order to safeguard staff and young people and limit the spread of the virus.

One of the most significant changes the charity made was to refine its geographical area of operation from County wide including the city of Coventry, to working exclusively in Warwick District, particularly South Leamington where the majority of our work takes place.

Another change that the organisation made was to do away with groups of workers serving exclusively on one project which is what happened previously. Every worker would be required to serve in our schools with a mentoring caseload proportionate to their contracted hours as well as support evening work for no more than two evenings per week. The outcome of this was a more collaborative team dynamic; improved morale and a keen strategic edge that allowed us to strengthen and diversify the range of activities we provided.

Our Work

With our team of qualified, experienced and dedicated staff we supported young people whose lives were limited by mental health problems; poverty; abuse and child sexual exploitation. We supported young people in schools and in the community living in Warwick District delivering 488 one-to-one mentoring sessions and running 43 after school group activities. In 2020-2021 we achieved a total of 667 contacts with young people.

Young People First in Community

The Brunswick Youth Project was by far the most well established of all our projects prior to COVID19 and it would have had the biggest impact if it were to close. Over this past year Young People First has prioritised this project and we now have a dedicated staff team who are respected by the young people and applauded by local partners and services.

Whilst numbers of young people have been carefully managed and done so in line with National Youth Agency COVID19 guidance, the charity has consistently provided safe spaces in South Leamington for young people to

socialise, enjoy positive activities and access the support of professional youth workers as and when needed. All of these services were offered for free to local young people.

The charity continued to innovate during this time. One such way was the new community cafes delivered in partnership with Myton Church that ran throughout the half term and school summer holidays. Offering free cooked meals to local residents we were able to cultivate stronger relationships with families and carers which gave us greater insight into the circumstances and challenges facing our young people. This was done whilst also continuing to offer a fully funded summer scheme that provided young people with free trips to national attractions and specialist-led activities. None of which they would have been able to have enjoyed without us.

Another exciting area of innovation was our Christmas Hamper Appeal. Thanks to online donations we raised over £700 and were able to provide over 25 festive hampers filled to the brim with sweets, treats and snacks for local families who had been deeply affected by COVID19 and the subsequent lockdowns. We repeated it again in December 2021 and thanks to our corporate friends from the Buckingham Group we were able to double the number of hampers delivered.

Young People First in Schools

Throughout lockdown we were unable to offer any of our face-to-face activities. Schools at the time were the only place that offered any in-person support to vulnerable young people. Recognising that the charity invested heavily in its school service which had been building slowly over time. With a new manager appointed to oversee all our schools work our intention was to offer a free service to local secondary schools assisting them in pastoral care. Beginning in Campion School, our services were enthusiastically welcomed and within weeks we had a caseload that exceeded our capacity. In total we delivered 488 mentoring sessions over the course of the year.

The charity now operates in two secondary schools and one primary school. We provide three small groups a week that meet for a fixed period of time addressing a particular issue of concern whether it be anger, anxiety or relationships. We also provide 22 mentoring sessions a week all of which are delivered by our team of professional youth workers. With our focus on early intervention we engage young people at the earliest sign of concern and will continue to work with them as long as required.

Behind the Scenes

The changes that occurred during our restructure went far beyond our delivery plans. Over the past 12 months we:

- 1) Reorganised our office environment introducing a community space for all staff to meet at the same time whilst adhering to social distancing guidelines
- 2) Upgraded our CCTV system to provide added security to staff, young people and community residents
- 3) Conducted repairs on our outdoor sports court so that it can be a more effective space for young people
- 4) Set up a Young People First 'Heart Fund' which youth workers could apply to in order to purchase specific items, like new shoes, for vulnerable young people who do not have the financial means.
- 5) Improved our financial and fundraising reporting so the charity is better able to predict and prepare for leaner times should they arise.
- 6) Revisited and updated all of our policies and procedures including issuing a new staff handbook.

We would like to draw attention to the following areas that we are particularly proud of:

Monitoring and Reporting

It is crucial that every charity is able to evidence its impact. This is an area that we have worked hard to improve. In 2019 we invested in Apricot, a cloud based CRM system which we are able to build to suit our needs. Over the past 18 months we have invested considerable time and effort into how we maximise this incredible resource. As well as securely storing all of our personal information, workers are able to upload case notes and keep track of what outcomes have been achieved. The result of this work is that we can now provide highly detailed reports to funders evidencing the impact of our services.

Cultural Change

Young People First has not always enjoyed a positive working atmosphere and despite how far the charity has come the attitudes and behaviours of the past were still deeply ingrained. Moving forward with a one team mentality we commenced a lengthy cultural change project which was led from the top with the support of ARHR our HR consultants. All staff were interviewed in a one-to-one setting to identify the themes that unite us all. The themes became our values. A second round of interviews followed where staff unpacked their views on each of the values and their feedback went on to shape our new staff handbook. A final round of one-to-ones occurred highlighting key procedures that had been designed to safeguard this new and exciting culture marked by care and support, and meaningful collaboration. The success of this work was evidenced in the staff satisfaction survey which all employees completed anonymously.

Looking to the Future

With the team in place and with normal working beginning to resume. The charity concluded the financial year by setting a new three year strategy. Done in collaboration with senior staff and the backing of the trustees we concluded a process that assessed all of our work back to 2017. Below are the nine strategic aims we are committed to achieving by 31st March 2024.

Warwick District	Previously delivering projects and services across the county of Warwickshire and city of Coventry, we will focus our efforts and resources operating exclusively in Warwick District. Establishing ourselves as an invaluable asset within the community.
Preparation	We will provide a universal offer of safe, inclusive spaces and positive activities to help develop the life skills required for young people to move into self assured adulthood.
Prevention	Using a targeted approach we will provide guidance and information around risk behaviours to small groups of young people identified as being at risk, enabling them to make positive life choices.
Intervention	We will offer a reactive and tailored mentoring service to targeted individuals in need of specific support to overcome challenges impacting their lives at present.
Staff Health & Wellbeing	We will strive to create a safe and supportive environment for our staff team so that they feel valued and confident in the charity's care of them as youth workers and as people.
Staff Training & Continual Professional Development	We will invest in the development of its staff enabling us to further raise the standards of our service to young people and build the charity's reputation as an invaluable asset to the community.

Safeguarding	Our practise in the safeguarding of vulnerable children and young people will be beyond reproach and we will be viewed as an example of best practise in the County of Warwickshire.
Governance	We will evidence continuous compliance to all the essential and advised guidance set for charities by the Charity Commission. We will improve clarity of peoples roles and responsibilities which will lead to better collaboration within the organisation.
Sustainability	We will focus our efforts on applying to eligible Charitable Trusts & Foundations, and strengthening existing relationships with the local business community, both of which have provided the greatest return on investment in the past.

Thank You's and Acknowledgements

Over the past years the charity has been looking to diversify its income streams by cultivating relationships with corporates and organising community events. Given the challenges of COVID19 the charity reviewed its fundraising strategy and pursued a method of fundraising that would generate the highest return on investment. Consequently, the charity has focused its entire efforts on raising funds from charitable trusts and grant making foundations. In the past year the charity has been able to secure new funds from the likes of People's Postcode Lottery and ExPat Foundation whilst also retaining existing funding relationships with the likes of Big Lottery Fund, Reaching Communities and Charles Hayward Foundation.

Our Charity would not be here if it were not for the generous support of funders and donors who are all listed below. We are proud and deeply appreciative of their contribution

Big Lottery Fund Reaching Communities	Big Lottery Fund Awards For All	Alan Higgs Charity
BBC Children In Need	Stratford Town Trust	Charles Hayward Foundation
Eveson Charitable Trust	People's Postcode Lottery	D'Oyly Carte Charitable Trust
Heart of England Community Foundation	WPH Charitable Trust	Baron Davenport's Charity
KFC Foundation	29th May 1961 Charitable Trust	Dumbreck Charity
Police Crime Commissioner Community Grant Scheme	ExPat Foundation	Warwick District Council
Warwickshire County Council Councillor Grants Programme	Public Health Funding	Edward & Dorothy Cadbury Trust

We also wish to acknowledge our supporters whose assistance was greatly appreciated.

Deeley Group

RBH Creative

Wright Hassall

HB&O Financial Services

ARHR Consultancy

Myton Church

YOUNG PEOPLE FIRST (MIDLANDS)

REPORT OF THE TRUSTEES

for the year ended 31 March 2021

Presidents and Vice Presidents

President - Tim Cox, Lord Lieutenant of Warwickshire Vice Presidents - Robert Aldenton, The Lady Butterworth, Mervyn Kimberley, Tony Parsons, Ben Wesson, The Hon. Mrs Wheeler Bennett and Mrs B.E. Winstanley MBE, DL.

Board of Trustees

We have actively encouraged young people under the age of 25 to become trustees and 57% of our Board are young people elected before their 25th birthday and we aim to increase this. The directors of the charitable company (the charity) are its Trustees for the purpose of charitable law and throughout this report are collectively referred to as the Trustees.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr D N Marr (Chairman)
Ms C Dobbs (Resigned January 2021)
Mr P Street
Ms K Whitehead
Mr M Burns-Jackson
Mr L Elpitya
Ms Beth Zeen (Resigned December 2021)

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake. Public Benefit The Trustees complied with their duty to have due regard to the Charity Commission's public benefit guidance (set out in section 40 of the Charities (Accounts and Reports) Regulations

2008) in deciding what activities the charity should undertake. The trustees consider that the charity's activities reflect our aims and objectives and that they are designed to provide accessible services and activities that benefit the appropriate sector of the public in accordance with our charitable activities. Public benefit is demonstrated through:

- Young people up to the age of 25 in Warwickshire, Coventry and Solihull are able to access age appropriate activities, recreation, support and training that builds self-confidence, reinforces inclusion within social networks and promotes opportunities to engage in non-formal education.
- Young people are personally empowered as individuals and groups so that they actively engage in and contribute to the planning process and future direction of the Charity and its activities.
- Providing an alternative and productive means of self-development for hitherto alienated, marginalised or disaffected young people therefore reducing the risk of them being drawn into antisocial and criminal behaviour or experience of social exclusion.
- Inspiring young people by involving them in imaginative youth work initiatives delivered by qualified youth workers who present as positive adult role models.
- Providing quality services to affiliated youth organisations and associate members by giving them access to worker support, training, practical resources and youth activity programmes therefore enabling them to deliver high quality youth work.
- Helping to develop positive ideas within young people around the concept of belonging to peer groups, community involvement and citizenship via the delivery of programmes based upon team building, care for others, creativity and increased self-esteem.
- Assisting in the appropriate preparation of young people for further education so increasing their potential to become responsible, usefully employed and productive members of society.

Approved by order of the board of trustees on and signed on its behalf by:

..... David Marr - Chairman

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
YOUNG PEOPLE FIRST (MIDLANDS)**

Independent examiner's report to the trustees of Young People First (Midlands) ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2021.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the Company 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 your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of 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:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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 accounts 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 accounts to be reached.

Gregg Olnor MPhil BA (Hons) ACA
Harrison Beale & Owen Limited
Chartered Accountants
Highdown House
11 Highdown Road
Leamington Spa
Warwickshire
CV31 1XT

Date:

YOUNG PEOPLE FIRST (MIDLANDS)

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
for the year ended 31 March 2021**

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	56,146	1,000	57,146	90,258
Charitable activities	6				
Supporting Young People		-	164,645	164,645	273,748
Other trading activities	4	11,913	-	11,913	28,576
Investment income	5	88	1	89	675
Other income		<u>50,279</u>	<u>-</u>	<u>50,279</u>	<u>1,960</u>
Total		118,426	165,646	284,072	395,217
 EXPENDITURE ON					
Raising funds	7	25,549	-	25,549	44,993
Charitable activities	8				
Supporting Young People		<u>124,466</u>	<u>171,957</u>	<u>296,423</u>	<u>369,021</u>
Total		150,015	171,957	321,972	414,014
Net gains/(losses) on investments		<u>16,562</u>	<u>24,842</u>	<u>41,404</u>	<u>(27,831)</u>
NET INCOME/(EXPENDITURE)		(15,027)	18,531	3,504	(46,628)
Transfers between funds	18	<u>14,357</u>	<u>(14,357)</u>	<u>-</u>	<u>-</u>
Net movement in funds		(670)	4,174	3,504	(46,628)
 RECONCILIATION OF FUNDS					
Total funds brought forward		<u>523,057</u>	<u>333,424</u>	<u>856,481</u>	<u>903,109</u>
 TOTAL FUNDS CARRIED FORWARD		<u><u>522,387</u></u>	<u><u>337,598</u></u>	<u><u>859,985</u></u>	<u><u>856,481</u></u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

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

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

The notes form part of these financial statements

YOUNG PEOPLE FIRST (MIDLANDS)

BALANCE SHEET
31 March 2021

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
FIXED ASSETS					
Tangible assets	14	393,392	-	393,392	416,455
Investments	15	<u>93,795</u>	<u>80,376</u>	<u>174,171</u>	<u>132,767</u>
		487,187	80,376	567,563	549,222
CURRENT ASSETS					
Debtors	16	5,626	-	5,626	15,260
Cash at bank		<u>53,329</u>	<u>387,679</u>	<u>441,008</u>	<u>358,809</u>
		58,955	387,679	446,634	374,069
CREDITORS					
Amounts falling due within one year	17	<u>(23,755)</u>	<u>(130,457)</u>	<u>(154,212)</u>	<u>(66,810)</u>
NET CURRENT ASSETS		<u>35,200</u>	<u>257,222</u>	<u>292,422</u>	<u>307,259</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>522,387</u>	<u>337,598</u>	<u>859,985</u>	856,481
NET ASSETS		<u><u>522,387</u></u>	<u><u>337,598</u></u>	<u><u>859,985</u></u>	<u>856,481</u>
FUNDS	18				
Unrestricted funds				522,387	523,057
Restricted funds				<u>337,598</u>	<u>333,424</u>
TOTAL FUNDS				<u><u>859,985</u></u>	<u>856,481</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

continued...

YOUNG PEOPLE FIRST (MIDLANDS)

BALANCE SHEET - continued
31 March 2021

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on and were signed on its behalf by:

.....
D N Marr - Trustee

The notes form part of these financial statements

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2021

1. CHARITY INFORMATION

Young People First (Midlands) is a private company limited by guarantee incorporated in England and Wales. The registered office is Jubilee House, Westlea Road, Leamington Spa, Warwickshire, CV31 3JE.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Critical accounting judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

No significant judgements have had to be made by the trustees in preparing these financial statements.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Grants towards revenue expenditure are released to the profit and loss account as the related expenditure is incurred. Grants of a capital nature are attributed to the relevant capital item to which the grant is in respect of and amortised over the remaining useful life of the asset concerned.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

continued...

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2021

2. ACCOUNTING POLICIES - continued

Expenditure

Costs of raising funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes and the cost of staff involved in the raising of funds and their associated support costs.

Expenditure on charitable activities includes the costs incurred by the charity in the delivery of its activities and services for its beneficiaries and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Support costs relate to expenditure that has been incurred on functions that assist the work of the charity but do not directly relate to charitable activities.

Tangible fixed assets

Tangible fixed assets costing £1,000 or more are capitalised and initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of the assets less their residual values over their useful lives on the following bases:

Leasehold Land	Over the term of the lease
Leasehold Buildings	Over the shorter of 50 years or the lease term
	Over the term of the 10 year licence to occupy the land until
Refurbishment of Sports Court	29 May 2024
Motor Vehicles	Over 5 years (20% SL)
Fixtures and Fittings	Over 4 years (25% SL)
Computers	Over 3 years (33% SL)

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

Impairment of fixed assets

At each reporting date the charity reviews the carrying amounts of its assets to determine whether there is any indication that those assets are included in the financial statements at an amount in excess of either the expected sale proceeds or the value to the charity obtainable through future use (the recoverable amount).

If an asset is held on the balance sheet at an amount greater than the recoverable amount then an impairment loss is recognised in the SoFA to reduce the asset value.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Foreign currencies

Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

continued...

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2021

2. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

The charity initially contributes 3% and matches employee contributions up to 8% of salary into the defined contribution scheme.

Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and section 12 'Other Financial Instruments' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, where there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

Reserves policy

The Board of Trustees agreed in July 2021 that the charity would seek to retain a free reserve of three months running costs in addition to the organisational shutdown costs, which were recently estimated at £35,000. The charity has succeeded in meeting this target.

3. DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
Donations	<u>56,146</u>	<u>1,000</u>	<u>57,146</u>	<u>90,258</u>

continued...

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued for the year ended 31 March 2021

4. OTHER TRADING ACTIVITIES

	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
Fundraising events	913	-	913	16,461
Rent received	<u>11,000</u>	<u>-</u>	<u>11,000</u>	<u>12,115</u>
	<u>11,913</u>	<u>-</u>	<u>11,913</u>	<u>28,576</u>

5. INVESTMENT INCOME

	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
Interest receivable	88	1	89	423
Dividends receivable	<u>-</u>	<u>-</u>	<u>-</u>	<u>252</u>
	<u>88</u>	<u>1</u>	<u>89</u>	<u>675</u>

6. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2021 £	2020 £
Youth Work	Supporting Young People	-	1,000
Sharp Minds	Supporting Young People	36,768	103,236
Leaving Care	Supporting Young People	9,997	92,530
Brunswick Youth Project	Supporting Young People	4,080	76,982
Communities & Groups	Supporting Young People	36,354	-
Mentoring & Schools	Supporting Young People	<u>77,446</u>	<u>-</u>
		<u>164,645</u>	<u>273,748</u>

7. RAISING FUNDS

Raising donations and legacies

	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
Staff costs	24,787	-	24,787	20,978
Fundraising costs	<u>762</u>	<u>-</u>	<u>762</u>	<u>24,015</u>
	<u>25,549</u>	<u>-</u>	<u>25,549</u>	<u>44,993</u>

continued...

YOUNG PEOPLE FIRST (MIDLANDS)

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 March 2021**

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 9) £	Totals £
Supporting Young People	<u>143,098</u>	<u>153,325</u>	<u>296,423</u>

9. SUPPORT COSTS

	Management £	Finance £	Governance costs £	Totals £
Supporting Young People	<u>132,824</u>	<u>333</u>	<u>20,168</u>	<u>153,325</u>

Support costs, included in the above, are as follows:

Management

	2021 Supporting Young People £	2020 Total activities £
Wages	70,651	57,365
Rates and water	-	3,478
Insurance	2,525	2,488
Light and heat	4,328	4,239
Telephone & internet	4,846	7,358
Postage and stationery	1,469	1,719
Sundries	2,910	4,392
Travelling	19	3,569
Staff training	2,913	4,502
IT & computer costs	10,559	9,809
Repairs and renewals	15,780	8,109
Motor running costs	1,342	1,571
Entertainment	-	2,263
Depreciation of tangible and heritage assets	<u>15,482</u>	<u>10,725</u>
	<u>132,824</u>	<u>121,587</u>

Finance

	2021 Supporting Young People £	2020 Total activities £
Bank charges	333	451
Exchange rate variance	<u>-</u>	<u>34</u>
	<u>333</u>	<u>485</u>

continued...

YOUNG PEOPLE FIRST (MIDLANDS)

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 March 2021**

9. SUPPORT COSTS - continued
Governance costs

	2021	2020
	Supporting Young People £	Total activities £
Independent examiner's remuneration	2,700	2,640
Legal and professional	17,072	3,587
Accountancy fees	396	3,480
	<u>20,168</u>	<u>9,707</u>

10. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021	2020
	£	£
Depreciation - owned assets	<u>23,063</u>	<u>18,306</u>

11. TRUSTEES' REMUNERATION AND BENEFITS

The charity trustees were not paid nor received any other benefits from employment with the charity (2020 - £nil) neither were they reimbursed expenses during the year (2020 - £nil). No charity received payment for professional or other services supplied to the charity (2020 - £nil).

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2021 nor for the year ended 31 March 2020.

12. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	206,549	254,372
Social security costs	10,214	15,538
Other pension costs	8,172	9,704
	<u>224,935</u>	<u>279,614</u>

The charity considers its key management personnel to be the trustees, the Chief Officer, the Deputy Chief Officer, and the Finance Officer. The total employment benefits including employer pension contributions of the key management personnel was £91,977 (2020 - £96,058).

The average monthly number of employees during the year was as follows:

	2021	2020
	<u>12</u>	<u>16</u>
Staff		

No employees received emoluments in excess of £60,000.

continued...

YOUNG PEOPLE FIRST (MIDLANDS)

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 March 2021**

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	90,258	-	90,258
Charitable activities			
Supporting Young People	1,000	272,748	273,748
Other trading activities	28,576	-	28,576
Investment income	575	100	675
Other income	<u>1,960</u>	<u>-</u>	<u>1,960</u>
Total	122,369	272,848	395,217
EXPENDITURE ON			
Raising funds	31,515	13,478	44,993
Charitable activities			
Supporting Young People	<u>208,615</u>	<u>160,406</u>	<u>369,021</u>
Total	240,130	173,884	414,014
Net gains/(losses) on investments	<u>(16,699)</u>	<u>(11,132)</u>	<u>(27,831)</u>
NET INCOME/(EXPENDITURE)	(134,460)	87,832	(46,628)
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>657,518</u>	<u>245,591</u>	<u>903,109</u>
TOTAL FUNDS CARRIED FORWARD	<u><u>523,058</u></u>	<u><u>333,423</u></u>	<u><u>856,481</u></u>

14. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Motor vehicles £	Totals £
COST				
At 1 April 2020 and 31 March 2021	<u>849,915</u>	<u>48,829</u>	<u>7,546</u>	<u>906,290</u>
DEPRECIATION				
At 1 April 2020	433,460	48,829	7,546	489,835
Charge for year	<u>23,063</u>	<u>-</u>	<u>-</u>	<u>23,063</u>
At 31 March 2021	<u>456,523</u>	<u>48,829</u>	<u>7,546</u>	<u>512,898</u>
NET BOOK VALUE				
At 31 March 2021	<u>393,392</u>	<u>-</u>	<u>-</u>	<u>393,392</u>
At 31 March 2020	<u>416,455</u>	<u>-</u>	<u>-</u>	<u>416,455</u>

continued...

YOUNG PEOPLE FIRST (MIDLANDS)

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 March 2021**

15. FIXED ASSET INVESTMENTS

	FPCAF Fixed Interest £	FPCAF UK Equity £	Totals £
MARKET VALUE			
At 1 April 2020	19,660	113,107	132,767
Revaluations	<u>1,575</u>	<u>39,829</u>	<u>41,404</u>
At 31 March 2021	<u>21,235</u>	<u>152,936</u>	<u>174,171</u>
NET BOOK VALUE			
At 31 March 2021	<u>21,235</u>	<u>152,936</u>	<u>174,171</u>
At 31 March 2020	<u>19,660</u>	<u>113,107</u>	<u>132,767</u>

There were no investment assets outside the UK.

Cost or valuation at 31 March 2021 is represented by:

	FPCAF Fixed Interest £	FPCAF UK Equity £	Totals £
Valuation in 2021	<u>21,235</u>	<u>152,936</u>	<u>174,171</u>

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade debtors	704	13,272
Other debtors	-	260
Prepayments and accrued income	<u>4,922</u>	<u>1,728</u>
	<u>5,626</u>	<u>15,260</u>

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade creditors	785	1,939
Social security and other taxes	1,064	7,048
Other creditors	1,290	1,167
Deferred income	145,456	47,160
Accrued expenses	<u>5,617</u>	<u>9,496</u>
	<u>154,212</u>	<u>66,810</u>

An amount totalling £32,160 (2020 - £9,997) was released to income during the year in respect of deferred grants where the associated performance conditions were satisfied. An amount totalling £145,456 (2020 - £47,160) was included within deferred income awaiting satisfaction of various performance conditions.

continued...

YOUNG PEOPLE FIRST (MIDLANDS)

NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 March 2021

18. MOVEMENT IN FUNDS

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
Free reserves	106,602	8,036	14,357	128,995
Unrestricted fixed assets	<u>416,455</u>	<u>(23,063)</u>	<u>-</u>	<u>393,392</u>
	523,057	(15,027)	14,357	522,387
Restricted funds				
Sharp Minds	58,934	1,392	(60,326)	-
International Youth Exchange	98,288	-	(98,288)	-
Leaving Care	73,369	(23,474)	(49,895)	-
Brunswick Youth Project	47,199	(14,259)	(32,940)	-
Argyle-Robinson	55,634	24,843	(101)	80,376
Communities & Groups	-	(7,343)	119,115	111,772
Mentoring & schools	<u>-</u>	<u>37,372</u>	<u>108,078</u>	<u>145,450</u>
	<u>333,424</u>	<u>18,531</u>	<u>(14,357)</u>	<u>337,598</u>
TOTAL FUNDS	<u>856,481</u>	<u>3,504</u>	<u>-</u>	<u>859,988</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
Free reserves	118,426	(126,952)	16,562	8,036
Unrestricted fixed assets	<u>-</u>	<u>(23,063)</u>	<u>-</u>	<u>(23,063)</u>
	118,426	(150,015)	16,562	(15,027)
Restricted funds				
Sharp Minds	36,768	(35,376)	-	1,392
Leaving Care	-	(23,474)	-	(23,474)
Brunswick Youth Project	14,077	(28,336)	-	(14,259)
Argyle-Robinson	1	-	24,842	24,843
Communities & Groups	36,854	(44,197)	-	(7,343)
Mentoring & schools	<u>77,946</u>	<u>(40,574)</u>	<u>-</u>	<u>37,372</u>
	<u>165,646</u>	<u>(171,957)</u>	<u>24,842</u>	<u>18,531</u>
TOTAL FUNDS	<u>284,072</u>	<u>(321,972)</u>	<u>41,404</u>	<u>3,504</u>

continued...

YOUNG PEOPLE FIRST (MIDLANDS)

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 March 2021**

18. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
Unrestricted funds			
Free reserves	222,757	(116,155)	106,602
Unrestricted fixed assets	<u>434,761</u>	<u>(18,306)</u>	<u>416,455</u>
	657,518	(134,461)	523,057
Restricted funds			
Sharp Minds	23,464	35,470	58,934
International Youth Exchange	98,288	-	98,288
Leaving Care	32,144	41,225	73,369
Brunswick Youth Project	25,029	22,170	47,199
Argyle-Robinson	<u>66,666</u>	<u>(11,032)</u>	<u>55,634</u>
	<u>245,591</u>	<u>87,833</u>	<u>333,424</u>
TOTAL FUNDS	<u>903,109</u>	<u>(46,628)</u>	<u>856,481</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
Free reserves	122,369	(221,825)	(16,699)	(116,155)
Unrestricted fixed assets	<u>-</u>	<u>(18,306)</u>	<u>-</u>	<u>(18,306)</u>
	122,369	(240,131)	(16,699)	(134,461)
Restricted funds				
Sharp Minds	103,235	(67,765)	-	35,470
Leaving Care	92,531	(51,306)	-	41,225
Brunswick Youth Project	76,982	(54,812)	-	22,170
Argyle-Robinson	<u>100</u>	<u>-</u>	<u>(11,132)</u>	<u>(11,032)</u>
	<u>272,848</u>	<u>(173,883)</u>	<u>(11,132)</u>	<u>87,833</u>
TOTAL FUNDS	<u>395,217</u>	<u>(414,014)</u>	<u>(27,831)</u>	<u>(46,628)</u>

continued...

YOUNG PEOPLE FIRST (MIDLANDS)

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 March 2021**

18. MOVEMENT IN FUNDS - continued

International Youth Exchange is used to fund international youth exchanges by young people.

Leaving Care represents amounts donated to fund group activities and one to one mentoring across Coventry and Warwickshire to support young people leaving care.

Brunswick Youth Project is an open access youth project that offers provision to young people on the Brunswick Estate.

Argyle-Robinson represents amounts donated in memory of Ronald Geoffrey Argyle-Robinson to support our work with young people and youth groups in Leamington, Radford Semele, Whitnash and Bishops Tachbrook.

Communities & Groups has been set up to help young people in the Warwick district community with after-school and evening clubs and holiday provision.

Mentoring & schools is for helping young people in education and to support their mental health and wellbeing.

19. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2021.

YOUNG PEOPLE FIRST (MIDLANDS)

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 March 2021**

	2021 £	2020 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	57,146	90,258
Other trading activities		
Fundraising events	913	16,461
Rent received	<u>11,000</u>	<u>12,115</u>
	11,913	28,576
Investment income		
Interest receivable	89	423
Dividends receivable	<u>-</u>	<u>252</u>
	89	675
Charitable activities		
Youth Work	-	1,000
Sharp Minds	36,768	103,236
Leaving Care	9,997	92,530
Brunswick Youth Project	4,080	76,982
Communities & Groups	36,354	-
Mentoring & Schools	<u>77,446</u>	<u>-</u>
	164,645	273,748
Other income		
Other income	5,225	1,960
CJRS grant	<u>45,054</u>	<u>-</u>
	<u>50,279</u>	<u>1,960</u>
Total incoming resources	284,072	395,217
EXPENDITURE		
Raising donations and legacies		
Wages	24,787	20,978
Fundraising costs	<u>762</u>	<u>24,015</u>
	25,549	44,993
Charitable activities		
Wages	111,111	176,029
Social security	10,214	15,538
Pensions	8,172	9,704
Youth Work	1,016	18,911
Carried forward	130,513	220,182

YOUNG PEOPLE FIRST (MIDLANDS)

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 March 2021**

	2021 £	2020 £
Charitable activities		
Brought forward	130,513	220,182
Sharp Minds	23	4,502
Leaving Care	75	1,637
Brunswick Youth Project	178	3,340
Communities & Groups	1,029	-
Mentoring & Schools	3,699	-
Freehold property	<u>7,581</u>	<u>7,581</u>
	143,098	237,242
Support costs		
Management		
Wages	70,651	57,365
Rates and water	-	3,478
Insurance	2,525	2,488
Light and heat	4,328	4,239
Telephone & internet	4,846	7,358
Postage and stationery	1,469	1,719
Sundries	2,910	4,392
Travelling	19	3,569
Staff training	2,913	4,502
IT & computer costs	10,559	9,809
Repairs and renewals	15,780	8,109
Motor running costs	1,342	1,571
Entertainment	-	2,263
Freehold property	<u>15,482</u>	<u>10,725</u>
	132,824	121,587
Finance		
Bank charges	333	451
Exchange rate variance	<u>-</u>	<u>34</u>
	333	485
Governance costs		
Independent examiner's remuneration	2,700	2,640
Legal and professional	17,072	3,587
Accountancy fees	<u>396</u>	<u>3,480</u>
	<u>20,168</u>	<u>9,707</u>
Total resources expended	<u>321,972</u>	<u>414,014</u>
Net expenditure before gains and losses	(37,900)	(18,797)
Realised recognised gains and losses		
Realised gains/(losses) on fixed asset investments	<u>41,404</u>	<u>(27,831)</u>
Net income/(expenditure)	<u><u>3,504</u></u>	<u><u>(46,628)</u></u>