

Young Devon
Company Limited by Guarantee
Financial Statements
31 March 2022

WESTCOTTS (SW) LLP

Chartered accountants & statutory auditor
Plym House
3 Longbridge Road
Marsh Mills
Plymouth
Devon
PL6 8LT

Young Devon

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2022

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Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2022

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2022.

Reference and administrative details

Registered charity name	Young Devon
Charity registration number	1057949
Company registration number	3240655
Principal office and registered office	10 Erme Road Ivybridge Devon PL21 0AB
The trustees	R Hastings S Warren-Brown C Coward A Hannaford V Flower L Merilion
Auditor	Westcotts (SW) LLP Chartered accountants & statutory auditor Plym House 3 Longbridge Road Marsh Mills Plymouth Devon PL6 8LT
Bankers	Lloyds Bank plc Fore Street Ivybridge Devon PL21 0AB
Solicitors	Beers Solicitors 29 Fore Street Kingsbridge Devon TQ7 1AA

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The trustees' annual report and the strategic report were approved on6/12/22..... and signed on behalf of the board of trustees by:



V Flower
Trustee

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

The Trustees present their annual report and the consolidated financial statements of the charity and its subsidiary Young Devon Trading Limited for the year ended 31 March 2022. They are satisfied that the Financial Statements comply with the requirements of the Charities Act 2011, the memorandum and articles of association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS 102)).

Objectives and Activities

The objectives which the charity works towards are described in the governing document as: to help young people develop their physical, mental and spiritual capacities so that they can develop as individuals and members of society; valuing and respecting relationships with them that recognise their rights and responsibilities and actively promoting each individual's development, choice and change. In particular, but not so as to limit the generality of the foregoing:

- (1) To bring together people who are willing to further the above objects to stimulate interest in all aspects of work with young people
- (2) To work directly with young people, especially those who are vulnerable or marginalized within their own communities, providing services and training which enhance their personal development and general well-being
- (3) To unite and support the work of those youth organisations, clubs and groups in the geographical county of Devon, whose primary purposes are in accordance with those of the Company
- (4) To develop training, volunteering and other services which inform and support others who work with young people in furtherance of the above purposes
- (5) To carry out research and develop strategies in partnership with others which lead to the development of good youth work practice

Our Vision

Young people living safer, happier and healthier lives with better long-term prospects as they move into adulthood.

Our Mission

Changing the odds in favour of young people

Our Values

We encourage leadership, promote professionalism and celebrate innovation. We are trusting and trustworthy and non-judgemental, honest, empowering and challenging.

Public Benefit

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

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Public Benefit *(continued)*

The activities employed by the Charity in pursuit of its five strategic objectives are set out in strategic and service reports. The public benefit outcomes identified by the Trustees have been built on the following:

1. Building quality relationships to help young people.
2. Make young people's voices are heard in decision making across Devon.
3. Improve the range and quality of accommodation for young people.
4. Increase access to mental health and well-being services.
5. Enable young people to develop the skills they need to progress in life.

With the exception of our Supported Housing and Supported Lodgings services, where young people partially contribute to the cost of the accommodation through the benefits system, all of Young Devon's services are free at the point of delivery to ensure that the charity does not discriminate against individuals who could not afford the service.

Our strategy to focus on the importance of relationship continues to be a core element of all our work, seeking to provide the kind of good quality, stable, therapeutic support which young people need to overcome their experiences of trauma and develop the confidence and agency to tackle life's challenges. To this end we have:

Delivered more **mental health and wellbeing support** than ever before, focusing on in-person delivery but still enable remote access to counselling and wellbeing services where young people need or request it. During the year we have also delivered the **Young People's Victims of Crime Service** across Devon and Cornwall, working with Young People Cornwall to provide delivery across the whole peninsula.

Provided **post-16 education** and **employment mentoring** to young people who have been out of education and training for significant periods of time or who have left school without the qualifications they need to make the next step.

Provided **supported accommodation** and **homelessness prevention** services with housing and lodgings projects supporting young people with increasingly complex support needs. This was assisted by the continuation of our **volunteer mentoring project** giving young people extra support from trusted adults in the community.

Delivered **participation activities** in partnership with colleague in the NHS for Children and Family Health Devon and University Hospital Plymouth and continued to support our **Youth Council** to provide advice and guidance to the charity as well as manage our **help fund** to give emergency financial support for young people.

Developed a new partnership to **recruit young researchers** to examine the effects of youth violence upon young people in the South West working with partner charities Space Youth Services, Young Gloucestershire, Youth Focus South West and Youth Moves.

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Public Benefit *(continued)*

Accessing our staff and our services:

All our staff are based in community buildings in Devon (Ivybridge, Newton Abbot, Exeter, Sidmouth, Barnstaple & Ilfracombe), Plymouth and Torbay. Information about the charity and the services we deliver can be found via

- Our website www.youngdevon.org
- A range of social media pages via Facebook /youngdevonofficial, YouTube /youngdevon1, Twitter @youngdevon, Instagram /youngdevonofficial & LinkedIn /youngdevon
- A Freephone number for:
 - Young people 08082 810155
 - Agency referrals 08082 810144
- A range of promotional materials for our services distributed through schools, other partner agencies and community settings.

Achievements and Performance

The 2021-2022 year has seen more demand for the services of Young Devon than ever before with a total of 3,567 young people accessing our services, much of this increase was due to the growth in the number of people asking for help from our mental health and wellbeing services which we grew correspondingly thanks to additional funding from some of our key partners allowing us to help more young people as well as develop services across a wider area working closely in partnership with other local social enterprises.

3,500 Young People

10,000 Sessions of wellbeing support

35,000 Nights of safe accommodation

21,000 Hours of learning & employment support



The support provided to young people can range from a few sessions of advice, guidance or support through to twelve-week courses or long-term stable accommodation provided with extensive support to achieve independence. As a result one young person's experience of Young Devon may be a few hours of guidance and help from a single team whilst another might have over one thousand hours of dedicated and intensive support from across our teams and service areas during a year.

The organisation has celebrated its position as the 8th best Charity to work for in the UK in 2021 and being a 'world class employer' as well as holding the externally assessed National Council for Voluntary Organisation's Level 2 Trusted Charity Mark (previously the PQASSO Award) evidencing our commitment to delivering the best quality of services for young people in Devon.

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Achievements and Performance *(continued)*

During the year we have increased our focus and investment of resources on the development of trauma-informed practice across the organisation, recognising that many of the young people we support have experienced trauma at some period in their lives and that providing the opportunity for trusting, therapeutic relationships is the best help that can be provided.

Building Quality Relationships

The foundation of the work of all teams continues to be the building of quality relationships which then allow for staff and young people to identify goals and set plans to help each young person develop and grow. Continued outbreaks of Covid-19 meant that this once again involved a year of combined face-to face and online support however, throughout the year staff prioritised in-person support whenever possible and all services maintained delivery throughout the year.

We continued to ask young people to rate the level of trust felt in their support staff and were satisfied with the support they received as a measure of the quality of relationships being developed. Progress made against young people's own goals is also measured to ensure effective service delivery:

95% trusted their support staff

92% were satisfied with their support

82% were satisfied with their progress



These figures are fractionally higher than the previous year, showing that staff were able to maintain quality of service delivery through a period of growing demand.

The importance of creating welcoming and inclusive environments to enable young people to feel confident in accessing help is a core element of our work and we have invested time and resource throughout the year improving spaces for working with young people.

**"I felt welcomed from the start,
listened to and very comfortable to
share everything."**



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Year ended 31 March 2022

Increasing access to help for mental health

Sadly, it comes as no surprise to report that our mental health and wellbeing services have been in ever growing demand and that record numbers of young people and their families have been asking for help. Between March 2020 and March 2022, we have seen a 260% increase in the number of first referrals.

During the year we have worked closely with partners in the statutory and voluntary sector to respond to young peoples needs and have considerably increased the levels of service delivery by recruiting new staff, through developing partnerships with other voluntary organisations and by continuing to expand the range of offers for young people. Alongside thousands of hours of counselling and CBT sessions we have provided informal spaces for young people such as wellbeing cafes and activity-based interventions.

During this period 78% of young people showed an improvement in their mental health – this masks a complex picture where young people are dealing with many aspects of their environments and situations. Some young people needed support for a short period of time to resolve specific issues whilst others may only have been started on a journey of improving their wellbeing.

We have worked closely with partners to ensure all young people stay safe and are provided with access to the right service whether with Young Devon or another organisation. We aim to ensure young people have as much control over their own support as possible.

"I was able to express my feelings and I felt understood each week. I felt challenged which really helped me to become more confident"



The impact of our services has been evaluated independently and the diagrams below demonstrate the improvement made by young people supported through our community-based services in Devon (left) and our school-based service in Plymouth (right) although just one measure they evidence the significant improvement in wellbeing of young people.

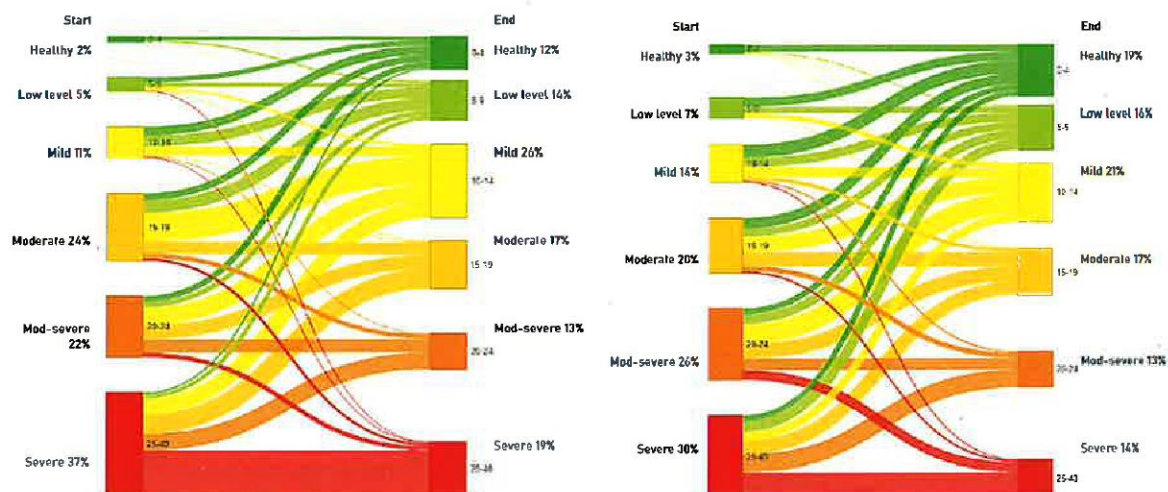
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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Increasing access to help for mental health *(continued)*



Diagrams above represent the start and finish 'YP Core' scores of young people before and after a Young Devon wellbeing intervention. YP Core is a common measure of young people's wellbeing whereby their Mental Health is rated from 'Healthy' to 'Severe'. The diagrams show significant increase. Some young people's mental health continues to stay poor or deteriorates as the issue causing their concerns may be ongoing or they may need further support.

The **Youth Enquiry Service (YES)** centres in Exeter and Newton Abbot continue to offer open access, confidential and welcoming services for young people aged 11 – 25 in need of information, advice, support, advocacy, and counselling. Additional support is delivered remotely and through our Ivybridge and Plymouth centres as well as Georgie's Youth Club (Belonging to Space Youth Service) in Barnstaple.

The Youth Enquiry Service also provides a hub for a number of other services we deliver such as our Housing Resolutions team, the Young Victims of Crime Service, Sexual Health Advice and Community Volunteering.

Helping young people develop the skills to succeed

We continue to deliver an **employment mentoring scheme** which supports young people who have real difficulty in finding work, engaging in training and who need help to identify and overcome their barriers to development. This scheme supports some of the young people who find it hardest to engage with training and through the commitment and dedication of the mentors we see very good results with 68% of young people supported feeling they now had the capabilities and knowledge they needed to progress.

Engaging young people in formal courses has proved harder than ever following the pandemic and in line with schools and colleges we are experiencing more young people than ever who do not feel able to take part in classroom-based learning alongside preparation for the world of work. Our courses continue to provide excellent support and our retention and completion rates are excellent, especially

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Year ended 31 March 2022

Helping young people develop the skills to succeed *(continued)*

given the group of young people we support. However significant improvement in the number of young people engaged will be required to ensure this area of works remains viable.

93% of young people complete courses

68% of young people ready to move on



The youth club in Sidmouth has continued to provide a range of online and outreach services during the pandemic continuing to deliver informal support and education to young people in the local community and delivering group sessions in-person for young people in line with National Youth Agency guidelines once restrictions eased. The Youth Club also continues to work with the local council towards the expected opening of a new Skate Park in 2022.

Improving the quality of accommodation for young people

Provision of accommodation for young people continued throughout the year and the increase in mental health concerns seen across other services was all too evident in the young people we supported; high levels of anxiety, many young people feeling unable to engage with education or work and an increase in the number of young people struggling with self-harm and suicidal thoughts and feelings. In this environment we are indebted to the continued dedication of the support staff and volunteers who work day after day to ensure we're able to provide safety and stability. This comment sums up how valuable they are:

"In any one day I'm a grief counsellor, careers adviser, mental health professional, youth worker, social worker, housing officer, and drugs and alcohol worker"



Through our **network of 20 houses and more than 60 host families** across the three local authorities of Devon, Plymouth and Torbay, we are able to provide safe, secure places to live for young people on a long-term basis. During 2021-2022 over 150 young people stayed in Young Devon accommodation. Moving on from supported accommodation remains incredibly challenging as there are simply not enough affordable options for young people.

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Year ended 31 March 2022

Improving the quality of accommodation for young people *(continued)*

“...and I want to thank everyone for believing in me when I didn't believe in myself”



For young people made homeless at 16 or 17 and who are not supported by local authority funding on turning 18 and yet who still need support we attempt to work creatively to provide as much help as possible.

We continue to work with local and national partners to lobby for better funding for young people in supported accommodation, for assistance for young people who are

The progress young people make is recorded through the outcomes star and **89% of young people progressed** on at least one area during their time with Young Devon with **52% of those who moved on to independent living and 16% able to return home.**

During the year our Homelessness Prevention team also supported over 300 young people and for those who engaged with support **89% of young people reached a positive outcome** with **one third of young people supported to return home to families.**

Making sure young people's voices are heard in decision making

We remain committed to enabling young people to have their voices heard in the design, delivery and evaluation of the services they access. To this end we have continued to invest in the Young Devon Youth Council who support the Trustees, Executive Team and Operational staff with forward planning, service review and every-day changes the charity could make to improve.

“I found it enjoyable being able to have my personal thoughts and experiences put forward.”



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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Making sure young people's voices are heard in decision making *(continued)*

We also continue to work with partners to support young people having a voice, particularly in health settings and have developed our offer to Children Family Health Devon to enable the creative capture of patient stories to allow teams to learn and improve. We also undertook research with children, young people and families who had accessed services at University Hospital Plymouth to listen to their in-depth experiences.

Financial Review

During the year ended 31 March 2022 Young Devon achieved total incoming resources of £4,450,895 (2021: £4,338,119) of which £1,187,294 was restricted (2021: £1,118,190) and £3,263,601 was unrestricted (2021: £3,219,929). Resources expended were £4,354,409 (2021: £3,975,765). The overall position at 31 March 2022 is a net increase in funds of £96,486 (2021: £362,354) which results in total funds brought forward of £1,521,376 of which £40,375 are restricted.

Local authority funding represented our main source of income with Devon County Council contributing £820,636 and Torbay District Council contributing £632,281. The ongoing partnership with The Plymouth Alliance means that much of our work in the City was funded through this route with a contribution of £291,814. Other major sources of funding included contributions from Devon CCG at £298,187, and Weston College at £143,020. Other funding is split across an increasingly diverse number of small contracts and agreements. A significant proportion of the funds relates to the housing of young people in either temporary or permanent accommodation but also includes funds for tackling homelessness and improving young people's mental health and wellbeing.

We aim for full cost recovery wherever possible but certain projects will never be self-supporting, so we look to diversify income streams to cover shortfalls in those activities which form an essential part of the charity's aims and objectives.

Reserves policy

The Trustees have considered the operational and financial risks and the level of reserves required. We have considered our potential redundancy liability, should the charity cease to exist, and our immediate lease commitments (within 12 months). This amounts to £861,570. In the event of a crisis situation we would seek to negotiate with our funders and landlords, in addition in the event of a service being transferred elsewhere TUPE would apply for the majority of staff, as such it is unlikely that reserves of that level would be required.

Taking this into account, the Trustees consider an appropriate level of reserves would be £750,000. Young Devon has unrestricted reserves of £1,481,001, which includes seven properties (net of mortgage liability) of £804,342 resulting in free reserves of £205,034.

Any remaining lease commitments beyond the 12 months stated above would be covered by the sale of properties.

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Risk Management Policy

The Board of Trustees is responsible for the organisation's systems of internal control, including risk management. The Chief Executive is the accountable officer who is responsible for the management of systems of internal control and the implementation of policies set by the Board. The Finance & Risk Management Sub-Group of the Board monitors and scrutinises the budget, accounting practice and financial performance against budget.

The Young Devon Strategic Plan determines the direction of the organisation. Operations and day-to-day management is determined by financial regulations and internal controls are supervised by the Chief Executive, with support from the Head of Finance and finance team.

Throughout the year we have continued to review and evolve our risk management framework to ensure that we are comprehensively capturing risk across a range of categories; and so ensure that our register is fully updated; new risks registered and explored in detail at sub-group level; with recorded actions needed to mitigate against the risks, reported through to the Board at every full board meeting and, where relevant, specific meetings are called to respond to urgent risks. As the Charity began to prepare for Covid-19 issues and lockdown the Service Leadership Group met weekly to review and respond to arising risks.

The Trustees have a responsibility to examine potential high-level risks to the Charity and identify appropriate mitigating action for these risks. To ensure this takes place the Finance and Risk Sub-Group, which includes at least two Trustees, the Chief Executive and Finance Manager, reviews a strategic risk matrix and gives oversight to operational level processes. The Board then reviews this document quarterly. Key strategic risks are as follows:

Recovery from the pandemic: The Charity responded well to the onset of the pandemic and has protected service delivery effectively, the organisation also worked to increase income during lockdown periods and from an increased range of funders. However, the Trustees recognise that services face increasing demand and that public funding may face further restrictions in coming years and therefore reviewing both service models and income strategy is critical at this stage.

Reliance on public sector funding: The majority of funding comes through payments and contracts from public sector sources. Considerable work has been undertaken to diversify across different local authorities and a broader range of funding bodies. However, an overall reduction in Local Authority budgets, means that contracts and payments run the risk of ending. Minor reductions across multiple contracts could result in substantial reductions to income. The Board manages this risk through a robust process of contract management and oversight of existing and potential tendering opportunities. In order to mitigate this risk, the charity is developing a strategy which will continue the work of diversifying incomes streams with work being undertaken to review other potential options.

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Risk Management Policy *(continued)*

Safeguarding children and vulnerable adults: The charity supports a large number of young people and fewer vulnerable adults facing a range of complex challenges. The reputational risk to the charity of mismanagement will always be high and this is both managed through a Safeguarding Sub-Group comprising at least two Trustees, the Chief Executive and Safeguarding Lead Officer. Continual review of practice, high skill levels and continued professional development of staff, responsive processes and pro-active quality assurance measures mitigate the risk which is always monitored at Board level. The charity has implemented a range of adolescent-based safe-guarding training to ensure consistent levels of support which are relevant to the cohort of young people we support. The corporate risk register has also been updated to reflect the increasing concerns of staff and partners for young people with suicidal thoughts and plans.

Strategic planning: As a charity supporting the complex and changing needs of vulnerable young people the lack of a clear and deliverable strategy is an ongoing risk. The board is managing this risk through the implementation of strategic planning and review processes on an annual basis and the risk is mitigated through oversight of operating plans and KPIs which ensure that charitable objectives are being met effectively. We have worked closely with the Youth Council and partners to start looking at what the needs of young people might be in five years' time and what this means for the nature of our work. In a world changing due to Covid-19 we are working to mitigate the risks of demand overwhelming services and services not being fit for purpose.

Risk Management

We use a RAG (red, amber and green) exception reporting system to monitor and manage risk via the Board's four sub-groups:

- Health & Safety and Safeguarding
- HR & Workforce Development
- Finance & Risk
- Strategy, Impact & Development

This reporting framework enables speedy escalation of issues and risks, with actions and learning embedded throughout aiding successful delivery. Alongside the review of the governing document the Trustees intend to review the focus of sub-groups to ensure that appropriate time is spent ensuring the Charity is well-led and the staff team is supported to identify and pursue opportunities for service development.

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Plans for future periods

Over the next two years we have plans to:

- Embedding QA processes for building quality relationships with young people.
- Implement new ways of working to embed a 'Trauma Informed Framework' for Young Devon.
- Formalise a pathway from the Youth Council to the Board of Trustees to directly involve young people in the governance of the Charity.
- Renovation of the newly purchased Wilder Road properties to improve the quality of accommodation.
- Redevelopment our Erme Road properties in Ivybridge to create a one bedroom self-contained flat, increasing the value of both properties and generating a new revenue stream.
- Review accommodation services in preparation for regulatory changes within the sector.

Structure, Governance and Management

Governing document

Young Devon is a Company Limited by Guarantee, having no Share Capital and being a Registered Charity that has elected to omit 'Limited' from its working name.

The Company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association. Under those Articles, the Trustees (who are also the Directors for the purposes of the Companies Act) and a representative of each of the affiliated clubs are eligible to vote at the Annual General Meeting (AGM) to appoint and re-appoint Trustees to the Board of Trustees who govern the Charity.

The Trustees intend to review the governing document during the next financial year to ensure that it remains relevant and enables the Charity to meet its objects effectively.

Appointment of Trustees

The Board of Trustees acts jointly in both registered roles. Throughout the last year we have reviewed the membership and recruited externally to the role of Chair of Trustees. A skills audit will now be undertaken with a view to planning for future appointments.

Trustee induction and training

Provision for the induction and training of Trustees is led through the Chief Executive and Chair of the Board. This includes the role of the Trustees, the strategic intention of the Young Devon Business Plan, a briefing on all services provided, the organisation's financial position, systems, reporting, management policies and health and safety. The 'The Trustee Induction Pack and Programme' of Young Devon, underpins this training. Publications such as "The Essential Trustee: what you need to know" (Charity Commission) and the "Good Governance" pack (ACEVO/NCVO) are also issued to new Trustees.

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Our Organisational Structure

Operational management is led by the Chief Executive who reports to the Board of Trustees. The SLG comprised eight Heads of Service who work alongside the Chief Executive in maintaining quality and forward planning. All staff report to the Chief Executive through agreed organisational structures. Our workforce consists of 175 full and part-time staff (130.7 FTE) and 140 supported and trained volunteers, interns & hosts. Young Devon's workforce operates from 25 locations, provides floating support to other settings across Devon and undertakes outreach work across the county and works in collaboration with statutory agencies, other charities and voluntary organisations.

At the end of 2021-2022 almost all staff received a salary/wage increase of between 3.0% and 4.0% with the exception of the CEO (0%) and a small number of staff who received larger increments to ensure that salaries increased to retain the National Living Wage Foundation's recommended Living Wage. This is the 5th year of incremental pay rises intended to bring the organisation in line with market levels and all roles have received a cumulative increase of at least 9.9% in this time. During the same period the ratio of CEO to lowest paid role has been reduced from 5.26 to 3.41. The median gender pay gap for the organisation is 0% (15.9% nationally).

Central support services

Underpinning the work of Young Devon are a range of support services established to assist our workforce in delivering to their full potential; as well as ensure that our work is constantly evolving to achieve the greatest impact in the lives of the young people we work with.

Quality Management

Within the management structure of Young Devon, we have the following systems in place to ensure high quality safe working practice by staff. This is achieved by:

- a comprehensive probation and induction process, monthly supervision and annual appraisal.
- wide-ranging training and continuous professional development.
- regular team meetings and an open culture encouraging reflective practice

Performance Management

Within the organisation we have a performance management policy with a range of systems in place to establish targets and monitor the performance of staff. All staff have:

- a minimum of quarterly supervision
- an annual appraisal and work plan process
- management training to all staff that have a line management responsibility, together with quarterly HR workshops delivering in-depth training in those areas line managers have requested further support in

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Quality Assurance

Young Devon is committed to the implementation of its own internal quality management systems and processes, and those of independent and external quality awarding bodies. We are one of only 47 charities in the UK to hold the Level 2 standard for Trusted Charity Mark evidencing external review of the following areas of our work.

- Governance
- Planning
- Leadership and Management
- User-centred service
- Managing People
- Learning and Development
- Managing money
- Managing resources
- External communications
- Working with others
- Assessing outcomes and impact

In addition, the organization remains committed to developing inclusive practice and supporting the workforce to the best of our ability and therefore hold the following standards:

- Disability Confident Employer
- Mindful Employer

We are also working closely with national and regional youth work providers to develop new frameworks for promoting race equality in the sector.

Regulation for supported accommodation services for young people is under consultation by the Department for Education and we are preparing to invest in new roles to ensure that we are able to meet new compliance standards.

Workforce

The Trustees know that the single greatest asset of the organisation is the people who work here and the wealth of experience they bring. We are fortunate enough to have staff who have been with Young Devon for over twenty years and are also lucky enough to be regularly welcoming new staff, students and volunteers with fresh eyes to help develop our work.

The Trustees wish to thank all of the staff for continuing to deliver excellent levels of support to young people whilst also working to secure ongoing funding for various projects.

The Service Leadership Group and the Trustees remain committed to looking for creative and co-produced ways of ensuring the wellbeing of all staff and have piloted the use of independently facilitated group supervision for any staff member to access.

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Buildings and Physical Assets

We continue to expand the number of buildings we use for the benefit of young people. Young Devon now works with and supports young people from 26 settings across Devon, Plymouth and Torbay; as young people continue to tell us that a place to go just aimed at them is really important. We have continued to work with others in securing more physical spaces ring-fenced for young people; and a programme of improvement of our existing settings. Last year, in addition to our cyclical maintenance of all our supported housing projects, we have allocated resources to improve:

- **Ivybridge:** 9 and 10 Erme Road (comprising of our central office; base of supported lodging and counselling teams; together with two units of supported housing). The buildings have been maintained in serviceable condition.
- **Ilfracombe:** we have completed the purchase of properties to enable us to continue providing support for young people in the locality. These buildings are in the process of being renovated to improve the offer for young people – a process significant delayed by the pandemic.

The key personnel with Young Devon are the Board of Trustees, the Chief Executive Officer and Senior Leadership Group. The Trustees do not receive remuneration and no Trustees claimed expenses during the year.

Young Devon

Company Limited by Guarantee

Independent Auditor's Report to the Trustees of Young Devon

Year ended 31 March 2022

Opinion

We have audited the financial statements of Young Devon (the 'charity') and its subsidiary (the 'group') for the year ended 31 March 2022 which comprise the consolidated statement of financial activities (including income and expenditure account), the consolidated and charity statement of financial position and the consolidated and charity statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group and the charity's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Young Devon

Company Limited by Guarantee

Independent Auditor's Report to the Trustees of Young Devon *(continued)*

Year ended 31 March 2022

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the charity and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Young Devon

Company Limited by Guarantee

Independent Auditor's Report to the Trustees of Young Devon *(continued)*

Year ended 31 March 2022

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience and through discussion with the Trustees and other management. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.
- The Charity is subject to laws and regulations that govern the preparation of the financial statements, including financial reporting legislation. The company is also subject to other laws and regulations where the consequences of non-compliance could have a material impact on the amounts or disclosures within the financial statements, including employment, anti-bribery and anti-money laundering.
- Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. In any audit, there remains a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
 - Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
-

Young Devon

Company Limited by Guarantee

Independent Auditor's Report to the Trustees of Young Devon *(continued)*

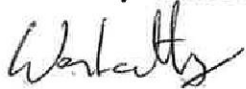
Year ended 31 March 2022

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

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



Adam Croney ACA (Senior Statutory Auditor)

For and on behalf of
Westcotts (SW) LLP
Chartered accountants & statutory auditor
Westcotts (SW) LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006
Plym House
3 Longbridge Road
Marsh Mills
Plymouth
Devon
PL6 8LT

18 December 2022

Young Devon

Company Limited by Guarantee

Consolidated Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2022

			2022		2021
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	3,246,331	1,187,294	4,433,625	4,334,557
Other trading activities	6	14,132	—	14,132	3,500
Investment income	7	58	—	58	62
Other income	8	3,080	—	3,080	—
Total income		<u>3,263,601</u>	<u>1,187,294</u>	<u>4,450,895</u>	<u>4,338,119</u>
Expenditure					
Expenditure on charitable activities	9	3,147,069	1,215,349	4,362,418	3,900,902
Expenditure on other trading activities	10	21	—	21	37,030
Other expenditure	11	—	—	—	37,833
Total expenditure		<u>3,147,090</u>	<u>1,215,349</u>	<u>4,362,439</u>	<u>3,975,765</u>
Net income		<u>116,511</u>	<u>(28,055)</u>	<u>88,456</u>	<u>362,354</u>
Transfers between funds		(20,162)	20,162	—	—
Other recognised gains and losses					
Gains from revaluation of fixed assets		—	—	—	401,515
Net movement in funds		<u>96,349</u>	<u>(7,893)</u>	<u>88,456</u>	<u>763,869</u>
Reconciliation of funds					
Total funds brought forward		1,376,622	48,268	1,424,890	661,021
Total funds carried forward		<u>1,472,971</u>	<u>40,375</u>	<u>1,513,346</u>	<u>1,424,890</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 27 to 41 form part of these financial statements.

Young Devon

Company Limited by Guarantee

Consolidated Statement of Financial Position

31 March 2022

	Note	Group 2022 £	Group 2021 £
Fixed assets			
Tangible fixed assets	17	987,937	879,038
Current assets			
Debtors	19	589,365	462,386
Cash at bank and in hand		685,462	768,756
		<u>1,274,827</u>	<u>1,231,142</u>
Creditors: amounts falling due within one year	20	<u>671,953</u>	<u>605,705</u>
Net current assets		<u>602,874</u>	<u>625,437</u>
Total assets less current liabilities		<u>1,590,811</u>	<u>1,504,475</u>
Creditors: amounts falling due after more than one year	21	<u>77,465</u>	<u>79,585</u>
Net assets		<u>1,513,346</u>	<u>1,424,890</u>
Funds of the charity			
Restricted funds		40,375	48,268
Unrestricted funds:			
Revaluation reserve		393,485	401,515
Other unrestricted income funds		<u>1,079,486</u>	<u>975,107</u>
Total unrestricted funds		<u>1,472,971</u>	<u>1,376,622</u>
Total charity funds	24	<u>1,513,346</u>	<u>1,424,890</u>

These financial statements were approved by the board of trustees and authorised for issue on 6/12/22, and are signed on behalf of the board by:



V Flower
Trustee

The notes on pages 27 to 41 form part of these financial statements.

Young Devon

Company Limited by Guarantee

Statement of Financial Position

31 March 2022

	Note	Charity 2022 £	Charity 2021 £
Fixed assets			
Tangible fixed assets	17	987,937	879,038
Investments	18	1	1
Current assets			
Debtors	19	585,715	462,386
Cash at bank and in hand		684,957	768,038
		<u>1,270,672</u>	<u>1,230,424</u>
Creditors: amounts falling due within one year	20	671,953	604,063
Net current assets		<u>598,719</u>	<u>626,361</u>
Total assets less current liabilities		<u>1,586,657</u>	<u>1,505,400</u>
Creditors: amounts falling due after more than one year	20	77,465	79,585
Net assets		<u>1,509,192</u>	<u>1,425,815</u>
Funds of the charity			
Restricted funds		40,375	48,268
Unrestricted funds:			
Revaluation reserve		393,485	401,515
Other unrestricted income funds		1,075,332	976,032
Total unrestricted funds		<u>1,468,817</u>	<u>1,377,547</u>
Total charity funds	24	<u>1,509,192</u>	<u>1,425,815</u>

These financial statements were approved by the board of trustees and authorised for issue on 6/12/22, and are signed on behalf of the board by:



V Flower
Trustee

The notes on pages 27 to 41 form part of these financial statements.

Young Devon

Company Limited by Guarantee

Consolidated Statement of Cash Flows

Year ended 31 March 2022

	Group 2022 £	Group 2021 £
Cash flows from operating activities		
Net income	88,456	362,354
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	69,597	51,373
Loss on disposal of tangible fixed assets	—	37,833
<i>Changes in:</i>		
Stocks	—	2,823
Trade and other debtors	(126,979)	126,577
Trade and other creditors	66,329	466
Net cash from operating activities	<u>97,403</u>	<u>581,426</u>
Cash flows from investing activities		
Purchase of tangible assets	(178,496)	(119,874)
Net cash used in investing activities	<u>(178,496)</u>	<u>(119,874)</u>
Cash flows from financing activities		
Proceeds from/repayments of borrowings	(2,201)	58,143
Net cash (used in)/from financing activities	<u>(2,201)</u>	<u>58,143</u>
Net (decrease)/increase in cash and cash equivalents	(83,294)	519,695
Cash and cash equivalents at beginning of year	768,756	249,061
Cash and cash equivalents at end of year	<u>685,462</u>	<u>768,756</u>

The notes on pages 27 to 41 form part of these financial statements.

Young Devon

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2022

	Charity 2022 £	Charity 2021 £
Cash flows from operating activities		
Net income	83,378	333,510
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	69,597	51,373
<i>Changes in:</i>		
Trade and other debtors	(123,329)	154,285
Trade and other creditors	67,970	29,852
Net cash from operating activities	<u>97,616</u>	<u>569,020</u>
Cash flows from investing activities		
Purchase of tangible assets	(178,496)	(119,874)
Net cash used in investing activities	<u>(178,496)</u>	<u>(119,874)</u>
Cash flows from financing activities		
Proceeds from borrowings	–	73,145
Repayments of borrowings	(2,201)	–
Net cash (used in)/from financing activities	<u>(2,201)</u>	<u>73,145</u>
Net (decrease)/increase in cash and cash equivalents	(83,081)	522,291
Cash and cash equivalents at beginning of year	768,038	245,747
Cash and cash equivalents at end of year	<u>684,957</u>	<u>768,038</u>

The notes on pages 27 to 41 form part of these financial statements.

Young Devon

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2022

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 10 Erme Road, Ivybridge, Devon, PL21 0AB.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

A key area of estimation is the recognition of both deferred and accrued income which requires management to measure income released and deferred/accrued within the accounting year.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Young Devon

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

3. Accounting policies *(continued)*

Incoming resources

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

Goodwill

Goodwill arises on business acquisitions and represents the excess of the cost of the acquisition over the charity's interest in the net amount of the identifiable assets, liabilities and contingent liabilities of the acquired business.

Goodwill is measured at cost less accumulated amortisation and accumulated impairment losses. It is amortised on a straight-line basis over its useful life. Where a reliable estimate of the useful life of goodwill or intangible assets cannot be made, the life is presumed not to exceed five years.

Young Devon

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

Amortisation

Amortisation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful life of that asset as follows:

Goodwill	-	Over the lease term (44 months)
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If there is an indication that there has been a significant change in amortisation rate, useful life or residual value of an intangible asset, the amortisation is revised prospectively to reflect the new estimates.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Freehold property	-	50 years
Leasehold improvements	-	the shorter of 10 years or the period of the lease
Fixtures and fittings	-	3 years

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Young Devon

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the charity will comply with the conditions attaching to them and the grants will be received.

Where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument. Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument. Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted. Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised. For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

4. Limited by guarantee

The charity is a company limited by guarantee. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per trustee.

Young Devon

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations	71,840	—	71,840
Donations - subsidiary	—	—	—
Grants			
Grants and contracts	3,140,053	1,187,294	4,361,785
Government grant income	34,438	—	—
	<u>3,246,331</u>	<u>1,187,294</u>	<u>4,433,625</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Donations	30,065	—	30,065
Donations - subsidiary	15,782	—	15,782
Grants			
Grants and contracts	3,053,324	1,113,202	4,176,502
Government grant income	117,196	—	112,208
	<u>3,216,367</u>	<u>1,113,202</u>	<u>4,334,557</u>

6. Other trading activities

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Youth centre	1,082	1,082	—	—
Training courses and consultancy	—	—	3,500	3,500
Trading Subsidiary Income				
Training	13,050	13,050	—	—
	<u>14,132</u>	<u>14,132</u>	<u>3,500</u>	<u>3,500</u>

7. Investment income

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Interest received	58	58	62	62

Young Devon

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

8. Other income

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Insurance claim	2,916	2,916	—	—
Reimbursements	164	164	—	—
	<u>3,080</u>	<u>3,080</u>	<u>—</u>	<u>—</u>

9. Expenditure on charitable activities by activity type

	Core costs £	Skills £	Voice £	Wellbeing £	Accomm'n £	Total £	2021 £
Direct project costs	109,725	539,936	189,298	725,732	1,612,397	3,177,088	2,694,418
Staff costs	345,760	8,478	(18,241)	17,183	4,246	357,426	457,085
Rates and utilities	13,772	—	—	—	90,461	104,233	84,023
Property costs	153,083	807	223	2,939	233,970	391,022	378,718
Travel costs	3,238	14,172	3,756	5,470	25,426	52,062	26,255
Office admin	36,500	2,116	279	982	6,195	46,072	45,831
IT & com'cation	46,344	9,408	3,133	13,945	37,501	110,331	116,123
Markt'ng & promo'n	7,941	4,534	—	214	—	12,689	7,119
Professional fees	21,806	—	—	—	60	21,866	15,687
Govern'nce & audit	10,850	—	—	—	—	10,850	14,400
Finance charges	5,045	—	—	—	4,137	9,182	9,870
Depreciation	38,898	195	183	3,920	26,401	69,597	51,373
Internal charges	(771,876)	113,236	38,645	198,879	421,116	—	—
	<u>21,086</u>	<u>692,882</u>	<u>217,276</u>	<u>969,264</u>	<u>2,461,910</u>	<u>4,362,418</u>	<u>3,900,902</u>

Of the total expenditure £3,147,069 was unrestricted (2021: £2,766,596) and £1,215,349 (2021: £1,134,306) was restricted.

Expenses are allocated on the basis of direct allocation to the particular activities. General administration costs that cannot be allocated directly are allocated evenly between the areas.

10. Expenditure on other trading activities

	2021 £	2021 £
Commercial trading operations	<u>21</u>	<u>37,030</u>

11. Other expenditure

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Loss on disposal of tangible fixed assets held for charity's own use	<u>—</u>	<u>—</u>	<u>37,833</u>	<u>37,833</u>

Young Devon

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

12. Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

13. Net income

Net income is stated after charging/(crediting):

	2022	2021
	£	£
Depreciation of tangible fixed assets	69,597	51,373
Loss on disposal of tangible fixed assets	—	37,833

14. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2022	2021
	£	£
Wages and salaries	2,620,232	2,269,470
Social security costs	183,590	166,622
Employer contributions to pension plans	48,569	44,555
	<u>2,852,391</u>	<u>2,480,647</u>

The average head count of employees during the year was 130 (2021: 124). Within note 9, staff costs are analysed within Project costs, Staff costs and Office admin.

The number of employees whose remuneration for the year fell within the following bands, were:

	2022	2021
	No.	No.
£60,000 to £69,999	<u>1</u>	<u>1</u>

15. Trustee remuneration and expenses

The trustees were not paid and did not receive any other benefits from employment with the charity (2021: £nil). There were no reimbursements of expenses repaid to trustees (2021: £nil). No trustee received payment for professional services supplied to the charity (2021: £nil).

16. Intangible assets

	Goodwill
	£
Cost	
At 1 April 2021 and 31 March 2022	<u>29,980</u>
Amortisation	
At 1 April 2021 and 31 March 2022	<u>29,980</u>
Carrying amount	
At 31 March 2022	<u>—</u>
At 31 March 2021	<u>—</u>

Young Devon

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

17. Group tangible fixed assets

	Freehold property £	Plant and machinery £	Fixtures and fittings £	Total £
Cost				
At 1 April 2021	884,373	240,551	422,139	1,547,063
Additions	162,361	5,008	11,127	178,496
At 31 March 2022	1,046,734	245,559	433,266	1,725,559
Depreciation				
At 1 April 2021	69,373	211,008	387,644	668,025
Charge for the year	29,247	18,165	22,185	69,597
At 31 March 2022	98,620	229,173	409,829	737,622
Carrying amount				
At 31 March 2022	948,114	16,386	23,437	987,937
At 31 March 2021	815,000	29,543	34,495	879,038

Tangible fixed assets held at valuation

The property on Wilder Road was revalued in the prior year. The valuation was completed by Underwood Wright Chartered Surveyors, an independent valuer, in October 2019 with the value being applied following completion of the purchase in June 2020. The charity recognises the same tangible fixed assets as the group.

In respect of tangible fixed assets held at valuation, the aggregate cost, depreciation and comparable carrying amount that would have been recognised if the assets had been carried under the historical cost model are as follows:

	Freehold property £
At 31 March 2022	
Aggregate cost	645,219
Aggregate depreciation	(90,590)
Carrying value	554,629
At 31 March 2021	
Aggregate cost	482,858
Aggregate depreciation	(69,373)
Carrying value	413,485

Young Devon

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

18. Investment entities

Subsidiaries and other investments

	Class of share	Percentage of shares held
Subsidiary undertakings		
Young Devon Trading Ltd.	1 Ordinary share of £1	100

Young Devon Trading Limited is the wholly owned trading subsidiary of the charity. The company is incorporated in the UK, its company number is 06958521. The registered address is 10 Erme Road, Ivybridge, Devon, PL21 0AB.

The subsidiary's financial statements have been consolidated with the charity's for the year to 31 March 2022. In the year, the subsidiary received trading income of £13,050 (2021: £67,293 – including other income of £48,011) and incurred expenditure of £7,972 (2021: £73,440) which resulted in a profit of £5,078 (2021: £6,147 loss). At the year-end, the subsidiary had reserves of £4,154 (2021: negative reserves of £924).

The principal activity of the company is providing training & consultancy services.

19. Group debtors

	2022 £	2021 £
Trade debtors	392,284	316,752
Prepayments and accrued income	192,411	140,172
Other debtors	4,670	5,462
	<u>589,365</u>	<u>462,386</u>

19a. Charity Debtors

	2022 £	2021 £
Trade debtors	388,634	316,752
Prepayments and accrued income	192,411	140,172
Other debtors	4,670	5,462
	<u>585,715</u>	<u>462,386</u>

Young Devon

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

20. Group Creditors: amounts falling due within one year

	2022	2021
	£	£
Bank loans and overdrafts	2,130	2,211
Trade creditors	86,497	82,169
Accruals and deferred income	524,685	474,615
Social security and other taxes	47,027	41,515
Other creditors	11,614	10,183
	<u>671,953</u>	<u>610,693</u>

The trading subsidiary recognised creditors of £7,350 at the reporting date, however this balance is owed to the parent company and is therefore removed on consolidation. This balance is recognised within trade debtors of the Charity Debtors balance within note 19a. The year-end creditors are therefore the same in both the group and charity accounts.

The bank loan is secured against the property on Wilder Road

21. Creditors: amounts falling due after more than one year

	2022	2021
	£	£
Bank loans and overdrafts	<u>77,465</u>	<u>79,585</u>

The year-end creditors falling due after one year are the same in both the group and charity accounts.

The bank loan is secured against the property on Wilder Road.

22. Deferred income

	2022	2021
	£	£
At 1 April 2021	386,730	377,324
Amount released to income	(386,730)	(377,324)
Amount deferred in year	388,865	391,718
At 31 March 2022	<u>388,865</u>	<u>391,718</u>

Young Devon

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2022

23. Government grants

The amounts recognised in the financial statements for government grants are as follows:

	2022 £	2021 £
Recognised in income from donations and legacies:		
Government grant income	<u>34,438</u>	<u>117,196</u>

24. Analysis of group and charitable funds

Group unrestricted funds

	2021 £	Income £	Expenditure £	Transfers £	Gains and losses £	2022 £
General funds	795,107	3,263,601	(3,139,060)	(120,162)	—	799,486
Revaluation reserve	401,515	—	(8,030)	—	—	393,485
Designated funds	180,000	—	—	100,000	—	280,000
	<u>1,376,622</u>	<u>3,263,601</u>	<u>(3,147,090)</u>	<u>(20,162)</u>	<u>—</u>	<u>1,472,971</u>

	2020 £	Income £	Expenditure £	Transfers £	Gains and losses £	2021 £
General funds	608,514	3,219,929	(2,841,459)	(191,877)	—	795,107
Revaluation reserve	—	—	—	—	401,515	401,515
Designated funds	5,000	—	—	175,000	—	180,000
	<u>613,514</u>	<u>3,219,929</u>	<u>(2,841,459)</u>	<u>(16,877)</u>	<u>401,515</u>	<u>1,376,622</u>

Charity unrestricted funds

	2021 £	Income £	Expenditure £	Transfers £	Gains and losses £	2022 £
General funds	796,032	3,250,551	(3,131,089)	(120,162)	—	795,332
Revaluation reserve	401,515	—	(8,030)	—	—	393,485
Designated funds	180,000	—	—	100,000	—	280,000
	<u>1,377,547</u>	<u>3,250,551</u>	<u>(3,139,119)</u>	<u>(20,162)</u>	<u>—</u>	<u>1,468,817</u>

	2020 £	Income £	Expenditure £	Transfers £	Gains and losses £	2021 £
General funds	633,293	3,152,636	(2,798,020)	(191,877)	—	796,032
Revaluation reserve	—	—	—	—	401,515	401,515
Designated funds	5,000	—	—	175,000	—	180,000
	<u>638,293</u>	<u>3,152,636</u>	<u>(2,798,020)</u>	<u>(16,877)</u>	<u>401,515</u>	<u>1,377,547</u>

Young Devon

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

Group & charity restricted funds

	2021	Income	Expenditure	Transfers	2022
	£	£	£	£	£
Community Connectors	1,436	59,351	(67,320)	6,533	—
Covid Funding PPE & Food Grant	4,988	43,175	(43,175)	—	4,988
Devon County Counselling	13,769	—	(13,769)	—	—
Doing What Matters	—	—	(12,517)	12,517	—
Early Help	17,372	366,992	(373,805)	—	10,559
Emotional Health and Wellbeing	—	159,205	(159,205)	—	—
Exeter YES Centre	727	341	(793)	—	275
Homeless prevention	7,162	179,041	(182,744)	—	3,459
Ivybridge Counselling	2,314	—	(2,314)	—	—
Plymouth Building (Small Fund)	500	—	(469)	—	31
Sexual Health	—	10,000	(10,000)	—	—
Sidmouth Youth Clubs	—	34,750	(34,956)	206	—
Small Fund	—	260	(1,166)	906	—
Victim Support	—	136,213	(115,150)	—	21,063
Wellbeing Practitioner	—	197,966	(197,966)	—	—
	<u>48,268</u>	<u>1,187,294</u>	<u>(1,215,349)</u>	<u>20,162</u>	<u>40,375</u>

Restricted funds represent specific projects which are restricted by virtue of their funding contracts. Surpluses and deficits arising on these funds are transferred to unrestricted funds in accordance with accounting policies.

Community Connectors	The programme is designed as a non-medical approach to help young people overcome loneliness and anxiety in the Exeter area.
Covid Funding PPE & Food Grant	To provide PPE equipment and a food bank to young people.
Devon County Counselling	In partnership with Xenzone to deliver a counselling service within secondary schools within Devon.
Early Help	Delivering mental health training to the school's workforce in Devon.
Emotional Health and Wellbeing	In partnership with Xenzone to deliver a counselling service within secondary schools in the Plymouth area.
Exeter YES Centre	Small restricted fund to be used for improvements and activities in the Exeter YES centre for young people.
Homeless Prevention	Employing staff to deliver homelessness prevention across East Devon to young people at risk of homelessness.
Ivybridge Counselling	To provide support and counselling to young people in the Ivybridge area.
Plymouth Building (Small Fund)	Small restricted fund to be used for improvements and activities in the Mutley Plain hub.
Sexual Health	To provide a sexual health service in Ivybridge and Newton Abbot.
Sidmouth Youth Clubs	To deliver sessions to young people attending youth clubs.
Small Fund	To provide equipment for COVID-19.
Victim Support	To provide one-to-one support to young people who have been victims of crime.

Young Devon

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

Wellbeing Practitioner Improving Access to Psychological Therapy program for the recruitment and training of psychological wellbeing practitioners to assess and support people with common mental health problems.

Group & charity restricted funds

	2020	Income	Expenditure	Transfers	2021
	£	£	£	£	£
Bright Futures	—	(89)	(5,566)	5,655	—
Community Connectors	285	61,247	(60,096)	—	1,436
Covid Funding PPE & Food Grant	—	34,340	(29,352)	—	4,988
Devon County Counselling	—	20,000	(6,231)	—	13,769
Doing What Matters	—	12,760	(13,703)	943	—
Early Help	14,696	310,395	(300,052)	(7,667)	17,372
Emotional Health and Wellbeing	7,162	170,758	(177,920)	—	—
Equal Access in Mind	5,586	36,584	(42,170)	—	—
Exeter YES Centre	2,482	—	(1,755)	—	727
Homeless prevention	10,139	178,224	(181,201)	—	7,162
Ivybridge Counselling	6,037	—	(723)	(3,000)	2,314
Newton Abbot YES Centre	215	—	(225)	10	—
Plymouth Building (Small Fund)	—	500	—	—	500
Sexual Health	905	7,500	(8,405)	—	—
Sidmouth Youth Clubs	—	33,300	(35,481)	2,181	—
Small Fund	—	28,265	(28,765)	500	—
Torbay CAMHS	—	—	—	—	—
Victim Support	—	100,000	(107,667)	7,667	—
Wellbeing Practitioner	—	124,406	(134,994)	10,588	—
	<u>47,507</u>	<u>1,118,190</u>	<u>(1,134,306)</u>	<u>16,877</u>	<u>48,268</u>

Young Devon

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

25. Group analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	987,937	–	987,937
Current assets	1,039,782	235,045	1,274,827
Creditors less than 1 year	(477,283)	(194,670)	(671,953)
Creditors greater than 1 year	(77,465)	–	(77,465)
Net assets	1,472,971	40,375	1,513,346

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Tangible fixed assets	879,038	–	879,038
Current assets	1,042,695	188,447	1,231,142
Creditors less than 1 year	(465,536)	(140,169)	(605,705)
Creditors greater than 1 year	(79,585)	–	(79,585)
Net assets	1,376,612	48,278	1,424,890

Young Devon

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

25a. Charity analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Fixed assets	987,938	–	987,938
Current assets	1,035,627	235,045	1,270,672
Creditors less than 1 year	(477,283)	(194,670)	(671,953)
Creditors greater than 1 year	(77,465)	–	(77,465)
Net assets	1,468,817	40,375	1,509,192

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Fixed assets	879,039	–	879,039
Current assets	1,041,977	188,447	1,230,424
Creditors less than 1 year	(463,894)	(140,169)	(604,063)
Creditors greater than 1 year	(79,585)	–	(79,585)
Net assets	1,377,537	48,278	1,425,815

26. Analysis of changes in net debt

	At 1 Apr 2021 £	Cash flows £	At 31 Mar 2022 £
Cash at bank and in hand	768,756	(83,294)	685,462
Debt due within one year	(2,211)	81	(2,130)
Debt due after one year	(79,585)	2,120	(77,465)
	686,960	(81,093)	605,867

27. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2022 £	2021 £
Not later than 1 year	254,012	277,616
Later than 1 year and not later than 5 years	290,736	278,905
Later than 5 years	307,810	354,187
	842,098	910,708

28. Related parties

Within the reporting period there had been inter-trading transactions invoiced by the parent to the subsidiary totalling £7,950 for providing consultancy services. Of this total, £7,350 is owed to the parent at the year-end (2021: £Nil).

The subsidiary's financial statements have been consolidated with the charity's for the year to 31 March 2022.