MOTIV8 SOUTH

England & Wales · Charity number 1069085

Details

Other names	MOTIV8
Status	Registered
Legal form	Charitable company
Company number	03512607
Registered	1998-04-08
Register	View on the Charity Commission register

Contact

Address	Chief Executive - Motiv8 South Ltd Units 2 and 3 Cumberland Gate Cumberland Business Park Portsmouth PO5 1AG
Phone	02392832727
Email	info@motiv8south.org.uk
Website	www.motiv8.org.uk

Activities

Objects: 1) TO REDUCE CRIME THROUGH STRATEGIC AND SOCIAL CRIME PREVENTION METHODS.2) TO REDUCE THE FEAR OF CRIME THROUGH STRATEGIC AND SOCIAL CRIME PREVENTION MEASURES.3) TO PROMOTE HEALTHY AND ECONOMICALLY VIABLE COMMUNITIES THROUGH DIRECT WORK IN THE COMMUNITY.4) TO WORK CO-OPERATIVELY AND IN PARTNERSHIP TO ACHIEVE OBJECTIVES 1-3.

Activities: Life chances for young people and families.Motiv8 delivers high quality community, education and employment services that lead to transformed lives and positive outcomes.

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Classification

- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Prevention Or Relief Of Poverty, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Recreation
- **Who:** Children/young People, Other Defined Groups

Geography

- Hampshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,638,231	£1,711,553	£703,641	39
2024-03-31	£1,554,339	£1,483,802	£776,963	37
2023-03-31	£1,267,760	£1,263,907	£706,426	34
2022-03-31	£1,120,272	£1,033,486	£702,573	42
2021-03-31	£1,146,913	£1,020,015	£608,325	38

Trustees

Name	Role	Appointed
Beverly Coghlan		2023-08-18
Caroline Marie Poppleton		2023-08-18
Jade Burges		2025-08-27
Jonathan Clark		2023-05-19
Lawrence Flynn		2025-09-09
Leanne Gelder		2025-08-15
Natalie Woodford		2025-04-22
Paul William New		2025-09-19
Professor Mark Button PHD		
Richard Alexander John		2022-03-25
Ruth Elizabeth Cole		2024-11-15
Sandra Davis		2025-09-10

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MOTIV8 SOUTH

England & Wales - Charity number 1069085

Accounts

Charity Registration No. 1069085

Company Registration No. 03512607 (England and Wales)

MOTIV8 SOUTH LIMITED

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

MOTIV8 SOUTH LIMITED

CONTENTS

	Page
Legal and administrative information	1 - 2
Trustees' report	3 - 27
Independent auditors' report	28 - 31
Statement of financial activities	32 - 33
Balance sheets	34
Statement of cash flows	35
Notes to the accounts	36 - 52

MOTIV8 SOUTH LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Jonathan Clark – Chair Professor Mark Button Richard John Caroline Poppleton Beverly Coghlan Kirsty Robertson (Appointed 01/07/2024) Ruth Cole (Appointed 04/01/2025) Natalie Woodford (Appointed 22/04/2025) Leanne Gelder (Appointed 18/08/2025) Jade Burgess (Appointed 28/08/2025) Lawrence Flynn (Appointed 09/09/2025) Sandra Davis (Appointed 10/09/2025) Paul New (Appointed 19/09/2025)
Finance and Risk Sub-Group	Professor Mark Button – Chair Jonathan Clark Lawrence Flynn Paul New
Operations and People Sub-Group	Sandra Davis – Chair Ruth Coles Leanne Gelder Jade Burgess Jonathan Clark Beverly Coghlan Richard John Natalie Woodford
Fundraising and Communications Sub-Group	Caroline Poppleton - Chair Jonathan Clark Ruth Cole Lawrence Flynn
Officers in attendance	Marina Tuck Karen Yeung Kirsty Robertson Joe Weston-McDowell
Chief Executive	Kirsty Robertson – Interim CEO from 01/03/2024 Kirsty Robertson – CEO from 13/06/2024
Secretary	Marina Tuck
Charity number	1069085
Company number	3512607

LEGAL AND ADMINISTRATIVE INFORMATION (Continued)

Registered office	Units 2 & 3 Cumberland Gate Cumberland Business Park Portsmouth Hampshire PO5 1AG
Auditors	Sumer Audit 53 Kent Road Southsea Portsmouth Hampshire PO5 3HU
Bankers	Co-operative Bank Plc 1 Balloon Street Manchester M60 4EP CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4TA
Solicitors	Blake Morgan LLP Harbour Court Compass Road North Harbour Portsmouth PO6 4ST

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2025

The trustees, who also serve as directors under the Companies Act, present their annual report alongside the financial statements for the charity for the year ended 31 March 2025. This report meets the requirements of both charity and company law.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Articles and Memorandum of Association, the Charities Act 2011, the Companies Act 2006 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 2019).

Reference and Administrative Information
Refer to pages 1 and 2.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document
The company was incorporated on 18 February 1998 and is limited by guarantee. The company is registered as a charity. The company is governed by the articles and memorandum of association. The articles and memorandum of association grant wide powers of investment to the trustees.

Board of Trustees
The Board of Trustees comprising not less than two or more than twelve members governs the charity. None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

At each general meeting, one third of the members shall retire and will be eligible for re-election. The full Board of Trustees meets as a minimum four times a year and maintains a structure of sub-groups preceding each full Board meeting of which there are currently three:

- Finance and Risk Sub-Group, chaired by Mark Button
- Operations and People Sub-Group, currently chaired by Sandra Davis
- Fundraising and Communications Sub-Group, chaired by Caroline Poppleton

Sub-groups allow the subject matter to be reviewed and scrutinised in detail. Sub-groups are chaired by a trustee, with further trustees making up the membership, and input provided by officers. The chair of each sub-group, or their designate, then provides feedback and brings recommendations to quarterly full Board meetings.

The Board also meets on an as required basis to discuss 'task and finish' activities, strategic planning or extra-ordinary meetings for decisions that need to be taken outside of the routine cycle of governance meetings.

This year, the Board began meeting monthly on an informal basis to support the new CEO. At each meeting, the CEO presents a plan or a specific challenge for discussion, which then informs the work of the sub-groups and the main Board.

STRUCTURE, GOVERNANCE AND MANAGEMENT (Continued)

Board of Trustees (Continued)

The trustees, who are also the directors for the purpose of company law, who served during the year were:

Valerie Hopkins	Chair of Motiv8 South Board – (Resigned 19/04/2024)
Jonathan Clark	Chair and Treasurer of Motiv8 South Board
Professor Mark Button	
Steve Dimon	(Resigned 15/08/2025)
Steve Miller	(Resigned 15/11/2024)
Richard John	Safeguarding Trustee
Tim Caley	(Resigned 15/08/2025)
Reinoud Noorduijn	(Resigned 29/04/2024)
Caroline Poppleton	
Beverly Coghlan	
Kirsty Robertson	(Appointed 01/07/2024)
Ruth Cole	(Appointed 04/01/2025)

Observers

Motiv8 South has a voluntary agreement with Portsmouth City Council, where the council elects a member to serve as an observer on the Motiv8 board. The observer can attend and participate in board meetings and access all board materials but has no governance responsibilities and cannot vote on decisions.

Observers to the Board, who served during the year:

Cllr Suzy Horton	Appointed 21 June 2022
Cllr Leonie Oliver	Appointed 25 June 2024

Patron:

Our Patron is a non-executive, ambassadorial role with no legal or managerial responsibilities, appointed for a 3-year term, with the option to renew. Lady Louisa Portal MBE DL was re-appointed as Patron of Motiv8 South on 18 November 2022, after completing a previous 3-year term. The trustees thank her for her continued support and ambassadorial work.

Board Recruitment:

Motiv8's Board recruitment process is open, fair, and transparent to attract diverse candidates. Trustee roles are advertised with role descriptions, and applicants must evidence their suitability. Shortlisted candidates meet with the Chair and CEO, then observe a Board meeting, allowing both parties to ask questions before a formal vote by existing trustees. After approval, references, DBS, and due diligence checks are completed. New trustees undergo induction and compulsory training, with ongoing training opportunities available. An annual skills audit identifies gaps to guide future recruitment. The Board's strategy continues to draw interest from potential trustees. In March 2024, Motiv8 began a recruitment campaign to welcome new members to the team.

Qualifying third party indemnity provisions:

The charity has made qualifying third-party indemnity provisions for the benefit of its trustees during the year. These provisions remain in force at the reporting date.

CEO:

Kirsty Robertson was offered and accepted the CEO role 13 June 2024, following an open recruitment process.

STRUCTURE, GOVERNANCE AND MANAGEMENT (Continued)

Remuneration:

Motiv8 South aims to maintain a fair, transparent salary structure that balances rewarding staff, motivating good performance, and ensuring affordability. The charity uses a single pay column system, with opportunities for staff to increase their salaries through job development, qualifications, cost of living adjustments, or job evaluations.

Annual reviews compare salaries against similar charities to ensure competitiveness. The charity also considers broader economic factors like inflation and aligns wages with national living and minimum wage forecasts to ensure fairness.

Following a remuneration review to assess and maintain fair pay across the organisation, the Board of Trustees recommended a 1.5% pay rise for all staff to begin from the 1 April 2025.

Motiv8 South Risk Management Overview:

Board Responsibility:

The Board of Trustees ensures effective risk management systems and internal controls are in place to address major risks.

Risk Mapping Process:

Motiv8 South employs a Risk Mapping process compliant with Charity Commission standards, categorising risks into:

- **Governance and Management:**
- **Operational Risk**
- **Financial Risk**
- **Environmental and External Factors**
- **Compliance Risk**

Regular Review:

Risk management is a standing agenda item in Sub-Group and Board meetings. High-risk areas are flagged, and mitigation plans are documented in meeting minutes, covering issues like staffing, safeguarding, financial performance, and health and safety. The Motiv8 Risk Register is actively reviewed at every Finance and Risk Sub-group and at Board meetings, with discussions held on the current assessment of risk to the organisation.

Day-to-Day Management:

The Management Team oversees daily risk management through routine meetings focused on Operations, Finance, IT, Health & Safety, HR, Quality, Premises, and Marketing, with insights reported to the Board.

Upcoming Changes:

Starting April 2024, risk discussions will be prioritised at the beginning of Board meetings and reviewed by the Senior Leadership Team quarterly.

Safeguarding Procedures:

Motiv8 South is dedicated to ensuring the safety and well-being of children, young people, and vulnerable groups. All new staff, including volunteers and trustees, undergo mandatory safeguarding training during their induction. Our safeguarding framework includes designated roles, such as the Safeguarding Trustee (Richard John) and the Designated Senior Lead (Kirsty Robertson), who meet monthly to review practices and recommend improvements.

STRUCTURE, GOVERNANCE AND MANAGEMENT (Continued)

Safeguarding Procedures: (continued)

In 2024, we strengthened our safeguarding procedures for reporting and response, ensuring a robust system for monitoring and accountability. We continue to prioritise staff well-being through effective management, supervision, and ongoing training including peer supervision with a clinical, trauma-informed supervisor. In addition, our Critical Incident Policy provides clear guidance for managing sudden or traumatic events. Together, these measures enable Motiv8 South to maintain a safe, supportive, and resilient environment for all participants and staff.

Safeguarding Insights 2024-2025:

Over the past year, we have invested significantly in internal safeguarding training and have refined our reporting processes to ensure greater accuracy, consistency, and relevance. As a result of these improvements, our safeguarding reports have become more targeted and precise. This enhanced focus and improved confidence in identifying and categorising concerns have contributed to an **8% reduction in reports** compared to last year. We believe this reflects both the effectiveness of our proactive measures and the increased clarity in how issues are recognized and managed across the organisation.

Key themes identified in the safeguarding concerns include **violence-related incidents, rising mental health issues (particularly self-harm and suicidal ideation), criminal exploitation, substance misuse**, and **family relationship challenges**. Notably, there has been a surge in safeguarding concerns linked to Motiv8's Community provision, highlighting an urgent need for preventative services to protect young individuals at risk.

As our staff navigate these increasing pressures, each safeguarding response has required an average of **3.0 hours**, culminating in a total commitment of at least **672 hours** dedicated to addressing these critical issues. This data underscores the need for ongoing support and resources to enhance our safeguarding initiatives effectively.

OBJECTIVES AND ACTIVITIES

Charitable objects

1. **To reduce crime through strategic and social crime prevention methods.**
2. **To reduce the fear of crime through strategic and social crime prevention methods**
3. **To promote healthy and economically viable communities through direct work in the community**
4. **To work co-operatively and in partnership to achieve objectives 1-3**

Charity's aims:

Motiv8 South is a youth work charity committed to reducing crime and victimisation among young people and families, based in the heart of the communities within Portsmouth, Havant and Gosport. We achieve this by providing direct support to those involved in anti-social behaviour and the criminal justice system, while also engaging vulnerable individuals affected by trauma, poverty, and family conflict. Through tailored interventions, educational re-engagement, and community collaboration, we promote positive alternatives, enhance emotional health and wellbeing, have fun and ultimately foster safer communities, in which young people are part of.

In 2024/2025, Motiv8 engaged with young people, families, and the local community to help shape a new Strategic Plan. As part of this process, we reflected on our identity — who we are and who we are not — and reviewed our existing vision, mission, and values. This led to the development of a new Vision, a redefined Mission now expressed as our Purpose, and a slight refinement of our Values.

Vision:

To create safer more connected communities, where young people can be heard, use their voice and develop new skills through opportunities which enable them to thrive.

OBJECTIVES AND ACTIVITIES (Continued)

Purpose:

Motiv8 places young people at the centre of all we do, providing a trusted relationship through a Youth Work approach. Motiv8 ensures the right provision is available at the right time, in a way that is right for each young person wherever they are on their journey.

Values:

Underpinning our vision and purpose, are Motiv8 South's core values. These values are at the heart of what we believe as an organisation. They have helped guide and shape our work with our beneficiaries, external stakeholders, and with each other.

They include:

1. **We are Committed to building Trusted Relationships:** We work with openness, honesty and integrity, whilst building relationships through being compassionate, approachable, flexible and reliable and Fun.
2. **We are Committed to Quality:** We actively work together with the community, young people, families and our partners to achieve the very best outcomes.
3. **We are Committed to being Collaborative**: We proactively engage with a wide network of partners, to create opportunities for our communities.
4. **We are Committed to being Empowering:** We believe in young people. Realising their potential, building on what is strong not what is wrong.
5. **We are Committed to being Adaptive:** We see each young person as an individual, tailoring our support to their lived experience creating a positive change.

OBJECTIVES AND ACTIVITIES (Continued)

Values: (continued)

Welcome to motiv8

life chances for young people

Our Vision

To create safer more connected communities, where young people can be heard, use their voice and develop new skills through opportunities which enable them to thrive.

Our Purpose

Motiv8 places young people at the centre of all we do, providing a trusted relationship through a Youth Work approach. Motiv8 ensures the right provision is available at the right time, in a way that is right for each young person, wherever they are on their journey.

Motiv8 is proud to be a community led, life chance, youth work charity.

Ensuring every young person can access the right support, at the right time, and in a way that is right for them starts with our amazing teams.



Trauma informed, the welfare of our wonderful youth workers, staff, and volunteers is at the heart of everything we do. We want our colleagues to feel empowered and ready to cultivate those crucial trusted relationships. This is what ensures that youth work, works well.

I am so proud to lead this brilliant charity and its dedicated, expert team who are committed to continuous improvement.

Our place is to work at the edges of society with those sometimes overlooked. It is the commitment of every person in Motiv8 to share the stories of these amazing young people and families in a way that empowers them.



Motiv8 is embedded at the heart of our communities allowing us to respond early and be there for as long as we are needed, resulting in ambitious positive change in the places we are proud to be a part of.

Our CEO
Kirsty



"I GENUINELY DON'T THINK I COULD BE WHERE I AM TODAY WITHOUT MOTIV8. AND THAT MIGHT SOUND A LITTLE SILLY OR DRAMATIC BUT THEY HAVE HELPED ME SO MUCH.

AFTER OPENING UP TO MY MENTOR, MOTIV8 HELPED MY FAMILY GET A WASHING MACHINE AFTER MONTHS OF NOT HAVING ONE. I WAS ABLE TO GET A LAPTOP TO COMPLETE MY COLLEGE WORK ON BECAUSE I COULDN'T DO IT ON MY PHONE. THEY'VE OFFERED SUPPORT TO MY DAD AS WELL WHICH MEANS A LOT TO HIM BECAUSE IT SHOWS THEY CARE ABOUT THE FAMILY AND NOT JUST ME WHEN I'M IN THE BUILDING.

I AM NOW ACHIEVING THINGS THAT I DIDN'T THINK WERE POSSIBLE."
–MOTIV8 YOUTH ADVISER

Registered Charity Number: 1069085

A Company Limited by Guarantee registered in England No. 3512607

info@motiv8south.org.uk

motiv8.org.uk

Motiv8 South

INVESTORS IN PEOPLE We invest in people Platinum

Registered with FUNDRAISING REGULATOR

Laser

Outcomes Star

OBJECTIVES AND ACTIVITIES (Continued)

Values: (continued)

motiv 8
life chances for young people

Our Values

WE ARE COMMITTED TO BUILDING
TRUSTED RELATIONSHIPS

We work with openness, honesty, and integrity. We do this by being approachable, reliable, and fun.

WE ARE COMMITTED TO
QUALITY

We actively work together with the community, young people, families and our partners to achieve the very best outcomes.

WE ARE COMMITTED TO BEING **COLLABORATIVE**

We proactively engage with a wide network of partners, to create opportunities for our communities

WE ARE COMMITTED TO BEING **EMPOWERING**

We believe in young people. Realising their potential, building on what is strong, not what is wrong.

WE ARE COMMITTED TO BEING **ADAPTIVE**

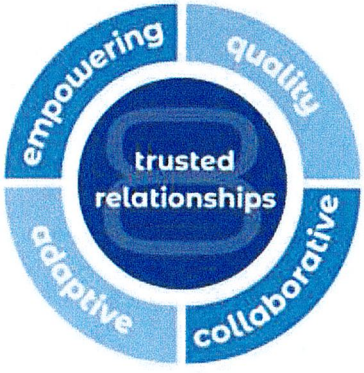
We see each young person as an individual, tailoring our support to their lived experience creating positive change



"I HAVE GROWN IN CONFIDENCE.

I FEEL HAPPIER. I FEEL INCLUDED, I FEEL POSITIVE WHEN I COME TO THE HUB SESSIONS. MY YOUTH WORKER HAS NEVER GIVEN UP ON ME AND THAT HAS MADE ME FEEL GOOD.

I'VE LEARNT TO TALK TO PEOPLE INSTEAD OF KEEPING IT ALL IN."



OBJECTIVES AND ACTIVITIES (Continued)

Our Approach

At the core of our mission is the establishment of trusted relationships and deep community integration. We believe that by embedding ourselves within the communities we serve, we can create significant and sustainable change for young people, their families, and their neighbourhoods.

We work to tackle inequality by empowering young people and families, creating safe spaces where they can connect and grow, and helping them build strong links within their communities. By focusing on individual strengths, we support young people to develop the skills, confidence, and resilience they need to thrive.

As a trusted and collaborative organisation with a long-standing presence in our areas, we offer high-quality, community-based support that fosters inclusion and cohesion. We work with marginalised young people and families who face various barriers, addressing early signs of vulnerability—such as poor emotional health and wellbeing while also supporting those with more complex needs through intensive, tailored interventions.

As of January 2024, we identified the following 8 strands which define the core of activity at Motiv8. These underpin our strategic planning in the coming years.

- **Youth Voice and Influence**
- **Youth in the Community**
- **Youth and Family**
- **Youth Mentoring**
- **Youth Health and Wellbeing**
- **Youth Skills**
- **Youth Futures**
- **Youth Hubs**

Over the course of the year, we have worked to embed these eight core strands throughout all levels of the organisation. Each strand has been integrated into our strategic planning, operational practices, and service delivery. Staff training and team meetings have consistently referenced these strands, ensuring that they inform day-to-day decisions and interactions with young people and families.

We have aligned our programmes, projects, and community engagement initiatives with these core areas, making them central to the design, monitoring, and evaluation of all activities. Leadership and governance structures, including Board discussions and sub-group work, have also reflected these strands to maintain strategic coherence across the organisation.

Additionally, we have developed internal communications, guidance documents, and reporting frameworks to ensure that all staff understand the strands and can demonstrate their application in practice. By embedding these strands in both planning and practice, Motiv8 has strengthened its organisational focus and created a consistent, values-driven approach to supporting young people, families, and the wider community.

OBJECTIVES AND ACTIVITIES (Continued)

Our Approach (continued)

Our 8 Strands of motiv 8

life chances for young people

Motiv8's journey of change is a proven model.
We keep things simple and we will always be youth led.

Youth Voice & Influence

We believe young people are the experts on young people. We share power with young people wherever possible and understand our responsibility to empower them to inform the thinking of decision makers, our own work, and the work of others.

Youth in Community

Motiv8 works where the need is, reaching out across the community to share the support available and shape clear next steps. Through regular street-based youth work and participation at community and cultural events we take ourselves to the need.

Youth & Family

When we take the time to engage with all those around a young person - at home, at school, and in the community - offering ongoing tailored practical advice, we can cultivate more positive outcomes, earlier as all become invested in the change.

Youth Mentoring

At the heart of Motiv8 are the trusted relationships between youth workers and young people. Our expert teams offer someone who will listen when they feel stuck and a role model who believes in them as they begin to accept help and look ahead



Youth Health & Wellbeing

The wellbeing challenges faced by young people are complex. With an awareness of the context, trauma, and by understanding flexible coping mechanisms our 'Back to Basics' approach places control in the hands of young people

Youth Skills

Our skills provision is aspirational, adaptable, and accessible. Delivered on young people's 'doorstep' these sessions and discovery days work across our network, drawing insight from all walks of life

Youth Futures

We know that when you believe in young people, give them role models, meaningfully listen, and offer experiences that inspire, they can thrive. Our Futures Programme offers hope to young people who may otherwise slip through the net.

Youth Hubs

Motiv8 Youth Hubs guarantee a warm welcome, a warm safe space, and a warm meal within young people's own communities. Unique to each area, our youth hubs are places where young people can be themselves and have fun.

OBJECTIVES AND ACTIVITIES (Continued)

Equality Diversity and Inclusion

Motiv8 has an **Equality, Diversity and Inclusion Strategy** which underpins all its work. We have put in place 3 key commitments which will underpin this service. They are:

- **Commitment 1: Champion diversity throughout the organisation**
- **Commitment 2: Promote and support Inclusive practice**
- **Commitment 3: Attract and retain a diverse workforce**

EDI Strategy Summary:

Motiv8's EDI strategy, supported by a quarterly staff working group. The EDI Champions group have just finalised the EDI strategy and are focusing on Inclusion across the organisation.

Activities:

With reference to guidance issued by the Charity Commission, trustees decide what activities the charity should undertake. There are dual priorities of delivering activities that provide a clear and demonstrable benefit whilst also maintaining financial viability through cost recovery from trading and fundraising.

Trustees are satisfied that these key principles are met by the operations and achievements of the charity, which during the year under review the charity had contact with over **5158** young people and families. Motiv8 provided regular support to **1189** individual young people and family members. The organisation provided further benefit, through its detached 'on street' provision with over **3505** contacts with young people. The review of activities, alongside achievements and performance is detailed in the sections below.

Public Benefit

The trustees have referred to the Charity Commission's general guidance on public benefit when reviewing Motiv8's objects, aims, and objectives, as well as in planning future activities. They carefully consider how each planned activity will contribute to achieving these aims and objectives. Trustees are committed to using charitable resources prudently, including reserves where necessary, to ensure the charity delivers high-quality services that fulfil its objects, achieve its goals, and make a positive impact on the communities we serve.

REVIEW OF ACTIVITIES 2024/2025

Summary of Service Demand and Response (2024/2025)

The demand for our services remains high in 2024/2025, many struggling with emotional health, community safety, criminal exploitation, family relationships and the rising cost of living.

To address these needs, we have adapted our services and strategically focused on attracting resources for long-term benefits. Over the past year, we expanded our fundraising team and improved our digital processes to make it easier for young people to access immediate support. We also increased community collaboration to enhance opportunities and improve life outcomes for young people.

We have integrated a stronger focus on wellbeing into all our work.

New key Areas of Work for 2024/2025

- Youth Voice and Influence
- Youth in the Community
- Youth and Family
- Youth Mentoring
- Youth Health and Wellbeing
- Youth Skills
- Youth Futures
- Youth Hubs

REVIEW OF ACTIVITIES 2024/2025 (Continued)

New key Areas of Work for 2024/2025 (continued)

The trustees are satisfied that the development of these initiatives have enabled us to achieve our objectives in a visible and quantifiable way. For the purpose of this Trustee Report, the following pages will provide a detailed account of the above-mentioned areas of work for 2024/2025, our impact and a timeline of our year.

REVIEW OF ACTIVITIES 2024/2025 (Continued)

New key Areas of Work for 2024/2025 (continued)

Our Strands: Youth Voice & Influence

We believe young people are the experts on young people. We share power with young people wherever possible and understand our responsibility to empower them to inform the thinking of decision makers, our own work, and the work of others.

Through the Care Experienced Children and Care Experienced Adults Councils, as well as ongoing projects and the inaugural meeting of the Motiv8 Youth Advisors, we have worked with **42 unique young people** over **413 hours**

15 youth advisors have been appointed from all areas to inform decisions that effect them

Sharing Power





In line with our sharing power strategy, Motiv8 has been committed to recruiting Youth Advisors, a paid role. For some time in 2024 this group came together for the first time drawing on all the communities we are a part of. A two year commitment from these 15 young people, this will help inform our practice where decisions directly affect them, ensure we reflect the changing needs of young people and offer a critical friend to those decision makers we are connected to. Each phase will also play an active role in supporting, recruiting and training the next generation of advisors. This group will meet monthly as well as supporting events.



We Shall Tidy Them on the Beaches, And On The Common..

Led by our Youth Advisor Mackenzie, Motiv8 brought together an amazing group of more than 50 young people and volunteers to help prepare portsmouth for the national #DDay80 celebrations. Very passionate about the place they live, and after reflecting on how we keep this important legacy alive, young people led this effort. This allowed many local families to play their part, conscious of the sacrifice of so many made for us all. More than 88kgs of litter was collected on the day and the beach clean was supported by recruitment firm STR Group, ASDA, and Tesco, and coordinated with Southsea Beach Watch and Final Straw.

The group was also joined by D-Day veteran Arthur, then 99 years old. He and his family alongside the Lord Mayor and Mayoress of Portsmouth, helped young people to clean up the beaches in Southsea, preparing the city as the eyes of the nation turned to Portsmouth.

Reflecting on the day, Motiv8 Youth Advisor Mackenzie shared - "We want to preserve the meaning of this day for young people - lest we forget. Today's beach clean has helped us bring together many different communities to not only memorialise such a significant event and to help keep our beaches clean."

HAMPSHIRE CARE COUNCILS



Since 2023 Motiv8 have been facilitators of the Children in Care and Care Experienced Adults Councils. Commissioned by Hampshire County Council this is a vital opportunity for the lived experience to shape delivery and decision making. Among many ongoing projects these groups have a particular focus on Improving Communication between Care providers and those in Care, Reducing Stigma, and Improving housing options for those leaving Care.

In October, three Council members attended the Hampshire Virtual Schools Conference to discuss the council with Over 100 teachers, the majority of whom were Designated Teachers For Looked After Children.

Each highlighted their personal stories of the stigma they faced being in and leaving care, the successes they achieved despite these challenges and how teachers can support in reducing stigma. The group also premiered a powerful animation video, created using AI working with FilmCrew4U about reducing stigma in school settings. Feedback from teachers was that they found it thought-provoking and impactful and it will be used in schools across Hampshire to raise further awareness.

Recognising her contribution to the city and young people. Mackenzie, who alongside her role as a advisor to Motiv8 is also an ambassador for Hampshire and IOW Healthcare Foundation Trust and was Chair of Portsmouth's Youth Cabinet, received the Inspirational Young Person Award at the Inspirational Women of Portsmouth Awards 2025.

Since moving to Portsmouth almost 3 years ago, I've achieved more than I ever imagined possible. I love Portsmouth because of the community I've become part of. I want to thank you all for following my youth voice journey. Young people can bring such a wonderful perspective to organisations and make such a large impact.







REVIEW OF ACTIVITIES 2024/2025 (Continued)

New key Areas of Work for 2024/2025 (continued)

Our Strands: Youth in Community

Motiv8 works where the need is, reaching out across the community to share the support available and shape clear next steps. Through regular street-based youth work and participation at community and cultural events we take ourselves to the need.

Working across our communities is a vital part of Motiv8's delivery. Through school holiday programmes, Young Carers outreach, and street based youth work more than 3500 young people have been reached over more than 700 hours of engagement.

We reach an average of 10 young people every day through community based outreach

Better Choices. Brighter Futures

Gosport Choices programme, funded by the Violence Reduction Unit, offered group support to Young People who were involved in or identified as becoming involved in anti-social behaviour or serious violence and crime. The group took place over 8 sessions and included visits from the Police, Willow Team (exploitation support), Don't Go with the Flo (drug harm reduction), My Bnk (money management), as well as work around healthy relationships and exploration of future goals. This cohort then chose a community project focused on knife crime safety for other Young People through a graffiti-based art workshop, in support of Op Sceptre.
We have seen positive outcomes across all cohorts supported this year, including a reduction in anti-social behaviour, improved engagement in education, changes to friendship groups, improved confidence and wellbeing, and feeling safe in the community.



Out and About!

Mardis Gras

Butser Ancient Farm With Community Rail



Fratton Park

Portsmouth Pocket Park Opening



Community Festivals



Pitt Street Skate Park



'Detached' Street Based Youth Work



We have valued the funding and support from the Violence Reduction Unit in being able to run these vital sessions for Young People, to help keep them and the wider community safe.
-Vicki Llewellyn, Gosport & Fareham Services Manager

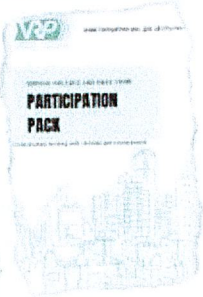
The Power of Partnership

Motiv8 has continued to play an active role supporting the Office of Police and Crime Commissioner. Among a variety of roles Motiv8 holds, the charity represents the Voluntary, Community, and Social Enterprise (VCSE) sector as part of the Hampshire Violence Reduction Partnership (VRP).

Advising the VRP on behalf of organisations like us, we are working together to take a ground up approach that prevents serious violence and supports young people to make positive choices. This support is ongoing as we offer expert insight in to the development of school resources, addressing Anti-Social Behaviour (ASB) in hotspot areas, and assisting police operations such as Sceptre and Nautical.

We are proud that Hampshire was one of only a few places in the country where knife crime decreased since 2022, 19%, attributed in large part to this community approach and interventions shared by young people.

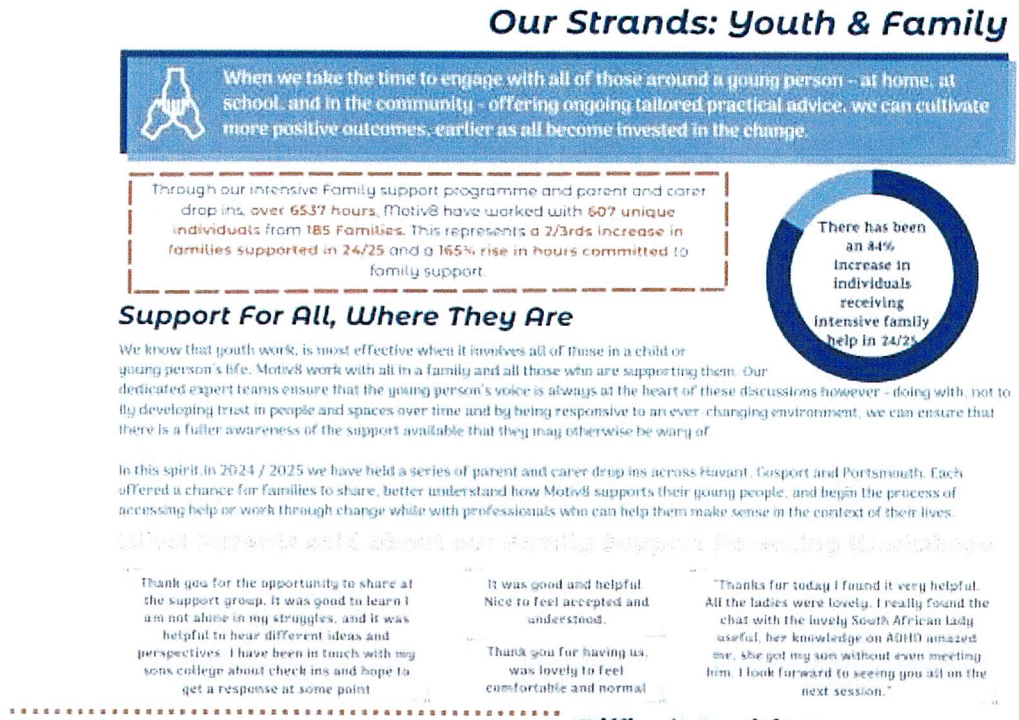
We believe in early intervention, trusted relationships, and empowering communities to stay safe. Together, in partnership, we can break the cycle of violence and build a brighter future for all.



Motiv8 are undoubtedly the 'go to' organisation for supporting young people and children who other support services fail to engage. Motiv8 is known for its professionalism, innovation and ability to really understand and champion the voice of the young people and children they work with.
-VRU Manager, Hampshire Office of Police and Crime Commissioner

REVIEW OF ACTIVITIES 2024/2025 (Continued)

New key Areas of Work for 2024/2025 (continued)



Our Strands: Youth & Family

When we take the time to engage with all of those around a young person – at home, at school, and in the community - offering ongoing tailored practical advice, we can cultivate more positive outcomes, earlier as all become invested in the change.

Through our intensive Family support programme and parent and carer drop ins, over 6537 hours, Motiv8 have worked with 607 unique individuals from 185 Families. This represents a 2/3rds increase in families supported in 24/25 and a 165% rise in hours committed to family support.

There has been an 84% increase in individuals receiving intensive family help in 24/25

Support For All, Where They Are

We know that youth work, is most effective when it involves all of those in a child or young person's life. Motiv8 work with all in a family and all those who are supporting them. Our dedicated expert teams ensure that the young person's voice is always at the heart of these discussions however - doing with, not to. By developing trust in people and spaces over time and by being responsive to an ever-changing environment, we can ensure that there is a fuller awareness of the support available that they may otherwise be wary of.

In this spirit, in 2024 / 2025 we have held a series of parent and carer drop ins across Havant, Gosport and Portsmouth. Each offered a chance for families to share, better understand how Motiv8 supports their young people, and begin the process of accessing help or work through change while with professionals who can help them make sense in the context of their lives.

"Thank you for the opportunity to share at the support group. It was good to learn I am not alone in my struggles, and it was helpful to hear different ideas and perspectives. I have been in touch with my sons college about check ins and hope to get a response at some point"

"It was good and helpful. Nice to feel accepted and understood.

Thank you for having us, was lovely to feel comfortable and normal"

"Thanks for today I found it very helpful. All the ladies were lovely. I really found the chat with the lovely South African lady useful, her knowledge on ADHD amazed me, she got my son without even meeting him. I look forward to seeing you all on the next session."

The Difference, In Their Own Words...

The support and friendship that Chris has shown to F over the last 2.5 years has been beyond excellent! She has worked at F's pace and when they have been having a bad day/week Chris has been happy to just sit and chat with them. Chris given suggestions on ways to help with their anxiety and depression. I hope you know what a difference you have bought to their life, and therefore our lives.

F is now able to leave the home and are comfortable going into familiar supermarkets and spending small amounts of time alone in small shops. We are now able to go out for lunch/dinner, something which F hadn't been able to access since their early childhood.

Nicky is professional, friendly and has such a natural caring nature. She listened to my advice on L's interests and used this to engage with L and actually had him communicating with her which is such a massive improvement for him.

Layla built a therapeutic relationship with L and that enabled L to trust Layla and want to keep on seeing her. This has given me more confidence and resilience in everyday life.

A's sister had mental health issues that were impacting A at home. Samara has helped A to understand her sister's issues and to talk about her feelings. A started to attend Lighthouse, which she loves and now attends every week, she now talks to other members and is making friends. This makes such a difference to our family. We have so much to thank Samara for, she helped when no one else could. A has come out the other side having made so much progress. Motiv8 is a service like no other, they really care and help.

Difficult Decisions

In spite of the dedicated work of the Motiv8 Intensive Family Support (IFS) team, sometimes like many charities, Motiv8 is beholden to the winds of political change.

In Autumn 2024 it become increasing apparent that the block grant that funds much of this work at a county level was to be withdrawn as funding arrangements for upper tier authorities changed. With the team almost wholly funded through the grant, the decision not to continue funding meant it was increasingly unlikely the current level of delivery could be maintained.

In December 2024 Motiv8 were forced, after careful consideration of all the options, in to the difficult decision to place all of our IFS team on a path toward redundancy. A decision not taken lightly, Motiv8 committed to offering the greatest clarity possible at all steps and supporting the team through all decisions.

While Motiv8 were disappointed to see this team disband, four were able to be redeployed in to other roles within the organisation and the remaining team members were able to secure alternative employment locally.

Motiv8 believes wholeheartedly in the role of dedicated family support, alongside expert youth work provision, and has committed in our latest strategy to realising a dedicated family worker associated with team

REVIEW OF ACTIVITIES 2024/2025 (Continued)

New key Areas of Work for 2024/2025 (continued)

Our Strands: Youth Mentoring

At the heart of Motiv8 are the trusted relationships between youth workers and young people. Our expert teams offer someone who will listen when they feel stuck and a role model who believes in them as they begin to accept help and look ahead

Trusted Relationship are the cornerstone of Motiv8. At the heart of our values, **329 young people** have completed mentoring relationships during the year overcoming the barriers than to their referrals, equating to more than **3850 hours of delivery**



100% of young people and families supported would recommend Motiv8 to a friend in need

Positive Trusted Relationships

How twenty minutes of football led to starting a computing courses at college

T's, a young person from Fareham, came to us through Children's Services and the Office of Police and Crime Commissioner for support around social anxiety and struggles with school attendance. T comes from a place of heightened vulnerability with multiple issues within the home.

Told in three parts- In T's voice, the voice of his mum, and the voice of his youth worker, C - below is the account of how this relationship developed and the importance of going at the right pace for each young person, at the right moment

1. The first session, T was very anxious, but agreed to walk round the block for 15 minutes. Second session we did the same, but pushed to 20 minutes and I brought a football. The 3rd session we managed 30 minutes and started to discuss areas out of their comfort zone, and others that they were willing to try with my support. T did really well, and was able to do a full hour by the 4th session. We then started talking about school.

School attendance has started to go up slowly, in a really positive push forward for the young person. We spoke about what they wanted to do when they finished school and made it our mission to apply to college before Christmas, which we achieved. T was invited to a course trial day and while really nervous, they managed to put those anxious thoughts to the side. T said they really enjoyed it, and is looking forward to starting their computing course in September

We managed to push through those barriers of different areas that they weren't overly comfortable in, and we accessed the Motiv8 office a lot for the sessions because this allowed the young person to play pool, football or any games that they could find. T said that they feel comfortable at the Gosport Motiv8 office and have enjoyed those sessions.

The sessions have been good. I have gone to places that I wouldn't be comfortable before. It finished at a good time. I am back in school and I am going to college and in the future I want to do computing or game development.

I would tell someone like me that these sessions are good and they help you out a lot. It has boosted my confidence.
-T, Fareham Young Person

With referrals up more than a third in the last three years, we are responding to the unprecedented rise in emotional health concerns, safeguarding, anxiety, and global issues such as the continuing effects of the pandemic.

Mentoring is at the heart of everything we do. It is the strong foundations for continued positive steps in other strands. Delivered by professional youth workers and underpinned by our exceptionally high quality and safeguarding standards each mentoring relationship is personalised to each individual.



Impact, In Their Own Words...

"When I first started I was nervous, during the support it became more fun. Working with Samara made the support comforting, it made a safe space where I can just be myself. It's been great having your support.

"I came because my Dad told me to. I started with the Listening Ear sessions, then went to Tuesday hub. I feel welcome at Tuesday hub because everyone is weird like me and I fit in. It won't end as I will be coming to the hubs and other events. I have also been to watch Pompey football matches, I loved it.

"They have moved appointments when needed, and they chose rooms and activities that I was most comfortable with. We have worked together on looking at things that might get me in trouble with the police and how to avoid this from happening.

"It has made me see things from a different perspective and what consequences might happen if I get into trouble. School has got better. I can manage my anger better and my behaviour in the community is better. It gave me an escape and a safe place for something to do.

"I feel way better. I can speak about my dreams. It's helped me with life choices. The weight I have felt from not having someone to talk to has been lifted.

"I've seen a noticeable change in my son since he started the Motiv8 programme and I feel this is hugely down to the fact he built up trust and a good connection with C who has been extremely committed. We were referred by children services after a wait of several months. We hadn't heard of Motiv8 before and I wasn't sure what to expect but we are so happy with the support we had. Starting slow it has helped with his confidence that wasn't there before.

There has been excellent communication and support all the time. T and C have worked together extremely well. T's confidence is improving he has even gone to a college open evening and taster sessions which I don't think he would have done before support. I feel it has definitely had a positive impact on T. He started very anxious but eventually looked forward to his sessions. It's been amazing and I would certainly recommend it to other families needing support. -T's mum

REVIEW OF ACTIVITIES 2024/2025 (Continued)

New key Areas of Work for 2024/2025 (continued)

Our Strands: Youth Health & Wellbeing

The wellbeing challenges faced by young people are complex. With an awareness of the context, trauma, and by understanding flexible coping mechanisms our 'Back to Basics' approach places control in the hands of young people

Wellbeing is a growing part of Motiv8s portfolio, responding to the growing needs of young people and thier confidence in sharing how they feel. 294 individuals have through lighthouse, Wave, LGBTIQ+, Listening Ear, and dedicated mentoring sessions accessed helped over 1500 hours of support

10% of all Motiv8 hours are spent on Wellbeing Support

A Light In The Dark

Motiv8 has invested heavily in wellbeing support, equipping staff with the knowledge and tools to respond to the dramatic rise in the number and complexity of referrals in recent years. With waiting list's rising elsewhere we provide safe spaces and trauma informed guidance thus minimising risky behaviours.



Lighthouse Hub is run in partnership with Havant and East Hants MIND funded through The National Lottery, Reaching Communities. Lighthouse is a safe space for Young People to come to chat about their mental health, make friends & have a good time. A support offered importantly within their own community of Leigh Park - a place that has seen decades of underinvestment - offers a lifeline when most are waiting on formal help that could be years away, if it comes at all.

More than 200 young people have visited Lighthouse, many of whom were first time attendees in 2024/2025, and would go on to attend the majority of session in the year as well as parties and holiday programmes. Activities have included:

- Team building such as Egg Drop and other team-building exercises
- Mental Health Awareness - information on The Samaritans & other mental health organisations.
- Friendships - Young People looked at friendship difficulties and made "What Makes a Good Friend" Flower.
- International Youth Day - Young People looked at the difficulties of living as a youth today and wrote poems.
- Self-care in preparation for Self-Care Awareness Month
- Suicide Prevention Day - sharing Positive Thinking techniques and helping raise awareness of help
- Make your Own Body Scrub with natural ingredients and sand jars to promote mindfulness - promoting wellbeing

mind Havant and East Hants

Thankyou for always being so kind and supporting over the last year. Seeing you all every Wednesday is the highlight of my week

My favourite thing about coming to lighthouse is being able to come here knowing there is always someone to talk to.

Thank you for all of the activities that you have organised. I feel that they have helped to boost my confidence.

I come to Lighthouse as it is a place to escape and be with friends and unjudgemental people.

Caring For Those, Who Care

In 2024/2025 Motiv8 was appointed as the provider for young carers services in Gosport and Fareham. The area with one of the highest concentrations of those under 18 supporting someone with additional needs at home. Motiv8's young carer project supports 8 - 18 year olds from across the two boroughs.

These are young people who in addition to facing all the conventional challenges a young person may encounter, also could be helping to look after a relative with a disability, illness, mental health condition or drug or alcohol problem. This could be a parent, carer, or sibling.

Extra jobs can include cooking, cleaning, shopping or helping siblings get to school. They may do physical or personal care or help with managing budgets or collecting prescriptions. It can also include giving emotional support when someone is upset.



We offer a safe space to relax and chat to our youth support workers with fun activities for all to try. By March 2025 we were supporting more than 60 families from across the region. The way Motiv8 are helping include:

- Monthly support hubs for different age groups
- School holidays activities
- Support and signposting for families to additional help

An Oasis Of Calm

One of the stories of 2024! We can't get our young people out of this room!

A key part of our Portsmouth Cumberland Gate renovation was introducing a dedicated sensory room. While our Youth Hubs are all about fun, this offers a quiet space for young people to chill out, relax. An oasis for those that need a little time, they can take themselves away from the "real world" for a short while, have 1-1s with a support worker or just relax with their peers.

Plans are already in place to replicate this in Gosport and Havant. Who else could do with a little break in our sensory room today?!





REVIEW OF ACTIVITIES 2024/2025 (Continued)

New key Areas of Work for 2024/2025 (continued)

Our Strands: Youth Skills

Our skills provision is aspirational, adaptable, and accessible. Delivered on young people's 'doorstep' these sessions and discovery days work across our network, drawing insight from all walks of life

Youth Skills can take many forms. From improving everyday abilities that will help make a young person's life brighter such as creative expression or cooking through to important opportunities to get physically active through sports they love or may not have experienced elsewhere

238 young people have got involved with skills hubs over 1275 hours

3/4's of regular Motiv8 Boxing hub attendees achieved their bronze GB boxing award

Cooking Up A Storm

Cooking is one of the most important skills that we can share with young people. Meeting both the immediate need of hunger and developing vital abilities for those who often need to demonstrate greater independence or have additional caring responsibilities, cooking is a constant at our hubs. All sites now have kitchen to facilitate this and we will continue to develop these space to all greater numbers to cook together as well as allowing families to come together to use facilities they may not have at home.

An amazing example of this was our six week cooking courses held in Gosport funded by Connect 4 Communities. Ran across all our weekly hubs in spring 2024 this supported 50 unique young people. Among many meals, chosen by young people they made Fajitas, Spaghetti Bolognese, Pizza Flatbreads, Chicken Noodles, Enchiladas and Meatballs.

We have been able to expand cooking in to some of our mentoring sessions and offer further skills including basic food preparation, food hygiene, and cooking level 1 Laser Learning Awards. One young person has begun creating a portfolio of recipes to be shared when they finish their 1-2-1 sessions.



My parents said I can start cooking at home once I've learned how to do it at Motiv8, I can't wait to make this! These were delicious! I'm going to ask my family if we can cook more this week!

Getting Active!

Based at the new King George V Football Complex in Portsmouth funded by Portsmouth City Council and in partnership with the Youth Investment Fund Motiv8 has invested in sports delivery.

Supported by regular 'detached' community outreach to raise awareness, this provided skills development opportunities for Young People within their local community. Using boxing techniques to increase self-discipline whilst enabling other sports such as dodgeball and 'wide games' encouraging them to have fun in an informal and relaxed environment, increasing personal and social development.

Motiv8 Staff who facilitated the hub all completed their GB Boxing Tutor awards and sessions are delivered alongside a local external boxing coach who competes at a national level. This provides young people with a fantastic opportunity to see first-hand, the progress that you can make with a career in boxing, also creating links with other local boxing clubs for the Young People expressing an authentic interest in the sport.

Beyond just participation over the year 15 went on to complete the GB boxing awards up to Bronze with a further 10 completing preliminary award also.





Arthur's Story - Rollin' Through Pompey

Funded by Heritage Lottery Fund and delivered with Pitt St. Undercover Skatepark, Rollin' Through Pompey hosted weekly two-hour sessions over six months designed for young people not in full-time education or employment who shared a passion for wheeled sports such as skateboarding, roller-skating, BMX, and scooter riding. During the workshops, the young people engaged in research, documentation, and the production of a short film exploring the history of skating in Portsmouth and cultural significance of wheel-based sports.

Arthur joined Rollin' Through Pompey new to Motiv8. Promoting the project, several street based youth work detached sessions were held at local skate parks including in Bransbury where we met for the first time. Arthur went on to attend every these sessions bringing with him friends, became actively involved, and played a significant role throughout the project. At the time, Arthur was not in education or employment and was living in accommodation for young people at risk of homelessness.

Arthur quickly developed a trusting relationship with the youth workers and demonstrated strong commitment by participating positively each week. With a keen interest in photography, Arthur collaborated with renowned local photographers and expressed that he would like to build a portfolio and start his own photography business. As well as a fun pro social experience this provided him with some stability and experience in photography, filmmaking, making a zine and eventually event planning.

He ended up loving photography and worked with local skate photographers during the project and then expressed his interest in starting his own photography business. Recognising Arthur's potential, the team applied for funding through the Motiv8 Youth Fund to provide him with a camera. Arthur was thrilled and used the opportunity to further enhance his skills. Since completing the project, Arthur has gained work experience at the skatepark, volunteered with local photographers to build up his portfolio, and frequently contributes by at Motiv8 events.

I'd say it's been one of the best groups I've worked with and I am eternally grateful for getting me the camera and having these opportunities for the first time, with kind and amazing people.

Heritage Fund



Portsmouth City Council · NYA · Youth Investment Fund

We are so happy with how far our son has come. He has been such an amazing lad at home. We have noticed such a massive change in him, thank you so much for all the support and encouragement you have given him.
-Portsmouth Parent

It's great to be able to give these Young People the opportunity to be involved in boxing. To see them grow a passion for physical activity in a safe, fun environment.
-5 Boxing Coach

REVIEW OF ACTIVITIES 2024/2025 (Continued)

New key Areas of Work for 2024/2025 (continued)

Our Strands: Youth Futures

We know that when you believe in young people, give them role models, meaningfully listen, and offer experiences that inspire, they can thrive. Our Futures Programme offers hope to young people who may otherwise slip through the net.

Building on Youth Skills we know it's important to not just learn but apply what is gained in the context of young people lives. 24 older young people, 14+ y/o, previously engaged in other strands have progressed into Futures support helping them prepare for training and the world of work.

Three of the eight attendees at a recent engineering discovery day have secured work experience within that company for Summer 2025

Out Of The Workshop, In To The Factory: Harwin Discovery Day

We understand that young people can face multiple barriers to positive change, many of which might be beyond their control. This can leave them feeling stuck. After starting to accept help, it is important to be given a safe space to try new things and the time to find what works with a person they trust. These sessions harness skills strengths as they go on to set meaningful achievable goals.

Discovery Days are key to this, showing what is possible. As a key part of our ambitious but achievable alternative education pathways, these days always include face-to-face time with colleagues who share their lived experiences humanising next steps.





In February 2025, we had the pleasure of taking a group of young people from across Motiv8 to visit local engineering firm Harwin. Harwin specialises in reliable and high-performance technologies for demanding interconnection applications. Since our partnership began in 2024, Harwin has been incredibly supportive of Motiv8 participating in the Great South Run, backed our Big Give Christmas Challenge, hosted cake sales, and sponsored a Motiv8 All Staff Day.

Fuelled by pizza and Harwin's exclusive chocolate, young people toured the factory and got a behind-the-scenes look at the manufacturing process for high-reliability electronic connectors, even observing their robots in action! We also visited the Harwin Academy, where we received an overview of the training their apprentices undergo and learnt about the transition from school to a training environment. There was also a short show-and-tell of the work the current trainees are doing. Following this a number of them secured work experience and will return again for summer placements. We will host further discovery days together in future years to further embed this positive youth future cycle and encourage ambitious but achievable next steps.



Youth Fund: An Amazing Legacy



We were saddened to hear of the passing of our wonderful friend Cllr. Maggie Morgan in 2024.

A local Councillor and youth worker Maggie spent her career supporting and advocating for young people. Maggie spent years offering inspirational outreach and detached work that show many the importance of engaging with young people in their own communities.

From 2013 - 2015 we were fortunate enough to have Maggie join the organisation, leading on a project across Gosport and Havant supporting young people back into employment and education. A continued friend and supporter of Motiv8, with a heart of gold Maggie would always go over and above to support the many people she came into contact with.

In her memory Maggie's husband John, her daughter Abigail and all of Maggie's family chose to generously support Motiv8. Over £1000 was raised which went in to the organisations Youth Fund. This is a pot overseen by Motiv8 Youth Advisors that any young people can request grants from. This might be to purchase items that will further their education, enhance their wellbeing, or allow them to pursue a skills they have discovered. All positive steps that will create life chances wherever young people are on their journey, something at the heart of everything Maggie stood for.

Introducing Motiv8's Youth Futures Hub

In line with our Strands, supported by our enhanced youth hub space, and focused on supporting 16+ y/o young people taking their next steps, in Spring 2025 we launched our newest hub - 'Youth Futures'



Generously supported by the Blagrave Foundation this is a free, weekly, facilitated session for older young people often Not in Employment, Education, or Training (NEET). Open to all this time allows them to explore skills, understand what barriers may exist to continuing their own skills journey, and offer time to complete practical tasks such as CV writing, job applications, or revision for workplace qualifications. We also host discovery visits during this time.

Held at Cumberland Gate in Portsmouth, Youth Futures also offers a regular time that our Youth Advisors can come in and share what they would like us to focus on, join supporter visits to Motiv8, as well as work on their own social action and community engagement projects.

REVIEW OF ACTIVITIES 2024/2025 (Continued)

New key Areas of Work for 2024/2025 (continued)

Our Strands: Youth Hubs

Motiv8 Youth Hubs guarantee a warm welcome, a warm safe space, and a warm meal within young people's own communities. Unique to each area, our youth hubs are places where young people can be themselves and have fun.

While we offer an increasing range of drop-ins, our free weekly Youth Hubs focused on having fun are at the core of our support offer. In 24/25 more than 253 young people regularly attended, with many attending multiple sessions

Thanks to National Lottery funding, Motiv8 can commit to more than 250 free, warm and welcoming youth hubs until 2030

There has been a significant withdrawal of traditional youth club spaces and trained Youth Workers across the country in the last 20 years. By training our own staff and investing in spaces at the heart of neighbourhoods Motiv8 is committed to ensuring that young people have access to a Youth Hub in their own communities where they can be themselves, thrive, access informal education, learn, play, and be creative.

Where others have stepped back we have stepped forward, making considerable investments in our youth spaces in 2024 / 2025 both in Portsmouth and Havant.

Transformation!



Thanks to the generous support of The Partnership Foundation, Private Donors, and a Community Investment Levy (CIL) grant as well as made possible by the amazing support from Mountjoy in planning, purchasing, and project management, in 2024 we have transformed our Portsmouth Youth Space.

We now offer a dedicated young person's kitchen and two sound proof delivery rooms. This revitalised activity space is somewhere young people will continue to shape and offers a secure good place to meet within a community where this is not the norm, developing positive pro-social behaviours. It also supports our wider ambitions to offer early and lasting quality provision, create warm welcoming spaces and allowing us greater operational control over our delivery.

The space has also become a useful asset, both for hosting our own meetings - allowing us to properly bring all elements of our team together in our own space - and allowing professional colleagues and partner organisations to host their own meetings at the heart of the communities we work to support. This has included the Office of Police and Crime Commissioner, Portsmouth Mediation Service, and residents' groups.

Since 2018 Motiv8 has benefitted hugely from the support of National Lottery Reaching Communities for its work in Gosport. In 2024 we presented a vision to simplify and scale our offer, based on the success of our gosport approach, ensuring a seamless level of support across all our activity areas - Portsmouth, Havant, and Gosport and Fareham - for youth hubs, emotional wellbeing, and staff development.

Through Motiv8 Gosport National Lottery Youth hubs

- 1208 directly engaged, 1067 for the first time
- 80% attended multiple sessions. Half attended more than 15 and a core group of 120 particularly vulnerable young people attended more than 50+
- 540 had an uplift in their emotional health
- 470 shared a notable improvement in their behaviour
- 239 families saw positive changes in their homelife

In a massive vote of confidence National Lottery agreed with Motiv8's vision and gave their largest ever grant of this kind - £1,030,000. This transformational funding secures Motiv8 Youth Hubs and Youth Health and Wellbeing programmes across Portsmouth, Havant, and Gosport for five years.



We work with thousands of amazing young people every year and this is a massive investment in them as much as it is in us. It's their voice that we want to champion and it's for them that we are committed to creating safer more connected communities in which they can thrive through all our youth led strands. I also want to say a huge thank you to National Lottery and all the people who buys lottery tickets for believing in this vision
-Kirsty Robertson, Motiv8 Chief Executive

The Heart of Havant

From delivering our service from a church vestry, and then two small rooms, we have come a long way in Havant since 2011. Taking a 10-year lease on a formerly unused high street unit, in a ward in the top 2% for deprivation nationally we are furthering our ground up approach. Legra Park was named one of Local Trust's six most left behind places in the south given its rates of underinvestment and the future prospects of residents.

Our vision is to create a youth led community space with a large community cafe and teaching kitchen as well as dedicated rooms that could be used for one to one mentoring, a sensory wellbeing area, and a covered outdoor space where we will create a pocket allotment. Our inspiration is to cultivate a 'grow it, cook it, eat it' journey at the heart of Havant.

A space for the whole community, this will not just be a fun youth hub centre but also a space to access resources, an oasis of calm when instability is rife, and somewhere other structure to support day to day living and setting people up for future learning. We will make the space accessible redesigned in a way that is inviting for young people encouraging them to engage.
In short, a place, in their own neighborhood they know they can turn to.

REVIEW OF ACTIVITIES 2024/2025 (Continued)

New key Areas of Work for 2024/2025 (continued)



FINANCIAL REVIEW

The Statement of Financial Activities for the year ended 31 March 2025 is set out on page 32 of the financial statements. A summary of the financial results and the work of the charity are set out below.

There were incoming resources of £1,638,231 for the year of which £894,524 was unrestricted and £743,707 was restricted. For the year ending 31 March 2025 trustees report net income of £41,696 on unrestricted funds and net expenditure of £115,018 on restricted funds as income recognised at 31 March 2024 was expended in the current year. On 31 March 2025, there were total funds of £703,641 of which £32,409 was restricted, £580,199 was designated and £91,033 was unrestricted, following a transfer of £300,000 to the designated financial sustainability fund.

During the year income has increased by 5%, however the charity's expenditure increased by 15% from 2024. This was largely driven by staff costs which included; increased head count to manage capacity, a salary review/adjustment to ensure employee retention, recruitment and wellbeing, and a higher cost of living increase than initially anticipated to respond to external factors (inflation, cost of living and recruitment trends). Other significant increases in expenditure related to activities with inflation driving up activity costs, youth hubs attracting more young people and greater spend on food, with the charity committed to providing access to free food at sessions during a cost-of-living crisis. The charity also saw increased costs associated with rising premises and utilities costs.

Fundraising

Motiv8 South adhere to their core values within our approach to fundraising. We are committed to working within the Charities Commission fundraising practice guidance and are registered with the Fundraising Regulator, alongside the fundraising promise, meaning that all fundraising activity will always be legal, open, honest and respectful.

The Head of Fundraising and Marketing is supervised by the Chief Executive Officer and reports to the Motiv8 Board of Trustees. Fundraising procedures are clearly set out to all staff, students and volunteers within its operating manuals, ensuring any third-party fundraising is closely monitored. No notification has been received by the Board of Trustees or the senior management team concerning any complaint or failure to comply with the charities policies.

Reserves policy

The policy is reviewed annually, and is current stated in these terms:

Policy

It is the policy of Motiv8 South that unrestricted funds should be maintained at a level equivalent to between three- and six-months' expenditure. These reserve funds could be put to one or more of the following purposes:

- *Short-term tactical reserves*
- *Opportunistic reserves*
- *Long-term reserves used to reduce risk*

FINANCIAL REVIEW (Continued)

Procedure

The first level of reserves is held for short-term tactical reasons. The charity aspires to keep a minimum of two months' worth of expenditure to cover any short-term setbacks in funding or cash flow difficulties. The trustees consider that reserves at this level will ensure that in the event of a significant drop in one or more funding sources they will be able to continue the charity's core current activities while consideration is given to ways in which additional funds may be raised or specific activity brought to a controlled close.

Second are opportunistic reserves, set aside to enable the charity to evolve and take advantage of strategic development opportunities. This could be to cover up to 30% expenditure of a new activity backed by a full business plan showing full recovery in three years.

A third, long-term reserves level is intended to reduce risks posed by large external changes in the environment in which the charity operates. This could include political changes, fall in stock market values

Unrestricted Free Reserves

At the 31 March 2025, unrestricted free reserves stood at £91,033. Whilst trustees seek to improve this position, trustees recognise the operational challenges and difficult financial environment the charity along with the wider voluntary, community and social enterprise sector (VCSE) finds itself operating in, as such Trustees do not anticipate generating significant surplus for the financial year ahead, however they remain committed to building upon this position through the following strategies:

1. Increasing levels of unrestricted funding, through the growth of private, corporate, events, community and major donor funds.
2. Underpinning operations with 3-5-year trusts and grant funding across all areas, developing and strengthening funder relationships.
3. Maintain core statutory provision as a partner of choice, ensuring this does not account for more than 70% of our overall incoming resources.
4. Ensuring costs are monitored continuously, developing a pricing structure to cost and deliver works more effectively

On 31 March 2025, funds totalling £250,199 have been designated by the trustees in respect of funds represented by fixed assets (mainly relates to Freehold building and additional building extension). A further £330,000 is held in the Financial Sustainability Fund.

Funding

Motiv8 South place great significance on partnership working. Trustees acknowledge the contribution of the following organisations that have supported Motiv8 South over 2024/2025 and without whom the charity would be unable to operate:

- Hampshire Office of the Police & Crime Commissioner
- Hampshire and Isle of Wight Community Foundation
- Hampshire Violence Reduction Unit
- Havant Borough Council
- Gosport Borough Council
- Fareham Borough Council
- Hampshire County Council
- Portsmouth City Council

FINANCIAL REVIEW (Continued)

Funding

- Schools and Colleges
  The Salterns Academy Trust – Mayfield School, Admiral Lord Nelson School, The Portsmouth Academy, Harbour School, Jubilee School, Kings Academy – Brune Park, Bay House, Lord Wilson, Bridgemary School, Brookfield School, Prospect School, Henry Cort Community College, Samuel Cody School.
- BBC Children in Need
- National Lottery Community Fund
- Groundwork UK – Tesco Stronger Starts
- No Limits
- Sir Jeremiah Colman Gift Trust
- Blagrave Trust
- Henry Smith Charity
- William Wates Memorial Trust
- Community Lotteries Gosport, Portsmouth and Havant
- Southern Cooperative Group
- Garfield Weston
- Sport England – Energise Me
- Havant & East Hants MIND
- The Guinness Partnership Ltd
- Partnership Foundation
- National Lottery Heritage Fund
- Wave 105 Cash for Kids
- The Tansy Trust
- Hollyhock Trust
- St James Place
- Peter Harrison Foundation
- Hubbub Foundation
- Portsmouth HIVE
- Abri Enterprise
- Action Hampshire
- WAVE – Hayling Island
- Give for Good Russell Family Charitable Trust (Ludlow Trust)
- Austin & Hope Pilkington Trust
- Clothworkers Foundation

Also, services provided by 1st Computer Services, and Biscoes Solicitors.

The trustees also want to thank all the individuals and corporate partners (Including but not limited to Aztec Group, Mountjoy, Harwin, STR Group, Sovereign Plus, Southern Motor Company, Glentech and Travis Perkins) that have supported the organisation through regular and one-off donations, including supporting fundraising events and through the donation of items.

Asset cover for funds

There are adequate and available assets of each fund sufficient to meet all liabilities and obligations.

FINANCIAL REVIEW (Continued)

Looking to the Future

The Trustees acknowledge that charities and youth support organisations are operating in an increasingly challenging environment. Across the sector, sustained inflation, rising operational costs, and the ongoing effects of global and national economic instability have placed significant pressure on resources. Essential costs such as staffing, utilities, and service delivery have all risen, while grant funding and public sector contracts have not always kept pace with demand.

Alongside these financial pressures, the sector continues to experience a shift in donor behaviour. Individuals and corporate supporters are giving more selectively, often prioritising short-term or project specific funding rather than unrestricted support. This trend, combined with increased competition for grants and philanthropic funding, has created uncertainty for many organisations particularly those, like Motiv8, that provide long-term, relationship-based support to young people and families. In the light of this the trustees were pleased to be awarded a grant of £1.3 million over 5 years by the Community Fund project Reaching Communities.

The Trustees also recognise the broader social pressures affecting the communities Motiv8 serves. The cost-of-living crisis, housing instability, and mental health challenges have all contributed to growing demand for our services, as more young people and families seek help to navigate complex and often interlinked issues. This rising demand, at a time of constrained funding, highlights the importance of maintaining a strong, adaptable, and financially resilient organisation.

Despite these challenges, the Trustees remain proud of Motiv8's strong reputation and local presence, built on the delivery of high-quality, collaborative, and trauma-informed support. They are confident that the organisation is well-positioned to respond to the evolving needs of its communities with the resilience, creativity, and commitment that define its work.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees, who are also the directors of Motiv8 South Limited for the purposes of company law, are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable United Kingdom law and Accounting Standards, including the Charities Statement of Recommended Practice (SORP).

Under company law, the Trustees must prepare financial statements for each financial year that give a true and fair view of the charity's financial activities during the period and of its financial position at the end of that year. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently.
- observe the methods and principles set out in the Charities SORP.
- make reasonable and prudent judgements and estimates.
- confirm compliance with applicable UK accounting standards, disclosing and explaining any material departures; and
- prepare the financial statements on a going concern basis, unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are also responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions, and to disclose with reasonable accuracy at any time the financial position of the charity. They must ensure that the financial statements comply with the Companies Act 2006, the Charities Act 2011, and the charity's governing documents.

In addition, the Trustees are responsible for safeguarding the assets of the charity and for taking reasonable steps to prevent and detect fraud and other irregularities.

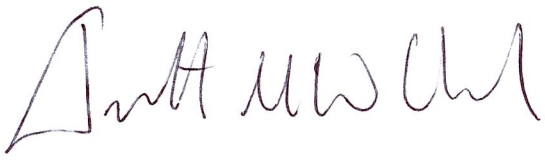
DISCLOSURE OF INFORMATION TO AUDITORS

Each Trustee has confirmed that they know of no relevant information unknown to the auditor. They have also confirmed that they took steps to identify any relevant information and ensure the auditor is informed.

AUDITORS

A resolution proposing that Sumer Audit be reappointed as auditors of the charity will be put to the annual general meeting.

Approved by the board of trustees on 14 November 2025 and signed on their behalf



Jonathan Clark - Chair
Trustee

MOTIV8 SOUTH LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF MOTIV8 SOUTH LIMITED

Opinion
We have audited the financial statements of Motiv8 South Limited (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 charitable company's affairs as at 31 March 2025 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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

Conclusions relating to going concern
In auditing the financial statements, we have concluded that the trustees' 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 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 trustees with respect to going concern are described in the relevant sections of this report.

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 contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 our audit:
- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within 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 charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

Identification and assessment of irregularities including fraud

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.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- Obtaining an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a direct effect on the financial statements and operations;
- Obtaining an understanding of the charity's policies and procedures on fraud risks, including knowledge of any actual, suspected or alleged fraud; and
- Discussing among the engagement team how and where fraud might occur in the financial statements and any potential indicators of fraud through our knowledge and understanding of the charity and our sector-specific experience.

As a result of these procedures, we considered the opportunities and incentives that may exist within the charity for fraud. We are also required to perform specific procedures to respond to the risk of management override. As a result of performing the above, we identified the following areas as those most likely to have an impact on the financial statements: employment law, and compliance with the UK Companies Act and Charities Act.

In addition to the above, our procedures to respond to risks identified included the following:

- Making enquiries of management, about any known or suspected instances of non-compliance with laws and regulations and fraud;
- Reviewing minutes of meetings of the board and senior management;
- Reading correspondence with regulators;
- Challenging assumptions and judgements made by management in their significant accounting estimates; and
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness.

Due to the inherent limitations of an audit, there is an unavoidable risk that some material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISAs (UK). For instance, the further removed non-compliance is from the events and transactions reflected in the financial statements, the less likely the auditor is to become aware of it or to recognise the non-compliance.

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

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF MOTIV8 SOUTH LIMITED

Use of our report

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



Jordan Abbott BSc ACA (Senior Statutory Auditor)
for and on behalf of Sumer Audit

19/12/2025

Chartered Accountants
Statutory Auditor

53 Kent Road
Southsea
Hampshire
United Kingdom
PO5 3HU

Sumer Audit is a trading name of Sumer Auditco Limited

MOTIV8 SOUTH LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds general 2025 £	Unrestricted funds designated funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds general 2024 £	Unrestricted funds designated funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:									
Donations and legacies	3	150,195	-	27,600	177,795	81,831	-	50,795	132,626
Charitable activities	4	739,097	-	716,107	1,455,204	730,573	-	691,140	1,421,713
Investments	5	5,232	-	-	5,232	-	-	-	-
Total income		894,524	-	743,707	1,638,231	812,404	-	741,935	1,554,339
Expenditure on:									
Raising funds	6	117,741	-	-	117,741	97,763	-	-	97,763
Charitable activities	7	735,087	-	858,725	1,593,812	708,801	-	677,238	1,386,039
Total expenditure		852,828	-	858,725	1,711,553	806,564	-	677,238	1,483,802
Net income/(expenditure)		41,696	-	(115,018)	(73,322)	5,840	-	64,697	70,537
Transfers between funds		(291,035)	301,971	(10,936)	-	18,859	(8,757)	(10,102)	-
Net movement in funds	9	(249,339)	301,971	(125,954)	(73,322)	24,699	(8,757)	54,595	70,537
Reconciliation of funds:									
Fund balances at 1 April 2024		340,372	278,228	158,363	776,963	315,673	286,985	103,768	706,426
Fund balances at 31 March 2025		91,033	580,199	32,409	703,641	340,372	278,228	158,363	776,963

MOTIV8 SOUTH LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

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 36 to 52 form part of these financial statements.

MOTIV8 SOUTH LIMITED

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible assets	**13**		256,868		258,331
Current assets					
Debtors	**15**	92,233		125,125	
Investments	**16**	355,224		100,000	
Cash at bank and in hand		320,966		705,686	
		768,423		930,811	
Creditors: amounts falling due within one year	**17**	(321,650)		(412,179)	
Net current assets			446,773		518,632
Total assets less current liabilities			703,641		776,963
Income funds					
Restricted funds	**20**		32,409		158,363
Designated unrestricted funds	**19**		580,199		278,228
General unrestricted funds			91,033		340,372
			703,641		776,963

The financial statements were approved by the Trustees on 14 November 2025

Jonathan Clark - Chair
Trustee

Company registration number 3512607

MOTIV8 SOUTH LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	**24**		(108,938)		203,321
Investing activities					
Purchase of tangible fixed assets		(25,790)		(5,088)	
Transfer to current asset investments		(255,224)		(100,000)	
Investment income received (net)		5,232		-	
Net cash used in investing activities			(275,782)		(105,088)
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(384,720)		98,233
Cash and cash equivalents at beginning of year			705,686		607,453
Cash and cash equivalents at end of year			320,966		705,686

1 Accounting policies

Charity information

Motiv8 South Limited is a private company limited by guarantee incorporated in England and Wales and a registered charity. The registered office is Units 2 & 3, Cumberland Gate, Cumberland Business Park, Hampshire, Portsmouth, PO5 1AG.

1.1 Accounting convention

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

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

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 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.

1.3 Charitable funds

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

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

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

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

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.

Donated services and facilities are included at estimated market value being the estimated values of the services or facility received.

Assets for distribution are recognised only when distributed. Assets given for use by the charity are recognised when receivable. Stocks of undistributed donated goods are not valued for balance sheet purposes.

1 Accounting policies **(Continued)**

When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods.

When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the conditions for use have been met.

When donors specify that donations and grants, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

1.5 Expenditure

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

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Tangible fixed assets are stated at cost less depreciation. Below a value of £1,000 fixed assets are not capitalised. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Freehold land and buildings	2% straight line
Leasehold land and buildings	Over the period of the lease
Fixtures, fittings and equipment	10-25% straight line
Computers	10-25% straight line
Motor vehicles	20-50% straight line

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

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

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

1 Accounting policies **(Continued)**

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' 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, when 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.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Retirement benefits

The charity operates a defined contributions pension scheme. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme.

1.12 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

2 Critical accounting estimates and judgements

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.

3 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	132,890	27,600	160,490	80,448	50,795	131,243
Grants receivable	10,000	-	10,000	-	-	-
Donated goods and services	7,305	-	7,305	1,383	-	1,383
	150,195	27,600	177,795	81,831	50,795	132,626
Grants receivable for core activities						
Neighbourly	10,000	-	10,000	-	-	-
	10,000	-	10,000	-	-	-

4 Incoming resources from charitable activities

	Service level agreements, grants and other income 2025 £	Service level agreements, grants and other income 2024 £
Sale of goods	2,872	9,244
Services provided under contract	599,070	594,926
Performance related grants	851,758	814,653
Charitable rental income	578	576
Other income	926	2,314
	1,455,204	1,421,713
Analysis by fund		
Unrestricted funds - general	739,097	730,573
Restricted funds	716,107	691,140
	1,455,204	1,421,713
Performance related grants		
Holiday Activity and Food (HAF) Grant	110,988	119,906
Office of the Police and Crime Commissioner - Safer Communities Fund	155,501	137,635
Big Lottery Fund	92,484	152,170
BBC Children in Need	34,466	32,893
Hampshire and Isle of Wight Community Fund	7,486	14,538
Henry Smith Trust	80,000	100,000
Garfield Weston Foundation	35,000	30,000
William Wates Memorial Trust	16,000	14,000
CCG Grants	-	20,000
National Lottery Heritage Fund	10,238	8,938
HCC LCP Grant	33,700	22,332
HCC Ukrainian Support Fund	-	14,750
The Hollyhock Charitable Foundation	70,000	-
The Partnership Foundation	-	10,000
PCC Youth Service Expansion Grant	-	62,604
Sport England	92,667	25,868
The Guiness Partnership	5,500	2,500
PCC King George V Pavilion	35,006	-
Other	72,916	46,519
	851,758	814,653

5 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	5,232	-

6 Raising funds

	Unrestricted funds general 2025 £	Unrestricted funds general 2024 £
Income generation and publicity costs		
Other fundraising costs	4,842	5,445
Staff costs	112,899	92,318
	117,741	97,763

7 Expenditure on charitable activities

	Provision of services for Young People 2025 £	Provision of services for Young People 2024 £
Direct costs		
Staff costs	1,127,528	989,285
Depreciation and impairment	27,254	23,949
Other staff costs	65,712	55,465
Volunteer expenses	201	126
Partnered delivery	61,310	23,055
Activities	110,174	112,261
Insurance	2,354	4,133
Premises	92,642	85,615
Communications	25,050	19,933
Transport	13,406	14,120
Computer expenses	34,694	26,959
Subscriptions	3,038	7,183
Other expenses	1,243	901
	1,564,606	1,362,985
Share of support and governance costs (see note 8)		
Governance	29,206	23,054
	1,593,812	1,386,039
Analysis by fund		
Unrestricted funds - general	735,087	708,801
Restricted funds	858,725	677,238
	1,593,812	1,386,039

8 Support costs allocated to activities

	2025 £	2024 £
Governance costs	29,206	23,054
Analysed between:		
Provision of services for Young People	29,206	23,054

9 Net movement in funds

	2025	2024
	£	£
Net movement in funds is stated after charging/(crediting)		
Fees payable to the company's auditor for the audit of the company's financial statements	9,600	7,000
Fees payable to the company's auditor for non audit work	9,200	9,010
Depreciation of owned tangible fixed assets	27,254	23,949

10 Trustees

None of the trustees or any persons connected with them received any remuneration or expenses during the year.

Stephen Dimon is a trustee of Motiv8 South Limited and managing director of 1st Group Limited during the year who provide computer services to the charity. The purchase of computer equipment and further IT services amounting to £10,446 (2024: £19,921) was on an arm's length basis and £487 (2024: £452) was outstanding at the year end.

11 Employees

The average monthly number of employees during the year was:

	2025	2024
	Number	Number
Chief Executive	1	1
Fundraising staff	4	4
Direct Charitable and other staff	57	56
Total	62	61

Employment costs	2025	2024
	£	£
Wages and salaries	1,126,275	989,187
Social security costs	90,927	74,203
Other pension costs	23,225	18,213
	1,240,427	1,081,603

The average FTE was 39 (2024 - 37).

There were no employees in the current or previous reporting periods whose annual remuneration was more than £60,000.

11 Employees (Continued)

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2025	2024
	£	£
Aggregate compensation	118,382	158,998

The CEO of the charity is also a trustee who received no remuneration under their role as trustee.

12 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

13 Tangible fixed assets

	Freehold land and buildings	Leasehold land and buildings	Fixtures, fittings and equipment	Computers	Motor vehicles	Total
	£	£	£	£	£	£
Cost						
At 1 April 2024	282,516	10,347	45,032	98,116	39,550	475,561
Additions	-	25,790	-	-	-	25,790
At 31 March 2025	282,516	36,137	45,032	98,116	39,550	501,351
Depreciation and impairment						
At 1 April 2024	52,838	1,035	43,623	84,621	35,112	217,229
Depreciation charged in the year	4,313	3,900	1,109	13,494	4,438	27,254
At 31 March 2025	57,151	4,935	44,732	98,115	39,550	244,483
Carrying amount						
At 31 March 2025	225,365	31,202	300	1	-	256,868
At 31 March 2024	229,678	9,312	1,409	13,495	4,437	258,331

14 Financial instruments

	2025	2024
	£	£
Carrying amount of financial assets		
Instruments measured at fair value through profit or loss	355,224	100,000

15 Debtors

	2025	2024
Amounts falling due within one year:	£	£
Trade debtors	40,683	59,561
Other debtors	4,699	3,195
Prepayments and accrued income	46,851	62,369
	92,233	125,125

16 Current asset investments

	2025	2024
	£	£
Investment Bank Account	355,224	100,000

17 Creditors: amounts falling due within one year

	Notes	2025	2024
		£	£
Deferred income	18	179,537	301,383
Trade creditors		56,578	48,896
Accruals		85,535	61,900
		321,650	412,179

18 Deferred income

	2025	2024
	£	£
Other deferred income	179,537	301,383

Deferred income is included in the financial statements as follows:

	2025	2024
	£	£
Deferred income is included within:		
Current liabilities	179,537	301,383

Movements in the year:

18 Deferred income

(Continued)

Deferred income at 1 April 2024	301,383	276,875
Released from previous periods	(301,383)	(276,875)
Resources deferred in the year	179,537	301,383
Deferred income at 31 March 2025	179,537	301,383

19 Unrestricted funds - designated funds

These are unrestricted funds which are material to the charity's activities.

	At 1 April 2024	Transfers	At 31 March 2025
	£	£	£
Fixed Assets Fund	248,228	1,971	250,199
Financial Sustainability Fund	30,000	300,000	330,000
	278,228	301,971	580,199

Previous year:	At 1 April 2023	Transfers	At 31 March 2024
	£	£	£
Fixed Assets Fund	256,985	(8,757)	248,228
Financial Sustainability Fund	30,000	-	30,000
	286,985	(8,757)	278,228

The Fixed Asset Fund is an amount equivalent to the net book value of unrestricted fixed assets at the balance sheet date.

The Financial Sustainability Fund has been established as part of a long term financial sustainability plan which will ensure that Motiv8 South is able to deal with economic downturns, adapt to changes in funding and continue to deliver its services.

20 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024	Incoming resources	Resources expended	Transfers	At 31 March 2025
	£	£	£	£	£
HCC LCP Grant	-	33,700	(33,700)	-	-
Office of the Police and Crime Commissioner	-	155,500	(155,500)	-	-
BBC Children in Need	-	34,466	(34,466)	-	-
National Lottery Heritage Fund	-	10,237	(10,237)	-	-
Hampshire and Isle of Wight Community Fund	-	7,292	(7,292)	-	-
St James Place	-	20,000	(20,000)	-	-
Hollyhock Charitable Trust	-	70,000	(70,000)	-	-
Big Lottery Fund	75,584	92,484	(158,068)	-	10,000
Henry Smith Trust	20,000	80,000	(100,000)	-	-
PCC Capital Grant	-	7,500	-	(833)	6,667
The Partnership Foundation	25,000	-	(25,000)	-	-
Garfield Weston Foundation	-	35,000	(35,000)	-	-
Sport England	-	92,667	(92,667)	-	-
Mr Les Heyhoe	16,807	-	(13,687)	-	3,120
William Wates Memorial Fund	-	16,000	(6,000)	-	10,000
BBC Children in Need	10,103	-	-	(10,103)	-
Havant & East Hampshire MIND	-	37,761	(37,761)	-	-
Other Funds	10,869	51,100	(59,347)	-	2,622
	158,363	743,707	(858,725)	(10,936)	32,409

20 Restricted funds **(Continued)**

Previous year:	At 1 April 2023	Incoming resources	Resources expended	Transfers	At 31 March 2024
	£	£	£	£	£
HCC LCP Grant	-	22,332	(22,332)	-	-
Office of the Police and Crime Commissioner	-	137,635	(137,635)	-	-
BBC Children in Need	-	32,893	(32,893)	-	-
National Lottery Heritage Fund	-	8,937	(8,937)	-	-
Hampshire and Isle of Wight Community Fund	-	14,538	(14,538)	-	-
St James Place	-	20,000	(20,000)	-	-
PCC Youth Service Expansion Grant	-	62,604	(62,604)	-	-
Big Lottery Fund	18,991	164,809	(108,216)	-	75,584
Henry Smith Trust	20,000	100,000	(100,000)	-	20,000
The Partnership Foundation	23,000	10,000	(8,000)	-	25,000
Garfield Weston Foundation	-	30,000	(30,000)	-	-
Sport England	-	25,869	(25,869)	-	-
Mr Les Heyhoe	-	16,807	-	-	16,807
William Wates Memorial Fund	-	14,000	(14,000)	-	-
BBC Children in Need	20,205	-	-	(10,102)	10,103
CCG Grants	20,000	-	(20,000)	-	-
Havant & East Hampshire MIND	-	32,596	(32,596)	-	-
Other Funds	1,572	48,915	(39,618)	-	10,869
	103,768	741,935	(677,238)	(10,102)	158,363

20 Restricted funds **(Continued)**

- Hampshire County Council awarded £33,700 (2024 - £22,332) LCP grants for Gosport and Havant.
- The Office of the Police & Crime Commissioner (OPCC) awarded £155,500 (2024 - £137,635) from the Safer Communities Fund.
- BBC Children in Need awarded a grant of £103,716 over three years from 24 October 2023 to contribute towards the salaries of three Support workers, monitoring officer and service manager and other costs.
- Hampshire and Isle of Wight Community Foundation awarded £7,292 in the year (2024 - £14,538).
- St James Place have donated £60,000 over three years to support the salary of a full-time youth support worker and contribute towards support costs.
- Hollyhock Charitable Trust awarded £70,000 for the Motiv8, "Foundations, Flexibility and Fun" project.
- The National Lottery Community Fund awarded a grant of £495,944 covering a five year period for the Gosport Hub Project which began in 2020. During the year a further £88,282 Million Hours Grant was awarded over two years of which £44,141 was received. A further £20,000 was awarded over two years for LGBTQIA+ support.
- The Henry Smith Trust awarded £180,000 over a three year period until October 2025 to support the Family Well-Being Service. A further £120,000 was awarded in 2022 towards three years' running costs of the service.
- PCC awarded a grant of £7,500 to create a new young person's kitchen and dedicated counselling and sensory 1-2-1 room at Cumberland Gate.
- The Partnership Foundation awarded a start-up grant for Portsmouth Hub and rental funding.
- The Garfield Weston Foundation awarded a grant of £70,000 to be used over 24 months.
- Sport England awarded £88,418 for the Havant and Gosport Hubs Energise Me project and for the pr
- Mr Les Heyhoe has donated £16,807 to be spent on equipment.
- The William Wates Memorial Trust has awarded a grant of £30,000.
- A further grant of £30,307 was received from BBC Children in Need to pay for Surface Pro tablets and associated IT equipment to be used to engage, support and improve the wellbeing of children and young people living in areas with high levels of poverty, crime and unemployment. A transfer to unrestricted funds is made equal to the depreciation charged.
- In both years NHS Hampshire Southampton & IOW CCG awarded a £20,000 Children and Young People Mental Health Community Grant.
- Motiv8 is working in partnership with Havant and East Hampshire Mind on a Lottery funded project. Funding of £166,859 has been agreed for 2021-2026.
- Further funds were received from Portsmouth City Council, Hampshire County Council, Groundwork UK, Clothworkers Foundation, Abri Enterprise Investment, The Guiness Partnership, Jeremiah Coleman, Peter Harrison Foundation, WAVE 105, Bursary donations and others.

21 Analysis of net assets between funds

	Unrestricted funds general 2025	Unrestricted funds designated 2025	Restricted funds 2025	Total 2025
	£	£	£	£
Fund balances at 31 March 2025 are represented by:				
Tangible assets	2	250,199	6,667	256,868
Current assets/(liabilities)	91,031	330,000	25,742	446,773
	91,033	580,199	32,409	703,641

	Unrestricted funds general 2024	Unrestricted funds designated 2024	Restricted funds 2024	Total 2024
	£	£	£	£
Fund balances at 31 March 2024 are represented by:				
Tangible assets	-	248,228	10,103	258,331
Current assets/(liabilities)	340,372	30,000	148,260	518,632
	340,372	278,228	158,363	776,963

22 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025	2024
	£	£
Within one year	44,845	23,345
Between two and five years	199,500	113,346
In over five years	202,500	120,000
	446,845	256,691

23 Analysis of changes in net funds

The charity had no material debt during the year.

24	**Cash generated from operations**	**2025**	**2024**
		£	**£**
	(Deficit)/surpus for the year	(73,322)	70,537
	Adjustments for:		
	Investment income recognised in statement of financial activities	(5,232)	-
	Depreciation and impairment of tangible fixed assets	27,254	23,950
	Movements in working capital:		
	Decrease in debtors	32,892	32,249
	Increase in creditors	31,316	52,077
	(Decrease)/increase in deferred income	(121,846)	24,508
	Cash (absorbed by)/generated from operations	(108,938)	203,321

MOTIV8 SOUTH

England & Wales - Charity number 1069085

Accounts

Charity registration number 1069085

Company registration number 3512607 (England and Wales)

MOTIV8 SOUTH LIMITED

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

MOTIV8 SOUTH LIMITED

CONTENTS

	Page
Trustees' report	1 - 21
Independent auditor's report	22 - 25
Statement of financial activities	26 - 27
Balance sheet	28
Statement of cash flows	29
Notes to the financial statements	30 - 45

MOTIV8 SOUTH LIMITED

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2024

Trustees Report
2023/2024

MOTIV8 SOUTH LIMITED

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2024

Trustees	Professor Mark Button Steve Dimon Valerie Hopkins – Chair (Resigned 19/04/2024) Steve Miller Mary Longhurst (Resigned 22/05/2023) Richard John Tim Caley Reinoud Noorduijn (Resigned 29/04/2024) Jonathan Clark - Chair (Appointed 19/05/2023) Caroline Poppleton (Appointed 18/08/2023) Beverly Coghlan (Appointed 18/08/2023)
Resources Sub Group	Professor Mark Button - Chair Steve Dimon Steve Miller Jonathan Clark Reinoud Noorduijn (Resigned 29/04/2024) Valerie Hopkins (Resigned 19/04/2024)
Service Delivery Sub Group	Tim Caley (Chair) Valerie Hopkins Mary Longhurst (Resigned 22/05/2023)
Officers in attendance	Clare Ansell (Resigned 08/03/2024) Marina Tuck Karen Yeung Kirsty Robertson
Chief Executive	Clare Ansell (Resigned 08/03/2024) Kirsty Robertson – Interim CEO from 01/03/2024
Secretary	Marina Tuck
Charity number	1069085
Company number	3512607
Registered office	Units 2 & 3 Cumberland Gate, Cumberland Business Park Portsmouth Hampshire PO5 1AG
Auditors	Sumer Audit 53 Kent Road

	Southsea Portsmouth Hampshire PO5 3HU
Bankers	Co-operative Bank Plc 1 Balloon Street Manchester M60 4EP
Solicitors	Blake Morgan LLP Harbour Court Compass Road North Harbour Portsmouth PO6 4ST

The trustees, who also serve as directors under the Companies Act, present their annual report alongside the financial statements for the charity for the year ended 31 March 2024. This report meets the requirements of both charity and company law.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Articles and Memorandum of Association, the Charities Act 2011, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their account in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Reference and Administrative Information

Refer to pages 1 and 2.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The company was incorporated on 18 February 1998 and is limited by guarantee. The company is registered as a charity. The company is governed by the articles and memorandum of association. The articles and memorandum of association grant wide powers of investment to the trustees.

Board of Trustees

The Board of Trustees comprising not less than two or more than twelve members governs the charity. None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

At each general meeting, one third of the members shall retire and will be eligible for re-election. The full Board of Trustees meets as a minimum four times a year and maintains a structure of sub-groups preceding each full Board meeting of which there are currently two:

- Resources Sub-Group, chaired by Mark Button/Jonathan Clark
- Service Delivery and Development Sub-Group, chaired by Tim Caley

Sub-groups allow the subject matter to be reviewed and scrutinised in detail. Sub-groups are chaired by a trustee, with further trustees making up the membership, and input provided by officers. The chair of each sub-group, or their designate, then provides feedback and brings recommendations to quarterly full Board meetings.

The Board also meets on an as required basis to discuss 'task and finish' activities, strategic planning or extra-ordinary meetings for decisions that need to be taken outside of the routine cycle of governance meetings.

MOTIV8 SOUTH LIMITED

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2024

The trustees, who are also the directors for the purpose of company law, who served during the year were:

Valerie Hopkins	Chair of Motiv8 South Board – (Resigned 19/04/2024)
Professor Mark Button	
Steve Dimon	
Steve Miller	
Mary Longhurst	Resigned 22/05/2023
Richard John	Safeguarding Trustee
Tim Caley	Appointed Chair of SDD sub-group
Reinoud Noorduijn	Retired 29/04/2024
Caroline Poppleton	Appointed 18/08/2023
Jonathan Clark	Appointed 19/05/2023 – Chair and Treasurer of Motiv8 South Board

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Observers
Motiv8 South has a voluntary agreement with Portsmouth City Council, where the council elects a member to serve as an observer on the Motiv8 board. The observer can attend and participate in board meetings and access all board materials but has no governance responsibilities and cannot vote on decisions.

Observers to the Board, who served during the year:
Cllr Suzy Horton

Patron:
Our Patron is a non-executive, ambassadorial role with no legal or managerial responsibilities, appointed for a 3-year term, with the option to renew. Lady Louisa Portal MBE DL was re-appointed as Patron of Motiv8 South on 18th November 2022, after completing a previous 3-year term. The trustees thank her for her continued support and ambassadorial work.

Board Recruitment:
Motiv8's Board recruitment process is open, fair, and transparent to attract diverse candidates. Trustee roles are advertised with role descriptions, and applicants must evidence their suitability. Shortlisted candidates meet with the Chair and CEO, then observe a Board meeting, allowing both parties to ask questions before a formal vote by existing trustees. After approval, references, DBS, and due diligence checks are completed. New trustees undergo induction and compulsory training, with ongoing training opportunities available. An annual skills audit identifies gaps to guide future recruitment. The Board's strategy continues to attract trustees under 30 in the coming year, and will look to recruit a staff member to the Board later in the year 2024.

Qualifying third party indemnity provisions:
The charity has made qualifying third-party indemnity provisions for the benefit of its trustees during the year. These provisions remain in force at the reporting date.

CEO:

Clare Ansell left the organisation 8th March 2024. Kirsty Robertson, accepted an Interim CEO role whilst the Board had the opportunity to work through the recruitment process for a new CEO. Although not in this reporting period, Kirsty Robertson was offered and accepted the CEO role 10th June 2024, following an open recruitment process.

Remuneration:

Motiv8 South aims to maintain a fair, transparent salary structure that balances rewarding staff, motivating good performance, and ensuring affordability. The charity uses a single pay column system, with opportunities for staff to increase their salaries through job development, qualifications, cost of living adjustments, or job evaluations.

Annual reviews compare salaries against similar charities to ensure competitiveness. The charity also considers broader economic factors like inflation and aligns wages with national living and minimum wage forecasts to ensure fairness.

Following a remuneration review to assess and maintain fair pay across the organisation, the Board of Trustees recommended a 6% pay rise for all staff to begin from the 1st April 2024.

Motiv8 South Risk Management Overview:

Board Responsibility:

The Board of Trustees ensures effective risk management systems and internal controls are in place to address major risks.

Risk Mapping Process:

Motiv8 South employs a Risk Mapping process compliant with Charity Commission standards, categorising risks into:

Governance and Management:

- **Operational Risk**
- **Financial Risk**
- **Environmental and External Factors**
- **Compliance Risk**

Regular Review:

Risk management is a standing agenda item in Sub-Group and Board meetings. High-risk areas are flagged, and mitigation plans are documented in meeting minutes, covering issues like staffing, safeguarding, financial performance, and health and safety. The Motiv8 Risk Register is reviewed at every Board meeting, with discussions held on the current risk to the organisation.

Day-to-Day Management:

The Management Team oversees daily risk management through routine meetings focused on Operations, Finance, IT, Health & Safety, HR, Quality, Premises, and Marketing, with insights reported to the Board.

Upcoming Changes:

Starting April 2024, risk discussions will be prioritised at the beginning of Board meetings and reviewed by the Senior Leadership Team quarterly.

Safeguarding Procedures:

Motiv8 South is dedicated to ensuring the safety and well-being of children, young people, and vulnerable groups. All new staff, including volunteers and trustees, undergo mandatory safeguarding training during their induction. Our safeguarding framework includes designated roles, such as the Safeguarding Trustee (Richard John) and the Designated Senior Lead (Kirsty Robertson), who meet monthly to review practices and recommend improvements.

In 2024, we enhanced our safeguarding procedures for reporting and response, ensuring a robust system for monitoring. We prioritize staff well-being through effective management, supervision, and training, including peer supervision with a clinical Trauma-Informed Supervisor. Additionally, our Critical Incident Policy is in place to manage sudden, traumatic events. Through these measures, Motiv8 South fosters a safe and supportive environment for all participants and staff.

Safeguarding Insights 2023-2024 Statement:

In the year 2023-2024, our charity has observed a significant increase in safeguarding concerns, with a total of **241 safeguarding concerns** reported, marking a **49% increase** from **162 concerns** in the previous year (2023-2024). Alongside these concerns, we also documented **113 incident reports**, leading to a combined total of **354 concerns raised**.

Key themes identified in the safeguarding concerns include **violence-related incidents, rising mental health** issues **(particularly self-harm and suicidal ideation), criminal exploitation, substance misuse**, and **family relationship challenges**. Notably, there has been a surge in safeguarding concerns linked to Motiv8's Community provision, highlighting an urgent need for preventative services to protect young individuals at risk.

As our staff navigate these increasing pressures, each safeguarding response has required an average of **2.5 hours**, culminating in a total commitment of at least **602 hours** dedicated to addressing these critical issues. This data underscores the need for ongoing support and resources to enhance our safeguarding initiatives effectively.

OBJECTIVES AND ACTIVITIES

Charitable objects

Our charity's purpose as set out within the objects for which the association was established are:

'To promote for the benefit of the public the protection of people and property from criminal acts and to reduce crime and the fear of crime through strategic and social crime prevention methods'

Charity's aims:

Motiv8 South is a youth work charity committed to reducing crime and victimization among young people and families, based in the heart of the communities within Portsmouth, Havant and Gosport. We achieve this by providing direct support to those involved in anti-social behaviour and the criminal justice system, while also engaging vulnerable individuals affected by trauma, poverty, and family conflict. Through tailored interventions, educational re-engagement, and community collaboration, we promote positive alternatives, enhance emotional health and wellbeing, have fun and ultimately foster safer communities, in which young people are part of.

Vision:

Our vision is to create safer communities where young people feel inspired and empowered to reach their potential.

Mission:

Our mission is to support young people and their families in the community, building trusting relationships to help equip them with the skills, resilience and opportunities to thrive.

Values:

Underpinning our vision and mission, are Motiv8 South's core values. These values are at the heart of what we believe as an organisation. They have helped guide and shape our work with our beneficiaries, external stakeholders, and with each other. They include:

1. **Trusted Relationships:** we work with openness, honesty and integrity, whilst building relationships through being compassionate, approachable, flexible and reliable.
2. **Quality:** we strive to do our very best, working with professionalism and are committed to continually looking at ways we can improve.
3. **Collaborative**: we actively work together with the community, young people, families and our partners to achieve the very best outcomes.
4. **Empowering:** we believe in supporting communities and individuals to realise their abilities. Working with young people and families and not doing to or for.
5. **Committed:** we never give up when things are difficult. We look for solutions; we drive ourselves and others to help them reach for their dreams and goals.

Our Approach

At the core of our mission is the establishment of trusted relationships and deep community integration. We believe that by embedding ourselves within the communities we serve, we can create significant and sustainable change for young people, their families, and their neighbourhoods.

We aim to combat inequality by empowering young people and families, providing safe spaces for engagement, and connecting them with their communities. Our approach focuses on leveraging individual strengths and equipping youth with the skills, tools, and resilience needed to navigate challenges.

As a trusted and collaborative organisation with a long-standing presence in our areas, we offer high-quality, community-based support that fosters inclusion and cohesion. We work with marginalised young people and families who face various barriers, addressing early signs of vulnerability—such as poor emotional health and wellbeing—while also supporting those with more complex needs through intensive, tailored interventions.

As of January 2024, Motiv8 embarked on a comprehensive review of our Vision, Mission, and Purpose and sought to simplify who we are and what we do. This initiative was aimed at ensuring our core values reflect the evolving needs of our community and stakeholders. Starting in April 2024, we will begin to embed our 8 Strands of Motiv8 into all aspects of our operations. By integrating these principles, we aim to enhance our organisational culture, drive alignment across our teams, and ultimately deliver greater impact in everything we do. We are committed to involving our stakeholders throughout this process, ensuring that every voice is heard as we shape the future of Motiv8 together.

We have identified the following 8 strands which are our core of activity at Motiv8. These will underpin our strategic planning in the coming years.

- **Youth Voice and Influence**
- **Youth in the Community**
- **Youth and Family**
- **Youth Mentoring**
- **Youth Health and Wellbeing**
- **Youth Skills**
- **Youth Futures**
- **Youth Hubs**

Equality Diversity and Inclusion

Motiv8 has an **Equality, Diversity and Inclusion Strategy** which underpins all its work. We have 3 key commitments which will underpin this service. They are:

- **Commitment 1: Champion diversity throughout the organisation**
- **Commitment 2: Promote and support Inclusive practice**
- **Commitment 3: Attract and retain a diverse workforce**

EDI Strategy Summary:

Motiv8's EDI strategy, supported by a quarterly staff working group, focuses on:

- Enhancing recruitment processes for diverse faiths.
- Promoting gender inclusivity through pronoun usage in signatures and badges.
- Establishing an EDI champion training program to foster inclusion across the organisation.

The EDI Champions group are currently working on reviewing the strategy and related action plan.

Activities:

With reference to guidance issued by the Charity Commission, trustees decide what activities the charity should undertake. There are dual priorities of delivering activities that provide a clear and demonstrable benefit whilst also maintaining financial viability through cost recovery from trading and fundraising.

Trustees are satisfied that these key principles are met by the operations and achievements of the charity, which during the year under review the charity had contact with over **8180** young people and families. Motiv8 provided regular support to **1189** individual young people and family members. The organisation provided further benefit, through its detached 'on street' provision with over **6663** contacts with young people**.** The review of activities, alongside achievements and performance is detailed in the sections below.

Public Benefit

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our objects, aims and objectives and in planning future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives set. Trustees are committed to using charitable resources, and where necessary using reserves wisely, to ensure that the charity delivers high quality services that achieve the charity's objects, aims and objectives and make a positive impact.

Review of Activities 2023/24

Summary of Service Demand and Response (2023/2024)

The demand for our services increased in 2023/2024, allowing us to support more young people and families than before, many were struggling with emotional health, community safety, criminal exploitation, family relationships and the rising cost of living.

To address these needs, we have adapted our services and strategically focused on attracting resources for long-term benefits. Over the past year, we expanded our fundraising team and improved our digital processes to make it easier for young people to access immediate support. We also increased community collaboration to enhance opportunities and improve life outcomes for young people.

We have integrated a stronger focus on wellbeing into all our work.

Key Areas of Work for 2023/2024 and achievements against strategic objectives

- **One-to-One Mentoring**
- **Family Support**
- **Targeted Group Work**
- **Open Access Community Provision**

Trustees are satisfied that we have achieved our objectives through these initiatives. For the purpose of this Trustee report will be reporting in the following pages, on the above-mentioned areas of work for 2023/2024.

New key Areas of Work for 2024/2025

- **Youth Voice and Influence**
- **Youth in the Community**
- **Youth and Family**
- **Youth Mentoring**
- **Youth Health and Wellbeing**
- **Youth Skills**
- **Youth Futures**
- **Youth Hubs**

ONE TO ONE MENTORING

REFERRAL BASED SERVICE FOR YOUNG PEOPLE AGED 9-19 AND UP TO 25 WITH SEND (SPECIAL EDUCATIONAL NEEDS AND DISABILITY) AND WHO MAY HAVE A RANGE OF VULNERABILITIES.

503 young people supported through our mentoring service across Portsmouth, Havant, Gosport and Fareham.

98% of young people supported showed improvements to their Confidence and Self-Esteem

55% of young people showed notable improvement in their behaviour whilst in school.

42% of young people showed improvement to engaging with positive activities within their communities.

What is one to one mentoring?

At the heart of Motiv8's work is a trusted, positive relationships between Youth Support Workers and Young People. Referral based mentoring service, giving young people opportunities to build a safe and trusting relationship with a trained youth worker working through complex issues such as family relationships, friendships, attendance at school. This provision often bridges the gap between CAMHS and other services.



Taking Action:
"Life-changing" Support

Experiencing bullying in school, Ollie had a breakdown in confidence and self esteem. He became so anxious that he was stopped going to school or even leaving the house.

With his MOTIV8 mentor, Ollie set a series of personal goals, explored relaxation techniques to help manage his anxiety. They spent sessions focusing on Ollie's personal strengths to re-build his confidence. Over time Ollie felt able to reconnect with friends and begin spending time out of the house.

Looking back on his mentoring relationship Ollie's family told us that our support had been "life changing". When asked himself, Ollie shared that...

"I didn't think I'd be able to leave the house again. Walking with my mentor has helped my world feel brighter. I feel like things are better now'."

"My life before Motiv8 was very isolated. Now I've really come a long way with projecting myself to others and becoming more confident and able to talk things through"



FAMILY SUPPORT

REFERRAL BASED SERVICE BY BUILDING A TRUSTED RELATIONSHIP ALL FAMILY MEMBERS. OUR SUPPORT OF FAMILIES ENSURES ALL HAVE A VOICE IN ANY CHANGE, CAN OFFER ONGOING TAILORED PRACTICAL ADVICE, AND ENSURE POSITIVE OUTCOMES THAT LAST

What is Family Support?

We know that the youth work, works best when it works holistically with all those around the young person. Leveraging our wide network of positive relationships, we work in partnership with the family and all those in the young person's communities to bridge the gap between schools, social services, charity supporters, and those in the YJS where necessary. Our dedicated team of family support workers offer support in all parts of life ensuring that the young person's voice is at the heart of all discussions, any development plans are delivered and are responsive, and that there is a full awareness of the support available to each family both from Motiv8 and other public sector partners. Supporting Youth Support Workers, Youth Support workers trained in Whole Family Approach, where there is a young person in the household

113	Families supported through our mentoring service across Portsmouth, Havant, Gosport and Fareham.
329	Individual Family Members supported
69%	of families with a review star completed have made progress in 'How I Feel'
991	number of contacts with parents//carers
65%	of families with a review star completed have made progress in My Children's Emotions
2496	hours of direct support
63%	63% of families with a review star completed have made progress in My Children's Learning
61%	of families with a review star completed have made progress in My Children's Behaviour



"It has made me view the relationship with the children from a different perspective and given me the tools and confidence to make positive changes."

'E seems happier when we have been with the Motiv8 team, she is more talkative, and it is nice to see her away from her screen'

TARGETED GROUP WORK

MOTIV8'S TARGETED GROUP WORK GIVES YOUNG PEOPLE THE OPPORTUNITY TO COME TOGETHER AS A GROUP AROUND A PARTICULAR THEME OR PURPOSE OVER A PERIOD OF TIME.

life chances for young people

What is Targeted Group Work?

Targeted Group Work allows a young person to participate in informal educational activities, take part in discussions and skills-based provision.

Programmes include:

- Choices
- Divert
- Aspire and Achieve
- Progression Hub
- Green Space/Blue Space Alternative Provision
- Shape Workshops

'Since attending Monday hub Z has positively dealt with anger and has been able to take steps to remain calm in difficult situation. Z has been able to complete tasks independently and voice her opinion more easily'



'I just want to mention how much we massively appreciate all the staff and how much they put into each session; it is very apparent how much they care for the emotional wellbeing of all the children'

234	Young People engaged in Targeted Group Work
1024	hours of direct support
12	parents/carers engaged with Targeted Group Work
97%	of young people note an improvement with their confidence and self-esteem.
47%	of young people noted an improvement in school engagement
73%	of young people noted an improvement in their behaviour within the community



OPEN ACCESS COMMUNITY PROVISION

MOTIV8 CAN TRANSLATE THE CONFUSING WEB OF SERVICES FOR FAMILIES AND YOUNG PEOPLE INTO CLEAR NEXT STEPS EMPOWERING THEM TOWARD HELP AND SUPPORT. THROUGH REGULAR STREET-BASED YOUTH WORK AND PARTICIPATION AT COMMUNITY AND CULTURAL EVENTS WE TAKE OURSELVES TO WHERE YOUNG PEOPLE WHO HAVE DISENGAGED FROM SUPPORT STRUCTURES MAY BE. WE BUILD POSITIVE RELATIONSHIPS ENGAGING YOUNG PEOPLE WITHIN THEIR COMMUNITIES.







'Motiv8 are undoubtedly the 'go to' organisation for supporting young people and children who other support services fail to engage. Motiv8 is known for its professionalism, innovation and ability to really understand and champion the voice of the young people and children they work with.'

576	Young People engaged in Community Provision
4785	Young People meaningfully engaged with Street Based Provision
1098	hours of direct support
12	parents/carers engaged with Targeted Group Work
485	numbers of hours delivered on the streets on Portsmouth, Havant, Gosport and Fareham
1878	number of people engaged with Community Events.

What is Open Access Community Provision?

Motiv8 will support young people within their own communities, working alongside them to understand the importance of the community in which they belong. Motiv8 work with people in a number of different ways offering group work and street-based services. An often-overlooked pillar of youth work we aim to empower young people within their own communities, working with those communities so that any action taken is lasting, embedded and supported. We reach those often missed by or unable to access other services through our 'On the Street' programme, providing street-based youth support for those who are particularly vulnerable, disengaged or at greatest risk of exploitation. This helps to reduce antisocial behaviour, and rather has been shown to engage the most vulnerable young people often on the fringes of society, and create a pathway for those who need it to our more tailored programmes and open provision.

ACHIEVING OUR AIMS IN 2023 / 2024







Strategic Aim One – Grow Our Impact

- We have increased access, through plans to invest in two new youth led spaces, Cumberland Gate and Havant Hub, ensuring we are embedded long-term in the communities that need us the most
- We continue to receive excellent feedback from young people and their families
- Improvements have been made to Safeguarding Processes ensuring responses are robust and all staff are fully supported around their concerns raised
- Evidence based *Outcomes Star* is now fully embedded within the organisation, ensuring young people are making progress and that their journey of change is clearly evidenced
- Increased partnership working to address community safety and exploitation concerns
- We are reviewing our Vision, Mission, Who we are and What we do, introducing Motiv8's '8 strands'
- We continue to improve systems for all staff and our service users

Strategic Aim Two – Increase Opportunities

- Increased cultural, arts and heritage projects, utilising collective resources of all teams
- Recruited a *Youth Voice and Influence Lead* to deliver our updated Youth Voice Strategy, ensuring that we are sharing power with young people whenever possible
- Increased opportunities for young people in relation to improving their own communities
- Growth of our *Back to Basics* offer and support of increasing young peoples health and wellbeing
- Increase in back office administration roles to support our community based teams in their focus on delivery of opportunities for young people
- Growth and development of our digital transformation and improvement to cloud based systems

Strategic Aim Three – Build Resilience and Sustainability

- Growth of the Fundraising and Marketing Team, recruiting a Head of Fundraising and Marketing and a Corporate, Community and Events Manager
- EDI Champions appointed across the organisation developing the EDI Strategy
- Growth of sustainable Corporate Partnerships, supporting Motiv8 in their work
- Growth of focus of Staff Wellbeing, introduction of Trauma Informed Peer Supervisions, Employee Assistance Programme and further training
- Growth of Community Giving and Giving through Motiv8's events
- Development of Motiv8's Reward and Recognition scheme for all staff







FINANCIAL REVIEW

The Statement of Financial Activities for the year ended 31 March 2024 is set out on pages 25-26 of the financial statements. A summary of the financial results and the work of the charity are set out below.

There were incoming resources of £1,554,339 for the year of which £812,404 was unrestricted and £741,935 was restricted. For the year ending 31st March 2024 trustees are reassured to report a surplus position for the charity. There was a total surplus after transfers of £70,537 of which £5,840 was unrestricted funds before transfers. At 31 March 2024, there were total funds of £776,963 of which £158,363 was restricted, £278,228 was designated and £340,372 was unrestricted.

During the year income has grown by 23%, however the charity's expenditure also increased by 17% from 2023. This was largely driven by staff costs which included; increased head count to manage capacity, a salary review/adjustment to ensure employee retention, recruitment and wellbeing, and a higher cost of living increase than initially anticipated to respond to external factors (inflation, cost of living and recruitment trends). Other significant increases in expenditure related to activities with inflation driving up activity costs, youth hubs attracting more young people and greater spend on food, with the charity committed to providing access to free food at sessions during a cost-of-living crisis. The charity also saw increased costs associated with rising premises and utilities costs.

Fundraising

Motiv8 South adhere to their core values within our approach to fundraising. We are committed to working within the Charities Commission fundraising practice guidance and are registered with the Fundraising Regulator, alongside the fundraising promise, meaning that all fundraising activity will always be legal, open, honest and respectful.

The Head of Fundraising and Marketing is supervised by the Chief Executive Officer and reports to the Motiv8 Board of Trustees. Fundraising procedures are clearly set out to all staff, students and volunteers within its operating manuals, ensuring any third-party fundraising is closely monitored. No notification has been received by the Board of Trustees or the senior management team concerning any complaint or failure to comply with the charities policies.

Reserves policy

The policy is reviewed annually, and it currently reads:

Policy

It is the policy of Motiv8 South that unrestricted funds should be maintained at a level equivalent to between three- and six-months' expenditure. These reserve funds could be put to one or more of the following purposes:

- *Short-term tactical reserves*
- *Opportunistic reserves*
- *Long-term reserves used to reduce risk*

Procedure

The first level of reserves is held for short-term tactical reasons. The charity aspires to keep a minimum of two months' worth of expenditure to cover any short-term setbacks in funding or cash flow difficulties. The trustees consider that reserves at this level will ensure that in the event of a significant drop in one or more funding sources they will be able to continue the charity's core current activities while consideration is given to ways in which additional funds may be raised or specific activity brought to a controlled close.

Second are opportunistic reserves, set aside to enable the charity to evolve and take advantage of strategic development opportunities. This could be to cover up to 30% expenditure of a new activity backed by a full business plan showing full recovery in three years.

A third, long-term reserves level is intended to reduce risks posed by large external changes in the environment in which the charity operates. This could include political changes, fall in stock market values

Unrestricted Free Reserves

At the 31 March 2024, unrestricted free reserves stood at **£340,372**. Whilst trustees seek to maintain and where possible to improve this position, trustees recognise the operational challenges and difficult financial environment the charity along with the wider voluntary, community and social enterprise sector (VCSE) finds itself operating in, as such Trustees do not anticipate generating significant surplus for the financial year ahead, however they remain committed to building upon this position through the following strategies:

1. Increasing levels of unrestricted funding, through the growth of private, corporate, events, community and major donor funds.
2. Underpinning operations with 3-5-year trusts and grant funding across all areas, developing and strengthening funder relationships.
3. Maintain core statutory provision as a partner of choice, ensuring this does not account for more than 70% of our overall incoming resources.
4. Ensuring costs are monitored continuously, developing a pricing structure to cost and deliver works more effectively

At 31 March 2024, funds totalling £278,228 have been designated by the trustees in respect of funds represented by fixed assets (mainly relates to Freehold building and additional building extension).

Funding

Motiv8 South place great significance on partnership working. Trustees acknowledge the contribution of the following organisations that have supported Motiv8 South over 2023/2024 and without whom the charity would be unable to operate:

- Hampshire Office of the Police & Crime Commissioner
- Hampshire and Isle of Wight Community Foundation
- Hampshire Violence Reduction Unit
- Havant Borough Council

- Schools and Colleges
  Mayfield, The Key Centre, Priory School, Springfield, GFM Brune Park, Brookfield School, Fareham Academy, Bridgemary, GFM - Bay House, Lord Wilson, Prospect School, Purbrook Park, Hayling College
- BBC Children in Need
- National Lottery Community Fund
- Groundwork UK – Tesco Stronger Starts
- No Limits
- Sir Jeremiah Colman Gift Trust
- Henry Smith Charity
- William Wates Memorial Trust
- Community Lotteries Gosport, Portsmouth and Havant
- Southern Cooperative Group
- Garfield Weston
- Sport England – Energise Me
- Havant & East Hants MIND
- The Guinness Partnership Ltd
- Clarion Futures Communities
- Partnership Foundation
- National Lottery Heritage Fund
- CCG
- Wave 105 Cash for Kids
- Geoff Herrington Trust
- The Tansy Trust
- Vivid homes
- Hollyhock Trust

Also, services provided by 1st Computer Services, Fast Track Garage Services and Paris Smith Solicitor

The trustees also want to thank all the individuals and corporate partners (Including but not limited to Aztec Group, Mountjoy, STR Group, Sovereign Plus, Southern Motor Company, and Travis Perkins) that have supported the organisation through regular and one-off donations, including supporting fundraising events and through the donation of items.

Asset cover for funds

There are adequate and available assets of each fund sufficient to meet all liabilities and obligations.

Looking to the Future

The Trustees acknowledge that charities and youth-support organizations face numerous and complex challenges. Inflation and global events are increasing pressure on the sector, with demand often

surpassing available resources. The charity has also been impacted by changing donor behaviours and economic challenges affecting giving.

Nonetheless, Trustees recognize the charity's strong reputation and local presence, known for its high-quality services and collaborative approach. They are confident that Motiv8 is well-positioned to tackle these challenges with the resilience and energy it is known for.

This year, Trustees have noted the positive effects of building corporate relationships, which not only bring additional resources but also provide access to valuable skills and create employment pathways for young people facing barriers to work. The charity aims to expand and solidify this approach in the coming years.

Trustees remain committed to achieving the best outcomes for young people and their families. They are focused on maintaining strong governance, leadership, financial resilience, cost management, a culture of collaboration, and increased donor engagement.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees, who are also the directors of Southern Domestic Abuse Service for the purpose 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 trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year. 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 Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that 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.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

DISCLOSURE OF INFORMATION TO AUDITORS

Each Trustee has confirmed that they know of no relevant information unknown to the auditor. They have also confirmed that they took steps to identify any relevant information and ensure the auditor is informed.

AUDITORS

A resolution proposing that Sumer Audit be reappointed as auditors of the charity will be put to the annual general meeting.

Approved by the board of trustees on 15th November 2024 and signed on their behalf

Jonathan Clark

Jonathan Clark - Chair
Trustee

MOTIV8 SOUTH LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF MOTIV8 SOUTH LIMITED

Opinion

We have audited the financial statements of Motiv8 South Limited (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 charitable company's affairs as at 31 March 2024 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' 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 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 trustees with respect to going concern are described in the relevant sections of this report.

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 contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 our audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within 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 charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

Identification and assessment of irregularities including fraud

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.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- Obtaining an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a direct effect on the financial statements and operations;
- Obtaining an understanding of the charity's policies and procedures on fraud risks, including knowledge of any actual, suspected or alleged fraud; and
- Discussing among the engagement team how and where fraud might occur in the financial statements and any potential indicators of fraud through our knowledge and understanding of the charity and our sector-specific experience.

As a result of these procedures, we considered the opportunities and incentives that may exist within the charity for fraud. We are also required to perform specific procedures to respond to the risk of management override. As a result of performing the above, we identified the following areas as those most likely to have an impact on the financial statements: employment law, and compliance with the UK Companies Act and Charities Act.

In addition to the above, our procedures to respond to risks identified included the following:

- Making enquiries of management, about any known or suspected instances of non-compliance with laws and regulations and fraud;
- Reviewing minutes of meetings of the board and senior management;
- Reading correspondence with regulators;
- Challenging assumptions and judgements made by management in their significant accounting estimates; and
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness.

Due to the inherent limitations of an audit, there is an unavoidable risk that some material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISAs (UK). For instance, the further removed non-compliance is from the events and transactions reflected in the financial statements, the less likely the auditor is to become aware of it or to recognise the non-compliance.

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

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF MOTIV8 SOUTH LIMITED

Use of our report

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



Jordan Abbott BSc ACA (Senior Statutory Auditor)
for and on behalf of Sumer Audit

11/12/2024

Chartered Accountants
Statutory Auditor

53 Kent Road
Southsea
Hampshire
United Kingdom
PO5 3HU

Sumer Audit is a trading name of Sumer Auditco Limited

MOTIV8 SOUTH LIMITED

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds general 2024 £	Unrestricted funds designated funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds general 2023 £	Unrestricted funds designated funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income and endowments from:									
Donations and legacies	**3**	81,831	-	50,795	132,626	95,208	-	11,859	107,067
Charitable activities	**4**	730,573	-	691,140	1,421,713	588,432	-	570,238	1,158,670
Other income	**5**	-	-	-	-	2,023	-	-	2,023
Total income		812,404	-	741,935	1,554,339	685,663	-	582,097	1,267,760
Expenditure on:									
Raising funds	**6**	97,763	-	-	97,763	76,412	-	-	76,412
Charitable activities	**7**	708,801	-	677,238	1,386,039	577,203	-	610,292	1,187,495
Total expenditure		806,564	-	677,238	1,483,802	653,615	-	610,292	1,263,907
Net income		5,840	-	64,697	70,537	32,048	-	(28,195)	3,853
Transfers between funds		18,859	(8,757)	(10,102)	-	(16,320)	26,422	(10,102)	-
Net movement in funds	**9**	24,699	(8,757)	54,595	70,537	15,728	26,422	(38,297)	3,853
Reconciliation of funds:									
Fund balances at 1 April 2023		315,673	286,985	103,768	706,426	299,945	260,563	142,065	702,573
Fund balances at 31 March 2024		340,372	278,228	158,363	776,963	315,673	286,985	103,768	706,426

MOTIV8 SOUTH LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

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

MOTIV8 SOUTH LIMITED

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible assets	**13**		258,331		277,190
Current assets					
Debtors	**14**	125,125		157,374	
Cash at bank and in hand		805,686		607,453	
		930,811		764,827	
Creditors: amounts falling due within one year	**15**	(412,179)		(335,591)	
Net current assets			518,632		429,236
Total assets less current liabilities			776,963		706,426
Income funds					
Restricted funds	**18**		158,363		103,768
Designated unrestricted funds	**17**		278,228		286,985
General unrestricted funds			340,372		315,673
			776,963		706,426

The financial statements were approved by the Trustees on 15 November 2024

Jonathan Clark

Mr J Clark
Trustee

Company registration number 3512607

MOTIV8 SOUTH LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Cash flows from operating activities					
Cash generated from operations	**22**		203,321		73,605
Investing activities					
Purchase of tangible fixed assets		(5,088)		(11,547)	
Proceeds from disposal of tangible fixed assets		-		2,021	
Net cash used in investing activities			(5,088)		(9,526)
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			198,233		64,079
Cash and cash equivalents at beginning of year			607,453		543,374
Cash and cash equivalents at end of year			805,686		607,453

1 Accounting policies

Charity information

Motiv8 South Limited is a private company limited by guarantee incorporated in England and Wales and a registered charity. The registered office is Units 2 & 3, Cumberland Gate, Cumberland Business Park, Hampshire, Portsmouth, PO5 1AG.

1.1 Accounting convention

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

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

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 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.

1.3 Charitable funds

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

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

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

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

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.

Donated services and facilities are included at estimated market value being the estimated values of the services or facility received.

Assets for distribution are recognised only when distributed. Assets given for use by the charity are recognised when receivable. Stocks of undistributed donated goods are not valued for balance sheet purposes.

1 Accounting policies **(Continued)**

When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods.

When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the conditions for use have been met.

When donors specify that donations and grants, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

1.5 Expenditure

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

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Tangible fixed assets are stated at cost less depreciation. Below a value of £1,000 fixed assets are not capitalised. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Freehold land and buildings	2% straight line
Leasehold land and buildings	Over the period of the lease
Fixtures, fittings and equipment	10-25% straight line
Computers	10-25% straight line
Motor vehicles	20-50% straight line

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

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

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

1 Accounting policies **(Continued)**

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' 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, when 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.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Retirement benefits

The charity operates a defined contributions pension scheme. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme.

1.12 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

2 Critical accounting estimates and judgements

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.

3 Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts	80,448	50,795	131,243	83,046	11,859	94,905
Grants receivable	-	-	-	1,500	-	1,500
Donated goods and services	1,383	-	1,383	10,662	-	10,662
	81,831	50,795	132,626	95,208	11,859	107,067
Grants receivable for core activities						
Apprenticeship Grant	-	-	-	1,500	-	1,500
	-	-	-	1,500	-	1,500

4 Incoming resources from charitable activities

	Service level agreements, grants and other income 2024 £	Service level agreements, grants and other income 2023 £
Sale of goods	9,244	5,280
Services provided under contract	594,926	434,792
Performance related grants	814,653	717,562
Charitable rental income	576	1,036
Other income	2,314	-
	1,421,713	1,158,670
Analysis by fund		
Unrestricted funds - general	730,573	588,432
Restricted funds	691,140	570,238
	1,421,713	1,158,670
Performance related grants		
Holiday Activity and Food (HAF) Grant	119,906	108,128
Office of the Police and Crime Commissioner - Safer Communities Fund	137,635	92,975
Big Lottery Fund	152,170	122,846
BBC Children in Need	32,893	39,005
Hampshire and Isle of Wight Community Fund	14,538	50,028
Henry Smith Trust	100,000	70,000
Garfield Weston Foundation	30,000	-
William Wates Memorial Trust	14,000	-
CCG Grants	20,000	25,000
National Lottery Heritage Fund	8,938	35,860
HCC LCP Grant	22,332	6,064
HCC Ukrainian Support Fund	14,750	250
The Hollyhock Charitable Foundation	-	60,000
The Partnership Foundation	10,000	23,000
PCC Youth Service Expansion Grant	62,604	19,406
Sport England	25,868	9,990
The Guiness Partnership	2,500	10,783
Geoff Herrington	-	7,643
Vivid Homes	-	5,540
Other	46,519	31,044
	814,653	717,562

5 Other income

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Net gain on disposal of tangible fixed assets	-	2,023

6 Raising funds

	Unrestricted funds general 2024 £	Unrestricted funds general 2023 £
Income generation and publicity costs		
Other fundraising costs	5,445	2,525
Staff costs	92,318	73,887
	97,763	76,412

7 Expenditure on charitable activities

	Provision of services for Young People 2024 £	Provision of services for Young People 2023 £
Direct costs		
Staff costs	989,285	837,226
Depreciation and impairment	23,949	25,228
Other staff costs	55,465	45,233
Volunteer expenses	126	698
Partnered delivery	23,055	19,497
Activities	112,261	120,376
Insurance	4,133	5,950
Premises	85,615	48,653
Communications	19,933	16,352
Transport	14,120	18,110
Computer expenses	26,959	20,624
Subscriptions	7,183	987
Other expenses	901	1,109
	1,362,985	1,160,043
Share of support and governance costs (see note 8)		
Governance	23,054	27,452
	1,386,039	1,187,495
Analysis by fund		
Unrestricted funds - general	708,801	577,203
Restricted funds	677,238	610,292
	1,386,039	1,187,495

8 Support costs allocated to activities

	2024 £	2023 £
Governance costs	23,054	27,452
Analysed between:		
Provision of services for Young People	23,054	27,452

9 Net movement in funds

	2024	2023
	£	£
Net movement in funds is stated after charging/(crediting)		
Fees payable to the company's auditor for the audit of the company's financial statements	7,000	6,600
Fees payable to the company's auditor for non audit work	9,010	8,992
Depreciation of owned tangible fixed assets	23,949	25,228
(Profit)/Loss on disposal of fixed assets	-	(2,023)

10 Trustees

None of the trustees or any persons connected with them received any remuneration or expenses during the year.

Stephen Dimon is a trustee of Motiv8 South Limited and managing director of 1st Group Limited who provide computer services to the charity. The purchase of computer equipment and further IT services amounting to £19,921 (2023: £7,325) was on an arm's length basis and £452 (2023: £1,398) was outstanding at the year end.

11 Employees

The average monthly number of employees during the year was:

	2024	2023
	Number	Number
Chief Executive	1	1
Fundraising staff	4	2
Direct Charitable and other staff	56	51
Total	61	54

Employment costs	2024	2023
	£	£
Wages and salaries	989,187	833,381
Social security costs	74,203	62,524
Other pension costs	18,213	15,208
	1,081,603	911,113

The average FTE was 37 (2023 - 34).

There were no employees in the current or previous reporting periods whose annual remuneration was more than £60,000.

11 Employees **(Continued)**

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2024	2023
	£	£
Aggregate compensation	158,998	152,181

12 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

13 Tangible fixed assets

	Freehold land and buildings	Leasehold land and buildings	Fixtures, fittings and equipment	Computers	Motor vehicles	Total
	£	£	£	£	£	£
Cost						
At 1 April 2023	282,516	10,347	45,032	93,028	39,550	470,473
Additions	-	-	-	5,088	-	5,088
At 31 March 2024	282,516	10,347	45,032	98,116	39,550	475,561
Depreciation and impairment						
At 1 April 2023	48,157	-	42,050	72,399	30,675	193,281
Depreciation charged in the year	4,681	1,035	1,573	12,222	4,438	23,949
At 31 March 2024	52,838	1,035	43,623	84,621	35,113	217,230
Carrying amount						
At 31 March 2024	229,678	9,312	1,409	13,495	4,437	258,331
At 31 March 2023	234,359	10,347	2,981	20,629	8,874	277,190

14 Debtors

	2024	2023
Amounts falling due within one year:	**£**	**£**
Trade debtors	59,561	145,246
Other debtors	3,195	1,408
Prepayments and accrued income	62,369	10,720
	125,125	157,374

15 Creditors: amounts falling due within one year

	Notes	2024	2023
		£	**£**
Other taxation and social security		-	16,325
Deferred income	**16**	301,383	276,875
Trade creditors		48,896	7,394
Accruals		61,900	34,997
		412,179	335,591

16 Deferred income

	2024	2023
	£	**£**
Other deferred income	301,383	276,875

Deferred income is included in the financial statements as follows:

	2024	2023
	£	**£**
Deferred income is included within:		
Current liabilities	301,383	276,875
Movements in the year:		
Deferred income at 1 April 2023	276,875	154,737
Released from previous periods	(276,875)	(154,737)
Resources deferred in the year	301,383	276,875
Deferred income at 31 March 2024	301,383	276,875

17 Unrestricted funds - designated funds

These are unrestricted funds which are material to the charity's activities.

	At 1 April 2023	Transfers	At 31 March 2024
	£	£	£
Fixed Assets Fund	256,985	(8,757)	248,228
Financial Sustainability Fund	30,000	-	30,000
	286,985	(8,757)	278,228

Previous year:	At 1 April 2022	Transfers	At 31 March 2023
	£	£	£
Fixed Assets Fund	260,563	(3,578)	256,985
Financial Sustainability Fund	-	30,000	30,000
	260,563	26,422	286,985

18 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

		Movement in funds				Movement in funds			
	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Balance at 31 March 2024
	£	£	£	£	£	£	£	£	£
HCC LCP Grant	-	-	-	-	-	22,332	(22,332)	-	-
Office of the Police and Crime Commissioner	-	92,975	(92,975)	-	-	137,635	(137,635)	-	-
BBC Children in Need	-	39,005	(39,005)	-	-	32,893	(32,893)	-	-
National Lottery Heritage Fund	-	35,860	(35,860)	-	-	8,937	(8,937)	-	-
Hampshire and Isle of Wight Community Fund	-	50,028	(50,028)	-	-	14,538	(14,538)	-	-
St James Place	-	-	-	-	-	20,000	(20,000)	-	-
PCC Youth Service Expansion Grant	-	19,406	(19,406)	-	-	62,604	(62,604)	-	-
Big Lottery Fund	9,758	122,846	(113,613)	-	18,991	164,809	(108,216)	-	75,584
Henry Smith Trust	40,000	70,000	(90,000)	-	20,000	100,000	(100,000)	-	20,000
The Partnership Foundation	-	23,000	-	-	23,000	10,000	(8,000)	-	25,000
The Blagrave Trust	15,000	-	(15,000)	-	-	-	-	-	-
Garfield Weston Foundation	20,000	-	(20,000)	-	-	30,000	(30,000)	-	-
Sport England	-	9,990	(9,990)	-	-	25,869	(25,869)	-	-
Mr Les Heyhoe	-	-	-	-	-	16,807	-	-	16,807
William Wates Memorial Fund	-	-	-	-	-	14,000	(14,000)	-	-
BBC Children in Need	30,307	-	-	(10,102)	20,205	-	-	(10,102)	10,103
CCG Grants	20,000	25,000	(25,000)	-	20,000	-	(20,000)	-	-
Havant & East Hampshire MIND	-	36,364	(36,364)	-	-	32,596	(32,596)	-	-
Other Funds	7,000	57,623	(63,051)	-	1,572	48,915	(39,618)	-	10,869
	142,065	582,097	(610,292)	(10,102)	103,768	741,935	(677,238)	(10,102)	158,363

18 Restricted funds **(Continued)**

- Hampshire County Council awarded £22,332 LCP grants for Gosport and Havant.
- The Office of the Police & Crime Commissioner (OPCC) awarded £137,635 (2023 - £92,975 from the Safer Communities Fund.
- BBC Children in Need awarded a grant of £103,716 over three years from 24 October 2023 to contribute towards the salaries of three Support workers, monitoring officer and service manager and other costs. A grant of £72,931 was awarded over the two previous years to provide youth work support to young people with mental health and wellbeing challenges living in families on low incomes.
- Hampshire and Isle of Wight Community Foundation made two awards totalling £14,538 in the year (2023 - £50,028 including £33,750 from the ESF).
- St James Place have donated £60,000 over three years to support the salary of a full-time youth support worker and contribute towards support costs.
- A PCC Youth Service Expansion Grant of £62,604 (2023 - £19,406) was received for the provision of a Youth Activity Hub.
- The Big Lottery Fund awarded a grant of £495,944 covering a five year period for the Gosport Hub Project which began in 2020. During the year a Community Organisations Cost of Living Fund grant of £74,089 was received of which £30,137 was restricted.
- The Henry Smith Trust awarded £180,000 over a three year period until October 2025 to support the Family Well-Being Service. A further £120,000 was awarded in 2022 towards three years' running costs of the service.
- The Partnership Foundation awarded £10,000 (2023 - £23,000) as a start-up grant for Portsmouth Hub and rental funding.
- The Garfield Weston Foundation awarded a grant of £70,000 to be used over 24 months.
- Sport England funded £23,533 for the Havant Hubs Energise YOUth project.
- Mr Les Heyhoe has donated £16,807 to be spent on equipment.
- A further grant of £30,307 was received from BBC Children in Need to pay for Surface Pro tablets and associated IT equipment to be used to engage, support and improve the wellbeing of children and young people living in areas with high levels of poverty, crime and unemployment. A transfer to unrestricted funds is made equal to the depreciation charged.
- In both years NHS Hampshire Southampton & IOW CCG awarded a £20,000 Children and Young People Mental Health Community Grant.
- Motiv8 is working in partnership with Havant and East Hampshire Mind on a Lottery funded project. Funding of £166,859 has been agreed for 2021-2026.
- Further funds were received from The National Lottery Heritage Fund, Hampshire County Council, Aztec, The William Wates Memorial Trust, The Guinness Partnership, Clarion Future Communities, Jeremiah Coleman, WAVE 105, Sea through Pompey, Action Hampshire, Bursary donations and others.

19 Analysis of net assets between funds

	Unrestricted funds general 2024 £	Unrestricted funds designated 2024 £	Restricted funds 2024 £	Total 2024 £
Fund balances at 31 March 2024 are represented by:				
Tangible assets	-	248,228	10,103	258,331
Current assets/(liabilities)	340,372	30,000	148,260	518,632
	340,372	278,228	158,363	776,963

	Unrestricted funds general 2023 £	Unrestricted funds designated 2023 £	Restricted funds 2023 £	Total 2023 £
Fund balances at 31 March 2023 are represented by:				
Tangible assets	-	256,985	20,205	277,190
Current assets/(liabilities)	315,673	30,000	83,563	429,236
	315,673	286,985	103,768	706,426

20 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024 £	2023 £
Within one year	23,345	26,456
Between two and five years	113,346	106,911
In over five years	120,000	150,000
	256,691	283,367

21 Analysis of changes in net funds

The charity had no material debt during the year.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

22	Cash generated from operations	2024 £	2023 £
	Surplus for the year	70,537	3,853
	Adjustments for:		
	Gain on disposal of tangible fixed assets	-	(2,023)
	Depreciation and impairment of tangible fixed assets	23,950	25,230
	Movements in working capital:		
	Decrease/(increase) in debtors	32,249	(58,002)
	Increase/(decrease) in creditors	52,077	(17,591)
	Increase in deferred income	24,508	122,138
	Cash generated from operations	203,321	73,605

MOTIV8 SOUTH

England & Wales - Charity number 1069085

Accounts

Charity Registration No. 1069085

Company Registration No. 03512607 (England and Wales)

MOTIV8 SOUTH LIMITED

TRUSTEES' REPORT AND CONSOLIDATED ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2023

MOTIV8 SOUTH LIMITED

CONTENTS

	Page
Legal and administrative information	1 - 2
Trustees' report	3 - 19
Independent auditors' report	20 - 22
Statement of financial activities	23 - 24
Balance sheets	25
Statement of cash flows	26
Notes to the accounts	27 – 43

MOTIV8 SOUTH LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Professor Mark Button Steve Dimon Valerie Hopkins – Chair Steve Miller Richard John Tim Caley Reinoud Noorduijn Jonathan Clark (Appointed 08/06/2023) Caroline Poppleton (Appointed 31/08/2023) Beverly Coghlan (Appointed 26/09/2023)
Resources Sub Group	Professor Mark Button - Chair Steve Dimon Steve Miller Reinoud Noorduijn Valerie Hopkins Jonathan Clark Caroline Poppleton
Service Delivery Sub Group	Tim Caley (Chair) Valerie Hopkins Richard John Beverly Coghlan
Officers in attendance	Clare Ansell Marina Tuck Karen Yeung
Chief Executive	Clare Ansell
Secretary	Marina Tuck
Charity number	1069085
Company number	3512607
Registered office	Units 2 & 3 Cumberland Gate, Cumberland Business Park Portsmouth Hampshire PO5 1AG

LEGAL AND ADMINISTRATIVE INFORMATION (Continued)

Auditors	Jones Avens Limited 53 Kent Road Southsea Portsmouth Hampshire PO5 3HU
Bankers	Co-operative Bank Plc 1 Balloon Street Manchester M60 4EP
Solicitors	Blake Morgan LLP Harbour Court Compass Road North Harbour Portsmouth PO6 4ST

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2023

The trustees, who are also directors of the charity for the purposes of the Companies Act, present their annual report together with the consolidated financial statements of the charity for the year ended 31 March 2023, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Articles and Memorandum of Association, the Charities Act 2011, the Companies Act 2006 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 2019).

Reference and Administrative Information
Refer to pages 1 and 2.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document
The company was incorporated on 18 February 1998 and is limited by guarantee. The company is registered as a charity. The company is governed by the articles and memorandum of association. The articles and memorandum of association grant wide powers of investment to the trustees.

Board of Trustees
The Board of Trustees comprising not less than two or more than twelve members governs the charity. None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

At each general meeting, one third of the members shall retire and will be eligible for re-election. The full Board of Trustees meets as a minimum four times a year and maintains a structure of sub-groups preceding each full Board meeting of which there are currently two:

- Resources Sub-Group
- Service Delivery and Development Sub-Group

Sub-groups allow the subject matter to be reviewed and scrutinised in detail. Sub-groups are chaired by a trustee, with further trustees making up the membership, and input provided by officers. The chair of each sub-group, or their designate, then provides feedback and brings recommendations to quarterly full Board meetings.

The Board also meets on an as required basis to discuss 'task and finish' activities, strategic planning or extra-ordinary meetings for decisions that need to be taken outside of the routine cycle of governance meetings.

The trustees, who are also the directors for the purpose of company law, who served during the year were:

Valerie Hopkins	Chair of Motiv8 South Board
Professor Mark Button	
Steve Dimon	
Steve Miller	
Mary Longhurst	Resigned 19/05/2023
Richard John	Safeguarding Trustee
Tim Caley	Appointed Chair of Service Delivery and Development sub-group 19/11/2022
Reinoud Noorduijn	
Portia Charles	Resigned 22/03/2023

Observers

Motiv8 South has a long-standing voluntary agreement with Portsmouth City Council, who will elect a member to represent Portsmouth City Council, to sit on the Motiv8 board in the role of an observer. The observer is a non-executive role whereby they are able to attend and participate in Board meetings and to receive all information provided to members of the Board, but are not responsible for governance related matters and are not permitted to formally vote on matters submitted for a vote.

Observers to the Board, who served during the year:

Cllr Suzy Horton

Patron:

The role of Patron is a non-executive, ambassadorial role whereby there is no legal responsibility for the Patron and no responsibility for management of the charity. The role is for a 3-year term, with the opportunity to re-stand. Lady Louisa Portal MBE DL was re-appointed to the role of Patron on 18th November 2022, having previously served a 3-year term as Patron for Motiv8 South. Trustees would like to express their thanks for her ongoing commitment in supporting the charity, and for her ambassadorial role.

Board Recruitment

Motiv8 adopts an open, fair and transparent Board recruitment process to ensure the charity attracts a diverse pool of candidates and the best person is selected for the role. Trustee roles are advertised, with supporting role descriptions and applicants are invited to apply, evidencing their suitability for the role. Following a shortlisting process, successful candidates are invited to an initial meeting with the Chair and the Chief Executive Officer, before being invited to observe a full Board meeting. During this meeting, there is the opportunity for the prospective trustee and other trustees to ask questions prior to a formal vote being taken by the existing trustees. Once the vote to proceed has taken place, references are sought alongside DBS and due diligence checks. Trustees undertake initial induction alongside core compulsory training, including Safeguarding. Further training opportunities are offered as appropriate. The Board undertakes an annual skills audit to determine where trustee skills gaps lie. This helps inform future Board recruitment. For the coming year, following a commitment to the young trustee movement the Board are keen to attract trustees under 30 years of age.

Qualifying third party indemnity provisions

The charity has made qualifying third-party indemnity provisions for the benefit of its trustees during the year. These provisions remain in force at the reporting date.

Remuneration

The charity aspires to remunerate staff for their services according to a transparent structured system, which balances reward, motivation for good performance and affordability for the charity. It also recognises the effect of inflation and aims to meet the cost of living as far as is possible through salary increases alongside ensuring that the organisations salaries are fair within an equitable market.

The charity aims to ensure that there is a clear and equitable structure underpinning its staff salaries and undertakes yearly reviews against other comparable charities to ensure staff are paid at the market value for the sector. Alongside this, consideration is given to the impacts of the wider economy, with regular reviews of the changing levels of consumer price, retail price indices and the impact that this may have on future salary planning. Motiv8 South also reviews their salaries against the national living wage and minimum wage forecasts, to ensure all staff are treated fairly and within guidance.

Motiv8 South works within a single pay column structure, which has built within it, opportunities for development both in experience and in qualification. Staff salaries can be increased in a number of ways, whether that be advancement up the scale through job development, through yearly cost of living reviews or by job evaluation. We are currently planning a remuneration review to compare salaries across the organisation.

Risk Management and Review

The Board of trustees has responsibility for ensuring that there are effective risk management systems in place, alongside adequate internal controls to manage the major risks to Motiv8 South. To achieve this Motiv8 South continues to build on the effective Risk Mapping process that meets the requirements of the Charity commission. This approach considers risk under five headings:

1. Governance and Management
2. Operational Risk
3. Financial Risk
4. Environmental and External factors
5. Compliance Risk

Risk Management is a standing item at each Sub-Group and Board meeting. Any area of risk that has shifted or considered high is flagged, with a suitable mitigation plan agreed. This is documented through the meeting minutes, with actions put in place to ensure that risks are managed. The significant majority of risks are reviewed as a matter of routine e.g. staff movements, safeguarding, financial performance, competition, government policy, health and safety etc. with any others being raised through full Board meetings.

Motiv8 South officers manage risk on a day-to-day basis through the Management Team plus a series of routine meetings covering Operations, Finance & Fundraising, IT, Health & Safety, HR, Quality, Premises and Marketing; these in turn feed into the Board meeting cycle.

Safeguarding Procedures

Motiv8 South is committed to ensuring robust safeguarding arrangements. All new staff (including volunteers, trustees and students) receive information about Motiv8 South's Safeguarding Policy and undertake mandatory safeguarding training, which is compliant with statutory guidance, as part of their induction and probation period. Motiv8 South has a designated Safeguarding Trustee (Richard John), a Designated Senior Safeguarding and Child Protection Lead (Head of Operations) and Local Safeguarding/Child Protection Officers all of whom have received appropriate training and support for their role to safeguard children, young people and vulnerable groups.

The Designated Senior Safeguarding and Child Protection Lead (Head of Operations) and Local Safeguarding/Child Protection Officers meet monthly to collectively review Safeguarding with good practice highlighted, themes noted and recommendations for improvement made. This is further scrutinised by the Board of Trustees, including the designated Safeguarding Trustee, via the Service Delivery and Development Sub group, with recommendations monitored and any further actions noted. This report is also shared at the full Board meeting.

All those working with children, young people and families including paid and unpaid staff are provided with effective management through supervision, support, training and quality assurance measures, to ensure effective safeguarding practice. Motiv8 South has a Critical Incident Policy to respond to a sudden, unexpected and tragic event/sequence of events, which may cause trauma.

Safeguarding Insights 2022-2023

The charity continued to see the year on year trend of rising Safeguarding concerns **(231 reported concerns)** which is a **27%** increase compared to 2021/22. **32%** of all reported safeguarding concerns were **violence related** with other key themes being; **rising mental health concerns**, particularly self-harm and suicide ideation, **criminal exploitation**, **substance misuse**, and **family functioning**. Motiv8 saw increased safeguarding concerns arising from Motiv8's Community provision, highlighting the need for preventative services to avoid young people 'slipping through the net'. Trustees are mindful of the increased pressures on staff capacity and wellbeing in responding to a heightened level of safeguarding with each safeguarding response averaging 2.5 hours, which equates to a minimum of **577 hours in total**.

OBJECTIVES AND ACTIVITIES

Charitable objects
Our charity's purpose as set out within the objects for which the association was established are:

'To promote for the benefit of the public the protection of people and property from criminal acts and to reduce crime and the fear of crime through strategic and social crime prevention methods'.

Charity's aims
To achieve the charity's objects Motiv8 South seeks to reduce the likelihood of young people and families becoming involved in crime or being victims of crime. We do this through direct work with those committing anti-social behaviour and/or in the criminal justice system offering positive alternatives, alongside identifying and engaging those who have a range of vulnerabilities which might place them at increased risk, such as; those who have experienced Adverse Childhood Experiences (ACES) or trauma, living in poverty, disengagement from education or employment, poor mental wellbeing, substance misuse, involvement in or at risk of crime, anti-social behaviour and exploitation, experience of Domestic Abuse, family conflict and breakdown.

Vision
Our vision is to create safer communities where young people feel inspired and empowered to reach their potential.

Mission
Our mission is to support young people and their families in the community, building trusting relationships to help equip them with the skills, resilience and opportunities to thrive.

Values
Underpinning our vision and mission, are Motiv8 South's core values. These values are at the heart of what we believe as an organisation. They have helped guide and shape our work with our beneficiaries, external stakeholders, and with each other. They include:

1. **Trusted Relationships:** we work with openness, honesty and integrity, whilst building relationships through being compassionate, approachable, flexible and reliable.
2. **Quality:** we strive to do our very best, working with professionalism and are committed to continually looking at ways we can improve.
3. **Collaborative**: we actively work together with the community, young people, families and our partners to achieve the very best outcomes.
4. **Empowering:** we believe in supporting communities and individuals to realise their abilities. Working with young people and families and not doing to or for.
5. **Committed:** we never give up when things are difficult. We look for solutions; we drive ourselves and others to help them reach for their dreams and goals.

Our Approach
At the heart of our work is building trusted relationships. Through these relationships, we believe we can bring about long-lasting and impactful change for young people, their families and their communities. We seek to address inequality through empowering young people and families, providing safe spaces for engagement, connecting young people to their community, building on strengths and helping to develop the skills, tools and resilience to overcome challenges. Motiv8 is a trusted and collaborative organisation, with a long-term presence in our communities. We provide quality place-based support, promoting inclusion and community cohesion. We support and empower young people and families who are often marginalised and facing multiple barriers. We support young people who are showing the early signs of vulnerability and need help to prevent problems escalating e.g. poor emotional health and wellbeing, alongside supporting those who have multiple or complex needs requiring a more intensive approach.

Equality Diversity and Inclusion

Motiv8 has an **Equality, Diversity and Inclusion Strategy** which underpins all its work. We have 3 key commitments which will underpin this service. They are:

- **Commitment 1: Champion diversity throughout the organisation**
- **Commitment 2: Promote and support Inclusive practice**
- **Commitment 3: Attract and retain a diverse workforce**

The Equality, Diversity and Inclusion strategy is supported by a working group of Motiv8 staff, who meet quarterly to work through the strategy and to discuss improvements that can be made, including reviewing recruitment processes to be suitable and appealing to multiple faiths, increasing visibility of gender acceptance, through pronouns on signatures and pronoun badges available to all staff and developing an EDI champion training programme, ensuring that there are known champions across the organisation.

Principal activities

With reference to guidance issued by the Charity Commission, trustees decide what activities the charity should undertake. There are dual priorities of delivering activities that provide a clear and demonstrable benefit whilst also maintaining financial viability through cost recovery from trading and fundraising.

Trustees are satisfied that these key principles are met by the operations and achievements of the charity, which during the year under review had contact with over **4000** young people and families. Motiv8 provided regular support to **1408** individual young people and family members, which is a **5%** increase on the previous reporting year. The organisation provided further benefit, through its detached 'on street' provision with over **3431** contacts with young people. The review of activities, alongside achievements and performance is detailed in the sections below.

Public Benefit

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our objects, aims and objectives and in planning future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives set. Trustees are committed to using charitable resources, and where necessary using reserves wisely, to ensure that the charity delivers high quality services that achieve the charity's objects, aims and objectives and make a positive impact.

Review of Activities 2022/2023

The demand for services continued to rise throughout 2022/2023 with the charity supporting more young people and their families than in previous years. We have experienced a significant increase in young people and their families who are struggling with their mental wellbeing, alongside community safety and criminal exploitation concerns in specific neighbourhoods and the additional pressures of cost of living. In response, we have continued to adapt our service offer to respond to local need, whilst thinking strategically about how we can best attract and use resources to have a long-term benefit for young people and their families. For 2022/2023 this has seen the charity expand its fundraising team, more forward with its digital agenda to streamline processes, increase its open access community provision to enable young people to access immediate support when they need it and to improve community safety, alongside a greater focus on collaborative projects bringing together the collective resources, assets, opportunities and expertise that exist in our communities, which has led to innovation and enhanced life chances for young people. Across all areas of work, we have strengthening our wellbeing offer, building this into everything we do.

Trustees are satisfied that it has achieved its objectives through delivering a range of provision under its four key strands of our work which are expanded upon below:

1. **One to One Mentoring**
2. **Family Support**
3. **Targeted Group Work**
4. **Open Access Community Provision**

ONE TO ONE MENTORING

REFERRAL BASED SERVICE INCLUDING SELF REFERRALS FOR YOUNG PEOPLE AGED 9-19 AND UP TO 25 WITH SEND (SPECIAL EDUCATIONAL NEEDS AND DISABILITY) WHO HAVE A RANGE OF VULNERABILITIES.

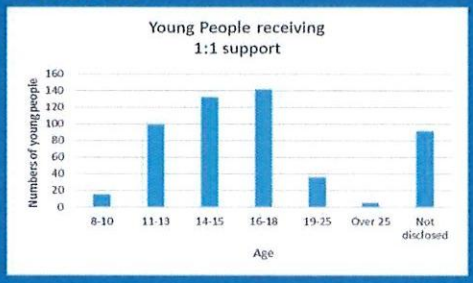
A Closer Look: What is Mentoring?

The **individual needs and goals** of young people are at the heart of our mentoring practice. Our goal is to give these young people the time and support they need to overcome challenges and achieve their goals.

Mentoring pairs a young person with one of our trained youth workers, who works with the young person on a **one to one basis** over an **extended period of time** to build a **safe, trusting relationship** and develop a plan based on their individual strengths, goals and aspirations. We also look at ways to overcome unhelpful behaviours which may be holding them back. Support sessions can range from wellbeing walks, life skills such as cooking, anger management techniques, mindfulness, through to college applications. We take a community-asset based approach to connect young people to local opportunities.

Activities for 2022 -2023

- **519** young people were supported totalling **6943** hours a **14% increase** compared to the previous year
- **247 requests for support** were received



Case Study: Ollie's Journey

Ollie was experiencing bullying and isolation in school which led to a breakdown in confidence and self esteem. He was increasingly anxious struggling to find ways to cope.



With weekly mentoring support, Ollie was able to re-build his confidence. He explored relaxation techniques with his youth worker which helped to manage his anxiety, Together, they set a series of personal goals which over time helped to build his self-esteem enough to re-engage at school. Ollie's family told us that our support had been 'life changing'; they noticed positive changes in him each week.

"I feel like myself again"

Top 5 reasons for requests for support:

1. **Poor Emotional Health & Well Being.**
2. **Concerns around Education and Learning**
3. **Boundaries and Behaviour**
4. **Social Isolation**
5. **Being Safe**

FAMILY SUPPORT

MOTIV8 PROVIDED **5459** HOURS OF SUPPORT TO FAMILIES WHO WERE STRUGGLING

A Closer Look: What is Family Support?

We have a team of dedicated family support workers who form part of our place-based teams. They work closely with the whole family to ensure the best possible outcomes. Family support workers provide support in the family's home, in the community and from our centres. They also work alongside our Youth Support Workers to help encourage a 'think family' approach.

We often bridge the gap between other services to ensure that support is continuous and holistic. We help to advocate for young people so their voices are heard and their needs can be met.

Cost of Living

More families reported that they were struggling with the cost of living. We have been supporting families with access to food parcels, help to plan low cost meals and support in accessing wider advice and support services.



Case Study

What was happening for the family?

The family were experiencing financial difficulties and were in a long-term dispute with their neighbour. Their teenage twins had very poor attendance at school due to anxiety.

What did we do?

We met with the family in their home and worked with the local Police and Community Safety Officer to support with their neighbourly dispute. Financial difficulties stemmed from mum struggling to find employment, so mum was supported to find new employment and to access the local foodbank in the interim. Mentoring support was provided to both children, focused on reducing their anxiety and transition back to school.

The Result

With mum in employment there was greater financial stability. Through mentoring support, school attendance increased and specialist support was obtained following an Autism diagnosis for one of the children.

Mum said " Thank you, I was so low in life and with this support I'm getting back on track and knowing I have the support keeps me going"

TARGETED GROUP WORK

FOR 2022-2023 TARGETED GROUPWORK PROVIDED ALTERNATIVE EDUCATION FOR YOUNG PEOPLE STRUGGLING IN SCHOOL, LGBTQ+ GROUP PROVISION, ARTS, CULTURE AND HERITAGE FOCUSED GROUPS, EMPLOYABILITY SUPPORT AND WELLBEING PROVISION

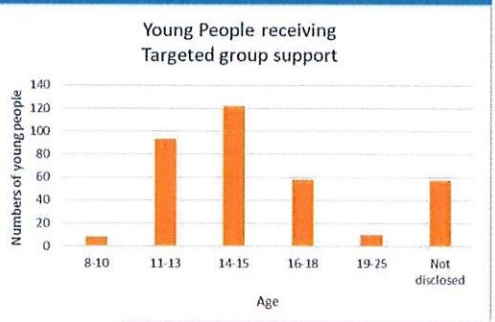
A Closer Look: What is Targeted Group Work?

Motiv8's targeted groupwork provides young people with the opportunity to come together as a group around a particular theme or purpose over a period of time.

Targeted groupwork allows young people to participate in informal educational activities, discussions and skills based provision.

Activities for 2022 -2023

- 348 young people were supported totalling 781 hours
- The chart below shows the ages of young people accessing the groups.



SEA ME THRIVE

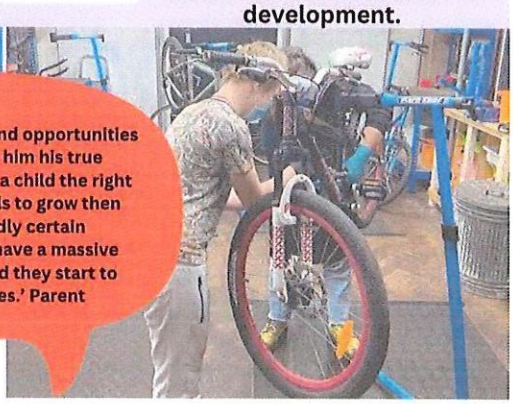
Funded via the Geoff Herrington Foundation, this 12 week programme was aimed at young people aged 14-18 who were struggling in education to help build their skills, experiences and opportunities, to connect them to their community and improve their wellbeing.

Portsmouth as a coastal City has a unique asset of the sea. This programme looked at team building, environmental issues, problem solving, health and safety and personal development. This was facilitated through fun SEA based activities.



ASPIRE AND ACHIEVE

In 2022-23 we launched our aspirational programme for young people who are marginalised and facing exclusion. Providing weekly support to help young people create a meaningful vision of their future , alongside skills development.



'I have done a lot of things for the first time. I loved the paddle boarding and want to try and carry on doing it' young person aged 14

'He really will go far and opportunities like this will show him his true potential. If you give a child the right foundation and tools to grow then they will do. Sadly certain environments can have a massive effect on a child and they start to loose themselves.' Parent

COMMUNITY

For the period 2022-2023 Motiv8 continued to expand it's community provision, responding to community safety and wellbeing concerns by establishing regular weekly youth hubs, detached 'on-street' work, community pop up provision and holiday activities.

For 2022-2023 we provided 16 youth hubs and clubs per week across across Portsmouth, Gosport, Havant and Fareham. 1628 young people took part in our weekly Community and holiday provision totalling 1215 hours.









Youth hubs

Motiv8 weekly youth hubs have been providing places of safety where young people can connect, with access to food, games, sports, arts and crafts and much more!

Holiday and Food Provision

HAF provision took place across all areas during Summer, Easter and Christmas. young people eligible for free school meals could access free holiday activities and food.

Lighthouse

Delivered in partnership with Havant and East Hants MIND, lighthouse has provided drop-in support for young people who are struggling with their wellbeing. Activities include mindfulness, arts and crafts, cooking, peer support and well-being workshops.

Skills hub

Helping to develop young people's skills and aspirations the skills hub sessions have offered film making, paddle boarding, podcasting, art, cultural and heritage opportunities and bike repair/maintenance.

Listening Ear

Through evaluation feedback young people have shared often they just need someone to listen to them. With long waiting lists for counselling support , listening ear has provided immediate 1:1 wellbeing support.

Youth Social Action

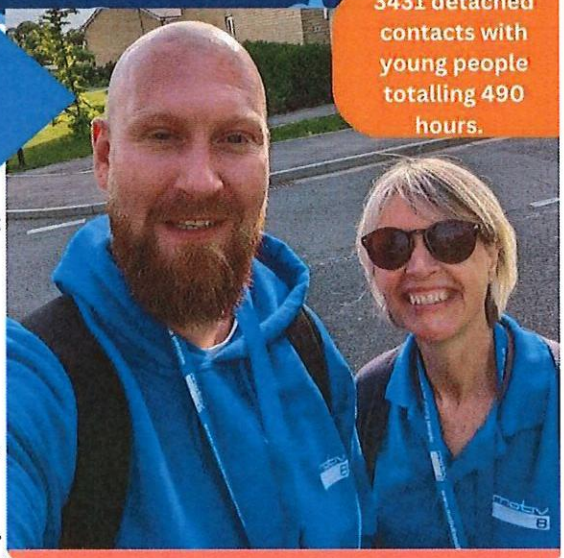
Young people were supported to develop their own youth social action projects to improve their local community and give back.



COMMUNITY CONTINUED

Our Community provision is vital in providing safe spaces for young people to be themselves and develop fundamental life skills. Our hubs are places to build healthy relationships with peers and trusted adults, develop self confidence, and have fun!

Detached 'on street' provision



3431 detached contacts with young people totalling 490 hours.

During 2022-2023 Motiv8 supported young people out in the community through it's detached on street provision. Teams of Motiv8 youth workers regularly went out onto the streets to engage with young people across the community including parks, high streets, seafront locations, in fact anywhere young people frequented .

Detached teams worked with the wider community partnership to support plans to address anti-social behaviour, criminal exploitation and safety concerns. Through our conversations with young people we were able to explore keeping safe, well-being and opportunities to be supported across the community.

Developing skills through community projects



JOY JAM!

In partnership with the Grateful Arts CIC Motiv8 hosted a Community Art Exhibition around the theme of JOY. Young people took part in a series of creative workshops and exhibited and sold their art on the day.









ACHIEVEMENTS AND PERFORMANCE



Our Impact: What young people have told us about their support and the outcomes they have achieved




Progress made towards Strategic Plan for 2022/2023
STRATEGIC AIM 1 - Grow our impact
Bringing about lasting change for Young People, Families and the Community
• Community offer reaching more young people
• High satisfaction from beneficiaries
• 79% of young people made progress against their planned outcomes
• Strong safeguarding responses with 27% increase in reporting
• Partnership working to address community safety and exploitation concerns
• Move to Outcomes Star to improve impact data and help inform our services
• Digital transformation to improve systems and beneficiary experience
STRATEGIC AIM 2 - Increase Opportunities
For young people, families and communities to thrive
• Increased Cultural, Arts and Heritage projects
• Strengthened Youth Participation and Youth Social Action including a youth led cinema take over experience delivered in partnership with the University of Portsmouth and Making Waves Film Festival to raise awareness of Criminal Exploitation
• Emotional Health and wellbeing drop in provision across all areas
• Development of a new Portsmouth Head Office and Youth Centre
• Student placement opportunities with Motiv8 consistently rated highly in terms of placement quality.
• Collaborative partnerships linking with local Community assets to increase opportunities.
STRATEGIC AIM 3 - Build Resilience and Sustainability
To be here for the future and increase social impact
• Continued diversification of funding, recruiting a Corporate Partnerships Officer in June 2022, which has strengthened corporate relationships and increased donations.
• The charity saw an 11% increase of incoming resources from charitable activities compared to 2021/22
• 89% of staff reported that they feel valued and supported by the organisation
• Engaged EDI working group and embedded Equality, Diversity and Inclusion Strategy
• Continued focus on staff wellbeing with dedicated wellbeing time, Employee Assistance Programme and Training.

FINANCIAL REVIEW

The Statement of Financial Activities for the year ended 31 March 2023 is set out on pages 23 and 24 of the financial statements. A summary of the financial results and the work of the charity are set out below.

There were incoming resources of £1,267,760 for the year of which £685,663 was unrestricted and £582,097 was restricted. For the year ending 31st March 2023 trustees are reassured to report a surplus position for the charity. There was a total surplus after transfers of £3,853 (2022 – Surplus of £86,786) of which £32,048 was unrestricted funds before transfers. At 31 March 2023, there were total funds of £706,426 of which £103,768 was restricted, £286,985 was designated and £315,673 was unrestricted.

During the year income has grown by 13%, however the charity's expenditure also increased by 22% from 2022. This was largely driven by staff costs which included; increased head count to manage capacity, a salary review/adjustment to ensure employee retention, recruitment and wellbeing, and a higher cost of living increase than initially anticipated to respond to external factors (inflation, cost of living and recruitment trends). Other significant increases in expenditure related to activities with inflation driving up activity costs, youth hubs attracting more young people and greater spend on food, with the charity committed to providing access to free food at sessions during a cost of living crisis. The charity also saw increased costs associated with rising premises and utilities costs.

Fundraising

Motiv8 South adhere to their core values within our approach to fundraising. We are committed to working within the Charities Commission fundraising practice guidance and are registered with the Fundraising Regulator, alongside the fundraising promise, meaning that all fundraising activity will always be legal, open, honest and respectful.

The Head of Fundraising is supervised by the Chief Executive Officer and reports to the Motiv8 Board of Trustees. Fundraising procedures are clearly set out to all staff, students and volunteers within its operating manuals, ensuring any third-party fundraising is closely monitored. No notification has been received by the Board of Trustees or the senior management team concerning any complaint or failure to comply with the charities policies.

Reserves policy

The policy is reviewed annually, and it currently reads:

Policy

It is the policy of Motiv8 South that unrestricted funds should be maintained at a level equivalent to between three- and six-months' expenditure. These reserve funds could be put to one or more of the following purposes:

- *Short-term tactical reserves*
- *Opportunistic reserves*
- *Long-term reserves used to reduce risk*

Procedure

The first level of reserves is held for short-term tactical reasons. The charity aspires to keep a minimum of two months' worth of expenditure to cover any short-term setbacks in funding or cash flow difficulties. The trustees consider that reserves at this level will ensure that in the event of a significant drop in one or more funding sources they will be able to continue the charity's core current activities while consideration is given to ways in which additional funds may be raised or specific activity brought to a controlled close.

Second are opportunistic reserves, set aside to enable the charity to evolve and take advantage of strategic development opportunities. This could be to cover up to 30% expenditure of a new activity backed by a full business plan showing full recovery in three years.

Reserves policy (continued)

Procedure (continued)

A third, long-term reserves level is intended to reduce risks posed by large external changes in the environment in which the charity operates. This could include political changes, fall in stock market values or a major decline in donors' empathy to the cause. These risks, if realised, would dramatically affect the charity's funding streams. In parallel, the charity ensures that if reserves are called upon, they can be replenished.

The reserve policy outlined above remains in place and the trustees aspire to maintain its objectives.

Unrestricted Free Reserves

At the 31 March 2023 unrestricted free reserves stood at **£315,673.** Cash and reserves are actively monitored by the trustees such that our reserves are within the parameters of the reserves policy set out by the board. Whilst trustees seek to maintain and where possible to improve this position, trustees recognise the operational challenges and difficult financial environment the charity along with the wider voluntary, community and social enterprise sector (VCSE) finds itself operating in, as such Trustees do not anticipate generating significant surplus for the financial year ahead, however they remain committed to building upon this position through the following strategies:

1. Increasing levels of unrestricted funding, through the growth of private, corporate, events, community and major donor funds.
2. Underpinning operations with 3-5-year trusts and grant funding across all areas, developing and strengthening funder relationships.
3. Maintain core statutory provision as a partner of choice, ensuring this does not account for more than 70% of our overall incoming resources.
4. Ensuring costs are monitored continuously, developing a pricing structure to cost and deliver works more effectively

At 31 March 2023, funds totaling £286,985 have been designated by the trustees in respect of funds represented by fixed assets (mainly relates to Freehold building and additional building extension). More information on these funds is given in note 18 to the accounts.

Funding

Motiv8 South place great significance on partnership working. Trustees acknowledge the contribution of the following organisations that have supported Motiv8 South over 2022/2023 and without whom the charity would be unable to operate:

- Hampshire Office of the Police & Crime Commissioner:
  - Crime & targeted 1-2-1, Intensive Support Services
- Hampshire and Isle of Wight Community Foundation:
  - Youth Social Action, All together fund, EFS, Portsmouth Community fund, LGBTQ. PCCF, #I Will
- Havant Borough Council
  - 1-2-1 support, Traded services, Detached, Link up Leigh Park
- Schools and Colleges:
  Mayfield, The Key Centre, Priory School, Springfield, GFM – Brune Park, Brookfield School, , Fareham Academy, Bridgemary, Barncroft, GFM - Bay House, Lord Wilson, Prospect School, Cams Hill, Purbrook Park, Hayling College, Bidbury School,
- BBC Children in Need, ,
- National Lottery Community Fund
- Groundwork UK – Tesco Carrier for Causes
- No Limits
- Sir Jeremiah Colman Gift Trust
- Active Communities Network – Street Strong Project
- Henry Smith Charity

Funding (continued)

- William Wates Memorial Trust
- The Blagrave Trust
- Community Lotteries Gosport, Portsmouth and Havant
- Southern Cooperative Group
- Garfield Weston
- William Wates Memorial Trust
- Sport England – Energise Me
- Havant & East Hants MIND
- The Guinness Partnership Ltd
- Clarion Futures Communities
- Partnership Foundation
- National Lottery Heritage Fund
- CCG
- Wave 105 Cash for Kids
- Geoff Herrington Trust
- The Tansy Trust
- Vivid homes
- Sea through Pompey
- Hollyhock Trust

Also, services provided by 1st Computer Services, Amazon Smile, Fast Track Garage Services, Paris Smith Solicitors and Wheeler and Lai (Chartered surveyors)

The trustees also want to thank all the individuals that have supported the organisation through regular and one-off donations, including supporting fundraising events and through the donation of items.

Asset cover for funds

There are adequate and available assets of each fund sufficient to meet all liabilities and obligations.

Looking to the Future

Trustees recognise that the challenges charities and other organisations supporting young people face are multiple and complex. Inflation and global events continue to create pressures on the sector with demand continually outstripping resources available. The charity has also experienced the changing donor behaviors and economic pressures on people's ability to give.

That said, Trustees recognise the strong reputation and local presence the charity has. It is known for consistently providing high quality provision and working collaboratively. Thereafter, Trustees are confident Motiv8 is in a strong position to meet these challenges with the tenacity, enthusiasm and energy the charity is renowned for.

For this financial year, Trustees have seen the positive impact of developing corporate relationships which is not only attracting additional resources to the charity but is also strengthening Motiv8's access to specific skills and expertise, alongside developing employment pathways for young people who are furthest from the labour market. Over the coming years the charity seeks to develop and embed this approach further.

Trustees are keen to ensure the best possible outcomes for young people and their families. As such, Trustees are committed to ensuring; robust governance remains a focus, there is strong leadership, a commitment to increasing financial resilience and sustainability, clear responsibility of managing costs, supporting a culture of embracing partnerships/collaboration, and increased engagement with donors.

Changes in Fixed Assets

The movements in fixed assets in the year are set out in note 14 to the financial statements.

Statement of Trustees' Responsibilities

The Trustees (who are also directors of Motiv8 South Limited for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom General Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the group and of the parent charitable company and to enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for the maintenance and integrity of the corporate and financial information included on the charity's website and for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of Information to Auditors

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

Auditors

A resolution proposing that Jones Avens be reappointed as auditors of the charity will be put to the annual general meeting.

Approved by the board of trustees on 17 November 2023 and signed on their behalf

Valerie Hopkins - Chair
Trustee



MOTIV8 SOUTH LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF MOTIV8 SOUTH LIMITED

Opinion

We have audited the financial statements of Motiv8 South Limited (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 charitable company's affairs as at 31 March 2023 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' 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 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 trustees with respect to going concern are described in the relevant sections of this report.

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 contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 our audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within 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 charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

Identification and assessment of irregularities including fraud

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

- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including The Companies Act 2006 and The Charities Act 2011.
- we obtained an understanding of the legal and regulatory framework applicable to the charity and how the charity is complying with that framework by making appropriate enquiries of management as well as considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations;
- we made enquiries of those charged with governance and management concerning:
    - the risks of fraud;
    - instances of non-compliance with laws and regulations or knowledge of actual, suspected, or alleged fraud is documented during the period;
- we allocated an engagement team that we considered collectively had the appropriate competence and capabilities to identify or recognise non-compliance with laws and regulations.

Audit response to the risk of irregularities including fraud

Based on the results of our risk assessment, our procedures included, but were not limited to:

- performing analytical procedures to identify any unusual or unexpected relationships.
- evaluating whether the selection and application of accounting policies by the entity that may be indicative of fraudulent financial reporting resulting from management's effort to manage earnings.
- assessing whether judgements and assumptions made in determining the accounting estimates set out in note 2 were indicative of potential bias.
- agreeing financial statement disclosures to underlying supporting documentation.
- reading the minutes of meetings of those charged with governance.
- reviewing the correspondence with relevant regulatory bodies.
- testing of journal entries to address the risk of fraud through management override.
- incorporating an element of unpredictability in the selection of the nature, timing, and extent of our audit procedures.

Conclusions regarding the risks of irregularities including fraud

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

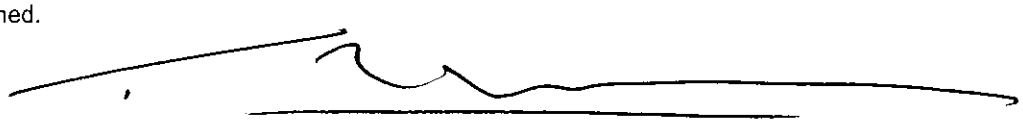
We considered our audit was capable of detecting irregularities due to:

- the effectiveness of the entity's internal controls;
- the nature, timing and extent of audit procedures performed; and
- the absence of contradictory evidence.

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

Use of our report

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



Timothy Millett FCA (Senior Statutory Auditor)
for and on behalf of Jones Avens Limited

17 November 2023

Chartered Accountants
Statutory Auditor

53 Kent Road
Southsea
Portsmouth
Hampshire
PO5 3HU

MOTIV8 SOUTH LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds general 2023 £	Unrestricted funds designated 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds general 2022 £	Unrestricted funds designated 2022 £	Restricted funds 2022 £	Total 2022 £
Income and endowments from:									
Voluntary income	3	95,208	-	11,859	107,067	30,372	-	47,650	78,022
Incoming resources from charitable activities	4	588,432	-	570,238	1,158,670	383,567	-	658,683	1,042,250
Other income	5	2,023	-	-	2,023	-	-	-	-
Total income		685,663	-	582,097	1,267,760	413,939	-	706,333	1,120,272
Expenditure on:									
Raising funds	6	76,412	-	-	76,412	59,025	-	-	59,025
Charitable activities	7	577,203	-	610,292	1,187,495	345,749	-	628,711	974,460
Other	12	-	-	-	-	1	-	-	1
Total expenditure		653,615	-	610,292	1,263,907	404,775	-	628,711	1,033,486
Net incoming/(outgoing) resources before transfers		32,048	-	(28,195)	3,853	9,164	-	77,622	86,786

MOTIV8 SOUTH LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds general 2023 £	Unrestricted funds designated 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds general 2022 £	Unrestricted funds designated 2022 £	Restricted funds 2022 £	Total 2022 £
Net incoming/(outgoing) resources before transfers		32,048	-	(28,195)	3,853	9,164	-	77,622	86,786
Gross transfers between funds		(16,320)	26,422	(10,102)	-	(7,089)	54,284	(47,195)	-
Net income/(expenditure) for the year/ Net movement in funds		15,728	26,422	(38,297)	3,853	2,075	54,284	30,427	86,786
Fund balances at 1 April 2022		299,945	260,563	142,065	702,573	297,870	206,279	111,638	615,787
Fund balances at 31 March 2023		315,673	286,985	103,768	706,426	299,945	260,563	142,065	702,573

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

All income and expenditure derive from continuing activities.

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

MOTIV8 SOUTH LIMITED

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	14		277,190		290,870
Current assets					
Debtors	15	157,374		99,372	
Cash at bank and in hand		607,453		543,374	
		764,827		642,746	
Creditors: amounts falling due within one year	16	(335,591)		(231,043)	
Net current assets			429,236		411,703
Total assets less current liabilities			706,426		702,573
Income funds					
Restricted funds	18		103,768		142,065
Designated unrestricted funds			286,985		260,563
General unrestricted funds			315,673		299,945
			706,426		702,573

The financial statements were approved by the Trustees on 17 November 2023

Valerie Hopkins - Chair
Trustee

Company registration number 3512607

MOTIV8 SOUTH LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash generated from operations	23		73,603		96,035
Investing activities					
Purchase of tangible fixed assets		(11,547)		(52,564)	
Proceeds from disposal of tangible fixed assets		2,023		-	
Proceeds from disposal of subsidiaries		-		1	
Net cash used in investing activities			(9,524)		(52,563)
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			64,079		43,472
Cash and cash equivalents at beginning of year			543,374		499,902
Cash and cash equivalents at end of year			607,453		543,374

1 Accounting policies

Charity information

Motiv8 South Limited is a private company limited by guarantee incorporated in England and Wales and a registered charity. The registered office is Units 2 & 3, Cumberland Gate, Cumberland Business Park, Portsmouth, Hampshire, PO5 1AG.

1.1 Accounting convention

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

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

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 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.

1.3 Charitable funds

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

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

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

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

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.

Donated services and facilities are included at estimated market value being the estimated values of the services or facility received.

Assets for distribution are recognised only when distributed. Assets given for use by the charity are recognised when receivable. Stocks of undistributed donated goods are not valued for balance sheet purposes.

1 Accounting policies **(Continued)**

When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods.

When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the conditions for use have been met.

When donors specify that donations and grants, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

1.5 Expenditure

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

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Tangible fixed assets are stated at cost less depreciation. Below a value of £1,000 fixed assets are not capitalised. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Freehold land and buildings	2% straight line
Leasehold land and buildings	Over the period of the lease
Fixtures, fittings and equipment	10-25% straight line
Computers	10-25% straight line
Motor vehicles	20-50% straight line

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

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

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

1 **Accounting policies** **(Continued)**

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' 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, when 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.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Retirement benefits

The charity operates a defined contributions pension scheme. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme.

1.12 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

2 Critical accounting estimates and judgements

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.

3 Voluntary income

	Unrestricted funds general 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds general 2022 £	Restricted funds 2022 £	Total 2022 £
Donations and gifts	83,046	11,859	94,905	22,042	6,250	28,292
Grants receivable	1,500	-	1,500	3,544	41,400	44,944
Donated goods and services	10,662	-	10,662	4,786	-	4,786
	95,208	11,859	107,067	30,372	47,650	78,022
Grants receivable for core activities						
Apprenticeship Grant	1,500	-	1,500	3,500	-	3,500
Blagrave Trust	-	-	-	-	31,400	31,400
The Edward Gostling Foundation	-	-	-	-	10,000	10,000
Coronavirus Job Retention Scheme grant	-	-	-	44	-	44
	1,500	-	1,500	3,544	41,400	44,944

4 Incoming resources from charitable activities

	Service level agreements, grants and other income 2023 £	Service level agreements, grants and other income 2022 £
Sales within charitable activities	5,280	4,544
Services provided under contract	434,792	395,662
Performance related grants	717,562	641,231
Charitable rental income	1,036	813
	1,158,670	1,042,250
Analysis by fund		
Unrestricted funds - general	588,432	383,567
Restricted funds	570,238	658,683
	1,158,670	1,042,250
Performance related grants		
Holiday Activity and Food (HAF) Grant	108,128	126,827
Office of the Police and Crime Commissioner - Safer Communities Fund	92,975	82,500
Big Lottery Fund	122,846	100,451
BBC Children in Need	39,005	98,818
Hampshire and Isle of Wight Community Fund	50,028	48,679
Henry Smith Trust	70,000	80,000
Garfield Weston Foundation	-	40,000
William Wates Memorial Trust	-	9,500
CCG Grants	25,000	20,000
National Lottery Heritage Fund	35,860	-
The Hollyhock Charitable Foundation	60,000	-
The Partnership Foundation	23,000	-
PCC Youth Service Expansion Grant	19,406	-
Sport England	9,990	4,122
The Guiness Partnership	10,783	5,635
Geoff Herrington	7,643	-
Vivid Homes	5,540	-
Other	37,358	24,699
	717,562	641,231

5 Other income

	Unrestricted funds general 2023 £	Total 2022 £
Net gain on disposal of tangible fixed assets	2,023	-

6 Raising funds

	Unrestricted funds general 2023 £	Unrestricted funds general 2022 £
Income generation and publicity costs		
Other fundraising costs	2,525	8,304
Staff costs	73,887	50,721
	76,412	59,025

7 Charitable activities

	Provision of Services for Young People 2023 £	Provision of Services for Young People 2022 £
Staff costs	837,226	699,569
Depreciation and impairment	25,228	15,164
Other staff costs	45,233	30,865
Volunteer expenses	698	305
Partnered delivery	19,497	33,204
Activities	120,376	73,622
Insurance	5,950	3,286
Premises	48,653	39,073
Communications	16,352	15,389
Transport	18,110	16,408
Computer expenses	20,624	15,816
Subscriptions	987	1,068
Bicycle Recycling intercompany balance	-	9,003
Other expenses	1,109	1,103
	1,160,043	953,875
Share of governance costs (see note 8)	27,452	20,585
	1,187,495	974,460
Analysis by fund		
Unrestricted funds - general	577,203	345,749
Restricted funds	610,292	628,711
	1,187,495	974,460

8 Support costs

	Support costs	Governance costs	2023	2022
	£	£	£	£
Audit fees	-	6,600	6,600	6,000
Accountancy	-	8,992	8,992	11,294
Legal and professional	-	9,968	9,968	-
Trustees indemnity insurance	-	1,670	1,670	1,325
Trustees meetings	-	222	222	1,966
	-	27,452	27,452	20,585
Analysed between				
Charitable activities	-	27,452	27,452	20,585

9 Net movement in funds

	2023	2022
	£	£
Net movement in funds is stated after charging/(crediting)		
Fees payable to the company's auditor for the audit of the company's financial statements	6,600	6,000
Depreciation of owned tangible fixed assets	25,229	15,164
(Profit)/Loss on disposal of fixed assets	(2,023)	1

10 Trustees

None of the trustees or any persons connected with them received any remuneration or expenses during the year.

Stephen Dimon is a trustee of Motiv8 South Limited and managing director of 1st Group Limited who provide computer services to the charity. The purchase of computer equipment and further IT services amounting to £7,325 was on an arm's length basis and £1,398 was outstanding at the year end.

11 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Chief Executive	1	1
Fundraising staff	2	1
Direct Charitable and other staff	31	25
Total	34	27

11 Employees (Continued)

Employment costs	2023 £	2022 £
Wages and salaries	838,381	687,237
Social security costs	57,524	50,187
Other pension costs	15,208	12,866
	911,113	750,290

The average monthly headcount was 54 (2022 - 42).

There were no employees whose annual remuneration was more than £60,000.

12 Other

	Total £ 2023	Unrestricted funds general 2022
Net loss on disposal of tangible fixed assets	-	1
	-	1

13 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 Taxationof Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

14 Tangible fixed assets

	Freehold land and buildings	Leasehold land and buildings	Fixtures, fittings and equipment	Computers	Motor vehicles	Total
	£	£	£	£	£	£
Cost						
At 1 April 2022	282,516	-	43,832	93,028	69,756	489,132
Additions	-	10,347	1,200	-	-	11,547
Disposals	-	-	-	-	(30,206)	(30,206)
At 31 March 2023	282,516	10,347	45,032	93,028	39,550	470,473
Depreciation and impairment						
At 1 April 2022	43,294	-	39,850	58,672	56,444	198,260
Depreciation charged in the year	4,863	-	2,201	13,727	4,438	25,229
Eliminated in respect of disposals	-	-	-	-	(30,206)	(30,206)
At 31 March 2023	48,157	-	42,051	72,399	30,676	193,283
Carrying amount						
At 31 March 2023	234,359	10,347	2,981	20,629	8,874	277,190
At 31 March 2022	239,221	-	3,982	34,355	13,312	290,870

15 Debtors

	2023	2022
Amounts falling due within one year:	£	£
Trade debtors	145,246	79,153
Other debtors	1,408	647
Prepayments and accrued income	10,720	19,572
	157,374	99,372

16 Creditors: amounts falling due within one year

	Notes	2023	2022
		£	£
Other taxation and social security		16,325	14,538
Deferred income	17	276,875	154,737
Trade creditors		7,394	24,135
Accruals		34,997	37,633
		335,591	231,043

17 Deferred income

	2023	2022
	£	£
Other deferred income	276,875	154,737

Deferred income is included in the financial statements as follows:

	2023	2022
	£	£
Deferred income is included within:		
Current liabilities	276,875	154,737
Movements in the year:		
Deferred income at 1 April 2022	154,737	175,688
Released from previous periods	(154,737)	(175,688)
Resources deferred in the year	276,875	154,737
Deferred income at 31 March 2023	276,875	154,737

18 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

		Movement in funds				Movement in funds			
	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Balance at 31 March 2023
	£	£	£	£	£	£	£	£	£
Toronto Place LandAid Charitable Trust Limited	47,195	-	-	(47,195)	-	-	-	-	-
Office of the Police and Crime Commissioner	-	82,500	(82,500)	-	-	92,975	(92,975)	-	-
BBC Children in Need	-	68,511	(68,511)	-	-	39,005	(39,005)	-	-
National Lottery Heritage Fund	-	-	-	-	-	35,860	(35,860)	-	-
Hampshire and Isle of Wight Community Fund	-	48,679	(48,679)	-	-	50,028	(50,028)	-	-
PCC Youth Service Expansion Grant	-	-	-	-	-	19,406	(19,406)	-	-
Big Lottery Fund	10,693	100,450	(101,385)	-	9,758	122,846	(113,613)	-	18,991
Henry Smith Trust	20,000	80,000	(60,000)	-	40,000	70,000	(90,000)	-	20,000
Holiday Activities and Food (HAF) Grant Programmes, VRU and DIVERT funding	-	127,827	(127,827)	-	-	-	-	-	-
The Partnership Foundation	-	-	-	-	-	23,000	-	-	23,000
The Blagrave Trust	15,000	31,400	(31,400)	-	15,000	-	(15,000)	-	-
Garfield Weston Foundation	18,750	40,000	(38,750)	-	20,000	-	(20,000)	-	-
The Edward Gostling Foundation	-	10,000	(10,000)	-	-	-	-	-	-
The Guiness Partnership	-	-	-	-	-	10,783	(10,783)	-	-
BBC Children in Need	-	30,307	-	-	30,307	-	-	(10,102)	20,205
CCG Grants	-	20,000	-	-	20,000	25,000	(25,000)	-	20,000
Havant & East Hampshire MIND	-	17,452	(17,452)	-	-	36,364	(36,364)	-	-
Other Funds	-	49,207	(42,207)	-	7,000	56,830	(62,258)	-	1,572
	111,638	706,333	(628,711)	(47,195)	142,065	582,097	(610,292)	(10,102)	103,768

18 Restricted funds **(Continued)**

- LandAid Charitable Trust Ltd donated £9,500 to install and equip a kitchen at Toronto Place, Gosport. They also awarded a grant of £50,000 for a new build ground floor extension to Toronto Place. The restriction has now ended and the balance on this fund has been transferred to designated funds.
- The Office of the Police & Crime Commissioner (OPCC) donated £92,975 (2022 - £82,500 from the Safer Communities Fund.
- BBC Children in Need awarded a grant of £99,517 over three years from 1 July 2018. A further grant of £72,931 has been awarded over two years to provide youth work support to young people with mental health and wellbeing challenges living in families on low incomes. Young people will increase their self-esteem, improve relationships with others and increase their resilience.
- A PCC Youth Service Expansion Grant of £19,406 was received for the period September 2022 to March 2023 for the provision of a Youth Activity Hub.
- Hampshire and Isle of Wight Community Foundation made a number of awards in the year, including £33,750 from the ESF.
- The Big Lottery Fund have awarded a grant of £495,944 covering a five year period for the Gosport Hub Project which began during the previous year. .
- The Henry Smith Trust awarded £180,000 over a three year period to support the Family Well-Being Service. A further £120,000 was awarded in the previous year towards three years' running costs of the service. This year £300,000 has been awarded towards three years continuation funding of the running costs of the Motiv8 Family Well-Being Service.
- Funding was received from the Holiday Activities and Food (HAF) Programme to provide engaging activities and healthy meals to children who are eligible for benefits related free school meals during the Easter, Summer and Christmas holidays. This has been included as unrestricted funds this year.
- The Partnership awarded £23,000 as a start-up grant for Portsmouth Hub and rental funding.
- In November 2019 The Blagrave Trust awarded £60,000 over three years.
- The Garfield Weston Foundation awarded a one year grant of £40,000 and The Edward Gostling Foundation awarded two grants of £5,000 each in the previous year.
- A further grant of £30,307 was received from BBC Children in Need to pay for Surface Pro tablets and associated IT equipment to be used to engage, support and improve the wellbeing of children and young people living in areas with high levels of poverty, crime and unemployment. A transfer to unrestricted funds is made equal to the depreciation charged.
- In both years NHS Hampshire Southampton & IOW CCG awarded a £20,000 Children and Young People Mental Health Community Grant and this year a £5,000 Covid vaccination community communications grant..
- Motiv8 is working in partnership with Havant and East Hampshire Mind on a Lottery funded project. Funding of £166,859 has been agreed for 2021-2026.
- Further funds were received from The William Wates Memorial Trust, Groundwork UK, The Guiness Partnership, Clarion Future Communities, Jeremiah Coleman, Sport England, the Geoff Herrington Foundation, Sea through Pompey, Bursary donations and others.

19 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2021	Transfers	Balance at 1 April 2022	Transfers	Balance at 31 March 2023
	£	£	£	£	£
Fixed Assets Fund	206,279	54,284	260,563	(3,578)	256,985
Financial Sustainability Fund	-	-	-	30,000	30,000
	206,279	54,284	260,563	26,422	286,985

The Fixed Asset Fund is an amount equivalent to the net book value of unrestricted fixed assets at the balance sheet date.

The Financial Sustainability Fund has been established to begin to build additional financial stability and resilience for the furure.

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20 Analysis of net assets between funds

	Unrestricted funds 2023	Designated funds 2023	Restricted funds 2023	Total 2023	Unrestricted funds 2022	Designated funds 2022	Restricted funds 2022	Total 2022
	£	£	£	£	£	£	£	£
Fund balances at 31 March 2023 are represented by:								
Tangible assets	-	256,985	20,205	277,190	-	260,563	30,307	290,870
Current assets/(liabilities)	315,673	30,000	83,563	429,236	299,945	-	111,758	411,703
	315,673	286,985	103,768	706,426	299,945	260,563	142,065	702,573

21 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023	2022
	£	£
Within one year	26,456	8,635
Between two and five years	106,911	10,367
In over five years	150,000	-
	283,367	19,002

22 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2023	2022
	£	£
Aggregate compensation	152,181	143,485

23 Cash generated from operations

	2023	2022
	£	£
Surplus for the year	3,853	86,786
Adjustments for:		
(Gain)/loss on disposal of tangible fixed assets	(2,023)	1
Depreciation and impairment of tangible fixed assets	25,229	15,166
Movements in working capital:		
(Increase) in debtors	(58,002)	(6,285)
(Decrease)/increase in creditors	(17,592)	21,318
Increase/(decrease) in deferred income	122,138	(20,951)
Cash generated from operations	73,603	96,035

24 Analysis of changes in net funds

The charity had no debt during the year.

MOTIV8 SOUTH

England & Wales - Charity number 1069085

Accounts

Charity Registration No. 1069085

Company Registration No. 03512607 (England and Wales)

MOTIV8 SOUTH LIMITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

MOTIV8 SOUTH LIMITED

CONTENTS

	Page
Legal and administrative information	1 - 2
Trustees' report	3 –23
Independent auditors' report	24 – 26
Statement of financial activities	27 - 28
Balance sheet	29
Statement of cash flows	30
Notes to the accounts	31 – 45

MOTIV8 SOUTH LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Professor Mark Button Portia Charles Steve Dimon Valerie Hopkins – Chair Steve Miller Mark Mitchell (Resigned 19/11/2022) Mary Longhurst (Appointed 18/02/2022) Richard John (Appointed 18/02/2022) Tim Caley Reinoud Noorduijn
Resources Sub Group	Professor Mark Button - Chair Steve Dimon Steve Miller Reinoud Noorduijn Valerie Hopkins
Service Delivery Sub Group	Mark Mitchell - Chair Tim Caley Portia Charles Valerie Hopkins Mary Longhurst
Officers in attendance	Clare Ansell Marina Tuck Karen Yeung
Chief Executive	Clare Ansell
Secretary	Marina Tuck
Charity number	1069085
Company number	3512607
Registered office	6 Queen Street Portsmouth Hampshire PO1 3HL
Auditors	Jones Avens Limited 53 Kent Road Southsea Portsmouth Hampshire PO5 3HU

MOTIV8 SOUTH LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION (Continued)

Bankers	Co-operative Bank Plc 1 Balloon Street Manchester M60 4EP
Solicitors	Blake Morgan LLP Harbour Court Compass Road North Harbour Portsmouth PO6 4ST

MOTIV8 SOUTH LIMITED

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2022

The trustees, who are also directors of the charity for the purposes of the Companies Act, present their annual report together with the financial statements of the charity for the year ended 31 March 2022, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Articles and Memorandum of Association, the Charities Act 2011, the Companies Act 2006 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 2019).

REFERENCE AND ADMINISTRATIVE INFORMATION
Refer to pages 1 and 2.

STRUCTURE, GOVERNANCE AND MANAGEMENT
Governing Document
The company was incorporated on 18 February 1998 and is limited by guarantee. The company is registered as a charity. The company is governed by the articles and memorandum of association. The articles and memorandum of association grant wide powers of investment to the trustees.

Board of Trustees
The Board of Trustees comprising not less than two or more than twelve members governs the charity. None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

At each general meeting, one third of the members shall retire and will be eligible for re-election. The full Board of Trustees meets as a minimum four times a year and maintains a structure of sub-groups preceding each full Board meeting of which there are currently two:

- Resources Sub-Group
- Service Delivery and Development Sub-Group

Sub-groups allow the subject matter to be reviewed and scrutinised in detail. Sub-groups are chaired by a trustee, with further trustees making up the membership, and input provided by officers. The chair of each sub-group, or their designate, then provides feedback and brings recommendations to quarterly full Board meetings.

The Board also meets on an as required basis to discuss 'task and finish' activities, strategic planning or extra-ordinary meetings for decisions that need to be taken outside of the routine cycle of governance meetings.

The trustees, who are also the directors for the purpose of company law, who served during the year were:

Valerie Hopkins	Chair of Motiv8 South Board
Professor Mark Button	
Portia Charles	
Steve Dimon	
Steve Miller	
Mark Mitchell	Chair of Service Delivery and Development sub-group (Resigned 19/11/2022)
Mary Longhurst	Appointed 18/02/2022
Richard John	Appointed 18/02/2022 Safeguarding Trustee
Tim Caley	Appointed Chair of Service Delivery and Development sub-group 19/11/2022
Reinoud Noorduijn	
Julian Titmuss	Resigned 08/07/2021

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Observers

Motiv8 South has a long-standing voluntary agreement with Portsmouth City Council who will elect a member to represent Portsmouth City Council, to sit on the Motiv8 board in the role of an observer. The observer is a non-executive role whereby they are able to attend and participate in Board meetings and to receive all information provided to members of the Board, but are not responsible for governance related matters and are not permitted to formally vote on matters submitted for a vote.

Observers to the Board, who served during the year:

Councillor Suzy Horton	Appointed 21 June 2021
Councillor Hugh Mason	Appointed 17 August 2020

Patron:

The role of Patron is a non-executive, ambassadorial role whereby there is no legal responsibility for the Patron and no responsibility for management of the charity. The role is for a 3-year term, with the opportunity to re-stand. Lady Louisa Portal MBE DL was appointed to the role of Patron on 20 November 2019, having previously served a 3-year term as President for Motiv8 South. Trustees would like to express their thanks for her ongoing commitment in supporting the charity, and for helping to raise the profile of the organisation.

Board Recruitment

Recruitment to the Board is overseen by the Chair and supported by the Chief Executive. There is a documented process whereby an interested party is provided with background information prior to meeting with the Chief Executive, who provides an overview of the organisation. All prospective appointees then meet the Chair, or a designated trustee, before being invited to observe at a Board meeting, during which there is the opportunity for the prospective trustee and other trustees to ask questions prior to a formal vote being taken by the existing trustees. New trustees and observers are recruited to the Board as is felt necessary to provide diversity in membership and knowledge in subject matter. The organisation continues to seek new trustees who can complement the existing Board, and expects to make further appointments during the next twelve months. Training and induction into all aspects of Motiv8 South continues to be delivered to new trustees and is available to existing trustees.

Qualifying third party indemnity provisions

The charity has made qualifying third party indemnity provisions for the benefit of its trustees during the year. These provisions remain in force at the reporting date.

Remuneration

The charity aspires to remunerate staff for their services according to a transparent structured system, which balances reward, motivation for good performance and affordability for the charity. It also recognises the effect of inflation and aims to meet the cost of living as far as is possible through salary increases alongside ensuring that the organisations salaries are fair within an equitable market.

The charity aims to ensure that there is a clear and equitable structure underpinning its staff salaries and undertakes yearly reviews against other comparable charities to ensure staff are paid at the market value for the sector. Alongside this, consideration is given to the impacts of the wider economy, with regular reviews of the changing levels of consumer price, retail price indices and the impact that this may have on future salary planning. Motiv8 South also reviews their salaries against the national living wage and minimum wage forecasts, to ensure all staff are treated fairly and within guidance.

Motiv8 South works within a single pay column structure, which has built within it, opportunities for development both in experience and in qualification. Staff salaries can be increased in a number of ways, whether that be advancement up the scale through job development, through yearly cost of living reviews or by job evaluation.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Risk Management and Review

The Board of trustees has responsibility for ensuring that there are effective risk management systems in place, alongside adequate internal controls to manage the major risks to Motiv8 South. To achieve this Motiv8 South continues to build on the effective Risk Mapping process that meets the requirements of the Charity commission. This approach considers risk under five headings:

1. Governance and Management
2. Operational Risk
3. Financial Risk
4. Environmental and External factors
5. Compliance Risk

Risk Management is a standing item at each Sub-Group and Board meeting. Any area of risk that has shifted or is considered high is flagged, with a suitable mitigation plan agreed. This is documented through the meeting minutes, with actions put in place to ensure that risks are managed. The significant majority of risks are reviewed as a matter of routine e.g. staff movements, safeguarding, financial performance, competition, government policy, health and safety etc. with any others being raised through full Board meetings.

Motiv8 South officers manage risk on a day-to-day basis through the Management Team plus a series of routine meetings covering Operations, Finance & Fundraising, IT, Health & Safety, HR, Quality, Premises and Marketing; these in turn feed into the Board meeting cycle.

Safeguarding

Motiv8 South is committed to ensuring robust safeguarding arrangements. All new staff (including volunteers, trustees and students) receive information about Motiv8 South's Safeguarding Policy and undertake mandatory safeguarding training, which is compliant with statutory guidance as part of their induction and probation period. Motiv8 South has a designated Safeguarding Trustee (Formerly Mark Mitchell and most recently appointed Richard John), a Designated Senior Safeguarding and Child Protection Lead (Head of Operations) and Local Child Protection Officers all, of whom have received appropriate training and support for their role to safeguard children, young people and vulnerable groups.

Safeguarding and Child Protection incidents are monitored through quarterly Safeguarding and Incident meetings with good practice highlighted, themes noted and recommendations for improvement made. This is further scrutinised by the Board of Trustees including the designated Safeguarding Trustee via the Service Delivery and Development Sub group, with recommendations monitored and any further actions noted. This report is also shared at the full Board meeting.

All those working with children, young people and families including paid and unpaid staff are provided with effective management through supervision, support, training and quality assurance measures, to ensure effective safeguarding practice. Motiv8 South has a Critical Incident Policy to respond to a sudden, unexpected and tragic event/sequence of events, which may cause trauma.

OBJECTIVES AND ACTIVITIES

Charitable objects

Our charity's purpose as set out within the objects for which the association was established are

'To promote for the benefit of the public the protection of people and property from criminal acts and to reduce crime and the fear of crime through strategic and social crime prevention methods'.

Charity's aims

To achieve the charity's objects Motiv8 South seeks to reduce the likelihood of young people and families becoming involved in crime or being victims of crime. We do this through identifying and engaging those who have a range of vulnerabilities, which place them at increased risk, alongside direct work with those committing anti-social behaviour and/or in the criminal justice system, offering positive alternatives.

Vision

Our vision is to create safer communities where young people feel inspired and empowered to reach their potential.

Mission

Our mission is to support young people and their families in the community, building trusting relationships to help equip them with the skills, resilience and opportunities to thrive.

Values

Underpinning our vision and mission, are Motiv8 South's core values. These values are at the heart of what we believe as an organisation. They have helped guide and shape our work with our beneficiaries, external stakeholders, and with each other. They include:

1. **Trusted Relationships:** we work with openness, honesty and integrity, whilst building relationships through being compassionate, approachable, flexible and reliable.
2. **Quality:** we strive to do our very best, working with professionalism and are committed to continually looking at ways we can improve.
3. **Collaborative**: we actively work together with the community, young people, families and our partners to achieve the very best outcomes.
4. **Empowering:** we believe in supporting communities and individuals to realise their abilities. Working with young people and families and not doing to or for.
5. **Committed:** we never give up when things are difficult. We look for solutions; we drive ourselves and others to help them reach for their dreams and goals.

How we work

Motiv8 South's provision centres on the charity's ethos of building trusted relationships. Through these relationships, we believe we can bring about long-lasting and impactful change for young people, their families and their communities. We recognise that not everyone has equality of opportunity and we seek to address this through empowering young people and families, providing safe spaces for engagement, connecting young people to their community, building on strengths and helping to develop the skills, tools and resilience to overcome challenges. Trustees recognise that each young person and family is unique and may require a different type or length of support. The charity's delivery model provides a diverse support offer with multiple 'touch points' to help meet the needs of young people and their families.

The charity provides services within communities where there are high levels of deprivation and disadvantage. Provision is targeted at young people and their families who may have multiple and/or a high level of unmet complex needs, alongside those who need early help and have emerging vulnerabilities, which places them at risk.

OBJECTIVES AND ACTIVITIES (continued)

How we work (continued)

Vulnerabilities include; those who may have experienced Adverse Childhood Experiences (ACES) or trauma, living in poverty, disengagement from education or employment, poor emotional health and wellbeing, substance misuse, involvement in or at risk of crime, anti-social behaviour and exploitation, alongside those who have experienced or are living with Domestic Abuse, family conflict and breakdown. The organisation accepts referrals for targeted provision from multiple partners and provides direct services to schools and other statutory bodies e.g. alternative education provision.

Services are delivered via our community-based hubs, providing safe, accessible spaces for young people and families to engage, with familiar faces to greet them.

Emerging from COVID-19

With COVID-19 restrictions lifting, Motiv8 has reinstated all its face-to-face provision including larger scale group activity. Whilst encouraged by the gradual return to 'normality', the charity has noted the significant impact COVID-19 has had on young people's mental health and wellbeing, alongside their engagement in education and learning. The charity saw a 41% increase (total of 272) in requests for support during the period 1st April 2021-31st March 2022 when compared with the previous year. This is a 263% increase compared to pre pandemic years (2019/2020) where the organisation received a total of 75 requests for support in-year. The majority of referrals relate to concerns regarding young people's emotional health and wellbeing, poor social networks and barriers to education and learning. This is further reflected in themes emerging from Motiv8's Safeguarding incidents with high numbers of young people disclosing self-harm, overdose and suicidal thoughts or attempts.

Trustees were keen to respond to the increase in demand and complexity of young people's needs, considering ways the charity could work upstream to increase its preventative offer and reduce the number of young people reaching crisis or falling behind. In addition, Trustees have focused its efforts on supporting staff wellbeing, recognising the impact of secondary and vicarious trauma for the workforce, who are regularly exposed to young people and families who are facing hardship, trauma and complex challenges.

Principal activities

With reference to guidance issued by the Charity Commission, trustees decide what activities the charity should undertake. There are dual priorities of delivering activities that provide a clear and demonstrable benefit whilst also maintaining financial viability through cost recovery from trading and fundraising.

Trustees are satisfied that these key principles are met by the operations and achievements of the charity, which during the year under review provided regular support to **1337** young people and family members, which is a **47%** increase on the previous reporting year. The organisation provided further benefit, through its holiday provision supporting **822** young people, alongside detached 'on street' provision with over **3951 contacts**, which was an increase in contacts of 72%. The review of activities, alongside achievements and performance is detailed in the sections below.

Public Benefit

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our objects, aims and objectives and in planning future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives set. Trustees are committed to using charitable resources, and where necessary using reserves wisely, to ensure that the charity delivers high quality services that achieve the charity's objects, aims and objectives and make a positive impact.

OBJECTIVES AND ACTIVITIES (continued)

Review of Activities

Throughout 2021/2022, the charity has provided regular, ongoing-targeted support to **1337** young people and family members, supported **822** young people via holiday provision and had a further **3951** contacts via detached 'on street' provision, providing a total of **13,296** hours of support.

Provision was delivered via three key areas, expanded upon below:

1. Individual and Family Support

Individual Mentoring

Motiv8 South's individual mentoring support is a referral-based programme for young people aged 9-19 (up to 25 with LDD) who may be experiencing disadvantage through multiple facets of their life, which is preventing them from moving forward positively. It provides intensive face-to-face community mentoring, alongside wrap around support via a trusted adult worker (Youth Support Worker).

Motiv8 South's mentoring model uses a strengths based approach, building a trusted relationship with the young person. Support is tailored to the individual and typically lasts 6-12 months. Through an initial home visit, the trusted adult worker, young person and their family/carers create a support plan. Support is weekly and takes place in spaces young people feel comfortable, this might be in the community on an activity, in one of our centers or in their home. This model has proven highly effective in engaging and supporting both those who require early help alongside vulnerable young people with complex needs.

"At the beginning I was nervous and didn't know what to expect. At my first session I felt really content with my worker and felt confident to talk to her. The support helped with my confidence and with my anger. Since being supported I no longer take my anger out on my mum, I've made so many improvements." Young Person

For 2021/2022, Motiv8 supported **457 young people** through individual mentoring providing **6763 direct hours of support**. This was a **17% increase** in number of young people supported when compared to the previous year. Demand continued to increase with **272 requests for mentoring support.** As noted previously young people's mental health and wellbeing was a prevalent theme when seeking support.

Case Study

Harry (not his real name) aged 12 spent periods of his life in and out of care. He had witnessed a serious assault perpetrated by his mother, which resulted in a prison sentence. His parents separated, siblings were taken into care, with two others adopted, and Harry had no contact with them.

When we met Harry, he was living with an aunt, his behaviour at home, in the community and at school was described as risky and volatile. He had poor school attendance, was using cannabis and there were concerns that he was high risk for Child Criminal Exploitation.

The Motiv8 youth worker met with Harry and his aunt at home and started building a positive relationship, they worked with Harry to talk through what a day in his shoes looked like and to find out things he was interested in. Harry loved being active and shared he really struggled to manage his anger.

Over the next 8 months Harry and his Motiv8 youth worker met weekly and undertook activities together, building his confidence. They looked at behaviours he wanted to change and why Harry felt the way he did, addressing some of his past and current trauma. Over time he opened up more, sharing his hurt at his family situation.

OBJECTIVES AND ACTIVITIES (continued)

1. Individual and Family Support (continued)

Individual Mentoring (continued)

Harry and his Motiv8 worker had the space to talk this through, highlight his strengths, look at techniques to support (journaling, breathing techniques etc.) and consider boundaries. Harry began to feel 'lighter', his attendance improved at school and there were noticeable improvements in his behaviour.

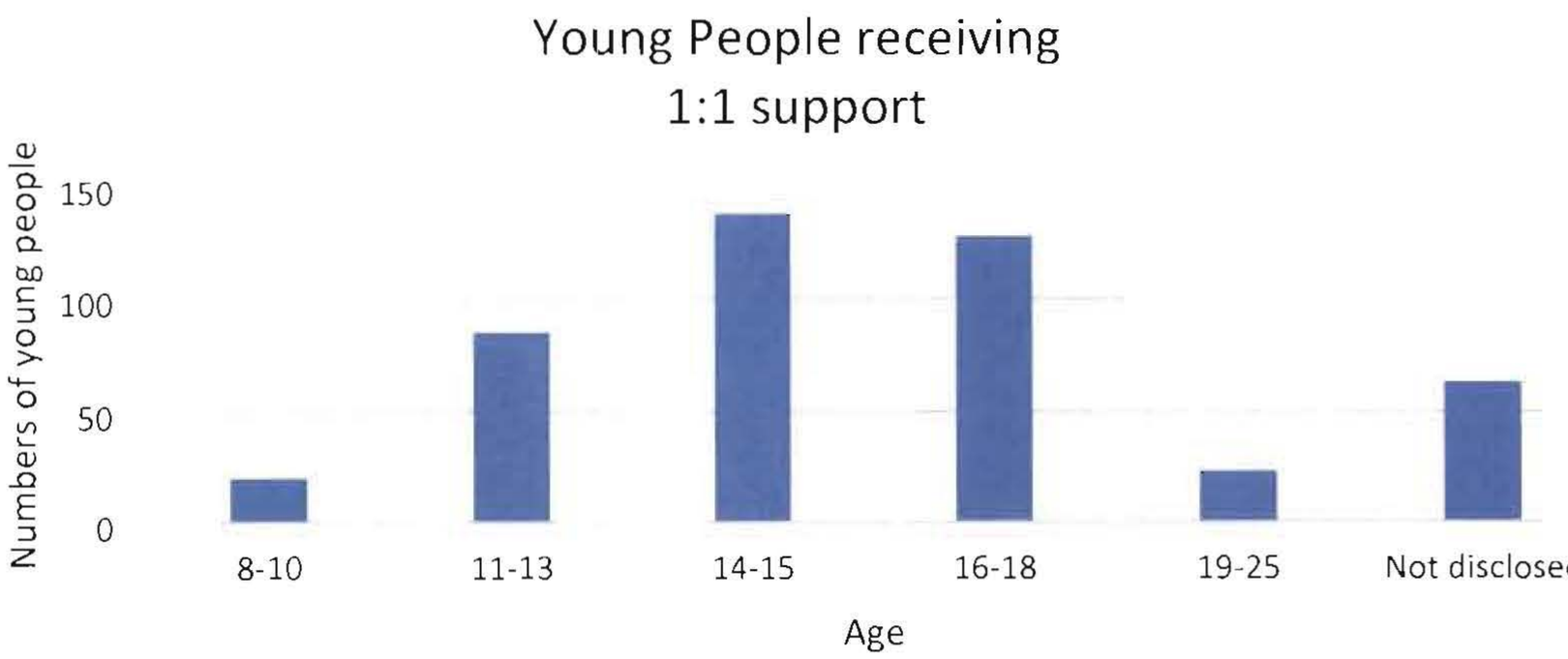
Young person feedback: *"I have really enjoyed meeting with my Motiv8 worker every week and always looked forward to it. She has helped me with my decisions and choices and also always makes sure our sessions are fun."*

Carer Feedback: *"Harry has really enjoyed meeting with his Motiv8 worker, he looks forward to it and I can definitely see a positive change in Harry since he started receiving the support".*

Motiv8 Youth Worker feedback: *"Harry enjoyed more active sessions such as going to the golf driving range and going to the seafront for a walk. All of which created a backdrop for us to have conversations about the things that were important to him."*

Profile of young people accessing individual mentoring support:

- **Gender Identity:** 49% identified as males, 43% identified as female and 5% identified as Transgender or Non-binary which was an increase of 4% from the previous year (2% chose not to specify their gender).
- **Ethnicity:** 77% of young people identified as White British, White European or White Other, 2% identifying as being of Mixed Background, 1% identified as Black African, Black Caribbean or Black other, the remaining 1% identified as Asian British or Asian Other. 17% preferred not to say.
- **Age:** The majority of young people receiving mentoring support were aged 14-15 which is a similar trend to the previous year. The chart below shows the breakdown of ages:



OBJECTIVES AND ACTIVITIES (continued)

1. Individual and Family Support (continued)

Individual Mentoring (continued)

In response to the increase in demand for young people's mental health support and those at risk of serious youth violence and criminal exploitation, Motiv8 partnered with No Limits another Hampshire based youth charity to enhance their 'Navigator Programme'. The project provides immediate support to young people in crisis who present at the Accident and Emergency department at Queen Alexandra Hospital in Portsmouth. The partnership has enabled Motiv8 to provide intensive wrap around mentoring support via an extended community pathway beyond the initial crisis and 'teachable moment'. It has been shown to have a positive impact on young people, providing practical and intensive support.

Case Study – Male aged 14

Tristan presented at A&E having taken a significant quantity of 'weed gummies'. Tristan was not sure he wanted to engage. He struggled in school, has ADHD and negative peer associations. The youth support worker used physical activities to engage Tristan such as bike rides and during this time explored behaviours, peers and future plans. Tristan opened up, built a positive relationship and is now exploring apprenticeship options. He feels comfortable to engage in ongoing Motiv8 youth provision such as weekly hubs and our bike maintenance programmes, giving him something positive to do.

Young Persons Feedback *"It made me think about my and friends actions before we act, in the community and at school. I enjoyed the sessions."*

Family Support

During 2021/2022, Motiv8 South provided **3282 hours** of direct support to **53 families,** and an additional **145 family members.** The programme offered intensive whole family support via a Motiv8 intensive family support worker and was delivered via our Hampshire County Council commissioned Intensive Family Support Service (IFSS), and the Family Well-being Service, funded via the Henry Smith Charity.

As reported in Motiv8 South's last set of accounts, the impact of COVID-19 on families, children and communities has been vast. Many families have endured difficult and challenging times. We have seen families and young people isolated and more reliant on technology. Motiv8 South are now working to help young people catch up with emotional and social development and education that they have missed.

The support works with families and their family members, taking a strengths based approach offering personalised, practical and regular support. Families stated the support has helped them in the following ways.

"It's helping by getting some structure into our lives and by helping with the children's behaviour and our communication as a family."

"They have been a great support to my son going into school and supporting him with his issues. I have been supported by Motiv8 as well regarding Aaron's issues, his behaviours and my past."

"Helped with emotional support with myself, ex-partner & children. Helped with setting regular routines for the children and supported with children's behaviour and needs."

"Just to say thank you I was at a very low in life and with this support I'm getting back on track and knowing I have the support keeps me going."

OBJECTIVES AND ACTIVITIES (continued)

2. Targeted Group Work

In 2021/2022, **259 young people** were supported through our targeted group work provision equating to **1358 hours of support**. This was a significant increase on the previous year, in part due to a majority of COVID-19 restrictions having lifted, however it was also intentional action on behalf of the charity to respond to the overwhelming need. Safe spaces to interact, the opportunity for young people to explore specific issues impacting them, and the chance to build their confidence and gain new skills were regular themes beneficiaries and wider stakeholders told us were important.

Motiv8 South's targeted group provision is facilitated by Motiv8 youth support workers and provides weekly or time specific group provision, which is focused around supporting and developing specific needs and skills. The provision is targeted towards young people who may have additional vulnerabilities. Underpinning all our targeted group work is the opportunity to learn and grow with peers, promote positive human connection and develop personal, social and emotional skills.

Targeted Group Work for the reporting period included:

IGNITE

We were excited to pilot IGNITE through European Social Funding administered via the Hampshire and Isle of Wight Community Foundation. IGNITE established a 'Youth and Community Preparation Training Hub' for those unemployed or inactive living in the Gosport or Fareham area. Our aim was to encourage those facing multiple barriers to employment, and those with lived experience to engage in a person-centered development programme, to IGNITE their passion to pursue a career in either youth work or wider community/support roles.

Motiv8 has seen the positive impact of having dedicated resource to support beneficiaries who may be facing multiple barriers to employment. In most cases the charity has seen that with time, care and the right level of input beneficiaries are thriving, in particular for those with lived experience who have seen how their experiences can positively benefit and shape support for young people. The accredited programme combines holistic individual support, group provision and an accredited modular training programme. IGNITE has further supported Motiv8 South's ambitions to 'grow our own' youth workers in response to a general workforce decline, with several recipients of the programme directly employed or volunteering with Motiv8.

Case Study

Ray was supported by Motiv8 as a young person several years ago. Having recently moved back to the area as an adult, he came back to Motiv8 enquiring about volunteering. Ray's life had been impacted considerably by some very difficult personal circumstances and he was looking for the chance to re-build his life again. Ray had lived experience, but had not engaged in youth work previously so we shared the IGNITE programme and he immediately signed up. His lived experience and innate understanding of what so many of the young people Motiv8 support are dealing with is invaluable. His academic work was great and he successfully completed his accreditation. Over time he undertook supervised work experience with Motiv8 engaging with young people through the Holiday and Food Provision programme, a free holiday provision for young people in receipt of free school meals who had been referred due to their vulnerability. His contribution was outstanding, so much so that he was offered a paid contract. He is an incredibly gifted Youth Worker and has supported young people on a number of programmes. We are very lucky to have him.

Youth Social Action

Youth social action has formed a significant part of our targeted group provision in 2021/22. This was driven by the charities desire to hand back power to young people who due to COVID-19 restrictions had been unable to engage in regular activities. It was also in response to young people sharing they were feeling a sense of hopelessness, isolation and anxiety about their futures. Funded through #iwill, Clarion Futures and VIVID housing Motiv8 was able to establish Youth Social Action Hubs which

OBJECTIVES AND ACTIVITIES (continued)

2. Targeted Group Work (continued)

Youth Social Action (continued)

provided a safe, engaging space for young people marginalised and facing multiple barriers to come together to consider how they can make a positive difference to others or their community. Motiv8 youth workers helped young people in developing and delivering their own social action projects, which included fundraising, improvements to their environment and volunteering within the community.

Motiv8 and the Grateful Arts Project

With significant numbers of young people struggling with their mental health Motiv8 has also looked at innovative ways to tackle this issue head on, involving wider partnerships and building on existing assets in the Community. In this reporting period Motiv8 collaborated with The Grateful Arts Club CIC to deliver an exciting programme themed around gratitude and how practicing gratitude can improve your wellbeing. The programme ran a series of creative workshops with young people, facilitated by Motiv8 Youth Workers, The Grateful Arts Club CIC and a number of local creatives and businesses who offered their expertise in their creative field. At the end of the programme young people were able to exhibit and sell their work at a gratitude themed Community Art Exhibition which brought together the wider community, businesses and stakeholders.

Youth Social Action Case Study

The youth social action hubs combined forces with the 'Grateful Arts Project' and wanted to raise money to support young people's mental health and wellbeing. They became actively involved in supporting the planning of the event, taking on specific roles, alongside creating items which they could sell on the day. There were over 600 people who visited the Community Art Exhibition and based on the programmes success alongside feedback from young people, a second programme 'LOVE IS' was run in February 2022 with young people once again taking a considerable lead.

Feedback from a parent:
"We are incredibly proud of him. It was lovely to see him come back so happy and proud of himself. He loved helping today and selling things and I have not seen that spark and sense of achievement in him for a long time, wish he could see himself through mine and other's eyes. Thank you so much and I'm so glad that you get to see the real side of him, as since living here others have made him feel that he cannot be who he wants to be"

Skills Hub

With young people struggling to engage in school and find suitable employment the skills hub has taken a community asset approach, working with wider partners to broker opportunities for young people. Young people have been able to engage in alternative education programmes alongside external workshop opportunities and supported work experience. The skills hub has also increased its cultural and creative offer, collaborating with local artists and creatives.

Other Programmes delivered during the period included:

- LGBTQ support
- ASB/crime diversion programmes (DIVERT)
- ACES (Adverse Childhood Experiences)
- Holiday and Food Targeted Group Provision
- Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE) reduction programmes (CHOICES)
- Health and Wellbeing programmes
- Alternative Education Provision including Bike maintenance programmes and STEPS (accredited personal and social development programmes)
- Parent/Carer support programmes (SHAPE)

OBJECTIVES AND ACTIVITIES (continued)

3. Community and Enterprise

To increase the charity's preventative/early help offer, considerable efforts were placed into increasing open access community and enterprise provision across all areas. For the reporting period **1245 young people** accessed our open access, drop in and wider community provision providing a total of **1090** hours of delivery. **481** young people regularly accessed weekly youth hubs.

This significant increase in open access provision has had the duel benefit of providing an immediate 'gateway' to support, preventing young people from reaching crisis and/or remaining on long waiting lists, alongside bolstering support for young people who might be engaged in other Motiv8 provision. Examples of this include young people receiving targeted support but would like to increase their social networks and develop their skills, or young people coming to the end of their targeted support who are wanting to engage in something positive on a longer term basis.

Provision throughout the year has included:

Youth Hubs/Drop In's All Areas (juniors and seniors): Youth hubs and drop in's for young people were delivered across all Portsmouth, Havant and Gosport. Youth hub and drop in provision is focused on areas of deprivation and/or where there are a lack of opportunities for young people. Staffed by Motiv8 youth support workers and supported via volunteers, sessions are delivered from the charity's young people's centers alongside various outreach sites including 'wellmedow' an outdoor youth hub in woodland at Staunton Country Park in Havant. Youth hubs provide a safe space for young people to seek advice and support, socialise, make new friends, develop their skills and engage in important issue based activities such as knife crime, harm reduction, positive relationships, bullying, mental health and wellbeing. Motiv8 South further provides sexual health hubs and thematic hubs based around young people's interests including; a music hub, creative hub, cooking hub and a bike hub.

Case Study – Havant Youth Hub

Tegan aged 17 had a very difficult upbringing, experiencing parental alcohol addiction and domestic abuse. She struggled to stay in education, she was assaulted and then had a series of unhealthy relationships. She had a child who was adopted and around that time she began a new relationship and moved into her boyfriend's family home. She was feeling quite isolated and low.

Tegan has been attending a Motiv8 Youth Hub with her boyfriend and his friends and over time built a good relationship with the staff team. She applied for college with the support of a Motiv8 staff member and was supported to the interview at college where she gained a place. She struggles with low self-esteem, and due to her challenges with social interaction and lack of confidence in her own ability and sadly over time this caused her to disengage with College..

Tegan continued to attend the weekly drop in sessions, Motiv8 staff supported her to manage her emotional health and wellbeing, including discussing techniques that help to calm her and tools that her friends can help her to use when is struggling. We liaised with Children's Services to ensure that her health and basic needs are met and attended multiagency meetings.

Tegan recently got invited to a job interview but was unable to pay for the bus ticket to attend it, so a staff member assisted her and she was then offered the job. She has been working there for 4 weeks and is learning to establish new relationships at work, managing her money and having a meaningful routine. She continues to attend the drop-in sessions regularly and we are seeing an improvement in her attitude, appearance and wellbeing.

OBJECTIVES AND ACTIVITIES (continued)

3. Community and Enterprise (continued)

Lighthouse: Delivered in Partnership with Havant and East Hants MIND, Lighthouse combines youth work and specialist mental health support. Lighthouse provides three drop-in sessions per week for young people living in the Havant area who may be struggling with lower level mental health and wellbeing. Lighthouse has provided a space for young people to gain immediate face-to-face support, build positive relationships and access a range of flexible advice and guidance. Young people can talk to specialist MIND well-being support workers alongside Motiv8 youth workers. The sessions enable young people to participate in small group activities to boost inclusion, build resilience and gain skills. Throughout the year Motiv8 South has seen a high demand for the service and has been reviewing options to increase the delivery space to accommodate growing numbers.

Detached Street Based Provision (All areas): Detached on street provision has remained an important arm of our provision, helping to reach young people who might face multiple barriers to engagement. We have seen an increase in young people at risk of criminal exploitation, alongside those who are disengaged with education and are involved in antisocial behaviour. The detached provision enables us to build relationships with the community and young people in their environment.

Case Study

Motiv8 became aware of a specific area highlighted as a problem area for Anti-social Behaviour, Child Criminal Exploitation and drug dealing. Motiv8 Detached staff remained vigilant and proactive in engaging with groups of young people through its weekly evening 'on street' sessions. During this time detached workers would also engage with local residents and businesses building trust. It was clear that many felt unsure what to do concerning young people being exploited and distributing drugs, or who to share that information with. It was agreed that a Community consultation would be an appropriate way forward with Motiv8 co-hosting and delivering two events which included awareness raising workshops around exploitation related issues.

In response to the vulnerability and exploitation which became apparent through the detached sessions, Motiv8 also participated in monthly Missing Exploited and Trafficked meetings coordinated via the Police and the Local Authority. This offered an opportunity for exchanging information regarding concerns and the opportunity to coordinate a response to safeguard young people.

Youth Voice/Youth Participation: We have continued to operate a youth voice group, which is an open participatory group for young people who are current or former beneficiaries. The group meets monthly and is facilitated by a Motiv8 youth support worker, with topics of discussion being led by them. There is also the opportunity to help shape service delivery with the group having attended the Service Delivery and Development Sub Group alongside Trustees and officers attending Youth Voice sessions at their invitation. Numbers remain small, so the Youth Voice group has been keen to recruit other young people. Motiv8 South recognises that not all young people want to participate in a formal youth voice group, however it is important for all young people to have the opportunity to have their say. As such, we have also established youth participation groups which offer fun and engaging activities alongside the chance to have their say and develop youth social action projects. The charity are keen to further develop plans regarding youth voice, youth leadership and participation.

Summer Passport: Summer Passport sessions were delivered over a four-week period at different locations across Gosport Borough. The sessions led by Motiv8 brought various partners together to provide a range of free open access activities such as, creative arts, dance, physical games, cooking, Driving Lessons, Fishing, Laser Clay Shooting and much more. Areas/locations were selected were based on feedback received from young people during Motiv8 detached sessions and anti-social behaviour figures (ASB). The provision was a huge success with over 300 young people attending and an overall reduction of 25% in reported ASB incidents for the period the activities took place.

ACHIEVEMENTS AND PERFORMANCE

Our Strategy 2019-2024

Motiv8 published its revised 5-year Strategy for the period 2019-2024, setting out our ambitions to achieve the following:

1. **Grow our Impact**; *Bringing about lasting change for Young People, Families and the Community*
2. **Increase Opportunities;** *For young people, families and communities to thrive*
3. **Build resilience and sustainability;** *To be here for the future and increase social impact*

The charity is committed to bringing about lasting change. To achieve this we believe in collaboration, working with our young people, their families and the local community. It means building trusting relationships, helping young people feel connected with a sense of belonging, having a regular long-term presence, providing 'safe spaces' for young people and families to access a range of support and opportunities and importantly providing the right support at the right time.

Motiv8 is underpinned by a set of core values which includes;

- **Trusted Relationships,** we work with openness, honestly and integrity, building relationships through being compassionate, approachable, flexible and reliable.
- **Quality,** we strive to do our very best, working with professionalism and are committed to continually looking at ways we can improve.
- **Collaborative,** we actively work together with the community, young people, families and our partners to achieve the very best outcomes
- **Empowering,** we believe in supporting communities and individuals to realise their abilities and potential, doing with and not to.
- **Committed,** we never give up, when things are difficult, we look for solutions, we drive ourselves and others to reach for their dreams and goals

Our Impact

We now report on the progress we have made for 2021/2022:

STRATEGIC AIM 1 - Grow our impact

We will do this by:

- Being embedded in local communities with a trusted long-term presence
- Having an increased focus on prevention and early help
- Delivering safe, high quality and flexible provision

Our progress for 2021/22:

- **Outcomes for young people:** Overall, 93% of young people showed positive progress against their agreed outcomes. 87% showed progress in their education and learning, 94% made progress with their behaviour and 97% made progress against their emotional health and wellbeing.
- **Satisfaction Scores:** 98% of young people felt they had improved relationships with their family or carers and 98% felt they had improved social networks and friendships.
- **Significant increase in prevention and early help support**: Numbers of young people accessing our community provision increased by a huge 611%. This was achieved through holiday programmes such as; Gosport Summer Passport, Holiday and Food Provision, regular weekly Youth Hubs and Drop in provision. We see this as a huge achievement for the charity, who swiftly returned to face to face delivery and created fun, engaging spaces for young people to safely come together.

ACHIEVEMENTS AND PERFORMANCE (continued)

Our Impact (continued)

- **Keeping young people Safe:** During this period Motiv8 responded to **192** Safeguarding incidents, a 52% increase on the previous year. Safeguarding responses included working with the wider partnership and stakeholders to ensure necessary steps are taken to robustly safeguard young people. Trustees are mindful that the charity saw an increase in safeguarding concerns via Youth Hubs and Detached provision, further reinforcing the need to invest in preventative services.

STRATEGIC AIM 2 - Increase Opportunities

We will do this by:

- Having a distinctive service offer which is person-centred, holistic and accessible
- Strengthen collaboration and partnerships to provide services that are innovative, dynamic and responsive
- Enhance and strengthen our support for young people to engage in education, training and employment

Our Progress:

- **Increased opportunities;** Motiv8 have provided over 16 different weekly open access opportunities totaling 47 hours of support per week. Greater efforts were also made, to ensure consistency of provision across our geographical locations to avoid a postcode lottery for beneficiaries. This is in addition to increasing the numbers of young people who were able to receive support via Motiv8's individual mentoring programme (+17%) and Motiv8 South's targeted group provision (+167%).
- **Youth Fund, Youth Voice, Youth Leadership and Participation:** Motiv8 South established a dedicated fund for young people to bid in directly for items or provision they might require. This has supported young people in accessing essential items, alongside supporting requests from Motiv8 South's youth social action group who recently won an award for their youth social action projects. The charity has developed several pathways for young people to take a leading role and are keen to grow this.
- **Internal Restructure:** In year, Motiv8 undertook an internal restructure with the creation of a Head of Operations post. This critical post has helped aid internal and external collaboration, building on our areas of strength and increasing opportunities for beneficiaries.
- **Innovation and Collaboration:** Motiv8 collaborated with a range of other partners to develop a number of innovative programmes to respond to young people's poor mental health and provide diverse and inclusive services. Examples include; IGNITE, Lighthouse and the Grateful Arts Club Community Art Exhibitions. These programmes have not only increased the charity's reach, but have raised awareness within the community.
- **Student Placements:** 24 students undertook a placement opportunity with Motiv8 which included a mixture of social work, psychology and youth and community students. Motiv8 South are delighted that we have been able to provide these opportunities, given that many students have either had their placements terminated or placed on hold, denying them the important opportunity to put theory into practice. We recognise the importance of developing the workforce of the future and Motiv8 South has received excellent feedback in relation to the quality of its placements.

Student Feedback: *"I would give a simple great big thank you. I have learnt so much whilst being here. Despite covid-19 and the apprehension it brought/still brings I could not be more grateful for them letting me stay and giving me so much work to do and learn from. I have learnt so much about myself. My anxiety about talking to people who I didn't know, meetings and putting myself out there was huge before my time at Motiv8. I am so glad to say that as time went on, I watched these anxieties begin to fade and I feel like a much stronger person for it. I reached a point where meetings with new people no longer phased me. I have learnt skills of how best to adapt and reflective skills that I will take with me throughout life".*

ACHIEVEMENTS AND PERFORMANCE (continued)

Our Impact (continued)

STRATEGIC AIM 3 – Build Resilience and Sustainability

We will do this by:

- Embedding a robust, sustainable and mixed funding model.
- Harnessing digital technologies to work smarter, make best use of resources and improve outcomes
- Capturing the impact of our services and demonstrating the value of our work
- Board of trustees to ensure the effectiveness of the organisation, in line with its mission, aims and strategic objectives.

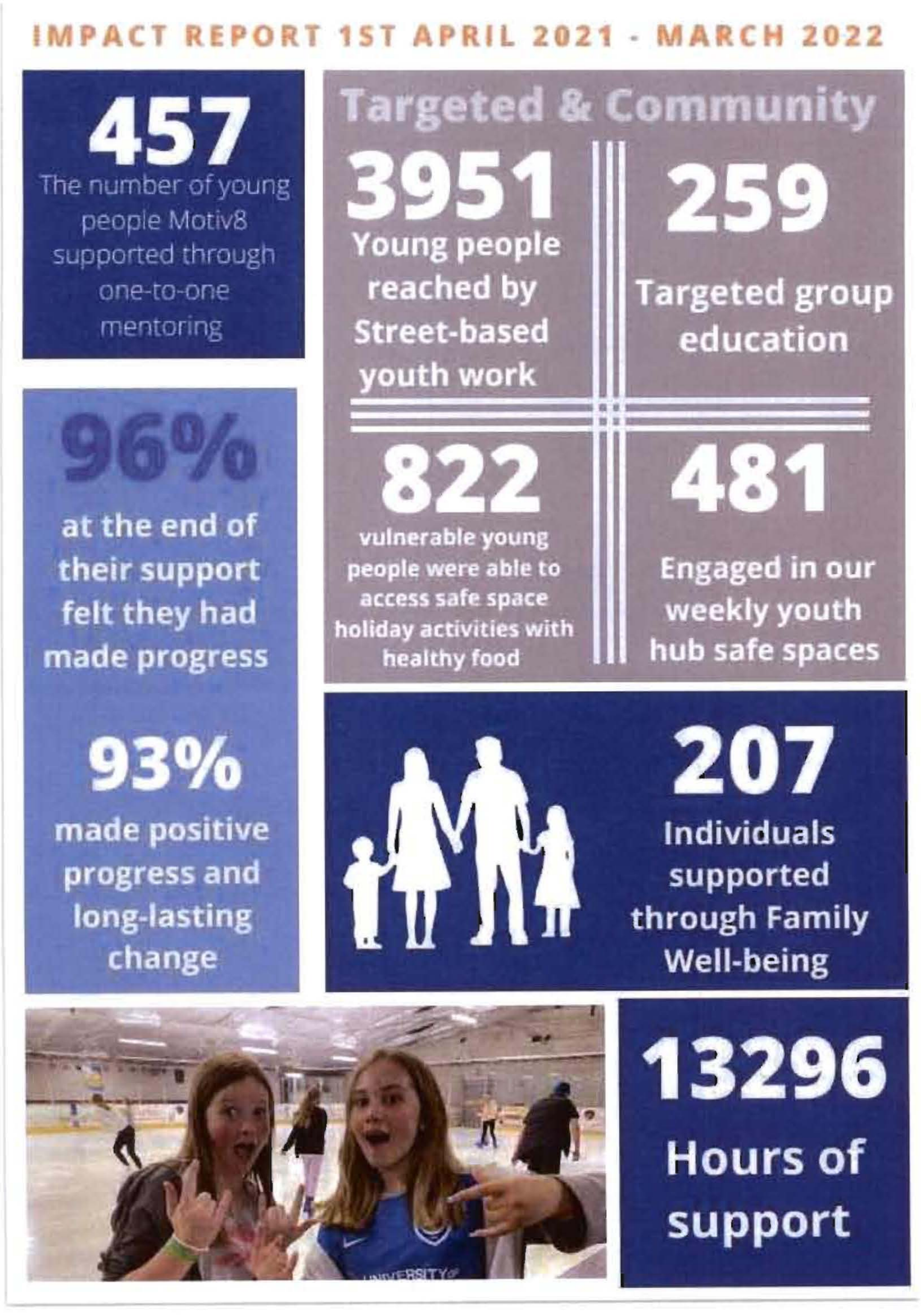
Our Progress:

- **Fundraising:** Motiv8 continued to build on a mixed and sustainable funding model, attracting new funders to the charity alongside maintaining strong trusted relationships with existing funders. In the reporting year there was 16% increase of incoming resources from charitable activities. The charity reported a surplus for another successive year, helping to rebuild charitable reserves to meet our reserves policy (see below for reserves policy)
- **Capacity Building:** The charity expanded its fundraising capacity with a part-time Digital Fundraiser and a Digital Marketing Apprentice. Plans were also agreed for the creation of a part-time Corporate Fundraiser. The charity took this decision, to reflect emerging fundraising trends and to decrease its reliance on reducing statutory funding.
- **Staff Wellbeing;** Motiv8 invested considerable efforts to ensure the wellbeing of staff recognising that they are one of the charity's greatest assets, this included; Paid wellbeing and reflection time, new employee assistance programme, a review of staff benefits and salary comparison. Sickness remained low at 2.5%.

  The annual staff survey results showed:
  - 96% of staff felt that their personal and professional development is supported *"The training provided has been amazing"*
  - 96% of staff felt that their wellbeing is supported by their Manager and the organisation *"I think that there is a good range of benefits offered"*
  - 96% of staff understand the vision and mission of the organisation
  - 96% of staff rated the services that Motiv8 provide as good or excellent *"I am proud of how we have been able to work with families and return to face to face support. We are a service of choice for many partners"*
- **Digital Solutions:** Motiv8 continued to review and implement digital solutions to support its work which included upgrading IT and moving to electronic booking systems.
- **Trustee Recruitment:** During the reporting period two new Trustees joined the organisation, bringing significant skills and expertise in Safeguarding, Policing, marketing and Corporate Social responsibility.

ACHIEVEMENTS AND PERFORMANCE (continued)

Our Impact (continued)



FINANCIAL REVIEW

The Statement of Financial Activities for the year ended 31 March 2022 is set out on pages 27 and 28 of the financial statements. A summary of the financial results and the work of the charity are set out below.

There were incoming resources of £1,120,272 for the year of which £413,939 was unrestricted and £706,333 was restricted. For the year ending 31 March 2022 trustees are reassured to report a surplus position for the charity. There was a total surplus after transfers of £86,786 (2021 – Surplus of £134,482) of which £9,164 was unrestricted funds before transfers. At 31 March 2022, there were total funds of £702,573 of which £142,065 was restricted, £260,563 was designated and £299,945 was unrestricted.

The surplus was achieved through the following activity:

1. **Fundraising.** Expansion of the fundraising team, to increase capacity and grow other fundraising streams, alongside maintaining good quality provision ensuring existing funders reinvested as a trusted partner.
2. **Creation of Head of Operations (HOO) post:** This post has increased the capacity of the CEO to support overall fundraising efforts, with the HOO strengthening local relationships and developing new provision to meet emerging needs.
3. **Traded Services.** The charity provides a well-established traded offer which seeks to achieve full cost recovery.
4. **Robust financial management.** The charity continues to monitor finances closely and manage income and expenditure. Trustees are assured there is good financial control and risk management procedures.

Fundraising

Motiv8 South adhere to their core values within our approach to fundraising. We are committed to working within the Charities Commission fundraising practice guidance and are registered with the Fundraising Regulator, alongside the fundraising promise, meaning that all fundraising activity will always be legal, open, honest and respectful.

The Fundraising Manager is supervised by the Chief Executive Officer and reports to the Motiv8 Board of Trustees. Fundraising procedures are clearly set out to all staff, students and volunteers within its operating manuals, ensuring any third party fundraising is closely monitored. No notification has been received by the Board of Trustees or the senior management team concerning any complaint or failure to comply with the charities policies.

Reserves policy

The policy is reviewed annually, and it currently reads:

Policy

It is the policy of Motiv8 South that unrestricted funds should be maintained at a level equivalent to between three and six months' expenditure. These reserve funds could be put to one or more of the following purposes:

- *Short-term tactical reserves*
- *Opportunistic reserves*
- *Long-term reserves used to reduce risk*

FINANCIAL REVIEW (continued)

Reserves policy (continued)

Procedure

The first level of reserves is held for short-term tactical reasons. The charity aspires to keep a minimum of two months' worth of expenditure to cover any short-term setbacks in funding or cash flow difficulties. The trustees consider that reserves at this level will ensure that in the event of a significant drop in one or more funding sources they will be able to continue the charity's core current activities while consideration is given to ways in which additional funds may be raised or specific activity brought to a controlled close.

Second are opportunistic reserves, set aside to enable the charity to evolve and take advantage of strategic development opportunities. This could be to cover up to 30% expenditure of a new activity backed by a full business plan showing full recovery in three years.

A third, long-term reserves level is intended to reduce risks posed by large external changes in the environment in which the charity operates. This could include political changes, fall in stock market values or a major decline in donors' empathy to the cause. These risks, if realised, would dramatically affect the charity's funding streams.

In parallel, the charity ensures that if reserves are called upon, they can be replenished.

The reserve policy outlined above remains in place and the trustees aspire to maintain its objectives. Trustees are encouraged that corrective action and strategies implemented in 2018 have resulted in three successive years of the charity generating a surplus.

Unrestricted Free Reserves

At the 31 March 2022, unrestricted free reserves stood at **£299,945** which equates to 3.5 months of running costs. Whilst in line with the charity's reserves policy of maintaining 3-6 months of running costs, this is an improved position and Trustees remain committed to improving this position through the following strategies:

1. Continue progress towards re-building reserves with a 3-5% surplus target, linked with the 5-year strategic plan
2. Increase levels of unrestricted funding, alongside growing Trust and Grant funding, Private, Corporate, Community and Major Donor funds.
3. Maintain core statutory provision as a partner of choice
4. Ensuring costs are monitored continuously and rationalisation will continue wherever possible, without impeding the services provided.

At 31 March 2022, funds totaling £260,563 have been designated by the trustees in respect of funds represented by fixed assets (mainly relates to Freehold building and additional building extension). More information on these funds is given in note 18 to the accounts.

Funding

Motiv8 South place great significance on partnership working. Trustees acknowledge the contribution of the following organisations that have supported Motiv8 South over 2021/2022 and without whom the charity would be unable to operate:

- Hampshire County Council
  - Intensive Family Support Service, Violence Reduction Unit, Traded 1-1 support, HAF / Signposting & Family Divert
- Portsmouth City Council
  - Traded Services, Violence Reduction Unit, HAF, Orpheus, Virtual School & The Hive
- Gosport Borough Council
  - Community Safety, ABC

FINANCIAL REVIEW (continued)

Funding (continued)

Havant Borough Council
- 1-1 support, Traded services

- Hampshire Office of the Police & Crime Commissioner:
  - Hate Crime & targeted 1-2-1, Intensive Support Services
- Hampshire and Isle of Wight Community Foundation:
  Youth Social Action, All together fund, Engage Programme, EFS, Portsmouth Community fund
- Schools and Colleges:
  Mayfield, The Portsmouth Academy, The Key Centre, GFM – Brune Park, Brookfield School, , Fareham Academy, Bridgemary, Barncroft, GFM - Bay House, Lord Wilson, Prospect School
- BBC Children in Need
- National Lottery Community Fund
- Groundwork UK – Tesco Carrier for Causes
- No Limits
- Sir Jeremiah Colman Gift Trust
- Active Communities Network – Street Strong Project
- Henry Smith Charity
- William Wates Memorial Trust
- The Blagrave Trust
- Community Lotteries Gosport, Portsmouth and Havant
- Southern Cooperative Group
- The Edward Gostling Foundation
- Garfield Weston
- Trust 2000
- Masonic Lodge
- Abri El
- Sport England – Energise Me
- Havant & East Hants MIND
- Nora Smith Charitable Fund
- The Guinness Partnership Ltd
- The Brian Foster Foundation
- Clarion Futures Communities
- Partnership Foundation
- National Lottery Heritage Fund

Also services provided by 1st Computer Services, Amazon Smile & Fast Track Garage Services,

The trustees also want to thank all the individuals that have supported the organisation through regular and one off donations, including supporting fundraising events and through the donation of items.

Asset cover for funds

There are adequate and available assets of each fund sufficient to meet all liabilities and obligations.

Future plans

Trustees are mindful of external factors such as the war in Ukraine, inflation, cost of living crisis, and changes in Government Leadership all create an unstable operating environment for the charity. This coupled with increased complexity of young people's needs and demand in support places enormous pressure on the charity and its staff. In reviewing the strategic plan the charity will continue to work towards its three strategic aims with an increased focus on the following:

FINANCIAL REVIEW (continued)

Future plans (continued)

Aim 1: Grow our Impact:

- Increase opportunities for young people's participation and youth leadership alongside developing plans to share power with young people.
- Strengthen and embed Motiv8 South's equality, diversity and inclusion strategy
- Through digital solutions streamline processes for the collection and analysis of data, to improve quality, demonstrate impact and improve beneficiary experience.
- Develop easy access mental health and well-being support

Aim 2: Increase Opportunities:

- Growth through activities in particular; post 14 provision, youth social action, mental health/wellbeing support and preparation for the world of work.
- Establish a Portsmouth delivery venue to offer flexible and accessible support.
- Maintain current level of targeted support
- Remain a trusted, mature partner providing quality services, excelling at what it does

Aim 3: Increase Resilience and Sustainability

- Increase % of unrestricted and core funding to be adaptable, agile and respond to the current unstable environment and economic crisis
- Continued focus during challenging times on staff wellbeing ensuring a healthy workforce and increased retention
- Review marketing and communications strategy to align with strategic aims and priorities
- Grow new income streams including Corporate, Community and Digital fundraising streams

Underpinning the above will be our continued commitment to quality and being a trusted youth charity partner of choice.

CHANGES IN FIXED ASSETS

The movements in fixed assets in the year are set out in note 12 to the financial statements.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also directors of Motiv8 South Limited for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom General Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

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

FINANCIAL REVIEW (continued)

STATEMENT OF TRUSTEES' RESPONSIBILITIES (continued)

The Trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the charity and to enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for the maintenance and integrity of the corporate and financial information included on the charity's website and for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

DISCLOSURE OF INFORMATION TO AUDITORS

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

AUDITORS

A resolution proposing that Jones Avens be reappointed as auditors of the charity will be put to the annual general meeting.

Approved by the board of trustees on 18 November 2022 and signed on their behalf

Valerie Hopkins - Chair
Trustee

MOTIV8 SOUTH LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF MOTIV8 SOUTH LIMITED

Opinion

We have audited the financial statements of Motiv8 South Limited (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' 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 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 trustees with respect to going concern are described in the relevant sections of this report.

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 contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 our audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within 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 charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

In the light of the knowledge and understanding of the company and its 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

Identification and assessment of irregularities including fraud

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

. we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the association, including The Companies Act 2006 and The Charities Act 2011.

. we obtained an understanding of the legal and regulatory framework applicable to the entity and how the entity is complying with that framework by making appropriate enquiries of management as well as considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations;

. we made enquiries of those charged with governance and management concerning:

  - the risks of fraud;
  - instances of non-compliance with laws and regulations or knowledge of actual, suspected, or alleged fraud is documented during the period;

. we allocated an engagement team that we considered collectively had the appropriate competence and capabilities to identify or recognise non-compliance with laws and regulations.

Audit response to the risk of irregularities including fraud

Based on the results of our risk assessment, our procedures included, but were not limited to:

- performing analytical procedures to identify any unusual or unexpected relationships.
- evaluating whether the selection and application of accounting policies by the entity that may be indicative of fraudulent financial reporting resulting from management's effort to manage earnings.
- assessing whether judgements and assumptions made in determining the accounting estimates set out in note 2 were indicative of potential bias.
- agreeing financial statement disclosures to underlying supporting documentation.
- reading the minutes of meetings of those charged with governance.
- reviewing the correspondence with relevant regulatory bodies.
- testing of journal entries to address the risk of fraud through management override.
- incorporating an element of unpredictability in the selection of the nature, timing, and extent of our audit procedures.

Conclusions regarding the risks of irregularities including fraud

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

We considered our audit was capable of detecting irregularities due to:

- the effectiveness of the entity's internal controls;
- the nature, timing and extent of audit procedures performed; and
- the absence of contradictory evidence.

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Timothy Millett FCA (Senior Statutory Auditor)
for and on behalf of Jones Avens Limited

18 November 2022

Chartered Accountants
Statutory Auditor

53 Kent Road
Southsea
Portsmouth
Hampshire
PO5 3HU

MOTIV8 SOUTH LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted funds general 2022 £	Unrestricted funds designated 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds general 2021 £	Unrestricted funds designated 2021 £	Restricted funds 2021 £	Total 2021 £
Income from:									
Voluntary income	**3**	30,372	-	47,650	78,022	45,103	-	68,062	113,165
Incoming resources from charitable activities	**4**	383,567	-	658,683	1,042,250	375,758	-	518,655	894,413
Total income		413,939	-	706,333	1,120,272	420,861	-	586,717	1,007,578
Expenditure on:									
Raising funds	**5**	59,025	-	-	59,025	40,285	-	-	40,285
Charitable activities	**6**	345,749	-	628,711	974,460	255,736	-	572,384	828,120
Other	**11**	1	-	-	1	4,691	-	-	4,691
Total expenditure		404,775	-	628,711	1,033,486	300,712	-	572,384	873,096
Net incoming resources before transfers		9,164	-	77,622	86,786	120,149	-	14,333	134,482

MOTIV8 SOUTH LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted funds general 2022 £	Unrestricted funds designated 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds general 2021 £	Unrestricted funds designated 2021 £	Restricted funds 2021 £	Total 2021 £
Net incoming resources before transfers		9,164	-	77,622	86,786	120,149	-	14,333	134,482
Gross transfers between funds		(7,089)	54,284	(47,195)	-	6,748	864	(7,612)	-
Net income for the year/ Net movement in funds		2,075	54,284	30,427	86,786	126,897	864	6,721	134,482
Fund balances at 1 April 2021		297,870	206,279	111,638	615,787	170,973	205,415	104,917	481,305
Fund balances at 31 March 2022		299,945	260,563	142,065	702,573	297,870	206,279	111,638	615,787

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

All income and expenditure derive from continuing activities.

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

MOTIV8 SOUTH LIMITED

BALANCE SHEET

AS AT 31 MARCH 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible assets	**12**		290,870		253,472
Investments	**13**		-		1
			290,870		253,473
Current assets					
Debtors	**14**	99,372		93,087	
Cash at bank and in hand		543,374		499,902	
		642,746		592,989	
Creditors: amounts falling due within one year	**15**	(231,043)		(230,675)	
Net current assets			411,703		362,314
Total assets less current liabilities			702,573		615,787
Income funds					
Restricted funds	**17**		142,065		111,638
Designated unrestricted funds			260,563		206,279
General unrestricted funds			299,945		297,870
			702,573		615,787

The financial statements were approved by the Trustees on 18 November 2022

Valerie Hopkins - Chair
Trustee

Company registration number 3512607

MOTIV8 SOUTH LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Cash flows from operating activities					
Cash generated from operations	22		96,036		201,855
Purchase of tangible fixed assets		(52,564)		(10,006)	
Net cash used in investing activities			(52,564)		(10,006)
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			43,472		191,849
Cash and cash equivalents at beginning of year			499,902		308,053
Cash and cash equivalents at end of year			543,374		499,902

1 Accounting policies

Charity information

Motiv8 South Limited is a private company limited by guarantee incorporated in England and Wales and a registered charity. The registered office is 6 Queen Street, Portsmouth, Hampshire, PO1 3HL.

1.1 Accounting convention

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

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

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 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.

1.3 Charitable funds

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

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

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

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

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.

Donated services and facilities are included at estimated market value being the estimated values of the services or facility received.

Assets for distribution are recognised only when distributed. Assets given for use by the charity are recognised when receivable. Stocks of undistributed donated goods are not valued for balance sheet purposes.

1 Accounting policies **(Continued)**

When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods.

When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the conditions for use have been met.

When donors specify that donations and grants, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

1.5 Expenditure

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

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Tangible fixed assets are stated at cost less depreciation. Below a value of £1,000 fixed assets are not capitalised. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Freehold land and buildings	2% straight line
Fixtures, fittings and equipment	10-25% straight line
Computers	10-25% straight line
Motor vehicles	20-50% straight line

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

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1 Accounting policies **(Continued)**

1.9 Cash and cash equivalents

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

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' 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, when 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.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

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

1.11 Employee benefits

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

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

1.12 Retirement benefits

The charity operates a defined contributions pension scheme. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme.

1.13 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

2 Critical accounting estimates and judgements

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.

3 Voluntary income

	Unrestricted funds general 2022 £	**Restricted funds 2022 £**	**Total 2022 £**	Unrestricted funds general 2021 £	Restricted funds 2021 £	Total 2021 £
Donations and gifts	22,042	6,250	28,292	7,379	13,014	20,393
Grants receivable	3,544	41,400	44,944	25,098	55,048	80,146
Donated goods and services	4,786	-	4,786	12,626	-	12,626
	30,372	47,650	78,022	45,103	68,062	113,165
Grants receivable for core activities						
Apprenticeship Grant	3,500	-	3,500	-	-	-
Blagrave Trust	-	31,400	31,400	-	40,000	40,000
The Edward Gostling Foundation	-	10,000	10,000	-	7,500	7,500
Coronavirus Job Retention Scheme grant	44	-	44	15,098	-	15,098
Gosport Brough Council Covid grant	-	-	-	10,000	-	10,000
Hampshire and Isle of Wight Community Fund - National Emergency Fund	-	-	-	-	7,500	7,500
Other	-	-	-	-	48	48
	3,544	41,400	44,944	25,098	55,048	80,146

4 Incoming resources from charitable activities

	Service level agreements, grants and other income 2022 £	Service level agreements, grants and other income 2021 £
Sales within charitable activities	4,544	4,168
Services provided under contract	395,662	352,369
Performance related grants	641,231	530,856
Charitable rental income	813	7,020
	1,042,250	894,413
Analysis by fund		
Unrestricted funds - general	383,567	375,758
Restricted funds	658,683	518,655
	1,042,250	894,413
Performance related grants		
Holiday Activity and Food (HAF) grant	126,827	-
Office of the Police and Crime Commissioner - Safer Communities Fund	82,500	104,886
Big Lottery Fund	100,451	223,248
BBC Children in Need	98,818	72,433
Hampshire and Isle of Wight Community Fund	48,679	8,317
Henry Smith Trust	80,000	60,000
Garfield Weston Foundation	40,000	25,000
William Wates Memorial Trust	9,500	-
Hampshire Police	-	28,386
Other	54,456	8,586
	641,231	530,856

5 Raising funds

	Unrestricted funds general 2022 £	Unrestricted funds general 2021 £
Income generation and publicity costs		
Other fundraising costs	8,304	690
Staff costs	50,721	39,595
	59,025	40,285

6 Charitable activities

	Provision of Services for Young People 2022 £	Provision of Services for Young People 2021 £
Staff costs	699,569	620,597
Depreciation and impairment	15,164	12,063
Other staff costs	30,865	22,970
Volunteer expenses	305	376
Partnered delivery	33,204	5,435
Activities	73,622	36,655
Insurance	3,286	5,148
Premises	39,073	46,046
Communications	15,389	13,273
Transport	16,408	11,217
Computer expenses	15,816	22,126
Subscriptions	1,068	7,564
Bicycle Recycling intercompany balance	9,003	-
Other expenses	1,103	693
	953,875	804,163
Share of governance costs (see note 7)	20,585	23,957
	974,460	828,120
Analysis by fund		
Unrestricted funds - general	345,749	255,736
Restricted funds	628,711	572,384
	974,460	828,120

7 Support costs

	Support costs	Governance costs	2022	Support costs	Governance costs	2021
	£	£	£	£	£	£
Audit fees	-	6,000	6,000	-	6,552	6,552
Accountancy	-	11,294	11,294	-	13,568	13,568
Legal and professional	-	-	-	-	2,947	2,947
Trustees indemnity insurance	-	1,325	1,325	-	890	890
Trustees meetings	-	1,966	1,966	-	-	-
	-	20,585	20,585	-	23,957	23,957
Analysed between						
Charitable activities	-	20,585	20,585	-	23,957	23,957

8 Net movement in funds

	2022	2021
	£	£
Net movement in funds is stated after charging/(crediting)		
Fees payable to the company's auditor for the audit of the company's financial statements	6,000	6,552
Depreciation of owned tangible fixed assets	15,165	12,063
Loss on disposal of tangible fixed assets	1	4,691

9 Trustees

None of the trustees or any persons connected with them received any remuneration or expenses during the year.

Stephen Dimon is a trustee of Motiv8 South Limited and managing director of 1st Group Limited who provide computer services to the charity. The purchase of computer equipment and further IT services amounting to £39,433 was on an arm's length basis and £2,224 was outstanding at the year end.

10 Employees

The average monthly number of employees during the year was:

	2022	2021
	Number	Number
Chief Executive	1	1
Charitable and other staff	26	23
Total	27	24

10 Employees (Continued)

Employment costs

	2022	2021
	£	£
Wages and salaries	691,237	604,104
Social security costs	46,187	43,365
Other pension costs	12,866	12,723
	750,290	660,192

The average monthly headcount was 42 (2021 - 34).

There were no employees whose annual remuneration was more than £60,000.

11 Other

	Unrestricted funds general 2022	Unrestricted funds general 2021
Net loss on disposal of tangible fixed assets	1	4,691
	1	4,691

12 Tangible fixed assets

	Freehold land and buildings	**Fixtures, fittings and equipment**	**Computers**	**Motor vehicles**	**Total**
	£	£	£	£	£
Cost					
At 1 April 2021	282,516	40,597	61,449	52,006	436,568
Additions	-	3,235	31,579	17,750	52,564
At 31 March 2022	282,516	43,832	93,028	69,756	489,132
Depreciation and impairment					
At 1 April 2021	38,432	37,931	54,728	52,006	183,097
Depreciation charged in the year	4,863	1,919	3,945	4,438	15,165
At 31 March 2022	43,295	39,850	58,673	56,444	198,262
Carrying amount					
At 31 March 2022	239,221	3,982	34,355	13,312	290,870
At 31 March 2021	244,084	2,666	6,722	-	253,472

13 Fixed asset investments

	Other investments
Cost or valuation	
At 1 April 2021	1
Valuation changes	(1)
At 31 March 2022	-
Carrying amount	
At 31 March 2022	-
At 31 March 2021	1

The £1 investment in 100% of the share capital of Bicycle Recycling South Limited has been written off in the year. The company ceased to trade in the previous financial year and was dissolved on 5 July 2022.

	Notes	2022 £	2021 £
Other investments comprise:			
Investments in subsidiaries		-	1

14 Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Trade debtors	79,153	27,439
Amounts owed by subsidiary undertakings	-	42,108
Other debtors	647	467
Prepayments and accrued income	19,572	23,073
	99,372	93,087

15 Creditors: amounts falling due within one year

	Notes	2022 £	2021 £
Other taxation and social security		14,538	13,131
Deferred income	16	154,737	175,688
Trade creditors		24,135	13,717
Accruals		37,633	28,139
		231,043	230,675

16 Deferred income

	2022 £	2021 £
Other deferred income	154,737	175,688

Deferred income is included in the financial statements as follows:

	2022 £	2021 £
Deferred income is included within:		
Current liabilities	154,737	175,688
Movements in the year:		
Deferred income at 1 April 2021	175,688	218,063
Released from previous periods	(175,688)	(218,063)
Resources deferred in the year	154,737	175,688
Deferred income at 31 March 2022	154,737	175,688

17 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

		Movement in funds				Movement in funds			
	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Balance at 31 March 2022
	£	£	£	£	£	£	£	£	£
Toronto Place LandAid Charitable Trust Limited	48,910	-	-	(1,715)	47,195	-	-	(47,195)	-
Office of the Police and Crime Commissioner	-	76,500	(76,500)	-	-	82,500	(82,500)	-	-
BBC Children in Need	-	72,433	(72,433)	-	-	68,511	(68,511)	-	-
Bicycle Recycling	5,897	-	-	(5,897)	-	-	-	-	-
Hampshire and Isle of Wight Community Fund	-	15,817	(15,817)	-	-	48,679	(48,679)	-	-
Hampshire Police	-	28,386	(28,386)	-	-	-	-	-	-
Portsmouth City Council Future in Mind	-	8,054	(8,054)	-	-	-	-	-	-
Big Lottery Fund	10,110	223,248	(222,665)	-	10,693	100,450	(101,385)	-	9,758
Henry Smith Trust	20,000	60,000	(60,000)	-	20,000	80,000	(60,000)	-	40,000
Holiday Activities and Food (HAF) Grant Programmes, VRU and DIVERT funding	-	1,000	(1,000)	-	-	127,827	(127,827)	-	-
William Wates Memorial Trust	5,000	-	(5,000)	-	-	9,500	(4,750)	-	4,750
The Blagrave Trust	15,000	40,000	(40,000)	-	15,000	31,400	(31,400)	-	15,000
Garfield Weston Foundation	-	25,000	(6,250)	-	18,750	40,000	(38,750)	-	20,000
Co-op Local Community Fund	-	11,331	(11,331)	-	-	-	-	-	-
The Edward Gostling Foundation	-	7,500	(7,500)	-	-	10,000	(10,000)	-	-
Hive Emergency Fund	-	5,000	(5,000)	-	-	-	-	-	-
BBC Children in Need	-	-	-	-	-	30,307	-	-	30,307
CYP Mental Health Community Grant	-	-	-	-	-	20,000	-	-	20,000
Havant & East Hampshire MIND	-	-	-	-	-	17,452	(17,452)	-	-
Other Funds	-	12,448	(12,448)	-	-	39,707	(37,457)	-	2,250
	104,917	586,717	(572,384)	(7,612)	111,638	706,333	(628,711)	(47,195)	142,065

17 Restricted funds **(Continued)**

LandAid Charitable Trust Ltd donated £9,500 to install and equip a kitchen at Toronto Place, Gosport. They also awarded a grant of £50,000 for a new build ground floor extension to Toronto Place. The restriction has now ended and the balance on this fund has been transferred to designated funds.

The Office of the Police & Crime Commissioner (OPCC) donated £82,500 from the Safer Communities Fund.

BBC Children in Need awarded a grant of £99,517 over three years from 1 July 2018. A further grant of £72,931 has been awarded over two years to provide youth work support to young people with mental health and wellbeing challenges living in families on low incomes. Young people will increase their self-esteem, improve relationships with others and increase their resilience.

Hampshire and Isle of Wight Community Foundation made a number of awards in the year, including £26,250 from the Solent supporting employment fund.

The Big Lottery Fund have awarded a grant of £495,944 covering a five year period for the Gosport Hub Project which began during the year. .

The Henry Smith Trust awarded £180,000 over a three year period to support the Family Well-Being Service. A further £120,000 was awarded in the year towards three years' running costs of the service.

Funding was received from the Holiday Activities and Food (HAF) Programme to provide engaging activities and healthy meals to children who are eligible for benefits related free school meals during the Easter, Summer and Christmas holidays.

The William Wates Memorial Trust awarded £9,500 towards work with Havant Rugby Club's Youth Club.

In November 2019 The Blagrave Trust awarded £60,000 over three years.

The Garfield Weston Foundation awarded a one year grant of £40,000 and The Edward Gostling Foundation awarded two grants of £5,000 each.

A further grant of £30,307 was received from BBC Children in Need to pay for Surface Pro tablets and associated IT equipment to be used to engage, support and improve the wellbeing of children and young people living in areas with high levels of poverty, crime and unemployment.

NHS Hampshire Southampton & IOW CCG awarded a £20,000 Children and Young People Mental Health Community Grant.

Motiv8 is working in partnership with Havant and East Hampshire Mind on a Lottery funded project. Funding of £166,859 has been agreed for 2021-2026.

Further funds were received from Groundwork UK, Abri Enterprise Investment, The Guiness Partnership, Clarion Future Communities, Jeremiah Coleman, The Partnership Foundation, Sport England, Harbour Church, The Heritage Fund and others.

18 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2020	Transfers	Balance at 1 April 2021	Transfers	Balance at 31 March 2022
	£	£	£	£	£
Fixed Assets Fund	205,415	864	206,279	54,284	260,563
	205,415	864	206,279	54,284	260,563

The Fixed Asset Fund is an amount equivalent to the net book value of unrestricted fixed assets at the balance sheet date.

19 Analysis of net assets between funds

	Unrestricted funds 2022	**Designated funds 2022**	**Restricted funds 2022**	**Total 2022**	Unrestricted funds 2021	Designated funds 2021	Restricted funds 2021	Total 2021
	£	**£**	**£**	**£**	£	£	£	£
Fund balances at 31 March 2022 are represented by:								
Tangible assets	-	260,563	30,307	290,870	-	206,277	47,195	253,472
Investments	-	-	-	-	1	-	-	1
Current assets/(liabilities)	299,945	-	111,758	411,703	297,869	2	64,443	362,314
	299,945	260,563	142,065	702,573	297,870	206,279	111,638	615,787

20 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022	2021
	£	£
Within one year	8,635	12,756
Between two and five years	10,367	16,502
	19,002	29,258

21 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2022	2021
	£	£
Aggregate compensation	103,231	96,385

22 Cash generated from operations

	2022	2021
	£	£
Surplus for the year	86,786	134,482
Adjustments for:		
Loss on disposal of tangible fixed assets	1	4,691
Depreciation and impairment of tangible fixed assets	15,166	12,065
Movements in working capital:		
(Increase)/decrease in debtors	(6,285)	73,766
Increase in creditors	21,319	19,226
(Decrease) in deferred income	(20,951)	(42,375)
Cash generated from operations	96,036	201,855

23 Analysis of changes in net funds

The charity had no debt during the year.

Document Activity Report

Document Sent Mon, 28 Nov 2022 16:14:07 GMT

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Date	Activity
Mon, 28 Nov 2022 16:40:27 GMT	Karen Yeung viewed the document
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MOTIV8 SOUTH

England & Wales - Charity number 1069085

Accounts

Charity Registration No. 1069085

Company Registration No. 03512607 (England and Wales)

MOTIV8 SOUTH LIMITED

TRUSTEES' REPORT AND CONSOLIDATED ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2021

MOTIV8 SOUTH LIMITED

CONTENTS

	Page
Legal and administrative information	1 - 2
Trustees' report	3 -22
Independent auditors' report	23 – 26
Consolidated statement of financial activities	27 - 28
Consolidated and company balance sheets	29
Consolidated statement of cash flows	30
Notes to the accounts	31 – 48

MOTIV8 SOUTH LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Professor Mark Button Portia Charles Steve Dimon Valerie Hopkins – Chair Steve Miller Mark Mitchell Julian Titmuss – Vice Chair (Resigned 08/07/2021) Tim Caley Reinoud Noorduijn (Appointed 24/04/2021)
Resources Sub Group	Professor Mark Button - Chair Steve Dimon Steve Miller Julian Titmuss Reinoud Noorduijn
Service Delivery Sub Group	Mark Mitchell Portia Charles Valerie Hopkins Tim Caley
Officers in attendance	Clare Ansell Marina Tuck Karen Yeung
Chief Executive	Clare Ansell
Secretary	Clare Ansell
Charity number	1069085
Company number	3512607
Registered office	6 Queen Street Portsmouth Hampshire PO1 3HL
Auditors	Jones Avens Limited 53 Kent Road Southsea Portsmouth Hampshire PO5 3HU

LEGAL AND ADMINISTRATIVE INFORMATION (Continued)

Bankers	CAF Bank Limited 25 Kings Hill Avenue West Malling Kent ME19 4JQ Co-operative Bank Plc 1 Balloon Street Manchester M60 4EP
Solicitors	Blake Morgan LLP Harbour Court Compass Road North Harbour Portsmouth PO6 4ST

MOTIV8 SOUTH LIMITED

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2021

The trustees, who are also directors of the charity for the purposes of the Companies Act, present their annual report together with the consolidated financial statements of the charity and its subsidiary for the year ended 31 March 2021, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Articles and Memorandum of Association, the Charities Act 2011, the Companies Act 2006 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 2019).

REFERENCE AND ADMINISTRATIVE INFORMATION
Refer to pages 1 and 2.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document
The company was incorporated on 18 February 1998 and is limited by guarantee. The company is registered as a charity. The company is governed by the articles and memorandum of association. The articles and memorandum of association grant wide powers of investment to the trustees.

Board of Trustees
The Board of Trustees comprising not less than two or more than twelve members governs the charity. None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

At each general meeting, one third of the members shall retire and will be eligible for re-election. The full Board of Trustees meets as a minimum four times a year and maintains a structure of sub-groups preceding each full Board meeting of which there are currently two:

- Resources Sub-Group
- Service Delivery and Development Sub-Group

Sub-groups allow the subject matter to be reviewed and scrutinised in detail. Sub-groups are chaired by a trustee, with further trustees making up the membership, and input provided by officers. The chair of each sub-group, or their designate, then provides feedback and brings recommendations to quarterly full Board meetings.

The Board also meets on an as required basis to discuss 'task and finish' activities, strategic planning or extra-ordinary meetings for decisions that need to be taken outside of the routine cycle of governance meetings.

The trustees, who are also the directors for the purpose of company law, who served during the year were:

Professor Mark Button	
Portia Charles	
Steve Dimon	Chair of Bicycle Recycling South (BRS) Ltd Board
Valerie Hopkins	Chair of Motiv8 South Board
Steve Miller	
Mark Mitchell	Chair of Service Delivery and Development sub-group
Julian Titmuss	Chair of Resources sub-group and Vice Chair of Motiv8 South Board (Resigned 08/07/2021)
Tim Caley	
Reinoud Noorduijn	Appointed 24/04/2021

Observers
Motiv8 South has a long-standing voluntary agreement with Portsmouth City Council who will elect a member to represent Portsmouth City Council, to sit on the Motiv8 board in the role of an observer. The observer is a non-executive role whereby they are able to attend and participate in Board meetings and to

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Observers (continued)
receive all information provided to members of the Board, but are not responsible for governance related matters and are not permitted to formally vote on matters submitted for a vote.

Observers to the Board, who served during the year:
Councillor Hugh Mason Appointed 17 August 2020

Patron:
The role of Patron is a non-executive, ambassadorial role whereby there is no legal responsibility for the Patron and no responsibility for management of the charity. The role is for a 3-year term, with the opportunity to re-stand twice. Lady Louisa Portal MBE DL was appointed to the role of Patron on 20 November 2019, having previously served a 3-year term as President for Motiv8 South. Trustees would like to express their thanks for her ongoing commitment in supporting the charity, and for helping to raise the profile of the organisation.

Board Recruitment
Recruitment to the Board is overseen by the Chair and supported by the Chief Executive. There is a documented process whereby an interested party is provided with background information prior to meeting with the Chief Executive, who provides an overview of the organisation. All prospective appointees then meet the Chair, or a designated trustee, before being invited to observe at a Board meeting, during which there is the opportunity for the prospective trustee and other trustees to ask questions prior to a formal vote being taken by the existing trustees. New trustees and observers are recruited to the Board as is felt necessary to provide diversity in membership and knowledge in subject matter. The organisation continues to seek new trustees who can complement the existing Board, and expects to make further appointments during the next twelve months. Training and induction into all aspects of Motiv8 South continues to be delivered to new trustees and is available to existing trustees.

Qualifying third party indemnity provisions
The charity has made qualifying third party indemnity provisions for the benefit of its trustees during the year. These provisions remain in force at the reporting date.

Subsidiary
Since 1 April 2014, Bicycle Recycling South Ltd (BRS) operated as a social enterprise wholly owned by Motiv8 South Ltd. BRS had its own Board of Directors and for the reporting period, this included:

- Steve Dimon (Chair)
- Jo Crease
- Nick Stinton
- Charlie Adie (Resigned 28/05/20)

Motiv8 South has representation from an appointed 'Link trustee' (Steve Miller) who is not a director of BRS but a Motiv8 South trustee.

On the 27 March 2020, the Motiv8 South Board held an extraordinary meeting to review the long-term viability of BRS. This was in response to a challenging financial year for the social enterprise and potential risks posed to the parent charity Motiv8 South. Having undertaken a review against new Charity Commission Guidance, for charities with a connection to a non-charity subsidiary and having considered the long-term impact of COVID-19, the Motiv8 Board agreed to the controlled closure of the social enterprise BRS. This included winding down of three shops, associated contracts and adult training. However, it was the Motiv8 Board's intention to seek to protect the young people's education and training provision and this has now moved into Motiv8 core provision, as the Skills and Enterprise Hub.

Motiv8 South have been working through a comprehensive exit plan, in conjunction with a final audit, completed by Jones Avens, with the aim to formally close within the financial year 2021/22. During this period of closure, BRS Board meetings are assumed into the Motiv8 South Resources subgroup with BRS as a standing agenda item and BRS Directors in attendance.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Remuneration

The charity aspires to remunerate staff for their services according to a transparent structured system, which balances reward, motivation for good performance and affordability for the charity. It also recognises the effect of inflation and aims to meet the cost of living as far as is possible through salary increases alongside ensuring that the organisations salaries are fair within an equitable market.

The charity aims to ensure that there is a clear and equitable structure underpinning its staff salaries and undertakes yearly reviews against other comparable charities to ensure staff are paid at the market value for the sector. Alongside this, consideration is given to the impacts of the wider economy, with regular reviews of the changing levels of consumer price, retail price indices and the impact that this may have on future salary planning. Motiv8 South also reviews their salaries against the national living wage and minimum wage forecasts, to ensure all staff are treated fairly and within guidance.

Motiv8 South works within a single pay column structure, which has built within it, opportunities for development both in experience and in qualification. Staff salaries can be increased in a number of ways, whether that be advancement up the scale through job development, through yearly cost of living reviews or by job evaluation.

Risk Management and Review

The Board of trustees has responsibility for ensuring that there are effective risk management systems in place, alongside adequate internal controls to manage the major risks to Motiv8 South. To achieve this Motiv8 South continues to build on the effective Risk Mapping process that meets the requirements of the Charity commission. This approach considers risk under five headings:

1. Governance and Management
2. Operational Risk
3. Financial Risk
4. Environmental and External factors
5. Compliance Risk

Risk Management is a standing item at each Sub-Group and Board meeting. Any area of risk that has shifted or considered high is flagged, with a suitable mitigation plan agreed. This is documented through the meeting minutes, with actions put in place to ensure that risks are managed. The significant majority of risks are reviewed as a matter of routine e.g. staff movements, safeguarding, financial performance, competition, government policy etc. with any others being raised through full Board meetings.

Motiv8 South officers manage risk on a day-to-day basis through the Management Team plus a series of routine meetings covering Operations, Finance & Fundraising, IT, Health & Safety, HR, Quality, Premises and Marketing; these in turn feed into the Board meeting cycle.

Safeguarding

Motiv8 South is committed to ensuring robust safeguarding arrangements. All new staff (including volunteers, trustees and students) receive information about Motiv8 South's Safeguarding Policy and undertake mandatory safeguarding training, which is compliant with statutory guidance as part of their induction and probation period. Motiv8 South has a designated Safeguarding Trustee (Mark Mitchell), a Designated Senior safeguarding and Child Protection Lead (Chief Executive Officer) and Local Child Protection Officers all, of whom have received appropriate training and support for their role to safeguard children, young people and vulnerable groups.

Safeguarding and Child Protection incidents are monitored through quarterly health and safety meetings with good practice highlighted, themes noted and recommendations for improvement made. This is further scrutinised by the Board of Trustees via the Service Delivery and Development Sub group, with recommendations monitored and any further actions noted.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Safeguarding (continued)

All those working with children, young people and families including paid and unpaid staff are provided with effective management through supervision, support, training and quality assurance measures, to ensure effective safeguarding practice. Motiv8 South has a Critical Incident Policy to respond to a sudden, unexpected and tragic event/sequence of events, which may cause trauma.

OBJECTIVES AND ACTIVITIES

Charitable objects

Our charity's purpose as set out within the objects for which the association was established are

'To promote for the benefit of the public the protection of people and property from criminal acts and to reduce crime and the fear of crime through strategic and social crime prevention methods'.

Charity's aims

To achieve the charity's objects Motiv8 South seeks to reduce the likelihood of young people and families becoming involved in crime or being victims of crime. We do this through identifying and engaging those who have a range of vulnerabilities, which place them at increased risk, alongside direct work with those committing anti-social behaviour and/or in the criminal justice system, offering positive alternatives.

Vision

Our vision is to create safer communities where young people feel inspired and empowered to reach their potential.

Mission

Our mission is to support young people and their families in the community, building trusting relationships to help equip them with the skills, resilience and opportunities to thrive.

Values

Underpinning our vision and mission, are Motiv8 South's core values. These values are at the heart of what we believe as an organisation. They have helped guide and shape our work with our beneficiaries, external stakeholders, and with each other. They include:

1. **Trusted Relationships:** we work with openness, honesty and integrity, whilst building relationsh ps through being compassionate, approachable, flexible and reliable.
2. **Quality:** we strive to do our very best, working with professionalism and are committed to continually looking at ways we can improve.
3. **Collaborative**: we actively work together with the community, young people, families and our partners to achieve the very best outcomes.
4. **Empowering:** we believe in supporting communities and individuals to realise their abilities. Working with young people and families and not doing to or for.
5. **Committed:** we never give up when things are difficult. We look for solutions; we drive ourselves and others to help them reach for their dreams and goals.

How we work

Motiv8 South's provision centres on the charity's ethos of building trusted relationships. Through these relationships, we believe we can bring about long-lasting and impactful change for young people, their families and their communities. We recognise that not everyone has equality of opportunity and we seek to address this through empowering young people and families, providing safe spaces for engagement, connecting young people to their community, building on strengths and helping to develop the skills, tools and resilience to overcome challenges. Trustees recognise that each young person and family is unique and may require a different type or length of support. The charity's delivery model provides a diverse support offer with multiple 'touch points' to help meet the needs of young people and their families.

OBJECTIVES AND ACTIVITIES (continued)

How we work (continued)

The charity provides services within communities where there are high levels of deprivation and disadvantage. Provision is targeted at young people and their families who may have multiple and/or a high level of unmet complex needs, alongside those who need early help and have emerging vulnerabilities, which places them at risk. Vulnerabilities include; those who may have experienced Adverse Childhood Experiences (ACES) or trauma, living in poverty, disengagement from education or employment, poor emotional health and wellbeing, substance misuse, involvement in or at risk of crime, anti-social behaviour and exploitation, alongside those who have experienced or are living with Domestic Abuse, family conflict and breakdown. The organisation accepts referrals for targeted provision from multiple partners and provides direct services to schools and other statutory bodies e.g. alternative education provision.

Services are delivered via our community-based hubs, recognising that they provide safe, accessible spaces for young people and families to engage, with familiar faces to greet them.

Impact of COVID-19

The COVID-19 pandemic has had a significant impact on how we deliver services and the emerging needs of our beneficiaries and communities. In September 2020, Trustees released a paper entitled 'What will young people need next? Motiv8's Youth Work during COVID-19 and beyond'. Within the paper, Trustees identified key emerging themes for young people including; increasingly poor mental health and emotional wellbeing, bereavement and loss, uncertain futures, lack of social interaction, keeping safe, family instability, and pressures on services. It also highlighted feedback from young people, who overwhelmingly wanted to have face-to-face support, safe spaces to socialise, help with their emotional wellbeing, to feel heard and support transitioning back to education.

Trustees were keen that young people did not remain 'hidden' and were able to access support when they needed it most. In response, with the support of COVID-19 emergency grants the organisation established a 'Youth Voice' forum, increased detached work, and collaborated with a range of partners to support local plans.

Principal activities

With reference to guidance issued by the Charity Commission, trustees decide what activities the charity should undertake. There are dual priorities of delivering activities that provide a clear and demonstrable benefit whilst also maintaining financial viability through cost recovery from trading and fundraising.

Trustees are satisfied that these key principles are met by the operations and achievements of the charity, which during the year under review provided regular support to **907** young people and family members and provided further benefit, through detached provision with over **2293 contacts.** In addition, the organisation supported wider COVID-19 efforts with over **150** young people and families supported with essential items such as food, clothing and electronic devices, alongside health and wellbeing resources The review of activities, alongside achievements and performance is detailed in the sections below

Public Benefit

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our objects, aims and objectives and in planning future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives set. Trustees are committed to using charitable resources, and where necessary using reserves wisely, to ensure that the charity delivers high quality services that achieve the charity's objects, aims and objectives and make a positive impact.

Review of Activities

Throughout 2020/2021, the charity has provided regular, ongoing-targeted support to **907 young people and family members** (excludes Detached provision), providing **14480 hours of support.** Whilst this shows a reduction on total numbers when compared with the previous year, COVID-19 restrictions required us to operate with reduced group sizes, limiting our capacity. In addition, the average number of support hours per beneficiary significantly increased for this reporting period. The charity further directed

OBJECTIVES AND ACTIVITIES (continued)

Review of Activities (continued)

resources to support with local COVID-19 efforts; mobilising the team to support over **150 young people and families** through emergency doorstop supplies, the distribution of electronic devices and health and wellbeing packages. It also increased its provision of detached on street work where **2293 contacts** with young people were made. Provision was delivered via three key areas, expanded upon below:

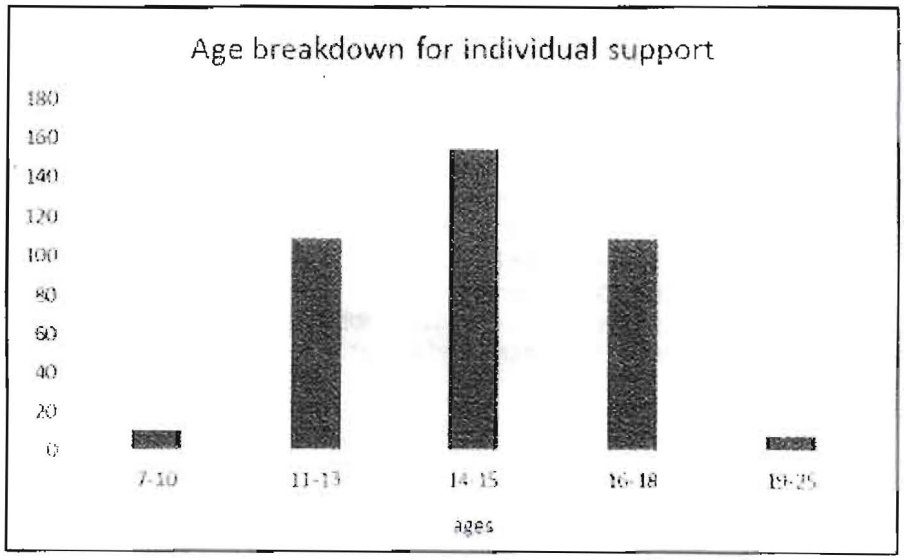
1. Individual and Family Support

Individual Mentoring

Our individual mentoring support for young people is a referral-based programme for young people aged 9-19 (up to 25 with LDD). It forms part of the charity's core offer and trustees believe this is a particular area of strength for Motiv8 South. Staff adopt a youth work and strengths based approach, with the young person meeting with a trusted adult worker on a weekly basis for typically 6-12 months in the community. This has proven highly effective in engaging and supporting both those who require early help alongside, vulnerable young people with complex needs, Motiv8 South has a good record of accomplishment in both engaging and sustaining engagement with young people.

Throughout this period, the organisation has adhered to National Youth Agency Standards, ensuring it works with young people and families in a COVID secure way. The organisation has been adaptable in meeting the needs of young people and families, offering face-to-face support wherever possible, alongside virtual support where restrictions made this necessary or where this was the preferred route of engagement for the beneficiary. Overwhelmingly, the organisation found most young people wanted to engage face-to-face and we achieved this through modifications to our buildings (creating COVID secure environments), through walk and talks and doorstop visits.

For 2020/2021, we supported **391 young people** through individual mentoring providing **5360 direct hours of support**. The chart below shows the breakdown of ages:



Other statistics for this group include:

- **Gender:** 63% of young people identified as male, 36% identified as female and 1% identified as Transgender or Non-binary.

OBJECTIVES AND ACTIVITIES (continued)

1. Individual and Family Support (continued)

Individual Mentoring (continued)

- **Ethnicity:** 95% of young people identified as White British, White European or White Other, 2% identifying as being of Mixed Background, 2% identified as Black African, Black Caribbean or Black other, the remaining 1% identified as Asian British, Other or preferred not to say.
- **New Referrals**: During this period, we received **193** new requests for individual mentoring support. 59% of new referrals were from Childrens Services and Statutory Early Help provision, 21% were from Education, 6% were Parent/Carer referrals, 5% of referrals were from the Police, 4% were from Child and Adolescent Mental Health Services (CAMHS), 3% were from other Voluntary and Community Sector Organisations and 2% were from Youth Offending Teams/Youth Crime Prevention.

Trustees have noted a continued growth in the number of young people who require support in relation to their emotional health and wellbeing. This was a trend noted in the previous year, exacerbated by the COVID-19 pandemic.

For 2020/2021, individual mentoring was funded through multiple sources including; local authority grants, charitable grants, COVID emergency grants, local statutory commissioned provision and traded services provision.

Young people and their parents/carers told us that individual support had benefited them in the following ways:

"I have really enjoyed having the support ...'It's been the most help I've had; I really appreciate it and will never forget it.' Young Person

'After his father died, R really struggled to communicate and did not trust anyone, at home or at school. His behaviour at school decreased and he had a loss of purpose and started to feel very low. He then lost his part-time job and could not think about the future positively. When Motiv8 got involved, they had to be patient and consistent as R was pushing away any support. Over the months, they built up a good relationship and R opened up and even looked forward to the support. They look at plans for him and supported alongside school to apply for college. R is now looking forward to what's next, starting college and getting a trade and he has another part-time job.' Parent of young person supported

'I like the support; it helps me feel less alone.' Young Person

Family Support

During 2020/2021, Motiv8 South worked with **51 families** supporting **193 additional family members** providing **7,284 direct hours of support.** Provision was delivered via our Hampshire County Council commissioned Intensive Family Support Service (IFSS), and through our Family Well-being Service, which commenced in July 2019 following three year funding secured via the Henry Smith Charity – Improving Lives Grant.

Throughout this period, we have seen the impact of COVID-19 on family life. Many families have experienced significant pressures in managing their own mental health and wellbeing, managing their children's wellbeing and behaviour, juggling home schooling, external factors such as illness and bereavement, alongside home not always being a safe space. Trustees regularly monitor evaluation feedback, which continues to highlight the importance of a whole family approach in improving outcomes:

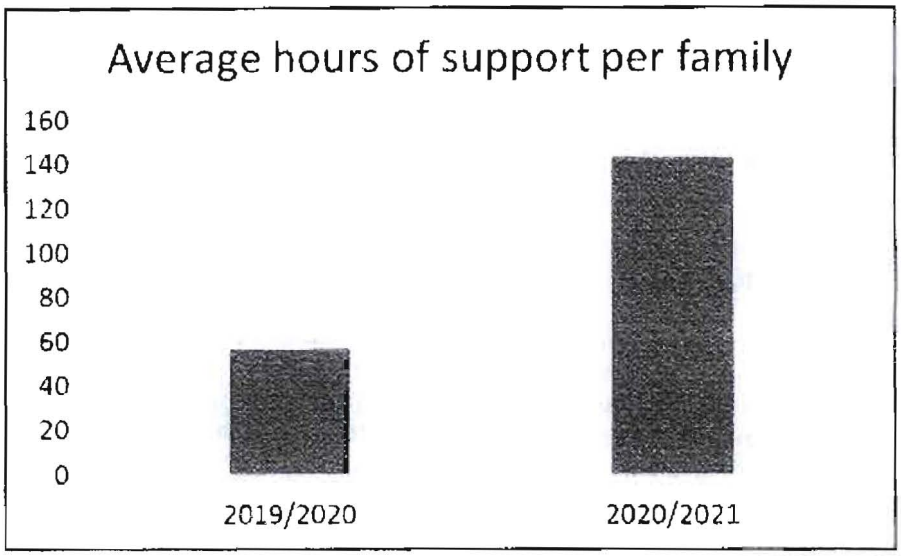
OBJECTIVES AND ACTIVITIES (continued)

1. Individual and Family Support (continued)

Family Support (continued)

"Motiv8 supported us to cope with adverse behaviours and provided intensive support for our son to reflect on his behaviours... they also helped him understand parent's perspective.... they have listened to both of us and have provided lots of activities that have helped...I've certainly felt support to be able to chat my worries through and never felt like my conversations were too long and not welcomed" feedback from parent/carer

Whilst commissioned funding for Intensive Family Support Service decreased during this period, due to uncertainty surrounding the future of the programme, Motiv8 South has noted a significant increase in engagement with the families it supports; this is reflected in the increased number of support hours for 2020/21 when compared with 2019/2020. The table below shows the average number of support hours each family received by year:



2. Targeted Group Work

Tailored group interventions were substantially disrupted due to the pandemic with limitations on group sizes, the need to operate in bubbles and lockdown periods. Trustees are pleased to note that the charity was proactive in adapting the provision and made significant modifications to ensure these programmes could be delivered in line with COVID-19 guidance.

Through consultation with young people, the charity understood that many young people were struggling to engage virtually and were experiencing virtual fatigue. With the easing of restrictions, the charity prioritised adapting provision to ensure face-to-face support wherever possible. This involved delivering the programme content on a one-to-one basis and through reduced groups sizes, operated via bubbles. Whilst this approach required additional resourcing, the charity noted increased levels of engagement.

Programmes delivered during the period included:

- ASB/crime diversion programmes
- Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE) reduction programmes
- Health and Wellbeing programmes
- Hate crime prevention programmes
- Alternative Education Provision
- Employability Programmes

OBJECTIVES AND ACTIVITIES (continued)

2. Targeted Group Work (continued)

In 2020/2021, **97 young people** were supported through our targeted group work provision with COVID-19 adaptations, equating to **550 hours of support**. With a number of community buildings and facilities remaining closed for significant periods, trustees note the importance of having their own delivery venues to facilitate modifications to programmes and deliver face-to-face support wherever possible. The organisation experienced high levels of Safeguarding, which allowed us to 'have eyes' on, those potentially hidden young people and provide a 'front door' to access support where required.

Case Study from Motiv8 Choices (Exploitation reduction programme)

E (young woman aged 14) was referred to Motiv8 by the safeguarding lead at her secondary school where there were concerns regarding poor family relationships, safety, including sexual behaviour, risk of exploitation, drug use, and her mental health and emotional wellbeing.

We met face-to-face on a 1:1 basis to begin with and slowly started to build a relationship. E was very mistrusting of professionals and was selective in what she would share with me. E was using substances and engaging with older males both online and in person. Due to COVID-19 restrictions, we were unable to run the group element of the Choices programme; however, sessions were adapted and delivered on a 1:1 basis.

We looked at her basic needs, identifying safe and unsafe situations, discussed consent and the risks of her substance misuse. We also explored what a healthy relationship looks like and what healthy expectations look like. She began opening up and it was clear there was unresolved childhood trauma, so I supported E in accessing counselling something she had previously turned down.

During our time we were working together, E and I built a strong, trusting professional relationship, where E felt able to be open and honest with me. The positive relationship we built encouraged her to engage with school professionals and take up counselling support. E's mother suffers from her own mental health issues, which made E's family home a challenging environment at times, especially during lockdown, so Building E's resilience and strategies to manage this, alongside ensuring she was adequately safeguarded was a huge focus. Part of the safeguarding response was to support E's mother in accessing individual support from other services.

E now has a far better understanding of healthy and safe relationships and has voiced that she would be able to identify 'red flags' in future relationships now. E has developed more respect for herself and her own safety. E is now more confident in voicing her own wants and needs and understands true consent, rather than coercive consent, which is something that was previously a grey area for her.

3. Community and Enterprise

Despite COVID-19 restrictions affecting our wider Community and Enterprise provision, the charity continued to seek safe spaces for young people to engage throughout this period. Trustees recognised the importance of 'open provision' to counter access difficulties, with many services providing virtual only platforms. In consultation with young people, they had expressed increased feelings of isolation, poor emotional wellbeing and concerns for their safety.

The focus of the charity was to ensure it reached those 'most vulnerable', particularly those who were not engaging in education and had limited support options. The charity directed efforts into providing high levels of **Detached 'on street' provision** across all areas, alongside establishing **safe open access opportunities**, delivered in a COVID, secure way. In 2020/2021, the charity engaged with **175 young people** through its community programmes, providing **150** hours of support. In addition, a further **2293 contacts were made with young people** via our **detached 'on street' provision** offering **899** hours of support.

OBJECTIVES AND ACTIVITIES (continued)

3. Community and Enterprise (continued)

Open access provision delivered in a COVID secure way included:

- Employability Appointment Services
- Health and Wellbeing Hubs
- Youth Hubs (Juniors and Seniors)
- Outdoor Youth Hubs (Wellmedow)
- Youth Voice
- Street Strong Youth Project
- Duke of Edinburgh (DofE)
- Music Hub
- Sexual Health Hubs

Sessions followed National Youth Agency guidelines and were operated through a booking system. The charity ensured sessions were delivered via bubbles with consistent staffing. Due to bubble size limitations, the charity invested additional resource to increase the number of sessions offered. It also made modifications to its buildings to create discrete spaces to limit the spread of the virus. During this period, trustees noted the significant changes to Government guidance to operate in a COVID secure way, to counter this the charity established a COVID-19 response group which consisted of the CEO and Operational Managers who met regularly to review guidance and issue policy updates.

Despite COVID-19 restrictions, the charity was able to innovate and grow its provision through the development of its Skills and Enterprise Hub alongside establishing an outdoor youth hub called 'Wellmeadow'. These are expanded upon below:

- **Wellmeadow:** In collaboration with Staunton County Park, which boarders the Leigh Park estate where the charity operates, a dedicated 'Motiv8' space was identified on the grounds, with young people able to help maintain the area. The sessions allow young people to connect with nature, learn new skills, improve their wellbeing and meet other young people and to socialise. The feedback has been so positive that 'Wellmeadow' is here to stay and the charity hopes to build on this for the future.
- **Skills and Enterprise Hub:** With the closure of Bicycle Recycling as a social enterprise, the education and training strand was assumed into Motiv8 and formed part of the charity's newly established Skills and Enterprise Hub. During this period, a number of young people were able to participate in alternative education and training opportunities.

ACHIEVEMENTS AND PERFORMANCE

Our Strategy 2019-2024

In 2019, Motiv8 published its revised 5-year Strategy for the period 2019-2024, setting out our ambitions to achieve the following:

1. **Grow our Impact**; *Bringing about lasting change for Young People, Families and the Community*
2. **Increase Opportunities;** *For young people, families and communities to thrive*
3. **Build resilience and sustainability;** *To be here for the future and increase social impact*

The charity is committed to bringing about lasting change. To achieve this we believe in collaboration, working with our young people, their families and the local community. It means building trusting relationships, helping young people feel connected with a sense of belonging, having a regular long-term presence, providing 'safe spaces' for young people and families to access a range of support and opportunities and importantly providing the right support at the right time.

With the impact of COVID-19, the charity has continued to review the relevance of its strategy with staff, partners and its beneficiaries. Motiv8 South firmly believes now, more than ever, a local place-based approach is required to ensure young people and their families are supported in emerging from this pandemic.

ACHIEVEMENTS AND PERFORMANCE (continued)

Our Strategy 2019-2024 (continued)

We now report on the progress we have made for 2020/2021:

STRATEGIC AIM 1 - Grow our Impact

We will do this by:

- Being embedded in local communities with a trusted long-term presence
- Having an increased focus on prevention and early help
- Delivering safe, high quality and flexible provision

Our progress for 2020/21:

- **COVID Emergency Response:** The charity was able to mobilise support quickly through its local place-based approach, helping young people and families at a time they needed it most. The charity collaborated with partners to support local efforts undertaking welfare visits, distributing emergency packs, and supporting young people and families in having access to wellbeing resources and electronic devices.Motiv8 South also supported in engaging and undertaking welfare visits to those 'missing' from education.
- **Prevention and Early Help**: Virtual support was offered for all beneficiaries on our waiting lists, recognising the challenges young people and families faced. The charity widened its reach with increased Detached 'on street' provision. It further created more opportunities for early help through wellbeing hubs, employment services, sexual health provision, inbox support and parent/carer drop ins.
- **Safeguarding Children and Young People**: Motiv8 South maintained a high level of safeguarding support for children and young people. During the period, Motiv8 responded to **126** Safeguarding incidents and took the necessary steps to ensure children and young people were adequately safeguarded.
- **Youth Voice**: At a time when many young people felt they had little influence over decision-making, the charity took additional steps to ensure young people had a voice. Youth Voice was established as a forum for young people to share matters that were important to them and help influence the design and delivery of Motiv8 South services. In wider consultation, the charity re-designed all of our internal evaluation forms, providing much richer data to help improve our services.
- **Maintained high levels of satisfaction: 97%** of young people rated the support they received as Excellent or Good.
- Achieving our '**we invest in people' gold accreditation, through Investors in people**. From the report, some key highlights were; staff passion to do a good job, 100% of staff felt Motiv8 was 'a great place to work' and there is real trust in the Leadership and Management of Motiv8. There has been a real drive to support the quality of the charity's work through expanding staff training and development, wellbeing strategies, embedding core values and peer supervisions.

STRATEGIC AIM 2 - Increase Opportunities

We will do this by:

- Having a distinctive service offer which is person-centred, holistic and accessible
- Strengthen collaboration and partnerships to provide services that are innovative, dynamic and responsive
- Enhance and strengthen our support for young people to engage in education, training and employment

ACHIEVEMENTS AND PERFORMANCE (continued)

Our Strategy 2019-2024 (continued)

STRATEGIC AIM 2 - Increase Opportunities

Our Progress:

- **Collaboration**: Alongside local relief efforts, the charity collaborated with a range of other partners to help develop and influence provision to meet emerging needs. This included building stronger relationships with housing providers, sharing training and pooling resources with other local charities, developing emotional health and wellbeing pathways and engaging in wider peer support for other youth organisations.
- **Development of the Skills and Enterprise Hub (formerly Bicycle Recycling)**; the charity expanded the programmes it offered, working closely with the community teams to promote the Duke of Edinburgh award, alongside developing youth social action projects and providing employability support.
- **Community based Family Support**: With families facing increased pressures, the charity was able to increase its support to parents and carers and provide access in a community setting.
- **Innovation:** The charity has developed some exciting new projects during this period including IGNITE a Youth and Community Preparation Training Hub and 'Wellmeadow' helping to connect young people with the environment.
- **Equality, Diversity and Inclusion (EDI)**: Motiv8 South developed a series of starting conversations to encourage participation across the organisation and subsequently established an EDI working group, who are helping to shape our EDI strategy, looking at how we can improve practice, increase access, opportunities and participation.
- **Advocating for young people and families**: Through consulting with our beneficiaries we have been able to advocate and influence local plans to ensure young people are not left behind.

STRATEGIC AIM 3 – Build Resilience and Sustainability

We will do this by:

- Embedding a robust, sustainable and mixed funding model.
- Harnessing digital technologies to work smarter, make best use of resources and improve outcomes
- Capturing the impact of our services and demonstrating the value of our work
- Board of trustees to ensure the effectiveness of the organisation, in line with its mission, aims and strategic objectives.

Our Progress:

- **Fundraising:** In addition to COVID-19 emergency grants, the charity has continued to grow its non-statutory multi-year income streams alongside maintaining positive relationships with statutory partners, to continue delivering vital services. This diversification of income streams provides greater resilience and sustainability for the charity.
- **Utilising digital technology:** In a drive to support the charity's work and increase efficiencies alongside maximising staff capacity, the charity has invested significantly in digital technology during this period. The charity purchased Zoom licences and supported staff across the organisation in installing and using Microsoft Teams. It further upgraded staff mobile phones to boost productivity, mobility, safety and morale of the workforce. This has had a direct benefit in generating content for Motiv8's social media platforms. The charity also undertook an IT pilot investing in portable, touchscreen and multi-functional devices to offer staff and our beneficiaries' greater flexibility.
- **Increasing our presence on Social media platforms:** The charity increased its presence and focus regarding interactions on social media. For this period, the charity has reached more individuals, has promoted key messages and has helped raise awareness of where young people and families can access support and information

ACHIEVEMENTS AND PERFORMANCE (continued)

Our Strategy 2019-2024 (continued)

STRATEGIC AIM 3 – Build Resilience and Sustainability (continued)

Our Progress: (**continued**)

- **Capturing impact:** The charity has made improvements to the way it records and captures impact and has been able to use this intelligently, to help inform the design and development of services.
- **Achieved 3-5% Surplus Target**: trustees are pleased to report for a third successive year that the charity achieved its surplus target in line with its strategic aims and objectives to rebuild the charitable reserves in line with Motiv8 South's reserve policy (6 months).

Other Achievements:

- In 2020/21 there were 21 Volunteers who supported the charity in multiple roles
- 14 students undertook placements with Motiv8 South including; Social Work students, Youth and Community students and Fareham College students. Feedback includes:

"My placement experience was in two halves due to COVID-19. I finished in March 2020 and resumed in September 2020. I had an amazing experience with Motiv8, I covered a lot of different aspects from working 1:1 with young people to delivering school group activities. The best experiences were working with different young people with a range of different needs and levels of intervention required. The relationships that I got to build with these young people really helped me to see how Motiv8 helps them from their experiences as well." ***Social work student on placement***

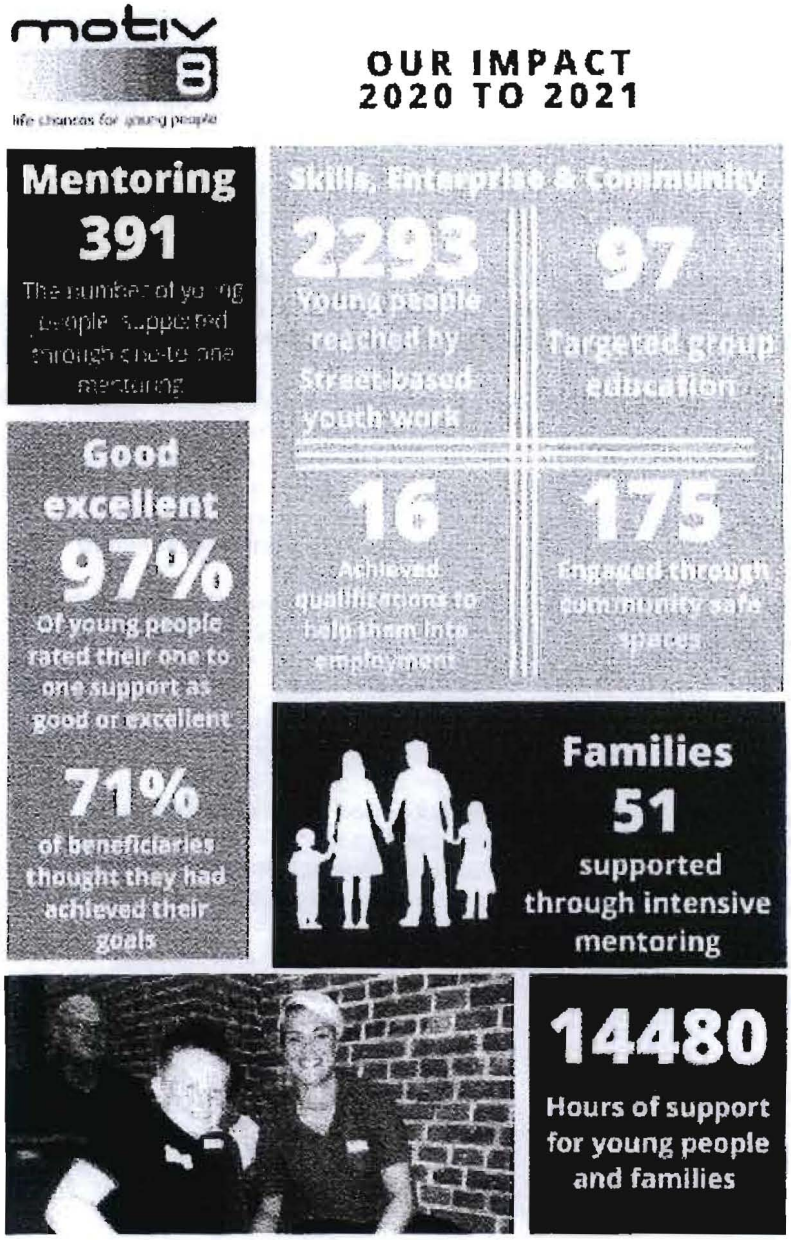
"I would like to say a massive thank you for the opportunity and for being so welcoming and so supportive during my time at Motiv8. Such a warm welcome both times from the team and I really couldn't have wished for a better first placement to guide me on my journey to a degree in Social Work – it really has imbedded my passion for my future career." ***Social work student on placement***

- There was a positive response on the annual staff survey:

  - ✓ 96% of staff felt their wellbeing was supported by the organisation
  - ✓ 100% felt the benefits package was satisfactory
  - ✓ 100% felt their personal and professional development was supported
  - ✓ 100% stated they understood the vision and mission of the organisation

- The charity took significant steps to ensure a happy and healthy workforce. Staff sickness rate increased slightly but remained at a low level at 1.4%

ACHIEVEMENTS AND PERFORMANCE (continued)
Our Strategy 2019-2024 (continued)
Other Achievements: (continued)



ACHIEVEMENTS AND PERFORMANCE (continued)

Our Strategy 2019-2024 (continued)

Case Study

Provision: Individual mentoring support and targeted group work

The Need
Tom aged 13, was referred to Motiv8 by Childrens Services as he had been causing anti-social behavior in his local area and was physically and verbally abusive towards his older brother. Tom expressed that he hated school and his attendance was below 80%. He had been in trouble due to his behaviours in school and was on a managed move. His behavior and attitude at home was playing a part in his poor school attendance, his dad was unable to manage him and get him into school. There had been a difficult separation between dad and step mum, who had been in Tom's life for many years

The Support
Kayleigh made telephone contact with Tom's dad to arrange an initial time to talk through support and gain consent for Tom to work with Motiv8. Due to COVID-19 restrictions, home visits were not permissible, however Kayleigh arranged a doorstop visit to talk things through and Dad was keen for support. Virtual support was difficult for Tom, he did not feel confident about talking on the phone so Kayleigh arranged to have socially distanced walk and talk sessions with Tom, which worked much better for him. Tom initially came across very confident, and was clearly a very bright young person, but he shared his struggles with school and the emotional impact of events at home. By Tom's own admission, he would get easily borec and then misbehave. Kayleigh built a good rapport with Tom, and over time talked through ways to manage this.

Over the summer holidays, Tom was invited to attend Motiv8's weekly group sessions along with his older brother. It was good to see Tom and his brother engaging in some positive activities rather than causing anti-social behavior in the area. Kayleigh and the team observed the dynamic between Tom and his brother. Tom would often try to exert his power over his brother, get very angry and belittle him. Kayleigh was able to challenge this behavior and work with Tom to look at other ways he could manage his emotions. Over a few sessions, Tom was kinder to his brother and better able to manage his anger.

The Impact
Tom has since returned to school who have reported a big change in his attitude and behavior. He has 109 Pride Points and only 24 Behavioral Points at school, which school states is a huge improvement for Tom. Kayleigh, his Dad, and school have all noticed a huge change in Tom's attitude towards learning and his confidence with being around his peers. He is much more relaxed and enjoying learning.

Dad has also reported that Tom seems to have a better group of friends, which are being a positive influence on him. Tom's relationship with his older brother improved and Tom's dad noted that Tom was no longer being physically abusive towards his brother at home.

"I enjoy working with Kayleigh, and attending Motiv8 sessions. They listen, and are there to give me advice when I need it". Tom aged 13

"I can see a clear difference in Tom's attitude towards education. He is also building positive friendships with other young people at school. His relationship with his brother is also improving. He seems to be more relaxed and less angry when things don't go his way." Motiv8 Youth Support Worker

FINANCIAL REVIEW

The Consolidated Statement of Financial Activities for the year ended 31 March 2021 is set out on page 28 of the financial statements. A summary of the financial results and the work of the charity are set out below.

There were incoming resources of £1,146,913 for the year of which £566,663 was unrestricted and £580,250 was restricted. There was a total surplus after transfers of £126,898 (2020 – Surplus of £78,217) of which £124,342 was unrestricted. At 31 March 2021, there were total funds of £608,325 of which £111,638 was restricted, £206,279 was designated and £290,408 was unrestricted

For the year ending 31 March 2021, trustees are reassured to report for a surplus position for the charity of **£112,565** on unrestricted funds before transfers. This figure represents 19.9% of incoming unrestricted resources and exceeded the charity's 3-5% surplus target, to help rebuild reserves, as set out within Motiv8 South's 5-year Strategic plan.

The surplus was achieved through the following activity:

1. **Fundraising.** The Fundraising Manager has continued to meet ambitious fundraising targets, with the charity seeing an increase in non-statutory and unrestricted funding, alongside multi-year funding.
2. **Payment by Results.** Motiv8 South has continued to exceed its payment by results target for the provision of the Intensive Family Support Service. Alongside the monetary reward, Trustees are delighted that this relates to sustained positive outcomes for families.
3. **Full cost recovery (FCR) of traded services.** The charity provides a well-established traded offer at full cost recovery and revises its pricing on an annual basis.
4. **Robust financial management.** The charity continues to monitor finances closely and manage expenditure. Trustees are assured that there is strong financial management, including robust internal and financial controls and risk management procedures.

Fundraising

Motiv8 South adhere to their core values within our approach to fundraising. We are committed to working within the Charities Commission fundraising practice guidance and are registered with the Fundraising Regulator, alongside the fundraising promise, meaning that all fundraising activity will always be legal, open, honest and respectful.

The Fundraising Team is supervised by the Chief Executive Officer and reports to the Motiv8 Board of Trustees. Fundraising procedures are clearly set out to all staff, students and volunteers within its operating manuals, ensuring any third party fundraising is closely monitored. No notification has been received by the Board of Trustees or the senior management team concerning any complaint or failure to comply with the charities policies.

Reserves policy

The policy is reviewed annually, and it currently reads:

Policy

It is the policy of Motiv8 South that unrestricted funds should be maintained at a level equivalent to between three and six months' expenditure. These reserve funds could be put to one or more of the following purposes:

- *Short-term tactical reserves*
- *Opportunistic reserves*
- *Long-term reserves used to reduce risk*

FINANCIAL REVIEW (continued)

Reserves policy (continued)

Procedure
The first level of reserves is held for short-term tactical reasons. The charity aspires to keep a minimum of two months' worth of expenditure to cover any short-term setbacks in funding or cash flow difficulties. The trustees consider that reserves at this level will ensure that in the event of a significant drop in one or more funding sources they will be able to continue the charity's core current activities while consideration is given to ways in which additional funds may be raised or specific activity brought to a controlled close.

Second are opportunistic reserves, set aside to enable the charity to evolve and take advantage of strategic development opportunities. This could be to cover up to 30% expenditure of a new activity backed by a full business plan showing full recovery in three years.

A third, long-term reserves level is intended to reduce risks posed by large external changes in the environment in which the charity operates. This could include political changes, fall in stock market values or a major decline in donors' empathy to the cause. These risks, if realised, would dramatically affect the charity's funding streams.

In parallel, the charity ensures that if reserves are called upon, they can be replenished.

The reserve policy outlined above remains in place and the trustees aspire to maintain its objectives. Trustees are encouraged that corrective action and strategies implemented in 2018 have resulted in three successive years of the charity generating a surplus. At the 31 March 2021, unrestricted free reserves stood at **£290,408** which equates to 4 months of running costs. Whilst not in line with our policy, this is an improved position and Trustees remain committed to implement the following strategies to remedy the situation:

1. Continue progress towards re-building reserves with a 3-5% surplus target, linked with the 5-year strategic plan
2. Increase fundraising capacity, to support ongoing Trust and Grant funding, alongside the growth of Private, Corporate, Community and Major Donor funds.
3. Maintain core statutory provision as a partner of choice
4. Ensuring costs are monitored continuously and rationalisation will continue wherever possible, without impeding the services provided.

At 31 March 2021, funds totalling £206,279 have been designated by the trustees in respect of funds represented by fixed assets (mainly relates to Freehold building and additional building extension). More information on these funds is given in note 18 to the accounts.

Funding
Motiv8 South place great significance on partnership working. Trustees acknowledge the contribution of the following organisations that have supported Motiv8 South over 2020/2021 and without whom the charity would be unable to operate:

- Hampshire County Council
  - Intensive Family Support Service, Violent Reduction Unit & Traded 1-1 support,
- Portsmouth City Council
  - Traded Services, Violent Reduction Unit, Virtual School & The Hive
- Gosport Borough Council
  Community Safety, You Decide
- Hampshire Office of the Police & Crime Commissioner:
  - Operation Divert, Hate Crime & targeted 1-2-1, Intensive Support Services

FINANCIAL REVIEW (continued)

Funding (continued)

- Hampshire and Isle of Wight Community Foundation:
  Better Starts Programme, National Emergency fund, Portsmouth Community fund
- Schools and Colleges:
  Milton Cross, Trafalgar School, Portsmouth Academy, Castle View, Newbridge Junior School, The Key Centre, GFM – Brune Park, Brookfield School, , Fareham Academy, Bridgemary, Barncroft, GFM - Bay House, Lord Wilson,
- Relate
  - Futures in Mind
- BBC Children in Need
- National Lottery Community Fund
- Groundwork UK – Tesco Carrier for Causes
- No Limits
- Sir Jeremiah Colman Gift Trust
- Active Communities Network – Street Strong Project
- Wave 105 - Cash for Kid
- Henry Smith Charity
- William Wates Memorial Trust
- The Blagrave Trust
- Community Lotteries Gosport, Portsmouth and Havant
- Waitrose
- Southern Cooperative Group
- The Edward Gostling Foundation
- Persimmon Homes
- Garfield Weston
- Cloth Workers
- Trust 2000
- Adsa Foundation

Also services provided by 1st Computer Services, Amazon Smile & Fast Track Garage Services,

The trustees also want to thank all the individuals that have supported the organisation through regular and one off donations, including supporting fundraising events and through the donation of items.

Asset cover for funds

There are adequate and available assets of each fund sufficient to meet all liabilities and obligations.

Future plans

Looking to the future Motiv8 South remains committed to supporting young people, families and its staff emerge safely from the COVID-19 pandemic. Trustees recognise there will be tough times ahead with the emerging 'mental health' pandemic and increased demand (Motiv8 South has a 60% increase in requests for support in the past 12 months) against a backdrop of reducing statutory funding and increased costs. However, despite these challenges, Trustees believe that the agility, quality and 'can do' culture of the charity will ensure it can weather this storm and continue to provide vital services to local Communities.

The charity will continue to work towards its Strategic Aims and Objectives as set out within its 5-year Strategic plan and for the next 12 months will prioritise the following:

- Providing safe, fun and accessible spaces for young people to engage in their community, which gives them a sense of belonging and ownership.
- Support young people and families' emotional health and wellbeing providing early help before they reach crisis.
- Increase fundraising efforts to meet demand for our individual mentoring support with a target of maintaining 250 places per year.

FINANCIAL REVIEW (continued)

Future plans (continued)

- Expand our Fundraising capacity and grow our Corporate, Community and Individual Giving fundraising streams
- Increase internal operational capacity, ensuring Motiv8 South continues to deliver high quality provision.
- Develop Youth Voice, the voice of those with Lived Experience and opportunities to engage in Youth Social Action
- Develop and embed our Equality, Diversity and Inclusion plans
- Focus on staff development and wellbeing initiatives
- Employability support, with a particular focus on supporting those furthest from the labour market.

Underpinning the above will be our continued commitment to develop partnerships and be the youth charity partner of choice. Through positive collaboration, Trustees recognise we can do so much more and reach many more young people.

CHANGES IN FIXED ASSETS

The movements in fixed assets in the year are set out in note 12 to the financial statements.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also directors of Motiv8 South Limited for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom General Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

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

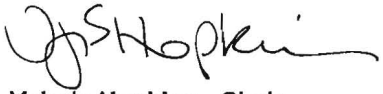
The Trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the group and of the parent charitable company and to enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for the maintenance and integrity of the corporate and financial information included on the charity's website and for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

DISCLOSURE OF INFORMATION TO AUDITORS

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

AUDITORS
A resolution proposing that Jones Avens be reappointed as auditors of the charity will be put to the annual general meeting.

Approved by the board of trustees on 19 November 2021 and signed on their behalf



Valerie Hopkins - Chair
Trustee

MOTIV8 SOUTH LIMITED

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MOTIV8 SOUTH LIMITED

Opinion

We have audited the financial statements of Motiv8 South Limited (the 'charitable company') for the year ended 31 March 2021 which comprise the Consolidated Statement of Financial Activities, the Group and Charity Balance Sheets, the Consolidated Statement of Cash Flows, and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 March 2021 and of the total incoming resources of the parent charitable company and its subsidiary undertaking and the movements in the total resources of the group for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charitable company 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 trustees 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 trust'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 trustees with respect to going concern are described in the relevant sections of this report.

Other information

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

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

We have nothing to report in this regard.

INDEPENDENT AUDITORS' REPORT (Continued)
TO THE MEMBERS OF MOTIV8 SOUTH LIMITED

Opinions on other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees annual report (which incorporates the directors 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 parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

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

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company 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 of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and the parent charitable company'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 group or the parent charitable company 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.

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

- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the association, including The Companies Act 2006 and The Charities Act 2011;

Identification and assessment of irregularities including fraud (continued)

- we obtained an understanding of the legal and regulatory framework applicable to the entity and how the entity is complying with that framework by making appropriate enquiries of management as well as considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations;
- we have made enquiries of those charged with governance and management concerning:
  - the risks of fraud;
  - instances of non-compliance with laws and regulations or knowledge of actual, suspected, or alleged fraud is documented during the period;
- we allocated an engagement team that we considered collectively had the appropriate competence and capabilities to identify or recognise non-compliance with laws and regulations.

Audit response to the risk of irregularities including fraud

Based on the results of our risk assessment, our procedures included, but were not limited to:

- performing analytical procedures to identify any unusual or unexpected relationships.
- evaluating whether the selection and application of accounting policies by the entity that may be indicative of fraudulent financial reporting resulting from management's effort to manage earnings.
- assessing whether judgements and assumptions made in determining accounting estimates were indicative of potential bias.
- agreeing financial statement disclosures to underlying supporting documentation.
- reading the minutes of meetings of those charged with governance.
- reviewing the correspondence with relevant regulatory bodies.
- testing of journal entries to address the risk of fraud through management override.
- incorporating an element of unpredictability in the selection of the nature, timing, and extent of our audit procedures.

Conclusions regarding the risks of irregularities including fraud

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

We considered our audit was capable of detecting irregularities due to:

- the effectiveness of the entity's internal controls;
- the nature, timing and extent of audit procedures performed; and
- the absence of contradictory evidence.

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

INDEPENDENT AUDITORS' REPORT (Continued)
TO THE MEMBERS OF MOTIV8 SOUTH LIMITED

Use of our report

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



Timothy Peter Millett ACA (Senior Statutory Auditor)
For and on behalf of Jones Avens Limited

19 November 2021

Chartered Accountants
Statutory Auditor

53 Kent Road
Southsea
Hampshire
PO5 3HU

MOTIV8 SOUTH LIMITED

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2021 £	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2020 £
Income:									
Donations	3	**45,102**	-	**68,062**	**113,164**	29,014	-	24,502	53,516
Income from charitable activities:									
Provision for services for Young People and Families	4	**375,757**	-	**510,688**	**886,445**	596,091	-	315,830	911,921
Income from other trading activities:									
Bicycle Recycling South Limited	5	**145,804**	-	**1,500**	**147,304**	254,622	-	1,500	256,122
Total Income		**566,663**	-	**580,250**	**1,146,913**	879,727	-	341,832	1,221,559
Expenditure									
Expenditure on raising funds									
Income generation and publicity costs		**40,286**	-	-	**40,286**	42,043	-	-	42,043
Bicycle Recycling South Limited	5	**153,389**	-	**1,500**	**154,889**	270,870	-	1,500	272,370
Expenditure on charitable Activities									
Provision of services for Young People and Families	6	**260,423**	-	**564,417**	**824,840**	536,397	-	292,532	828,929
Total Expenditure		**454,098**	-	**565,917**	**1,020,015**	849,310	-	294,032	1,143,342
Net income/(expenditure)		**112,565**	-	**14,333**	**126,898**	30,417	-	47,800	78,217

The notes form part of these financial statements

MOTIV8 SOUTH LIMITED

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2021 £	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2020 £
Net income/(expenditure)		**112,565**	**-**	**14,333**	**126,898**	30,417	-	47,800	78,217
Transfers between funds	10	11,777	(4,165)	(7,612)	-	24,689	(20,807)	(3,882)	-
Net movement in funds		**124,342**	**(4,165)**	**6,721**	**126,898**	55,106	(20,807)	43,918	78,217
Reconciliation of funds									
Fund Balances at 1 April 2020		**166,066**	**210,444**	**104,917**	**481,427**	110,960	231,251	60,999	403,210
Fund Balances at 31 March 2021		**290,408**	**206,279**	**111,638**	**608,325**	166,066	210,444	104,917	481,427

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

MOTIV8 SOUTH LIMITED

CONSOLIDATED AND COMPANY BALANCE SHEETS
AS AT 31 MARCH 2021

	Notes	Group 2021 £	Group 2020 £	Company 2021 £	Company 2020 £
Fixed assets					
Tangible assets	12	**253,474**	265,251	**253,474**	260,222
Investment	13	-	-	**1**	1
Total Fixed Assets		**253,474**	265,251	**253,475**	260,223
Current assets					
Stocks		-	19,100	-	-
Debtors	14	**55,780**	126,067	**93,088**	166,853
Cash at bank and in hand		**532,873**	342,425	**499,903**	308,053
Total Current Assets		**588,653**	487,592	**592,991**	474,906
Liabilities					
Creditors: amounts falling due within one year	15	**(233,802)**	(271,416)	**(230,675)**	(253,824)
Net current assets		**354,851**	216,176	**362,316**	221,082
Total assets less current liabilities		**608,325**	481,427	**615,791**	481,305
The funds of the Charity:					
Restricted funds	17	**111,638**	104,917	**111,638**	104,917
Unrestricted funds:					
Designated funds	18	**206,279**	210,444	**206,279**	205,415
Other charitable funds					
General fund		**290,408**	166,066	**297,874**	170,973
Total charity funds		**608,325**	481,427	**615,791**	481,305

The trustees have prepared group accounts in accordance with Section 398 of the Companies Act 2006 and Section 138 of the Charities Act 2011.

The accounts were approved by the Board on 19 November 2021

Valerie Hopkins – Chair
Trustee

Company Registration No. 3512607
Charity Registration No. 1069085

The notes form part of these financial statements

MOTIV8 SOUTH LIMITED

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDING 31 MARCH 2021

	Notes	Group 2021 £	Group 2020 £
Net cash provided by operating activities	21	**200,454**	120,966
Cash flows from investing activities			
Purchase of fixed assets		**(10,006)**	(6,036)
Net cash used in investing activities		**(10,006)**	(6,036)
Increase in cash and cash equivalents in the year		**190,448**	114,930
Cash and cash equivalents at the beginning of the year		**342,425**	227,495
Total cash and cash equivalents at the end of the year		**532,873**	342,425

The notes form part of these financial statements

1 Accounting policies

Company information
Motiv8 South Limited is a private company limited by guarantee incorporated in England and Wales and a registered charity. The registered office is 6 Queen Street, Portsmouth, Hampshire, PO1 3HL.

1.1 Accounting convention
These accounts have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006, the Charities Act 2011 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The charity is a Public Benefit Entity as defined by FRS 102.

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

The accounts have been prepared on the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Group financial statements
The financial statements consolidate the results of the charity and its wholly owned subsidiary, Bicycle Recycling South Limited, on a line-by-line basis. A separate Statement of Financial Activities and Income and Expenditure Account for the charity has not been presented because the charity has taken advantage of the exemption in section 408 of the Companies Act 2006.

1.3 Going concern
At the time of approving the accounts, 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 accounts.

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

Designated funds have been set up to assist in identifying those funds which are not free funds. They represent amounts which have been put aside out of unrestricted funds at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the accounts.

Unrestricted funds represent funds which are expendable at the discretion of the trustees in the furtherance of the objects of the charity.

1.5 Incoming resources
Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Income from donations and grants, including capital grants, is included in incoming resources when receivable, except as follows:

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.

Donated services and facilities are included at estimated market value being the estimated value of the services or facility received.

1 Accounting policies (Continued)

1.5 Incoming resources (continued)

Income from donations and grants, including capital grants, is included in incoming resources when receivable, except as follows:

When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods.

When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the conditions for use have been met.

When donors specify that donations and grants, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

1.6 Resources expended

Resources expended including irrecoverable VAT, are accounted for on an accruals basis, classified under appropriate headings and apportioned where necessary.

Fundraising and publicity costs include directly incurred expenses and time apportioned salary costs.

Direct charitable expenditure includes all expenditure directly related to the objects of the charity.

Governance costs are incurred in the governance of the charity and are primarily associated with constitutional and statutory requirements.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets other than freehold land are stated at cost less depreciation and any impairment losses. Below a value of £1,000 fixed assets are not capitalised. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Freehold land is not depreciated	
Freehold Buildings	2% straight line
Leasehold property	Over the period of the lease
Fixtures, fittings and equipment	10 - 25% straight line
Motor vehicles	20 - 50% straight line

1.8 Fixed asset investments

The investment in the subsidiary and in the social investment is at cost.

A subsidiary is an entity controlled by the charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

1.9 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

1 **Accounting policies (Continued)**

1.9 Impairment of fixed assets (continued)

If the recoverable amount of an asset is estimated to be less that its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. An impairment loss is recognised immediately in income/(expenditure) for the year, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately, unless the relevant asset is carried in at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held at call with banks.

1.11 Financial instruments

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

Financial instruments are recognised when the charity becomes party to the contractual provisions of the instrument.

Financial assets are offset, with the net amounts presented in the account when 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 trade and other receivables 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.

Basic financial liabilities

Basic financial liabilities, including trade and other payables, 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 receipts discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

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

1 **Accounting policies (Continued)**

1.12 Employee benefits

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

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

1.13 Leasing and hire purchase commitments

Operating lease rentals are recognised in the statement of financial activities as incurred.

1.14 Stock

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition.

At each reporting date, an assessment is made for impairment. Any excess of the carrying amount of stocks over its estimated selling price less costs to complete and sell is recognised as an impairment loss in profit or loss. Reversals of impairment losses are also recognised in profit or loss.

1.15 Pensions

The charity operates a defined contributions pension scheme. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme.

2 Financial performance of the charity

The consolidated statement of financial activities includes the results of the charity's wholly owned subsidiary which operates cycle shops and provides training and employment opportunities for young people.

The summary financial performance of the charity alone is:

	2021	2020
	£	£
Income	**1,007,579**	976,637
Expenditure on raising funds	**(40,286)**	(42,043)
Expenditure on charitable activities	**(832,807)**	(840,129)
Net income	**134,486**	94,465
Total funds brought forward	**481,305**	386,840
Total funds carried forward	**615,791**	481,305
Represented by:		
Restricted income funds	**111,638**	104,917
Unrestricted designated funds	**206,279**	205,415
Unrestricted general funds	**297,874**	170,973
	615,791	481,305

3 Donations

	Note	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Grants	4	-	**55,000**	**55,000**	-	20,000	20,000
Coronavirus job retention scheme grant and other funding		**25,146**	-	**25,146**	-	-	-
Individual donations		**7,330**	**13,062**	**20,392**	13,723	4,502	18,225
Donated services and facilities		**12,626**	-	**12,626**	15,291	-	15,291
		45,102	**68,062**	**113,164**	29,014	24,502	53,516

Donated services and facilities comprise the estimated market value of peppercorn rents, vehicle maintenance and printing services.

The charity benefits greatly from the work of its volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in these accounts.

4 **Income from charitable activities**

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Unrestricted Funds £	Restricted Funds £	Total 2020 £
Statutory local income	**280,581**	**104,886**	**385,467**	513,507	132,342	645,849
Charitable services and grants	**84,956**	**405,802**	**490,758**	79,152	183,488	262,640
Other income	**10,220**	-	**10,220**	3,432	-	3,432
	375,757	**510,688**	**886,445**	596,091	315,830	911,921

Included within donations and income from charitable activities are the following:-

	2021 £	2020 £
Statutory local income		
Portsmouth City Council Positive Activities	**55,535**	70,743
Hampshire Office of the Police & Crime Commissioner		
Intensive Support Services	**28,386**	44,358
Operation Divert/YIP Programmes	**76,500**	74,500
Hampshire County Council 0-19 Children's Services Gosport	-	48,892
Hampshire Intensive Family Support Service	**115,524**	171,000
Charitable services		
Hampshire Schools	**26,850**	71,607
Portsmouth City Council Virtual School and other services	**55,063**	92,049
Charitable grants		
BBC Children In Need	**72,433**	33,073
Big Lottery Fund	**222,665**	50,110
Henry Smith Trust	**60,000**	60,000
Blagrave Trust	**40,000**	20,000
Garfield Weston	**25,000**	-

5 **Income from trading activities of subsidiary**

Bicycle Recycling Limited operated community cycle venues in Portsmouth and Gosport carrying out servicing and repairs, second hand bike sales and bicycle maintenance. It also offered apprenticeships and opportunities to volunteer. The company closed its shops in the year and will be wound up.

	Year ended 31 March 2021 £	Year ended 31 March 2020 £
Income		
Bicycle sales, servicing, courses, merchandise and bike hire	**110,087**	253,825
Grants received	**1,500**	1,500
Other income	**1,535**	797
Coronavirus job retention scheme grant and other funding	**34,182**	-
	147,304	256,122
Expenditure		
Cost of sales	**34,293**	48,850
Salaries, wages and other staff costs	**93,990**	166,080
Utilities and support costs	**26,606**	57,440
	154,889	272,370
Net loss as per Subsidiary accounts	**(7,585)**	(16,248)
Total assets	**37,771**	72,164
Total liabilities	**(45,233)**	(72,041)
Funds (representing share capital and reserves)	**(7,462)**	123

6 Analysis of expenditure on charitable activities

	Notes	Provision of Services Total 2021 £	Total 2020 £
Staff costs		**643,563**	664,595
Volunteer costs		**376**	684
Partnered delivery		**5,435**	13,101
Activities		**28,688**	28,433
Support costs	7	**122,821**	102,797
Governance costs	7	**23,957**	19,319
		824,840	828,929

7 Support costs

	Support Costs £	Governance Costs £	2021 £	Support Costs £	Governance Costs £	2020 £	Basis of allocation
Insurance	**5,148**	-	**5,148**	4,812	-	4,812	Charitable
Premises	**46,046**	-	**46,046**	44,757	-	44,757	Charitable
Communications	**13,273**	-	**13,273**	14,165	-	14,165	Charitable
Transport	**11,217**	-	**11,217**	12,078	-	12,078	Charitable
Computers	**22,126**	-	**22,126**	10,368	-	10,368	Charitable
Subscriptions	**7,564**	-	**7,564**	1,823	-	1,823	Charitable
Audit & accountancy	-	**20,120**	**20,120**	-	18,244	18,244	Governance
Legal & professional Fees	-	**2,947**	**2,947**	-	-	-	Governance
Trustee indemnity insurance	-	**890**	**890**	-	811	811	Governance
Depreciation	**12,063**	-	**12,063**	14,870	-	14,870	Charitable
Loss on sale of fixed assets	**4,691**	-	**4,691**	-	-	-	Charitable
Other expenses	**693**	-	**693**	(76)	264	188	Charitable
	122,821	**23,957**	**146,778**	102,797	19,319	122,116	

8 Net income for the year

	2021 £	2020 £
This is stated after charging:		
Auditors' remuneration		
Audit fees	**5,300**	5,200
Accountancy services	**14,820**	13,044
Bicycle Recycling South Limited	**3,727**	5,213
Depreciation	**17,092**	30,725
Loss on disposal of fixed assets	**4,691**	-
Operating lease rentals - land and buildings	**19,900**	24,405
- equipment	**2,882**	3,482

9 Trustees

None of the trustees or any persons connected with them received any remuneration, other benefits or expenses during the year.

10 Transfers

The transfers in the year were as follows:

	Unrestricted Funds £	Designated Funds £	Restricted Funds £
Fixed assets fund	**4,165**	**(4,165)**	**-**
Depreciation transfers	**7,612**	**-**	**(7,612)**
	11,777	**(4,165)**	**(7,612)**

11 Employees

Number of employees

The average monthly headcount was 38 employees (2020: 47). The average monthly number of employees during the year was

	2021 Number	2020 Number
Chief Executive	**1**	1
Direct Charitable Staff	**23**	25
Bicycle Recycling Staff	**4**	7
	28	33

	2021 £	2020 £
Employment costs		
Wages and salaries	**688,325**	764,879
Social security costs	**49,768**	55,093
Other pension costs	**13,842**	14,862
Redundancy costs	**6,133**	-
	758,068	834,834

There were no employees whose annual remuneration was £60,000 or more. Total key management personnel compensation was £96,385 (2020: £105,997).

12 Tangible fixed assets (Group)

	Freehold Land & Buildings	Short Leasehold Land & Buildings	Computer Equipment	Fixtures, Fittings & Equipment	Motor Vehicles	Total
	£	£	£	£	£	£
Cost						
At 1 April 2020	282,517	11,447	52,807	84,976	52,006	483,753
Additions	-	-	8,642	1,364	-	10,006
Disposals	-	(11,447)	-	(17,693)	-	(29,140)
At 31 March 2021	**282,517**	**-**	**61,449**	**68,647**	**52,006**	**464,619**
Depreciation						
At 1 April 2020	33,569	11,447	50,857	70,623	52,006	218,502
Charge for the year	4,863	-	3,870	8,359	-	17,092
Eliminated on disposal	-	(11,447)	-	(13,002)	-	(24,449)
At 31 March 2021	**38,432**	**-**	**54,727**	**65,980**	**52,006**	**211,145**
Net book value						
At 31 March 2021	**244,085**	**-**	**6,722**	**2,667**	**-**	**253,474**
At 31 March 2020	**248,948**	**-**	**1,950**	**14,353**	**-**	**265,251**

NOTES TO THE ACCOUNTS (Continued)
FOR THE YEAR ENDED 31 MARCH 2021

12 Tangible fixed assets (Company)

	Freehold Land & Buildings	Short Leasehold Land & Buildings	Computer Equipment	Fixtures, Fittings & Equipment	Motor Vehicles	Total
	£	£	£	£	£	£
Cost						
At 1 April 2020	282,517	11,447	52,807	56,926	52,006	455,703
Additions	-	-	8,642	1,364	-	10,006
Disposals	-	-	-	(17,693)	-	(17,693)
At 31 March 2021	**282,517**	**11,447**	**61,449**	**40,597**	**52,006**	**448,016**
Depreciation						
At 1 April 2020	33,569	11,447	50,857	47,602	52,006	195,481
Charge for the year	4,863	-	3,870	3,330	-	12,063
Eliminated on disposal	-	-	-	(13,002)	-	(13,002)
At 31 March 2021	**38,432**	**11,447**	**54,727**	**37,930**	**52,006**	**194,542**
Net book value						
At 31 March 2021	**244,085**	**-**	**6,722**	**2,667**	**-**	**253,474**
At 31 March 2020	248,948	-	1,950	9,324	-	260,222

13 Fixed asset investments

	£
Market value at 1 April 2020 and 31 March 2021	1
Historical cost:	
At 1 April 2020 and 31 March 2021	1

13 Fixed asset investments (continued)

Holdings of more than 20%
The company holds more than 20% of the share capital of the following companies:

Subsidiary Undertaking

Company Name	Registered Office	Country of registration or incorporation	Class	Shares held %
Bicycle Recycling South Limited	6 Queen Street Portsmouth Hampshire PO1 3HL	England and Wales (Company Number 8848765)	Ordinary	100

14 Debtors

	Group 2021 £	Group 2020 £	Company 2021 £	Company 2020 £
Trade debtors	**30,735**	103,701	**27,440**	93,160
Amounts owed by group undertakings	**-**	-	**42,108**	54,449
Other debtors	**467**	650	**467**	650
Prepayments and accrued income	**24,578**	21,716	**23,073**	18,594
	55,780	126,067	**93,088**	166,853

15 Creditors: amounts falling due within one year

	Group 2021 £	Group 2020 £	Company 2021 £	Company 2020 £
Trade creditors	**12,567**	11,078	**13,717**	8,586
Taxes and social security costs	**13,328**	18,762	**13,131**	14,696
Accruals and deferred income	**207,907**	241,576	**203,827**	230,542
	233,802	271,416	**230,675**	253,824

Accruals includes deferred income of £175,689 (2020: £218,063) in respect of projects where funding has been received in advance of the following year.

16 Pension and other post-retirement benefit commitments

Defined contribution

The group makes contributions on behalf of its employees into NEST Retirement Funds or into a Friends Provident Stakehoider Pension Scheme.

	2021 £	2020 £
Contributions payable by the group for the year	**13,842**	14,862

17 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 April 2019	Incoming resources	Resources expended	Transfers to General Fund	**Balance at 1 April 2020**	**Incoming resources**	**Resources expended**	**Transfers to General Fund**	**Balance at 31 March 2021**
		£	£	£	£	£	£	£	£
Toronto Place LandAid Charitable Trust Limited	50,826	-	-	(1,916)	**48,910**	-	-	**(1,715)**	**47,195**
OPCC	-	74,500	(74,500)	-	-	**76,500**	**(76,500)**	-	-
BBC Children in Need	-	33,073	(33,073)	-	-	**72,433**	**(72,433)**	-	-
Bicycle Recycling	7,863	-	-	(1,966)	**5,897**	-	-	**(5,897)**	-
Hampshire and Isle of Wight Community Foundation	-	11,786	(11,786)	-	-	**15,817**	**(15,817)**	-	-
Hampshire Police	-	44,358	(44,358)	-	-	**28,386**	**(28,386)**	-	-
PCC Future in Mind	-	10,739	(10,739)	-	-	**8,054**	**(8,054)**	-	-
Big Lottery Fund	-	50,110	(40,000)	-	**10,110**	**223,248**	**(222,665)**	-	**10,693**
Henry Smith Trust	-	60,000	(40,000)	-	**20,000**	**60,000**	**(60,000)**	-	**20,000**
Groundwork UK	-	6,000	(6,000)	-	-	**1,000**	**(1,000)**	-	-
Hampshire County Council Grants	-	8,209	(8,209)	-	-				
Gosport Borough Council	-	5,275	(5,275)	-	-				
Other	2,310	12,782	(15,092)	-	-	**5,981**	**(5,981)**	-	-
William Wates Memorial Trust	-	5,000	-	-	**5,000**	-	**(5,000)**	-	-
The Blagrave Trust	-	20,000	(5,000)	-	**15,000**	**40,000**	**(40,000)**	-	**15,000**
Garfield Weston Foundation	-	-	-	-	-	**25,000**	**(6,250)**	-	**18,750**
Co-op Local Community Fund	-	-	-	-	-	**11,331**	**(11,331)**	-	-
The Edward Gostling Foundation	-	-	-	-	-	**7,500**	**(7,500)**	-	-
Hive Emergency Fund	-	-	-	-	-	**5,000**	**(5,000)**	-	-
	60,999	341,832	(294,032)	(3,882)	**104,917**	**580,250**	**(565,917)**	**(7,612)**	**111,638**

17 Restricted funds (continued)

LandAid Charitable Trust Ltd donated £9,500 to install and equip a kitchen at Toronto Place, Gosport. They also awarded a grant of £50,000 for a new build ground floor extension to Toronto Place.

Hampshire Police and The Office of the Police & Crime Commissioner (OPCC) donated £104,886 for Divert Project/YIP Programmes during the year.

BBC Children in Need awarded a grant of £99,517 over three years from 1 July 2018. The grant funds a project which provides one-to-one and group work support to children and young people identified with social, emotional and well-being needs. The programme will help improve their resilience, self-esteem and strengthen relationships with their peers. BBC Children in Need also awarded a grant of £77,984 under the Covid-19 Next Steps Programme to fund detached youth work and mentoring support in South Hampshire.

Portsmouth City Council donated Fixtures, Tools and Equipment to the Community Cycle Hub valued at £17,693. These premises and equipment were returned to Portsmouth City Council in the year and the balance on the fund transferred to general fund.

Hampshire and Isle of Wight Community Foundation made a number of awards in the year, including £7,500 from the National Emergency Trust fund.

Relate provided £8,054 for costs for the provision of services as part of Relate's Emotional Health and Wellbeing Services for Portsmouth City Council.

The Big Lottery Fund have awarded a grant of £495,944 covering a five year period for the Gosport Hub Project which began during the year. Additional Covid support of £49,446 was awarded in the year and £73,000 Gap Funding for resilience.

The Henry Smith Trust awarded £180,000 over a three year period to support the Family Well-Being Service.

Further funds were received from Groundwork UK, Wave 105, Persimmon, Asda and Waitrose.

In November 2019 The Blagrave Trust awarded £60,000 over three years. An additional £20,000 Covid support grant was awarded.

The Garfield Weston Foundation awarded a grant of £25,000 for one to one mentoring.

The Co-op donated £11,331 from its Safer Neighbourhoods and Family Wellbeing funds.

The Edward Gostling Foundation awarded a Covid support grant of £7,500.

HIVE awarded a grant of £5,000.

18 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

Group	Movement in funds				Movement in funds		
	Balance at 1 April 2019	Incoming resources	Transfers (to)/from General Fund	Balance at 1 April 2020	Incoming resources	Transfers (to)/from General Fund	Balance at 31 March 2021
Fixed assets fund	231,251	-	(20,807)	**210,444**	-	**(4,165)**	**206,279**

Company	Movement in funds				Movement in funds		
	Balance at 1 April 2019	Incoming resources	Transfers (to)/from General Fund	Balance at 1 April 2020	Incoming resources	Transfers (to)/from General Fund	Balance at 31 March 2021
Fixed assets fund	210,364	-	(4,949)	**205,415**	-	**864**	**206,279**

The fixed asset fund is an amount equivalent to the net book value of fixed assets at the balance sheet date, excluding assets represented by restricted fund balances.

19 **Analysis of net assets between funds**

Group

	Unrestricted Funds	Designated Funds	Restricted Funds	2021 Total	Unrestricted Funds	Designated Funds	Restricted Funds	2020 Total
		£	£	£	£	£	£	£
Fund balances at 31 March 2021 are represented by:								
Tangible fixed assets	-	206,279	47,195	253,474	-	210,444	54,807	265,251
Net current assets	290,408	-	64,443	354,851	166,066	-	50,110	216,176
	290,408	206,279	111,638	608,325	166,066	210,444	104,917	481,427

Company

	Unrestricted Funds	Designated Funds	Restricted Funds	2021 Total	Unrestricted Funds	Designated Funds	Restricted Funds	2020 Total
		£	£	£	£	£	£	£
Fund balances at 31 March 2021 are represented by:								
Tangible fixed assets	-	206,279	47,195	253,474	-	205,415	54,807	260,222
Investments	1	-	-	1	1	-	-	1
Net current assets	297,873	-	64,443	362,316	170,972	-	50,110	221,082
	297,874	206,279	111,638	615,791	170,973	205,415	104,917	481,305

20 Commitments under operating leases

At 31 March 2021 the company had total commitments under non-cancellable operating leases as follows:

	Land and Buildings		Other	
	2021	2020	**2021**	2020
	£	£	**£**	£
Expiry date:				
Within one year	**9,300**	19,000	**1,382**	2,882
Between two and five years	**2,679**	25,654	**2,074**	3,456
	11,979	44,654	**3,456**	6,338

21 Reconciliation of net movement in funds to net cash flow from operating activities:

	Notes	Group **2021** **£**	Group 2020 £
Net movement in funds		**126,898**	78,217
Adjustments for:			
Depreciation charges		**17,092**	30,725
Loss on sale of fixed assets		**4,691**	-
Decrease in stock		**19,100**	7,180
Decrease/(increase) in debtors		**70,287**	(18,540)
(Decrease)/increase in creditors		**(37,614)**	23,384
Net cash provided by operating activities		**200,454**	120,966

22 Legal status of the company

The company is limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1.

23 Related Party Transactions

Stephen Dimon is a trustee of Motiv8 South Limited and a director of Bicycle Recycling South Limited and managing director of 1st Group Limited who provide computer services to the group. The purchase of computer equipment and further IT services amounting to £8,644 was on an arm's length basis and £1,067 was outstanding at the year end.

There were no other related party transactions which require disclosure.

24 COVID

The Charity was adversely affected by Covid and in particular by the restrictions which limited direct interactions with young people and their families. It received £25,146 directly from CJRS grants and other funding.

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