



HERTS YOUNG HOMELESS GROUP (hyh)
(A Company Limited by Guarantee)

Report and Financial Statements
Year ended 31 March 2024

Registered Charity No. 1069498
Company No. 3525558

Herts Young Homeless Group
Year ended 31 March 2024

Reference and administrative details

Trustee Board and Board Officers

Chairman: Peter Holland

Vice Chairman: Carol Shutkever

Treasurer: Tim Willies

Trustees and directors: Matthew Baxter
Ross Watkins
Jake White
Paul Groves
David Ball
Ruth Barnes
Diana Kirsch *Resigned 27 September 2023*
Sarah Victoria Milsom *Appointed 6 December 2023*

Company Secretary: Jonny Whitehead

Registered Office: 1st Floor, Gracemead House, Woods Avenue, Hatfield, Herts, AL10 8HX

Senior Management Team for 2023/24

Chief Executive	Jonny Whitehead
Head of Services	Mika Saha
Head of Fundraising and Communications	Caroline Neill
Operations Manager	Mitchell Stocker
Finance Manager	Paul Boty

Auditors, Bankers, and Legal Advisors

Auditor (External): Moore Kingston Smith LLP, 4 Victoria Square, St Albans, Herts, AL1 3TF

Bankers: NatWest Plc, 10 St Peter's Street, St Albans, Herts, AL1 3LY

Additional relationships used during the year for banking and fixed term investment purposes:

Virgin Money, Jubilee House, Gosforth, Newcastle upon Tyne, NE3 4PL
Close Brothers Ltd, 10 Crown Place, London, EC2A 4FT
United Trust Bank Ltd, 80 Haymarket, London SW1Y 4TE
Shawbrook Bank, Lutea House, The Drive, Great Warley, Brentwood, Essex, CM13 3BE
Nationwide Building Society, PO Box 3, 5-11 St. Georges Street, Douglas, Isle of Man, IM99 1AS British Isles
Cambridge & Counties Bank Limited, Charnwood Court, 5B New Walk, Leicester, LE1 6TE
Redwood Bank Ltd, Suite 101 The Nexus Building, Broadway, Letchworth Garden City, England, SG6 3TA

Herts Young Homeless Group
Year ended 31 March 2024

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Report of the Trustees

CEO Report

Youth homelessness continued to rise last year in Hertfordshire as it did across the UK. So, against that worrying backdrop, I'm hugely proud that we did so much to break the cycle of youth homelessness for so many young people during 2023-24.

We worked with over 13,000 young people, providing them with education, advice and support. Through our preventative work with youth groups and schools, we were able to reach more young people than ever before. The quality of our services and outcomes is just as important. 86% of young people remained in or returned home after our mediation service and 88% of 16-24 year olds had a positive outcome through our Hub and Outreach services.

The Herts Young Homeless (hyh) team are amazing and I am regularly in awe of the difference they make to young people's lives. Our biggest challenge in 2023-24 was recruiting and retaining staff in a very competitive jobs market. We invested lots of attention, time and money in making hyh an attractive employer for the best candidates, including increasing salaries for our frontline staff. That investment worked and my thanks go to the Board of Trustees for being so forward-thinking on this crucial issue.

Despite the pressures during the year we achieved some fantastic outcomes for young people, their families and for our services which were aligned behind our four strategic objectives to be more Youth-led, Innovative, Inclusive and Digital. We are on track with our ambition to reach 40,000 young people between 2023 and 2026.

We are a people organisation and so carrying vacancies for much of last year meant we spent less than expected. As a result, our free reserves remained higher than our target so we now have a three year plan to bring our reserves within target while enhancing our long term sustainability. This includes investing in our hyh team and in our fundraising capability. This long term, prudent planning is something that the Board and Senior Leadership Team can all be proud of.

I want to thank Peter and all our Trustees for their work last year: I am very lucky to have such a knowledgeable, supportive and appropriately challenging Board that never shies away from big decisions. I also want to thank our Leadership Team who individually and collectively manage and lead our charity with expertise, openness and big-heartedness. And last but not least I want to recognise and thank the amazing team of staff and volunteers at hyh. Without them, literally nothing would happen, no lives would be improved, no young people would be supported, no money would be raised, no supporters would be recruited and the cycle of youth homelessness would continue unchecked.



Jonny Whitehead,
Chief Executive Officer

Chairman's Report

Herts Young Homeless (hyh) turned 25 years old last year and I was delighted to welcome friends and supporters at our Open Day at the University of Hertfordshire last summer. This was also the first full year of our new strategy and despite the external pressures, I'm really pleased that we have made good progress towards breaking the cycle of youth homelessness.

Our most important asset is our people so the Board took the bold step to significantly invest in our frontline staff in late 2023. By the end of March 24, this decision had already paid off with a stronger, more stable team in place. We are now pursuing ambitious plans to grow our income to enable us to support even more young people this year and in the years ahead.

I want to thank every member of the hyh team. The staff and volunteers have continued to deliver fantastic services while exemplifying our values: open, expert and big-hearted. My fellow trustees' insight, support, good humour and sense of purpose has been of huge benefit to the charity. We were delighted to welcome Sarah Milsom who joined the Board in late 2023.



Peter Holland
Chairman and Trustee

Vision, mission & values

Our vision

Every young person has a safe home from which they can grow and thrive.

Our mission

To break the cycle of youth homelessness in Hertfordshire through education, advice and support for young people and their families.

Our values

Open

We are purposefully inclusive; we pledge to reach out to young people in our local communities, their families, and service partners to design solutions together.

Expert

We run services based on the evidence of what works; we pledge to innovate, to create new ways to tackle youth homelessness and share what we learn.

Big-hearted

We are all passionate about turning around young people's lives; we pledge to put good outcomes for young people at the centre of all we do.

Our strategy

Our Strategic Priorities

By 2026, Herts Young Homeless will support more young people and their families across Hertfordshire to reduce family conflict and prevent homelessness, achieving more positive outcomes.

To achieve our ambition to connect with 40,000 young people by 2026 we will **Be more...**

1. Youth-led

In order to stay relevant, accessible and attractive, we will listen to young people's experiences and involve them in continuing to develop and improve all of our services.

2. Innovative

We will constantly evolve and proactively adapt the way we work.

3. Digital

We will invest in technology and digital solutions to improve everything we do.

4. Inclusive

Our people will feel included and valued. We will embed Equality, Diversity and Inclusion (EDI) across all areas of our organization.



1. Preventing youth homelessness through education

Our education programme is primarily funded by Local Authorities and a local family trust and is designed to prevent youth homelessness. We offer face to face sessions across Hertfordshire to children of secondary school age on topics of homelessness, leaving home, independent living, managing conflict, healthy relationships and dealing with anger.

- ✓ **12,222** young people educated
- ✓ **94%** can now recognise how their behaviour may influence an argument
- ✓ **97%** know where to access support if they are ever having problems at home or made homeless

2. Resolving family conflict

The biggest single cause of youth homelessness is family breakdown. Our mediators work with young people aged 10-16 and their parents, carers or guardians to build better relationships and prevent family breakdown. Our mediation service is funded by The Henry Smith Charity.

- ✓ **81** young people and their families received mediation
- ✓ **86%** of those supported remained in the family home
- ✓ **67%** reported improved family relationships

3. Crisis support for 16-17 year olds

The hyh Hub is funded by Hertfordshire County Council (HCC) and acts as a "front door" to homeless prevention services in Hertfordshire, working intensively with 16 & 17 year olds and their families or carers to put in place realistic and achievable prevention plans. We provide advice and support, use mediation where appropriate and can arrange short term emergency accommodation via our Crashpad or longer term hostel placements where a return home is not possible.

- ✓ **427** referrals, up by 12% on last year
- ✓ **2,594** nights in Crashpad
- ✓ **79%** returned home or had a planned move-on

4. Supporting vulnerable young people

Our Outreach Housing Support Service is funded by Hertfordshire County Council. We provide housing related support to vulnerable 18-24 year olds, primarily care leavers who are moving into independent accommodation or are in accommodation already but require support to maintain this.

- ✓ **109 referrals**
- ✓ **337 calls received to the 18+ Advice Line by young people who were homeless or at risk of homelessness**
- ✓ **£832,230 saving to the public purse by preventing evictions for young people in permanent accommodation**
- ✓ **83% young people finished their time with us in some form of permanent housing**

5. Counselling support for our young people and families

Most young people we work with have mental health problems themselves or in their family. Many struggle with long waiting lists for treatment, or receive no help at all. Our counselling service provides young people and their caregivers with a safe space to explore, change and grow. It supports their mental wellbeing, helping them to develop positive coping strategies and providing an opportunity to come to terms with the past, live in the present and create their future. The service is free and flexible; we meet at times best for our young people and their parents and at easily accessible venues to help those most vulnerable engage.

This was the first full year of piloting the service, funded from our reserves. The results have been so positive that we were able to secure external funding to keep it going into the future.

- ✓ **31 referrals supported by our in-house counsellor**
- ✓ **3 years' funding secured from St James's Place Charitable Foundation to maintain the service from 2024/25**

6. Learning how to live independently

Our Future Roots house in Welwyn Garden City supports young people by providing a stepping stone from supported accommodation into an independent tenancy. Using a 5-bedroom house rented from Welwyn Hatfield Borough Council, we provide practical support to help our housemates achieve financial stability and the necessary level of confidence and maturity that they need to live successfully within the private sector. Most housemates stay at Future Roots for around 18 months when they are usually ready to move on.

- ✓ **All housemates are engaged in one-to-one support with the Support Worker and attend weekly house meetings. Support is tailored to the individual.**
- ✓ **All housemates moving-on into their own accommodation receive continued support from our team to ensure their transition into independent living is smooth.**
- ✓ **One housemate represented the charity and collected the trophy at the High Sheriff Awards.**

7. Engaging with young people

The young people we support are at the centre of all we do so we have reinvigorated our youth engagement programme. We know engaging, consulting and co-designing our work with all young people will ensure that we continue to provide the best services for them.

During the last year, led by our Youth Engagement Lead, we have:

- ✓ Worked with local young people to co-produce our new digital feedback form.
- ✓ Hosted our first Youth Summit at Hertfordshire University; learning from young people how we can improve our digital communication.
- ✓ Welcomed five work experience students into our office to become part of our team for the week.
- ✓ Consulted with our current Future Roots housemates; to help improve our current house and inform our decision about future house developments.

Financial Review

The charity recorded a deficit of £18,922 (2023 surplus: £89,168) against a budgeted loss of £114,738. Better than budgeted financial performance was driven by an increase in fundraising activities and cost savings, principally from our staff and our Peabody subcontract cost budgets. We successfully completed the process of TUPE transferring the Peabody staff in house to hyh. We continued to find recruitment difficult, reflecting the continuing challenges across the sector. To remedy this we made the strategic decision to increase staff salaries to attract and retain the right calibre of staff. This has had the desired effect of improving staff retention and attracting quality staff to our vacant roles. Consequently we anticipate that our staffing position will be stabilise in 2024-25.

Our Reserves Policy is to target free reserves between three to six months' total costs of charitable activities, plus closure costs which include staff redundancies in line with standard practice in the charity sector. We recalculate this every year. We closed the financial with just over 7 months of free reserves. We closed with free reserves of £500,871, designated funds of £166,017 (which includes a service continuity reserve of £100,000) and restricted funds of £105,899, which includes £76,544 on the Future Roots project.

We have continued with our new strategic plan for 2022-26 and to evolve our areas for investment in the forthcoming years. It is our intention to bring our free reserves back towards the mid-point of our reserves threshold in the 2024-25 financial year.

Investment Powers & Policy

Funds are held in FCA registered UK banks covered by government guarantees. The charity continues to adopt a conservative investment policy that seeks to balance capital preservation and achieving an appropriate return.

Risk Management

The Trustees follow a risk management strategy which comprises:

- Consideration of any heightened or new risks to the organisation at each Board meeting
- Determining and reviewing the risk appetite of the organisation
- The establishment of policies, systems and procedures to mitigate those risks identified
- The implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.
- The maintenance of a risk register and an annual Board review of the principal risks and uncertainties that the charity faces
- Appointment of a Lead Trustee on risk.

We continue to use our risk register, which provides greater clarity about the risks and the mitigating controls and, where further action is required, the deadlines and responsibilities. Those actions are reviewed by the Senior Leadership Team, and Board sub committees.

We currently identify the following risk areas as being most significant to our charity:

Key risk areas	Mitigations in place
Unable to attract, and recruit staff with the right skills, experience and attributes. Failure to retain staff given the increasing levels of trauma amongst the young people we work with.	<ul style="list-style-type: none"> • Updated recruitment processes in place covering all stages. • Annual salary review process to ensure competitive salaries. • Package of support available for staff including Employee Assistance Programme, clinical supervision and time off for counselling if appropriate/relevant.
Non compliance with safeguarding law and regulation.	<ul style="list-style-type: none"> • Safeguarding statement of intent and policies including recruitment and sharing information. • Nominated safeguarding representatives. • All staff have updated training annually. • Lead Trustee appointed and annual review conducted.
Cyber fraud resulting in loss of service, financial loss or reputational damage.	<ul style="list-style-type: none"> • IT and security access policy in place. • Cyber Essentials certificate compliance maintained and liability insurance policy in place. • Regular communications with staff about cyber security risks and mitigations. • Web and vulnerability assessments undertaken.
Change in local or national Government policy and/or level of funding.	<ul style="list-style-type: none"> • Monitor proposed legal and regulatory changes. • Income diversification. • Ongoing monitoring of local government financial situation across councils. • Budget setting process includes suitably conservative income assumptions re local authority funding.
Inadequate Information Technology systems or inadequate skilled staff resource, failing to meet day to day operational needs.	<ul style="list-style-type: none"> • IT managed services provider in place with strong SLAs and 24/7 system monitoring. • GDPR policy in place and training provided. • Employee induction includes IT/ security access and GDPR training. • Insurance cover in place.

Structure

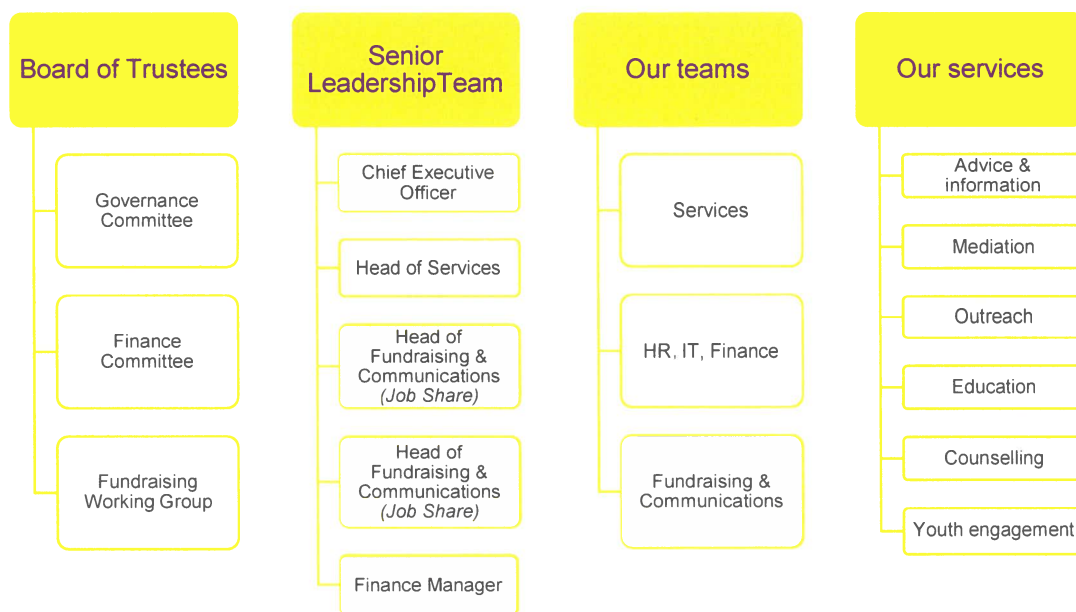
Herts Young Homeless is a registered charity and a company limited by guarantee, with its constitution set out in its Articles of Association.

Senior Leadership Team

A Chief Executive is appointed by the Trustees to manage the day-to-day operations of the charity. The Trustees oversee the pay, pension and benefits of the Chief Executive and Senior Leadership Team. Their remuneration is reviewed annually. All salaries are benchmarked against similar size charities.

The Board

The Board of Trustees comprises up to 12 members who are responsible for ensuring the charity is being well managed and operating within agreed policies, the law and its budget. The Board meets 5 times a year and delegates authority to sub-committees which meet more frequently to focus on the matters within their remit.



Trustees

Trustees are appointed by the Board for an initial 3 year term, which can then be extended by the Board for further 3 year periods.

Following a skills analysis of the Board, if gaps are identified, we seek appropriately skilled Trustees following our documented Trustee recruitment process. All new Trustees undergo an extensive induction program to ensure they understand their legal obligations, the Charity Commission guidance on public benefit and governance, the content of the company's Articles of Association, our committees and decision-making processes, our strategy and services and our recent financial performance.

Trustees are encouraged to attend appropriate internal and external training where these will facilitate the undertaking of their role.

Related party relationships

None of our Trustees receive remuneration or other benefit for their work with the Charity. Trustees are required to disclose all relevant interests and withdraw from decisions where a conflict in interest arises. Any transactions where trustees had a relationship with a related third party are disclosed in the notes to the accounts.

Public benefit statement

The Trustees confirm that they have complied with the duty in the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. hyh's objective is entirely focused on public benefit through the provision of support services, with the aim to reduce homelessness and make a lasting improvement to the quality of life for our service users.

Trustees' responsibilities in relation to the financial statements

The Trustee Board is responsible for preparing the annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards.

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

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

Statement as to disclosure to our auditor

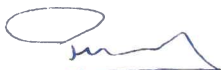
In so far as the Trustees are aware at the time of approving our Trustees' annual report:

- There is no relevant audit information, being information needed by the auditor in connection with preparing the report, of which the charity's auditor is unaware; and
- The Trustees have taken all steps that they ought to have taken as Trustees in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditor

Moore Kingston Smith were appointed as auditor in the year.

The report of the Trustee Board was approved by the Trustees on 2nd October 2024 and signed on their behalf by:



Peter Holland
Chairman and Trustee

Herts Young Homeless Group
Year ended 31 March 2024

Independent auditor's report to the members of Herts Young Homeless Group

Opinion

We have audited the financial statements of Herts Young Homeless ('the company') 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 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 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 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 charitable company'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. 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 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 auditor's report to the members of Herts Young Homeless Group

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' annual report have 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 company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual 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, 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 exemption in preparing the Trustees' Annual Report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 11, 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 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 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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

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

Herts Young Homeless Group
Year ended 31 March 2024

Independent auditor's report to the members of Herts Young Homeless Group

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

Explanation as to what extent the audit was considered capable of detecting 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.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.

Herts Young Homeless Group
Year ended 31 March 2024

Independent auditor's report to the members of Herts Young Homeless Group

- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

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 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 any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Silvia Vitiello (Senior Statutory Auditor)
for and on behalf of Moore Kingston Smith LLP
4 Victoria Square
St Albans
AL1 3TF

Date **9 October 2024**
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Herts Young Homeless Group

Statement of Financial Activities for the year ended 31 March 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Unrestricted Funds £	Restricted Funds £	Total 2023 £
Income and endowments from:							
Donations and legacies	2a	408,570	-	408,570	448,135	-	448,135
Charitable activities	2b	-	1,241,918	1,241,918	-	1,178,512	1,178,512
Other trading activities	2c	91,332	-	91,332	83,503	-	83,503
Investments	2d	18,568	-	18,568	6,216	-	6,216
Other	2e	600	3,851	4,451	7,132	-	7,132
Total		519,070	1,245,769	1,764,839	544,986	1,178,512	1,723,498
Expenditure on:							
Raising funds	3	369,541	-	369,541	303,878	-	303,878
Charitable activities	3	138,096	1,276,124	1,414,220	211,641	1,118,811	1,330,452
Total		507,637	1,276,124	1,783,761	515,519	1,118,811	1,634,330
Net income/net (deficit)		11,433	(30,355)	(18,922)	29,467	59,701	89,168
Transfers between funds		5,719	(5,719)	-	-	-	-
Net movement in funds		17,152	(36,074)	(18,922)	29,467	59,701	89,168
Reconciliation of funds:							
Total funds brought forward	11	649,736	141,973	791,709	620,269	82,272	702,541
Total funds carried forward	11	666,888	105,899	772,787	649,736	141,973	791,709

The charitable Company's income and expenditure all relates to continuing operations.
The notes of pages 20 to 29 form part of these financial statements.

Herts Young Homeless Group

Balance Sheet at 31 March 2024
Registered Charity No. 1069498
Company No. 3525558

	Notes	31 March 2024 £	31 March 2023 £	£
Fixed assets:				
Intangible assets	6	-	5,755	
Tangible assets	7	<u>52,778</u>	<u>14,929</u>	
		52,778	20,684	
Current assets:				
Debtors	8	237,558	279,032	
Short term investments	9	516,246	416,036	
Cash and cash equivalents	9	<u>196,085</u>	<u>312,674</u>	
Total current assets		949,889	1,007,742	
Liabilities:				
Creditors: Amounts falling due within one year	10	<u>229,880</u>	<u>236,717</u>	
Net current assets		720,009	771,025	
Net assets		772,787	791,709	
The funds of the Charity:				
Unrestricted funds - general	11	666,888	649,736	
Restricted funds	11	<u>105,899</u>	<u>141,973</u>	
Total Charity funds		772,787	791,709	

These financial statements have been prepared with the special provision of part 15 of the Companies Act 2006 relating to small entities.

The accounts were approved and authorised for issue by the Board of Trustees on 02.10.2024 and signed on their behalf by:

Peter Holland
Chairman and Trustee

Tim Willies
Treasurer and Trustee

The notes of pages 20 to 29 form part of these financial statements.

Herts Young Homeless Group

Statement of Cash Flows for the year ended 31 March 2024

	2024		2023	
	£	£	£	£
Cash flows from operating activities:				
Net deficit/income for the year as per the Statement of Financial Activities	(18,922)		89,168	
Adjustments for:				
Amortisation	767		767	
Depreciation	16,336		13,740	
Profit on disposal of tangible fixed assets	252		-	
Profit on disposal of intangible fixed assets	4,988		-	
Interest from investments	(18,568)		(6,216)	
(Increase)/Decrease in short term investments	(100,210)		169,006	
Decrease/(Increase) in debtors	41,474		(210,354)	
(Decrease) in creditors	(6,837)		(57,114)	
Net cash used in operating activities		(80,720)		(1,003)
Cash flows (used in)/generated from investing activities:				
Purchase of tangible fixed assets	(54,437)		(1,144)	
Interest from investments	18,568		6,216	
Net cash generated/(used in) investing activities		(35,869)		5,072
Change in cash and cash equivalents in the year		(116,589)		4,069
Cash and cash equivalents at the beginning of the year		312,674		308,605
Cash and cash equivalents at the end of the year		196,085		312,674

Herts Young Homeless Group

Notes to the financial statements for the year ended 31 March 2024

1. Accounting policies

1.1 General information

hyh is a Company limited by guarantee, incorporated in England and Wales. The address of its registered office and principal place of business is disclosed in the Company information.

The principal activities are to provide a free county-wide service dealing with the problems of housing and homelessness by supplying specialist services for vulnerable, young people in Hertfordshire as well as services for adults who have mental health and housing issues.

The financial statements are presented in Sterling and this is the functional currency of the Charity.

1.2 Basis of preparation

The financial statements have been prepared on a historical cost convention and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The company is a public benefit entity for the purposes of FRS 102 and a registered charity established as a company limited by guarantee and therefore has also prepared its financial statements in accordance with the Charities SORP FRS 102 (second edition - October 2019) - 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 and the Companies Act 2006 and Charities Act 2011.

1.3 Going concern

The financial statements are prepared on a going concern basis. The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the Trustees have considered the charity's forecasts and projections and have taken account of pressures on fundraising events and other funding.

1.4 Income

Grants, Project Funding, and large Single Donations have been treated as income in the year they have been earned or deferred to the accounting period in the year the service will be provided unless agreed by the donors. The Trustees consider phasing income adjustments to future periods in light of requests to or by funders where this is needed to phase contracted income in order to maintain service levels.

1.5 Expenditure

All expenditure and administration costs comprise direct expenditure, including direct staff costs attributable to the activity, together with central support costs which are expended in line with our charitable objectives. Where central support costs cannot be directly attributed to an activity, they are allocated on a basis using either direct hours percentage, an estimated time and effort percentage or the percentage of incoming grant funding for the activity to total grants.

1.6 Fund accounting

Unrestricted Funds are considered by the Trustees as funds coming into the Charity and held in reserves to provide for the services of the Charity. Restricted funds are considered by the Trustees to be funds that are granted to the Charity with certain additional requirements to provide specific charitable activities. Accounting for restricted activities is maintained separately to unrestricted funds, being reported separately to the commissioning bodies as required under the terms of the grant.

Herts Young Homeless Group

Notes to the financial statements for the year ended 31 March 2024 (continued)

1. Accounting policies (continued)

1.7 Cash and cash equivalents

Cash and cash equivalents are cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.8 Investments

It is the Charity's policy to ensure that all funds are held in FCA registered banks and yield interest applicable to low risk cash investments.

1.9 VAT

The Charity is not registered for VAT. Irrecoverable VAT is included in the costs of the item to which it relates.

1.10 Fixed Assets including Office Furniture and Equipment

The Charity has a capitalisation policy of £500 of individual assets and £500 for bulk purchases of similar assets where individual assets fall below the threshold.

Depreciation is provided at rates calculated to write each asset down to its estimated residual value over its expected useful life:

Fixtures and fittings:	3 years straight line basis
Office equipment:	3 years straight line basis

1.11 Intangible Assets

The cost of migrating the Charity's IT systems to the cloud were considered a significant investment in the infrastructure of the Charity and have been capitalised as an intangible asset.

Intangible assets are stated as cost less accumulated amortisation.

Amortisation is charged so as write off the full cost, less any residual value, over the economic life of the asset at the following annual rates:

Cloud Migration:	10 years straight line basis
------------------	------------------------------

1.12 Pensions

The Charity provides staff with access to one current scheme (a historic scheme is also held) to which the Charity provides funding between 3% and 6%, depending on the contribution of the employee. From 1 October 2014 all new employees joined an auto enrolment compliant scheme in their first full month of employment if they met the eligibility conditions. These funds are paid over monthly to the service providers and held in the individual's name.

1.13 Creditors

The Charity seeks to pay all creditors within agreed credit terms.

1.14 Leased Assets

Rental applicable to operating leases, where substantially all benefits and risks of ownership remain with the lessor, are charged to the Statement of Financial Activities as incurred.

1.15 Governance Costs

Governance costs (include board expenses and audit fee) incurred are reported to comply with constitutional or statutory requirements of the Charity.

Herts Young Homeless Group

Notes to the financial statements for the year ended 31 March 2024 (continued)

1. Accounting policies (continued)

1.16 Financial Instruments

The Charity only enters into basic financial instrument transactions that result in the recognition of financial assets such as trade and other debtors and short term investments (notice period not exceeding 3 months) and financial liabilities such as trade and other creditors. Basic financial instruments are initially recognised at transaction value and then subsequently measured at their settlement value.

1.17 Judgements in applying accounting policies and key sources of estimation uncertainty

Due to the nature of the charitable company's activities and financial statements, the Trustees do not consider there to be any significant judgements or sources of estimation uncertainty which could influence the reader's understanding of the financial statements.

Herts Young Homeless Group

Notes to the financial statements for the year ended 31 March 2024 (continued)

2a. Donations income

	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Total funds 2023 £
Community Donations	105,132	-	105,132	113,341
Corporate Donations	140,990	-	140,990	152,469
Individual Giving	93,638	-	93,638	79,140
Grants and Trusts	68,810	-	68,810	103,185
	<u>408,570</u>	<u>-</u>	<u>408,570</u>	<u>448,135</u>

2b. Charitable activities income

	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Total funds 2023 £
Client Grants	-	2,800	2,800	-
Homeless Hub	-	399,613	399,613	422,559
Outreach Housing Support	-	348,459	348,459	264,902
Intensive Outreach	-	83,706	83,706	108,531
Health	-	96,685	96,685	21,839
U16s Mediation	-	109,348	109,348	127,729
Education	-	122,764	122,764	93,124
Future Roots (solar panels)	-	11,000	11,000	12,929
Future Roots	-	67,543	67,543	126,899
	<u>-</u>	<u>1,241,918</u>	<u>1,241,918</u>	<u>1,178,512</u>

2c. Other trading activities income

	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Total funds 2023 £
Fundraising Events	91,332	-	91,332	83,503
	<u>91,332</u>	<u>-</u>	<u>91,332</u>	<u>83,503</u>

2d. Investment income

	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Total funds 2023 £
Bank interest received	18,568	-	18,568	6,216

2e. Other income

	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Total funds 2023 £
Sponsorship	600	-	600	1,000
Other	-	3,851	3,851	3,182
Government grants	-	-	-	2,950
	<u>600</u>	<u>3,851</u>	<u>4,451</u>	<u>7,132</u>

Herts Young Homeless Group

Notes to the financial statements for the year ended 31 March 2024 (continued)

3. Expenditure

	Staff costs £	Direct costs £	Support costs £	2024 Total £	2023 Total £
Raising funds	240,558	77,848	51,135	369,541	303,878
Charitable Activities					
Homeless Hub	283,867	10,080	56,889	350,836	376,427
Floating Support	212,490	85,971	47,089	345,550	338,655
Intensive Outreach	67,261	1,777	10,293	79,331	76,392
Health	100,674	2,678	20,133	123,485	99,837
Rough Sleeping	-	-	-	-	12,549
U16s Mediation	106,175	5,328	16,205	127,708	107,664
Tenancy Sustainment	-	-	-	-	-
Education	165,881	8,121	31,189	205,191	113,576
Youth Engagement	-	-	-	-	11,157
Head Office	40,588	2,451	36,218	79,257	83,050
Future Roots	51,358	42,822	8,682	102,862	111,145
	1,028,294	159,228	226,698	1,414,220	1,330,452
Total expenditure	1,268,852	237,076	277,833	1,783,761	1,634,330

Analysis of central support costs and overheads

	2024 £	2023 £
Governance	10,581	13,335
Head Office staff	751	1,573
Information technology	51,526	56,773
Premises expenses	65,271	67,726
Legal and professional	34,451	33,603
Stationery, postage, telephone, equipment	27,827	21,001
Sundry costs	69,934	52,959
Depreciation	17,492	9,156
	277,833	256,126

The basis of allocation was budgeted direct hours.

Governance costs comprise the audit fee and board expenses.

Herts Young Homeless Group

Notes to the financial statements for the year ended 31 March 2024 (continued)

4. Net expenditure

Net expenditure is presented after charging:

	2024	2023
	£	£
Operating leases on land and buildings	48,728	42,250
Auditors' remuneration - audit	10,000	12,595

5. Employee costs

Analysis of staff costs, Trustee remuneration and expenses

	2024	2023
	£	£
Wages and salaries	1,087,200	945,878
Social security costs	85,844	79,567
Pension costs	54,256	44,612
Group Life Insurance Policy	2,017	3,758
Other costs	39,535	23,967
	<u>1,268,852</u>	<u>1,097,782</u>

During the year one employee earned remuneration in excess of £60,000 (2023: 1).

No members of staff received termination payments in the year (2023: £6,356).

hyh operates two contribution pension schemes; a stakeholder defined contribution scheme and an auto-enrolment pension scheme. The assets of the schemes are held separately from those of the Charity in an independently administered funds. The pension cost charge represents contributions payable in the year by the Charity to the fund: total contributions amounted to £54,256 (2023: £44,612).

In the year, the Trustees received £0 remuneration (2023: £0) and £0 (2023: £0) reimbursement of expenses. The value of expenses waived by the Trustees is undisclosed as immaterial.

Remuneration totalling £261,454 (2023: £235,393) was paid to 6 members of key management personnel (2023: 8). This figure includes staff changes during the year.

Average number of employees by activity

	2024	2023
Raising funds	7	6
Charitable activities	29	27
Management and administration	7	6
	<u>43</u>	<u>39</u>

The equivalent full-time number of staff is 36 (2022: 33).

Herts Young Homeless Group

Notes to the financial statements for the year ended 31 March 2024 (continued)

6. Intangible Assets

	Software £	Total £
Cost		
At 1 April 2023	7,673	7,673
Disposals	(7,673)	(7,673)
At 31 March 2024	-	-
Amortisation		
At 1 April 2023	1,918	1,918
Charge for the year	767	767
Eliminated on disposal	(2,685)	(2,685)
At 31 March 2024	-	-
Net Book Value		
At 31 March 2024	-	-
At 31 March 2023	5,755	5,755

7. Tangible fixed assets

	Fixtures and fittings £	Office equipment £	Property, Plant and Equipment £	Total £
Cost				
At 1 April 2023	14,038	62,711	-	76,749
Additions	1,803	41,634	11,000	54,437
Disposals	-	(62,711)	-	(62,711)
At 31 March 2024	15,841	41,634	11,000	68,475
Depreciation				
At 1 April 2023	5,659	56,161	-	61,820
Charge for the year	4,862	10,924	550	16,336
Eliminated on disposal	-	(62,459)	-	(62,459)
At 31 March 2024	10,521	4,626	550	15,697
Net Book Value				
At 31 March 2024	5,320	37,008	10,450	52,778
At 31 March 2023	8,379	6,550	-	14,929

8. Debtors

	2024 £	2023 £
Trade debtors	40,357	76,238
Other debtors	552	119
Prepayments	15,220	20,258
Accrued income	181,429	182,417
	<u>237,558</u>	<u>279,032</u>

Herts Young Homeless Group

Notes to the financial statements for the year ended 31 March 2024 (continued)

9. Short term investments and cash and cash equivalents

	2024 £	2023 £
Short term investments:		
Fixed notice accounts (notice not exceeding 12 months)	516,246	416,036
Cash and cash equivalents	196,085	312,674

10. Creditors - amounts falling due within one year

	2024 £	2023 £
Trade creditors	5,673	8,371
Accruals	32,307	18,410
Deferred income	128,862	176,799
Sundry creditors	28,896	4,617
Social security and pension	34,142	28,520
	229,880	236,717

Deferred income

Deferred income represents income received or invoiced during the year, in respect of future charitable activities taking place after 31 March 2024.

	Balance 1 April 2023 £	Released in the year £	Deferred in the year £	Balance 31 March 2024 £
Deferred income	176,799	(470,252)	422,315	128,862

11. Funds

	Balance 1 April 2023 £	Movement in resources			Balance 31 March 2024 £
		Income £	Expenditure £	Transfers £	
Unrestricted funds	423,079	485,861	(413,788)	5,719	500,871
Designated funds:					
Digital and data fund	26,666	-	(8,343)	-	18,323
Service continuity fund	75,000	33,209	(8,209)	-	100,000
EDI & environmental fund	1,159	-	(1,159)	-	-
Office refurbishment fund	30,000	-	-	-	30,000
Strategic fund	93,832	-	(76,138)	-	17,694
	649,736	519,070	(507,637)	5,719	666,888
Restricted funds					
HCC	-	831,778	(831,778)	-	-
Early Intervention Services	-	129,593	(129,593)	-	-
Local Authorities	-	67,885	(67,885)	-	-
Henry Smith	-	92,939	(92,939)	-	-
Crouchfield Trust	3,150	38,380	(38,380)	(3,150)	-
Letchworth Heritage	2,569	-	-	(2,569)	-
Future Roots grants and donations	117,982	67,543	(108,981)	-	76,544
Future Roots solar panels	-	11,000	(550)	-	10,450
General restricted grants	18,272	6,651	(6,018)	-	18,905
	141,973	1,245,769	(1,276,124)	(5,719)	105,899
Total funds	791,709	1,764,839	(1,783,761)	-	772,787

Herts Young Homeless Group

Notes to the financial statements for the year ended 31 March 2024 (continued)

11. Funds (continued)

Hertfordshire County Council (HCC)

We are contracted by HCC to provide our Homeless Hub, Outreach Housing Support and Intensive Outreach services.

Early Intervention Services

We receive funding from a number of sources, including trusts and foundations, to support our work to prevent homelessness.

Local Authorities

We receive funding from the District and Borough Councils in Hertfordshire to support the delivery of our Education service.

Henry Smith

We receive grant funding from The Henry Smith Charity to support our Under-16s Mediation service.

Crouchfield Trust

Funding to enable Homeless Hub to proactively support families following a young person's return home.

Letchworth Garden City Heritage Foundation

Funding for our tenancy support work.

Future Roots grants and donations

We have received donations to fund the running costs of our accommodation project, Future Roots, including from The Hadley Trust.

General restricted grants

We received various grants to support our youth engagement work and to support our service users with food vouchers, care packages and with the costs of moving into new accommodation and sustaining their tenancy.

12. Analysis of net assets between funds

	Unrestricted	Restricted	Total
	£	£	£
Fixed Assets	41,778	11,000	52,778
Current assets			
Debtors	237,558	-	237,558
Short term investments	516,246	-	516,246
Cash and cash equivalents	101,186	94,899	196,085
Current liabilities			
Falling due within one year	(229,880)	-	(229,880)
	<u>666,888</u>	<u>105,899</u>	<u>772,787</u>

Herts Young Homeless Group

Notes to the financial statements for the year ended 31 March 2024 (continued)

13. Financial commitments

At 31 March 2024 Herts Young Homeless was committed to making the following payments under leases or contracts:

Leases on land and buildings which expire within:

	At 31 March 2024	At 31 March 2023
1 year	47,700	47,616
2-5 years	21,958	47,458
more than 5 years	-	-
	<u>69,658</u>	<u>95,074</u>

14. Share capital

The charitable Company is limited by guarantee with each of its members liable to contribute £1 in the event of it being wound up.

15. Pension commitments

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the Charity to the fund and amounted to £54,256 (2023: £44,612). Contributions totalling £7,637 (2023: £5,733) were payable to the fund at Balance Sheet date.

16. Related party transactions

During the year the charity received £35,721 (2023: £26,100) from fundraising events run by Echelon Consulting Limited, a company in which M Baxter is a director. During the year the charity paid £7,927 (2023: £6,861) to Homeless Link, a charity in which R Watkins is a director.

17. Control

The Board of Trustees are deemed to be the controlling party.

18. Analysis of changes in net debt

	1 April 2023	Cash flows	Other non-cash changes	31 March 2024
	£	£	£	£
Cash and cash equivalents				
Cash	312,674	(116,589)	-	196,085
Overdrafts	-	-	-	-
	<u>312,674</u>	<u>(116,589)</u>	<u>-</u>	<u>196,085</u>
Total	<u>312,674</u>	<u>(116,589)</u>	<u>-</u>	<u>196,085</u>