



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

Report and Financial Statements
Year ended 31 March 2025

Registered Charity No. 1069498
Company No. 3525558

Herts Young Homeless Group
Year ended 31 March 2025

Reference and administrative details

Trustee Board and Board Officers

Chairman: Peter Holland

Vice Chairman: Carol Shutkever

Treasurer: Tim Willies

Trustees and directors: Mathew Baxter
Ross Watkins
Jake White
Paul Groves
David Ball
Ruth Barnes
Sarah Milsom

Company Secretary: Jonny Whitehead

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

Senior Management Team for 2024/25

Chief Executive	Jonny Whitehead
Head of Services	Mika Saha
Head of Fundraising and Communications	Caroline Neil and Tamora Burford
Operations Manager	Vacant
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
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 2025

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Report of the Trustees

CEO Report

We worked with over 16,000 young people during the year and made a real difference to the lives of so many of them. Youth homelessness grew by 18% in Hertfordshire last year so we know we need to rise to that challenge and I'm really proud of the whole team for having done so.

Our education team were awarded the national PSHE Education Award by Children and Young People Now in November. This was a testament to the whole team but particularly to the vision of our Early Intervention Manager, Laura Stewart, who has led the programme ever since she set it up 17 years ago. Meanwhile, our education team had a bumper year, teaching 15,428 young people about homelessness, independent living, conflict resolution, healthy relationships and anger management.

We saw a steady growth in the number of young people receiving advice and support across our services. We know it's not just about quantity though. Which is why it's so heartening to see such strong outcomes: the quality of our services is something we can be proud of. For example, 93% of young people accessing our under-16s mediation service either returned to, or remained in, the family home.

We are now entering the final year of our current strategy and I'm delighted that our newly-appointed Youth Advisory Board will help us decide what we do over the next few years. They have really brought to life our ambition to be more youth-led.

We couldn't do what we do without the backing of a huge number of supporters; people who donate their time and/or their money. We have a growing number of volunteers helping us in the office and out in the community. I am hugely grateful to them for their support. I also want to thank everyone who has been so generous with their financial support for hyh. We rely on hundreds of individual donors, local businesses, a myriad of community groups and a number of grant-giving trusts and foundations. All of them play a central role in what we do. Many of our supporters came together for our St Albans Sleepout in November which is our iconic annual event. This year we raised over £40,000 to support our work.

As we look to the future, we recognise that hyh and all of our partners, not least Hertfordshire County Council, with whom we work so closely, will be facing much change. We are confident that we are in a good position to deliver excellent services to young people and families who need support and we are committed to working in partnership with existing and new partners to help prevent youth homelessness in Hertfordshire.

I would like to thank every single member of staff, all of our volunteers and our fantastic Board of Trustees. Our excellent team enable the charity to deliver the very highest standard of support to young people and families who urgently need us.



Jonny Whitehead,
Chief Executive Officer

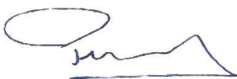
Chairman's Report

We have had a good year and the charity is going from strength to strength. We are in a healthy financial position and I'm hugely grateful to all our funders, commissioners, donors and partners without whom we would not be here. Their generosity and their commitment to funding quality services is something I find humbling.

It was very moving to hear two of the young people we work with speak so eloquently at our gala dinner. They spoke about the challenges they'd faced, the role hyh had played in improving their lives, their current successes and future ambitions. Genuinely, the whole room was moved by their stories and it reminded us all of the difference that hyh makes throughout the year.

I am really pleased to see that the Board's decision in 2023 to invest in our staff paid off in 2024/25 with a much higher retention rate, particularly amongst our skilled frontline teams. I am always impressed with how much the whole team lives and breathes our values: open, expert and big-hearted. The team is what makes hyh so effective so thank you to all our staff and volunteers.

Finally, I would like to thank my fellow Trustees. I was delighted that four Trustees were appointed for another term during the year. We have changes to come in 2025/26 but the skills, knowledge, experience and good humour of my fellow trustees really does stand us in good stead.



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.



2024/25 Highlights

1. Our Youth Advisory Board was established with 11 young people aged 16-24.
2. Our education service won Children and Young People Now national PHSE Education Award.
3. We were finalists in the Inspiring Herts awards for workplace wellbeing.
4. We were delighted to receive support from new funders including Lady Margaret Paterson Osborn Trust and The Cherry Family Foundation.
5. Our team achieved consistently high outcomes for the young people they worked with; on average over 80%

Progress on our strategic priorities

We made good progress with all four of our strategic objectives

1. Be more youth-led

Our youth engagement work took off. By the end of the year we had:

- Established a Youth Advisory Board with eleven talented young people aged 16-24 bringing a diverse range of experiences
- Recruited two enthusiastic young trustees (under 30) to our Board
- Benefitted from the insights of work experience students
- Improved our digital communications thanks to input from our first Youth Summit

2. Be more innovative

Across our teams, we constantly look for ways to improve what we do and how we do it. Innovations included:

- Refining our Future Roots house with more structured support for the housemates via ASDAN qualifications and improvements to our rent management, staffing and referral criteria
- Seeking a second Future Roots house and scoping plans with potential partners
- Reaching out to the most disadvantaged young people by targeting schools with high levels of pupil premium students

3. Be more digital

We finalised and implemented a digital roadmap that we began in 2024:

- We made improvements to our internal systems, including our HR platform, and to our external digital engagement, most notably the launch of our Live Chat service for 18-24 year olds
- Led by our Digital Developments Group we turned our attention to AI and how to make best use of it. We tested, and upskilled ourselves on a range of AI tools, including those designed to improve productivity and communications

4. Be more inclusive

We invested significantly in training and supporting our hyh team in equity, diversity and inclusion (EDI). As a result we:

- Conducted a baseline survey all of our staff on EDI and used the results to develop an Action Plan for improvements
- Introduced quarterly surveys with our team to track progress and identify further areas for improvement
- Trained all staff in the basics of inclusion, ran bespoke inclusion training for all people managers and commissioned bespoke sessions on race, ethnicity and homelessness. The training was delivered by young people with lived experience
- Strengthened the knowledge and engagement at Board level, with two Trustees now taking a lead role on EDI
- Meanwhile, we recognise that many of the young people we work with face discrimination and inequity in their lives. Our Inclusion Group identified this as a focus area and we began that work with a whole team workshop at the end of the year

Financial Review

For 2024/2025 hyh recorded a deficit of £19,158 (2024 deficit £18,922) against a budgeted loss of £110,829. The improvement compared to budget was driven by increased fundraising activities and higher accommodation income.

Accommodation costs associated with the Future Roots house were up on last year and budget, but were matched by the increase in accommodation income received. The staff recruitment and retention policy started in December 2023 has borne fruit with a much more stable workforce this year. The full time equivalent staff number for 2024/25 is 42 compared to 2023/24 of 36. The consequence of this is increased staff cost, but this has enabled us to deliver improved services to our end users.

Our Reserves Policy is to maintain free reserves between three to six months' total cost of charitable activities, plus closure costs which include staff redundancies in line with standard practice in the charity sector. This is recalculated every year. This year we closed within our policy at just under 6 months of free reserves. We closed with free reserves of £496,558, designated funds of £153,609 (which includes a service continuity reserve of £100,000) and restricted funds of £103,462 which includes £83,281 on the Future Roots Project.

We have continued with the 2022-26 strategic plan, and in 2025-26 we will develop the new strategic plan for 2026-2030.

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 (SLT), and Board sub committees.

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

Key risk areas	Mitigations in place
<p><u>Staff</u></p> <ul style="list-style-type: none"> • 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. • Office environment restricts our ability to deliver our strategy. 	<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. • Additional office space leased. • Designated fund in place for office improvements.
<p><u>Serious Incidents</u></p> <ul style="list-style-type: none"> • Failure to manage, escalate or report Serious Incidents (including safeguarding) leads to reputational damage, regulatory investigation and/or loss of confidence amongst external stakeholders and donors. 	<ul style="list-style-type: none"> • Serious Incident Trustee Reporting and Major Incident Response policies in place and reviewed regularly. • Regular reporting on major and Serious Incidents to the Board. • Policies and procedures in place for reducing the risk of, and for the handling of, Serious Incidents across H&S, data protection, safeguarding, employment and other areas. • Strong skill set amongst Trustees for advising on scenarios and incidents. • Business Continuity Plan in place and regularly reviewed.
<p><u>Cyber Fraud</u></p> <ul style="list-style-type: none"> • 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.
<p><u>Financial</u></p> <ul style="list-style-type: none"> • Prolonged failure to achieve a break even budget or generate positive cash flow. • Change in local or national Government policy and/or level of funding. 	<ul style="list-style-type: none"> • Monthly reports provided to Treasurer and Chief Executive and quarterly reports to Finance Committee and Board. • Monthly review of reserve position by Treasurer/Finance Manager and quarterly by Finance Committee. • Ongoing monitoring of local government financial situation across councils. • Budget setting process includes suitably conservative income assumptions about local authority funding.
<p><u>Information Technology</u></p> <ul style="list-style-type: none"> • Inadequate Information Technology systems or inadequate skilled staff resource, failing to meet day to day operational needs. • Non compliance with GDPR. 	<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. • IT equipment replaced / upgraded on a rolling basis. • Digital Developments Group meets bi-monthly with Lead Trustee engagement.

Structure

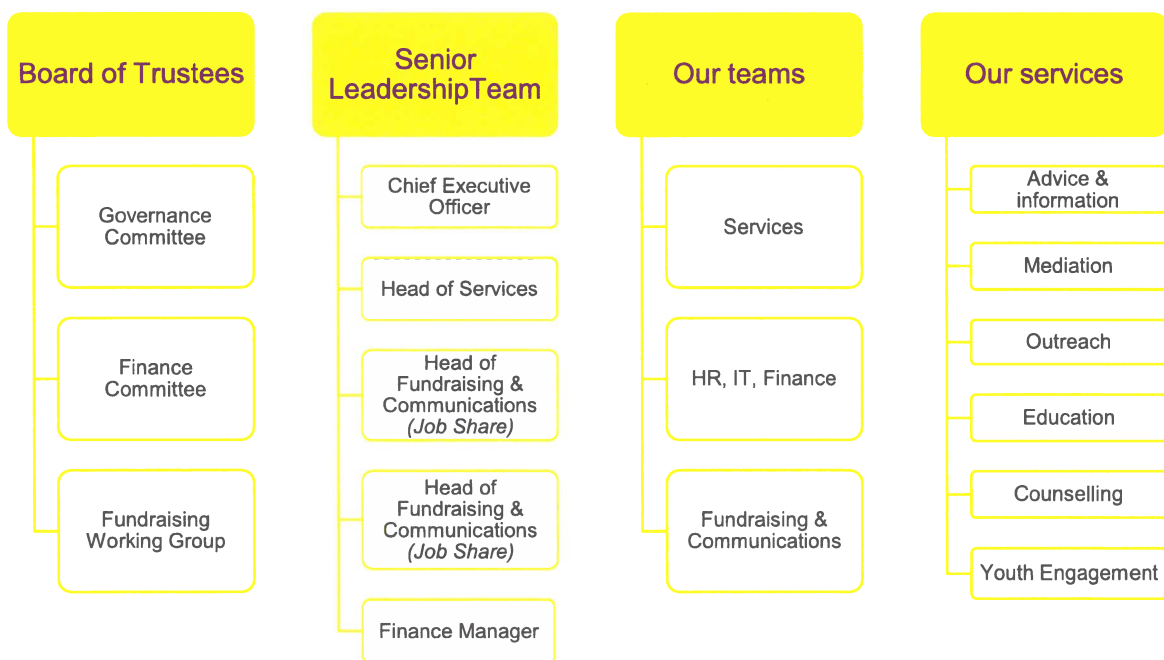
Herts Young Homeless is a registered charity and a company limited by guarantee, with its constitution set out in its Articles of Association.

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

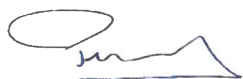
In so far as the Trustees are aware at the time of approving our Trustees' annual report:

- 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 1st October 2025 and signed on their behalf by:



Peter Holland
Chairman and Trustee

Herts Young Homeless Group

Year ended 31 March 2025

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 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 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 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 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 and from preparing a strategic 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.

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.
- 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.

Herts Young Homeless Group
Year ended 31 March 2025

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

· 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.



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

Date 09.10.2025
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Herts Young Homeless Group

Statement of Financial Activities for the year ended 31 March 2025

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Unrestricted Funds £	Restricted Funds £	Total 2024 £
Income and endowments from:							
Donations and legacies	2a	441,552	-	441,552	408,570	-	408,570
Charitable activities	2b	43,150	1,341,343	1,384,493	-	1,241,918	1,241,918
Other trading activities	2c	123,993	-	123,993	91,332	-	91,332
Investments	2d	20,374	-	20,374	18,568	-	18,568
Other	2e	429	-	429	600	3,851	4,451
Total		629,498	1,341,343	1,970,841	519,070	1,245,769	1,764,839
Expenditure on:							
Raising funds	3	364,278	-	364,278	369,541	-	369,541
Charitable activities	3	281,941	1,343,780	1,625,721	138,096	1,276,124	1,414,220
Total		646,219	1,343,780	1,989,999	507,637	1,276,124	1,783,761
Net (deficit)/income		(16,721)	(2,437)	(19,158)	11,433	(30,355)	(18,922)
Transfers between funds		-	-	-	5,719	(5,719)	-
Net movement in funds		(16,721)	(2,437)	(19,158)	17,152	(36,074)	(18,922)
Reconciliation of funds:							
Total funds brought forward	11	666,888	105,899	772,787	649,736	141,973	791,709
Total funds carried forward	11	650,167	103,462	753,629	666,888	105,899	772,787

The charitable Company's income and expenditure all relates to continuing operations.
The notes of pages 20 to 28 form part of these financial statements.

Herts Young Homeless Group

Balance Sheet at 31 March 2025

Registered Charity No. 1069498

Company No. 3525558

	Notes	31 March 2025 £	31 March 2024 £
Fixed assets:			
Tangible assets	7	50,695	52,778
		50,695	52,778
Current assets:			
Debtors	8	225,608	237,558
Short term investments	9	532,536	516,246
Cash and cash equivalents	9	178,957	196,085
Total current assets		937,101	949,889
Liabilities:			
Creditors: Amounts falling due within one year	10	234,167	229,880
Net current assets		702,934	720,009
Net assets		753,629	772,787
The funds of the Charity:			
Unrestricted funds - general	11	650,167	666,888
Restricted funds	11	103,462	105,899
Total Charity funds		753,629	772,787

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 1st Oct 2025 and signed on their behalf by:

Peter Holland
Chairman and Trustee

Tim Willies
Treasurer and Trustee

The notes of pages 20 to 28 form part of these financial statements.

Herts Young Homeless Group

Statement of Cash Flows for the year ended 31 March 2025

	2025		2024	
	£	£	£	£
Cash flows from operating activities:				
Net (deficit)/income for the year as per the Statement of Financial Activities	(19,158)		(18,922)	
Adjustments for:				
Amortisation	-		767	
Depreciation	26,145		16,336	
Profit on disposal of tangible fixed assets	-		252	
Profit on disposal of intangible fixed assets	-		4,988	
Interest from investments	(20,374)		(18,568)	
(Increase) in short term investments	(16,290)		(100,210)	
Decrease in debtors	11,950		41,474	
Increase /(Decrease) in creditors	4,287		(6,837)	
Net cash used in operating activities		(13,440)		(80,720)
Cash flows (used in)/generated from investing activities:				
Purchase of tangible fixed assets	(24,062)		(54,437)	
Interest from investments	20,374		18,568	
Net cash (used in) investing activities		(3,688)		(35,869)
Change in cash and cash equivalents in the year		(17,128)		(116,589)
Cash and cash equivalents at the beginning of the year		196,085		312,674
Cash and cash equivalents at the end of the year		178,957		196,085

Herts Young Homeless Group

Notes to the financial statements for the year ended 31 March 2025

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.

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.

Herts Young Homeless Group

Notes to the financial statements for the year ended 31 March 2025 (continued)

1. Accounting policies (continued)

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
Property, plant and equipment	10 years straight line basis

1.11 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.

1.12 Creditors

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

1.13 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.

1.14 Governance Costs

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

1.15 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.

1.16 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 2025 (continued)

2a. Donations income

	Unrestricted funds	Restricted funds	Total funds 2025	Total funds 2024
	£	£	£	£
Community Donations	157,512	-	157,512	105,132
Corporate Donations	158,134	-	158,134	140,990
Individual Giving	91,106	-	91,106	93,638
Grants and Trusts	34,800	-	34,800	68,810
	<u>441,552</u>	<u>-</u>	<u>441,552</u>	<u>408,570</u>

2b. Charitable activities income

	Unrestricted funds	Restricted funds	Total funds 2025	Total funds 2024
	£	£	£	£
Client Grants	-	17,526	17,526	2,800
Homeless Hub	-	399,497	399,497	399,613
Floating Support	-	329,235	329,235	348,459
Intensive Outreach	-	114,177	114,177	83,706
Health	-	79,009	79,009	96,685
U16s Mediation	25,440	116,361	141,801	109,348
Education	17,710	154,542	172,252	122,764
Future Roots (solar panels)	-	-	-	11,000
Future Roots	-	130,996	130,996	67,543
	<u>43,150</u>	<u>1,341,343</u>	<u>1,384,493</u>	<u>1,241,918</u>

2c. Other trading activities income

	Unrestricted funds	Restricted funds	Total funds 2025	Total funds 2024
	£	£	£	£
Fundraising Events	123,993	-	123,993	91,332
	<u>123,993</u>	<u>-</u>	<u>123,993</u>	<u>91,332</u>

2d. Investment income

	Unrestricted funds	Restricted funds	Total funds 2025	Total funds 2024
	£	£	£	£
Bank interest received	20,374	-	20,374	18,568
	<u>20,374</u>	<u>-</u>	<u>20,374</u>	<u>18,568</u>

2e. Other income

	Unrestricted funds	Restricted funds	Total funds 2025	Total funds 2024
	£	£	£	£
Sponsorship	429	-	429	600
Other	-	-	-	3,851
	<u>429</u>	<u>-</u>	<u>429</u>	<u>4,451</u>

Herts Young Homeless Group

Notes to the financial statements for the year ended 31 March 2025 (continued)

3. Expenditure

	Staff costs £	Direct costs £	Support costs £	2025 Total £	2024 Total £
Raising funds	<u>257,599</u>	<u>62,493</u>	<u>44,186</u>	<u>364,278</u>	<u>369,541</u>
Charitable Activities					
Homeless Hub	373,454	8,787	53,328	435,569	350,836
Floating Support	318,615	4,182	47,905	370,702	345,550
Intensive Outreach	108,766	3,721	15,640	128,127	79,331
Health	89,116	4,409	12,397	105,922	123,485
U16s Mediation	136,365	7,513	20,498	164,376	127,708
Education	185,489	9,879	24,528	219,896	205,191
Head Office	36,675	5,600	33,126	75,401	79,257
Future Roots	<u>64,206</u>	<u>56,074</u>	<u>5,448</u>	<u>125,728</u>	<u>102,862</u>
	<u>1,312,686</u>	<u>100,165</u>	<u>212,870</u>	<u>1,625,721</u>	<u>1,414,220</u>
Total expenditure	<u>1,570,285</u>	<u>162,658</u>	<u>257,056</u>	<u>1,989,999</u>	<u>1,783,761</u>

Analysis of central support costs and overheads

	2025 £	2024 £
Governance	13,273	10,581
Head Office staff	508	751
Information technology	54,574	51,526
Premises expenses	71,274	65,271
Legal and professional	26,382	34,451
Stationery, postage, telephone, equipment	27,771	27,827
Sundry costs	37,129	69,934
Depreciation	<u>26,145</u>	<u>17,492</u>
	<u>257,056</u>	<u>277,833</u>

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 2025 (continued)

4. Net expenditure

Net expenditure is presented after charging:

	2025	2024
	£	£
Operating leases on land and buildings	53,100	48,728
Auditors' remuneration - audit	12,460	10,000

5. Employee costs

Analysis of staff costs, Trustee remuneration and expenses	2025	2024
	£	£
Wages and salaries	1,366,778	1,087,200
Social security costs	109,655	85,844
Pension costs	65,657	54,256
Group Life Insurance Policy	9,493	2,017
Other costs	18,702	39,535
	<u>1,570,285</u>	<u>1,268,852</u>

During the year one employee earned remuneration in excess of £60,000 (2024: 1).

No members of staff received termination payments in the year (2024: £nil).

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 fund. The pension cost charge represents contributions payable in the year by the Charity to the fund: total contributions amounted to £65,657 (2024: £54,256).

In the year, the Trustees received £nil remuneration (2024: £nil) and £nil (2024: £nil) reimbursement of expenses. The value of expenses waived by the Trustees is undisclosed as immaterial.

Remuneration totalling £277,451 (2024: £261,454) was paid to 6 members of key management personnel (2024: 6). This figure includes staff changes during the year.

Average number of employees by activity

	2025	2024
Raising funds	8	7
Charitable activities	36	29
Management and administration	6	7
	<u>50</u>	<u>43</u>

The equivalent full-time number of staff is 42 (2024: 36).

Herts Young Homeless Group

Notes to the financial statements for the year ended 31 March 2025 (continued)

7. Tangible fixed assets

	Fixtures and fittings £	Office equipment £	Property, Plant and Equipment £	Total £
Cost				
At 1 April 2024	15,841	41,634	11,000	68,475
Additions	2,182	21,880	-	24,062
At 31 March 2025	<u>18,023</u>	<u>63,514</u>	<u>11,000</u>	<u>92,537</u>
Depreciation				
At 1 April 2024	10,521	4,626	550	15,697
Charge for the year	4,618	20,427	1,100	26,145
At 31 March 2025	<u>15,139</u>	<u>25,053</u>	<u>1,650</u>	<u>41,842</u>
Net Book Value				
At 31 March 2025	<u>2,884</u>	<u>38,461</u>	<u>9,350</u>	<u>50,695</u>
At 31 March 2024	<u>5,320</u>	<u>37,008</u>	<u>10,450</u>	<u>52,778</u>

8. Debtors

	2025 £	2024 £
Trade debtors	7,710	40,357
Other debtors	3,682	552
Prepayments	35,439	15,220
Accrued income	<u>178,777</u>	<u>181,429</u>
	<u>225,608</u>	<u>237,558</u>

Herts Young Homeless Group

Notes to the financial statements for the year ended 31 March 2025 (continued)

9. Short term investments and cash and cash equivalents

	2025 £	2024 £
Short term investments:		
Fixed notice accounts (notice not exceeding 12 months)	532,536	516,246
Cash and cash equivalents	178,957	196,085

10. Creditors - amounts falling due within one year

	2025 £	2024 £
Trade creditors	23,171	5,673
Accruals	17,440	32,307
Deferred income	144,036	128,862
Sundry creditors	13,469	28,896
Social security and pension	36,051	34,142
	234,167	229,880

Deferred income

Deferred income represents income received or invoiced during the year, in respect of future charitable activities taking place after 31 March 2025.

	Balance 1 April 2024 £	Released in the year £	Deferred in the year £	Balance 31 March 2025 £
Deferred income	128,862	(220,893)	236,067	144,036

11. Funds

	Balance 1 April 2024 £	Movement in resources			Balance 31 March 2025 £
	£	Income £	Expenditure £	Transfers £	£
Unrestricted funds	500,871	609,987	(614,300)	-	496,558
Designated funds:					
Digital and data fund	18,323			-	18,323
Service continuity fund	100,000	19,511	(19,511)	-	100,000
EDI & environmental fund	-				-
Office refurbishment fund	30,000			-	30,000
Strategic fund	17,694		(12,408)	-	5,286
	666,888	629,498	(646,219)	-	650,167
Restricted funds					
HCC	-	842,909	(842,909)	-	-
Early Intervention Service	-	91,540	(91,540)	-	-
Local Authorities	-	65,357	(65,357)	-	-
Henry Smith	-	116,361	(116,361)	-	-
Crouchfield Trust	-	72,782	(72,782)	-	-
Future Roots grants and donations	76,544	130,996	(133,609)	-	73,931
Future Roots solar panels	10,450		(1,100)	-	9,350
General Restricted Hardship funds	15,017	10,888	(12,291)	-	13,614
General Restricted other funds	3,888	10,510	(7,831)	-	6,567
	105,899	1,341,343	(1,343,780)	-	103,462
Total funds	772,787	1,970,841	(1,989,999)	-	753,629

Herts Young Homeless Group

Notes to the financial statements for the year ended 31 March 2025 (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 for the Wellbeing workers to support young people and their parents. To support their mental health and wellbeing, and the engagement in the mediation service.

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 and Lady Margret Patterson Osbourne 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	41,345	9,350	50,695
Current assets			
Debtors	225,608	-	225,608
Short term investments	532,536	-	532,536
Cash and cash equivalents	84,845	94,112	178,957
Current liabilities			
Falling due within one year	(234,167)	-	(234,167)
	<u>650,167</u>	<u>103,462</u>	<u>753,629</u>

Herts Young Homeless Group

Notes to the financial statements for the year ended 31 March 2025 (continued)

13. Financial commitments

At 31 March 2025 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 2025	At 31 March 2024
1 year	47,700	47,700
2-5 years	21,958	21,958
more than 5 years	-	-
	<u>69,658</u>	<u>69,658</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 £65,657 (2024: £54,256). Contributions totalling £8,263 (2024: £7,637) were payable to the fund at the Balance Sheet date.

16. Related party transactions

During the year the charity received £47,724 (2024: £35,721) from fundraising events run by Echelon Consulting Limited, a company in which M Baxter is a director. During the year the charity paid £13,461 (2024: £7,927) 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 2024	Cash flows	Other non-cash changes	31 March 2025
	£	£	£	£
Cash and cash equivalents				
Cash	196,085	(17,128)	-	178,957
Overdrafts	-	-	-	-
	<u>196,085</u>	<u>(17,128)</u>	<u>-</u>	<u>178,957</u>
Total	<u>196,085</u>	<u>(17,128)</u>	<u>-</u>	<u>178,957</u>

