

YSS

(A company limited by guarantee)



Financial Statements For The Year Ended 31st March 2022

Charity registration number: 1081992

Company registration number: 04024428

Annual Report and Financial Statements the year ended 31 March 2022

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General Information

For the year ended 31 March 2022

Charitable Company Name

YSS (A company limited by guarantee)

Charity Registration Number

1081992

Company Registration Number

04024428

Trustees

David Chantler (Chair)
Fiona Charny
Sandra Kelley
Anthony Lethbridge
Susanna McFarlane
Ian Richards (Finance Lead, Vice Chair)
Nerys Thomas
Ronald Whitfield
Vicki-Anne Perridge
Gary Dalton
Jared Whitehouse
Wilfred Alves

Date of appointment

15/04/2015 (resigned 14/02/2022)
16/09/2016
23/01/2014
20/04/2021 (Interim Chair from 27/06/2022)
26/03/2004
11/11/2010 (retired 04/08/2021)
08/06/2018
16/09/2016 (Interim Chair: 11/02/2022 - 27/06/2022)
14/12/2021
14/12/2021
09/05/2022 (Finance Lead from 27/06/2022)
09/05/2022

Patron

HRH The Princess Royal

Executive Management Team

Chief Executive Officer
Director of Finance and Resources
Director of Improvements and Innovation (p/t)
Operations Director

Catherine Kevis
Anna Wykurz
Deborah Grantham
David Andrewartha

Company Secretary

Ian Richards (resigned 06/08/2021)
Anthony Lethbridge (appointed 06/08/2021)

Registered Office

Polysec House
Blackpole Trading Estate West
Hindlip Lane
Worcester
WR3 8TJ

Auditor

Cooper Parry Group Limited
Statutory Auditors
CuBo Birmingham Office 401
4th Floor
Two Chamberlain Square
Birmingham, B3 3AX

Solicitors

Hallmark Hulme Solicitors
3, 4 & 5 Sansome Place
Worcester
WR1 1UQ

Bankers

Lloyds Bank Plc
4 The Cross
Worcester
WR1 3PY

2021-22 has been a year of challenge and change for YSS and its trustees.

David Chantler resigned as a trustee and chair in February 2022 having served on the Board of Trustees for 7 years and having been chair since November 2018. David resigned for health reasons, and we wish him well.

Following David's sudden departure, Ron Whitfield stepped up into the chair's role until Anthony Lethbridge was appointed interim chair in July 2022, pending the appointment of a chair at the AGM in September 2022.

New Trustees joined the Board during 2021 following a recruitment campaign and we are pleased to welcome Jared Whitehouse, Client Services Director at St James' Place Wealth Management, Vicki Davies, Director of Internal Communication at National Highways, Gary Dalton, Head of Legal and Compliance at Birmingham City University and Freddie Alves, with experience in global organisations on diversity and inclusive practices. Together, the recomposed Board of Trustees will bring a wealth of knowledge and expertise to YSS operations.

Under David's leadership we were able to consolidate on initiatives started in previous years, which for a charity the size of YSS represent a step change for ensuring our sustainability. David has brought his knowledge of the Criminal Justice System and Probation which stood us in good stead to manage the transition to new contracts over the course of 2020-2021.

We have achieved a lot considering our operating environment: geographically we cover West Mercia and Warwickshire, criminal justice boundaries that involve large MoJ contracts which cover the whole of the West Midlands region, a PCC and Youth Justice Service who cover West Mercia and Local Authorities and districts. Each one of these geographical boundaries have strategies and make decisions that affect us and our service users and require the constant juggling of multiple relationships.

Domestic abuse and violence against women and girls, racism and exclusion continue to be hot topics as is the living environment and health and wellbeing of our communities, and YSS is playing its part on these fronts in whatever way we can. We know that collaboration is our key to sustainability and have started to invest in building exiting partnerships: with researchers, with other like-minded agencies and individuals and will continue to develop such relationships where they benefit our service users and increase the skills and knowledge of our workforce.

On a practical note, I am pleased to report that we are making good progress on our roll out of new IT and Dynamics365 system, which in time will enable us to produce impact reports and monitor performance across the whole portfolio of services in an efficient way.

We adopted a new strategy in July 2021 with 4 key pillars, which we have made progress on and report upon later in this annual report.

Thank you for reading this annual report,

With thanks to all stakeholders, funders, individual donors, decision makers, our staff and fellow trustees for their faith and trust in our ability to deliver on our mission.

Signed on behalf of the trustees

Chair



CEO Review of Performance Report 2021-2022

A year of change and renewal for YSS during this period. We made the most of lessons learnt from the previous two years and adopted a new strategy.

Over the course of the first year of our strategy we can report the following progress in each priority:

1. Increase our support where needed:

Over the 1st year of our strategy, priority was given to maintenance of services, welcoming more volunteers and increasing support where our skills matched funding opportunities.

- Review of volunteers' recruitment and training focussed on our 3 key geographies: Herefordshire, Shropshire and Worcestershire. We deployed new volunteer co-ordinators to develop local support networks focussed on community rehabilitation & mentoring, Appropriate Adult call outs, Families and young people support including young carers and children of prisoners. Volunteers are also an asset to our central office functions.
- Deployment of a new volunteer co-ordinator hosted by our long-standing partner Action for Children thanks to the additional funding provided by the NHS Care Trust Starting Well programme for early years.
- We can continue with our support to hundreds of Young Carers in Worcestershire, following a competitive tender process during December 2021. The new contract is administered by Worcestershire Children First and the team works closely with other Early Help partners to ensure that Young Carers' health and wellbeing needs are safeguarded at a time when families are feeling the stresses of high costs of living.
- We are increasing support for up to 36 Veterans and their families who face complex life issues, with funding from the Armed Forces Covenant programme: Veterans, Places, Pathways and People.
- Unfortunately, we were not able to increase support to people in the criminal justice system in need of finance and debt advice or those who need support with addiction and recovery from drugs and alcohol. Our joint bids to the MoJ with Nacro were unsuccessful.

We are currently exploring how YSS can maintain a holistic support package to all people in need, especially those in the criminal justice system following the changes in contracts at the MoJ.

2. Shared power and devolved decision-making:

Over the 1st year of our strategy, priorities were to roll out a long overdue Digital programme to improve use of data and internal communications and to improve staff engagement.

- We selected a new IT supplier, and we are proceeding with a move to the Cloud. Shared folders will be accessible on the new system and our databases will no longer be dependent on a server. Work is underway to train our workforce on the new systems and our supplier, Formus Pro are rolling out a bespoke Microsoft Dynamics365 database to capture services data and outcomes measures, enabling cross services analysis of trends and patterns.
- Our staff Conference in September 2021 was welcomed by all, as our first opportunity for over 2 years to gather together in one location. The Conference was facilitated by NCVO. Following from SMT presentations in May, the staff conference presented further opportunity for interactive workshops enabling staff input into key elements of the strategy: involving service users, working with volunteers, partnerships and working together.
- The Senior Management Team and Services Managers started to meet quarterly for a performance review of all services – the meetings enhance our corporate intelligence and encourage sharing of good practice and joint problem solving.
- Local funding opportunities enhance the level of support we can offer and all staff can now apply for funding up to £20,000 for their service and service users. Guidance has been issued for this purpose and releases senior managers' time to focus on funding to maintain essential services for the longer term. One such example was the successful application made by Team Manager Chris Cosgrove for funding from Redditch Borough Council to support service users with counselling sessions.
- The CEO and Director of Improvements and Innovation have begun a course on *Moving Towards Self-Management*. The course, run by Trust Works, will inform our strategy for being at the forefront of innovation for empowerment and autonomy amongst our teams and to become a workplace of choice.

3. Collaborations and Partnerships:

For year 1, the priorities focussed on developing our new relationship with Nacro upon the Accommodation support for prison leavers, firming up our agreement with MORSE partners, developing a West Mercia-wide Women's services Caucus and developing a partnership with Defence Medical Welfare Services for the Armed Forces Covenant's Veterans, Places, Pathways and People programme. To assist with these and to develop corporate partnerships, a Community Partnerships Manager was recruited in January 2022.

- We experienced serious difficulties in recruiting for the Connect Accommodation service, especially with all contracted day 1 providers recruiting at the same time. This affected the key performance indicators over the course of the year, but we are taking remedial action in conjunction with Nacro, who are experiencing the same issues across the West Midlands region. The service received an unprecedented level of referrals and we increased the staff capacity to respond to demand by investing from reserves.
- We held a number of facilitated conversations between May and December with other Women's services providers across the region: Connexus Domestic Abuse Support Service, Hope Family Centre, Sandycroft, Worcester Community Trust, Women's Aid, WMRSASC and Willowdene. The sessions were facilitated by Polly Trenow and resulted in a 4 year proposed plan of action and Terms of Reference for future adoption.
- Funding from the MoJ enabled us to commission research from Just Economics upon the future strategic direction of travel for YSS's Women's services, the findings of which will be published later in 2022.

- As mentioned earlier, we are pleased to work with the charity Defence Medical Welfare Service to support more Veterans across West Mercia, with funding from the Armed Forces Covenant.
- A partnership agreement was signed for the delivery of our MORSE Safer Roads project in conjunction with the Police and Operation Snap and H&W and Shropshire Fire Services. As of April 2022, YSS is the accountable body to the PCC on behalf of the partnership.
- Our Young Carers hosted an online broadcast and shared their experiences during the pandemic. The broadcast was facilitated by DRP Group.
- We continue to represent services at local Reducing-Re-offending groups, The Worcestershire Community Safety Partnership Board, the Shropshire Voluntary and Community Sector (VCS) Assembly and Worcestershire's new VCS Alliance. Managers attend relevant meetings according to the nature of the service: Early Help, Carers' Action Group, NHS Liaison & Diversion, Veterans. YSS remains a member of the Diocese Criminal Justice Affairs Group.

4. Governance

- Safeguarding: We undertook an internal audit of safeguarding practices and procedures with a view to harmonising them across services. The improvement plan is near complete and the new IT system will enable a read across all safeguarding cases (adults and children) and a systematic prompt to review outcomes and close cases as appropriate.
- Staff training and development undertaken: ABC of Trauma Tier 2, Safer Recruitment, Challenging stigma and discrimination, EDI Champion, Appropriate Adult, EDI Awareness, NAAN, Attachment Training Level 2, Safeguarding, Motivational Skills, substance misuse, Recognising and responding to child neglect, Mental Health, Solihull Parenting approach. Directors benefitted from Executive Coaching.
- Financial Standing Orders were reviewed and approved. The new FSOs enable higher budget virements when necessary to respond to a dynamic operating environment whilst maintaining oversight from the Chair and Finance Lead.
- A revised Equity, Diversity and Inclusion policy was approved with an overarching statement to create a "golden thread" approach to all that we do. Staff were invited to form an EDI group and were trained to become EDI Champions. The group has developed Terms of Reference and will work with colleagues across the organisation to agree EDI priorities over 2022-2023. An earlier Trustees and SMT governance code review highlighted EDI and the inclusion of Lived Experience as key organisational priorities.
- Public Relations/Communications & Marketing:
Discussions have begun over the branding of YSS and our ability to reach new audiences and funders.
A new website has been commissioned.
The CEO has attended a course on Media management.
The High Sheriffs for Shropshire and Worcestershire, Dean Harris and Richard Amphlett, visited YSS services in their respective areas.
- We successfully achieved our Re-Accreditation to Matrix with special mention of our new strategic plan and improved governance processes adapted to a post-covid world.

I am grateful to our staff, volunteers, trustees and especially to my colleagues on the Senior Management Team who constantly remind me what a great organisation YSS is and for all the work that they do.

Catherine Kevis

Objectives and Activities

Our Theory of Change – the impact we want to have

“People are emotionally resilient, thrive and feel like they belong to their local community” consequently people are more independent and there is less pressure on publicly funded services.

We support families and individuals who face significant challenges. Our activities are community based, one-on-one and consist of practical and emotional interventions.

YSS operates in the West Mercia and Warwickshire areas, with paid staff and volunteers.

Our work is rooted in the local communities we serve, and we work across different public sector systems: criminal justice, youth justice, adult and children social care and health.

Mission Statement

YSS enables people who face significant life challenges to feel safe, have the opportunity to thrive and to realise their potential.

Our Values

Dignity & Respect	We seek an inclusive and welcoming environment for all through behaviours that show empathy and care for others.
Flexibility	We continually assess and adapt our practice based on feedback from service users, staff and partners. We provide greater flexibility and responsiveness to the needs of service users.
Innovation	We constantly research and develop new approaches and new ways of working; we actively listen to the views and experiences of our service users.
Making it happen	Honouring our commitment to our funders and our service users, we are connecting people and building networks.

Our Beliefs

- People can break through barriers to thrive and realise their potential.
- The best outcomes result from holistic, person centred services combined with a solution focused approach. One size does not fit all.
- To be effective we have to continually develop and work in partnership to improve services and increase the reach and outcomes for those with whom we work.
- Organisations should be embedded in the local communities they serve and have an intimate knowledge and understanding of a community’s assets and needs.

Environmental, Social and Governance Reporting:

How we conduct our work as a charity is as important as what we do in our communities.

The adoption of the **Charities Code of Governance** in 2020 was the first step towards appraising our ESG impact. The Code consists of 7 Principles:

1. Organisational purpose
2. Leadership
3. Integrity
4. Decision-making, risk and control
5. Board effectiveness
6. Equality, Diversity and Inclusion
7. Openness and Accountability.

The relevant principle is Principle 6 of The Code of Governance which states that “The board has a clear, agreed and effective approach to supporting equality, diversity and inclusion (EDI) throughout the organisation and in its own practice. This approach supports good governance and the delivery of the organisation’s charitable purposes.” YSS takes a people first approach with employee culture, employees being recognised as an important stakeholder group.

The charity is embedding EDI practices throughout its activities:

- Employees, volunteers and trustees’ interviews include a question on candidates’ perceptions of EDI, including an illustration of EDI practice,
- A zero-tolerance approach of harassment, bullying and oppressive practice. This applies to YSS staff, volunteers, trustees, service users and contractors,
- We undertook a review of our referrals system to make our services more accessible to those who need them. In the first instance, we are centralising referrals for MORSE, Chrysalis, Young Carers, Families First and AA; this will enable better analysis of needs and a targeted approach to the promotion of our services.
- Over the course of the next few months, Trustees will need to work towards:
 - o An audit of skills, experience and diversity of background of its members to find imbalances and gaps and inform trustee recruitment and training.
 - o attracting a diverse pool of candidates and to aim for diversity in any trustee appointment panels.
 - o Recognising the increasing importance of the lived experience of past or present service users.

Energy efficiency activities:

We work in a largely rural area, the size of a country like Cyprus. Our service users are dispersed and given the nature of our 121 work, we are required to travel across the region. Unfortunately, this is not considered when we bid for contracts, which apply the same costs benchmarks regardless of area of operation. As a small charity, we do consider our impact on the environment and have taken the following steps to reduce our carbon footprint:

- Holding more local meetings to minimise travel across the West Mercia region to a central office in Worcester
- substantial reduction in use of paper as a result of increased use of online sharing of documents, files and folders
- keeping a close watch on travel and encourage car shares for longer journeys
- provide 121 support by telephone or video link when appropriate to do so

- share location with partners, this is the case in Shropshire where our team operates from council premises

Social Value:

YSS is a registered charity with the Charity Commission and meets the Public Benefit requirement, in compliance with the Charities Act 2011.

YSS promote local volunteering opportunities and work in partnership with other voluntary and community sector organisations.

In a recent tender for the Worcestershire Young Carers contract, YSS scored top score for adding value through fundraising and networking with local academic institutions to support students with work experience and volunteering opportunities. Over the course of the last 5 years alone, we have raised and spent £190,000 for the benefit of young carers, young adult carers and their families in Worcestershire.

We are a Living Wage employer and as a charity we benefit from the generous donations of local trusts, benefactors and general members of the public.

YSS works in partnership with others and has developed an extensive network of support to deliver better outcomes for Worcestershire residents. We are signed up to Worcestershire Making Every Contact Count and Worcestershire Works Well, are members of our local Chambers of Commerce, a VCS representative on the Worcestershire Community Safety Partnership Board and on the Governance Board of the Worcestershire VCS Alliance.

We are also a contributor to the Integrated Wellbeing Offer steering group and the Here2Help Transformation Programme. We contribute to the development of local strategies and county-wide development, for example: we informed the content of the NHS Suicide Prevention team's training programme, work with schools over the Young Carers' Education programme and their pastoral needs and are currently identifying the needs of children of prisoners in collaboration with the Open University and local partners, which will shine a light on the county when the report is published.

Our added social value is recognised by national charities operating in Worcestershire, such as Action for Children and NACRO who contract us for accommodation support for prison leavers and the recruitment and training of volunteers on the Worcestershire Starting Well project, respectively.

We have previously commissioned Social Return on Investment reports with a return that ranges from £5.92 to £11.55 for every £1 invested, depending on the service.

Financial Review

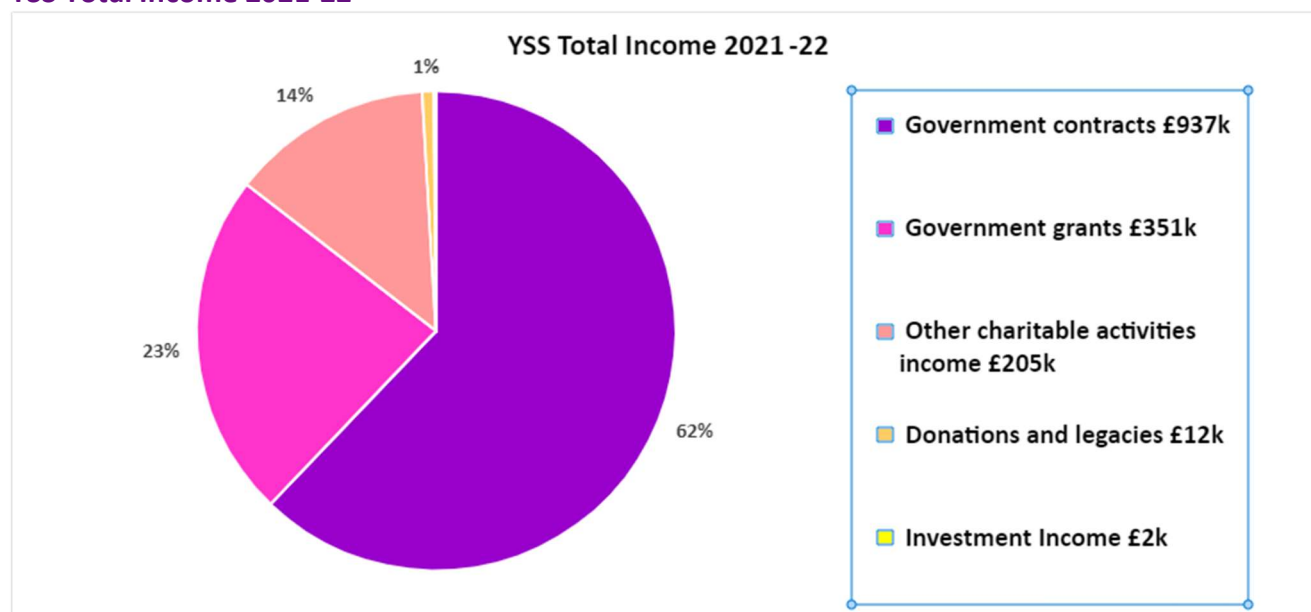
For the year ended 31 March 2022

The Charity reported an operating surplus of £53k (2021: £101k). YSS has generated a net cash inflow from our charitable activities of £61k (2021: £81k).

A summary of YSS' six-year financial performance is as follows:

Year	Total Income	Total Expenditure	Net Surplus	Net Surplus
	£'000	£'000	£'000	%
2016/17	1,702	1,665	37	2.17%
2017/18	1,621	1,528	93	5.74%
2018/19	1,309	1,337	(28)	(2.14%)
2019/20	1,705	1,713	(8)	(0.47%)
2020/21	1,510	1,409	101	6.69%
2021/22	1,507	1,454	53	3.52%

YSS Total Income 2021-22



The position of YSS Reserves on 31 March 2022

Our reserves must be adequate to carry on our work when faced with difficult, challenging and changing times. They need to be sufficient to allow us to address possible losses from our charitable activities and give us enough time to adjust our strategy to meet changing circumstances and to invest in business development, without having to make hasty decisions. The balance of unrestricted, available reserves on 31 March 2022 has increased for another year to £357,801 (2021 - £353,482).

Investment Policies

The Trustees invest surplus funds in interest bearing bank and savings accounts with a combination of instant and short notice access, to ensure that the funds are readily available as and when required.

Trustees' Report

The Trustees are pleased to present their annual report and the audited financial accounts for the year ended 31 March 2022. The financial statements comply with the current statutory requirements, the Statement of Recommended Practice and the charitable company's governing document.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Companies Act 2006, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

Trustees of the charity and constitution

The directors of the charitable company are its Trustees for the purposes of charity law. The Trustees who have served during the year are set out on Page 3. There were no declarations of interest from any Trustee during the year.

The charitable company is governed by its memorandum of association which was adopted on 30 June 2000. The company trades under the name of YSS.

Structure, Governance & Management

The current Board of YSS consists of ten who meet six times a year. The Board is led by the Chair. The company secretary is also the Finance Lead for the charity. The Board is supported by the Audit and Risk Committee.

The Board of Trustees is responsible for setting the organisational strategy with the Chief Executive Officer. The day-to-day operational management is delegated to the Chief Executive Officer. Trustees undertake various roles to provide scrutiny of the organisation's performance and to review risk. The Chief Executive Officer meets regularly with the Chair of Trustees and formally reports to the Board at every meeting.

The Senior Management Team (SMT), led by the Chief Executive Officer, meet every month to drive operational and strategic performance. A separate leadership team including all those with line management responsibilities, recognising the significant role they play in day-to-day operational activities, meet for a full day at least annually. When the UK went into its first lockdown on 23 March 2020 in response to the rising cases and mortality rates of Covid-19, the SMT have facilitated the roll out of working from home for all staff. Since that time, the SMT have been meeting regularly every week using virtual meeting rooms to continue delivering strategic and organisational objectives while managing the rapidly changing situation relating to the ongoing pandemic and its effects on the charity's clients, staff and suppliers. The Trustee Meetings have also been successfully facilitated using virtual technology.

Method of Appointment of Trustees

New Trustees are appointed by the Board of Trustees with a dedicated Trustee taking the lead for this process. A formal application procedure is in place to ensure Trustee recruitment is based on organisational needs. This includes a role description and person specification, an application form and a formal interview process. If successful after the interview stage, applicants are invited to meet the Chair of Trustees and the CEO (along with members of SMT) and attend a Trustee Meeting as an observer. The Chair and Appointments Committee then confirm if they are suitable, and the Chair recommends their appointment to the Board. Formal approval of appointment follows at the next Trustee Meeting.

All new Trustees will serve for a maximum of 10 years: a one-year probationary period followed by up to three further periods of three years. A formal review with the Chair will take place six months prior to the end of each three-year period. Trustee supervision and support is undertaken by the Chair of Trustees.

Compliance with the Charity Governance Code

The Board support the principles of good governance contained within the Charity Governance Code. The Board of Trustees confirm that the Charity does not currently fully comply with its own governance in as much as that the Board currently

includes one Member with a term of over ten years. The appointment of four new trustees over the last 12 months has now provided the opportunity to review the Board membership at an appropriate juncture. The recruitment of a new Chair is under consideration by the Board which will continue to review its succession planning strategy in accordance with the expectations of the Code.

Safeguarding

Pending a further review of the arrangements, Susanna McFarlane has agreed to act as interim Trustee with a safeguarding portfolio.

Risk Management

The Trustees regularly review the risks to which the charity might be exposed. There is a full risk statement, policy and associated systems in place and an Audit and Risk Trustee subcommittee that meets every six months.

The risk register identifies the major risks, their likelihood and impact and the consequent actions to manage them effectively and the process follows guidance from the Charity Commission.

Principal Risks and Uncertainties

The principal commercial, operational and financial risks that have been identified and could seriously impact on performance, future prospects or reputation are as follows:

- Significant reductions in key funding areas. The YSS project snapshot forms an integral part of the risk register and is reviewed at each Trustees' meeting. Business development work continues to take a high priority within the organisation, not only to seek additional funding in order to develop and enhance our current work but to secure continuation funding or to limit further potential cuts to current funding.
- A serious safeguarding incident resulting in harm to a child, young person or vulnerable adult and the subsequent effect on YSS's reputation. YSS has a nominated Trustee lead and a nominated Operational Director with responsibility for safeguarding. Policies are reviewed and disseminated annually, and regular training undertaken from local authorities.
- Health and Safety such as a serious incident involving a member of staff or volunteer from lone working in the community and in the homes of some of our most vulnerable service users. A robust lone working policy is in place and all members of staff use a 'Lone Alert' system run through mobile phones and volunteers use a 'Buddy system'.

Fundraising

- YSS does not rely on fundraising and donations to enable it to continue its work and does not engage fundraising or marketing agencies to target people by telephone, or in person, to persuade them to set up regular donations to YSS.
- We are fortunate to have people who believe in our work and raise money for us or make private donations. YSS does not, and will not, pass on contact details of supporters and donors to anyone else, including other charities. YSS respects the wishes of supporters and donors who ask for no further contact from the charity and adheres to Data Protection Law.
- YSS employs a part-time communications and fundraising coordinator who works alongside YSS teams and SMT to gain funding for our work from trusts and foundations and to support people who choose to make donations or take part in fundraising activities in whatever way they can.
- YSS follows the Code of Fundraising Practice. YSS has received no complaints over fundraising activities during the period covered by this report.

Legal proceedings

The Directors are not aware that there are any pending legal proceedings that would have a material adverse effect on the financial position or operations of the Group.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in Section 17 (5) of the 2011 Charities Act and have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing their aims and objectives and in planning future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set.

The objectives of the charity for the public benefit are for the relief of children, young adults and others, including adults, families and carers, who have complex needs arising from offending, ill mental health, homelessness or problematic substance misuse. This includes those who face difficult life challenges such as unemployment, financial hardship, lack of positive role models, separation, loss and low self-esteem. The charity helps them to develop new skills and improve their resilience, enabling them to lead more positive and constructive lives in the society and to achieve their potential. The charity's work primarily benefits the West Mercia region: Herefordshire, Shropshire, Telford & Wrekin and Worcestershire.

To pursue our stated aims, YSS is able to recruit and train local volunteers. Volunteers add diversity, they challenge our thinking and help to bring local solutions to local issues. Volunteers can help break down the myths and stereotypes of people who could otherwise be excluded from the society.

Statement of Trustees' responsibilities

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

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

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP 2019 (FRS 102);
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards have been followed, subject to any material departure disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

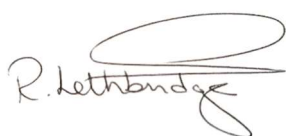
The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditor

Cooper Parry Group Limited has expressed their willingness to continue in office and will be proposed for re-appointment at the Annual General Meeting.

In preparing this report, the directors have taken advantage of the small company's exemptions provided by section 415A of the Companies Act 2006.

Approved by the Board of Trustees on 26th September 2022 and signed on behalf of the Board:



Anthony Lethbridge
Interim Chair of YSS Board of Trustees

Independent Auditor's Report to the members of YSS (A company limited by guarantee)

Opinion

We have audited the financial statements of YSS (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the 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 2022, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; 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 12 months from when the financial statements are authorised for issue.

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

Other information

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

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

We have nothing to report in this regard.

Independent Auditor's Report to the Members of YSS (A company limited by guarantee) (continued)

Opinions on 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 report of the trustees (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the Report of the Trustees and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the 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 statement

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

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

Our assessment focussed on key laws and regulations the Charitable Company has to comply with and areas of the financial statements we assessed as being more susceptible to misstatement. These key laws and regulations included but were not limited to compliance with the Companies Act 2006, Charities Act 2011, Charities (Protection and Social Investment) Act 2016, taxation legislation, data protection, anti-bribery and employment legislation.

Independent Auditor's Report to the Members of YSS (A company limited by guarantee) (continued)

Auditor's responsibilities for the audit of the financial statements (continued)

We are not responsible for preventing irregularities. Our approach to detecting irregularities included, but was not limited to, the following:

- obtaining an understanding of the legal and regulatory framework applicable to the Charitable Company and how the Charitable Company is complying with that framework, including agreement of financial statement disclosures to underlying documentation and other evidence;
- obtaining an understanding of the Charitable Company's control environment and how the Charitable Company has applied relevant control procedures, through discussions with Trustees and other management and by performing walkthrough testing over key areas;
- obtaining an understanding of the Charitable Company's risk assessment process, including the risk of fraud;
- reviewing meeting minutes of those charged with governance throughout the year; and
- performing audit testing to address the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

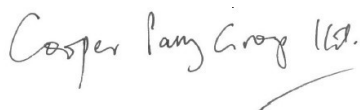
Whilst considering how our audit work addressed the detection of irregularities, we also considered the likelihood of detection based on our approach. Irregularities arising from fraud are inherently more difficult to detect than those arising from error.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

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



Glen Bott FCA
Senior Statutory Auditor
for and on behalf of:

Cooper Parry Group Limited
Chartered Accountants
Statutory Auditor
CuBo Birmingham Office 401
4th Floor
Two Chamberlain Square
Birmingham
B3 3AX

Date: 15 November 2022

Statement of Financial Activities

(incorporating the Income and Expenditure Account)

For the year ended 31 March 2022

	Notes	Unrestricted Fund £	Restricted Funds £	Total 2022 £	Total 2021 £
Income from:					
Donations and legacies	2	4,752	7,119	11,871	45,360
Income from charitable activities	3	60,000	1,432,635	1,492,635	1,461,176
Investment income	4	2,185	-	2,185	3,641
Total income		66,937	1,439,754	1,506,691	1,510,177
Expenditure on:					
Charitable activities	5	59,194	1,394,399	1,453,593	1,409,070
Total expenditure		59,194	1,394,399	1,453,593	1,409,070
Movement in funds being Income/(expenditure) for the year		7,743	45,355	53,098	101,107
YSS Match Funding		(3,424)	3,424	-	-
Net Movement in Funds		4,319	48,779	53,098	101,107
Reconciliation of funds					
Total funds brought forward	14/15	353,482	330,119	683,601	582,494
Total funds carried forward		357,801	378,898	736,699	683,601

All income and expenditure derive from continuing activities. The statement of Financial Activities incorporates all gains and losses recognised in the above two financial periods.

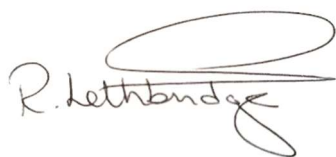
The notes on pages 21-33 form part of these financial statements.

Balance Sheet


Registered Number 04024428
as at 31 March 2022

	Note	2022		2021	
		£	£	£	£
Fixed Assets					
Tangible fixed assets	9	635		1,385	
Intangible Fixed Assets	9	-		2,880	
			<u>635</u>		<u>4,265</u>
Current Assets					
Debtors	10	170,924		66,995	
Cash at bank and in hand		803,767		742,299	
			<u>974,691</u>		<u>809,294</u>
Creditors: amounts falling due within one year	11	<u>(162,416)</u>		<u>(129,958)</u>	
Net current assets			<u>812,275</u>		<u>679,336</u>
Creditors: amounts falling due after one year		(76,211)			-
Net assets			<u>736,699</u>		<u>683,601</u>
Funds					
Restricted funds	14		378,898		330,119
Unrestricted funds - general	15	283,242		275,500	
designated	15	<u>74,559</u>		<u>77,982</u>	
			<u>357,801</u>		<u>353,482</u>
Total funds			<u>736,699</u>		<u>683,601</u>

The financial statements on pages 18-33 were approved by the board of Trustees and authorised for issue on 26 September 2022 and are signed on its behalf by:



Anthony Richard Lethbridge
Interim Chair of YSS Board of Trustees



Jared Whitehouse
Trustee, Lead on Finance

Statement of cash flows

as at 31 March 2022

	Note	2022 £	2021 £
Cash flow from operating activities	19	60,177	79,863
Cash flow from investing activities			
Interest received		2,185	3,641
Purchase of fixed assets		(894)	(2,880)
Net cash flow from investing activities		1,291	761
Net increase in cash and cash equivalents		61,468	80,624
Cash and cash equivalents at 1 April 2021		742,299	661,675
Cash and cash equivalents at 31 March 2022		803,767	742,299

Notes to the Accounts for the year ended 31 March 2022

1 Accounting Policies

Basis of preparation

YSS (the charity) is a registered incorporated charity in the United Kingdom. The address of the registered office is given in the charity information on page 3 of these financial statements. The nature of the charity's operations and principal activities are to provide community-based support services for children, young people, adults and families who are vulnerable, have complex needs and who face difficult life challenges.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Company Status

The charitable company is a company limited by guarantee. The members of the charitable company are the Trustees named in the Trustees' Report. In the event of the charitable company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charitable company.

Fund accounting

Restricted funds

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charitable company for purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Unrestricted funds

Unrestricted funds are available for use, at the discretion of the Trustees, in furtherance of the general objectives of the charitable company and have not been designated for other purposes.

Notes to the Accounts for the year ended 31 March 2022 (continued)

Designated funds

Designated funds are unrestricted funds earmarked by the Directors for purposes.

Incoming Resources

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably, and it is probable that the income will be received.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

- Voluntary income by way of grants, donations and gifts is included in full in the Statement of Financial Activities when receivable and when the amounts are known with certainty and are measurable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charitable company, are recognised when it becomes unconditionally entitled to the grant.
- Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charitable company earns the right to consideration by its performance. Where income is received in advance of performance it is treated as deferred income and included within creditors.

Resources Expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Charitable expenditure comprises those costs incurred by the charitable company in the delivery of its activities and services for its beneficiaries.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charitable company and include audit fees and costs linked to the strategic management of the charitable company.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity comprise both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Tangible fixed assets

Tangible fixed assets are included at cost. Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computers	33% straight line
Office equipment	25% straight line
Intangible assets	33% straight line

Fixed assets below £500 are not capitalised.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Notes to the Accounts for the year ended 31 March 2022 (continued)

Recognition of liabilities

Liabilities are recognised when an obligation arises to transfer economic benefits as a result of past transactions or events.

Pensions

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. Contributions payable for the year are charged in the Statement of Financial Activities.

Tax

YSS is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Leasing commitments

Assets acquired under finance leases are capitalised and depreciated over the lease term and expected useful life of the asset. Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding lease liability using the effective interest method. The related obligations, net future charges, are included in creditors.

Rentals payable and receivable under operating leases are charged to the SoFA on a straight-line basis over the period of the lease.

Going concern

The financial statements have been prepared on a going concern basis as the Trustees believe that no material uncertainties exist. The Trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure for 2022/23 and 2023/24 financial years are sufficient with the level of reserves. The total unrestricted reserves are adequate and provide sufficient cash resources to allow YSS to meet its operating liabilities as and when they fall due for a period of at least 12 months from the date of the approval of these financial statements.

2	Voluntary income	2022	2021
		£	£
	Grants and donations – Restricted Funds	7,119	26,701
	Grants and donations – Unrestricted Funds	4,752	18,659
		<hr/> 11,871	<hr/> 45,360

Notes to the Accounts for the year ended 31 March 2022 (continued)

3 Incoming resources from charitable activities

	2022 £	2021 £
<u>Restricted</u>		
West Mercia AA – Appropriate Adult	40,307	40,306
Worcestershire Young Carers	120,289	121,734
- Core funding	12,000	12,000
- Schools Awareness	13,488	13,735
- Children In Need	417,445	417,445
Shropshire County Council Early Help – Enhance	6,000	15,000
Smallwood Trust – Women’s Discretionary Fund	50,430	50,317
Smallwood Trust – Chrysalis	-	7,500
Smallwood Trust – Tampax Tax	29,348	30,800
Smallwood Trust – Skills for Life	54,324	230,712
WWM CRC – ESS+	25,447	108,000
WWM CRC – Through the Gate	198,742	174,745
WW OPCC – Morse Safer Roads	25,000	25,000
WM OPCC – Remembering Veterans	-	(10,037)
WM OPCC - Divert	-	51,752
Veterans Voices	60,328	50,500
Action For Children – Worcs Early Help	16,250	15,000
Laslett’s Trust	-	1,800
IOM – Iris	57,608	54,868
Worcestershire Children First – Families First	-	20,000
Eveson Trust	278,650	-
NACRO (MoJ)	10,000	-
Bromsgrove District Council	9,479	-
Armed Forces Covenant Grant	7,500	-
Defence Medical Welfare Service	1,432,635	1,431,176
<u>Unrestricted</u>		
MoJ Core Cost Funding	60,000	30,000
Sundry income	-	-
	1,492,635	1,461,176

Further detail on the above projects/income streams can be found in **note 14**.

4 Investment income

	2022 £	2021 £
Bank deposit interest	2,149	3,571
COIF deposit interest	36	70
	2,185	3,641

All of the above income for this year and the comparative year was attributable to unrestricted funds.



Notes to the Accounts for the year ended 31 March 2022 (continued)

5 Resources expended – Charitable Activities

	Criminal Justice	Mentoring and Support	Young Carers	Central Costs	2022 Total	2021 Total
<u>Activities Undertaken directly</u>	£	£	£	£	£	£
Employment Costs (Note 6)	284,035	599,402	85,377	157,458	1,126,272	1,119,402
Staff Training	25,976	3,467	661	8,669	38,773	15,424
Advertising and Promotions	2,339	8,928	3,600	3,688	18,555	13,770
Travelling Expenses	5,562	13,532	1,074	158	20,326	7,674
Service user Expenses & Club costs	756	28,010	8,446	-	37,212	28,825
Office costs and facilities	3,332	3,279	-	21,675	28,286	30,398
Admin Costs	6,967	7,311	2,531	8,561	25,370	25,614
IT Costs	7,946	26,051	6,174	11,222	51,393	59,850
Insurance	-	-	-	8,797	8,797	8,765
Legal and Professional	2,250	-	-	12,874	15,124	13,953
Bank Charges	-	-	-	1,268	1,268	1,008
Trustee's Expenses and Meeting Costs	-	-	-	690	690	1,560
Conference Expenditure	-	-	-	1,351	1,351	18
Volunteer Costs	3,073	931	694	-	4,698	2,600
Subcontractor Costs	3,316	60,000	-	-	63,316	73,264
Governance Costs	-	-	-	7,638	7,638	5,562
Depreciation	-	182	-	4,342	4,524	1,384
	345,552	751,093	108,557	248,391	1,453,593	1,409,070

Of the total expenditure, a debit of £59,194 (2021: £20,577) related to unrestricted funds and £1,394,399 (2021: £1,388,493) related to restricted funds.

Notes to the Accounts for the year ended 31 March 2022 (continued)

6	Staff costs	2022	2021
		£	£
	Gross Salaries	1,013,171	1,004,610
	Employer's National Insurance	78,511	73,475
	Pension Costs	28,614	33,710
	Staff Welfare Costs	5,976	7,607
		<hr/>	<hr/>
		1,126,272	1,119,402
		<hr/>	<hr/>

Included in the above gross salaries figure are consultancy costs of £25,211 (2021 - £23,822).

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

		2022	2022	2021
		Headcount	FTE	Headcount
Administration & management	- Full time	4	3.7	3
	Part time	4	2.6	6
Support staff	- Full time	20	19.8	18
	Part time	16	11.3	21
Seconded staff		1	1.0	-
		<hr/>	<hr/>	<hr/>
		45	38.4	48
		<hr/>	<hr/>	<hr/>

No (2021: nil) employees earned more than £60,000 per annum (including taxable benefits but excluding employer's pension contributions) during the year ended 31 March 2022.

No remuneration was paid to Trustees during the year.

The total amount of employee benefits received by key management personnel is £181,438 (2021: £177,613) The charity considers its key management personnel comprise of five individuals being the Chief Executive and the Directors.

7 Net incoming resources for the year

The net incoming resources are stated after charging:

	2022	2021
	£	£
Auditors' remuneration	7,638	5,562
Pension costs	28,614	33,710
Operating lease rentals	18,655	18,655
Depreciation	4,524	1,384
	<hr/>	<hr/>

Notes to the Accounts for the year ended 31 March 2022(continued)

8 Taxation

As a charitable company, YSS, is exempt from tax on income and gains falling within section 478 of the Taxes Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen within the charitable company.

9 Fixed assets

	Office Equipment	Computer Equipment	Intangible Assets	Total
Cost	£	£	£	£
At 1 April 2021	11,222	4,152	2,880	18,254
Additions	894	-	-	894
Disposals	-	-	-	-
At 31 March 2022	12,116	4,152	2,880	19,148
Depreciation				
At 1 April 2021	11,222	2,767	-	13,989
Charge for the Year	259	1,385	2,880	4,524
Eliminated on disposal	-	-	-	-
At 31 March 2022	11,481	4,152	2,880	18,513
Net book value				
At 31 March 2022	635	-	-	635
At 31 March 2021	-	1,385	2,880	4,265

10 Debtors

	2022 £	2021 £
Trade debtors	74,101	8,160
Prepayments	11,354	18,301
Other debtors	85,469	40,534
	170,924	66,995

Notes to the Accounts for the year ended 31 March 2022 (continued)

11 Creditors: amounts falling due within one-year	2022	2021
	£	£
Trade creditors	43,903	20,866
Social security and other taxes	26,164	29,543
Accruals	9,184	50,466
Deferred income (below)	59,376	29,083
RRLF Loan*	23,789	-
	162,416	129,958

*YSS took out £100,000 Coronavirus Recovery Loan backed up by UK Government Loan and provided by Social Investment Business in June 2021 to help fund our ICT transformation programme, as we found ourselves indirectly affected by the pandemic in that our ICT needed improvement following the general changes to working patterns and a bigger proportion of staff working remotely / from home.

Deferred income is analysed below:	2022	2021
	£	£
Deferred income brought forward	29,083	28,655
Released in year	(29,083)	(28,665)
Deferred during the year	<u>59,376</u>	<u>29,083</u>
Deferred income carried forward	59,376	29,083

The amounts are deferred when the charitable company does not have unconditional entitlement to the income or when the invoice relates to the delivery of a service and is therefore only recognised to the extent that the charitable company has provided the service

Creditors: amounts falling due after one year	2022	2021
	£	£
RRLF Loan	<u>76,211</u>	<u>-</u>
	76,211	-

12 Pension Commitments

The charitable company operates a defined contribution pension scheme. Pension costs of £28,614 (2021: £33,710) representing contributions payable by the charitable company to the fund, were charged in the statement of financial activities during the year. No further contributions are payable for the year.

13 Operating leases

The total minimum lease payments due by the charitable company at 31 March 2022 in respect of non-cancellable operating leases are NIL (2021: NIL)

Notes to the Accounts for the year ended 31 March 2022 (continued)

14 Restricted Funds - current year (£)

		Balance as at 01/04/2021	Incoming Resources	YSS Match Funding	Resources Expended	Balance as at 31/03/2022
West Mercia AA		4,668	40,307		(41,811)	3,164
WYC	- Core	5,219	120,289		(103,087)	22,421
	- General	67,854	7,119		(6,136)	68,837
	- School Awareness	7,100	12,000		(16,106)	2,993
	- Children in Need	7,815	13,488		(8,286)	13,018
	- #iwill	1,788	0		0	1,788
Shropshire County Council Early Help		67,586	417,445		(429,936)	55,095
Smallwood Trust – First Direct		2,914	6,000		(8,914)	0
Smallwood Trust - Chrysalis		(2,476)	50,430	3,424	(51,667)	(289)
Smallwood Trust - Tampax Tax		1,688			(1,688)	0
Smallwood Trust - Skills for Life		7,264	29,348		(25,227)	11,385
WWM CRC – ESS+		64,822	54,324		(71,157)	47,989
WWM CRC – through the gate		10,509	25,447		(20,199)	15,757
WM OPCC – Morse Safer Roads		(325)	198,742		(197,018)	1,399
WM OPCC – New ESP		1,000	0		0	1,000
WM OPCC – Remember Veterans		5,228	25,000		(24,842)	5,386
Veteran Voices		1,746	0		(1,746)	(0)
Action for Children		8,689	60,328		(52,524)	16,493
Families First		24,627	57,608		(78,950)	3,286
Laslett's trust		184	16,250		(18,863)	(2,429)
IOM – Iris		3,486	0		0	3,486
YSS Discretionary Donations		18,732	0		(12,536)	6,196
Eveson Trust		20,000	0		0	20,000
NACRO - MoJ		0	278,650		(214,972)	63,678
Mentoring - MORSE		0	10,000		(2,950)	7,050
Armed forces Covenant		0	9,479		0	9,479
VPPP		0	7,500		(5,783)	1,717
		330,119	1,439,754	3,424	(1,394,399)	378,899

Notes to the Accounts for the year ended 31 March 2022 (continued)

14 Restricted Funds - prior year (£)

	Balance at 01/04/2020	Incoming Resources	YSS Match Funding	Resources Expended	Balance at 31/03/2021
Worcestershire Young Carers:					
- Core	1,012	121,734		(117,527)	5,219
- General (donation towards WYC)	47,346	21,850		(1,342)	67,854
- School Awareness	5,782	12,000		(10,682)	7,100
- Children in Need	1,154	13,735		(7,074)	7,815
- #iwill	1,788	-		-	1,788
West Mercia AA – Appropriate Adult	-	40,306		(35,638)	4,668
Shropshire County Council Early Help	62,556	417,445		(412,415)	67,586
Smallwood Trust – First Direct	6,857	15,000		(18,943)	2,914
Smallwood Trust - Chrysalis	21	50,317	2,484	(55,298)	(2,476)
Smallwood Trust - Tampax Tax	2,025	7,500		(7,837)	1,688
Smallwood Trust - Skills for Life	-	30,800		(23,536)	7,264
WWM CRC – ESS+	64,734	230,712		(230,624)	64,822
WWM CRC – through the gate	825	108,000		(98,316)	10,509
WM OPCC – Morse Safer Roads	18,398	174,745		(193,468)	(325)
WM OPCC – New ESP	1,000	-		-	1,000
WM OPCC - Divert	10,037	(10,037)		-	-
WM OPCC – Remember Veterans	6,682	25,000		(26,454)	5,228
WM OPCC – PDC	-	-		-	-
Veterans' Voices	1,650	51,751		(51,655)	1,746
Action for Children – Starting Well South Worc.	4,305	50,500		(46,116)	8,689
Families First	1,000	54,868		(31,241)	24,627
Laslett's Trust	-	15,000		(14,816)	184
IOM – Iris	1,921	1,800		(234)	3,486
YSS Discretionary Donations	19,158	4,851		(5,277)	18,732
Eveson Trust	-	20,000		-	20,000
	258,251	1,457,877	2,484	(1,388,493)	330,119

West Mercia AA (Appropriate Adult) - Provide volunteers to support young people aged 10 to 17 years with appropriate adults within West Mercia.

Worcester Young Carers (WYC) schemes - Provide support for carers aged 7 to 16 years old and young adult carers from age 17 to 24 within Worcestershire.

Worcester Young Carers (WYC) school awareness - Private donation to increase awareness of young Carers in schools.

Worcester Young Carers (WYC) E to E – LJC Fund - To support and motivate those young carers aged 16 and over specifically around education, training and employment.

Worcester Young Carers (WYC) #iwill – Community First - To develop and train a group of young Carers to become Worcestershire Young Carers' Ambassador

Shropshire County Council - Early Help - Provide **Early Help** interventions in Shropshire, for children young People and their families when their needs cannot be met by routine universal services.

Smallwood Trust – Women's First Direct - Discretionary Funding across all YSS projects to help women in financial adversity to become more resilient.

Notes to the Accounts for the year ended 31 March 2022 (continued)

14 Restricted Funds – continued

Smallwood Trust - Chrysalis - The women-only Chrysalis service, delivered in Shropshire and funded by Smallwood Trust, seeks to enable and empower women and their families to overcome disadvantage, inequality and poverty whilst increasing financial resilience.

Smallwood Trust – Skills for Life – funding to support women in gaining life skills.

WWM CRC – ESS+ - Provides an Enhanced Support Service to target groups of offenders most at risk of reoffending, across the West Mercia region.

WWM CRC – Through the Gate - Provides a Support Service which aims to prepare and help people to find their feet when they are released from custody. The service operates at HMP Hewell and HMP Featherstone.

WM OPCC – Morse Safer Road - An innovative safer roads initiative aimed at reducing the amount of road traffic offences being committed throughout West Mercia.

WM OPCC – Remember Veterans - To continue recruitment, training, support & co-ordination of the Veterans Champions network across West Mercia.

WM OPCC – New ESP – Employment Support Programme, funding received in 2017/18 to support people aged 18 plus who are in, or at risk of being in, the criminal justice system with mental health issues, in order to break down barriers towards employability (real or perceived) and move them closer towards sustainable employment.

WM OPCC – Divert – to provide early support to children and young people who are at risk of criminal exploitation.

Veterans Voices - Veterans Voices is funded by the Armed Forces Covenant. As part of our work with veterans, YSS works with a small number of ex-military personnel across Shropshire and Telford, who have been involved in the Criminal Justice System and gave them the opportunity to be able to tell their stories in a safe and trusted environment.

Action for Children – Worcester City Early Help - Provide volunteers to deliver interventions for Worcester City Early help to work with young people and their families when their needs cannot be met by routine universal services.

Family First Support – Funded by Worcestershire Children First (part of WCC), offers practical and emotional support to families of those in prison who reside in Worcester city.

IOM – IOM Rehabilitation Intervention Service (IRIS) - Provide Intensive support to a nominated group of IOM ex-offenders across Telford and Shropshire

Laslett's Trust – Funding to support the recruitment and training YSS volunteers

Eveson Trust – Funding received to enhance Your Carers service

YSS Discretionary Donations – donations received from donors who would like the funds to be spent towards any YSS direct project costs (as opposed to any costs).

NACRO – MoJ – contract to support men on probation and leaving custody with their housing needs.

Bromsgrove District Council – one off grant to provide additional mentoring sessions for #MORSE service users

Armed Forces Covenant – one off grant to support veterans in our area of operation

VPPP – funding provided by Medical Defence Welfare Services to support veterans in our area of operation.

Notes to the Accounts for the year ended 31 March 2022 (continued)

15 Unrestricted funds – current year

	Balance at 1 April 2021 £	Incoming resources £	Allocation in year £	Resources expended £	Balance at 31 March 2022 £
Designated funds					
Deficit budget funding	53,000	-	-	-	53,000
Herefordshire Chrysalis	24,983	-	(3,424)	-	21,559
General Fund	274,499	66,937		(59,194)	283,242
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total	353,482	66,937	(3,424)	(59,194)	357,801
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

Unrestricted funds – prior year

	Balance at 1 April 2020 £	Incoming resources £	Allocation in year £	Resources expended £	Balance at 31 March 2021 £
Designated funds					
Deficit budget funding	53,000	-	-	-	53,000
Herefordshire Chrysalis	27,467	-	(2,484)	-	24,983
General Fund	243,776	52,300		(20,577)	274,499
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total	324,243	52,300	(2,484)	(20,577)	353,482
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

Purpose of designated funds

Deficit budget funding

The purpose of this fund is to finance the deficit budget set for 2022/23.

Herefordshire Chrysalis Service

The Trustees have agreed to utilise free reserves to extend our reach to female service users at risk or already in the criminal justice system in Herefordshire.

Notes to the Accounts for the year ended 31 March 2022 (continued)

16 Analysis of net assets between funds – current year

	Designated funds £	Unrestricted funds £	Restricted funds £	2022 Total £
Cash at bank and in hand	74,559	350,309	378,899	803,767
Other net assets/(liabilities)	-	(67,069)	-	(67,069)
	<u>74,559</u>	<u>283,241</u>	<u>378,899</u>	<u>736,699</u>

Analysis of net assets between funds - prior year

	Designated funds £	Unrestricted funds £	Restricted funds £	2021 Total £
Cash at bank and in hand	77,983	334,197	330,119	742,299
Other net assets/(liabilities)	-	(58,698)	-	(58,698)
	<u>77,983</u>	<u>275,499</u>	<u>330,119</u>	<u>683,601</u>

17 Reserves on dissolution

The constitution states that no members shall be entitled, upon dissolution, to any part of the assets of the charitable company. Any assets remaining, after payment of all liabilities, shall be distributed to some other charity or charities having similar objects and which prohibits the distribution of their income and property at the time of dissolution as chosen by the members at the time.

18 Control and members

The charitable company is under the control of the Trustees.

As at 31 March 2022, there were 8 members of the charitable company (2021: 8 members).

19 Reconciliation of net income to net cash flow from operating activities

	2022 £	2021 £
Net income for the year	53,099	101,107
Interest receivable	(2,185)	(3,641)
Depreciation	4,524	1,384
Gain on disposal	-	-
(Increase) in debtors	(103,929)	(31,631)
Increase/(Decrease) in creditors	108,668	12,646
Net cash flow from operating activities	60,177	79,865

Thanks and acknowledgement

We would like to extend a sincere 'thank you' to all our donors, who have supported us this year; it is through your support that we are able to reach more beneficiaries and have a greater impact.

Thank you!

**To all our supporters, fundraisers, staff and volunteers -
with your help we continue to grow and support our
charity mission; thank you.**

Take action

If you've been inspired to get involved with YSS and want to support our mission for a society where all people feel safe and have the opportunity to lead positive and constructive lives, and to achieve their potential, take action today.

Become a volunteer

Volunteers and the ethos and values that volunteering brings to YSS are hugely important to us. We aim to provide the highest standards of training and support to the volunteers that work alongside YSS and value the extra dimension and diversity they bring to our work.

There are a number of exciting volunteer roles based within our services; our volunteers are supported by a dedicated, friendly team of Volunteer Coordinators who are responsible for recruiting and supporting our volunteers across the region. If you'd like to volunteer for us, please go to yss.org.uk/why-volunteer and fill in an application form.

Donate

You can donate direct to us through our website's Just Giving page. Many of the people we help are facing greater hardship than ever before. Please donate to our Discretionary Distress Fund and help us to provide practical and emotional support to our service users. Go to yss.org.uk/donate to give online, or write to us at YSS, Polysec House, Blackpole Trading Estate West, Worcester, WR3 8TJ.

Fundraise for us

We are incredibly grateful to and inspired by, all those who give their time, effort and often sweat and tears, into fundraising for us – it is thanks to all your efforts that we are able to support even more people and have a greater impact. If you have a fundraising idea, or would like to find some inspiration, please see yss.org.uk/fundraise. If you're looking for



an easy way to support us why not buy a Worcester Community Lottery ticket – just go to - <https://www.worcesterlottery.org/support/yss-worcester>. Tickets cost £1 and there is a chance of winning up to £25,000.

Join our mailing list

If you'd like to be kept informed about the latest news, events and opportunities, join our mailing list by registering with us online: simply go to [yss.org.uk](https://www.yss.org.uk) to register your details.

Share our news

Did you know we are on social media? Please share our news stories and social media posts with your friends, families and colleagues! Follow us @OfficialYSS on Facebook and Twitter, and for news about Worcestershire Young Carers follow @WorcestershireYoungCarers on Facebook and @WorcYoungCarers on Twitter. Thank you!

Talk to us

If you'd like more information about any of the services YSS delivers, or if you want to get involved but you're not sure how, email info@yss.org.uk or speak to us on 01905 730 780; we'd love to hear from you.



[yss.org.uk](https://www.yss.org.uk)



info@yss.org.uk



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