

**NO
LiMiTs**

Helping Young People
Help Themselves

Trustees' Annual Report
Year ending 31st March 2024

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The Trustees present their annual report and the audited financial statements of the Charity for the year ended 31 March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's memorandum and articles (its governing document), the Charities Act 2011, Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (issued on 16 July 2014 and amended on 2 February 2016)."

The annual report includes the directors' report as required by company law.

Welcome to No Limits from Stephen Taylor, Chair of Trustees



We are a charity in Hampshire, Southampton, Portsmouth and the Isle of Wight, providing life-changing advice, counselling and support services to empower children and young people to meet their potential. We have services focusing on early help and prevention as well as supporting children and young people in crisis, offering high quality and accredited youth work and counselling services which follow the nationally evidenced YIACS model.

Our open access support is available through our Advice Centre, out of hours Safe Havens, Health and Wellbeing drop-ins in schools/colleges, youth workers in hospital A&E's, in the 111 service and in the community. These drop-in spaces provide a gateway to our specialist services including a drug and alcohol service, counselling, support for those at risk of crime, befrienders for young parents, social prescribing, housing support, sexual health.

The difficulties experienced by young people are well documented, and we continue to see evidence of rising demand and increasing complexity, particularly around mental health and housing. The strength of our service is the holistic support which can be offered, to address multiple issues and work with each young person to create meaningful change.

As well as delivering services to directly help young people improve their lives, we work alongside young people to amplify their voices and help them influence decisions which affect them at local, regional and national levels, helping them advocate for change across the system.

We continue our sharp focus on improving children's lives and as we look forward, we hope for significant investment into youth services, recognizing the wide role we can play - providing early intervention for young people's mental health, supporting with housing and employment, reducing anti-social behaviour and knife crime – by providing tailored, young person-centred, free support for all young people up to 26 years.

None of this would be possible without the dedication of our staff and volunteers who ensure that No Limits can provide the high quality, dedicated services for which it is known. I extend my heartfelt thanks to them, as well as our supporters and funders who enable us to continue the impact outlined in this report.

Stephen

Our year in numbers

From April 2023 to March 2024, we positively impacted the lives of:

6,949

Children and young people, directly or through families/professionals

And reached a further

12,285

through outreach

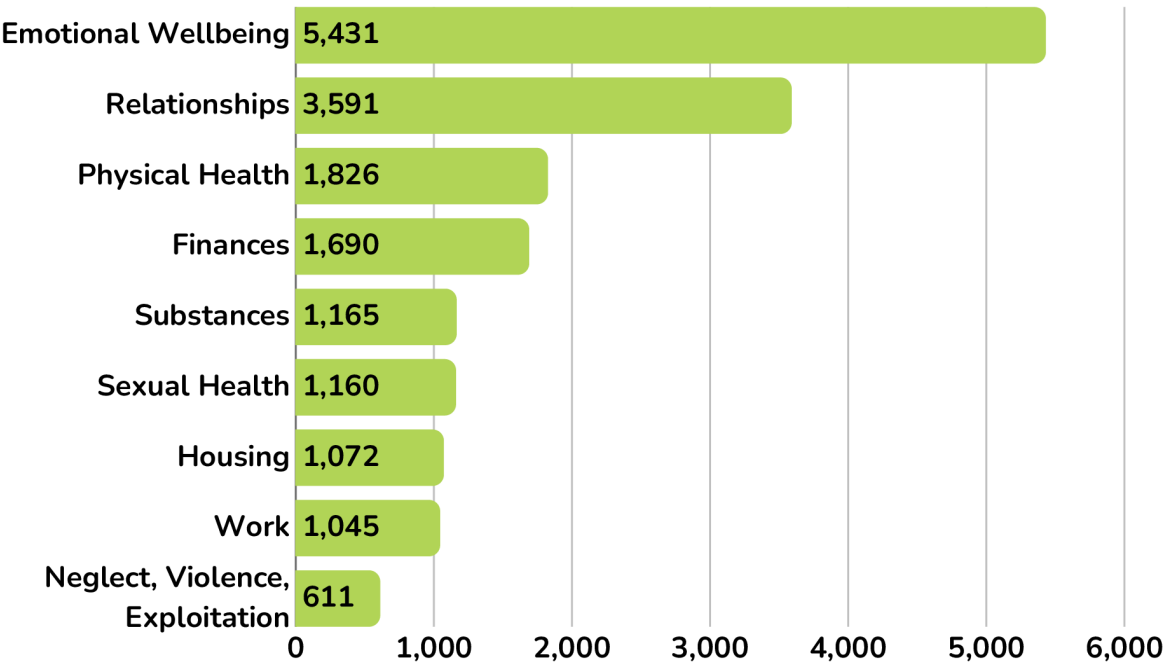
Our work continues to give us an in-depth insight into the lives of children and young people. With intense pressures on the wider system, our staff have grown in their ability to support those young people with complex issues, often in crisis. This is reflected in the 41% increase in safeguarding concerns, totalling 938 cases. Notably, 553 of these concerns were related to mental health, and 236 to personal safety, demonstrating our proactive approach in these critical areas. At the same time, we are continuing to provide our essential, prevention and early intervention services following the evidence-based, holistic, open access YIACS model.

We have also seen a significant rise in the number of families seeking our advice, with 2,749 reaching out for support – a 20% increase overall, and an 87% rise specifically related to mental health. Again, this surge reflects the trust families place in our expertise and the growing need they have to source support for their children.

Our collaboration with other professionals continues to strengthen, significantly enhancing our support for the wider system. We engaged in 2,832 interactions, demonstrating a 250% increase in support for children's and young people's emotional wellbeing and a 73% rise in addressing housing concerns. This growth illustrates our expanding role in the wider support system and our ability to work cohesively with partner organisations to enhance the wellbeing of children and young people.

What did we help them with?

The most frequent issues we support children and young people with were:



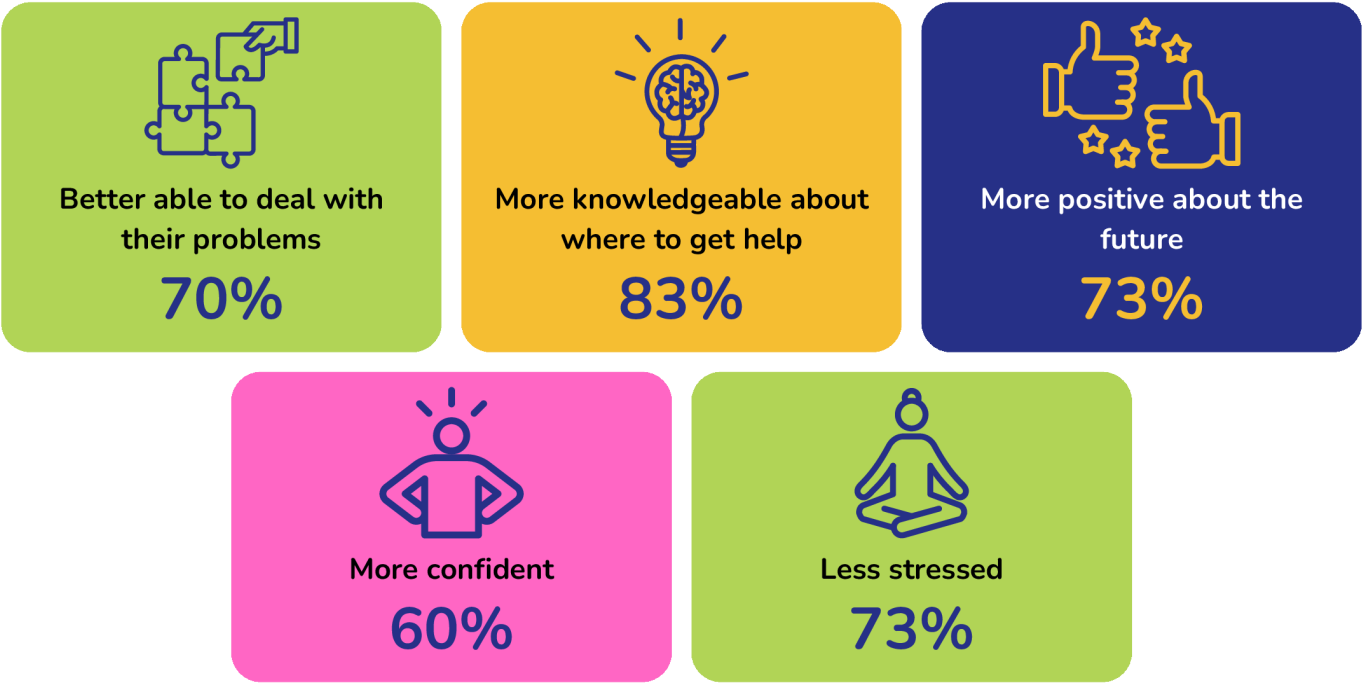
Our impact

We measure our impact through a variety of methods depending on the service. Our therapeutic services use nationally recognised, standardised outcomes measures including CORS and ORS. Our work in EDs uses Distance Travelled Tool. Our drop-in services use monitoring forms and wellbeing reviews which record emotional and practical impact and show outcomes achieved. Our case-held services use goal-based outcomes based on individual action plans.

Data collected from all our interactions with young people, both on their circumstances and vulnerabilities, is analysed and interrogated on an ongoing basis to track trends, outcomes and representation for specific groups and issues. This informs delivery strategy and enables us to direct our work to the areas of greatest need, identify under-represented groups and ensuring our services meet the needs of children and young people.

Each year we ask all our service users to complete a Have Your Say survey to provide feedback on our impact and recommendations for improvement.

In the last year, after engagement with No Limits, young people reported that they felt:



Our services

In 2023/24, we have delivered the following services:

- **Advice Centre:** a drop-in centre open for over 40 hours a week providing rights-based information, advice and support from a trained youth worker without appointment. Also available online, by phone, email and text across Hampshire.
- **Bright Beginnings:** support for young parents in Southampton.
- **Community Support:** for help with issues around tenancies or housing, income, benefits, bills, debts and budgeting, as well as education, training, work and life skills.
- **Counselling:** support from qualified counsellors and youth wellbeing practitioners for children and young people in Southampton, Portsmouth and Hampshire.
- **DASH:** drug and alcohol support hub in Southampton.
- **Emergency Department and 111 Service:** No Limits Youth Workers provide support and social prescribing to children and young people in Southampton, Portsmouth, Winchester, Basingstoke and Isle of Wight hospitals as well as through the 111 service – for those presenting as a result of mental health or violence.
- **Health and Wellbeing:** drop-ins and one-to-one support in secondary schools and colleges in Southampton.
- **Housing and Homelessness:** one to one support to help young people into secure housing.
- **Primary Mental Health:** early intervention to prevent mental health issue escalating.
- **Next Steps:** case-held work with young offenders and those at risk of offending behaviour in Southampton, Basingstoke, Portsmouth and Isle of Wight.
- **NLXtra:** help with debt and budgeting.
- **Sexual Health:** sexual health promotion and brief interventions through Southampton schools, plus Let's Talk RSE lessons. We host a clinic staffed by a specialist sexual health nurse offering advice as well as all forms of contraception.
- **Social Prescribing:** connecting children and young people to community groups and statutory services for practical and emotional support.
- **Safe Havens:** for children and young people in Southampton, Isle of Wight and NE Hants/Farnham who are experiencing difficulties with their mental health and who need access to out of hours emotional and practical support.
- **Safe House and Teen Safe House:** support groups for children and young people suffering from confidence or anxiety issues, or have lived experience of mental health.
- **Time 4U:** support group for children and young people with learning difficulties.
- **Young Carers:** one-to-one and group support for young carers.
- **Youth Ambassadors:** youth participation and social action.

Advice and drop-in services

1,704

through our Advice Centre

1,492

through our Advice &
Wellbeing Hub

7,736

engagements through
school drop-ins

With statutory services at capacity, the pressure on open-access community-based support continues and this is particularly the case with our advice services. The Advice Centre is dealing with exceptionally vulnerable young people and our staff are supporting many in high-risk situations. Particular increases continue to be seen in emotional wellbeing, housing and finances, as well as a rise in asylum seekers.

At our school drop-ins we have seen an increase in disclosures around unhealthy relationships and sexual assaults. We continue to support a high number of young people regarding self-harm and there has been an increase in those seeking information from reputable sources about neurodiversity. We provide both drop-in and one-to-one support for young people and frequently advocate for them to gain further pastoral support within the school setting.

Our youth workers are trained and experienced at providing advice on any issue, including emotional wellbeing, housing, finance, domestic abuse. Services are available with or without an appointment and our drop-ins are informal and non-clinical, trauma informed spaces.

14 year old Sam was referred by her school for 1:1 sessions at No Limits weekly Health and Wellbeing drop-in at her school because she was experiencing frequent panic attacks. She opened up to the youth worker that she was having issues with her mum, who struggled with Sam's sexuality. Sam also found it difficult to trust people due to bad experiences in the past. The youth worker helped Sam explore her anxiety triggers and focus on her support network. She gave her a No Limits' Wellness Journal as well as information and techniques on how to manage anxiety such as breathing exercises, feet grounding and wellness apps. They also talked about useful organisations such as Breakout Youth who Sam could contact for further support around their sexuality and talking to their mum. When Sam had her next session she reported feeling much better – she had found the Wellness Journal and coping techniques useful and felt better knowing she could talk to No Limits and Breakout Youth.

"I felt like I could say anything without feeling uncomfortable or judged."

Specialist advice

1,072

young people supported
with housing

1,690

young people helped with
finances

611

with neglect, violence or
exploitation

We have been part of the Advice in Southampton partnership since 2017, working with partners including Citizens Advice, Rose Road, the Environment Centre and Clear Project. Most specialist advice runs out of our Advice Centre and is also accessible through our virtual services.

We deliver specialist domestic abuse advice for young people on our drop-in, as part of Southampton's overall domestic abuse and sexual violence contract, working alongside STOP Domestic Abuse and Yellow Door.

We provide shower and laundry facilities at our Advice Centre, support with housing applications, liaison with families and landlords and guidance to young people on how to look after their property. Our housing specialist youth workers will help with budgeting for bills, find furniture and help young people understand their rights and responsibilities. 36 young people were given specialist, one to one, advice to maintain their tenancies.

We are authorised by the Financial Conduct Authority to give debt advice, accredited by the Advice Quality Standard, and we work closely with other agencies to ensure young people can access specialist debt support.

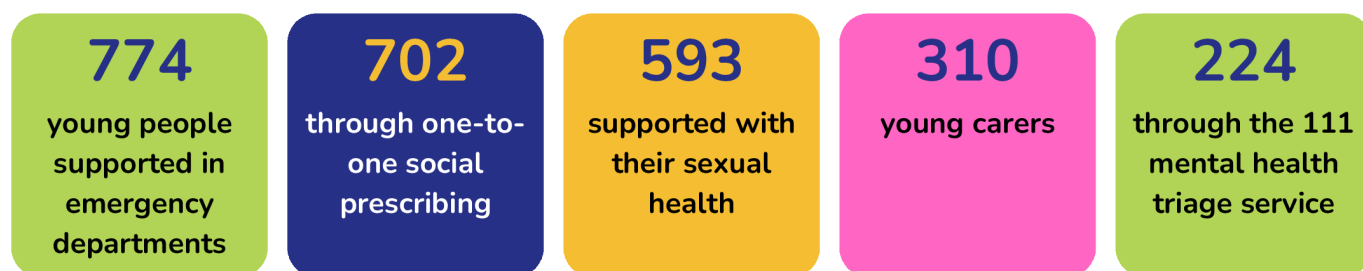
When Jamal first visited the Advice Centre he was street homeless – he had been evicted from an asylum seeker property, having received leave to remain status. The 22 year old had been walking the streets of Southampton at night due to threats and racial abuse, he had no income and he had language barriers. Not surprisingly, he was feeling lonely and isolated. He couldn't contact his family in Sudan because of the ongoing conflict.

Jamal used our shower, laundry and warm space. We provided him with food, a sleeping bag and sleeping mat. We contacted Homelessness Advice and the Street Homelessness Prevention Team to ensure they were aware of Jamal and where he was trying to sleep. Our team made a direct referral to YMCA for supported housing and helped Jamal apply to Southampton City Council's Homebid. We assisted him to apply for Universal Credit, the council's Household Support Fund and a Basic Bank food package. We advocated on behalf of Jamal to other agencies, challenging decisions and insisting on face-to-face appointments due to the language barrier. We referred him to our Safe House group for young people suffering with their anxiety and gave him the opportunity to come in daily to the drop-in to talk.

Within two weeks Jamal was housed at YMCA and accepted onto Southampton's Homebid register. His Universal Credit claim was accepted and he received vouchers from the HSF and Basic Bank. He continues to visit the Advice Centre for emotional support.

"I thank No Limits for the kindness I have been shown and for getting me off the street where I was so scared".

Health and Wellbeing



Our youth workers are in emergency departments to support children and young people who present due to a mental health issue or violence. With these vulnerable young people often in crisis, our youth workers support them at a reachable moment and help to make significant, positive changes to their lives. Young people are then offered longer term, one-to-one support via our social prescribing service, which also links them into our wider services for holistic support. This service has seen a 34% increase in young people being supported in emergency departments, 290% in social prescribing and 24% for 111.

16 year old Kelly was popular at school and seemed to be enjoying life. But underneath, things really didn't feel right. She felt lonely, unsure of herself, uncomfortable in her own skin. Negative thoughts clouded her head, but she kept them to herself. Life reached a crisis point and she was brought into Queen Alexandra Hospital after overdosing.

She was supported in hospital by our ED youth work team. Our youth worker stayed with Kelly while she was in the Emergency Department and continued to support her and her family for several months once she was discharged, providing brief interventions, coping strategies, advocating for the family and linking Kelly with other organisations for further support.

"I am so grateful to No Limits for being there when I needed someone to hear me out and not make me feel silly. The No Limits youth worker did that and she also helped me to see things differently. I wouldn't be here without her. My dad thinks this service is brilliant and valuable to the hospital and the children you see."

For the last six years we have provided one-to-one support for young carers and also run several weekly groups, enabling young carers to meet others with similar experiences, explore their feelings, get support and have fun. We are especially grateful to King Edward school for their years of support for our young carers, including running a yearly residential event for them.

We have continued to deliver information, advice and support throughout our sexual health services, including distribution of condoms, chlamydia and pregnancy testing. Our sexual health clinic runs every Thursday and our sexual health teams provide outreach support through schools across Hampshire.

Therapeutic Support

956

children and young people offered counselling directly through No Limits

230

helped through our three out-of-hours Safe Havens

109

attended our Safe House mental health support groups

20

young people received one-to-one support via our CAMHS worker

The therapeutic team offers group work and one-to-one counselling for young people struggling with their emotional wellbeing. We are the lead agency in the Hampshire Youth Access Community Counselling partnership, working with local counselling services. We run three Safe Havens around the county offering drop-in and one to one support for young people in emotional crisis. Our social prescriber located on the CAMHS SPA triage provides early intervention support.

Last year in all our therapeutic services we saw a significant rise in self-harm and suicide ideation in children under 10, and a rise in domestic abuse, with over 200 safeguarding incidents. We saw a significant increase in children and young people talking to us about their neurodiversity and autism.

13 year old Abbie was struggling to accept the gender they identify with and their sense of self. They found it hard to connect with others so making friends was difficult. Abbie came to Space 4U as they have self-harmed in the past and their mental health struggles were causing them to feel suicidal.

Our Space 4U worker created a safe space with Abbie, to explore where their gender dysphoria had an impact. Their relationship with their mum was difficult so the youth worker and Abbie discussed healthy ways of communication and boundaries. A safety plan was put in place to help with self-harm and suicidal feelings, out of hours numbers were also supplied. Abbie and our youth worker created a self-care box and Abbie filled it with hot chocolate, cookies and other special treats. Art supplies were also included as getting creative had been a huge support for them at moments of crisis. We also spoke about further methods to distract, calm and alleviate stress such as listening to music and using relaxation apps.

Abbie was signposted to Breakout Youth for specialised LGBTQ+ support. Space4U gave Abbie a space to explore their feelings and this has allowed them to process how they feel and work through pain they were carrying. As a result, Abbie is feeling more settled at school. The work at Space 4U has improved relationships with their mum and they have stopped self-harming and no longer feels suicidal.

Substances and inclusion

429

young people supported through our drug and alcohol service

59

given one-to-one support through Next Steps

48

helped through our Bright Beginnings service

41

supported in our Time 4U group for SEND young people

At our Drug and Alcohol Support Hub (DASH) we offer comprehensive, personalised substance use support through one-on-one sessions and interactive groups. We provide a variety of treatments, including harm reduction strategies, needle exchange and access to rehabilitation centres. We have specialised groups, including SHINE for empowering women, Emotional Resilience for improving wellbeing, and COSMO for supporting children affected by others' substance use. Our dedicated workers are addressing increasingly complex challenges faced by young people, demonstrating our commitment to providing the intensive support required to make a meaningful impact.

19 year old Yaz came to DASH for support with her alcohol use. She was feeling suicidal and had tried to take her life more than once. She was the victim of recent and historic sexual assault and was suffering from anxiety, flashbacks and problems sleeping.

Initially it was important to gently build trust with Yaz and to create a safe space for her to talk about what had happened to her, allowing her to recognise and express her feelings. It became evident that she was using alcohol to numb painful feelings arising as a result of trauma. Yaz agreed to be referred to counselling with No Limits, to run alongside her DASH sessions. By using the Self-Management and Recovery Training (SMART) framework and tools for changing behaviour, as well as resources from Rape Crisis, Yaz has been able to take control of her feelings and has consistently reduced her alcohol use and cravings. She reported feeling more in control and was able to complete her outstanding university assignments and stay at university more consistently.

Bright Beginnings provides intensive support for pregnant young parents through volunteer befrienders. Support can continue for both parents until the baby reaches two years, helping to establish a stable, loving environment for mum and/or dad and baby. This year we have also provided Gro-Brain training, a programme focusing on bonding and brain development, and the vital part parents and carers play in 'wiring up' the connections in their baby's brain in the first 1001 critical days of life.

Next Steps provides case-held support to help reduce offending behaviour. Each young person is supported by our Next Steps worker in a way which works for them, with goals agreed together.

Time 4U is a support group for young people aged 11-18 who have a learning difficulty, to explore feelings, discuss challenges they're facing and benefit from peer support as they transition to young adults.

Partnership working

Working with partners has always been important to No Limits, never more so than now, when the complexity of young people's issues is increasing. Last year we saw a 250% increase in the number of interactions we had with other professionals around mental health and 73% around housing. We benefit from strong links with statutory services and other voluntary sector organisations, working in partnership for the best interests of each young person. We host Breakout Youth, an LGBTQ+ support charity providing group and one-to-one support across Hampshire.

Joint working in this year has included:

- Leading the Community Counselling service across the county, working in partnership with eleven grassroots youth and counselling organisations. Last year the partnership offered counselling to 3367 children and young people.
- Working in partnership with Solent Mind to provide mental health peer support for young people.
- Working with Yellow Door, providing advice and information through our Hub to young victims of domestic violence.
- Working closely with CAMHS, as part of their Single Point of Access, providing support for young people through social prescribing.
- Running a mental health support group for participants of the Prince's Trust Fairbridge Programme.

We have long-established relationships with commissioners, including local authorities, police, the Violence Reduction Unit and the Integrated Care Board, as well as close working relationships with many other teams and organisations which work with young people, including Youth Offending, Early Help, Missing, Exploited, Trafficked (MET) team and Pathways. We are part of and share information with various forums including the Multi Agency Safeguarding Hub, MET Hub, Children and Adolescents Mental Health Service's SPA, helping provide holistic and joined up support to each vulnerable young person.

Wider involvement in the youth sector and influencing change

We provide a variety of training across the youth sector. Recent delivery includes safeguarding training to Board in the City and Soco Music, Level 2 in Youth Work to Southern Health and Level 3 in Youth Work to Motiv8, Youth Options and several church youth groups. Our ED youth workers provide teaching sessions to trainee doctors on ED placements and twice monthly sessions to all ED staff.

We are a founding member of Young Southampton, the Local Youth Partnership (LYP), working together with Southampton City Council and Young People's Foundation Trust to develop a partnership approach to youth work and sector provision in Southampton. Funded by the department for digital, culture, media and sport (DCMS), the LYP capacity building pilot project is supporting the development of local youth partnerships within the youth sector in England, with Southampton being one of 10 chosen areas.

We are well connected across Hampshire. Our CEO is Chair of the Leadership Committee of the Hampshire and Isle of Wight VCSE Health and Care Alliance, sitting on the Integrated Care Partnership and we are part of various forums both at strategic and operational levels across the county.

One of our priority ambitions in our 2024-2027 strategy is to be a louder voice for – and with – young people, sharing power and working together. We believe our direct delivery experience and relationships with underserved children and young people brings with it an increasing responsibility to empower them to challenge the status quo. We have recently created a new participation strategy, including action plans to increase children and young people's involvement in the running of our organisation, as well as support and develop youth-led social action initiatives on issues that matter to them.

We are a long-standing member of Youth Access, the national umbrella body for open access, holistic youth services, sitting on their national Partnership Funding and CEO Networks, contributing to the evidence-base for the effectiveness of Early Help Hubs and influencing debate around statutory provision of these services.

Our Head of Services is part of the steering group for the Children and Young People's Mental Health Coalition, raising awareness of rising levels of mental health need and advocating for change.

Our strategy

Our strategy outlines our vision, mission and values, and identifies priorities and strategic aims for the delivery of its operations. Our latest strategy was launched in April 2024 and sets out our objectives for the next three years. In future years we will report against these priorities:

No Limits is responsive

- Deepen our support for each young person by developing more support for their parents, carers, family and wider network.
- Secure funding to develop a specialist mental health offer specifically for young people aged 18 and above.
- Develop a specific focus on transitional moments for children and young people.
- Develop our services, including our Advice and Wellbeing Hub, to ensure a consistent service is available across the Hampshire, Isle of Wight, Portsmouth and Southampton area.

No Limits is impactful

- Deliver excellent services, every time, making sure we assess the quality of our work and respond to feedback.
- Be a louder voice for – and with – young people, sharing power and working together.
- Support young people into employment by enabling opportunities within No Limits e.g. peer support, apprenticeships or volunteering.
- Use our knowledge and expertise to influence local and national change. Embed trauma informed practice across our organisation.

No Limits is accessible

- Acknowledge and work to remove the barriers to access experienced by some groups of young people.
- Increase self-help resources available for children and young people and their families/network of support.
- Ensure all our communications are accessible and engaging for young people.
- Make the best use of our buildings and resources with sustainability in mind.
- Develop services that schools and others can buy from No Limits, to enable more young people to benefit from our support.

No Limits is strong

- Secure funding to make sure we're here for the long term.
- Create virtual and physical spaces for staff to connect with one another within localities.
- Increase volunteering within No Limits to expand capacity, provide opportunities, and embrace a wider workforce.
- Develop our database and data inputting so that the system works well for everyone and we can evidence our work.
- Be an excellent employer with a happy and supported workforce, with a culture that reflects our values.

Our people

Our staff are the foundation of No Limits, driven by a deep commitment to our values and a dedication to going the extra mile for young people. Our latest Employee Net Promoter Score (eNPS) of +42 is a clear indicator of the high levels of satisfaction and loyalty within our team. We are committed to the wellbeing of our staff and volunteers, providing access to an Employee Assistance Programme and dedicated clinical supervision, ensuring high standards of care and continuous professional development.

Training and development is central to our commitment to professional and personal growth, with nearly a third (29%) of this year's vacancies filled by our current staff and volunteers. This highlights our focus on nurturing and promoting talent from within. This year, we also placed a strong emphasis on enhancing racial diversity through targeted recruitment efforts, ensuring our staff and volunteer teams better reflect the communities we serve. We regularly review our recruitment practices to maintain this commitment to diversity and inclusion.

Volunteers

Volunteers provide so much to our organisation, and we are truly grateful for their dedication and commitment. Our volunteers are trained alongside our staff, enabling them to deliver the same high level of support across many of our services and enhancing their own employability, often helping them enter or advance in the local job market. Volunteer opportunities are diverse, ranging from 1:1 befrienders and counsellors to providing essential support to young people in hospital emergency departments and acting as welcomers at the Advice Centre. This year, we've expanded our volunteer opportunities, including introducing roles in specialised areas such as art therapy, further enriching the services we provide.

We also benefit from the contributions of volunteers from local companies, who have supported our Work Club on a weekly basis. In total, our volunteers have contributed over 11,000 hours to No Limits this year. Yet the true impact of their work goes beyond numbers, as they play an invaluable role in the lives of the young people they support.

Young people

We regularly ask for feedback from children and young people on their experiences with our services, including a bi-annual survey, established formal feedback channels and through informal conversations. In 2023-24 we secured funding for a youth worker to develop our youth participation. They worked with our Youth Ambassadors – a group of service users – who meet weekly. The group provides opportunities for participation in decision making about how our organisation is run and advocating on behalf of other young people including:

- Codesigning the organisational strategy
- Involvement with recruitment, including sitting on interview panels
- Helping to review and design staff/volunteer training, incorporating CYPs lived experience.
- Advising on policies
- Providing advice on young person-friendly promotional materials
- Creating youth-led research campaigns around key issues for young people locally, including housing, employment opportunities and loneliness.

In 2023-24 young people worked with us to create a Youth Communications Group, responsible for working alongside our communications team to ensure all our promotional materials and external messages young person-friendly.

Key roles

Trustees

Stephen Taylor Chair
Gavin Bergin Vice Chair
Nigel Dibben Treasurer
Carol Evans (resigned 30 November 2023)
Andrew Simpson
Charlotte Bemand (resigned 21 March 2023)
Jenny Boland
Mark Dichlian
Bwalya Mulenga
Rebecca Paradise (resigned 25 July 2023)
Chiara Wall
Marcella Dobson
Nigel Reichelt (appointed 16 February 2023)
Dilip Kumar Chakrabarti (appointed 19 September 2023)
Heather Wood (appointed 19 September 2023)

Senior Leadership Team

Natalie Webb – CEO
Alice Mooney – Head of Services
Tammy King – Head of Finance and Infrastructure
Anthony Douglas – Head of People and Culture

Registered Office

35 The Avenue
Southampton
SO17 1XN
(Copies of financial statements can be obtained from this address)

Auditors

Fiander Tovell Limited
Stag Gates House
63/64 The Avenue
Southampton
SO17 1XS

Bankers

Bank of Scotland
33 Old Broad Street
London
BX2 1LB

The company is limited by guarantee and has no share capital. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed by its Articles of Association. Under those Articles, all Trustees are elected at the AGM and retire by rotation every three years thereafter.

Diversity, equity and inclusion

No Limits has a strategic focus on Diversity, Equity and Inclusion (DEI) and inclusion is one of our core values. We have a DEI policy, which ensures we have clarity across No Limits about our commitment and approach. Our policy is accompanied by an Improvement Plan setting out our objectives and operational actions, with responsibilities and timelines.

We provide our workforce with quality DEI training to challenge bias and consider practice. Trustees have attended specific DEI training and have recently undertaken a diversity audit to support future targeted recruitment.

We have a broad diversity of age, race, gender and demographic backgrounds across our organisation up to and including our Trustee Board and work hard to recruit staff from diverse backgrounds.

We have a Racial Justice Action Group (RJAG): a self-organised, staff led group, who discuss issues relating specifically to racial injustice and present recommendations to SLT and the Trustee Board.

Our buildings

We were fortunate to receive significant funding from the Department for Culture, Media and Sport to increase our capacity to deliver services from our head office on The Avenue. The project will allow us to renovate our three counselling rooms and provide new trauma informed spaces. Recognising the sometimes challenging needs of our older cohort at the Advice Centre, this project will relieve the pressure at that venue and provide more appropriate safe spaces for our younger cohort. We will also continue to deliver services from schools, community venues, hospitals and partner buildings throughout Hampshire and the Isle of Wight.

Financial review - key highlights

During the year there has been a 5.4% increase in income. Income from Charitable Activities rose by 5.8%, grant income fell by 0.7%, donations fell by 1.5%, and investment income (whilst relatively low in monetary value) rose by almost 300%. No Limits continues to work towards achieving longer term funding to provide stability for the Charity.

Several contracts were due to end either during the year or in March 2024. Tenders were completed and submitted when issued or, where appropriate, discussions held to extend them. Some contracts had TUPE rights attached to them and where No Limits was not successful in retaining these contracts staff were transferred to the new provider.

Trustees aim for a year end position of breaking even or achieving a small surplus (3% target) to contribute to reserves, to protect the Charity in the event of future changes. We achieved a small surplus in 23/24. This accumulated surplus provides No Limits with some financial security for the future as we enter a time of financial uncertainty with demand for our services increasing.

Principal sources of income in the year were:

• NHS Hampshire, Southampton IOW ICB counselling	£974,383
• Southampton City Council - DASH	£752,040
• NHS Hampshire, Southampton & IOW CCG	£541,065
• Southampton Hospital Charity	£255,000
• Southampton City Council	£226,498
• Solent NHS Trust	£183,979
• Big Lottery Fund	£156,744
• Citizens Advice Bureau (Advice, Information & Guidance)	£145,385

Other sources of income are disclosed in Note 4 of the financial statements.

The Charity continues to make use of volunteers in the course of its charitable activities. Volunteers make a crucial contribution to the Charity including the provision of information and advice at the Charity's Advice Centre, and counselling services at the charity's Southampton properties. The contribution from volunteers has not been included in the accounts. This is considered to be in accordance with guidance in the SORP.

Governance costs rose slightly to 0.72% of total expenditure compared to 0.6% in the previous year.

Reserves

Total reserves are £2,923,015 which includes £20,200 of restricted reserves. £1,721,898 is held as an unrestricted General Reserve. £170,000 is designated as a business development reserve to cover costs of continuing existing services in the event of temporary funding loss, and seed funding for new initiatives. £130,000 is designated as a property maintenance and development fund to help maintain and develop the charity's properties on The Avenue, Southampton; these funds arise from the sale of the investment property at the year end. £85,000 is designated as a business transformation fund to cover costs of making changes to the structure of the charity such as database improvements and other back office changes. The remaining reserves of £795,918 represent the fixed assets of the Charity.

The Trustees have agreed that reserve requirements should be monitored with reference to:

- Minimum level to cover the cost of 'winding up' the organisation in the event of all funding coming to an end (this would include the cost of redundancies and meeting short term liabilities). Reserves should not be allowed to fall below this minimum level and should be kept in the form of cash and saleable properties. The value of saleable properties now covers the estimated winding up costs so this is not a separate designated fund.
- The amount of cash reserves held should be in line with best practice guidelines and be able to cover the continuation of core activities for 4-6 months. The actual monetary amount of reserves required rises as income rises.

The unrestricted general reserve amounts to 5.3 months of unrestricted expenditure. The Trustees are of a view that the Charity is a going concern.

Investments

The objectives of the No Limits investment policy are to invest surplus funds prudently in accordance with the responsibilities of the trustees. Priority will be given to ensure security and liquidity.

Surplus funds will be invested in four ways:

1. Cash investments. Sums will be maintained in a variety of deposit accounts with the aim of reducing risk and to maximise returns, while ensuring adequate liquidity for the operation of the charity;
2. Investments will be made in the financial market with a view to achieving longer term returns. This will be based on professional advice;
3. Property investments will only be made to enable the use of cost-effective working spaces for the charity's needs;
4. Programme related investments. The investment policy provides for investment into a programme related activity or activities where this will support and protect No Limits aims and objectives. This includes the possibility of "pump-priming" funds into a social enterprise where a long-term return can be demonstrated.

The investment strategy will be promoted by firstly agreeing the minimum cash sum for liquidity and then investing the remaining amounts across the other areas detailed above on the recommendation of the No Limits Investment panel. Any new programme related investments will be over the medium term with a view to improving services for children and young people through new enterprises.

Future Financial strategy

Future strategies will continue to focus on a balance of maintaining reserves at a level in line with best practice, whilst retaining the flexibility to manage potential variations in operational demands which are outside the control of the charity. The primary annual target is to deliver a breakeven budget, with a secondary target for a surplus of 3% of total income each year (approximately £120,000) where conditions allow for this. New funding sources will continue to be sought and secured which will contribute to the drop-in advice and support services for which No Limits has built up a substantial reputation and expertise but is not fully funded. The Trustee strategy for future funding is to continue to broaden the funding base of the Charity into new areas of income such as individual giving and the private business sector.

Governance and management

Governance structure

No Limits charitable objective is to help relieve and prevent suffering caused by mental or physical ill-health or by social or economic circumstances amongst young people; by establishing, maintaining, and developing an information, advice and counselling service for the individual and/or group.

No Limits' charitable purposes¹ include the following as described in The Charities Act 2011: The prevention or relief of poverty; the advancement of education; the advancement of health; the advancement of citizenship or community development; the advancement of human rights, conflict resolution or reconciliation or racial harmony or equality and diversity; the relief of those in need, by reason of youth, age, ill-health, disability, financial hardship or other disadvantage.

The Charity Trustees' responsibility is to ensure that they carry out their Charity's purposes for the public benefit and report on their Charity's public benefit in their Trustees' Annual Report. The Trustee board meets formally four times per year to review performance, ensure effective governance and provide strategic direction for the future. The Board has three formal sub-committees (Services, People & Culture and Finance & Infrastructure), each complete with terms of reference who explore issues in greater depth and report back to the Trustee board.

No Limits is committed to having a diverse and active Trustee board. The Trustee Recruitment, Selection and Induction process that No Limits follows is in line with the Charity Commission document RS1.

Our governance structures monitor, review and evaluate activity to ensure that No Limits fulfils its responsibilities as an employer and deliverer of services to children, young people and their families. Systems are in place to monitor and quality assure the implementation and compliance of safeguarding standards. No Limits monitors performance using recording systems and databases. Reports are provided on an individual project and funder basis and a wider organisational Impact Report is published annually.

No Limits meets a variety of quality standards demonstrating competence across a range of service delivery, including:

- AQS (Advice Quality Standard) with additional case holding for young people's advice, welfare benefits, debt, women's support and housing support.
- Youth Access Standards for information, advice, counselling and support services (which reference the British Association for Counselling and Psychotherapy's Ethical Framework).

¹ 'Charitable purposes' are those that fall within the descriptions of charitable purposes set out in The Charities Act 2011, and that are for the public benefit.

Risk management

Trustees are responsible for the effective management of risk and for making sure that internal controls are in place and operating as designed. The Trustee Board review and agree the risk strategy and organisational risk matrix. The Trustees have reviewed the major risks to which the Charity is exposed, and systems have been established to mitigate those risks. Risks are recorded on a Risk Register which the CEO monitors and updates on a regular basis.

Decision making and management of the charity

Day to day management of the charity is delegated to the charity's Chief Executive Officer and the Senior Leadership Team who meet regularly to ensure the charity is operationally achieving its charitable objectives. No Limits' Chief Executive Officer is Natalie Webb. Natalie has overall responsibility for management of the organisation, leadership, strategic partnerships and developing the organisation. The Senior Leadership Team includes the Head of Services, Head of Finance, and Head of People and Culture. Together with the CEO they provide leadership across all strategic activities.

Fundraising practices

Fundraising is carried out by in-house fundraisers employed by the charity; no third parties are involved. The Fundraising Manager and CEO oversee day to day fundraising activities including writing bids and tenders, working with corporate partners and engaging in promotion of the charity, community fundraising and events. The Finance and Infrastructure Subgroup of the No Limits Trustee Board oversees fundraising and meets quarterly. No Limits is registered with the Fundraising Regulator and committed to the Fundraising Promise and adherence to the Code of Fundraising Practice. The charity has received no complaints about fundraising in the past 12 months. All staff, including fundraisers, abide by our safeguarding policies and receive regular training in protecting vulnerable people.

Statement of the Trustee's Responsibilities

The Trustees (who are also Directors of No Limits (South) for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the 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 (2016 FRS102);
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the 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 auditor is 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 auditor is 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.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's memorandum and articles (governing document), the Charities Act 2011, Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (issued on 16 July 2014 and amended on 2 February 2016)."

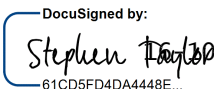
The Auditor, Fiander Tovell Limited, are deemed to be reappointed under section 487(2) of the Companies Act 2006. This report has been prepared in accordance with the provisions applicable to companies' subject to the small companies' regime in Part 15 of the Companies Act 2006. The Trustees confirm that this Report and Financial Statements complies with current statutory requirements, the Statement of Recommended Practice: applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of

Ireland (FRS 102) (as amended for accounting period commencing from 1 January 2016), and with the Charity's Memorandum and Articles of Association.

Approved by the Trustees and signed on their behalf by:

Stephen Taylor

Trustee

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Report of the Independent Auditors

Opinion

We have audited the financial statements of No Limits (South) (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 March 2024 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Consolidated Statement of Cashflows 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 Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's

ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

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

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the Trustees' Report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The directors' report included within the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the Trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities, the Trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such

internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations.
- We identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience.
- We focussed on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, taxation legislation, data protection, employment, environmental and health and safety legislation.
- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud.
- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

Audit response to risks identified

To address the risk of fraud through management bias and override controls, we:

- Performed analytical procedures to identify any unusual or unexpected relationships.
- Tested journal entries to identify unusual transactions.
- Tested a sample of BACS payments to identify payments being made to unexpected bank accounts.
- Performed transactional testing on payroll costs in respect of those employees with responsibility or authority in connection with the payroll function.
- Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias.
- Investigated the rationale behind the significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation.
- Enquiring of management as to actual and potential litigation and claims.
- Reading minutes of those charged with governance

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any. Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

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 work, for this report, or for the opinions we have formed.

Andrew Jay ACA FCCA (Senior Statutory Auditor)
for and on behalf of Fiander Tovell Limited

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Andrew Jay 10-2024

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Chartered Accountants Statutory Auditor
Stag Gates House 63/64
The Avenue
Southampton
Hampshire
SO17 1XS

No Limits (South)**Consolidated Statement of Financial Activities (Incorporating the Income and Expenditure Account) for the Year Ended 31 March 2024**

	Note	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Income from:					
Donations and legacies	4a	105,146	788,192	893,338	900,412
Charitable activities	4b	3,246,553	-	3,246,553	3,068,784
Commercial trading operations	4c	70,888	-	70,888	65,510
Investments	4d	55,491	-	55,491	13,944
Total Income		3,478,078	788,192	4,266,270	4,048,650
Expenditure on:					
Fundraising	6	116,779	-	116,779	107,882
Charitable activities	5	3,175,494	786,470	3,961,964	3,831,587
Commercial trading operations		51,412	-	51,412	63,528
Total Expenditure		3,343,685	786,470	4,130,155	4,002,997
Net (loss)/gains on investments		21,514	-	21,514	(5,466)
Net Income		155,907	1,722	157,629	40,187
Transfers					
Gross transfers between funds	13	(3,410)	3,410	-	-
Net Movement in Funds		152,497	5,132	157,629	40,187
Reconciliation of Funds:					
Total Funds brought forward at 1 April 2023		2,750,319	15,068	2,765,387	2,725,200
Total Funds carried forward at 31 March 2024	13	2,902,816	20,200	2,923,016	2,765,387

All income and expenditure derive from continuing activities.

The statement of financial activities includes all gains and losses recognised during the year and therefore no separate statement of the total recognised gains and losses is presented.

No Limits (South)

Consolidated Balance Sheet as at 31 March 2024

	Note	Group 2024 £	Charity 2024 £	Group 2023 £	Charity 2023 £
Fixed Assets					
Tangible fixed assets	9	814,098	814,098	817,571	817,571
Investments	9	1,134,863	1,134,864	281,215	281,216
Total Fixed Assets		1,948,961	1,948,962	1,098,786	1,098,787
Current Assets					
Debtors	10	304,391	305,254	462,156	443,132
Loan		-	24,000	-	44,000
Cash at bank and in hand		1,586,337	1,558,844	3,227,477	3,223,811
Total Current Assets		1,890,728	1,888,098	3,689,633	3,710,943
Creditors: Amounts falling due within one year	11	(916,673)	(893,104)	(2,023,032)	(2,000,538)
Net Current Assets		974,055	994,994	1,666,601	1,710,405
Total Assets less Current Liabilities		2,923,016	2,943,956	2,765,387	2,809,192
Total Net Assets		2,923,016	2,943,956	2,765,387	2,809,192
Funds of the Charity					
Unrestricted Funds	13,14	1,721,898	1,742,838	1,552,748	1,596,553
Designated Funds					
Functional fixed asset fund	13,14	795,918	795,918	817,571	817,571
Business transformation fund	13,14	85,000	85,000	80,000	80,000
Business development reserve	13,14	170,000	170,000	170,000	170,000
Property maintenance & improvement fund	13,14	130,000	130,000	130,000	130,000
Restricted Funds	13,14	20,200	20,200	15,068	15,098
Total Funds		2,923,016	2,943,956	2,765,387	2,809,192

The financial statements were prepared in accordance with the provisions applicable to companies' subject to the small companies' regime within part 15 of the Companies Act 2006. The financial statements have been approved and authorised for issue by the Board on *****.

Signed on behalf of the board of trustees:

Stephen Taylor
Trustee

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Stephen Taylor
26/10-2024
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The notes on pages 18 to 35 form part of these financial statements.

Company registration number: 4183173

No Limits (South)**Statement of Cash Flows and Consolidated Statement of Cash Flows for the Year Ended 31 March 2024**

	Note	Group 2024 £	Charity 2024 £	Group 2023 £	Charity 2023 £
Cash flow from operating activities	18	(846,317)	(870,144)	85,810	103,728
Net cash flow from operating activities		(846,317)	(870,143)	85,810	103,728
Cash flow from investing activities					
Payments to acquire tangible fixed assets		(18,180)	(18,180)	(28,964)	(28,964)
Payments to acquire investment		(832,134)	(832,134)	-	-
Income from sale of investment property		-	-	131,898	131,898
Interest receivable		55,491	55,491	2,117	2,117
Net cash flow from investing activities		(794,823)	(794,823)	105,051	105,051
Net (decrease)/increase in cash and cash equivalents		(1,641,140)	(1,664,967)	190,861	208,779
Cash and cash equivalents at 1 April 2023		3,227,477	3,223,811	3,036,616	3,015,032
Cash and cash equivalents at 31 March 2024		1,586,337	1,558,844	3,227,477	3,223,811
Cash and cash equivalents consist of:					
Cash at bank and in hand		1,586,337	1,558,844	3,227,477	3,223,811
Cash and cash equivalents at 31 March 2024		1,586,337	1,558,844	3,227,477	3,223,811

No Limits (South)

Notes (forming part of the financial statements) for the Year Ended 31 March 2024

1 Principal Accounting Policies

Basis of Preparation

No Limits (South) is a company limited by guarantee in the United Kingdom and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements.

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 on 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

At the time of approving the accounts, the Trustees have considered that there are no material uncertainties about the Charity's ability to continue. The Trustees have considered the impact of the current cost of living crisis on the Charity's operations but forecasts indicate that there is sufficient headroom that this does not create a material uncertainty. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the accounts.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity. The accounts are rounded to the nearest pound.

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.

No Limits Trading Ltd is a 100% owned subsidiary of No Limits.

Fund Accounting

General funds are unrestricted funds which are available for use at the discretion of Trustees in furtherance of the general objectives of the charity and have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or which have been raised by the charity for specific purposes. Expenditure which meets either of these criteria is identified to the fund.

Designated funds are determined by the Trustees from time to time as being held for specific purposes, for example to hold a reserve in respect of future eventualities such as re-organisation or staff redundancies which may be necessary in the light of predicted funding changes.

Service Provision

Income in respect of contractual services provided to other agencies is accounted for in the period in which the service is provided and is also included under the heading 'Income from Charitable Activities'.

Incoming Resources

All incoming resources are included in the Statement of Financial Activities (SOFA) on an accruals basis, except to the extent that grants receivable must be applied to future periods of expenditure or are contingent on future requirements being fulfilled, in which case recognition will be when that criteria has been met.

Income from grants receivable are classified as 'Voluntary Income' when they are general in nature in support of the charity's objectives, as opposed to 'Contract Income' where funding is closely linked to agreed project outputs. 'Contract Income' is classified under 'Income from Charitable Activities' along with income from discrete activities for which a fee is charged, e.g. specific work carried out in schools.

Income is deferred if the funder has expressly stated that grants are to be applied to future accounting periods, or if there is some expectation from the funder that amounts in connection with the grant should be repaid in future periods.

Grants receivable in respect of fixed assets are included in the SOFA in the period in which they are received in accordance with the SORP.

'In-Kind' contributions or services donated to the charity are normally valued at cost (as determined by the donor) or a reasonable estimate of actual cost if such information is unavailable.

No amount is included in the financial statements for the volunteer time, in line with SORP (FRS 102). Further information is provided in the Trustee's Report.

Investment income is recognised on an accruals basis.

Expenditure

All expenditure is included on an accruals basis and is recognised when there is a legal or constructive obligation to transfer resources. All costs have been directly attributed to one of the functional categories of resources in the SOFA. Expenditure subject to VAT which is not recoverable is shown inclusive of VAT.

Apportionment of costs across headings of the SOFA is carried out in relation to claims for grant funding. A method based on the allocation of staff time is used for revenue expenditure on direct project activities, premises, management, and administration. As far as possible, depreciation costs are apportioned either to project activities or premises costs using appropriate apportionment criteria.

Costs are allocated to the Governance category where they cannot be clearly allocated to project activities or are of a strategic nature, e.g. insurance and legal expenses.

Pension Scheme

No Limits operates a Group Personal Pension Scheme (defined contribution) provided by AEGON plc. The assets of this scheme are held separately from those of the Charity. Pension costs charged in the SOFA represent the contributions payable by the Charity in the year.

Fixed Assets and Depreciation

It is the policy of the Charity to capitalise assets costing over £5,000 and with an expected useful life in excess of three years. With the exception of freehold property, a full year's depreciation is charged in the year of acquisition.

Depreciation is provided on the following bases following an assessment of the estimated useful economic life and anticipated residual value:

Furniture and Equipment	Straight line basis over 4 years
Computer Equipment	Straight line basis over 3 years
Freehold Property	Straight line basis over 25 years with no depreciation charged in the year of acquisition
Leasehold Property Improvements	Over the remaining life of the lease

Investment Properties

Investment properties for which fair value can be measured reliably without undue cost or effort are measured at fair value at each reporting date with changes in fair value recognised in 'net gains/(losses) on investments' in the SOFA.

Impairment

At each reporting period end date, the Trustees review the carrying amounts of the Charity's tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. Indicators of impairment may include significant declines in an asset's market value, evidence of physical damage, significant reorganisation of the Charity or changes in the statutory or political environment in which the Charity operates. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Leases

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

Cash and cash equivalents

Cash at bank and in hand includes 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.

Financial Instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic Financial Assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Impairment of Financial Assets

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected.

If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in profit or loss.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in profit or loss.

Derecognition of Financial Assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the company transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

Classification of Financial Liabilities

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

Basic Financial Liabilities

Basic financial liabilities, including creditors, bank loans, loans from fellow group companies and preference shares that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Derecognition of Financial Liabilities

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

2 Judgements and Key Sources of Estimation Uncertainty

The trustees consider that there are no material areas of judgement or estimation uncertainty.

3 Financial Performance of the Charity

The summary financial performance of the charity alone is:

	2024 £	2023 £
Income	4,195,382	3,983,141
	<u>4,195,382</u>	<u>3,983,141</u>
Expenditure on charitable activities	(4,082,131)	(3,947,969)
Net Income	<u>113,251</u>	<u>35,172</u>
Other recognised gains/(losses)	21,514	(5,466)
Net movement in Funds for the year	<u>134,765</u>	<u>29,706</u>
Reconciliation of Funds:		
Total Funds brought forward at 1 April 2023	2,809,192	2,779,486
Total Funds carried forward at 31 March 2024	<u>2,943,957</u>	<u>2,809,192</u>
Represented by:		
Restricted income funds	20,200	15,068
Unrestricted income funds	<u>2,923,757</u>	<u>2,794,124</u>
	<u>2,943,957</u>	<u>2,809,192</u>

4 Incoming Resources

4a Donations and legacies

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Grants	53,750	738,903	792,653	798,146
Donations & Similar Incoming Resources	51,396	46,907	98,303	58,316
Donated Services & Facilities	-	2,382	2,382	43,950
	<u>105,146</u>	<u>788,192</u>	<u>893,338</u>	<u>900,412</u>

Income from government grants comprises of grants made by local authorities to fund social related services as described in the Trustees' report. See below for more information as to the amount and source of these grants.

(Note 4a continued)

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
<i>Grants</i>				
Big Lottery Fund – Reaching Communities	-	156,744	156,744	212,344
The Blagrove Trust	53,750	18,201	71,950	67,487
Southampton Hospital Charity	-	255,000	255,000	245,000
Peter Harrison	-	9,000	9,000	-
Southern Water	-	10,000	10,000	-
Southampton City Council	-	13,551	13,551	42,393
Police & Crime Commissioner	-	90,247	90,247	55,300
Go Southampton	-	28,160	28,160	-
Children in Need	-	32,441	32,441	32,181
Swire Foundation	-	16,800	16,800	25,000
The Big Lottery Fund – Prince's Trust	-	956	956	23,744
Paul Hamlyn Foundation	-	15,500	15,500	30,000
Pilgrim's Trust	-	10,715	10,715	-
Masonic Charitable Foundation	-	13,977	13,977	-
Rayne Foundation	-	5,000	5,000	-
Social Investment Business Foundation	-	21,807	21,807	-
Nationwide	-	6,800	6,800	25,000
Charles Hayward	-	24,017	24,017	23,833
HIWCF	-	9,987	9,987	9,784
Other	-	-	-	6,080
	53,750	738,903	792,653	798,146
For the year ended 31 March 2023	50,000	748,146		798,146
<i>Donations and Similar Incoming Resources</i>				
Miscellaneous	45,275	41,907	87,182	55,066
Ardonagh Trust	-	5,000	5,000	-
European Metal Group	-	-	-	3,250
East Horton Golf Club	6,121	-	6,121	-
	51,396	46,907	98,303	58,316
For the year ended 31 March 2023	45,221	13,095		58,316
<i>Donated Services and Facilities</i>				
Gifts in Kind	-	2,382	2,382	43,950

In addition, the Charity has received support from volunteers providing information, advice, counselling and specialist support across its delivery and support teams. This time and commitment is invaluable and the Trustees are not able to value this in monetary terms.

4b Charitable activities

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
NHS Hampshire, Southampton and IOW ICB Counselling	974,383	-	974,383	612,926
Southampton City Council - DASH	752,040	-	752,040	551,093
Solent NHS Trust	183,979	-	183,979	268,371
NHS Hampshire, Southampton & IOW ICB	541,065	-	541,065	438,000
Hampshire County Council - Frankie	129,743	-	129,743	248,945
Citizens Advice Bureau (Advice, Information & Guidance)	145,385	-	145,385	137,156
NHS Southampton ICB	-	-	-	42,600
Southampton City Council (Comprehensive Counselling)	-	-	-	104,151
Breakout Youth	28,912	-	28,912	26,268
MENCAP	-	-	-	97,251
Portsmouth City Council	19,500	-	19,500	135,643
Southampton City Council (Health & Wellbeing Drop Ins)	66,573	-	66,573	66,576
NHS Frimley ICB/North Hants – Safe Haven	75,862	-	75,862	71,190
YMCA (Housing Related Support)	-	-	-	14,381
Solent Mind	36,465	-	36,465	36,465
STOP Domestic Abuse	20,000	-	20,000	15,393
Change Grow Live	38,425	-	38,425	48,518
Hampshire County Council – Other	62,393	-	62,393	62,453
Yellow Door	-	-	-	5,000
Southampton City Council (Other)	159,925	-	159,925	68,140
Income from providing student placements	4,288	-	4,288	5,484
Other	7,614	-	7,614	12,780
	3,246,553	-	3,246,553	3,068,784
For the year ended 31 March 2023	3,068,784	-		3,068,784

4c Income earned from other activities

The summary financial performance of the subsidiary alone is:

	2024 £	2023 £
Turnover	74,275	74,010
Cost of sales and administrative costs	(51,412)	(63,528)
Net profit/(loss)	22,863	10,482
The assets and liabilities of the subsidiary were:		
Current assets	34,473	35,802
Current liabilities	(31,413)	(35,605)
Long term liabilities	(24,000)	(44,000)
Total net assets	(20,940)	(43,803)
Aggregate share capital and reserves	(20,940)	(43,803)

4d Investment Income

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Rent receivable	-	-	-	11,827
Bank interest receivable	55,491	-	55,491	2,117
	55,491	-	55,491	13,944
For the year ended 31 March 2023	13,944	-		13,944

5 Analysis of expenditure on charitable activities

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
<i>Charitable Activities*</i>				
Activities undertaken directly	2,692,868	710,198	3,403,066	3,265,651
Support costs	482,626	76,272	558,898	565,936
	3,175,494	786,470	3,961,964	3,831,587
For the year ended 31 March 2023	2,991,889	839,698		3,831,587

*The Trustees consider that there is one charitable activity, within which there are a number of projects, as discussed in the Trustees' report.

6 Allocation of Support Costs

	Fundraising	Charitable Activities	Total	Total
	2024	2024	2024	2023
	£	£	£	£
<i>Support costs</i>				
Governance	-	29,470	29,470	28,943
Finance	-	67,350	67,350	68,021
Information technology	-	308,103	308,103	279,253
Human resources	-	83,135	83,135	77,746
Depreciation	-	21,654	21,654	52,400
Office costs	-	49,186	49,186	59,573
Fundraising	116,779	-	116,779	107,882
Other	-	-	-	-
	116,779	558,898	675,677	673,818

7 Governance Costs

	2024	2023
	£	£
<i>Governance costs</i>		
Auditor's remuneration	12,000	11,000
Legal and professional fees	5,632	6,590
Insurance	11,238	10,095
Trustee costs	600	1,258
	29,470	28,943

8 Operating Charges

	2024	2023
	£	£
Net income for the year is stated after charging:		
Auditor's remuneration:		
- Audit fees	12,000	11,000
Depreciation of tangible fixed assets	21,654	52,400
Impairment of tangible fixed assets	-	-
Operating lease rentals – land & buildings	33,000	33,000
Operating lease rentals - other	12,096	14,906

9 Fixed Assets

Tangible Fixed Assets – Charity (also comprising that of the group)

	Assets under Construction £	Freehold Property £	Leasehold Improvements £	Furniture & Equipment £	Computer Equipment £	Total £
Cost or Valuation						
At 1 April 2023	-	1,009,266	67,557	28,208	53,115	1,158,146
Additions	18,180	-	-	-	-	18,180
Disposals	-	-	-	-	(7,398)	(7,398)
At 31 March 2024	18,180	1,009,266	67,557	28,208	45,717	1,168,928

Depreciation and diminution in value

At 1 April 2023	-	214,813	54,304	28,208	43,250	340,575
Charge for the year	-	9,624	7,097	-	4,933	21,654
Disposals	-	-	-	-	(7,399)	(7,399)
At 31 March 2023	-	224,437	61,401	28,208	40,784	354,830

Net Book Value

At 31 March 2024	18,180	784,829	6,156	-	4,933	814,098
At 31 March 2023	-	794,453	13,253	-	9,865	817,571

Impairment tests have been carried out where appropriate and impairment losses in respect of freehold property totalling £nil (2023 : £nil) have been recognised in the SOFA

9 Investments

	Group 2024 £	Charity 2024 £	Group 2023 £	Charity 2023 £
Investment in Subsidiary Undertaking	-	1	-	1
Rathbones Portfolios – capital growth	302,729	302,729	281,215	281,215
Liquidity Portfolio - income	400,000	400,000	-	-
Cash deposits – 6 months +	432,134	432,134	-	-
	1,134,863	1,134,864	281,215	281,216
			2024 £	2023 £
Market value at 1 April 2023			281,216	412,695
Sales			-	(120,000)
Purchases in year			832,134	-
Unrealised gain / (loss)			21,514	(11,479)
At 31 March 2024			1,138,864	281,216

The historical cost of investments on 31 March 2023 was £1,117,898 (2022 : £300,000)

The Charity holds 1 share of £1 in its wholly owned trading subsidiary company, No Limits Trading Ltd which is incorporated in the United Kingdom. These are the only shares allotted, called up and fully paid. The activities and results of this company are summarised in note 4c.

10 Debtors

	Group 2024 £	Charity 2024 £	Group 2023 £	Charity 2023 £
Pre-payments and accrued income	36,522	36,522	87,180	87,180
Other debtors	267,869	268,732	374,976	355,952
Loan to subsidiary	-	24,000	-	44,000
	304,391	305,254	462,156	487,132

11 Creditors: Amounts falling due within one year

	Group 2024 £	Charity 2024 £	Group 2023 £	Charity 2023 £
Payroll liabilities	75,490	75,490	815,942	815,942
Deferred income (see note 12)	516,371	501,610	861,638	842,876
Accruals	130,266	125,656	225,896	223,431
Other creditors	194,546	190,348	119,556	118,289
	916,673	893,104	2,023,032	2,000,538

Payroll liabilities for 2023 included amounts owed to Southampton City Council in respect of staff salaries from March 2022.

12 Deferred Incoming Resources

	Group 2024 £	Charity 2024 £	Group 2023 £	Charity 2023 £
Balance at 1 April 2023	861,638	842,876	1,065,125	1,050,587
Incoming resources deferred during the year	516,371	501,610	861,638	842,876
Amounts released from previous years	(861,638)	(842,876)	(1,065,125)	(1,050,587)
Balance at 31 March 2024	516,371	501,610	861,638	842,876

Incoming resources deferred during the year relate to grants and income from charitable activities and contract income from commercial contracts which apply to a future period.

13 Funds

		Balance at 1 April 2023	Income/ Gains	Expenditure/ Losses	Transfers	Balance at 31 March 2024
Restricted Funds						
i	Big Lottery Fund – Reaching Communities	-	60,417	60,470	53	-
ii	Big Lottery Fund – Prince's Trust	6,839	956	9,709	1,914	-
iii	Big Lottery Fund – Reaching Communities - Homelessness	235	39,047	39,282	-	-
iv	Big Lottery Fund – Reaching Communities – Early Interventions	152	57,281	58,387	954	-
v	Blagrove Trust – Youth Ambassadors	-	18,201	18,201	-	-
vi	Children in Need – Stay Safe	-	32,441	32,462	21	-
vii	HIWCH #Iwill	-	9,987	10,036	49	-
viii	OPCC VRF	-	28,246	28,246	-	-
ix	Southampton Hospital Charity	-	255,000	255,000	-	-
x	Advice Centre	3,898	118,615	123,190	677	-
xi	Next Steps – Young Offenders	2,240	23,600	25,701	(139)	-
xii	Go Southampton	-	28,160	26,140	-	2,020
xiii	Paul Hamlyn Foundation – Youth Fund	1,594	15,500	17,092	(2)	-
xiv	Bright Beginnings	-	52,977	52,977	-	-
xv	Social Investment Business Foundation – YIF	-	21,807	3,627	-	18,180
xvi	Various restricted donations	110	25,957	25,950	(117)	-
		15,068	788,192	786,470	3,410	20,200
Unrestricted Funds						
	Designated functional fixed assets	817,571	-	21,653	-	795,918
	Business transformation fund	80,000	-	40,000	45,000	85,000
	Business development reserve	170,000	-	-	-	170,000
	Property maintenance & improvement fund	130,000	-	-	-	130,000
	General purposes fund	1,552,748	3,478,078	3,260,518	(48,410)	1,721,898
		2,750,319	3,478,078	3,322,171	(3,410)	2,902,816

**13 Funds
contd**

	Balance at 1 April 2022	Income/ Gains	Expenditure/ Losses	Transfers	Balance at 31 March 2023
Restricted Funds					
Big Lottery Fund – Reaching Communities	413	-	413	-	-
Big Lottery Fund – Prince's Trust	6,839	23,744	23,744	-	6,839
Big Lottery Fund – Reaching Communities - Homelessness	6,746	86,607	93,118	-	235
Big Lottery Fund – Reaching Communities – Early Interventions	152	125,737	125,737	-	152
Blagrove Trust – Youth Ambassadors	-	17,487	17,754	267	-
Children in Need – Stay Safe	7,555	32,181	39,736	-	-
Co-op Foundation #Iwill	7,845	-	7,845	-	-
Lester Aldridge	750	-	750	-	-
Southampton Hospital Charity	-	245,000	245,017	17	-
Advice Centre	-	78,333	74,435	-	3,898
Next Steps – Young Offenders	68	57,800	55,628	-	2,240
Go Southampton	-	6,080	6,080	-	-
Paul Hamlyn Foundation – Youth Fund	8,734	30,000	37,140	-	1,594
Southampton City Council – Young Adults Employment Hub	-	22,393	22,393	-	-
Southampton City Council – Violence Reduction Unit	-	20,000	20,279	279	-
Dept of Health & Social Care – Health & Wellbeing Fund	2,972	-	2,972	-	-
HIWCF – all together	-	12,275	12,334	59	-
HIWCF – Employment Support	-	(2,491)	4,388	6,879	-
Various restricted donations	-	50,045	49,935	-	110
	42,074	805,191	839,698	7,501	15,068
Unrestricted Funds					
Designated functional fixed assets	915,059	-	52,400	(48,088)	817,571
Business transformation fund	100,000	-	86,000	66,000	80,000
Business development reserve	250,000	-	80,000	-	170,000
Property maintenance & improvement fund	-	-	-	130,000	130,000
Revaluation reserve	45,948	-	-	(45,948)	-
General purposes fund	1,372,119	3,243,459	2,950,365	(112,465)	1,552,748
	2,683,126	3,243,459	3,168,765	(7,501)	2,750,319

(Note 13 continued)

- i Lottery funding for 5 years to provide information, advice and support on a wide range of issues to children and young people based in Southampton and surrounding areas.
- ii Funding received from the Big Lottery Fund for the Prince's Trust, No Limits and Solent Mind to work in partnership to engage and support young people in Southampton (aged 16-25) who are experiencing or at risk of experiencing mental health issues. The project is designed to help young people build trusting, supportive relationships and develop positive coping mechanisms to manage their mental health and gain confidence in their capabilities.
- iii The Big Lottery Reaching Communities Preventing Homelessness aims to help young people who are homeless or facing homelessness explore their options; understand and remove barriers causing homelessness; gain necessary life skills to secure and maintain a tenancy and move into independent accommodation or return home.
- iv Big Lottery Reaching Communities Early Intervention aims to support children and young people who engage with the drop-in on both a short and long term basis with a variety of issues
- v Funding received from The Blagrove Trust to support youth participation and Youth Ambassadors
- vi The Children in Need funding is a 3-year project to provide support to young people with multiple vulnerabilities. This is a continuation of a previous project.
- vii Funding to support Young Carer champions
- viii Funding from the OPC with the aim to reduce serious violence and knife crime in Basingstoke, Southampton, Isle of Wight and Portsmouth.
- ix Called the Beacon programme this has helped support children and young people with advice, information, and brief interventions at our Advice Centre, and in schools and colleges. It has also funded a proactive service that provides mental health support and social prescribing to those aged 18 to 26 in Southampton.
- x A variety of funding received to specifically support the provision of advice to children and young people facing a variety of issues at our Advice Centre.
- xi One to one support for young offenders by key workers before and after their release.
- xii Funding to provide detached youth workers in Southampton centre.
- xiii A 3-year grant to add capacity to the Advice Centre.
- xiv Funding from a variety of sources to support highly vulnerable young parents aged up to 26 to provide the healthy, stable environment needed for their baby to thrive. This project also delivers the GroBrain Baby course to young parents
- xv Capital funding to develop buildings at The Avenue to expand local youth facilities and services. Revenue funding to support delivery to improve access, participation and short-term wellbeing of young people
- xvi Smaller donations, including gifts in kind, given for a specific purpose.

At the end of the project, where income from restricted funds has not met the full cost of particular activities, transfers have been made from unrestricted funds.

14 Analysis of Funds

	Net Current Assets	Tangible Fixed Assets	Total Net Assets
	2024 £	2024 £	2024 £
Restricted Funds	2,020	18,180	20,200
Designated Funds			
Designated functional fixed asset fund	-	795,918	795,918
Property maintenance and development fund	130,000	-	130,000
Business Development reserve	170,000	-	170,000
Business transformation fund	85,000	-	85,000
Unrestricted Funds			
General purposes fund	587,035	1,134,863	1,721,898
	974,055	1,948,961	2,902,816

	Net Current Assets	Tangible Fixed Assets	Total Net Assets
	2023 £	2023 £	2023 £
Restricted Funds	15,068	-	15,068
Designated Funds			
Designated functional fixed asset fund	-	817,571	817,571
Property maintenance and development fund	130,000	-	130,000
Business Development reserve	170,000	-	170,000
Business transformation fund	80,000	-	80,000
Unrestricted Funds			
General purposes fund	1,271,534	281,215	1,552,749
	1,666,602	1,098,786	2,765,388

15 Staff Costs and Employee Benefits

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

	2024 Number	2023 Number
Raising funds	4	4
Charitable activities	114	112
Governance	4	4
	122	120

(Note 15 continued)

The total staff costs and employee benefits was as follows:

	2024 £	2023 £
Wages and salaries	2,733,290	2,624,960
Employer's National Insurance contributions	229,828	246,954
Employer's pension contributions (defined contribution scheme)	101,303	102,053
	3,064,421	2,973,967

Total redundancy payments amount to £Nil (2022: £Nil).

There was 1 employee who fell within £70,000 to £80,000 (2022: 1).

There were outstanding contributions to the pension scheme at the balance sheet date of £21,075 (2023: £22,515)

16 Trustees' and Key Management Personnel Remuneration and Expenses

The Trustees neither received nor waived any remuneration (2023: None) during the year.

The Trustees did not have any expenses reimbursed during the year (2023: None).

No trustee has any pension arrangements accruing (2023: None).

Key management personnel comprise the Chief Executive, Head of Services, Head of Finance and Resources and Head of People. Total key management personnel remuneration for the year was £211,443 (2023: £233,504).

Professional indemnity insurance in respect of Trustees and staff was held during the year at a cost of £1,291. This includes Trustee Indemnity insurance premiums of £574.

17 Lease Commitments

Operating leases payments represent rentals payable by the company for a property from which it operates and for photocopier and printers which it uses. The property lease has been negotiated for a term of ten years and the equipment lease for five years. Amounts recognised in the Statement of Financial Activities as an expense during the period in respect of operating lease arrangements are £45,096 (2022: £47,906).

The charity had the following future minimum lease payments under non-cancellable operating leases as follows:

	2024 Land & Buildings £	2024 Other £	2023 Land & Buildings £	2023 Other £
Payments due:				
Not later than one year	33,000	12,096	33,000	12,096
Later than one and not later than five years	-	33,264	33,000	45,360
Later than five years	-	-	-	-
	33,000	45,360	66,000	57,456

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

	2024 £	2023 £
Net income for year	157,629	40,187
Interest receivable	(55,491)	(2,117)
Depreciation and impairment of tangible fixed assets	21,654	52,400
(Profit)/Loss on the disposal of tangible fixed assets	(1)	-
Gain on sale of investment property	-	(11,898)
Investment fund charges	-	-
(Gain)/Loss on revaluation	(21,514)	11,479
Decrease in debtors	157,765	113,288
(Decrease) in creditors	(1,106,359)	(117,529)
Net cash flow from operating activities	(846,317)	85,810

19 Related Party Transactions

There were no related party transactions during the year.

20 Subsidiary Undertaking

The charitable company owns the whole of the issued ordinary share capital of No Limits Trading Limited, a company incorporated and registered in England (company number 11167244). The subsidiary is used for non-primary purpose trading activities including counselling, training and education. The total taxable profits will be gifted to the charitable company. No Limits Trading's results are consolidated in these accounts.

NO LiMiTS

**Helping Young People
Help Themselves**