



Annual Report and Accounts
For Year Ended 31st August 2025



XLP, All Hallows-on-the-Wall, 83, London Wall, EC2M 5ND

XLP is a company limited by guarantee, registered in England,
number 4959458 and a registered charity number 1101095

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DETAILS OF THE CHARITY, TRUSTEES AND ADVISORS

Status

XLP is a charitable company limited by guarantee, registered in England, and incorporated in 2003. The company was registered as a charity in 2003.

XLP is also historically known as “The X L Project”.

Registered Charity Number	1101095
Registered Company Number	4959458
Registered Office	All Hallows-on-the-Wall 83 London Wall London EC2M 5ND
Trustees	Mr E F C Donaldson OBE Mr N C Benton Miss E Yentumi Mrs S Douglas Mr K Brese (until 15/05/2025) Miss H Williams Mr N Turner (appointed 20/01/2026)
Chair	Mr E F C Donaldson OBE
Treasurer	Mr N C Benton
Secretary	Mr P J Wood
Chief Executive	Mr L O Watson
Bankers	HSBC Bank PLC 28 Borough High Street Southwark London SE1 1YB
Auditor	Edmund Carr LLP 146 New London Road Chelmsford Essex CM2 0AW

WELCOME FROM THE CHIEF EXECUTIVE OFFICER

In 1996, in response to a stabbing in a school playground in South-East London, XLP was born. Thirty years on, and XLP has grown to a nine-borough charity working with thousands of young people each year. Young people who continue to be affected by knife crime and serious youth violence, and who are growing up in unbelievably difficult circumstances. We are very proud of the work we have done over those 30 years and want to celebrate that work and the young people whose lives have been transformed in 2026, and indeed in this set of accounts before you.

2026 also sees the launch of the Government’s Youth Matters, the first National Youth Strategy in over twenty years. It lays out the steep challenges facing young people who have grown up through austerity, political turbulence and a global pandemic, and who are navigating a world that is increasingly moving online. It was co-produced by over 14,000 young people, sharing stories of what life is like for them, and it sets out two very clear ambitions:

In 10 years, we want to have:

- halved the gap in who gets to do enriching activities between disadvantaged young people and their peers
- half a million more young people with access to an adult who can listen to and support them outside of their home

Youth Matters, DCMS, December 2025

This new focus on young people is really encouraging, particularly given the cuts to youth services over the past 15 years. The strategy explicitly recognises the role of youth workers in meeting these objectives, and as we know well at XLP, good youth work leads to improved engagement at school, reduced crime and anti-social behaviour, greater safety and improved social skills.

As you read these accounts, you will see evidence of the impact XLP has had over the past year. Young people whose lives have been transformed by youth workers and volunteers investing their time and energy, week in, week out, and journeying with young people as they navigate modern life.

You will also see the considerable effect of the rise in Employer National Insurance Contributions, introduced a year ago. In a recent Charity Finance Group survey, 77% of charities reported being in a worse financial position than a year ago, and we too have had difficult decisions to make during the year. Moreover, the young people and their families, many of whom rely on services provided by charities, are disproportionately affected by a difficult financial landscape and the rising cost of living.

As I reflect on the year, I am struck again by the incredible work that the team does each week with young Londoners and their families. I hope in these accounts you will not only find numbers, but also see the impact those numbers have had. At XLP, we work hard to deliver cost-effective, but more importantly, genuinely impactful youth work. Youth work that leads to long-term, sustained and tangible differences in young people’s lives.

And I am hugely grateful to all those who support us. We simply couldn’t do what we do without the support, encouragement and generosity of individuals, churches, trusts, foundations, companies and local government, and I am indebted as ever to all the staff and volunteers at XLP who enable us to keep delivering life-changing youth work across London.

Luke Watson, Chief Executive Officer

OBJECTIVES AND ACTIVITIES

XLP was founded in 1996. Its charitable objects are set out in its governing document and these underpin its operational objectives. The trustees have paid due regard to the Charity Commission's guidance on public benefit when determining the activities of the charity.

At XLP, we believe that every young person should start adult life with the same opportunities, and we exist to help young people break negative cycles caused by inequality, and in doing so, bring about community transformation. Through consistent, intentional and dedicated youth work, we show young people that we care, and that they are known and seen. We build long-term, positive relationships between trusted adults and young people, and provide support, positive activities, fun, opportunities and safe spaces, ensuring projects are shaped by young people and embedded within local communities.

XLP engages in long-term relationships to empower young people from the most disadvantaged backgrounds to complete their education and avoid anti-social behaviour, gangs and criminality, and ultimately to become positive contributors to their communities. We work to create positive futures for young people living in our inner cities and to make a serious and sustainable impact upon poverty and educational failure.

The charity seeks to serve children and young people (approx. 10-20 years of age), primarily from inner-London estate communities, who are experiencing a range of life challenges and/or behavioural and educational difficulties. It does this through a mixture of prevention, intervention and diversionary projects that are focussed on delivering the following outcomes:

- Children and young people with a raised sense of self-worth, self-esteem and increased educational achievement that helps them confidently and positively contribute to society;
- Children and young people with fresh goals and the desire to work hard to achieve them, with the ability to make wise lifestyle choices; and,
- Children and young people with positive attitudes and behaviour towards their communities: their families, peers, local residents, teachers and the police.

XLP works principally in the London boroughs of Camden, Islington, Newham, Tower Hamlets, Hackney, Lewisham, Greenwich, Southwark, Lambeth and the City of London.

Over the past 12 months, we have worked with over 3,000 young people and their families on a one-to-one and small group basis, concentrating on building long-term, positive, trusted relationships.

It is these relationships that produce trust with young people, which in turn allows a belief that positive change is possible in what are very often difficult life circumstances. This progression of **Trust → Believe → Change** is foundational to what we do.

It takes time to foster trust. It takes a skilled youth worker to know when to encourage and when to challenge. It takes time for a young person to change their mind-set and begin to believe in themselves. It needs that trust and belief to be in place for sustained change to happen.

We believe in building these relationships with young people, and creating multiple contexts and opportunities to deepen our engagement with them. Our theory of change is centred on such relationships. Regular and consistent engagement is not only shown to be the most effective strategy in long-term change, but also necessary for young people with multiple levels of disadvantage.

Our work through the year has continued to comprise a wide range of programmes including:

- A Communities Programme carrying out ‘detached’ youth work on estates, including community bus drop-in sessions, sports and life-skills training, two mobile recording studios working with so-called ‘hard-to-reach’ young people, and an arts project that trains in life skills and artistic performance
 - The Communities Programme is comprised of:
 - Bus Project
 - Arts Project
 - Sports Project
- A Schools Programme providing educational support, mentoring, specialist lessons and clubs
 - The Schools Programme is comprised of:
 - Exclusion Reduction Project (ERP)
 - Literacy and Numeracy Project (LAN)
- A Mentoring Programme for those on the verge of exclusion or involvement in gangs
- An Employability Programme that supports young people into apprenticeships and further education by improving their work-readiness
 - The Employability Programme is comprised of:
 - Ready to Work Project
 - Young Leaders Project
 - Apprenticeship Project
- Within all the Programmes above we provide new experiences and opportunities for young people, that they otherwise wouldn’t be able to access, through trips, summer camps, residential breaks and other outings

XLP aims to provide multiple contact points with children and young people, working with them in their schools, their communities and with their families. In this way, robust long-term relationships can be established between XLP youth workers and the children and young people they work with.

ACHIEVEMENTS AND PERFORMANCE

Overview

Outputs

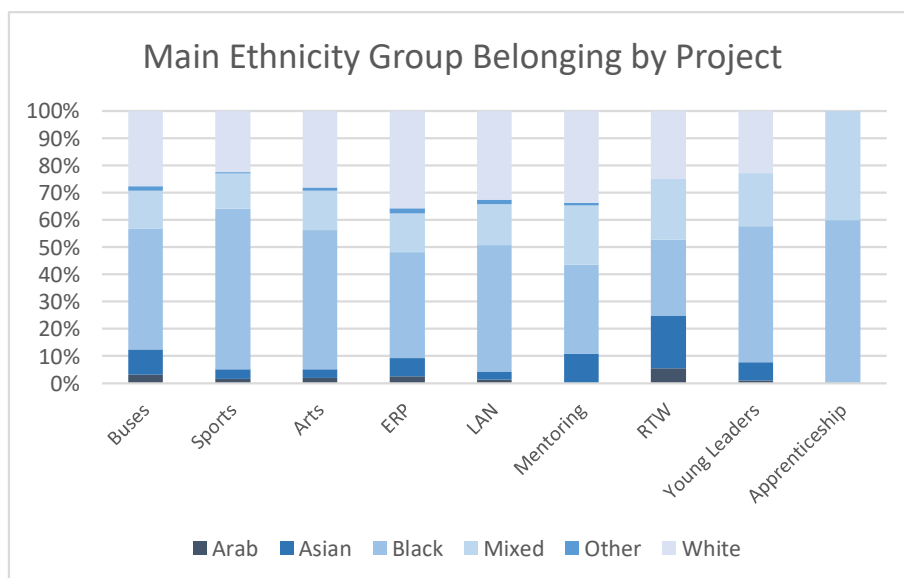
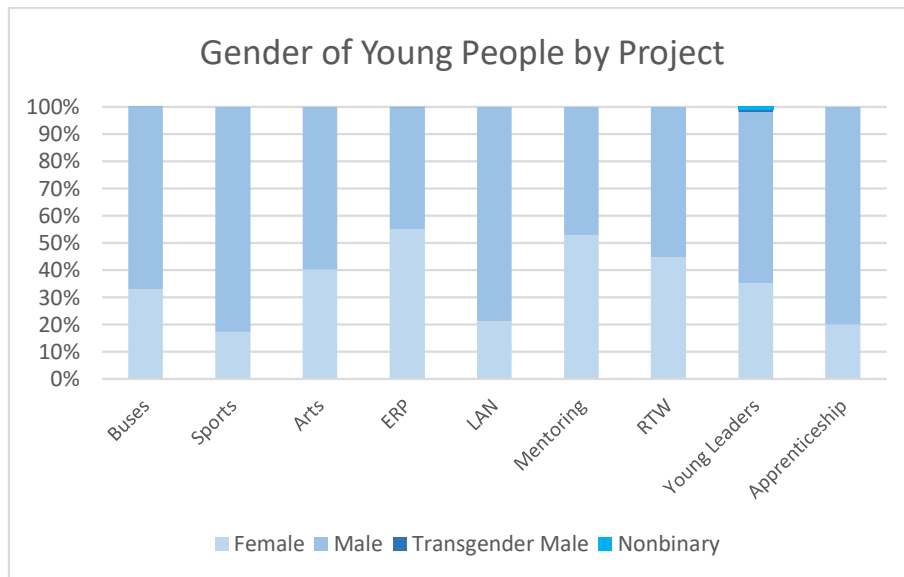
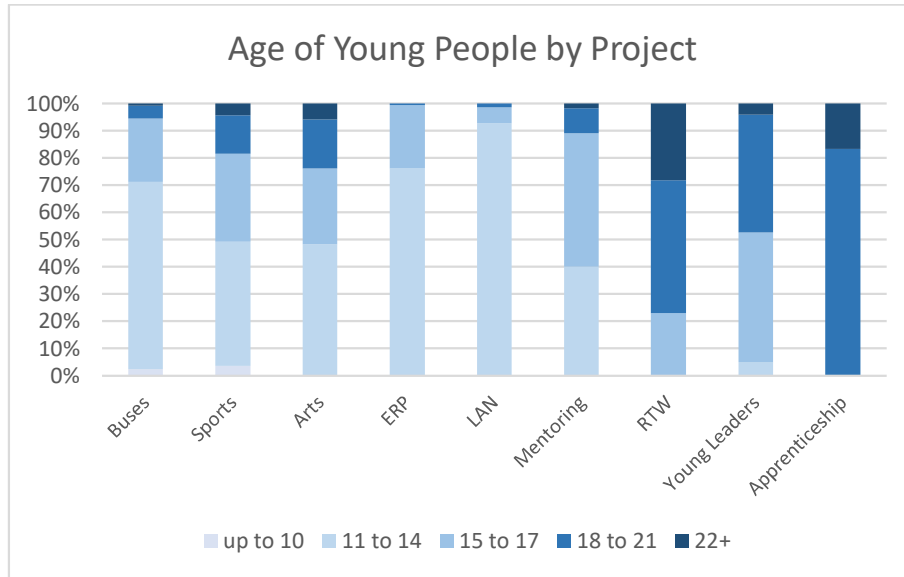
	2024/25
Boroughs where we work	10
Estate communities where we work	24
Schools and Pupil Referral Units where we work	34
Total Young People (one-to-ones and small groups)	3,284
Regular Young People (one-to-ones and small groups)	1,198

The table below shows activities carried out during the year across the projects.

Project	Total Attendees	Regular Attendees	1-1 Sessions	Group Sessions	Total Sessions*
Open Access/Buses	2,074	688	126	722	929
Arts	181	65	452	111	581
Sports	974	468	134	388	550
Exclusion Reduction	372	269	2,394	644	3,050
Literacy & Numeracy	152	120	196	627	824
1-1 Mentoring	110	54	676	3	692
Ready to Work	38	36	186	42	249
Young Leaders	101	39	265	77	362

* includes: 165 Trips; 14 Residentials; 17 Events and Bespoke External Support

Demographic Engagement



Achievements against key goals for 2024/2025

To continue to build the infrastructure and fundraising capacity in preparation for the future

- In June 2025, we appointed a new Director of Operations to better enable the Chief Executive Officer to develop XLP’s external presence whilst continuing to build the organisational infrastructure needed.

To ensure consistent delivery of excellent youth work across the organisation

- In February 2025, we appointed a new Director of Youth Work and created a Deputy Director of Youth Work role. Together, these roles have enabled us to review and improve our delivery model. We have developed a quality improvement plan and are working towards the London Youth Quality Mark, which is widely recognised within the sector.

To ensure all staff understand XLP’s expectations and policies (particularly around safeguarding), as well as their role responsibilities, and are held accountable

- We significantly invested in our safeguarding function, recognising that this is and will continue to be one of the primary risks of the organisation. This included new internal and external training, cultural investment, and greater focus on Safer Recruitment.

To develop greater diversity and inclusion at senior level

- The diversity of the Senior Management Team moved from 40% female to 50% and remained at 30% global majority heritage. There is always more to do to develop equity, inclusion and belonging alongside diversity, and the Equity, Diversity and Inclusion Steering Group meets monthly to make such improvements.

To ensure managers have clear and accessible evidence to make good decisions

- The major Salesforce overhaul was a technical, operational and cultural challenge, but has enabled us to get much more robust data (reliable, timely and accurate), that can be analysed for patterns and insights. The first phase focussed on delivery, where phase two –which started towards the end of the 2024/25 financial year – will give better fundraising and finance data. 2025/26 will also bring in new finance and HR software for better visibility and decision-making.

To maintain our free reserves above the three-month level as costs increase

- We saw a decrease in the value of our free reserves from £704,698 to £602,167, which equates to 2.8 months of charitable expenditure (down from 3.2 months of free reserves at the end of 2023/24).

YOUTH WORK DELIVERY

XLP work puts young people first. The following pages outline how we work through different programmes and projects to bring about change. Whilst there are clear differences between each, there is a common thread; to build trusted adult relationships, remain hyper local and provide long term support where needed.

During 2024-25, XLP continued to deliver high-quality, relational youth work across London, supporting over 3,000 young people facing complex social, educational, and personal challenges. Despite financial pressures and staffing changes across the youth work sector, the organisation remained focused on consistency, safety, and impact.

- Across 10 operating Boroughs, 3,284 young people engaged with XLP programmes delivered in school, the local communities and partner hubs.
- Young people were supported through weekly sessions, 1-to-1 mentoring, group work, outreach, and residential experiences. They were also enabled to access new experiences and opportunities, through trips and visits.
- Programmes focused on school exclusion reduction, promoting positive emotional and mental wellbeing, creativity and self-expression, employability, leadership, advocacy and academic confidence.
- Young people attending our residential trips tell us:
 - 97.1% have enjoyed themselves; 94.1 have learned something new; 91.2% felt safe; 85.3% felt supported by staff when they need; 82.4% have learn something new about themselves

Engagement:

- XLP’s work this year prioritised depth over volume, ensuring that young people received sustained, meaningful support.
- 372 young people were supported through Schools / Exclusion Reduction work.
- 152 young people accessed targeted Literacy & Numeracy or tutoring support.
- 110 young people engaged in long-term 1-to-1 mentoring, with almost 700 mentoring sessions delivered.
- 101 young people participated in Young Leaders provision.
- 38 young people completed the Ready to Work programme, with 90% progressing into education, employment, or training.
- 40% young people attending our voluntary open access delivery are regulars.

Community-Based Delivery:

- XLP continued to meet young people where they are, delivering support and opportunities to them directly in their local communities or schools.
- 21 weekly sessions delivered through XLP double decker buses, equipped youth work vans, and community venues.
- Outreach and engagement across estates, schools, Churches, partner organisations, community festivals, and youth spaces.
- Investment in vehicle maintenance reduced session cancellations and improved consistency.

- Strong local partnerships supported delivery, including food provision and helped to break down experienced barriers to local community assets.

Creative and Personal Development:

- Creative expression and personal growth remained central to XLP’s approach.
- 15 young people performed original work at The Vault arts showcases based at the Stratford Hub.
- Youth-produced EPs released, reflecting growth in confidence and technical skill.
- Residentials and trips provided horizon-broadening experiences, strengthening healthy relationships, confidence, independence and resilience.
- Safe spaces enabled young people to explore identity, leadership, and access emotional and mental wellbeing support.



Arts Project

The Arts Project continued to provide young people with a creative and supportive environment to explore self-expression, develop skills, and build confidence through music, poetry, dance, and visual arts. Throughout the year, the programme offered a vital outlet for young people to process experiences, tell their stories, and connect with others in positive and affirming ways.

A major highlight was the continued success of The Vault, with two live showcase events delivered during the year. Fifteen young people performed original work to audiences of around fifty friends, family members, and community supporters. For many, this marked their first experience of performing publicly, representing a significant step in confidence, self-belief, and artistic identity. These events not only celebrated creativity but also reinforced the value of young people’s voices within their communities.

Alongside live performance, several young people released their own EPs, demonstrating clear growth in technical ability, creative ambition, and commitment to their craft. While the project faced challenges, including periods of limited resources that slowed delivery, the resilience of both staff and participants ensured strong outcomes.

In January 2025 XLP’s North Lewisham Girls Youth Theatre was relaunched and attended by 13 local young people. Using drama techniques and applied theatre skills to deliver targeted girls' youth work, addressing matters affecting lives of young people, personally and widely – a space creative space to explore and process identity and belonging.

Looking ahead, the Arts Project aims to expand participation, increase performance opportunities, and build new partnerships, continuing to use creativity as a powerful tool for youth development.

Community Bus Programme

The Bus Programme experienced a year of consolidation and growth, with improved reach, reliability, and community engagement. A key milestone was the successful launch of a new double decker bus, strengthening the ability to deliver consistent youth work directly within local neighbourhoods.

Across the year, the programme delivered 21 weekly sessions using the double decker buses, youth work vans, and community venues, including Stratford Hub, Chobham Academy, and St John Devine Church. These sessions provided accessible, safe spaces for young people, particularly in areas with limited youth provision. Outreach activity also included attendance at the Focus Church Festival in July, where the team engaged with new young people and promoted XLP’s wider work.

Significant improvements were made to vehicle maintenance and upkeep, reducing breakdowns and minimising youth work session cancellations. Local partnerships continued to play an important role, with several North London projects working alongside pizza restaurants who provided free food for young people attending sessions.

Looking ahead to 2025–26, with all three buses operational alongside the youth work vans and funding secured for an additional van, the programme aims to expand delivery to 25 weekly sessions, further embedding youth work within local communities.

Exclusion Reduction Project

The Schools Exclusion Reduction Project continued to support young people at risk of permanent exclusion across both mainstream and alternative education settings. The programme focused on improving emotional wellbeing, strengthening social skills, and helping young people remain engaged in education.

During the year, the Schools Team worked in over 30 schools across nine boroughs, supporting 372 young people. This included some of the most vulnerable students within their school communities. A key development was the creation of the XLP Mentoring Framework for

Schools, grounded in trauma-informed and solution-focused practice, providing a clear structure for young people’s mentoring journeys.

Strong links between schools and our wider community provision enabled young people to access multiple forms of support, including community bus sessions, residentials, and horizon-broadening opportunities and experiences. This holistic approach ensured that interventions reflected the full context of young people’s lives, not just their behaviour in school.

Looking ahead, we aim to refine our group work delivery within schools, recognising the power of peer-based interventions. There is also a focus on strengthening impact reporting, enabling schools to clearly see student progress against goals and the benefit to wider school priorities.

Literacy & Numeracy (LAN) and Tutoring Project

The Literacy and Numeracy (LAN) continued to support young people who had experienced gaps in learning and low confidence in education. The project focused on rebuilding foundational literacy and numeracy skills while helping young people develop a more positive relationship with learning.

The project worked in six schools, supporting 152 young people, 140 of those young people engaged in specific literacy and numeracy provision and 12 received tutoring support. We experienced some challenges with the recruitment and retention of volunteer tutors, as well as reaching some young people who were avoiding school or had difficult negative educational experiences.

Feedback from partner schools highlighted that young people showed increased confidence in their learning, improvements in reading ages, and greater independence when working through literacy and numeracy materials. For many, this progress represented an important shift in how they viewed their own abilities.

Mentoring Programme

The Mentoring Programme continued to offer consistent, trusted 1-to-1 support for young people facing a range of personal, social, and emotional challenges. Through weekly sessions, provided over 12 months, with trained volunteer mentors, young people were provided with a safe space to reflect, build confidence, and develop a sense of direction.

Over the course of the year, 110 young people accessed mentoring support, with just under 700 mentoring sessions delivered. Two residential weekends also took place, offering volunteer mentors and mentees the opportunity to strengthen relationships and build trust, try new activities, and step outside of their comfort zones. These experiences continued to be a powerful element of the programme, contributing to increased confidence and resilience.

A challenge during the year was the recruitment of two new Mentoring Specialists at the beginning of 2025, delays temporarily slowed the creation of new mentor/mentee matches.

However, both new team members quickly became strong contributors, helping stabilise and strengthen delivery.

Looking ahead, the programme aims to grow to 80 active mentor/mentee matches across London, strengthen volunteer recruitment partnerships, and design and implement a cohort-based programme model to support long-term sustainability and impact.



Ready to Work Project

The Ready to Work Project delivered a 12-week employability programme for young people aged 16–25 who face barriers to education, employment, or training. Using a trauma-informed and holistic approach, the programme focused on confidence-building, mind-set development, and practical employability skills.

This year, the team shifted focus from internal recruitment to building stronger external referral pathways, working closely with Job Centres, charities and organisations supporting young people at risk. Partnerships were expanded across industries including hospitality, construction, architecture, and the creative sectors, helping diversify opportunities available to programme participants.

As a result, the programme successfully supported 39 young people, achieving 100% completion and a 90% progression rate into education, employment, or training. These outcomes reflected the effectiveness of both the programme design and the strengthened referral and industry partnerships developed throughout the year.

Looking ahead to 2025–26, the project aims to increase cohort sizes, to offer more young people support, and deliver provision from the Stratford Hub, creating a central, safe, and accessible space where young people can prepare for their next steps with confidence.

Young Leaders Programme

The Young Leaders Programme continued to provide trauma-informed mentoring, leadership development, and advocacy opportunities for young people across London. The programme combined peer support, experiential learning, and tailored 1-to-1 guidance to help young people build confidence and a positive sense of identity.

During the year, nine active cohorts met monthly in local community centres, Churches, and schools, engaging a total of 101 young people. In addition, 15 young people attended regular weekly safer-space sessions focused on leadership skills, life skills, and personal development.

Reduced staffing capacity impacted youth workers ability to deliver some planned sessions which resulted in occasional cancellations. Despite this, engagement with young people remained strong, and they continued to benefit from consistent, trusted adult relationships and coached opportunities to develop their leadership potential.

From 2025–26, the Young Leaders Programme will be centralised at our Stratford Hub, with bi-weekly sessions. The programme also plans to collaborate with specialist youth organisations to deliver workshops on positive emotional and mental health, youth advocacy, and youth identity, strengthening both impact and consistency and coaching and steering Young Leaders to a more co-productive and social action-orientated model, while maintaining its foundations in supporting young people with next steps.

Apprenticeship Programme

Five youth work apprentices were recruited and employed by XLP. The apprentices were engaged in weekly training sessions which focussed around trauma informed youth work, safeguarding, reflective practice, understanding young people’s needs and delivering tailored youth work support. The apprentices emotional and mental health support needs were high and so each received tailored support to promote positive emotional and mental health. In the final term the apprentices were also supported with job readiness employability sessions focussed on CV writing, job searches, completing job applications, interview skills and confident communication.

All five apprentices completed their Level 2 Youth Work qualification, awarded through National Youth Agency. Three apprentices found employment within the youth work sector following completion of their apprenticeship. Four of the apprentices also completed an alternative work placement as part of their apprenticeship.

Whilst the apprentices were representative of the communities we seek to support all the young people were male of Afro-Caribbean heritage and so as we consider future apprenticeship opportunities we are reflecting on how to diversify programme interest and take up.

FINANCIAL AND RISK REVIEW

Income and Expenditure

Total income received for the year was £2,539,978, £70,359 (3%) higher than £2,469,619 for 2024. Whilst small, this increase is a good result in light of the challenges facing the charity sector around raising funds in the current economic environment.

The main sources of voluntary income for the period are set out in Note 2. The charity is hugely grateful to all its donors.

Expenditure of £2,834,115 showed a slight decrease of £74 (0%) from £2,834,189 for 2024. This decrease reflects decisions that were made through the year to ensure that the charity was able to operate within its resources by making appropriate savings where possible. This expenditure enabled us to deliver our services in 34 schools this year (2024: 34) and on 24 estates (2024: 34). This allowed us to deliver 7,237 youth work sessions throughout the year, up 2% (2024: 7,103).

This performance resulted in restricted funds decreasing to £165,984 (2024: £343,821) and free reserves decreasing to £602,167 (2024: £704,698). The decrease in restricted funds results from targeting our fundraising activities to ensure we were able to use funds that had been held over from previous years.

Overall donations and legacies of £2,492,056 increased by 5% (2024: £2,371,557). This included a decrease on non-bus grants of £31,018 (3%) to £1,195k (2024: £1,226k) and a decrease on donations from businesses of £217,007 (45%) to £267k (2024: £484k). Other donations increased by £107,890 (39%) to £382k (2024: £274k) and income from events increased by £66,981 (37%) to £250k (2024: £183k); this increase reflects the success of our annual dinner and partnerships with companies to run fund-raising events. Grants for the running of the bus project increased by £134,705 (73%) to £320k (2024: £185k). We did not seek any new capital funding for buses this year (2024: nil) but did receive a capital grant of £51k for a new van that was converted into a smaller mobile youth centre.

XLP does not use a professional fundraising service and has not received any complaints from donors regarding our fundraising activities.

Our principal expenditure is staff costs. In the last twelve months, these decreased by 1%, primarily as a result of having a slightly smaller staff team through the year. As expected, Social Security costs increased following the changes to the Employers’ National Insurance rate and threshold from April 2025.

Our fundraising ratio increased to 10% of the total of voluntary income and activities for generating funds (2024: 7%). This was expected, as we increased the size of our fundraising team to provide more capacity to secure funding in the current economic circumstances. Support costs decreased by 12% as set out in Note 8.

Balance Sheet

Fixed assets decreased to £232,902 (from £246,671), due to depreciation exceeding the value of new assets added during the year.

Current assets largely comprise cash on deposit. Debtors relate to a combination of tax recoverable under the Gift Aid scheme, prepayments for services received after the year end and invoices/grants for services provided during the year where payment was received after the year end. The main “creditor” is deferred income of £269,777 representing grants given in 2024/25 for work that will take place in the next financial year.

Reserves Policy

The policy aims to establish free reserves at a level to cover at least three months of charitable expenditure. Free reserves comprise unrestricted funds not represented by fixed assets. At year-end, free reserves of £602,167 represented 2.8 months of cover, a decrease from 2024 (£704,698; 3.2 months). For the coming year, we will seek to reduce costs and secure income in order to increase the value of free reserves back above the three-month reserve position.

In addition to the free reserves, the charity also holds restricted funds of £165,984 and a fixed asset fund of £232,902, giving total funds of £1,001,053 at 31 August 2025.

Going Concern

The trustees have reviewed the outturn for the year noting the progress made against the approved budget for 2025/26. Following this and the review of our funding position going forward, the trustees have a reasonable expectation that the charity will have sufficient resources to meet its liabilities as they fall due for the foreseeable future. The trustees therefore consider it appropriate for the accounts to be signed on a going concern basis.

Risk Review

The trustees conduct an annual review of the major risks to which the charity is exposed and the controls established to mitigate those risks. The trustees consider that the most significant current risks to XLP relate to safeguarding, lack of sufficient funding, loss of key personnel or lack of staff capacity, and adverse publicity.

The Safeguarding policy and procedures of the Charity, including Safer Recruitment are reviewed by trustees, the Chief Executive Officer, the Director of Youth Work, the Director of Operations and the Head of Safeguarding. Trustees all complete trustee specific safeguarding training and are updated regularly at Board meetings on safeguarding matters. All staff are trained annually in safeguarding and training is provided for sessional workers and volunteers.

The charity’s funding strategy encourages a diversification of funding sources whilst continuing to expand the funding base for the charity. Funding is received from charitable trusts, major private and corporate donors, fundraising events and donations from churches and individuals.

The Executive and Senior Management teams cover the core areas of the organisation (youth work, operations, safeguarding, impact, finance and fundraising) and work closely to provide cross organisational insight and business continuity.

PLANS FOR FUTURE PERIODS

The charity plans to continue its present activities in future years, and to add activities as resources permit. Our focus during 2025/26 will remain on the activities in our existing boroughs with young people, whilst strengthening our fundraising capacity and delving deeper into impact management and youth work quality standards.

Key goals for 2025/26 are:

- To build on the capacity afforded by a new Executive Team and release the Chief Executive Officer to develop XLP’s external presence
- To develop XLP’s youth work using new insights (derived from the investment in our database) together with best practice and external research
- To invest in healthy team and retain good people
- To improve Management Information, enabled by timely reporting and free flow of data between teams
- To rebuild and maintain our free reserves above the three-month level

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The charity was established under a Memorandum of Association and is governed under its Articles of Association.

Trustees

Trustees are appointed with reference to relevant skills, diversity and XLP’s values. Under the Articles, new trustees are appointed by the Board of Trustees and one third of the members of the Board (the longest serving) retire each year, but are eligible to be re-appointed if still qualified.

New trustees go through an induction process and receive trustee training as appropriate.

The trustees schedule four quarterly meetings a year and hold further meetings during the year as required. During the financial period, the trustees met as a Board five times.

Organisational Structure

The organisation is led by the Board of Trustees, which oversees and monitors the work of XLP and makes decisions on overarching issues such as vision and long-term strategy, and agrees the budget in conjunction with the Chief Executive (CEO).

The oversight of the day-to-day work of XLP is delegated to the senior leaders and led by the CEO. The trustees appoint a small committee of trustees to agree the remuneration of the CEO and other senior staff. Delivery (youth work) and Core (operations and fundraising) teams meet regularly and take responsibility for XLP’s day-to-day operations and service delivery.

Co-operation with Other Organisations

XLP works in association and partnership with a number of local organisations, in furtherance of its charitable purposes. These include schools, Pupil Referral Units and other Alternative Provision establishments, London Borough Councils, Youth Offending Teams, various Housing and Tenants’ Associations, the Police, Police Community Support Officers, and Safer Neighbourhood Teams, together with other local charities. XLP also works with a number of youth work organisations and Churches across London.

STATEMENT OF TRUSTEES’ RESPONSIBILITIES

The trustees (who are also directors of XLP 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. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgments 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 financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity’s governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16 July 2014.

**XLP – TRUSTEES’ ANNUAL REPORT
FOR THE YEAR ENDED 31ST AUGUST 2025**

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies’ exemption.

Approved by the Trustees on 14th April 2026 and signed on their behalf by:

Edward Donaldson

Mr E F C Donaldson OBE (Chair)

Opinion

We have audited the financial statements of XLP (the ‘charitable company’) for the year ended 31 August 2025 which comprise Statement of Financial Activities, Balance Sheet, Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company’s affairs as at 31 August 2025, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

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 responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC’s Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company’s ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The other information comprises the information included in the trustees’ annual report, other than the financial statements and our auditor’s report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 21, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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:

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 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 the risks of fraud and non-compliance with laws and regulations.

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

- Performed analytical procedures to identify any unusual or unexpected relationships
- Tested journal entries to identify 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:

**XLP – INDEPENDENT AUDITOR’S REPORT TO THE TRUSTEES OF XLP
FOR THE YEAR ENDED 31ST AUGUST 2025**

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

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

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company’s internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees’ use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company’s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor’s report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor’s report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (i.e. gives a true and fair view).

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

**XLP – INDEPENDENT AUDITOR’S REPORT TO THE TRUSTEES OF XLP
FOR THE YEAR ENDED 31ST AUGUST 2025**

Use of our report

This report is made solely to the charitable company’s trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company’s trustees 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Edmund Carr LLP

EDMUND CARR LLP

Statutory Auditor

146 New London Road

Chelmsford

Essex

CM2 0AW

Date: 16 April 2026

Edmund Carr LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

**XLP – STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31ST AUGUST 2025
STATEMENT OF FINANCIAL ACTIVITIES**

		Unrestricted	Restricted	2024/25	2023/24
	Note	£	£	Total	Total
				£	£
Income from:					
Donations and legacies	2	973,487	1,518,569	2,492,056	2,371,557
Charitable Activities	3a	227	-	227	1,130
Other trading activities	3b	39,512	8,183	47,695	96,932
Total Income		1,013,226	1,526,752	2,539,978	2,469,619
Expenditure on:					
Raising Funds	6	255,595	-	255,595	178,735
Charitable Activities	7,8,9	926,300	1,652,220	2,578,520	2,655,454
Total Expenditure		1,181,895	1,652,220	2,834,115	2,834,189
Net income/(expenditure)		(168,669)	(125,468)	(294,137)	(364,570)
Transfers between funds	14	52,369	(52,369)	-	-
Net movement in funds		(116,300)	(177,837)	(294,137)	(364,570)
Reconciliation of Funds					
Total Funds brought forward		951,369	343,821	1,295,190	1,659,760
Total Funds carried forward		835,069	165,984	1,001,053	1,295,190

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

**XLP – BALANCE SHEET
AS AT 31ST AUGUST 2025**

BALANCE SHEET

			31st August 2025	31st August 2024
	Note	£	£	£
Fixed Assets				
Tangible Assets	11		232,902	246,671
Current Assets				
Stock		-	-	
Debtors	12	201,930	402,250	
Cash at bank and in hand		956,957	1,130,550	
		<u>1,158,887</u>	<u>1,532,800</u>	
Current Liabilities				
Creditors: amounts falling due within one year	13	390,736	484,281	
		<u></u>	<u></u>	
Net Current Assets			768,151	1,048,519
Net Assets			<u>1,001,053</u>	<u>1,295,190</u>
Funds of the Charity				
Restricted Income Funds	14		165,984	343,821
Unrestricted General Funds	15		602,167	704,698
Unrestricted Fixed Asset Funds	15		232,902	246,671
			<u></u>	<u></u>
Total Charity Funds			<u>1,001,053</u>	<u>1,295,190</u>

For the year ending 31st August 2025 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies but as this company is a charity, it is subject to audit under the Charities Act 2011.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Approved by the board on 14th April 2026 and signed on its behalf by

Edward Donaldson

Mr E F C Donaldson OBE (Chair)
Company Registration no. 4959458

**XLP – STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31ST AUGUST 2025**

STATEMENT OF CASH FLOWS

	2024/25	2023/24
	£	£
<u>Cash flows from operating activities</u>		
Net cash provided by (used in) operating activities (Note 1)	(98,012)	(107,860)
<u>Cash flows from investing activities</u>		
Purchase of fixed assets	(75,581)	(110,590)
Net cash provided by (used in) investing activities	(75,581)	(110,590)
Net cash provided by (used in) financing activities	-	-
Change in cash and cash equivalents in the reporting period	(173,593)	(218,450)
Cash and cash equivalents at the beginning of the reporting period	1,130,550	1,349,000
Cash and cash equivalents at the end of the reporting period (Note 2)	956,957	1,130,550
<u>Note 1</u>		
Net income/(expenditure) for the reporting period	(294,137)	(364,570)
Adjustments for:		
Depreciation	89,275	74,685
Loss on disposal of fixed assets	75	530
(Increase)/decrease in stocks	-	2,242
(Increase)/decrease in debtors	200,320	59,410
Increase/(decrease) in creditors	(93,545)	119,843
Net cash provided by (used in) operating activities	(98,012)	(107,860)
<u>Note 2</u>		
Analysis cash and cash equivalents		
Cash in hand	675,530	861,928
Notice deposits	281,427	268,622
Total cash and cash equivalents	956,957	1,130,550

NOTES TO THE FINANCIAL STATEMENTS

1. ACCOUNTING POLICIES

a) Basis of Accounting

The financial statements have been prepared under the historical cost convention, and in accordance with the Statement of Recommended Practice: Accounting and Reporting by 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; the Financial reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102); the Charities Act 2011; and UK Generally Accepted Practice as it applies from 1 January 2019.

The charity constitutes a public benefit entity as defined by FRS102.

b) Going concern

The Charity is funded from a diverse number of sources, including charitable trusts, major private and corporate donors, fundraising events and donations from individuals, churches, and other local organisations. As such, it is not reliant upon one source of income. Taking this into account together with the strength of the balance sheet and their review of performance against plan to date, the Trustees believe that, while uncertainty exists, there is no material uncertainty regarding the Charity's ability to continue as a going concern and consequently consider that the financial statements are appropriately prepared on such a basis.

c) Recognition of income

Income is included in the Statement of Financial Activities when the charity becomes entitled to the resources, it is more likely than not that the charity will receive the resources and the monetary value can be measured with sufficient reliability.

d) Incoming resources

Donations and grants are included in the accounts when the general income criteria are met. When donors specify they are to be used for a future accounting period they are treated as deferred income. Fees received for courses commencing after the period end are also recognised as deferred income. Contributions, fees and tax recoverable from the Inland Revenue under the Gift Aid scheme are recognised on an accruals basis when there is a valid declaration from the donor.

e) Resources Expended

Expenditure is accounted for on an accruals basis, inclusive of VAT, which cannot be recovered. The majority of costs are attributable to specific charitable activities. Support costs include central functions and are allocated to activity cost categories on a basis consistent with the use of resources, e.g. allocating staff costs by the time spent and other costs by their usage. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

f) Capitalisation and Depreciation

All fixed assets are initially recorded at cost. Tangible fixed assets costing more than £500 are capitalised in the accounts. Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Office Equipment – computers 50% straight line, other equipment 25% straight line

Motor Vehicles – 20% straight line

Fixtures & Fittings – 10% straight line

g) **Stocks**

Stocks held for resale are measured at the lower of cost or net realisable value.

h) **Pensions**

XLP contributes to a defined contribution pension scheme on behalf of employees the cost of which is disclosed in note 4 below.

i) **Funds accounting**

Funds held by the charitable company are:

Unrestricted general funds – funds that can be used in accordance with the charitable objects at the discretion of the trustees.

Fixed Asset funds – funds committed to fixed assets as set out in note 15.

Restricted funds – funds that can only be used for particular purposes within the objects of the charitable company. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. The nature and purpose of each fund is explained further in the notes to the financial statements.

j) **Operating Leases**

Rentals under operating leases are charged on a straight-line basis over the lease term.

k) **Taxation**

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

l) **Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

m) **Debtors and creditors receivable / payable within one year**

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

n) **Donated goods and services**

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impractical to fair value the items due to the volume of low value items, they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other trading activities'.

2. DONATIONS AND LEGACIES

	2024/25		
	Unrestricted	Restricted	Total
	£	£	£
Donations from churches	74,664	4,592	79,256
Donations from businesses	136,816	130,288	267,104
Other Donations	374,941	6,693	381,634
Grants for bus project	-	269,065	269,065
Capital Grants	-	50,500	50,500
Other grants	137,300	1,057,431	1,194,731
Total Donations and grants	723,721	1,518,569	2,242,290
Income from events	249,766	-	249,766
	<u>973,487</u>	<u>1,518,569</u>	<u>2,492,056</u>

Government grants totalled £465,024 of income; of this, £383,965 is included within “Other grants” above whilst £81,059 is included within “Grants for bus project”.

2023/24 comparative figures:

	2023/24		
	Unrestricted	Restricted	Total
	£	£	£
Donations from churches	10,382	9,926	20,308
Donations from businesses	158,604	325,507	484,111
Other Donations	271,977	1,767	273,744
Grants for bus project	-	184,860	184,860
Capital Grants	-	-	-
Other grants	105,403	1,120,346	1,225,749
Total Donations and grants	546,366	1,642,406	2,188,772
Income from events	182,785	-	182,785
	<u>729,151</u>	<u>1,642,406</u>	<u>2,371,557</u>

Government grants totalled £382,998 of income; of this, £360,592 is included within restricted “Other grants” above whilst £22,406 is included within restricted “Grants for bus project”.

**XLP – NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2025**

3.

a) INCOME FROM CHARITABLE ACTIVITIES

	2024/25		
	Unrestricted	Restricted	Total
	£	£	£
Training Fees	227	-	227
	<u>227</u>	<u>-</u>	<u>227</u>

2023/24 comparative figures:

	2023/24		
	Unrestricted	Restricted	Total
	£	£	£
Training Fees	650	480	1,130
	<u>650</u>	<u>480</u>	<u>1,130</u>

b) INCOME FROM TRADING ACTIVITIES

	2024/25		
	Unrestricted	Restricted	Total
	£	£	£
Speaking engagements	10	-	10
Sales & other contributions to costs	437	8,183	8,620
Rental income	26,185	-	26,185
Bank credit interest	12,805	-	12,805
Sale of assets	75	-	75
	<u>39,512</u>	<u>8,183</u>	<u>47,695</u>

2023/24 comparative figures:

	2023/24		
	Unrestricted	Restricted	Total
	£	£	£
Speaking engagements	-	-	-
Sales & other contributions to costs	6,596	4,259	10,855
Rental income	26,890	-	26,890
Bank credit interest	12,167	-	12,167
Sale of assets	47,020	-	47,020
	<u>92,673</u>	<u>4,259</u>	<u>96,932</u>

4. STAFF COSTS

a) Employment Costs

2024/25

**Total
£**

Gross Pay	1,780,709
Pensions Contributions	39,235
Social Security costs (Employers National Insurance)	180,982
Other employee benefits	13,985

2,014,911

- b) An average of 57 people were employed by the company during the year of which 6 were part-time.
- c) One employee received remuneration benefits of between £80,000 and £90,000. Total earnings of key management personnel was £90,541.
- d) The trustees received no remuneration during the year. The charity purchased trustee indemnity insurance on behalf of the trustees. Trustees' expenses reimbursed during the year amounted to £12.
- e) Total termination payments amount to £13,985 (2024 - £5,271) and related to statutory redundancy pay for six members of staff.

2023/24 comparative figures:

f) Employment Costs

2023/24

**Total
£**

Gross Pay	1,828,049
Pensions Contributions	38,526
Social Security costs (Employers National Insurance)	168,153
Other employee benefits	5,271

2,039,999

- g) An average of 65 people were employed by the company during the year of which 8 were part-time.
- h) One employee received remuneration benefits of between £70,000 and £80,000. Total earnings of key management personnel was £86,326.
- i) The trustees received no remuneration during the year. The charity purchased trustee indemnity insurance on behalf of the trustees. Trustees' expenses reimbursed during the year amounted to nil.
- j) Total termination payments amount to £5,271 (2023 - £5,000) and related to statutory redundancy pay for two members of staff and compensation for termination of employment of one member of staff.

5. TAXATION

As a registered charity, the entity is entitled to those reliefs from taxation which are available to charities.

6. RAISING FUNDS

	Unrestricted	Restricted	2024/25
	£	£	£
Costs of generating donations			
Salaries	186,894	-	186,894
Other costs	14,121	-	14,121
	201,015	-	201,015
Fundraising event costs	54,580	-	54,580
	255,595	-	255,595

2023/24 comparative figures:

	Unrestricted	Restricted	2023/24
	£	£	£
Costs of generating donations			
Salaries	128,680	-	128,680
Other costs	14,272	-	14,272
	142,952	-	142,952
Fundraising event costs	35,783	-	35,783
	178,735	-	178,735

7. ANALYSIS OF COSTS OF CHARITABLE ACTIVITIES

	Community Projects	Training	Borough and other outreach work	2024/25
	£	£	£	£
Salaries	333,242	-	1,266,084	1,599,326
Bus and transport costs	50,312	-	98,337	148,649
Direct Project Costs	65,093	-	167,284	232,377
Donations and sponsorships	-	-	-	-
Support Costs (note 8)	117,224	-	356,257	473,481
Governance Costs (note 9)	30,922	-	93,765	124,687
	596,793	-	1,981,727	2,578,520

2023/24 comparative figures:

	Community Projects	Training	Borough and other outreach work	2023/24
	£	£	£	£
Salaries	286,868	-	1,377,113	1,663,981
Bus and transport costs	60,426	-	79,369	139,795
Direct Project Costs	53,350	-	195,973	249,323
Donations and sponsorships	-	-	-	-
Support Costs (note 8)	114,722	-	426,274	540,996
Governance Costs (note 9)	13,008	-	48,351	61,359
	528,374	-	2,127,080	2,655,454

8. SUPPORT COSTS

	Community Projects	Training	Borough and other outreach work	2024/25
	£	£	£	£
Salaries	52,079	-	158,274	210,353
Office Accommodation	18,414	-	55,961	74,375
IT Equipment and support	22,424	-	68,151	90,575
Office and admin costs	24,307	-	73,871	98,178
	117,224	-	356,257	473,481

2023/24 comparative figures:

	Community Projects	Training	Borough and other outreach work	2023/24
	£	£	£	£
Salaries	48,750	-	181,128	229,878
Office Accommodation	18,866	-	70,094	88,960
IT Equipment and support	30,684	-	114,035	144,719
Office and admin costs	16,422	-	61,017	77,439
	114,722	-	426,274	540,996

9. GOVERNANCE COSTS

	2024/25	2023/24
	£	£
Fees payable to auditor (note 10)	20,903	20,678
Legal Fees	35,034	1,381
Salaries	18,338	17,460
Consultancy Fees	50,400	21,840
Trustee Expenses	12	-
	124,687	61,359

**XLP – NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2025**

10. NET INCOME FOR THE PERIOD

	2024/25	2023/24
	£	£
This is stated after charging:		
Depreciation	89,275	74,685
Operating lease rentals	10,751	12,064
	100,026	86,749
Fee payable to auditor:		
Audit	13,500	12,800
Payroll Services	7,403	7,878
	20,903	20,678

11. TANGIBLE FIXED ASSETS

	Furniture & Fixtures	Motor Vehicles	Equipment	Total
	£	£	£	£
COST				
At 1 September 2024	16,224	473,654	110,228	600,106
Additions	-	73,801	1,780	75,581
Disposals	-	(26,604)	(823)	(27,427)
At 31 August 2025	16,224	520,851	111,185	648,260
DEPRECIATION				
At 1 September 2024	9,599	244,539	99,297	353,435
Charge for the year	1,622	79,242	8,411	89,275
Eliminated on disposal	-	(26,604)	(748)	(27,352)
At 31 August 2025	11,221	297,177	106,960	415,358
NET BOOK VALUE				
At 1 September 2024	6,625	229,115	10,931	246,671
At 31 August 2025	5,003	223,674	4,225	232,902

12. DEBTORS

	2024/25	2023/24
	£	£
Income tax recoverable under gift aid scheme	65,409	86,155
Other debtors	91,730	141,521
Prepayments and accrued income	44,791	174,574
	201,930	402,250

**XLP – NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2025**

13. CREDITORS: amounts falling due within one year

	2024/25	2023/24
	£	£
PAYE and Social Security	45,658	37,710
Other creditors	54,033	86,170
Accruals and deferred income	291,045	360,401
	390,736	484,281

Accruals and deferred income includes deferred income of £269,777 all of which arose in the year (2023/24 - deferred income of £347,801). The income has been deferred at year end on the basis that money received in the current year relates to projects to be undertaken in future years.

14. RESTRICTED FUNDS

	1st September 2024	Income	Expenditure	Transfers between funds	Transfer to/(from) Unrestricted Fund	31st August 2025
	£	£	£	£	£	£
1 Bus project funds	-	267,159	267,159	-	-	-
2 Vehicle Capital Fund	6,304	50,500	-	-	52,369	4,435
3 Exclusion Reduction Programme	-	525,477	525,477	-	-	-
4 Mentoring funds	80,499	258,702	323,783	-	-	15,418
5 Arts funds	39,511	50,724	90,235	-	-	-
6 Employability funds	188,269	186,206	245,428	-	-	129,047
7 Sports funds	-	42,353	42,353	-	-	-
8 Literacy & Numeracy	13,549	50,140	63,689	-	-	-
9 Impact Project (Capacity)	-	38,000	38,000	-	-	-
10 Youth First Legacy Project	-	40,000	40,000	-	-	-
11 Other funds	15,689	17,491	16,096	-	-	17,084
	343,821	1,526,752	1,652,220	-	52,369	165,984

1. Bus project funds include a number of grants from trusts, companies, local authorities, and local community organisations given for periods of up to three years for the operation of the Community Bus project. Larger donors to this work included the City Bridge Foundation, the Royal Docks Trust, the United St. Saviour's Fund, the London Borough of Lambeth, the Greenwich Healthier Communities Fund, and the National Lottery Community Fund.
2. The Vehicle Capital Fund relates to funds used for vehicle purchases and conversion to mobile youth centres. In this year, a grant from The Story of Christmas enabled the purchase and conversion of a van for use in places our buses cannot access. The transfer of £52,369 to the fixed asset fund relates to the

- costs of this purchase and conversion, as well as the design and provision of external graphics on a minibus purchased in the previous year.
3. Exclusion Reduction Programme – includes funds from trusts, companies, local authorities, local churches, and individuals, given in support of the work within schools and connected to schools across our boroughs, with the aim of reducing and preventing exclusions of young people from mainstream education. This has become the primary focus of our borough projects. Larger donors this year included The Charity of Sir Richard Whittington, The Stewarts Foundation, The MAPP Charitable Foundation, and the National Lottery Community Fund.
 4. Mentoring – includes both one-off and multi-year grants for the operation of the Mentoring programme, from organisations including the Greater London Authority, the Sisters of the Holy Cross Charitable Trust, Man Group, and the Souter Charitable Trust.
 5. Arts Funds – funding from the National Lottery Community Fund, the Benefact Trust, the Mayor of London, and others, for projects that promote the practice and expression of performing arts, including our mobile recording studio.
 6. Employability Funds – towards our Ready to Work, Young Leaders, Job Creation, and Youth Advisory Group programmes, including grants from the Horlock Educational Trust, the National Citizen Service Trust, Landsec, the John Lewis Partnership Foundation, and others.
 7. Sports Funds – to support sports projects including football sessions, gym sessions, a running club, and a cycling club. Larger donors this year included the National Lottery Community Fund, Transport for London, the HS2 Community and Environment Fund, and the Greenwich Healthier Communities Fund.
 8. Literacy & Numeracy – grants from trusts and companies including The Charity of Sir Richard Whittington, the JJ Charitable Trust, and the Mayor of London, towards the promotion of literacy and numeracy skills in schools. This project connects closely with our Exclusion Reduction Programme.
 9. Impact Project (Capacity) – the funding received and expended this year relates to the major overhaul of our impact recording database.
 10. Youth First Legacy Project – this grant was received for youth work in the London Borough of Lewisham and was used to support young people through the Exclusion Reduction Programme, the Literacy and Numeracy project, Sports activities and the Bus project across the borough.
 11. Other Funds – includes funding received specifically for the core running costs of the charity from The Charity of Sir Richard Whittington as well as other smaller projects.

**XLP – NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2025**

2023/24 comparative figures:

	1st September 2023	Income	Expenditure	Transfers between funds	Transfer to/(from) Unrestricted Fund	31st August 2024
	£	£	£	£	£	£
1 Bus project funds	-	186,260	186,260	-	-	-
2 Vehicle Capital Fund	87,043	-	-	-	80,739	6,304
3 Exclusion Reduction Programme	15,000	475,127	490,127	-	-	-
4 Mentoring funds	126,931	280,252	326,684	-	-	80,499
5 Arts funds	46,711	126,373	133,573	-	-	39,511
6 Employability funds	179,023	304,302	295,056	-	-	188,269
7 Sports funds	21,667	29,111	50,778	-	-	-
8 Literacy & Numeracy	83,849	103,040	173,340	-	-	13,549
9 Impact Project (Capacity)	-	112,000	112,000	-	-	-
10 Other funds	14,029	30,680	29,020	-	-	15,689
	574,253	1,647,145	1,796,838	-	80,739	343,821

1. Bus project funds include a number of grants from trusts, companies, local authorities, and local community organisations given for periods of up to three years for the operation of the Community Bus project. Larger donors to this work included the City Bridge Foundation, the Garfield Weston Foundation, the Royal Docks Trust, the United St. Saviour's Fund, and the National Lottery Community Fund.
2. The Vehicle Capital Fund relates primarily to funds given in the previous year by FINHUMF and HSBC UK towards the conversion of a new community bus which entered service during the year. The transfer of £80,739 to the fixed asset fund relates to the costs of this conversion.
3. Exclusion Reduction Programme – includes funds from trusts, companies, local authorities, local churches, and individuals, given in support of the work within schools and connected to schools across our boroughs, with the aim of reducing and preventing exclusions of young people from mainstream education. This has become the primary focus of our borough projects. Larger donors this year included The Charity of Sir Richard Whittington, The Haberdashers' Company, The Stewarts Foundation, The MAPP Charitable Foundation, and the National Lottery Community Fund.
4. Mentoring – includes both one-off and multi-year grants for the operation of the Mentoring programme, from organisations including the Greater London Authority, the Lighthouse London Community Trust, the Sisters of the Holy Cross Charitable Trust, and Compass Wellbeing CIC.
5. Arts Funds – funding from Universal Music, the Backstage Trust, the National Lottery Community Fund, the Benefact Trust, and others, for projects that promote the practice and expression of performing arts, including our mobile recording studio.
6. Employability Funds – towards our Ready to Work, Young Leaders, Job Creation, and Youth Advisory Group programmes, including grants from the Citi Foundation, the Horlock Educational Trust, the City of London Corporation, the National Citizen Service Trust, Landsec, and others.
7. Sports Funds – to support sports projects including football sessions, gym sessions, a running club, and a cycling club. Larger donors this year included the National Lottery Community Fund, National Grid, Sport England, and Transport for London.

**XLP – NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST AUGUST 2025**

8. Literacy & Numeracy – grants from trusts and companies including the Constable Educational Trust, The Charity of Sir Richard Whittington, and the JJ Charitable Trust towards the promotion of literacy and numeracy skills in schools. This project connects closely with our Exclusion Reduction Programme.
9. Impact Project (Capacity) – the funding received and expended this year relates to the major overhaul of our impact recording database.
10. Other Funds – includes funding received specifically for the core running costs of the charity from The Charity of Sir Richard Whittington as well as other smaller projects.

15. UNRESTRICTED FUNDS

	1st September 2024	Resources to fund fixed assets	Net Resources Generated/ (Utilised)	Transfer from Restricted Fund	Transfer from General Fund	31st August 2025
	£	£	£	£	£	£
General Funds	704,698	-	(154,900)	52,369	-	602,167
Fixed Asset Funds	246,671	75,581	(89,350)	-	-	232,902
	<u>951,369</u>	<u>75,581</u>	<u>(244,250)</u>	<u>52,369</u>	<u>-</u>	<u>835,069</u>

The Fixed Asset Fund represents the amount of charity funds utilised in capital investments in the charity's motor vehicles (including its community buses), fixtures and fittings, and office equipment. The funds are carried at the net book value of the fixed assets. There are no outstanding loans, or endowment funds used to finance their acquisition.

2023/24 comparative figures:

	1st September 2023	Resources to fund fixed assets	Net Resources Generated/ (Utilised)	Transfer from Restricted Fund	Transfer from General Fund	31st August 2024
	£	£	£	£	£	£
General Funds	874,210	-	(250,251)	80,739	-	704,698
Fixed Asset Funds	211,297	110,590	(75,216)	-	-	246,671
	<u>1,085,507</u>	<u>110,590</u>	<u>(325,467)</u>	<u>80,739</u>	<u>-</u>	<u>951,369</u>

The Fixed Asset Fund represents the amount of charity funds utilised in capital investments in the charity's motor vehicles (including its community buses), fixtures and fittings, and office equipment. The funds are carried at the net book value of the fixed assets. There are no outstanding loans, or endowment funds used to finance their acquisition.

16. COMMITMENTS UNDER OPERATING LEASES

At the year end, the charity had total commitments under non-cancellable operating leases as set out below.

	Total 2025	Total 2024
	£	£
Not later than 1 year	10,751	10,751
Later than 1 and not later than 5 years	22,397	33,148
Later than 5 years	-	-
	33,148	43,899

17. ANALYSIS OF NET ASSETS (between restricted and unrestricted funds)

	Tangible fixed assets	Other net assets	2024/25 Total
	£	£	£
Restricted	-	165,984	165,984
Unrestricted			
- General Fund	-	602,167	602,167
- Fixed Asset Fund	232,902	-	232,902
	232,902	768,151	1,001,053

2023/24 comparative figures:

	Tangible fixed assets	Other net assets	2023/24 Total
	£	£	£
Restricted	-	343,821	343,821
Unrestricted			
- General Fund	-	704,698	704,698
- Designated Fund	246,671	-	246,671
	246,671	1,048,519	1,295,190

18. RELATED PARTIES

The charity received donations without conditions from Trustees in the year of £33,184 (2024: £9,210). There were no other related party transactions that require disclosure under FRS102.

19. COMPANY LIMITED BY GUARANTEE

The charity is a company limited by guarantee. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

20. CONTROL

The Company is controlled by its members.

21. EVENTS AFTER THE REPORTING PERIOD

On 26th January 2026, the charity entered into a licence under faculty for rent of £20,000 per annum for a period of ten years with the option to terminate the agreement on 31st December 2030.