SOUTHEND-ON-SEA YOUNG MENS CHRISTIAN ASSOCIATION

England & Wales · Charity number 1102837

Details

Other names	SOUTHEND AND ESSEX YMCA, SOUTHEND YMCA
Status	Registered
Legal form	Charitable company
Company number	05051166
Registered	2004-03-24
Register	View on the Charity Commission register

Contact

Address	Newlands 85 Ambleside Drive Southend On Sea Essex SS1 2FY
Phone	01702301301
Email	syriecox@southendymca.org.uk
Website	www.southendymca.org.uk

Downloaded from opencharities.uk/ew/1102837

Activities

Objects: 2.1 THE OBJECTS OF THE ASSOCIATION ARISE FROM ITS ACCEPTANCE OF ITS FOUNDING CHRISTIAN PRINCIPLE, THE PARIS BASIS OF 1855 INCORPORATED INTO THE NATIONAL STATEMENT OF THE AIMS AND PURPOSES OF THE YMCA IN ENGLAND AS IT MAY BE AMENDED FROM TIME TO TIME. 2.1.1 CONSEQUENTLY THE ASSOCIATION IS PART OF THE WORLDWIDE YMCA, A CHRISTIAN MOVEMENT WHICH SEEKS TO UNITE THOSE WHO, REGARDING JESUS CHRIST AS THEIR GOD AND SAVIOUR ACCORDING TO THE HOLY SCRIPTURES, DESIRE TO BE HIS DISCIPLES IN THEIR FAITH AND IN THEIR LIFE, AND TO ASSOCIATE THEIR EFFORTS FOR THE EXTENSION OF HIS KINGDOM. ANY DIFFERENCE OF OPINION ON ANY OTHER MATTER SHALL NOT INTERFERE WITH THE HARMONIOUS RELATIONS OF THE YMCA MOVEMENT. 2.2 THE ASSOCIATION WELCOMES, SERVES AND WORKS WITH PERSONS OF ALL RELIGIOUS FAITHS AND OF NONE. 2.3 ACCORDINGLY THE OBJECTS OF THE ASSOCIATION ARE: 2.3.1 TO ADVANCE THE CHRISTIAN FAITH, INCLUDING BY: (A) PROMOTING A CHRISTIAN ENVIRONMENT INSPIRED AND MOTIVATED BY THE LIFE, EXAMPLE AND TEACHING OF JESUS CHRIST, WHERE PEOPLE OF FAITH AND PEOPLE OF NONE CAN WORK TOGETHER FOR THE TRANSFORMATION OF COMMUNITIES; AND (B) ENABLING PEOPLE OF ALL AGES AND IN PARTICULAR YOUNG PEOPLE, TO FLOURISH THROUGH EXPERIENCING AND RESPONDING TO THE LOVE OF GOD DEMONSTRATED BY THE LIFE, EXAMPLE AND TEACHING OF JESUS CHRIST; 2.3.2 TO PROVIDE OR ASSIST IN THE PROVISION IN THE INTERESTS OF SOCIAL WELFARE OF FACILITIES FOR RECREATION AND OTHER LEISURE TIME OCCUPATION FOR MEN AND WOMEN WITH THE OBJECT OF IMPROVING THEIR CONDITIONS OF LIFE; 2.3.3 TO PROVIDE OR ASSIST IN THE PROVISION OF EDUCATION FOR PEOPLE OF ALL AGES AND IN PARTICULAR YOUNG PEOPLE, WITH THE OBJECT OF DEVELOPING THEIR PHYSICAL, MENTAL OR SPIRITUAL CAPACITIES; 2.3.4 TO RELIEVE OR ASSIST IN THE RELIEF OF PEOPLE OF ALL AGES AND IN PARTICULAR YOUNG PEOPLE, WHO ARE IN CONDITIONS OF NEED, HARDSHIP OR DISTRESS BY REASON OF THEIR SOCIAL, PHYSICAL, EMOTIONAL, SPIRITUAL OR ECONOMIC CIRCUMSTANCES; AND 2.3.5 TO PROVIDE RESIDENTIAL ACCOMMODATION, INCLUDING SOCIAL HOUSING, FOR PEOPLE OF ALL AGES AND IN PARTICULAR YOUNG PEOPLE, WHO ARE IN NEED, HARDSHIP OR DISTRESS BY REASON OF THEIR SOCIAL, PHYSICAL, EMOTIONAL, SPIRITUAL OR ECONOMIC CIRCUMSTANCES.

Activities: Housing: Empowering vulnerable young people through safe, supported housingYouth & Community Work: Enabling young peoples personal, social & cultural development Family Health & Well Being: Initiatives for families & communitiesEducation: SYMCA Community School offering alternative educationSupport & Advice: IAG, Mentoring, Counselling, and Workforce Development for Social Care Services

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Accommodation/housing, Religious Activities, Arts/culture/heritage/science, Economic/community Development/employment, Recreation
- **Who:** Children/young People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, The General Public/mankind

Downloaded from opencharities.uk/ew/1102837

Geography

- Essex
- Southend-on-sea
- Thurrock

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£3,248,400	£3,236,617	£4,173,099	44
2024-08-31	£3,251,784	£2,873,398	£4,181,316	42
2023-08-31	£2,665,945	£2,913,749	£3,720,406	44
2022-08-31	£3,227,659	£2,441,512	£3,871,210	42
2021-08-31	£2,332,314	£2,277,858	£3,809,818	38
2020-08-31	£2,018,464	£1,970,169	£3,767,831	36

Trustees

Name	Role	Appointed
Stephen Phillip Onslow	Chair	2017-05-05
Abubakar Siddeeq		2026-04-22
CLYDE WILLIAMS		2026-04-22
David John Bland		2024-03-31
Edward Joseph Galgano		2024-03-31
Emma Thomas		2026-04-22
Georgi Almond-Ive		2026-04-22
Laurence James Doe		2020-05-30
Professor Jyoti Choudrie		2026-04-22
SIMON ALISTAIR LING-LOCKE		2011-03-15

Downloaded from opencharities.uk/ew/1102837

SOUTHEND-ON-SEA YOUNG MENS CHRISTIAN ASSOCIATION

England & Wales - Charity number 1102837

Accounts

Here for young people
Here for communities
Here for you

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION

(LIMITED BY GUARANTEE) AND SUBSIDIARIES
ANNUAL REPORT AND CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025



Company registration No. 05051166

Charity Registration No. 1102837

Non Profit Private Registered Provider of Social Housing No. 4853

Contents

1 - 4	Chair's report
5 - 41	Trustees report
45 - 48	Auditors' report
49	Consolidated statement of comprehensive income
50	Group and charity statement of financial position
51	Group and charity statement of changes in reserves
52	Consolidated statement of cash flows
53-82	Notes to the financial statements



CHAIR'S REPORT

Welcome to Southend YMCA Annual Report 2024/2025

In 2024–25, Southend YMCA (SYMCA) continued to respond to the cost of living crisis, which affects the lives of many in our community. We remain deeply concerned about children growing up in poverty and the lack of affordable, secure housing, conditions that can undermine wellbeing and progress. Young people continue to face persistent challenges around mental health, digital safety and housing insecurity.

Yet, in the face of these pressures, SYMCA delivered transformative services to over 22,000 children, young people and families through short and long term interventions - a testament to our team's dedication and the trust placed in us by our funders, partners and supporters.

Our open access programmes, from our free music studio and detached youth work to mentoring and wellbeing support, continue to enrich lives and build resilience. Young people have played a central role in shaping these services.

"I helped design the new wellbeing sessions. It feels good knowing they actually listened to us." (Young person, SYMCA Youth Voice Panel)

We successfully delivered our Transitional Supported Housing Service for homeless young adults (aged 18 to 24) and provided inclusive education through our Alternative Provision school. This year, the school was judged "Good" by Ofsted, with "Outstanding" for pupil behaviour, a reflection of the care, structure and ambition embedded in our educational approach. We also launched a new sixth form at our Eco Hub building, expanding opportunities for post-16 learners in a nurturing, sustainability-focused environment.

Strategic Direction and Governance

Our strategic objective remains: "To be an innovative, resilient and sustainable charity, delivering social value for children, young people, families and the wider community."

CHAIR'S REPORT

Here for young people
Here for communities
Here for you

This year, the Board refined its governance arrangements to strengthen oversight and ensure alignment with regulatory expectations. We reviewed our committee structure and deepened our focus on financial resilience. In line with our Memorandum and Articles of Association, two trustees will reach the end of their term of office in 2026. To support succession planning and maintain strategic breadth, we will conduct a skills audit and begin the process of recruiting new trustees, with a specific focus on lived experience and underrepresented groups. This will help ensure our Board reflects the diversity, insight and community connection needed to guide SYMCA through its next chapter.

Trustees also reworked the organisational risk register, applying domains from the Regulator of Social Housing's Sector Risk Profile (October 2024). This has helped us better anticipate and manage systemic risks across finance, compliance, workforce and service delivery. In a further step towards regulatory alignment, the Board made its first formal return to the Housing Ombudsman, structured around the Complaints Handling Code, reinforcing our commitment to transparency, accountability and continuous improvement.

During the year, trustees resolved to dispose of a community flat, with the proceeds earmarked for reinvestment into the Newlands Supported Accommodation site. This decision reflects our commitment to delivering more and better housing - increasing the number of units while upgrading existing stock. We will need to fundraise to meet modern standards of comfort, accessibility and environmental performance.

We also completed our Management Knowledge Transfer Partnership (mKTP) with Innovate UK and the University of Hertfordshire. Building on this foundation, we are now exploring how generative AI can complement our workforce by enhancing service delivery, improving operational efficiency, and orientating young people toward the future world of work.

Celebrating Milestones

This year marked the 30th anniversary of Newlands Supported Accommodation. On 6 August 2025, we welcomed past and present



residents, staff and supporters to a vibrant celebration at Ambleside Drive. The event featured live music, climbing walls, storytelling and a strong sense of community spirit - a powerful reminder of the thousands of lives transformed over three decades. The Lord Lieutenant of Essex unveiled a commemorative plaque, with the High Sheriff of Essex also in attendance.

We were also proud to be the chosen charity for the 2025 World Cup-on-Sea football tournament, hosted at Roots Hall Stadium and led by AJ Chambers. This lively, 32-team event brought together socially responsible businesses from across the region for a day of sport, fundraising and solidarity. In 2026, we intend to build on these exciting business relationships.

Outputs and Outcomes

SYMCA's work is grounded in evidence and driven by outcomes. This year:

- Newlands Supported Accommodation delivered over 7,330 hours of tailored support to 57 young residents, including 11 care leavers. This personalised approach helped young people build essential life skills and move closer to independence and long-term stability.
- Ofsted recognised the SYMCA Community School's transformational impact with an 'Outstanding' judgement for Behaviour and Attitudes.
- Over 1,400 young people engaged in creative music-making.

We continue to use feedback, evaluation, and co-production to refine our services and ensure they meet real needs.

Looking Ahead

As we look forward into Financial Year 2025–26, we are preparing for a period of strategic adaptation. The landscape is shifting through devolution and local government reorganisation, and SYMCA is positioning itself to respond with agility and purpose. We are actively exploring new geographies, forging fresh partnerships and identifying opportunities where our values-led approach can deliver meaningful impact.

CHAIR'S REPORT

We are also exploring ways to contribute to the social housing decarbonisation agenda. At Newlands, we aim to retrofit the building with solar panels and improved insulation, and to expand the number of housing units on site.

Financial Resilience

Our financial position is stable, with unrestricted reserves covering three to four months of operating expenditure. Pension liabilities have eased, and we continue to meet lender covenants, maintaining our going concern status. We remain alert to the risks posed by funding volatility and workforce pressures, and are actively building resilience through income diversification and staff development.

Gratitude and Invitation

Southend YMCA's legacy stretches back over a century. From our early days on Weston Road to our wartime contributions at Shoebury Garrison, and the founding of our Community School in 2012, our journey has always been shaped by the needs of the time. Today, we are part of a global YMCA movement: a network of local charities operating in 119 countries and reaching more than 58 million people.

To every supporter, partner and champion — thank you. Your belief in our mission fuels our progress. As we step into a new chapter, we invite you to walk with us as a donor, a collaborator or an advocate. Together, we can build a future where every young person thrives.

With warm wishes,



Stephen Onslow
Chair of Trustees
Southend YMCA

TRUSTEES REPORT

The Trustees are pleased to present their Annual Report together with the Consolidated Financial Statements for the year ending 31st August 2025, which are prepared to meet the requirements of a Directors' Report and Accounts for Companies Act purposes.

Southend YMCA (the group) comprises:

Southend-On-Sea Young Men's Christian Association
An Incorporated Charity, **company number 5051166** (registered on 20.02.2004) and **Charity number 1102837** (registered on 24.03.2004). On the 13th July 2017, Southend YMCA was registered as a Non- profit private Registered Provider of Social Housing (**registration number 4853** Southend on Sea Young Men's Christian Association). Trustees are aware of The Regulator of Social Housing's Standards and the need to monitor their implementation through a coregulatory process.

The Southend YMCA Community School
In 2012, the Charity established a subsidiary company (the South Essex Community School Ltd **Company Number: 07954295**) operating as the Southend YMCA Community School (**DFE Number: 882/1101**). This is an **Alternative Provision Free School and an Academy Trust** (which is an exempt Charity reporting to the Secretary of State and a ringfenced entity). **Ofsted URN: 139903**. The relationship between the Charity and the school is governed through the Memorandum of Association and by a Deed of Agreement, with the Charity having the right to appoint and remove Directors.

The Financial Statements comply with the Companies Act 2006, the Housing and Regeneration Act 2008 and the Accounting Direction for Private Registered Providers of Social Housing 2022. Applicable UK accounting standards have been followed including the Statement of Recommended Practice (SORP) Accounting by Registered Social Housing Providers Update 2018.

Southend YMCA's Charity Regulators

CHARITY COMMISSION FOR ENGLAND AND WALES

Registered with FUNDRAISING REGULATOR

Regulator of Social Housing

CHARITABLE OBJECTIVES AND ACTIVITIES

Our charitable objects are set out in full on page 30. In shaping objectives, Trustees consider the Charity Commission's Guidance on Public Benefit, and there is an intentional link between the charity's legal purpose (objects) and our strategic goals as detailed

Housing

To empower vulnerable, homeless and at-risk young people offering safe and supported housing

Training & Education

To provide transformational education and training

Family, Health & Wellbeing

To nurture health and well-being for a positive community impact

Youth and Community Work

To enable young people's personal, social, cultural and artistic development through youth work.

and other activities which deliver

Support & Advice

All of our projects embed information and advice. We also train the next generation of professionals, including social work students, counselling students, and practitioners through dedicated projects and events.

QUALITY ASSURANCE, REGULATION AND COMPLIANCE

The Matrix Quality Standard for Information, Advice, and Guidance (IAG) importantly notes that the "SYMCA service is truly young person-centred" and that we support Children and Young People (CYP) to "move forward in a positive way".

The Investors in People Standard at Gold level (IIP) speaks of our creative culture, value-based leadership and agile management: it puts us in the country's top 17% of firms.

In 2014, our SOS Bus Project was awarded the Queens Award for Voluntary Service (the MBE for voluntary groups).

The school has consistently held an Ofsted 'Good' judgement.

With regard to our facilities:

We uphold the Decent Homes Standard. Building compliance is demonstrated through an ongoing Health and Safety inspection regime carried out by operational industry-standard bodies.

We were awarded a Combined Heritage and Conservation Architectural Award and the BREEAM Excellent Environmental Standard for our Eco-Hub Building (in 2010).

Historically, we achieved the Community Safety Accreditation Award. We further provide safe spaces through ongoing liaison with Essex Police. This approach is important to safeguard young people given societal challenges and risks such as the criminal exploitation of young people through county drug lines and modern slavery. We seek to be a good neighbour, and liaise with local residents as appropriate.

THE DIFFERENCE WE MAKE - DELIVERING PUBLIC BENEFIT

Who do we benefit?

Southend YMCA directly benefits vulnerable children, young people, their families and carers, including those who live in poverty and have fewer opportunities. Each person is an individual, and we seek to respond accordingly: building on their strengths, understanding aspirations and offering bespoke support.

Common presentations include emotional wellbeing needs, low self-esteem and risk-taking behaviours. We house homeless young people and support those who are not in employment or education.

The charity provides information and advice to people of all ages. Family, health and wellbeing projects support parents, carers, babies and young children living in Southend's most deprived wards, helping to ensure the best start in life. We also know that our online campaigns and events are successfully connecting with the wider public, supporting community cohesion and delivering important public health messages.

How do we know we are delivering benefits?

Our delivery is underpinned by a monitoring and evaluation framework appropriate to each type of project. Examples include exit surveys, focus groups, case studies and practitioner learning journals, along with collaborative research. We develop Theories of Change for our activities, tracking the inputs, outputs, outcomes and impacts of our work.

What types of benefits were received in 2024-2025?

Benefits included improvements in motivation and emotional wellbeing; literacy, numeracy and soft skills; self-care; interpersonal relationships; physical health; a decrease in risk-taking behaviour; progression into education or training (including qualifications and awards); new employment opportunities and reduced benefit dependency. We also saw an increase in the ability to live independently and stronger connections to the community through active citizenship.

THE NEXT SECTION DETAILS SOUTHEND YMCA ACHIEVEMENTS AND PERFORMANCE



Housing

To empower vulnerable, homeless and at-risk young people offering safe and supported housing.

TRUSTEES REPORT

NEWLANDS

Newlands provides supported accommodation for young people aged 18 to 25, offering a secure and stable home where residents can live and learn. The average stay is estimated at two years due to the lack of suitable move-on housing opportunities. During this time, our Housing Support Team works closely with young people to help them develop the knowledge and skills needed to move on into independence. We currently have 30 self-contained studio flats, which are let on licences, and an additional five-bedroom flat with shared facilities.

We recently introduced our Food4Thought programme, which provides residents with cooking experience and practice for preparing basic meals, as well as support with meal planning and the opportunity to gain a Level 2 Certificate in Food Hygiene and Safety.

All residents now have access to food and essential items that are regularly donated by local food charities and a local bakery.

7330+
HOURS OF SUPPORT SESSIONS PROVIDED

12,775+
NIGHTS OF ACCOMMODATION

Every young person living at Newlands receives a tailor-made package of support comprising of :

- 1-2-1 key-work using a mentoring approach so young people work towards their goals
- Life skills training focusing on independent living skills, working towards further education and employment
- Opportunities to influence our project through voice and influence meetings
- Access to specialist and therapeutic services
- Benefits and money advice

	Number of beds	Number of residents (annual)
Newlands Supported Accomodation	**35**	**57**
Care leavers supported by Social Services (CM16+)		**11**



NEWLANDS 30TH ANNIVERSARY EVENT



We extend our sincere thanks to all current and former staff, volunteers, students, and residents who have contributed to the Newlands Supported Accommodation project over the past **30** years.

The anniversary event welcomed over **100** professionals from housing, youth work, social care, education, healthcare, policymaking, and young leadership, celebrating a legacy of impact and transformation.



Training & Education

To provide transformational education and training.

TRUSTEES REPORT

SOUTHEND YMCA COMMUNITY SCHOOL

Southend YMCA Community School continues to provide high-quality alternative provision for students aged 14 to 18 who face barriers to accessing mainstream education. The school's ethos of Respect and Restorative Practice underpins its commitment to nurturing both academic and personal growth, helping students re-engage with learning and build confidence.

Students benefit from a broad and rigorous curriculum that combines GCSE qualifications with a Life Skills Programme, preparing them for post-16 education, apprenticeships and employment. Community engagement remains a core element, with students actively participating in local projects. In May 2025, the school was inspected by Ofsted and received the following judgements:

QUALITY OF EDUCATION **GOOD**	BEHAVIOUR AND ATTITUDES **OUTSTANDING**	PERSONAL DEVELOPMENT **GOOD**
LEADERSHIP AND MANAGEMENT **GOOD**	SIXTH FORM PROVISION **GOOD**	

Inspectors praised the school's ability to help students re-engage with education, its strong pastoral care and its effective support for learners with Education, Health and Care Plans. The careers provision was also highlighted as a particular strength.

The school's reputation continues to grow both locally and nationally, with sustained student numbers and increased referrals from commissioning schools. In response to rising demand, a dedicated Sixth Form provision is set to open at the YMCA Eco Hub in September 2024.

Southend YMCA Community School remains committed to removing barriers to learning and enabling every student to achieve their full potential.



Youth and Community Work

To enable young people's personal, social, cultural and artistic development through youth work.

TRUSTEES REPORT

DETACHED YOUTH WORK

The project has been funded through the Violence and Vulnerability Unit (VVU) in partnership with Essex Council for Voluntary Youth Services (ECVYS). This funding has enabled staff to make positive interventions with young people in parks, high streets and neighbourhoods across Southend. Youth workers offer support, advice and signposting through conversations based on identified need.

The detached work focused on three wards: Kursaal, Victoria and Milton. These wards were identified by the VVU as areas where young people could benefit from additional support.



731
YOUNG PEOPLE REACHED

132
HOURS DELIVERED

54
SESSIONS

The team has engaged with young people who are otherwise hard to reach, promoting valuable and relevant services that meet their needs. They have also carried out listening exercises with these young people, identifying their top three areas of concern and sharing these insights with ECVYS commissioners and funders.

Mental Health
(long waiting lists/ lack of support/ more education needed)

Knife Crime
(increase in crime/ youth violence/ gangs)

Employment /Training
(cost of living/low wages)

Here is what young people have to say about Detached Youth Work

'Having a Youth Support Team in Southend is really good to reach out to other young people, about what is going on within the community and what support can be offered. ''
''I am so grateful that I was approached by the detached team as I feel much better within myself and have made some new friends after joining the YMCA workshops.''

TRUSTEES REPORT

ALL IN MUSIC (AIM)

AIM is funded by The National Foundation for Youth Music and provides a variety of music-making and performance opportunities for young people aged 6 to 25 who are identified as vulnerable or disadvantaged and may have experienced personal, social or economic challenges. The project is delivered in partnership with a range of organisations, including the Greater Essex Music Hub and the Youth Justice Service.

123
CORE PARTICIPANTS

537
GROUP SESSIONS DELIVERED

1465
TASTER PARTICIPANTS REACHED

Each participant receives a minimum of 12 weeks of one-to-one and/or group sessions covering a variety of instruments and musical activities, including guitar, drums, piano, songwriting, singing and music production.

	Annual unique users
Participants who have Special Educational Needs (SEN)	**53%**
Participants who are not in Education, Employment or Training (NEET)	**43%**
Participants who are Sensory Impaired	**33%**
Participants who are from BAME backgrounds	**13%**

In 2024–2025, AIM was nominated for YMCA England and Wales' "Project of the Year" and was selected as the charitable partner for the Lazydays Festival. Sound Travels, a short film and soundtrack created by participants of the AIM project, was showcased at the Southend Film Festival 2025.

Here is what young people have to say about AIM

"A massive thank you from us, you gave our SEND children an experience they wouldn't normally get and we can't wait to work with you again!"

"Excellent Tutors, friendly atmosphere. My daughter has gained so much confidence in her guitar playing since starting at AIM! "

"The AIM tutors are incredibly friendly and easy to work with. It has been amazing to have such an opportunity to perform and meet like-minded people at the events that this project has allowed."


SABIAN
ALL IN MUSIC

Find Your Voice (FYV)
FYV is a youth-led project that empowers young people aged 10 to 24 to identify, address and advocate for issues affecting their communities. We help young people develop skills, and we provide resources and opportunities that enable them to become active citizens and make a lasting impact.

200+
YOUTH SESSIONS

1450+
YOUTH SESSIONS ATTENDANCES

2450
ATTENDED COMMUNITY EVENTS

5
SOCIAL ACTION PROJECTS

HOME EDUCATION YOUTH CLUB FOR YOUNG PEOPLE AGED 11 TO 17

YOUTH CLUBS
FOR YOUNG PEOPLE AGED 10 TO 24

Looking ahead to the coming year, Southend YMCA will launch a student lunchtime drop-in service and host a youth services showcase in October. The influencer programme will expand to include IT and media training. Our work with Southend Council to develop the Youth Advisory Board will continue, alongside efforts to increase youth-led social action and raise the visibility of youth services during Youth Work Week.

Here is what young people have to say about FYV

"The Youth Clubs has helped me with my confidence building and making new friends and then having to make new conversations with them each week has been challenging but rewarding."

"My son enjoys the youth club because it's good for his confidence and the activities are amazing"-Parent

Here is what volunteers have to say about FYV

I am currently unemployed I did not have much else going on other than the daily stuff, so coming to the 18 to 24 drop-in it's been nice to meet and interact with other people in my local area.

fyv



MY FUTURE

The My Future programme for primary school children aims to broaden horizons, challenge stereotypes and raise aspirations for both future career options and life opportunities. Every half term, children from Year 1 to Year 6 "meet" volunteers who work in different industries through live Zoom sessions. The children first guess the volunteers' jobs and then learn about what each person does.

The programme is currently delivered in Southend, Basildon, Tendring, Colchester, Harlow and Castle Point and Rochford. The excitement and learning have been fantastic, and feedback from children, professionals and Ofsted clearly indicates that the project is meeting its aims.

22,926+ CHILDREN REACHED

784 CLASSES

72 SCHOOLS ENGAGED

537,729 + CHILDREN REACHED

Here is what pupil have to say about MY FUTURE

"It's hard to do certain jobs but it's not impossible! Follow your dreams!"

"You can achieve anything no matter who you are."


Southend
YMCA
Here for your pe
Here for com
Here for you
Everyone should have a fair chance to discover who they are and what become
HEALTH & WELLBEING
HOUSING
18-24
DROP-IN
TUESDAYS
5.30PM - 8.30PM
FIND YOUR VOICE
(FYV)
YOUTH CLUBS
11-17
YOUTH CLUBS
16-21
STUDENT DROP-IN
TUESDAYS 12PM - 2.30PM
STARTING 30TH
SEPTEMBER 2025
YOUTH
BOARD
fyv
Cleaner, greener
Southend-on-Sea
Visitor



Health & Wellbeing

We promote health and well-being and have a community impact.

TRUSTEES REPORT

BUMP TO BREAST (Sept 2024 - Mar 2025)

Southend YMCA's Bump to Breast (B2B) project, funded by A Better Start Southend, ran from 2018 to 2025 to support breastfeeding families across Southend's most deprived wards. It offered weekly drop-in groups, outreach at the Southend Storehouse Foodbank and monthly meet-ups at the Cliffs Pavilion Café. Families referred by Southend Hospital received antenatal and postnatal support, including phone calls and online group invitations. The project also contributed to the Southend Supports Breastfeeding scheme and the Infant Feeding Network, and hosted creative initiatives such as multilingual art, community-designed tea towels and three published books featuring local mums.

Evaluated by the University of Essex, B2B was praised for its emotional, practical and social impact. Parents described the group as a lifeline, offering reassurance, hands-on breastfeeding help and a strong sense of community. Many reported increased confidence, reduced isolation and longer breastfeeding journeys. Over 90 per cent of participants felt more supported, connected and empowered, with many going on to share their knowledge and experiences with others.

Supported, 200+ families with breastfeeding

27 outreach sessions

Online, phone call, text message or email advice support provided.

Here is what project participants have to say about Bump To Breast

"I attended nearly in tears but left feeling like a great mum."
"The support has been invaluable."
"A sense of togetherness, support, understanding."

SOUTHEND BREASTFEEDING CIRCLE (April 2025 - Aug 2025)

Following the end of A Better Start Southend, Southend YMCA continues to support families with young children through its new Southend Breastfeeding Circle. Certified Lactation Consultant Eleanor now provides specialist support, alongside Theraplay-informed services. Weekly groups run at SAVS and the Cliffs Pavilion Café, supported by ongoing funding efforts and community partnerships. The team regularly attends local events, offering play areas and infant feeding advice. Eleanor and Amy Shearwani continue to collaborate with Public Health Southend and other partners to promote the Southend Supports Breastfeeding initiative. Summer plans include family-friendly activities such as picnics, beach play sessions and tie-dye workshops.



ENVELOP MENTORING PROJECT

The Envelop Project, an early intervention initiative funded by BBC Children in Need, provides coaching and mentoring for children and young people aged 8 to 18. This year, despite funding ending in March 2025, delivery continued until the beginning of the summer holidays, ensuring consistency and stability for vulnerable young people.

Key Achievements

650+
REFERRALS WITH RISING DEMAND FROM NEURODIVERGENT AND CARE-EXPERIENCED

MULTIPLE
INDIRECT BENEFICIARIES

REDUCED SCHOOL EXCLUSIONS (FIXED-TERM AND PERMANENT)

*__Indirect Beneficiaries__ includes the community, families, educational & health institutions

Impact

SUPPORTED SCHOOL EXCLUSION UNITS	**INCREASED SOCIAL MOBILITY AND PARTICIPATION**	**FOOD SECURITY SUPPORT**

Challenges & Response

- Funding ended in March 2025 → Delivery extended 4 months through resource management and partnerships.
- Rising poverty and food insecurity → Liaised with schools and supported families to access food banks.
- Increased demand → Grew placements and partnerships to sustain services.

Looking Ahead

- A business case has been developed to extend mentoring to young people aged 18 and over, addressing a clear gap in support once they leave school.
- Alignment with national priorities: while the Government is investing in secondary schools, this project will complement those efforts by providing wraparound mentoring.
- Continuum of care: the programme will bridge school-based support with post-18 mentoring, equipping young people with resilience, self-belief and the life skills needed for long-term success.



BUSINESS SUPPORT

INFORMATION TECHNOLOGY (IT)



We work closely with Southend City Council's IT team, with our systems supported through the Council's infrastructure. As part of our IT improvement project, and with specialist assistance from Shonet, we have developed a customised Salesforce Management Information System to strengthen service-user data management. We also use Microsoft 365 and are implementing OneDrive and SharePoint for cloud storage, enhancing security, collaboration and flexible working across the organisation.

We continue to refine our IT frameworks to improve efficiency and strengthen cyber defences against breaches and ransomware. The framework incorporates multiple redundancies and robust disaster recovery processes, ensuring seamless failover to backup systems. This supports our business continuity plan by minimising costs and disruptions while maintaining service delivery and providing reassurance to commissioners, funders and insurers. In addition, improved IT capability enhances our ability to secure new business opportunities, including the delivery of online wellbeing programmes.

HUMAN RESOURCES (HR)



Recruitment is conducted in line with our Safer Recruitment Policy and procedures. High-level volunteers increase our operational capacity while also helping to develop the next generation of the workforce. Notably, many undergraduate and postgraduate social work students are deployed in mentoring roles, supported by strong partnerships with universities. Staff and volunteers follow robust Workforce Development Plans that provide for mandatory induction training and ongoing professional development.

TRUSTEES REPORT

STRUCTURE, GOVERNANCE AND MANAGEMENT

Southend YMCA is affiliated to YMCA England and Wales and is part of a federated network of YMCAs that share a common goal: to create supportive, inclusive and energising communities where young people can truly belong, contribute and thrive.

In 2017, the Charity adopted the YMCA England and Wales Model Memorandum and Articles, under which Members and Trustees are the same individuals. The size of the Board is limited to 10 people. Trustees bring a breadth of relevant professional knowledge, alongside lived experience.

The full charitable objects of Southend YMCA are:

'To advance the Christian faith, including by:

- *Promoting a Christian environment inspired and motivated by the life, example and teaching of Jesus Christ, where people of faith and people of none can work together for the transformation of communities; and*
- *Enabling people of all ages and, in particular young people, to flourish through experiencing and responding to the love of God demonstrated by the life, example and teaching of Jesus Christ*

'To provide or assist in the provision in the interests if social welfare of facilities for recreation and other leisure time occupation for men and women with the object of improving their conditions of life'

'To relieve or assist in the relief of people of all ages and, in particular, young people, who are in conditions of need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstances'

'To provide residential accommodation, including social housing, for people of all ages and, in particular, young people, who are in need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstance'

TRUSTEES REPORT

Whilst Southend YMCA's beneficial area is not limited, we operate as a local charity. In 2024–2025, the charity delivered services within the city of Southend-on-Sea and into South Essex.

Regulator of Social Housing

Housing Ombudsman Service

The Board of Southend YMCA is responsible to the Regulator of Social Housing for meeting the Economic and Consumer Regulatory Standards and adopts a co-regulatory approach. This means that while the Regulator sets national standards, the responsibility for agreeing, monitoring and scrutinising local implementation lies with the Board. This is achieved through reports to the Board, sub-committee meetings and task-and-finish groups.

As required by the Housing Associations (HE) Accounts Direction, Trustees confirm that a Liabilities Register is in place and that they comply with their responsibilities as set out in the HE Governance and Financial Viability Standard. Our Housing Team has facilitated a Tenant Satisfaction Survey using the Regulator's TSM measures, with positive results.

Our Board has adopted the Charity Governance Code for Larger Charities. Trustees have explored their shared values and their commitment to delivering our charitable purposes within a rapidly changing economic environment. The tensions between opportunities, risks and costs are actively addressed. Trustees are aware of their responsibilities regarding housing stewardship and are making plans for additional investment in the Newlands building. This includes recirculating a receipt from the disposal of a non-social housing asset, a property on London Road with a remaining lease of 93 years.

TRUSTEES REPORT

Trustees will be reviewing the organisational purpose and strategy in 2025–26, recognising the risks within the housing sector and how these may affect the delivery of more and better housing. Fiscal challenges continue to impact Local Authority commissioning, making it essential to achieve full cost recovery on all contracts. Trustees agree that SYMCA has a strong reputation and operates to the standards required.

The Board is committed to recruiting new trustees aligned to our core areas of work. Findings from a recent Trustees' Skills Audit show that the strongest professional experience represented on the Board includes strategic leadership in the public and voluntary sectors, senior management, operational delivery across housing, health and wellbeing, and financial expertise. While some Board members bring lived experience related to our charitable mission, it remains our intention to increase diversity of background.

The Board may comprise not fewer than two and up to ten members. It conducts its business through Board meetings and two Sub-Committees: Finance, Risk and Audit, and Housing and Facilities. Each committee operates under agreed Terms of Reference and is chaired by a trustee with relevant professional expertise.

It is the Board's responsibility to bring independent judgement to matters of strategy, performance, resources and conduct. The Board may seek professional advice in carrying out its duties. All trustees are required to declare any interests at meetings and maintain entries in the Register of Interests. One trustee received remuneration for legal work undertaken at substantially discounted rates, following all necessary probity processes.

Southend YMCA pays a fixed-rate salary; there is no incremental salary scale. Trustees may, at their discretion, award a cost-of-living uplift, which was implemented in 2024–2025. Salaries may also be reviewed to reflect additional responsibilities assumed by individuals, in line with market conditions.

TRUSTEES REPORT

The Board is ultimately responsible for the Charity's system of internal control and for reviewing its effectiveness. Key internal assurance controls include:

- Board-approved Terms of Reference, an inter-group Deed of Agreement and a Delegated Authorities Schedule.
- Risk and Liabilities Registers, supported by disaster-scenario planning.
- Strategic and business planning processes, including detailed budgets, forecasts and management accounts.
- Formal Recruitment, Retention, Training and Development Policies for staff.
- Options appraisals and the procurement of professional technical advice when embarking on major new projects, ensuring compliance with legislation and regulation.
- Operational policies, procedures and systems.
- Scrutiny of all new initiatives and major commitments.
- Audit – financial, health and safety. Building compliance etc.
- Keeping proper accounting records, which disclose with reasonable accuracy, at any time the financial position.
- Regular reporting by the Senior Leadership Team to the Board and its Committees on the Performance of Services in relation to contracts.

The Board recognises that any system of internal control can only manage, and not eliminate, the risk of failure to achieve business objectives, and can provide only reasonable assurance against material misstatement or loss.

FINANCIAL REVIEW



During the year, the use of the Xero Financial Information Management Platform supported the delivery of secure and accurate financial control and accounting.

TRUSTEES REPORT

Our Chief Finance Officer (CFO) produced quarterly management accounts and other centralised financial data to fulfil multiple reporting needs - improving efficiency and responsiveness. These changes enable Southend YMCA to:

- Respond to risk in a dynamic way
- Prepare forecast budgets and check cash flows
- Provide financial data for funding applications and monitoring returns
- Inform the Board's business strategy/direction and decision making.
- Maintain a focus in achieving greater value for money for example achieving optimum electric prices

Principle sources of funding

The principal sources of funding in 2024-25 were grant income, contract income and rental income. Due to the predictability and reliability of these income sources, there is not the volatility associated with trading. However, achieving full cost recovery (where all cost continues to rise) requires diligence and/or requires mitigating actions.

The total funds held by the group is £4,173,099. This included restricted funds of £2,816,219 being the value of fixed assets, current assets and long-term liabilities.

The net assests held by the main Charity comprised £1,376,930 being the value of fixed assets of £2,085,026 including the Eco Hub Building, the Newlands Building and move on accommodation; and cash of £532,552.

The funds held by our subsidiary, South Essex Community Schools Limited, are restricted to the provision of full or part time education for children of compulsory school age who, by reason of illness, exclusion from school or otherwise, may not receive a suitable education unless alternative provision is made for them. At the year-end, the school made a small deficit. The school had net current assets of £2,796,169 of which, fixed assets of £1,930,940 - this is mainly the value of the school building which is subject to a covenant and is held in trust for the DFE.

TRUSTEES REPORT

Properties



As of 31 August 2025, the Charity owned 2 Housing Properties: Newlands (a 35-bed social housing unit– subject to a mortgage); 1 investment flat and the Eco Hub training building. SYMCA's Depreciation Policy is set out in the Notes to the Accounts on page 56-57.

Pension costs



The Charity is a member of a closed YMCA Pension Scheme which has a deficit. The Charity made an annual payment of £ 10,329 to service the debt. During the year it joined with other YMCAs to explore options around limiting long term liabilities.

The Charity recognises possible concern relating to its participation in a Defined Benefit Pension Scheme. Appropriate action has been taken: The Scheme was closed to new members in 2007, and the link to final salary broken in 2011. Additional contributions continue to be made to reduce the deficit. As part of the YMCA Federation, the multi-employer Pension Scheme is run by an independent Trustee Board with employer representation through the Principal Employer, National Council of YMCAs.

The Pension Scheme Trustee obtains an actuarial valuation every three years and we have considered the implications to the Charity's Finances from the latest available actuarial valuation.

TRUSTEES REPORT

We have reviewed the Charity's ability to continue to deliver its charitable objectives by ensuring budgets, forecasts and plans are available and include the impact of deficit repayments. The Pension Scheme Trustee included the impact of Pension Scheme Deficit Repayments in considering going concern status, reserves, and the risks and uncertainties that the charity face noted elsewhere in this report.

The Charity benefits from the Pension Scheme Trustee and the Principal Employer seeking suitable specialist Professional advice both to manage the Scheme and in the continuing effort to explore ways of reducing the overall pension deficit. The notes to the accounts include an accounting policy and further details in note 18.

Principal Risks and Uncertainties

The Board maintains a dynamic approach to risk mitigation – considering a wealth of technical professional advice from accountancy, through to Health and Safety and Facilities Reports. Risk domains correlate with Charity Commission (CC28) Guidance, and the Regulator of Social Housing's (RSH) 'Sector Risk Profile' (2024)

Breach of Covenants - The Interest Service Cover (ISC) is our most restrictive covenant. Within the context of variable mortgage interest costs supplier and employee costs ongoing budgetary management is a priority. Our financial performance in 2024/5 shows covenant compliance and our approved budget for 2025/6 also shows the same. Investment into a community fundraising team is building valued relationships and partnerships, securing donations and gifts to support our vitally important work.

External environment and operating context- we will continue to conduct a PESTLE analysis and SWOT analysis to identify key trends and opportunities to grow or mitigate threats to our charitable plans to deliver public benefit

Local Authority financing pressures- may create lean contracts. Charitable funds should not subsidise the Public Sector and so we will cautiously consider new opportunities, service modelling and innovation for full cost recovery.

Unsuccessful fundraising and failed funding applications- may occur, given grant making bodies are oversubscribed and donations are competitive. However, our positive track record of outcomes and creative service design creates a compelling case for support.

Mitigation

Due to tight financial control and reliable income sources, we do not anticipate cash-flow problems in 2025-26. In recirculating any receipt, the intention would be to increase operating cash reserves to 6 months – given the time taken to market property and liquidise capital assets. Our Reserves Policy focussed on the balance between cash and fixed assets and managing liquidity.

Reserve's Policy



The term 'Reserves' is used to describe that part of a Charity's Income funds that are freely available for its operating purposes, not subject to commitments, planned expenditure and spending limits. Reserves do not include endowment funds, restricted funds and designated funds.

Having a Reserves Policy helps inform the way in which we manage our cash, liquid assets and debt. It assists us when planning and explaining our approach to stakeholders and contributes significantly to the Board's ability to balance the needs of current and future beneficiaries.

We set our reserves level with reference to: analysis of cash flow; existing funds and reserves; future income streams with an assessment of their reliability; committed expenditure and how far this is controllable; examination of past trends; examining the likely changes in the main sources of income and how we may cope with these changes; an assessment of the risks we face, and how likely these are to materialise; and forecasting future income and expenditure.

Charity trustees have established a new Reserves Policy target. This is to hold 6 months of operating costs in cash to buffer volatilities.

TRUSTEES REPORT

Furthermore, the Board has established a capital emergency reserve where £50k was set aside in 2024-25. This is prudent when considering stock condition, the Decent Homes Standard and the availability of grants or otherwise. And so, the intention is to add to the capital reserve.

The running costs of our charitable business for 2025/6 are forecast at £105,757 per month which equates to £317,271 to £634,542. The Trustees consider that the free reserves at the year-end fall within this range.

At the year end the Charity held cash of £532,552 of which £63,447 comprised cash held on account (being funders paying in advance) with net current cash of £469,105. This comprises 3.5 months of operating expenditure. This is a increase in funds compared to the previous year net cash of £129,432.

Trustees accepted that the level of cash funds was acceptable due to the value of fixed assets which could provide security for increased working capital or be liquidated in the event of having to wind up the Charity. Fundraising capacity has been increased in 2023-24 alongside a refreshed Fundraising Strategy.

It is the policy of the Academy Trust to maintain a level of reserves that is sufficient to meet its future obligations. Fund balances at 31.08.2025 comprised: £2,796,170 of which £2,780,402 were restricted funds and £15,768 unrestricted. Of the restricted funds, £1,930,942 is represented by tangible fixed assets, general funds total £849,460.

Governors have approved a three-year plan to use reserves within the current educational climate, mainly on staffing in support of the students and for new building. The plan is dynamically risk assessed, and staffing is considered is the most significant risk.

Due to the above levels of reserves, Trustees know that they would be able to carry on the group's day to day activities in the event of a drop-in funding whilst considering how funding would be replaced.

Furthermore, the Charity remains a going concern, with the ability to meet its proportion of the YMCA group pension deficit. Due to a positive valuation deficit payment will remain flat until the end of the term in 2027.

TRUSTEES REPORT

For the Financial Year 2025-26 the Board has set objectives to:

Increase free reserves, to fundraise for ongoing improvements works to the Newlands Building including decarbonisation measures, and to secure grants supporting youthwork which further the needs and aspirations of beneficiaries. We will seek the support from grant making trusts and through general appeals to assist in these areas.

The Board will continue to monitor the finances of the organisations including the position of the reserves through the Finance, Risk and Audit Committee.

Other Income

Income from other activities includes income from fundraising events, hire of facilities, and donations. Income is receivable in exchange for goods and services and is recognised when entitlement has occurred.

Investment Policy



Aside from retaining a prudent amount in reserves most of the Charity's Funds are to be spent in the short to medium term on charitable services for beneficiaries.

Previous capital investment in affordable housing secures a long-term return (mission and rental income). The Charity has borrowed to acquire the Newlands Asset. The outstanding balance is £668,195.

TRUSTEES REPORT

Value for Money (VFM)



The Board is committed to achieving value for money when delivering its purpose and objectives, in accordance with its Business Plan, VFM Strategy and the HE Value for Money Standard and Metrics.

With regard to HE metrics the findings are:

Reinvestment %	**4.9%**
New Supply Delivered	**0.0%**
Gearing %	**14.46%**
EBITDA MRI interest cover	**235%**
Headline social housing cost per unit (provides for intensive housing management)	**£24,089**
Operating Margin % (social housing lettings)	**23.2%**
Operating Margin % (overall)	**14.3%**
Return on capital employed (ROCE) %	**1.3%**

The Charity is a Member of the Acuity Benchmark Club which enables us to understand our performance in relation to our peer group. The HE Value for Money Standard and Metrics however Benchmarking Housing Associations managing more than 1,000 homes and therefore is not comparable in all areas.

TRUSTEES REPORT

REFERENCE AND ADMINISTRATION DETAILS

The Company is registered under the Companies Act and is a registered charity.
Charity number: 1102837
Company number: 05051166

The Company is a non-profit private registered provider of social housing. Registration no: 4853.

Registered office: Newlands, 85 Ambleside Drive, Southend on Sea, SS1 2FY.

Auditors: Price Bailey LLP, 36 Tyndall Court, Commerce Road, Lynch Wood, Peterborough, PE2 6LR.

Directors and Trustees
The Directors of the Charitable Company (the Charity) are its Trustees for purpose of Charity Law. The Trustees and Officers serving during the year and since the year end were as follows:

Trustees serving in the year were:
Simon Ling-Locke (appointed 29.01.2011)
Ron Wright (appointed 20.02.2004, deceased 08.11.2023)
Stephen Onslow (appointed 05.05.2017)
Kerry Bland (appointed 29.04.2017, resigned 31.03.24)
Philip Stepney (appointed 30.09.2018 resigned 31.03.24)
Laurence Doe (appointed 30.05.2020)
Simon Leftley (appointed 09.12.2023)
Edward Joseph Galgano (Appointed 31.03.24)
David Bland (Appointed 31.03.2024)

Key Management Personnel at the year end were:
Syrie Cox – Chief Executive Officer Southend YMCA
Dawn Brown – Chief Finance Officer
John Levy – Strategic Lead - Housing and Facilities
Tom Eatherton – Strategic Lead – Youth and Community
Eleanor King - Strategic Lead – Family Health and Wellbeing
Andrew Snell – HR Officer
Mark James - Health and Safety Advisor

TRUSTEES REPORT

Our Advisers

Auditors: Price Bailey LLP, 36 Tyndall Court, Commerce Road, Lynchwood, Peterborough PE2 6LR.
Bankers: Barclays Bank, 127 High St, Southend-on-Sea SS1 1LH and CAF Bank, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ.
Solicitors: Duncan Lewis (Solicitors) Ltd, Spencer House, 29 Grove Hill Road, Harrow on the Hill, HA1 3BN
HR Advisors: HR Initiatives, the Nexus Building, Broadway, Letchworth, Garden City, Hertfordshire, CG6 9BL.

Trustees Responsibilities in Relation to the Financial Statements

The Charity Trustees (who are also the Directors of Southend on Sea Young Men's Christian Association for the purposes of Company law) are responsible for preparing a Trustees Annual Report and Financial Statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards as reflected in FRS 102 and applicable laws).

Company law requires the Charity Trustees to prepare Financial Statements for each year which give a true and fair view of the state of affairs of the Charitable Company and the group and of the incoming resources and application of resources, including the income and expenditure of the Charitable Group for that period. In preparing the Financial Statements the Trustees are required to:

- Select suitable Accounting Policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- State whether Applicable UK Accounting Standards and the Statement of Recommended Practice (SORP) Accounting by Registered Social Housing Providers Update 2018 have been followed, subject to any material departures disclosed and explained in the Financial Statements.
- Prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

TRUSTEES REPORT

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

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

Statement of Disclosures to our Auditors

In so far as the Trustees are aware at the time of approving the Annual Report:

There is no relevant audit information of which the group's auditors are unaware, and; the Trustees have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information

This Report has been prepared taking advantage of the exemptions for small companies within Part 15 of the Companies Act 2006.

Signed by order of the Board of Trustees

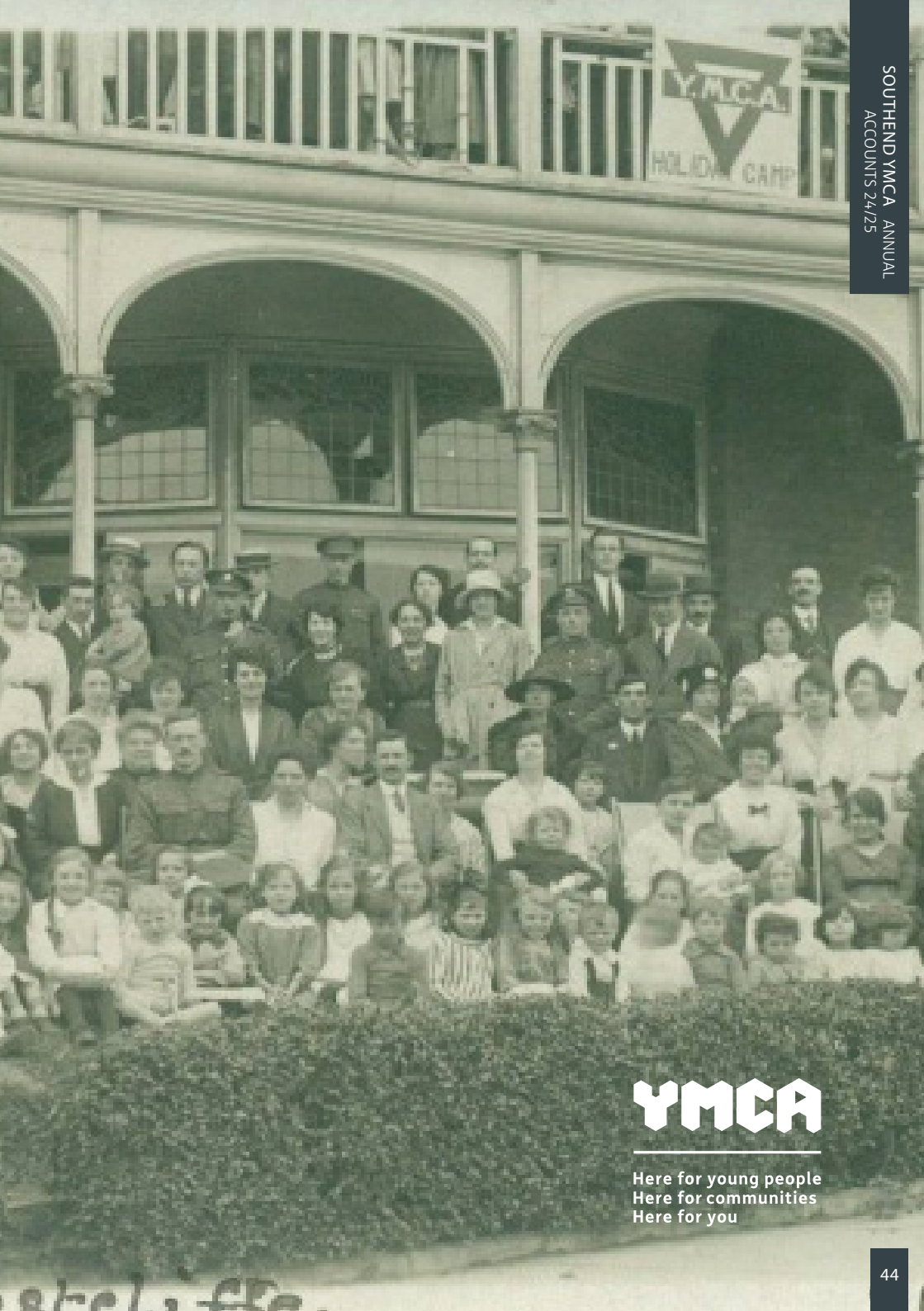


Stephen Onslow (Chair)
Date: 09/03/2026





1919- YMCA ran a holiday camp out of the Palmeira Hotel in Westcliff.



YMCA

Here for young people
Here for communities
Here for you

INDEPENDENT AUDITORS REPORT TO THE MEMBERS FOR THE YEAR ENDED 31 AUGUST 2025

Opinion

We have audited the financial statements of Southend-On-Sea Young Men's Christian Association (Limited by guarantee) and it's subsidiary for the year ended 31 August 2025 which comprise a Statement of Comprehensive Income, Statement of Changes in Reserves, Statement of Financial Position, 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 group's and the charity's affairs as at 31 August 2025 and of the group's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006, the Housing and Regeneration Act 2008 and the Accounting Direction for private registered providers of social housing in England 2022.

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 group 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 board's 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 group'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 board 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 don 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 appeares 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 the audit:
- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept by the parent charity, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charity financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' 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 directors' report and from the requirement to prepare a strategic report.

In addition, we have nothin to report in repsect of the following matter where the Housing and Renegeration Act 2008 requires us to report to you if, in our opinion:
- a satisfactory system of control over transactions has not been maintained.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on pages 40 to 41, the trustees (who are also the directors of the association for the purposes of charity 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 group's and the parent 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 group or the parent charity or to cease operations, or to 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:

- In addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments;
- Assessing whether the judgements made in accounting estimates are indicative of a potential basis;
- Evaluating the rationale of any significant transactions that are unusual or outside the normal course of business;

- The audit procedures would also involve being aware of any such items from reviewing minutes and third party communications and reports and discussions held with staff and management to obtain an understanding.

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.

Auditors responsibilities for the audit of the financial statements (continued)
A further description of our responsibilities is available on the Financial Reporting Councils's website at https://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 charity's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 137 of the Housing and Regeneration Act 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' 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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Kerry Hilliard ACA FCCA CTA (Senior Statutory Auditor)
for and on behalf of Price Bailey LLP
Statutory Auditor
36 Tyndall Court
Commerce Road
Lynchwood
Peterborough
PE2 6LR

Date: 31/03/2026

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION
(LIMITED BY GUARANTEE) AND SUBSIDIARIES

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 AUGUST 2025

	Note	Year ended 2025 £	Year ended 2024 £
Turnover	**2**	3,233,096	3,239,487
Operating expenditure			
Operating costs	**2**	(3,189,146)	(2,817,361)
Operating surplus/(deficit)	**2**	43,950	422,126
Interest receivable	**5**	15,304	12,297
Interest payable	**6**	(47,471)	(56,037)
Surplus/(deficit) before tax		11,783	378,386
Taxation		-	-
Surplus/(deficit) for the year		11,783	378,386
Increase in valuation of investment properties	**11**	**-**	58,384
Actuarial gain/(loss) in respect of pension schemes		(20,000)	24,140
Total comprehensive income for the year		(8,217)	460,910

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

All of the above amounts relate wholly to continuing activities. The accompanying notes on pages 53 to 82 form part of these financial statements.

25 Feb 2026

The financial statements were approved by the Board on .....

S Onslow
Stephen Onslow (Mar 10, 2026, 12:01pm)
.....

S Onslow
Chairman

D J Bland
David Bland (Mar 10, 2026, 2:19pm)
.....

D Bland
Trustee

Company Registration No. 05051166 (England and Wales)
Charity Registration No. 1102837
Homes England No. 4853

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION
(LIMITED BY GUARANTEE) AND SUBSIDIARIES

GROUP AND CHARITY STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED 31 AUGUST 2025

		Group		Charity	
		2025	2024	2025	2024
	Note	£	£	£	£
Fixed assets					
Tangible fixed assets - housing properties	9	1,330,470	1,480,624	1,330,470	1,480,624
Other tangible fixed assets	10	2,495,496	2,504,902	564,556	574,943
Investment properties	11	190,000	190,000	190,000	190,000
		4,015,966	4,175,526	2,085,026	2,245,567
Current assets					
Trade and other debtors	12	134,755	109,259	89,984	88,938
Cash at bank and in hand		1,516,500	1,502,146	532,552	462,913
		1,651,255	1,611,405	622,536	551,851
Creditors: amounts falling due within one year	13	(439,987)	(484,177)	(276,497)	(329,878)
Net current assets/(liabilities)		1,211,268	1,127,228	346,039	221,973
Total assets less current liabilities		5,227,234	5,302,754	2,431,065	2,467,540
Creditors: amounts falling due after one year	14	(1,054,135)	(1,121,438)	(1,054,135)	(1,121,438)
Provisions for liabilities					
Defined benefit pension scheme liability	18	-	-	-	-
TOTAL NET ASSETS		**4,173,099**	**4,181,316**	**1,376,930**	**1,346,102**
RESERVES					
Income and expenditure reserve		1,298,496	1,296,542	1,281,746	1,284,952
Fair value reserve		58,384	58,384	58,384	58,384
Restricted reserve	20	2,816,219	2,826,390	36,800	2,766
		4,173,099	**4,181,316**	**1,376,930**	**1,346,102**

The net movement in funds for the year for the charity only was net surplus of £30,827 (2024: £136,490). The charity's income was £1,441,769 (2024: £1,554,307) less expenditure of £1,410,942 (2024: £1,515,341), actuarial gain of £nil (2024: £39,140) and increase in valuation of investment property of £nil (2024: £58,384).

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

The financial statements were issued and approved by the Board on 25 Feb 2026

S Onslow
Stephen Onslow (Mar 10, 2026, 12:01pm)

S Onslow
Chairman

D J Bland
David Bland (Mar 10, 2026, 21:18pm)

D Bland
Trustee

Company Registration No. 05051166 (England and Wales)
Charity Registration No. 1102837
Homes England No. 4853

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION
(LIMITED BY GUARANTEE) AND SUBSIDIARIES

GROUP AND CHARITY STATEMENT OF CHANGES IN RESERVES
FOR THE YEAR ENDED 31 AUGUST 2025

Group	Income and expenditure reserve	Restricted reserve	Fair value reserve	Restricted fixed asset reserve	Total
	£	£	£	£	£
Balance as at 1 September 2023	1,205,881	615,633	-	1,898,892	3,720,406
Total comprehensive income for the year	402,526	-	58,384	-	460,910
Transfer of restricted expenditure from unrestricted reserve	(311,865)	280,798	-	31,067	-
Balance at 31 August 2024	1,296,542	896,431	58,384	1,929,959	4,181,316
Total comprehensive income for the year	(8,217)	-		-	(8,217)
Transfer of restricted expenditure from unrestricted reserve	10,171	(10,171)		-	-
Balance at 31 August 2025	1,298,496	886,260	58,384	1,929,959	4,173,099

Charity	Income and expenditure reserve	Restricted reserve	Fair value reserve	Restricted fixed asset reserve	Total
	£	£	£	£	£
Balance as at 1 September 2023	1,195,810	13,802	-	-	1,209,612
Total comprehensive income for the year	78,106	-	58,384	-	136,490
Transfer of restricted expenditure from unrestricted reserve	11,036	(11,036)		-	-
Balance at 31 August 2024	1,284,952	2,766	58,384	-	1,346,102
Total comprehensive income for the year	30,827	-		-	30,827
Transfer of restricted expenditure from unrestricted reserve	(34,034)	34,034		-	-
Balance at 31 August 2025	1,281,745	36,800	58,384	-	1,376,929

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION
(LIMITED BY GUARANTEE) AND SUBSIDIARIES

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2025

	Note	Group 2025 £	2024 £
Net cash flow from operating activities	**23**	53,056	510,044
		53,056	510,044
Cash flow from investing activities			
Purchase of tangible fixed assets		(129,020)	(128,240)
Proceeds from sale of tangible fixed assets		177,746	500
Interest income		15,304	12,297
Net cash flow from investing		64,030	(115,443)
Cash flow from financing activities			
Interest paid		(47,471)	(56,037)
New borrowings		-	-
Repayment of long term loans		(55,261)	(34,297)
Net cash flow from financing activities		(102,732)	(90,334)
Net increase in cash and cash equivalents		14,354	304,267
Cash and cash equivalents at the beginning of the year		1,502,146	1,197,879
Cash and cash equivalents at the end of the year		1,516,500	1,502,146
Cash and cash equivalents consists of:			
Cash at bank and in hand		1,516,500	1,502,146
Cash and cash equivalents at the end of the year		1,516,500	1,502,146

LEGAL STATUS

Southend-on-Sea Young Men's Christian Association (the charity) is a private company limited by guarantee incorporated in England under the Companies Act 2006, registered with the Homes and Communities Agency as a private registered provider of social housing and is a registered charity. The registered office is Newlands, 85 Ambleside Drive, Southend-on-Sea, SS1 2FY.

Southend-on-Sea Young Men's Christian Association has one subsidiary; South Essex Community School (Limited by Guarantee), registered under the Companies Act 2006 and an exempt charity (an Academy Trust) reporting to the Secretary of State.

1. ACCOUNTING POLICIES

1 Basis of accounting

The Group's financial statements have been prepared in accordance with applicable United Kingdom Generally Accepted Accounting Practice (UK GAAP) including Financial Reporting Standard 102 and the Statement of Recommended Practice for registered housing providers: Housing SORP 2018.

The financial statements comply with the Companies Act 2006, the Housing Regeneration Act 2008 and the Accounting Direction for Private Registered Providers of Social Housing 2022. The accounts are prepared on the historical cost basis of accounting and are presented in sterling £.

The subsidiary undertaking is an Academy Trust. Consideration has also been given to the Charities SORP (FRS 102) and the Academies Accounts Direction 2024 to 2025, where this is deemed appropriate in order to give a true and fair view.

The charity constitutes a Public Benefit Entity as defined by FRS 102.

Parent company disclosure exemptions

In preparing the separate financial statements of the parent company, advantage has been taken of the following disclosure exemptions available in FRS 102.

- the requirement to present a statement of cash flows and related notes;
- disclosures in respect of the parent company's financial instruments have not been presented as equivalent disclosure exemptions available in FRS 102;
- no disclosure has been given for the aggregate remuneration of the key management personnel of the parent company because their remuneration is included in the totals for the group as a whole.

1 Basis of consolidation

The Group financial statements consolidate the financial statements of the charity and its subsidiary South Essex Community School (Limited by Guarantee). The results of the subsidiary have been consolidated on a line-by-line basis for the year ended 31 August 2025. The South Essex Community School is a subsidiary of the main charity under section 1162 (2) (b) of the Companies Act 2006. The section defines "parent undertaking" and "subsidiary undertaking" for the purposes of the Companies Acts. An undertaking is a parent undertaking in relation to another undertaking, a subsidiary undertaking, if it is a member of the undertaking and has a right to appoint or remove a majority of its board of directors. The results of South Essex Community School are shown in note 21. In accordance with section 408 of the companies Act 2006, no individual financial statements have been prepared for the parent company.

1. ACCOUNTING POLICIES (continued)

1.3 Going concern

The group's business activities, its current financial position and factors likely to affect its future development are set out within the report from the board. The group has in place long-term debt facilities which provide adequate resources to finance committed reinvestment and development programmes, along with the group's day to day operations.

The continuing operational existence of the company is dependent upon the continuing support of the main lender for the group, CAF Bank Ltd. Throughout the accounting year and since the year end, the group has been in communication with the main lender and has received support in the form of a loan covenant waiver. Based upon mitigated budgets and up to date management accounts, the board of trustees are confident that the risk of the covenant being breached going forward is low.

On this basis, the board has a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future, being a period of at least twelve months after the date on which the report and financial statements are signed. For this reason, it continues to adopt the going concern basis in the financial statements.

1.4 Judgements and key sources of estimation uncertainty

Preparation of the financial statements requires management to make significant judgements and estimates. The following judgements and experts have had the most significant effect on the amounts recognised in the financial statements:

Housing related support income

Management judgement is applied in determining the extent to which the risks and benefits are transferred to the charity when considering the income to be recognised.

Government and other grants taken to income

Where entitlement to income is subject to fulfilling performance related conditions, judgement is applied in some situations to determine the stage of completion and the related income to be recognised, rather than deferred.

Cost allocation

Judgement is required in determining and applying the basis of regulated social housing activity and activities other than social housing costs.

Categorisation of housing and other properties

The group has undertaken a detailed review of the intended use of all properties. In determining the intended use, the group has considered if the asset is held for social benefit or to earn commercial rentals.

Tangible fixed assets

Depreciation is charged on tangible fixed assets over their estimated useful lives, taking into account residual value if appropriate. The actual lives of the assets and their residual values are assessed annually and may vary depending on a number of assumptions.

1. ACCOUNTING POLICIES (continued)

1.4 Judgements and key sources of estimation uncertainty (continued)

Pension benefits

The cost of defined benefit pension plans and other post-employment benefits are determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty.

Present value of Local Government Pension Scheme

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 18, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

1.5 Turnover

Turnover represents rental income and service charges receivable, programme activities income, donations and local authority and other revenue grants receivable. Rental income is recognised when the property is let, net of voids. Service charge income and costs are recognised on an accruals basis. Housing Related Support income is recognised as it falls due under the contractual arrangement with the administering authorities.

General Annual Grant relating to the academy trust is recognised in full in the Statement of Comprehensive Income in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

Capital grants relating to the academy trust are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended. Unspent amounts of capital grant are reflected in the balance in the restricted reserves.

Sponsorship income provided to the academy which amounts to a donation is recognised in the Statement of Comprehensive Income in the period in which it is receivable, where receipt is probable and it is measurable.

Housing Properties

Housing properties are those held for the provision of social housing or to otherwise provide social benefit. Housing properties are stated at cost less accumulated depreciation and impairment losses. The cost of properties is their purchase price together with incidental costs of acquisitions, improvements and revaluation.

Investment income

Investment income is accounted for on a receivable basis.

1. ACCOUNTING POLICIES (continued)

2 Turnover (continued)

Government and other capital grants

Government and other capital grants include grants receivable from HE, YMCA England, local authorities, and other government organisations. Government grants received for housing properties are recognised in income over the useful life of the housing property structure under the accruals model.

Government grants released on the sale of a property may be repayable but are normally available to be recycled and are credited to a Recycled Capital Grant fund.

Grants relating to revenue are recognised in income and expenditure over the same period as the expenditure to which they relate once reasonable assurance has been gained that the entity will comply with the conditions and that the funds will be received.

Grants due from government organisations or received in advance are included as current assets or liabilities.

Other grants

Grants received from non-government sources, whether 'capital' or 'revenue' grants, are recognised using the performance method. If there are no specific performance requirements then the grants are recognised when receivable. Income received in advance of the performance conditions being met is deferred and included in creditors.

Other income

Income from other activities includes income from fundraising events, hire of facilities, first aid training, bus hire and project match funding.

Income is receivable in exchange for goods and services and is recognised when entitlement has occurred.

1.6 Depreciation of housing properties

Major components of housing properties are identified and treated as separable assets and are depreciated on a straight line basis over their expected economic useful lives at the following rates:

Property structure	125 years
Roof	60 years
Windows and external doors	40 years
Kitchens	30 years
Bathrooms	40 years
Boilers	30 years

Freehold land is not depreciated.

Leasehold properties are amortised over the life of the lease or their estimated useful economic lives in the business, if shorter.

1. ACCOUNTING POLICIES (continued)

1.7 Other tangible fixed assets and depreciation

Other tangible fixed assets are stated at cost less accumulated depreciation. Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Statement of Financial Position at cost and depreciated over their expected useful economic life.

For assets held by the academy trust, where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset reserve in the Statement of Comprehensive Income and carried forward in the Statement of Financial Position. Depreciation on the relevant assets is charged directly to the restricted reserve in the Statement of Comprehensive Income. Where tangible fixed assets have been acquired with restricted funds, depreciation on such assets is charged to the Income and Expenditure Reserve.

This treatment has been applied to present a true and fair view in accordance with the Academies Accounts Direction 2024-25.

Depreciation has been provided at the following rates:

Freehold buildings	100 years straight line
Fixtures and fittings	20% / 25% reducing balance
Music, sports and office equipment	25% reducing balance
Computer equipment	3 years straight line
Motor vehicles	25% reducing balance
Kitchen extension	50 years straight line
Music room extension	6 years straight line
Childrens home	9 years straight line

Other freehold land is not depreciated.

1.8 Impairment

Housing properties

Reviews for impairment of housing properties are carried out when a trigger event has occurred and any impairment loss in a cash generating unit is recognised by a charge to the statement of comprehensive income. Impairment is recognised where the carrying value of a cash generating unit exceeds the higher of its net realisable value or its value in use. A cash generating unit is normally an individual property level whose cash income can be separately identified.

Following a trigger event for impairment, an impairment test is performed based on fair value less costs to sell or a value in use calculation. The fair value less costs to sell calculation is based on available data from sales transactions in an arm's length transaction on similar cash generating units (properties) or observable market prices less incremental costs for disposing of the properties.

The value in use calculation is based on either a depreciated replacement cost or a discounted cash flow model. The depreciated replacement cost is based on available data of the cost of constructing or acquiring replacement properties to provide the same level of service potential to the charity as the existing property.

1. ACCOUNTING POLICIES (continued)

1.8 Impairment (continued)

Other fixed assets

At each reporting period end date, the group reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. 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).

1.9 Taxation

The charity and its subsidiary undertaking are exempt from corporation tax on their charitable activities.

1.10 Reserves

Income and expenditure reserves

Income and expenditure reserves are incoming resources receivable or generated in furtherance of the general objectives of the group without specified purpose and are available as general reserves.

Restricted reserves

Restricted reserves represent income received where the funder or other source of the income have imposed restrictions as to how the reserves shall be used. The nature and purpose of restricted reserves is set out in the notes to the financial statements.

Restricted fixed asset reserves are resources which are applied to specific capital purposes imposed by funders where the asset acquired or created is held for a specific purpose.

Fair value reserves

The difference on transition between the fair value of investment properties and the historical cost carrying value is credited to the fair value reserve. The difference between historical cost depreciation and depreciation charged on the fair value balance is transferred from the fair value reserve to the income and expenditure reserve.

1.11 Pension costs and other post retirement benefits

The charity participated in a multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales, which was closed to new members and accruals on 30 April 2007. Due to insufficient information, the plan's actuary has advised that it is not possible to separately identify the assets and liabilities relating to the charity.

As described in note 18 the charity has a contractual obligation to make pension deficit payments over the period to April 2027, accordingly these deficit payments are shown as a liability in these accounts. In addition, the charity is required to contribute to the operating expenses of the Pension Plan and these costs are charged to the Statement of Comprehensive Income as made.

1. ACCOUNTING POLICIES (continued)

1.11 Pension costs and other post retirement benefits (continued)

Retirement benefits to employees of the subsidiary are provided by the Teachers' Pension Scheme ("TPS") and the Local Government Pension Scheme ("LGPS"). These are defined benefit schemes and the assets are held separately from those of the subsidiary.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the subsidiary in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuation using a prospective unit credit method. As stated in Note 18, the TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a funded scheme and the assets are held separately from those of the subsidiary in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of the scheme instructions, benefit charges, settlements and curtailments.

They are included as part of the staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of comprehensive income incorporating income and expenditure account and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses.

For defined contribution pension schemes the amount charged to the Statement of Comprehensive Income is the contributions payable in the year

1. ACCOUNTING POLICIES (continued)

1.12 Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership of the leased asset to the group. All other leases are classified as operating leases.

Assets held under finance leases are recognised initially at the fair value of the leased asset (or, if lower, the present value of minimum lease payments) at the inception of the lease. The corresponding liability to the lessor is included in the statement of financial position as a finance lease obligation. Lease payments are apportioned between finance charges and reduction of the lease obligation using the effective interest method so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are deducted in measuring the surplus or deficit. Assets held under finance leases are included in tangible fixed assets and depreciated and assessed for impairment losses in the same way as owned assets.

Rentals payable under operating leases are charged to income and expenditure on a straight-line basis over the lease term, unless the rental payments are structured to increase in line with expected general inflation, in which case the group recognises annual rent expenses equal to amounts owed to the lessor.

1.13 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.

1.14 Financial Instruments

The group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are intially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.15 Employee benefits

Short-term employee benefits and contributions to defined contribution plans are recognised as an expense in the period in which thay are incurred.

2. TURNOVER, EXPENDITURE, OPERATING COSTS AND OPERATING SURPLUS/(DEFICIT)

	2025	2024
	£	£
Income from Social Housing Lettings		
Rents receivable excluding service charges	213,336	193,393
Service charges receivable	530,774	481,929
Other social housing activities		
Supporting People grant	138,853	138,853
Rochford DC support grant	6,100	8,667
Amortisation of government grants	4,713	4,713
Other grants :		
Other grants received	-	40,958
Other income	12,150	44,975
Total	905,926	913,488
Activities other than social housing		
Income from Asylum Seeker properties	-	19,594
Income from rental properties	43,344	6,965
Activities for generating funds	37,811	35,602
Othe income	21,160	-
Community Impact	107,444	41,638
Positive Activities	300,732	531,724
Children's Home	21,000	-
	531,491	635,523
Total Charity Income	**1,437,417**	**1,549,011**
Educational operations (South Essex Community School Limited)		
DfE/ESFA grants	863,326	720,528
Other government grants	58,632	233,099
Other funding	863,476	725,299
Donations and capital grants	10,245	11,550
Other trading activities	-	-
Total Income for Group	**3,233,096**	**3,239,487**

2. TURNOVER, EXPENDITURE, OPERATING COSTS AND OPERATING SURPLUS/(DEFICIT) (continued)

	Social housing activities £	Activities other than social £	2025 £	2024 £
Income	905,926	2,327,170	3,233,096	2,663,875
Operating expenditure	(818,558)	(2,370,588)	(3,189,146)	(2,801,378)
Operating surplus/(deficit)	**87,368**	**(43,418)**	**43,950**	**(137,503)**
Void losses			9,869	12,700

3. ACCOMMODATION IN MANAGEMENT AND DEVELOPMENT

At the end of the year accommodation in management for each class of accommodation was as follows:

	Group		Charity	
	2025 No of units	2024	2025 No of units	2024
Social housing				
Non-social housing (Asylum Seekers)	-	3	-	3
Supported housing	34	35	34	35
Total owned	34	38	34	38

	2025 No of properties	2024	2025 No of properties	2024
Non-social housing				
Rental properties	1	1	1	1
Total owned	1	1	1	1

In addition to the 34 units held for social housing, a further one unit was redeployed as an operational delivery space during the year ended 31 August 2025.

4. OPERATING SURPLUS/(DEFICIT)

The operating surplus/(deficit) is arrived at after charging/(crediting):

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Depreciation on housing properties	20,020	20,033	20,020	20,033
Depreciation of other tangible fixed assets	108,256	95,792	33,059	35,791
Impairment of tangible fixed assets	-	-	-	-
Profit/(Loss) on other tangible assets	38,409	3,279	38,409	3,279
Operating lease rentals	62,450	43,842	1,911	42,178
Auditors' remuneration:				
Fees payable to the Charity's auditors:				
for the audit of the financial statements	13,950	13,000	13,950	13,000
for other services	-	7,460	-	7,460
Fees payable to the component auditors:				
Audit of the accounts of subsidiaries	9,950	9,450	-	-
Total audit services	23,900	29,910	13,950	20,460

5. INTEREST RECEIVABLE

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Interest received	15,304	12,297	4,352	5,296
	15,304	12,297	4,352	5,296

6. INTEREST AND FINANCING COSTS

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Interest on bank loans	47,471	56,037	47,471	56,037
	47,471	56,037	47,471	56,037

7. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	1,647,180	1,385,570
Social security costs	183,771	131,831
Other pension costs	241,433	172,933
	2,072,384	1,690,334

In addition to the above, contributions to the operating expenses of the YMCA Pension Plan of £3,272 were made (2024: £3,051).

The average monthly number of employees expressed as full time equivalents (calculated based on a standard working week of 37 hours):

	2025	2024
Housing and support	5	7
Training	-	2
Positive activities	5	5
Childrens home	-	-
Management and administration	6	4
South Essex Community School	28	24
	44	**42**

The full time equivalent number of employees receiving annual remuneration excluding employer pension contributions in excess of £60,000 for the Charity are:

£60,001 to £70,000	-	-
£70,001 to £80,000	1	1
£80,001 to £90,000	-	-
£90,001 to £100,000	-	-
£100,001 to £110,000	-	-

The full time equivalent number of employees receiving annual remuneration excluding employer pension contributions in excess of £60,000 for the School are:

£60,001 to £70,000	2	-
£70,001 to £80,000	1	1
£80,001 to £90,000	-	-
£90,001 to £100,000	-	1
£100,001 to £110,000	1	-

	2025	2024
	£	£
Key management personnel remuneration:		
Salary	604,792	581,268
Contributions to pension scheme	100,604	93,642
	705,396	674,910

The highest paid director's emoluments and pension costs in the year ended 31 August 2025 were £96,394 (2024: £88,728) and £27,462 (2024: £22,736) respectively.

The chief executive is a member of the multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales. She is an ordinary member of the pension scheme and no enhanced or special terms apply. The charity does not make any further contribution to an individual pension arrangement for the chief executive.

8. TRUSTEES REMUNERATION, BENEFITS AND EXPENSES

During the period trustees were reimbursed expenses totalling £nil (2024: £nil).

The principal of South Essex Community School Limited receives remuneration in respect of services they provide undertaking the roles of head teacher under their contracts of employment, and not in respect of their services as a trustee. The CEO of Southend YMCA receives remuneration in respect of services they provide undertaking the role of CEO under their contract of employment, and not in respect of their services as a trustee of the school. No other trustees received remuneration from Southend YMCA.

9. TANGIBLE FIXED ASSETS - HOUSING PROPERTIES

Group and charity	Social housing properties	Total housing properties
	£	£
COST		
At 1 September 2024	1,616,377	1,616,377
Additions	6,314	6,314
Disposals	(161,280)	(161,280)
At 31 August 2025	1,461,411	1,461,411
DEPRECIATION		
At 1 September 2024	135,753	135,753
Charge	20,020	20,020
Disposals	(24,832)	(24,832)
At 31 August 2025	130,941	130,941
NET BOOK VALUE		
At 31 August 2025	1,330,470	1,330,470
At 31 August 2024	1,480,624	1,480,624

10. TANGIBLE FIXED ASSETS - OTHER

Group	Land and buildings	Leasehold improvement	Academy Trust Land and Buildings	Music, Sports & Office Equipment	Fixtures, Fittings and Computer Equipment	Motor Vehicles	Total Fixed Assets
	£	£	£	£	£	£	£
COST							
At 1 September 2024	626,839	74,161	2,164,616	92,689	630,396	27,690	3,616,391
Additions	-	-	31,600	-	70,149	-	101,749
Disposals	-	-	-	-	(2,899)	-	(2,899)
At 31 August 2025	626,839	74,161	2,196,216	92,689	697,646	27,690	3,715,241
DEPRECIATION							
At 1 September 2024	129,237	74,161	348,142	86,842	460,993	12,114	1,111,489
Charge	5,552	-	35,792	1,461	61,557	3,894	108,256
Impairment	-	-	-	-	-	-	-
Disposals	-	-	-	-	-	-	-
At 31 August 2025	134,789	74,161	383,934	88,303	522,550	16,008	1,219,745
NET BOOK VALUE							
At 31 August 2025	492,050	-	1,812,282	4,386	175,096	11,682	2,495,496
At 31 August 2024	497,602	-	1,816,474	5,847	169,403	15,576	2,504,902

The Secretary of State for Education holds a legal charge over the school site. At 31 August 2025 the net book value of the

Charity	Land and buildings	Leasehold improvement	Academy Trust Land and Buildings	Music, Sports & Office Equipment	Fixtures and Fittings	Motor Vehicles	Total Fixed Assets
	£	£	£	£	£	£	£
COST							
At 1 September 2024	626,839	74,161	-	92,689	279,986	27,690	1,101,365
Additions	-	-	-	-	22,671	-	22,671
Disposals	-	-	-	-	-	-	-
At 31 August 2025	626,839	74,161	-	92,689	302,657	27,690	1,124,036
DEPRECIATION							
At 1 September 2024	129,237	74,161	-	86,842	224,068	12,114	526,422
Charge	5,552	-	-	1,461	22,152	3,894	33,058
Impairment	-	-	-	-	-	-	-
Disposals	-	-	-	-	-	-	-
At 31 August 2025	134,789	74,161	-	88,303	246,220	16,008	559,480
NET BOOK VALUE							
At 31 August 2025	492,050	-	-	4,386	56,437	11,682	564,556
At 31 August 2024	497,602	-	-	5,847	55,918	15,576	574,943

11. INVESTMENT PROPERTIES NON-SOCIAL HOUSING PROPERTIES HELD FOR LETTING

Group and charity	Investment properties £	Total investment properties £
COST		
At 1 September 2024	190,000	190,000
Additions	-	-
Increase in value	-	-
At 31 August 2025	190,000	190,000

12. DEBTORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

Group	2025 £	2024 £
Trade debtors	26,332	8,932
Rent and service charges receivable	37,884	33,970
Less provision for bad debts	(5,391)	(5,391)
Other debtors	19,183	5,255
Prepayments and accrued income	56,747	66,493
	134,755	109,259

Charity	2025 £	2024 £
Rent and service charges receivable	37,884	33,970
Less provision for bad debts	(5,391)	(5,391)
Other debtors	12,629	2,389
Amounts due from subsidiary and associated undertakings		-
Prepayments and accrued income	44,862	57,970
	89,984	88,938

13. CREDITORS - AMOUNTS DUE FALLING WITHIN ONE YEAR

Group	2025 £	2024 £
Bank loan	32,945	32,945
Other loan	-	3,000
Trade creditors	77,900	50,922
Rent and service charges received in advance	-	541
YMCA pension deficit agreement plan	8,628	8,628
Deferred capital grant (note 15)	4,714	17,692
Other taxation and social security	16,411	12,912
Other creditors	169,182	106,879
Accruals and deferred income	130,207	250,658
	439,987	484,177

13. CREDITORS - AMOUNTS DUE FALLING WITHIN ONE YEAR (continued)

Charity	2025 £	2024 £
Bank loan	32,945	32,945
Other loan	-	3,000
Trade creditors	77,900	50,922
Rent and service charges received in advance	-	541
YMCA pension deficit agreement plan	8,628	8,628
Deferred capital grant (note 16)	4,714	17,692
Other taxation and social security	16,411	12,912
Other creditors	15,692	16,611
Accruals and deferred income	120,207	186,627
	276,497	329,878

Group accruals and deferred income includes the following deferred income:

Group and Charity	2025 £	2024 £
National Lottery Find Your Voice	40,031	43,941
BBC Children in Need	-	16,322
World Cup on Sea	30,377	-
UK Shared Prosperity Fund	-	-
Essex Council for Voluntary Youth Services (ECVYS)	-	4,886
Sports England	-	-
Police, Fire and Crime Commissioner	-	-
Southend Borough Council young peoples homeless service (Supporting	11,571	23,142
Youth Music	7,485	12,465
Southend Supports Breastfeeding	-	7,485
My Future My Southend	4,360	15,000
	93,824	123,241

14. CREDITORS - AMOUNTS DUE FALLING AFTER ONE YEAR

Group and Charity	2025 £	2024 £
Bank loan	733,273	767,533
Other loan	-	18,000
YMCA pension deficit agreement plan	5,339	15,668
Deferred capital grant (note 16)	315,523	320,237
	1,054,135	1,121,438

15. DEBT ANALYSIS

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Bank loans	766,218	800,478	766,218	800,478
Other loans	-	21,000	-	21,000
	766,218	821,478	766,218	821,478
Payable within one year	32,945	35,945	32,945	35,945
Payable after one year	733,273	785,533	733,273	785,533
	766,218	821,478	766,218	821,478
Amounts included above which fall due after five years, payable by instalments	635,753	635,753	635,753	635,753

Security

One bank loan is secured by fixed charges on housing property known as 'Newlands' 85 Ambleside Drive, Southend on Sea and a debenture over Southend YMCA. This loan is repayable over 25 years from the date of drawdown being 27 November 2017 in monthly instalments at rates of interest ranging from the greater of 2% pa over the Bank of England base rate or 2% pa.

A second bank loan is also secured by fixed charges on housing property known as 'Newlands' 85 Ambleside Drive, Southend on Sea and a debenture over Southend YMCA. This loan is repayable over 10 years from the date of drawdown being 1 December 2021 in monthly instalments at a fixed rate of interest of 2.43% for the first 5 years and at rates of interest ranging from the greater of 2% pa over the Bank of England base rate or 2% pa thereafter.

16. DEFERRED CAPITAL GRANT

Group and Charity	2025	2024
	£	£
At 1 September 2024	337,929	355,620
Grant received in the year	-	-
Released to income in the year	(17,692)	(17,691)
At 31 August 2025	320,237	337,929

17. LEASE COMMITMENTS

Total future minimum lease payments under non-cancellable operating leases for each of the following periods is as follows:

Group	2025 £	2024 £
Within one year	49,955	28,674
Between one and five years	10,583	111,074
After 5 years	-	189,035
	60,538	328,783

Charity	2025 £	2024 £
Within one year	1,595	28,258
Between one and five years	316	111,074
After 5 years	-	189,035
	1,911	328,367

18. PENSION AND SIMILAR OBLIGATIONS

YMCA Pension Plan

The charity participated in a contributory pension plan providing defined benefits based on final pensionable pay for employees of YMCAs in England, Scotland and Wales. The assets of the YMCA Pension Plan are held separately from those of The Southend-on-Sea Young Men's Christian Association and at the year end these were invested in the Mercer Dynamic De-risking Solution, 65% matching portfolio and 35% in the growth portfolio and Schroder (property units only).

The most recent completed three year valuation was as at 1 May 2023. The assumptions used which have the most significant effect on the results of the valuation are those relating to the assumed rates of return on assets of 4.56%, the increase in pensions in payment of 3.18% (for RPI capped at 5% per annum), and the life expectancy from normal retirement age (of 65) for a current male pensioner of 21.5 years, female 24.0 years, and 23.1 years for a male pensioner, female 25.7 years, retiring in 20 years' time. The result of the valuation showed that the actuarial value of the assets was £103.1m, which represented 92% of the benefits that had accrued to members.

The Pension Plan was closed to new members and future service accrual with effect from 30 April 2007. With the removal of the salary linkage for benefits all employed deferred members became deferred members as from 1 May 2011.

The valuation prepared as at 1 May 2023 showed that the YMCA Pension Plan had a deficit of £9.1 million. The charity has been advised that it will need to make monthly contributions of £861 from 1 May 2024. This amount is based on the current actuarial assumptions (as outlined above) and may vary in the future as a result of actual performance of the Pension Plan. Agreed future deficit contributions have been discounted using a rate of 7% (2024: 37). The current recovery period is 3 years commencing 1st May 2024.

Repayable

	Within one year £	One to two years £	Two to five years £	After five years £	More than one year £	Total 2025 £	Total 2024 £
As at 31 August 2025	9,232	6,436	-	-	6,436	15,668	
As at 31 August 2024	8,628	9,232	6,436	-	15,668		24,296

Charity defined contribution scheme

The charity also operates a defined contribution scheme, the assets of which are held separately from those of the charity. The charge for the period to the income and expenditure account in relation to this scheme is £16,388 (2024: £15,069). Contributions for employees were a minimum of 5% of salary and the employer contributions were 5%.

18. PENSION AND SIMILAR OBLIGATIONS (continued)

Other multi-employer defined-benefit schemes

The employees of the South Essex Community School Limited belong to two principal pension schemes: the Teachers' Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Essex County Council. Both are multi-employer defined-benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2020 and of the LGPS 31 March 2022. Contributions amounting to £21,505 were payable to the schemes at 31 August 2025 (2024: £14,868) and are included within creditors.

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

Teachers Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to ensure scheme costs are recognised and managed appropriately and the review specifies the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- 'total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million.

18. PENSION AND SIMILAR OBLIGATIONS (continued)

A copy of the valuation report and supporting documentation is on the Teachers' Pension website.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The academy is unable to identify its share of the underlying assets and liabilties of the plan. Accordingly, the academy has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution for the year ended 31 August 2025 was £77,000 (2024: £58,000), of which employer's contributions totalled £62,000 (2024: £46,000) and employees' contributions totalled £15,000 (2024: £12,000). The agreed contribution rates for future years are 25% for employers and 5.5% to 12.5% for employees.

The LGPS obligation relates to the employees of the academy, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the academy at the balance sheet date.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

The amounts recognised in the balance sheet are as follows:

	Defined benefit pension plans	
	2025	2024
	£	£
Present value of funded obligations	(615,000)	(493,000)
Fair value of plan assets	615,000	493,000
	-	-
Deficit	-	-

The amounts recognised in the statement of financial activities are:

	Defined benefit pension plans	
	2025	2024
	£	£
Current service cost	45,000	35,000
Interest cost	(3,000)	(1,000)
	42,000	34,000

18. PENSION AND SIMILAR OBLIGATIONS (continued)

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	2025	2024
	£	£
Opening defined benefit obligation	493,000	389,000
Current service cost	45,000	35,000
Interest cost	24,000	21,000
Employee contributions	15,000	12,000
Actuarial losses/(gains)	44,000	41,000
Benefits paid	(6,000)	(5,000)
Closing defined benefit obligation	615,000	493,000

Changes in the fair value of the share of scheme assets:

	Defined benefit pension plans	
	2025	2024
	£	£
Opening fair value of scheme assets	493,000	392,000
Interest income	27,000	22,000
Contributions by employer	62,000	46,000
Employee contributions	15,000	12,000
Actuarial gains/(losses)	24,000	26,000
Benefits paid	(6,000)	(5,000)
Closing fair value of scheme assets	615,000	493,000

Principal actuarial assumptions at the balance sheet date:

	2025	2024
CPI increases	2.55%	2.80%
Future salary increases	3.55%	3.80%
Future pension increases	2.55%	2.80%
Discount rate	6.05%	5.10%

18. PENSION AND SIMILAR OBLIGATIONS (continued)

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:

	At 31 August	
	2025	**2024**
Retiring today		
Males	21.8	20.7
Females	24.1	23.3
Retiring in 20 years		
Males	23.4	22.0
Females	25.8	24.7

The group's share of the assets in the scheme was:

	Fair value at 31 August	
	2025	**2024**
	£	**£**
Equities	347,000	276,000
Gilts	8,000	9,000
Property	48,000	35,000
Cash	10,000	8,000
Alternative assets	93,000	74,000
Other managed funds	109,000	91,000
Total market value of assets	615,000	493,000

The actual return on scheme assets was £51,000 (2024: £48,000).

18. PENSION AND SIMILAR OBLIGATIONS (continued)

Impact of the McCloud/Sargeant judgement on the Local Government Pension Scheme

An allowance was made in 2019 for the Court of Appeal judgement in relation to the McCloud & Sargeant cases which relate to age discrimination within the Judicial & Fire Pension schemes respectively. On 27 June 2019 the Supreme Court denied the Government's request for an appeal, and on 15 July 2019 the Government released a statement to confirm that it expects to have to amend all public service schemes, including the LGPS.

The estimated impact on the total liabilities at 31 August 2019 was allowed for as a past service cost and has resulted in a slight increase in the defined benefit obligation as at 31 August 2023.

This adjustment is an estimate of the potential impact on the Trust's defined benefit obligation as provided by the scheme's actuary.

On 13 May 2021, the Government issued a ministerial statement on the proposed remedy to be applied to LGPS benefits in response to the McCloud and Sargeant cases. It is not anticipated that there are any material differences between the approach underlying the estimated allowance in 2019 and the proposed remedy.

Guaranteed Minimum Pension (GMP) Equalisation

As a result of the High Court's Lloyds ruling on the equalisation of GMPs between genders, it is anticipated that the Fund will pay limited increases for members that have reached State Pension Age (SPA) by 6 April 2016, with the Government providing the remainder of the inflationary increase.

For members that reach SPA after this date, it has been assumed in the valuation that the Fund will be required to pay the entire inflationary increase. It is not therefore necessary to make any adjustments to the value placed on the liabilities as a result of the above outcome.

Goodwin Case

Following a case involving the Teachers' Pension scheme, known as the Goodwin case, differences between survivor benefits payable to members with same-sex or opposite-sex survivors have been identified within a number of public sector pension schemes. As a result, the Government have confirmed that a remedy is required in all affected public sector pension schemes, which includes the LGPS.

It is anticipated that the impact on the value of LGPS liabilities as a whole, and for the majority of employers participating in the LGPS, will not be material. However, the impact on individual employers will vary depending on their specific membership profile.

Sufficient information is not currently available to assess the actual impact on the Academy Trust as such no provision has been included within these financial statements.

18. PENSION AND SIMILAR OBLIGATIONS (continued)

Virgin Media Case

Where the rules of a contract-out defined benefit pension scheme have been amended, the Scheme Actuary provides a "section 37" confirmation that it continues to meet contracting-out requirements.

Following a July 2024 ruling from the Court of Appeal on the original court case from June 2023, it was decided that certain rule amendments were invalid where there was an absence of the actuarial certification (including potential cases where the confirmation is now unable to be located).

It is expected that new legislation will be introduced, following an announcement in June 2025, to allow pension schemes to apply retrospectively for written actuarial confirmation for historic changes where confirmation cannot be found, or was not obtained.

The Scheme Actuary for the LGPS is the Government Actuary's Department (GAD), who are reviewing historic amendments relating to the LGPS in this context and are liaising with the Scheme Advisory Board on the existence of relevant certificates where the scheme has had past changes.

HM Treasury is currently overseeing an assessment on what the implications of this ruling might be for all public service pension scheme. Their current view is that the relevant amendments in the LGPS have been made by legislation, and as such remain valid until revoked, repealed, or declared void by the court.

Asset Ceiling

At the reporting date the Academy Trust's estimated fair value of LGPS scheme assets exceeded the estimated total liabilities. The resulting surplus should only be recognised where there is an expectation that future contributions will reduce, or that the scheme will refund contributions already made.

The scheme actuaries have assessed the position and concluded:
- There is no right for the Trust to receive a refund of the surplus at a level required by the accounting standard.
-The Trust is expected and assumed, as an academy trust, to participate in the scheme indefinitely.
- The Trust is bound by a minimum funding requirement to make contributions to the fund, and there is no expectation for the contribution rates to change beyond the information provided by the existing Rates and Adjustments certificate.
-FRS102 does not require any additional liability recognised from an onerous funding commitment.
-Any reduction in contributions is expected to have an economic benefit of £nil.

As the recognition threshold for the surplus has not been reached the Academy Trust's share of the net plan assets/liabilities have been reduced to £Nil in the financial statements.

The amount of asset derecognised was £177.000 and is included in the gains and losses on the Trust's

19. FINANCIAL INSTRUMENTS

The Group's financial instruments may be analysed as follows:

	2025	2024
	£	£
Financial assets:		
Financial assets that are debt instruments measure at amortised cost	1,594,506	1,544,912
Financial liabilities:		
Financial liabilities measured at amortised cost	1,029,710	992,732

Financial assets measured at amortised cost comprise cash at bank and in hand, trade debtors and other debtors.

Financial liabilities measured at amortised cost comprise trade creditors, taxation and social security, other creditors, housing and bank loans.

20. MOVEMENT IN RESTRICTED RESERVES

	As at 1 September 2024	Movement in the year	As at 31 August 2025
	£	£	£
Cherry Family Trust	-	-	-
National Lottery - Find Your Voice	2,766	(2,766)	-
Youth Music		3,204	3,204
World Cup on Sea		30,378	30,378
My Future My Southend		3,218	3,218
South Essex Community School:			-
Commissioning Fund	781,112	58,972	840,084
Pupil premium	33,053	(23,677)	9,376
Local Authority	79,500	(79,500)	-
Pension	-	-	-
Restricted fixed assets funds	1,929,959	-	1,929,959
Total Restricted Reserves	**2,826,390**	**(10,171)**	**2,816,219**

20. MOVEMENT IN RESTRICTED RESERVES (continued)

Restricted Funds

These funds represent the accumulated surpluses from funds available for a specific purpose:

Cherry Family Trust

Funds were received to pay for an upgrade to the CCTV system at Newlands property.

The National Lottery Community Fund - Find Your Voice

A project funded by the National Lottery Community Fund to help young people become more active within their community with additional funding to support the sustainability of youth work including support for utility costs and investment into greening of the Newlands property as a cost saving measure.

South Essex Community School:

Restricted general funds

These funds relate to the Academy's development and operational activities.

Restricted pension funds

These funds represent the LGPS obligation to the employees of the Academy Trust.

Restricted fixed asset funds

These funds relate to long term assets held by the Academy Trust and grants to purchase or maintain these assets.

21. CONTROL

There is no ultimate controlling party.

22. PARTICULARS OF SUBSIDIARY

The charity is a member of South Essex Community School (Limited by Guarantee) and has the right to appoint or remove a majority of its board members. South Essex Community School (Limited by Guarantee) therefore falls within the definition of a subsidiary found in section 1159(1)(b) of the Companies Act 2006.

The subsidiary's results as extracted from the statutory financial statements for the year ended 31 August 2025 are outlined below:

	2025	2024
	£	£
Incoming resources from charitable activities - Educational operations	1,785,434	1,678,926
Incoming resources from charitable activities - Other income	21,197	18,551
Resources expended	(1,825,675)	(1,373,057)
	(19,044)	324,420

The aggregate of the assets, liabilities and reserves were:

	2025	2024
	£	£
Fixed Assets	1,930,942	1,929,959
Current Assets	1,028,717	1,059,554
Current Liabilities	(163,490)	(154,299)
	2,796,169	2,835,214

23. RECONCILIATION OF NET MOVEMENT IN RESERVES TO NET CASH FLOW FROM OPERATING ACTIVITES

	Group	
	2025	2024
	£	£
Surplus/(Deficit) for the year	(8,217)	460,910
Depreciation of housing properties	20,020	20,033
Depreciation of other fixed assets	108,256	95,792
Impairment of tangible fixed assets	-	-
Uplift in valuation of investment property		(58,384)
Loss/ (Gain) on sale of other fixed assets	(38,400)	3,343
Interest payable	47,471	56,037
Interest received	(15,304)	(12,297)
Capital grant	-	-
Decrease/(Increase) in debtors	(25,494)	10,721
(Decrease) in creditors	(35,276)	(66,111)
Net cash generated from operating activities	53,056	510,044

24. ANALYSIS OF CHANGES IN NET DEBT

	As at 1 September 2024	Cash flows	Other non-cash movements	As at 31 August 2025
Cash	1,502,146	14,354	-	1,516,500
Loans due within one year	(35,945)	55,261	(52,261)	(32,945)
Loans due after one year	(785,533)	-	52,261	(733,272)
	680,668	69,615	-	750,283

25. RELATED PARTY TRANSACTIONS

During the year, legal fees amounting to £960 (2024: £2,754) were incurred from Duncan Lewis (Solicitors) Ltd, a company in which D Bland is a director. D Bland is a trustee of the charity.

All transactions were conducted under normal market conditions.

Southend YMCA is the parent entity in the group and ultimate controlling party. The group has taken advantage of the exemption available under Section 33 of FRS 102 not to disclose transactions with wholly owned subsidiary undertakings.

South Essex Community School

Owing to the nature of the school's operations and the composition of the school's board of trustees being drawn from public local and private sector organisations, transactions may take place with organisations in which the academy trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the school's financial regulations and normal procurement procedures.

26. MEMBERS

The Board of trustees are the only members of the YMCA. The company is limited by guarantee, having no share capital and, in accordance with the Memorandum of Association; every member is liable to contribute a sum of £1 in the event of the company being wound up.

Number of members	2025 No	2024 No
At 1 September	6	6
Joining during the year	-	3
Leaving during the year	-	(3)
At 31 August	6	6

27. Capital Commitments

Prior to the year end the board had approved capital expenditure relation to fire safety upgrades to the Newlands housing property totalling £50,000. This was to be financed from proceeds from the disposal of housing property.

southendymca.org.uk

SOUTHEND **YMCA**

85 Ambleside Drive
Southend On Sea, Essex
SS1 2FY

Registered Charity Number: 1102837 (registered in England);
Limited Liability

Company number: 05051166;
Non-profit, private registered provider of

Social Housing: Number: 4853

Please get in touch via email at **info@southendymca.org.uk** or
by calling **01702 301 301**.

YMCA | **Here for young people**
Here for communities
Here for you

YMCA enables people to develop their full potential in mind, body and spirit. Inspired by, and faithful to, our Christian values, we create supportive, inclusive and energising communities, where young people can truly belong, contribute and thrive.

FAMILY & YOUTH WORK

HEALTH & WELLBEING

HOUSING

TRAINING & EDUCATION

SUPPORT & ADVICE

southendymca.org.uk

SOUTHEND **YMCA**

85 Ambleside Drive
Southend On Sea, Essex
SS1 2FY

Registered Charity Number: 1102837 (registered in England);
Limited Liability

Company number: 05051166;
Non-profit, private registered provider of

Social Housing: Number: 4853

Please get in touch via email at **info@southendymca.org.uk** or
by calling **01702 301 301**.

YMCA | **Here for young people**
Here for communities
Here for you

YMCA enables people to develop their full potential in mind, body and spirit. Inspired by, and faithful to, our Christian values, we create supportive, inclusive and energising communities, where young people can truly belong, contribute and thrive.

FAMILY & YOUTH WORK

HEALTH & WELLBEING

HOUSING

TRAINING & EDUCATION

SUPPORT & ADVICE

SOUTHEND-ON-SEA YOUNG MENS CHRISTIAN ASSOCIATION

England & Wales - Charity number 1102837

Accounts

Here for young people
Here for communities
Here for you

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION

(LIMITED BY GUARANTEE) AND SUBSIDIARIES
ANNUAL REPORT AND CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024



Company registration No. 05051166

Charity Registration No. 1102837

Non Profit Private Registered Provider of Social Housing No. 4853

Contents

1 - 4	Chair's report
5 - 44	Trustees report
45 - 48	Auditors' report
49	Consolidated statement of comprehensive income
50	Group and charity statement of financial position
51	Group and charity statement of changes in reserves
52	Consolidated statement of cash flows
53-80	Notes to the financial statements


YMCA
YMCA
YMCA

CHAIR'S REPORT

Welcome to Southend YMCA Annual Report 2023/2024

In 2023-24, Southend YMCA (SYMCA) continued to respond to the cost of living crisis, which negatively impacted the lives of many people. We were troubled by the number of children living in poverty and in overcrowded housing, as this affected the joy and freedoms of childhood. Young people struggled with mental health, online risks, and community safety fears.

Against this challenging background, we were able to deliver life-changing services to more than 16,000 vulnerable children, young people, and families, as evidenced in this report. Despite the charity's operating costs increasing exponentially due to the cost of living crisis.

We are incredibly grateful to our grant funders and donors. They entrusted us to invest in children and young peoples' futures and provide high quality developmental activities that would otherwise be unaffordable and inaccessible.

Our open access intervention projects were recreational and enriched lives: from a free music studio, detached youth work, and events, through to one-to-one mentoring promoting resilience and emotional wellbeing.

The charity successfully delivered Transitional Supported Housing for homeless young adults. And a good education with qualifications, through our Alternative Provision school.

Our overarching stategic objective is "*To be an innovative, resilient and sustainable charity, delivering social value for children, young people, families and the wider community*". And so we continue to develop research-informed projects with and for beneficiaries, shaping exciting initiatives to meet their aspirations. We will need to fundraise to sustain our work and develop important new initiatives.

Southend YMCA is committed to continuous improvement and developing a strong and sustainable business core. We benefit from dedicated and capable staff and volunteers. Southend YMCA was awarded the prestigious Investors in People (IIP) Award at the Gold Level (for a second time) because we nurture a creative, value-based culture and are focused on delivering public benefit.

CHAIR'S REPORT

Here for young people
Here for communities
Here for you

Our Trustees bring professional expertise, set strategic direction, and offer support and challenge. We highly value our collaborative partners in Southend and Essex.

We have completed a Management Knowledge Transfer Partnership (mKTP) project in partnership with Innovate UK and the University of Hertfordshire. The aim of the project was to: stimulate innovation; deliver increased income; attract more customers; raise publicity and brand awareness; and enhance our knowledge for business development using digital platforms and Artificial Intelligence (AI).

Going into our operational year 2024-25:

- We aim to improve the eco-credentials of SYMCA's Newlands hostel by raising funds for capital improvements and enhancing energy efficiency.
- We intend to connect with children, young people, and their families offering in-person and online opportunities. Alongside providing quality-assured information, advice, and guidance (IAG), with appropriate signposting to partner services.
- We have refreshed our Management Information Systems to underpin the administration of our work.
- We have developed a Fundraising Strategy to support our charitable mission.

The YMCA has a long history of adapting itself to societal needs. We have supported Southend and surrounding districts across 100 years.

Southend YMCA is part of a global movement of federated YMCA charities: local, regional, and international. In Victorian times, enlightened social campaigners were concerned with addressing the social divide between the super wealthy and the street destitute. Thus, the YMCA movement was founded in 1844 in London by George Williams.

The YMCA subsequently expanded into a worldwide network of affiliated local organisations. Today, the YMCA works in 119 different countries, reaching more than 58 million people.



Did You Know?

In **1887-1903**, Southend YMCA was established, providing a men's hostel and pastoral care on Weston Rd, just off Southend High Street.

In **1915**, the YMCA contributed to the WWI war time efforts, providing a canteen and recreational facility for soldiers at the Shoebury Garrison.

In **1993-1995**, after many years of considering site options, the Newlands building was constructed on Ambleside Drive, providing studio flats with support for homeless young people.

In **2012-2014**, we founded the Southend YMCA Community School, offering a combined GCSE and pastoral programme for vulnerable learners with direct funding from the Department for Education. More recently, Southend YMCA became a Housing Association.

In the year **2023-24**, Southend YMCA worked with **more than 16,000 children, young people, and their families** through outcome-based projects. We reached thousands more through community initiatives, events, and online interactions.

What is next for Southend YMCA?

As we reflect on the year, we look to the future. T.S. Eliot said: 'Time present and time past, are both perhaps present in time future, and time future contained in time past.'

Having worked diligently in the past and in the present to build the charity, we intend to keep investing in the future of children, young people, their families, and carers. One of our great joys is to see the longitudinal impact of our work, when beneficiaries share their growth stories.

We look with interest to the new Government's plans to support the expansion of social housing accommodation provision. And to the Regulator of Social Housing's drive to continously improve the sector.

CHAIR'S REPORT

We will plan for the social housing decarbonisation agenda and move forward with green initiatives at Newlands. Furthermore, mounting energy costs can be offset to benefit our residents through implementing renewables (solar panels) and retrofitting the building with enhanced insulation.

We would also like to develop further housing units on the Newlands site, given the national shortage of social housing. Our funding goal is in excess of £3 million, and we anticipate working with a range of partners to see this happen.

Research shows that local authority spending on youth services has fallen over the last decade. We have worked hard to counteract the effects of this trend and are cognisant of the promise of a new youth strategy and investment from the new Government.

We are holding unrestricted cash reserves that equate c:3-4 months of operating expenditure. While, within Charity Commission thresholds, our objective to grow reserves remains. Positive pension performance has decreased deficit payments, and the buyout figure has decreased reserve requirements. We met our lender's covenants and we maintain going concern status.

The year ahead has many exciting opportunities but also many challenges.

And so, we extend our most sincere thanks to our amazing supporter organisations and individuals who have had a massive impact on our ability to stand alongside the most vulnerable in our community. We hope you enjoy reading this report, which captures outcomes and impacts against each service area.

With warm wishes,



Stephen Onslow
Chair of Trustees
Southend YMCA

TRUSTEES REPORT

The Trustees are pleased to present their Annual Report together with the Consolidated Financial Statements for the year ending 31st August 2024, which are prepared to meet the requirements of a Directors' Report and Accounts for Companies Act purposes.

Southend YMCA (the group) comprises:

Southend-On-Sea Young Men's Christian Association
An Incorporated Charity, **company number 5051166** (registered on 20.02.2004) and **Charity number 1102837** (registered on 24.03.2004). On the 13th July 2017, Southend YMCA was registered as a Non- profit private Registered Provider of Social Housing (**registration number 4853** Southend on Sea Young Men's Christian Association). Trustees are aware of The Regulator of Social Housing's Standards and the need to monitor their implementation through a coregulatory process.

The Southend YMCA Community School
In 2012, the Charity established a subsidiary company (the South Essex Community School Ltd **Company Number: 07954295**) operating as the Southend YMCA Community School (**DFE Number: 882/1101**). This is an **Alternative Provision Free School and an Academy Trust** (which is an exempt Charity reporting to the Secretary of State and a ringfenced entity). **Ofsted URN: 139903**. The relationship between the Charity and the school is governed through the Memorandum of Association and by a Deed of Agreement, with the Charity having the right to appoint and remove Directors.

The Financial Statements comply with the Companies Act 2006, the Housing and Regeneration Act 2008 and the Accounting Direction for Private Registered Providers of Social Housing 2022. Applicable UK accounting standards have been followed including the Statement of Recommended Practice (SORP) Accounting by Registered Social Housing Providers Update 2018.

Southend YMCA's Charity Regulators

CHARITY COMMISSION
FOR ENGLAND AND WALES

Registered with
FUNDRAISING
REGULATOR

Regulator of
Social Housing

CHARITABLE OBJECTIVES AND ACTIVITIES

Our charitable objects are set out in full on page 30. In shaping objectives, Trustees consider the Charity Commission's Guidance on Public Benefit, and there is an intentional link between the charity's legal purpose (objects) and our strategic goals as detailed

Housing

To empower vulnerable, homeless and at-risk young people offering safe and supported housing

Training & Education

To provide transformational education and training

Family, Health & Wellbeing

To nurture health and well-being for a positive community impact

Youth and Community Work

To enable young people's personal, social, cultural and artistic development through youth work.

and other activities which deliver

Support & Advice

All of our projects embed information and advice. We also train the next generation of professionals, including social work students, counselling students, and practitioners through dedicated projects and events.

QUALITY ASSURANCE, REGULATION AND COMPLIANCE

The Matrix Quality Standard for Information, Advice, and Guidance (IAG) importantly notes that the "SYMCA service is truly young person-centred" and that we support Children and Young People (CYP) to "move forward in a positive way".

The Investors in People Standard at Gold level (IIP) speaks of our creative culture, value-based leadership and agile management: it puts us in the country's top 17% of firms.

In 2014, our SOS Bus Project was awarded the Queens Award for Voluntary Service (the MBE for voluntary groups).

The school has consistently held an Ofsted 'Good' judgement.

With regard to our facilities:

We uphold the Decent Homes Standard. Building compliance is evidenced by an ongoing Health and Safety inspection regime implemented by industry-standard registered bodies.

We were awarded a Combined Heritage and Conservation Architectural Award and the BREEAM Excellent Environmental Standard for our Eco-Hub Building (in 2010).

Historically, we achieved the Community Safety Accreditation Award. We further provide safe spaces through ongoing liaison with Essex Police. This approach is important to safeguard young people given societal challenges and risks such as the criminal exploitation of young people through county drug lines and modern slavery. We seek to be a good neighbour, and liaise with local residents as appropriate.

THE DIFFERENCE WE MAKE - DELIVERING PUBLIC BENEFIT

Who do we benefit?

Southend YMCA directly benefits vulnerable children, young people, their families, and carers, including those who live in poverty and lack opportunity. Common presentations include emotional well-being needs, low self-esteem, and/or risk-taking behaviours. We house homeless young people and work with young people not in employment or education.

Each person is an individual, and we seek to respond accordingly: building on strengths, understanding aspirations and offering bespoke support.

The charity provides information and advice to persons of all ages. Family, Health, and Wellbeing Projects such as Bump to Breast work with parents, carers, babies, and young children living in Southend's deprived wards, all to support the best start in life. We also know that our online campaigns and events are successfully connecting with the public in general, supporting community cohesion, and delivering important public health messaging.

How do we know we are delivering benefits?

Our delivery is underpinned by a monitoring and evaluation framework appropriate to each type of project. Examples include nationally recognised tools such as YMCA George Williams College's Socio-emotional Skill Measurement tools, exit surveys, focus groups, case studies, practitioner learning journals, alongside collaborative research with Universities. We develop Theories of Change for our activities, tracking the input-output-outcome-impact of our work. These are iterated with young people.

What types of benefits were received in 2023-2024?

Benefits included improvements in: motivation and emotional well-being; literacy, numeracy, and soft skills; self-care; interpersonal relationships; better physical health; decrease in risk-taking behaviour; progression into education or training (qualifications and awards); new employment opportunities and reduced benefit dependency; an increase in the ability to live independently, and connection to the community through active citizenship.

THE NEXT SECTION DETAILS SOUTHEND YMCA ACHIEVEMENTS AND PERFORMANCE



Housing

To empower vulnerable, homeless and at-risk young people offering safe and supported housing.

TRUSTEES REPORT

NEWLANDS

Newlands provides supported accommodation for young people aged between 18 and 25, offering a secure and stable home where young people can live and learn. The average stay is currently estimated between 2- 3 years due to lack of move on opportunities. During this time, our Housing Support Team works extensively with young people so they can develop the knowledge and skills to move on into independence.
We have 30 self-contained studio flats, which are let on licenses, and, in addition, we have a 5 bedroom flat with shared facilities.

7330+
HOURS OF SUPPORT SESSIONS PROVIDED

12,775+
NIGHTS OF ACCOMMODATION

Every young person living at Newlands receives a tailor-made package of support comprising of :

- 1-2-1 key-work using a mentoring approach so young people work towards their goals
- Life skills training focusing on independent living skills, working towards further education and employment
- Opportunities to influence our project through voice and influence meetings
- Access to specialist and therapeutic services
- Benefits and money advice

	Number of beds	Number of residents (annual)
Newlands Supported Accomodation	**35**	**54**
Care leavers supported by Social Services (CM16+)		**15**



Training & Education

To provide transformational education and training.

TRUSTEES REPORT

SOUTHEND YMCA COMMUNITY SCHOOL

The Southend YMCA Community School is an Alternative Provision for students who cannot attend mainstream schools for a variety of reasons. Our learners join us having experienced barriers when engaging in education, this can lead to feelings of not being valued or belonging in mainstream education.

The school's ethos is one of 'Respect' - nurturing potential while being 'Restorative' to help students experience success, with academic and pastoral progress at the heart of the school's work.

Students undertake a broad, rich and deep curriculum which provides both the academic rigour of GCSE national qualifications fused with a Life Skills Programme to offer pathways to post 16 education and apprenticeships. Students are encouraged to develop their community spirit through community projects within the areas they reside.

The school has established a good reputation within the community and among its peers within the education sector, both locally and nationally, for delivering 'Good' alternative education. This has led to sustained numbers of students and an increased number of commissioning schools.

It is our mission and vision to ensure all children receive a high-quality education and we 'stand in the gap' to support and help them experience success, remove barriers to learning and enable them to be the best version of themselves.

As practitioners the school team is proud of its approach, which is often unique, and guided by an aspirational philosophy. Consequently, the school is expanding to meet the demand, with a dedicated 6th Form set to open at the YMCA Eco Hub building in September 2024.

6TH FORM
WILL LAUNCH AT THE ECO HUB IN 2024-25

STUDENTS LEAVE WITH POSTIVE DESTINATIONS:
FURTHER EDUCATION
APPRENTICESHIPS
EMPLOYMENT



Youth and Community Work

To enable young people's personal, social, cultural and artistic development through youth work.

TRUSTEES REPORT

DETACHED YOUTH WORK

The project has been funded through the Violence & Vulnerability Unit (VVU) in partnership with Essex Council for Voluntary Youth Services (ECVYS) and has enabled staff to make positive interventions with young people in parks, high streets, and neighbourhoods in Southend. Youth workers offer support, advice, and signposting through conversations on a need-met basis. The Detached work focused on three wards: Kursaal, Victoria, and Milton. These wards have been identified by the VVU as areas where young people could benefit from extra support.



1044
YOUNG PEOPLE REACHED

210
HOURS DELIVERED

73
SESSIONS

The team has engaged with otherwise hard-to-reach young people, promoting valuable and useful services to young people. They have also undertaken listening exercises with the young people, highlighting their top three areas of concern to ECVYS commissioners and funders.

Mental Health
(long waiting lists/ lack of support/ more education needed)

Knife Crime
(increase in crime/ youth violence/ gangs)

Employment /Training
(cost of living/low wages)

Here is what young people have to say about Detached Youth Work

'Having a Youth Support Team in Southend is really good to reach out to other young people, about what is going on within the community and what support can be offered. ''
''I am so grateful that I was approached by the detached team as I feel much better within myself and have made some new friends after joining the YMCA workshops.''

TRUSTEES REPORT

ALL IN MUSIC (AIM)

AIM is funded by The National Foundation for Youth Music and provides a variety of music-making and performance opportunities for young people aged 6-25 years old who are identified as 'vulnerable or disadvantaged' and may have often experienced personal, social and economic challenges. This project is also delivered in partnership with the local Music Education Hub, Music On Sea.

129
CORE PARTICIPANTS

388
GROUP SESSIONS DELIVERED

834
TASTER PARTICIPANTS REACHED

Each participant receives a minimum of 12 weeks of 1-to-1 and/or group sessions covering a variety of instruments and music activity, including guitar, drums, piano, songwriting, singing and music production

	Annual unique users
Participants who disclosed Mental Health conditions	**22%**
Participants who have Special Educational Needs (SEN)	**43%**
Participants who are from LGBTQ* community	**15%**
Participants who are from BAME backgrounds	**11%**

The project has engaged with 129 core and taster participants, comprising 62% male, 33% female, and 5% transgender and self-identifying young people. Many of the young LGBTQ+ community attend our quarterly Teenage Kicks showcase gigs & live youth events

Here is what young people have to say about AIM

"A great experience, very useful lessons!"
"This workshop was so insightful and inspiring too! I really enjoyed being able to create and record music in the studio - I'm very grateful!"
"I loved the workshop, it was awesome! It gave me some valuable advice and future lessons. The information was easy to understand and it was fun and entertaining!"


ALL IN MUSIC

Find Your Voice (FYV)
FYV is a youth-led project that empowers young people aged 10-24 to identify, address, and advocate for issues affecting their communities. We help young people to develop skills, provide resources, and opportunities to become active citizens and make a lasting impact.

689
ACCESSED FYV DIGITAL PLATFORM WITH 70 SUBSCRIBERS

70
ATTENDED YOUTH CLUBS

571
ATTENDED OUR EVENTS

3
YOUTH NETWORK EVENTS FOR LOCAL YOUTH SERVICE

YOUTH HUB
FOR YOUNG PEOPLE AGED 18 TO 24

YOUTH CLUBS
FOR YOUNG PEOPLE AGED 10 TO 24

Looking ahead for the coming year, we have created an 18-24 Drop In session to help young people in Southend who are struggling to make friends and find the right services for their needs. We are also proud to deliver our own youth leadership course called YMCA Youth Champions, focusing on empowering young people to make a difference in their local community.

Here is what young people have to say about FYV

"SYMCA Youth Club is something I look forward to every week, it gets young people out, helps them to socialise, be interactive, active, stimulating. I hope go college and university in the future."
"I have made friends at Youth Club I feel good about myself and I have made friends at school and have joined clubs and stayed happy for longer, In the future I would like to do a stage apprenticeship."

Here is what professionals have to say about FYV

"The Find Your Voice program has helped me in my leadership skills. As a Youth Commissioner this has given me the opportunity to help the youth, SYMCA has helped me find new independence as I now catch the bus into Southend to attend the club."


18-24
DROP
IN
DIESEL
YMCA



MY FUTURE

The My Future programme for primary school children aims to broaden horizons, challenge stereotypes, and raise aspirations for both future career options and for life opportunities. Every half term, children from Years 1 to Year 6 'meet' volunteers who work in different industries via live Zoom sessions. The children first guess the volunteers' jobs and then learn about what each person does. The programme is currently delivered in Southend, Basildon and Tendring. The excitement and learning have been fantastic. Feedback from children, professionals, and Ofsted clearly indicate that the project is indeed meeting its aims.

15,000+ CHILDREN REACHED

580 CLASSES

62 SCHOOLS ENGAGED

Here is what pupil have to say about MY FUTURE

"That we may not know which job we want to do now, but it may come later in life and we can be anything."

"Take our time and we will be successful. Never give up!"

MENTAL HEALTH CHAMPIONS

Mental Health Champions was funded by BBC Children In Need and provided 140 young people with the opportunity to increase their awareness and knowledge of mental health while working towards gaining a nationally recognised Level 2 Mental Health First Aid qualification.

24 SESSIONS DELIVERED

140 CORE PARTICIPANTS

30
PARTICIPANTS RECEIVED THEIR FULL LEVEL 2 MENTAL HEALTH ACCREDITATION

Each participant received the opportunity to enrol in a 7-week course, receiving a Level 2 Mental Health First Aid Qualification upon completion. A wide range of related topics were covered, such as first aid, myths vs facts, challenging stigma and building emotional resilience.

Participants who reported an increased knowledge of mental health - 78%

Participants who are from BAME backgrounds - **15%**

Here is what project partiipants have to say about Mental Health Champions

"I feel I am equipped to manage my mental health and help others. I am even looking at enrolling into college to get a diploma." - female 18yrs,

" I feel like I can state my opinions and help others with their mental health. I've even applied for a job with Southend YMCA to help others in the community with their mental health." female 15yrs"





Health & Wellbeing

We promote health and well-being and have a community impact.

TRUSTEES REPORT

BUMP TO BREAST

Started in 2018 and funded by A Better Start Southend (ABSS), Bump to Breast provides friendly and welcoming breastfeeding support groups at various Southend locations each week. Here, people can meet others who are breastfeeding their little ones, ask questions, and receive advice and support. Families are welcome both before and after their babies arrive. Additionally, families can take part in creative projects, including a breastfeeding book, tea towel design, and craft mornings, all aimed at building community, increasing people's confidence, and normalising breastfeeding.

We are involved in delivering the Southend Supports Breastfeeding Scheme, which aims to welcome and normalize breastfeeding in Southend. We have had a presence at nine community events as part of this initiative. Two of our staff members are training as Lactation Consultants, and one is training as a Forest School Practitioner, further enhancing the skills and resources of our team.

Supported, 200+ families with breastfeeding

Contacted 350+ antenatal families

Online, phone call, text message or email advice support provided.

Delivered 6 six-session breastfeeding training courses this year, based on UNICEF materials, which have been completed by 14 people.

Here is what project participants have to say about Bump To Breast

"I ended up going regularly to the Tuesday sessions on Alexandra Street, finding somewhere full of encouragement to breastfeed and where I could get advice and hear about other breastfeeding journeys. I now go every week that I'm free as it's more than just an excuse to get out, it's somewhere I feel comfortable and happy."



ENVELOP MENTORING PROJECT

The Envelop Project, an early intervention initiative sponsored by BBC Children In Need, is designed to coach and or mentor children and young people aged 8-18. The project has consistently progressed in making a meaningful difference in the lives of individuals within our community.

This year, we observed an emerging trend of young people relocating to our area from various parts of the country, which, coupled with an increase in referrals from neurodivergent young people, has raised the overall number of referrals to over 500. These demographic shifts have highlighted the need for our targeted, inclusive support.

A unique aspect of our project is the involvement of social work students, who join us on placement. They bring valuable expertise from their field and further benefit from our tailored training to support the project's goals. Our approach occurs within supportive, enabling environments designed to enhance the engagement of vulnerable children and young people. We aim to improve their emotional and mental health, well-being, and essential skills through creative and inclusive methodologies.

Impact

5000+ INDIRECT BENEFICIARIES	DECREASED RATE OF FIXED TERM AND PERMANENT SCHOOL EXCLUSIONS	INCREASED SOCIAL MOBILITY AND PARTICIPATION

Added Value:

DEVELOPING LEARNING AND PROFESSIONAL PRACTICE FOR SOCIAL WORK STUDENTS	DIGITAL PLATFORM FOR ENGAGEMENT WITH FREE RESOURCES	IMPROVED COLLABORATIVE MULTI-AGENCY WORK

*__Indirect Beneficiaries__ includes the community, families, educational & health institutions

Our objectives are to foster self-belief, encourage the development of life goals, and reinforce self-help techniques. Our Team remain committed to sustainable, long-term solutions that empower young people, equipping them with the resilience and skills needed for future success.





Support & Advice

All of our projects embed information and advice. We also train the next generation of professionals, including social work students, counselling students, and practitioners through dedicated projects and events.

TRUSTEES REPORT

AMPLIFY YOUTH WORK CONFERENCE

Southend YMCA organised the Amplify Youth Work: Refresh Your Connection conference to elevate the standards of youth work across Southeast Essex by highlighting the vital role youth work plays in transforming young lives.

The conference aimed to raise the profile of the youth work profession through collaboration, sharing learning on quality practices, and emphasising its impact on young people and communities. It provided valuable opportunities for networking and learning, driving the change needed to improve services for both young people and their parents. Additionally, the event showcased Southend YMCA as a leading youth charity in the region, while exploring the crucial role of digital communication in engaging and connecting with children and young people.



The conference was sponsored by:

UKRI Innovate UK | Knowledge Transfer Partnerships

fyv

COMMUNITY FUND

The conference was supported by:

University of Hertfordshire UH Hertfordshire Business School

Southend-on-Sea City Council

YMCA



AMPLIFY YOUTH WORK CONFERENCE



This dynamic event brought together over **100** professionals from youth work, social services, policymaking, education, healthcare, and young leadership. Representing **52** different organisations, they came together to share insights, build connections, and amplify their collective impact on youth communities.

BUSINESS SUPPORT

INFORMATION TECHNOLOGY (IT)



We work with Southend City Council IT, with our systems supported by the Council's infrastructure. Our IT Online System Improvement Project is progressing well, focusing on enhancing the use of the Management Information System and leveraging Microsoft cloud applications like OneDrive and SharePoint. This ensures robust security through Microsoft's built-in data centre protection while enabling collaboration and flexible working.

We continuously refine our IT frameworks to improve efficiency and strengthen cyber defences against breaches and ransomware. The framework incorporates multiple redundancies and rigorous disaster recovery processes, ensuring seamless failover to backup systems. This supports our business continuity plan, minimising costs and disruptions while maintaining service delivery and reassuring commissioners, funders, and insurers. Additionally, IT efficiencies enhance our ability to secure business opportunities, such as delivering online well-being programmes.

HUMAN RESOURCES (HR)



Recruitment is conducted in line with our Safer Recruitment Policy and procedures. High-level volunteers increase our operational capacity while also developing the next generation workforce. Of note are the many undergraduate and postgraduate social work students who are deployed in mentoring roles, building on strong partnerships with universities. Staff and volunteers follow robust Workforce Development Plans that provide for mandatory induction training and continuing professional development.

TRUSTEES REPORT

STRUCTURE, GOVERNANCE AND MANAGEMENT

Southend YMCA is affiliated to YMCA England and Wales, and is part of a federated network of YMCAs, which share a common goal: To create supportive, inclusive and energising communities where young people can truly belong, contribute and thrive.

In 2017, the Charity adopted the YMCA England and Wales Model Memorandum and Articles where Members and Trustees are the same person. The size of the Board is limited to 10 persons. Trustees have a breadth of relevant professional knowledge, alongside lived experience.

The full charitable objects of Southend YMCA are:

'To advance the Christian faith, including by:

- *Promoting a Christian environment inspired and motivated by the life, example and teaching of Jesus Christ, where people of faith and people of none can work together for the transformation of communities; and*
- *Enabling people of all ages and, in particular, young people, to flourish through experiencing and responding to the love of God demonstrated by the life, example and teaching of Jesus Christ*

'To provide or assist in the provision in the interests if social welfare of facilities for recreation and other leisure time occupation for men and women with the object of improving their conditions of life'

'To relieve or assist in the relief of people of all ages and, in particular, young people, who are in conditions of need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstances'

'To provide residential accommodation, including social housing, for people of all ages and, in particular, young people, who are in need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstance'

TRUSTEES REPORT

Whilst Southend YMCA's beneficial area is not limited, we operate as a local charity - in 2023-24 the charity delivered services within the city of Southend on Sea, and into South Essex.

Regulator of Social Housing

Housing Ombudsman Service

The Board of Southend YMCA is responsible to the Regulator of Social Housing for meeting Regulatory Standards (Economic and Consumer) and adopts a 'co-regulatory' approach. This means that whilst the Regulator sets national standards, the responsibility for agreeing, monitoring and scrutinising local implementation lies with the Board. The mechanisms through which this is achieved is via reports into the Board, sub-committee, and task and finish meetings.

As required by the HE Accounts Direction Trustees confirm a Liabilities Register in place and that they comply with their responsibilities as set out in the HE Governance and Financial Viability Standard. Our Housing Team have facilitated Tenant Satisfaction Survey using the Regulator's TSM measures with positive results.

Our Board has adopted the 'Charity Governance Code for Larger Charities'. Trustees have explored their shared values and commitment to delivering charitable purposes within the context of a rapidly changing economic environment. The tensions between opportunities, risks and costs are dynamically addressed. Trustees are aware of housing stewardship and are making plans for additional investment into the Newlands building. This may include recurculating a receipt from the disposal of a non-social housing asset, this being a property at London Road with a remmaining lease of 93 years.

TRUSTEES REPORT

Trustees will be reviewing the organisational purpose and strategy in 2024-2025 cognisant of the housing sector risks as they impact the delivery of more and better housing. There are fiscal challenges impacting Local Authority commissioning and so it is necessary to achieve full cost recovery on all contracts. Trustees agree SYMCA is of good reputation and operates to the standards required.

The Board are committed to recruiting new trustees aligned to our core areas of work. Findings from a Trustees' Skill Audit shows that the strongest professional experience applied to the role comprised: strategic working (Public and Voluntary Sectors), senior management, operating services including housing, health and wellbeing and financial. Whilst some Board Members have lived experience related to our charitable mission, it is our intention to increase diversity of background.

The Board may comprise of not less than two and up to ten members. The Board conducted its business through Board Meetings and Sub-Committees which were: Finance, Risk & Audit and Housing & Facilities. Each committee has Terms of Reference and is led by a Trustee (Chair) from a relevant professional background.

It is the Board's responsibility to bring independent judgement on matters of strategy, performance, resources, and conduct. The Board is able to take professional advice in the furtherance of its duties. All Trustees are required to make a formal declaration of any interests at meetings and sign a register of interests. One Trustee received remuneration for legal work undertaken at substantially discounted rates and following all necessary steps from a probity perspective.

Southend YMCA pays a fixed rate salary, there is no salary scale. Trustees may at their discretion award a cost of living uplift. This will be implemented in 2024-2025. Furthermore, salaries may be reviewed to reflect additional responsibilities as they are assumed by individuals in line with market conditions.

TRUSTEES REPORT

The Board is ultimately responsible for the Charity's System of internal control and for reviewing its effectiveness. Key internal assurance controls include:

- Board Approved Terms of Reference, inter-group Deed of Agreement, Delegated Authorities Schedule.
- Risk and Liabilities Registers and disaster scenario planning.
- Strategic and business planning processes with detailed budgets, forecasts and management accounts.
- Formal Recruitment, Retention, Training and Development Policies for staff.
- Options appraisals and procurement of professional technical advice when embarking on major new projects - to meet legislation and regulation.
- Operational Policies, Procedures and Systems.
- Scrutiny of all new initiatives and major commitments.
- Audit – financial, health and safety. Building compliance etc.
- Keeping proper accounting records, which disclose with reasonable accuracy, at any time the financial position.
- Regular reporting by the Senior Leadership Team to the Board and its Committees on the Performance of Services in relation to contracts.

The Board recognises that any control system can only manage and not eliminate the risk of failure to achieve business objectives and can only provide reasonable assurance against any material misstatement or loss.

FINANCIAL REVIEW



During the year the use of the Xero Financial Information Management Platform supported the delivery of secure and accurate financial control and accounting.

TRUSTEES REPORT

Our Accountant produced quarterly management accounts and other centralised financial data to fulfil multiple reporting needs - improving efficiency and responsiveness. These changes enable Southend YMCA to:

- Respond to risk in a dynamic way
- Prepare forecast budgets and check cash flows
- Provide financial data for funding applications and monitoring returns
- Inform the Board's business strategy/direction and decision making.
- Maintain a focus in achieving greater value for money for example achieving optimum electric prices

Principle sources of funding

The principle sources of funding in 2023-24 were grant income, contract income and rental income. Due to the predictability and reliability of these income sources, there is not the volatility associated with trading. However, achieving full cost recovery (where all cost continues to rise) requires diligence and/or requires mitigating actions.

The total funds held by the group is £4,181,316. This included restricted funds of £2,826,390 being the value of fixed assets, current assets and long term liabilities.

The Funds held by the main Charity comprised £1,346,102 being the value of fixed assets of £2,245,567 including the Eco Hub Building, the Newlands Building and move on accommodation; and cash of £462,913.

The funds held by our subsidiary, South Essex Community Schools Limited, are restricted to the provision of full or part time education for children of compulsory school age who, by reason of illness, exclusion from school or otherwise, may not receive a suitable education unless alternative provision is made for them. At the year-end, the school made a surplus of £324,420. The school had fixed assets of £1,929,959 - this is mainly the value of the school building which is subject to a covenant and is held in trust for the DFE and net current assets of £905,255.

TRUSTEES REPORT

Properties



As at 31 August 2024, the Charity owned 3 Housing Properties: Newlands (a 35 bed social housing unit –subject to a mortgage); 2 move on flats (non-social housing) and the Eco Hub Building. The charity also leased a house ceasing post year end in October 2024. SYMCA's Depreciation Policy is set out in the Notes to the Accounts on page 56-57.

Pension costs



The Charity is a member of a closed YMCA Pension Scheme which has a deficit. The Charity made an annual payment of £ 11,866 to service the debt. During the year it joined with other YMCAs to explore options around limiting long term liabilities.

The Charity recognises possible concern relating to its participation in a Defined Benefit Pension Scheme. Appropriate action has been taken: The Scheme was closed to new members in 2007, and the link to final salary broken in 2011. Additional contributions continue to be made to reduce the deficit. As part of the YMCA Federation, the multi-employer Pension Scheme is run by an independent Trustee Board with employer representation through the Principal Employer, National Council of YMCAs.

The Pension Scheme Trustee obtains an actuarial valuation every three years and we have considered the implications to the Charity's Finances from the latest available actuarial valuation.

TRUSTEES REPORT

We have reviewed the Charity's ability to continue to deliver its charitable objectives by ensuring budgets, forecasts and plans are available and include the impact of deficit repayments. The Pension Scheme Trustee included the impact of Pension Scheme Deficit Repayments in considering going concern status, reserves, and the risks and uncertainties that the charity face noted elsewhere in this report.

The Charity benefits from the Pension Scheme Trustee and the Principal Employer seeking suitable specialist Professional advice both to manage the Scheme and in the continuing effort to explore ways of reducing the overall pension deficit. The notes to the accounts include an accounting policy and further details in note 18.

Principal Risks and Uncertainties

The Board maintains a dynamic approach to risk mitigation – considering a wealth of technical professional advice from accountancy, through to Health and Safety and Facilities Reports. Risk domains correlate with Charity Commission (CC28) Guidance, and the Regulator of Social Housing's (RSH) 'Sector Risk Profile' (2024)

Breach of Covenants - The Interest Service Cover (ISC) is our most restrictive covenant. Within the context of variable mortgage interest costs supplier and employee costs ongoing budgetary management is a priority . Our financial performance in 2023/4 shows covenant compliance and our approved budget for 2024/5 also shows the same. Investment into a community fundraising team is building valued relationships and partnerships, securing donations and gifts to support our vitally important work.

External environment and operating context- we will continue to conduct a PESTLE analysis and SWOT analysis to identify key trends and opportunities to grow or mitigate threats to our charitable plans to deliver public benefit

Local Authority financing pressures- may create lean contracts. Charitable funds should not subsidise the Public Sector and so we will cautiously consider new opportunities, service modelling and innovation for full cost recovery.

TRUSTEES REPORT

Mitigation
Due to tight financial control and reliable income sources, we do not anticipate cash-flow problems in 2024-2025. The Board are considering the sale of a capital asset to invest in more and better housing. In recirculating this receipt, this could include as cash match with capital grants to achieve value for money. Our Reserves Policy focussed on the balance between cash and fixed assets and managing liquidity.

In 2023-24, the Board completed mitigation actions to close down a social business. Staff were transferred to a another service and plans were made to exit a lease. This was successfully finalised post year end.

Reserve's Policy



The term 'Reserves' is used to describe that part of a Charity's Income funds that are freely available for its operating purposes, not subject to commitments, planned expenditure and spending limits. Reserves do not include endowment funds, restricted funds and designated funds.

Having a Reserves Policy helps inform the way in which we manage our cash, liquid assets and debt. It assists us when planning and explaining our approach to stakeholders and contributes significantly to the Board's ability to balance the needs of current and future beneficiaries.

We set our reserves level with reference to: analysis of cash flow; existing funds and reserves; future income streams with an assessment of their reliability; committed expenditure and how far this is controllable; examination of past trends; examining the likely changes in the main sources of income and how we may cope with these changes; an assessment of the risks we face, and how likely these are to materialise; and forecasting future income and expenditure.

TRUSTEES REPORT

Charity Trustees have established a Reserves Policy whereby the balance of funds should be 3 - 6 months of the resources expended.

The running costs of our charitable business for 2023-24 are forecast at £97,000 per month which equates to £291,000 to £582,000. The Trustees consider that the free reserves at the year-end fall within this range.

At the year end the Charity held cash of £462,913 of which £123,240 comprised cash held on account (being funders paying in advance) with net current cash of £339,673. This comprises 3.5 months of operating expenditure. This is a decrease in funds compared to the previous year net cash of £377,928.

Trustees accepted that the level of cash funds was acceptable due to the value of fixed assets which could provide security for increased working capital or be liquidated in the event of having to wind up the Charity. Fundraising capacity has been increased in 2023-24 alongside a refreshed Fundraising Strategy.

It is the policy of the Academy Trust to maintain a level of reserves that is sufficient to meet its future obligations. Fund balances at 31.08.2024 comprised: £2,835,214 of which £2,823,624 were restricted funds and £11,590 unrestricted. Of the restricted funds, £1,929,959 is represented by tangible fixed assets, general funds total £893,665.

Governors have approved a three-year plan to use reserves within the current educational climate, mainly on staffing in support of the students. The plan is dynamically risk assessed and staffing is considered is the most significant risk.

Due to the above levels of reserves, Trustees know that they would be able to carry on the group's day to day activities in the event of a drop-in funding whilst considering how funding would be replaced.

Furthermore, the Charity remains a going concern, with the ability to meet its proportion of the YMCA group pension deficit. Due to a positive valuation deficit payment will remain flat until the end of the term in 2027.

TRUSTEES REPORT

For the Financial Year 2024-25 the Board has set objectives to:

increase free reserves, to fundraise for ongoing improvements works to the Newlands Building including decarbonisation measures, and to secure grants supporting youthwork which further the needs and aspirations of beneficiaries. We will seek the support from grant making trusts and through general appeals to assist in these areas.

The Board will continue to monitor the finances of the organisations including the position of the reserves through the Finance, Risk and Audit Committee.

Other Income
Income from other activities includes income from fundraising events, hire of facilities, and donations. Income is receivable in exchange for goods and services and is recognised when entitlement has occurred.

Investment Policy



Aside from retaining a prudent amount in reserves most of the Charity's Funds are to be spent in the short to medium term on charitable services for beneficiaries.

Previous capital investment in affordable housing secures a long-term return (mission and rental income). The Charity has borrowed to acquire the Newlands Asset. The outstanding balance is £688,144.

TRUSTEES REPORT

Value for Money (VFM)



The Board is committed to achieving value for money when delivering its purpose and objectives, in accordance with its Business Plan, VFM Strategy and the HE Value for Money Standard and Metrics.

With regard to HE metrics the findings are:

Reinvestment %	**5.2%**
New Supply Delivered	**0.0%**
Gearing %	**22.18%**
EBITDA MRI interest cover	**251%**
Headline social housing cost per unit (provides for intensive housing management)	**£24,089**
Operating Margin % (social housing lettings)	**7.7%**
Operating Margin % (overall)	**6%**
Return on capital employed (ROCE) %	**3.6%**

The Charity is a Member of the Acuity Benchmark Club which enables us to understand our performance in relation to our peer group. The HE Value for Money Standard and Metrics however Benchmarking Housing Associations managing more than 1,000 homes and therefore is not comparable in all areas.

TRUSTEES REPORT

REFERENCE AND ADMINISTRATION DETAILS

The Company is registered under the Companies Act and is a registered charity.
Charity number: 1102837
Company number: 05051166

The Company is a non-profit private registered provider of social housing. Registration no: 4853.

Registered office: Newlands, 85 Ambleside Drive, Southend on Sea, SS1 2FY.

Auditors: Price Bailey LLP, 36 Tyndall Court, Commerce Road, Lynch Wood, Peterborough, PE2 6LR.

Directors and Trustees
The Directors of the Charitable Company (the Charity) are its Trustees for purpose of Charity Law. The Trustees and Officers serving during the year and since the year end were as follows:

Trustees serving in the year were:
Simon Ling-Locke (appointed 29.01.2011)
Ron Wright (appointed 20.02.2004, deceased 08.11.2023)
Stephen Onslow (appointed 05.05.2017)
Kerry Bland (appointed 29.04.2017, resigned 31.03.24)
Philip Stepney (appointed 30.09.2018 resigned 31.03.24)
Laurence Doe (appointed 30.05.2020)
Simon Leftley (appointed 09.12.2023)
Edward Joseph Galgano (Appointed 31.03.24)
David Bland (Appointed 31.03.2024)

Key Management Personnel at the year end were:
Syrie Cox – Chief Executive Officer Southend YMCA
John Levy – Housing and Facilities Manager
Andrew Snell – HR Officer
Mark James - Health and Safety Advisor

TRUSTEES REPORT

Our Advisers
Auditors: Price Bailey LLP, 36 Tyndall Court, Commerce Road, Lynchwood, Peterborough PE2 6LR.
Bankers: Barclays Bank, 127 High St, Southend-on-Sea SS1 1LH and CAF Bank, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ.
Solicitors: Duncan Lewis (Solicitors) Ltd, Spencer House, 29 Grove Hill Road, Harrow on the Hill, HA1 3BN
HR Advisors: HR Initiatives, the Nexus Building, Broadway, Letchworth, Garden City, Hertfordshire, CG6 9BL.

Trustees Responsibilities in Relation to the Financial Statements

The Charity Trustees (who are also the Directors of Southend on Sea Young Men's Christian Association for the purposes of Company law) are responsible for preparing a Trustees Annual Report and Financial Statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards as reflected in FRS 102 and applicable laws).

Company law requires the Charity Trustees to prepare Financial Statements for each year which give a true and fair view of the state of affairs of the Charitable Company and the group and of the incoming resources and application of resources, including the income and expenditure of the Charitable Group for that period. In preparing the Financial Statements the Trustees are required to:

- Select suitable Accounting Policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- State whether Applicable UK Accounting Standards and the Statement of Recommended Practice (SORP) Accounting by Registered Social Housing Providers Update 2018 have been followed, subject to any material departures disclosed and explained in the Financial Statements.
- Prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

TRUSTEES REPORT

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

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

Statement of Disclosures to our Auditors

In so far as the Trustees are aware at the time of approving the Annual Report:

There is no relevant audit information of which the group's auditors are unaware, and; the Trustees have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information

This Report has been prepared taking advantage of the exemptions for small companies within Part 15 of the Companies Act 2006.

Signed by order of the Board of Trustees



Stephen Onslow (Chair)
Date: 09/04/2025



SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

INDEPENDENT AUDITORS REPORT TO THE MEMBERS FOR THE YEAR ENDED 31 AUGUST 2024

Opinion

We have audited the financial statements of Southend-On-Sea Young Men's Christian Association (Limited by guarantee) and it's subsidiary for the year ended 31 August 2024 which comprise a Statement of Comprehensive Income, Statement of Changes in Reserves, Statement of Financial Position, 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 group's and the charity's affairs as at 31 August 2024 and of the group's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Housing and Regeneration Act 2008 and the Accounting Direction for private registered providers of social housing in England 2022.

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 group 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 board's 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 group'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 board 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 the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept by the parent charity, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charity financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' 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 directors' report and from the requirement to prepare a strategic report.

In addition, we have nothing to report in respect of the following matter where the Housing and Regeneration Act 2008 requires us to report to you if, in our opinion:

- a satisfactory system of control over transactions has not been maintained.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on pages 42 to 43, the trustees (who are also the directors of the association for the purposes of charity 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 group's and the parent 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 group or the parent charity or to cease operations, or to 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:

- In addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments;
- Assessing whether the judgements made in accounting estimates are indicative of a potential basis;
- Evaluating the rationale of any significant transactions that are unusual or outside the normal course of business;
- Analytical procedures are performed as well as substantive testing to identify any potential misstatement due to fraud; and
- The audit procedures would also involve being aware of any such items from reviewing minutes and third party communications and reports and discussions held with staff and management to obtain an understanding.

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.

Auditors responsibilities for the audit of the financial statements (continued)

A further description of our responsibilities is available on the Financial Reporting Council's website at https://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 charity's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 137 of the Housing and Regeneration Act 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' 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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Kerry Hilliard ACA FCCA CTA (Senior Statutory Auditor)
for and on behalf of Price Bailey LLP
Statutory Auditor
36 Tyndall Court
Commerce Road
Lynchwood
Peterborough
PE2 6LR

Date: .....

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 AUGUST 2024

	Note	Year ended 2024 £	Year ended 2023 £
Turnover	2	3,239,487	2,663,875
Operating expenditure			
Operating costs	2	(2,817,361)	(2,867,299)
Operating surplus/(deficit)	2	422,126	(203,424)
Interest receivable	5	12,297	2,070
Interest payable	6	(56,037)	(46,450)
Surplus/(deficit) before tax		378,386	(247,804)
Taxation		-	-
Surplus/(deficit) for the year		378,386	(247,804)
Increase in valuation of investment properties	11	58,384	-
Actuarial gain in respect of pension schemes		24,140	97,000
Total comprehensive income for the year		460,910	(150,804)

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

All of the above amounts relate wholly to continuing activities. The accompanying notes form part of these financial statements.

The financial statements were approved by the Board on .....

.....
S Onslow
Chairman

.....
D Bland
Director

Company Registration No. 05051166 (England and Wales)
Charity Registration No. 1102837
Homes England No. 4853

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

GROUP AND CHARITY STATEMENT OF FINANCIAL POSITION AS AT 31 AUGUST 2024

		Group		Charity	
		2024	2023	2024	2023
	Note	£	£	£	£
Fixed assets					
Tangible fixed assets - housing properties	9	1,480,624	1,632,273	1,480,624	1,632,273
Other tangible fixed assets	10	2,504,902	2,476,297	574,943	577,405
Investment properties	11	190,000	-	190,000	-
		4,175,526	4,108,570	2,245,567	2,209,678
Current assets					
Trade and other debtors	12	109,259	119,980	88,938	104,710
Cash at bank and in hand		1,502,146	1,197,879	462,913	502,749
		1,611,405	1,317,859	551,851	607,459
Creditors: amounts falling due within one year	13	(484,177)	(486,489)	(329,878)	(384,991)
Net current assets/(liabilities)		1,127,228	831,370	221,973	222,468
Total assets less current liabilities		5,302,754	4,939,940	2,467,540	2,432,146
Creditors: amounts falling due after one year	14	(1,121,438)	(1,222,534)	(1,121,438)	(1,222,534)
Provisions for liabilities					
Defined benefit pension scheme liability	18	-	3,000	-	-
TOTAL NET ASSETS		**4,181,316**	**3,720,406**	**1,346,102**	**1,209,612**
RESERVES					
Income and expenditure reserve		1,296,542	1,205,881	1,284,952	1,195,810
Fair value reserve		58,384	-	58,384	-
Restricted reserve	20	2,826,390	2,514,525	2,766	13,802
		4,181,316	**3,720,406**	**1,346,102**	**1,209,612**

The net movement in funds for the year for the charity only was net surplus of £136,490 (2023: deficit of £252,193). The charity's income was £1,554,307 (2023: £1,521,249) less expenditure of £1,515,341 (2023: £1,773,442), actuarial gains of £39,140 (2023: nil) and increase in valuation of investment property of £58,384 (2023: nil).

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime. The accompanying notes form part of these financial statements.

The financial statements were issued and approved by the Board on .....

.....

S Onslow
Chairman

.....

D Bland
Director

Company Registration No. 05051166 (England and Wales)
Charity Registration No. 1102837
Homes England No. 4853

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

GROUP AND CHARITY STATEMENT OF CHANGES IN RESERVES AS AT 31 AUGUST 2024

Group	Income and expenditure reserve	Restricted reserve	Fair value reserve	Restricted fixed asset reserve	Total
	£	£	£	£	£
Balance as at 1 September 2022	1,456,401	506,726	-	1,908,083	3,871,210
Total comprehensive income for the year	(150,804)	-	-	-	(150,804)
Transfer of restricted expenditure from unrestricted reserve	(99,716)	108,907	-	(9,191)	-
Balance at 31 August 2023	1,205,881	615,633	-	1,898,892	3,720,406
Total comprehensive income for the year	402,526	-	58,384	-	460,910
Transfer of restricted expenditure from unrestricted reserve	(311,865)	280,798	-	31,067	-
Balance at 31 August 2024	1,296,542	896,431	58,384	1,929,959	4,181,316

Charity	Income and expenditure reserve	Restricted reserve	Fair value reserve	Restricted fixed asset reserve	Total
	£	£	£	£	£
Balance as at 1 September 2022	1,449,840	11,965	-	-	1,461,805
Total comprehensive income for the year	(252,193)	-	-	-	(252,193)
Transfer of restricted expenditure from unrestricted reserve	(1,837)	1,837	-	-	-
Balance at 31 August 2023	1,195,810	13,802	-	-	1,209,612
Total comprehensive income for the year	78,106	-	58,384	-	136,490
Transfer of restricted expenditure from unrestricted reserve	11,036	(11,036)	-	-	-
Balance at 31 August 2024	1,284,952	2,766	58,384	-	1,346,102

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 AUGUST 2024

	Note	Group 2024 £	2023 £
Net cash flow from operating activities	**23**	510,044	107,190
		510,044	107,190
Cash flow from investing activities			
Purchase of tangible fixed assets		(128,240)	(107,307)
Proceeds from sale of tangible fixed assets		500	-
Interest income		12,297	2,070
Net cash flow from investing activities		(115,443)	(105,237)
Cash flow from financing activities			
Interest paid		(56,037)	(46,450)
Repayment of long term loans		(34,297)	(36,722)
Net cash flow from financing activities		(90,334)	(83,172)
Net increase in cash and cash equivalents		304,267	(81,219)
Cash and cash equivalents at the beginning of the year		1,197,879	1,279,098
Cash and cash equivalents at the end of the year		1,502,146	1,197,879
Cash and cash equivalents consists of:			
Cash at bank and in hand		1,502,146	1,197,879
Cash and cash equivalents at the end of the year		1,502,146	1,197,879

LEGAL STATUS

Southend-on-Sea Young Men's Christian Association (the charity) is a private company limited by guarantee incorporated in England under the Companies Act 2006, registered with the Homes and Communities Agency as a private registered provider of social housing and is a registered charity. The registered office is Newlands, 85 Ambleside Drive, Southend-on-Sea, SS1 2FY.

Southend-on-Sea Young Men's Christian Association has one subsidiary; South Essex Community School (Limited by Guarantee), registered under the Companies Act 2006 and an exempt charity (an Academy Trust) reporting to the Secretary of State.

1. ACCOUNTING POLICIES

1.1 Basis of accounting

The Group's financial statements have been prepared in accordance with applicable United Kingdom Generally Accepted Accounting Practice (UK GAAP) including Financial Reporting Standard 102 and the Statement of Recommended Practice for registered housing providers: Housing SORP 2018.

The financial statements comply with the Companies Act 2006, the Housing Regeneration Act 2008 and the Accounting Direction for Private Registered Providers of Social Housing 2022. The accounts are prepared on the historical cost basis of accounting and are presented in sterling £.

The subsidiary undertaking is an Academy Trust. Consideration has also been given to the Charities SORP (FRS 102) and the Academies Accounts Direction 2023 to 2024, where this is deemed appropriate in order to give a true and fair view.

The charity constitutes a Public Benefit Entity as defined by FRS 102.

Parent company disclosure exemptions

In preparing the separate financial statements of the parent company, advantage has been taken of the following disclosure exemptions available in FRS 102.
- the requirement to present a statement of cash flows and related notes;
- disclosures in respect of the parent company's financial instruments have not been presented as equivalent disclosure exemptions available in FRS 102;
- no disclosure has been given for the aggregate remuneration of the key management personnel of the parent company because their remuneration is included in the totals for the group as a whole.

1.2 Basis of consolidation

The Group financial statements consolidate the financial statements of the charity and its subsidiary South Essex Community School (Limited by Guarantee). The results of the subsidiary have been consolidated on a line-by-line basis for the year ended 31 August 2024. The South Essex Community School is a subsidiary of the main charity under section 1162 (2) (b) of the Companies Act 2006. The section defines "parent undertaking" and "subsidiary undertaking" for the purposes of the Companies Acts. An undertaking is a parent undertaking in relation to another undertaking, a subsidiary undertaking, if it is a member of the undertaking and has a right to appoint or remove a majority of its board of directors. The results of South Essex Community School are shown in note 22. In accordance with section 408 of the companies Act 2006, no individual financial statements have been prepared for the parent company.

1. ACCOUNTING POLICIES (continued)

1.3 Going concern

The group's business activities, its current financial position and factors likely to affect its future development are set out within the report from the board. The group has in place long-term debt facilities which provide adequate resources to finance committed reinvestment and development programmes, along with the group's day to day operations.

The continuing operational existence of the company is dependent upon the continuing support of the main lender for the group, CAF Bank Ltd. Throughout the accounting year and since the year end, the group has been in communication with the main lender and has received support in the form of a loan covenant waiver. Based upon mitigated budgets and up to date management accounts, the board of trustees are confident that the risk of the covenant being breached going forward is low.

On this basis, the board has a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future, being a period of at least twelve months after the date on which the report and financial statements are signed. For this reason, it continues to adopt the going concern basis in the financial statements.

1.4 Judgements and key sources of estimation uncertainty

Preparation of the financial statements requires management to make significant judgements and estimates. The following judgements and experts have had the most significant effect on the amounts recognised in the financial statements:

Housing related support income

Management judgement is applied in determining the extent to which the risks and benefits are transferred to the charity when considering the income to be recognised.

Government and other grants taken to income

Where entitlement to income is subject to fulfilling performance related conditions, judgement is applied in some situations to determine the stage of completion and the related income to be recognised, rather than deferred.

Cost allocation

Judgement is required in determining and applying the basis of regulated social housing activity and activities other than social housing costs.

Categorisation of housing and other properties

The group has undertaken a detailed review of the intended use of all properties. In determining the intended use, the group has considered if the asset is held for social benefit or to earn commercial rentals.

Tangible fixed assets

Depreciation is charged on tangible fixed assets over their estimated useful lives, taking into account residual value if appropriate. The actual lives of the assets and their residual values are assessed annually and may vary depending on a number of assumptions.

1. ACCOUNTING POLICIES (continued)

1.4 Judgements and key sources of estimation uncertainty (continued)

Pension benefits

The cost of defined benefit pension plans and other post-employment benefits are determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty.

Present value of Local Government Pension Scheme

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 18, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2024. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

1.5 Turnover

Turnover represents rental income and service charges receivable, programme activities income, donations and local authority and other revenue grants receivable. Rental income is recognised when the property is let, net of voids. Service charge income and costs are recognised on an accruals basis. Housing Related Support income is recognised as it falls due under the contractual arrangement with the administering authorities.

General Annual Grant relating to the academy trust is recognised in full in the Statement of Comprehensive Income in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

Capital grants relating to the academy trust are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended. Unspent amounts of capital grant are reflected in the balance in the restricted reserves.

Sponsorship income provided to the academy which amounts to a donation is recognised in the Statement of Comprehensive Income in the period in which it is receivable, where receipt is probable and it is measurable.

Housing Properties

Housing properties are those held for the provision of social housing or to otherwise provide social benefit. Housing properties are stated at cost less accumulated depreciation and impairment losses. The cost of properties is their purchase price together with incidental costs of acquisitions, improvements and revaluation.

Investment income

Investment income is accounted for on a receivable basis.

1. ACCOUNTING POLICIES (continued)

1.5 Turnover (continued)

Government and other capital grants

Government and other capital grants include grants receivable from HE, YMCA England, local authorities, and other government organisations. Government grants received for housing properties are recognised in income over the useful life of the housing property structure under the accruals model.

Government grants released on the sale of a property may be repayable but are normally available to be recycled and are credited to a Recycled Capital Grant fund.

Grants relating to revenue are recognised in income and expenditure over the same period as the expenditure to which they relate once reasonable assurance has been gained that the entity will comply with the conditions and that the funds will be received.

Grants due from government organisations or received in advance are included as current assets or liabilities.

Other grants

Grants received from non-government sources, whether 'capital' or 'revenue' grants, are recognised using the performance method. If there are no specific performance requirements then the grants are recognised when receivable. Income received in advance of the performance conditions being met is deferred and included in creditors.

Other income

Income from other activities includes income from fundraising events, hire of facilities, first aid training, bus hire and project match funding.

Income is receivable in exchange for goods and services and is recognised when entitlement has occurred.

1.6 Investment properties

Investment properties consist of properties not held for social benefit. Investment properties are measured using the fair value model and stated at its fair value at the reporting date. The surplus or deficit on revaluation is recognised in income and expenditure.

1.7 Depreciation of housing properties

Major components of housing properties are identified and treated as separable assets and are depreciated on a straight line basis over their expected economic useful lives at the following rates:

Property structure	125 years
Roof	60 years
Windows and external doors	40 years
Kitchens	30 years
Bathrooms	40 years
Boilers	30 years

Freehold land is not depreciated.

Leasehold properties are amortised over the life of the lease or their estimated useful economic lives in the business, if shorter.

1. ACCOUNTING POLICIES (continued)

1.8 Other tangible fixed assets and depreciation

Other tangible fixed assets are stated at cost less accumulated depreciation. Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Statement of Financial Position at cost and depreciated over their expected useful economic life.

For assets held by the academy trust, where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset reserve in the Statement of Comprehensive Income and carried forward in the Statement of Financial Position. Depreciation on the relevant assets is charged directly to the restricted reserve in the Statement of Comprehensive Income. Where tangible fixed assets have been acquired with restricted funds, depreciation on such assets is charged to the Income and Expenditure Reserve.

This treatment has been applied to present a true and fair view in accordance with the Academies Accounts Direction 2023-24.

Depreciation has been provided at the following rates:

Freehold buildings	100 years straight line
Fixtures and fittings	20% / 25% reducing balance
Music, sports and office equipment	25% reducing balance
Computer equipment	3 years straight line
Motor vehicles	25% reducing balance
Kitchen extension	50 years straight line
Music room extension	6 years straight line
Childrens home	9 years straight line

Other freehold land is not depreciated.

1.9 Impairment

Housing properties

Reviews for impairment of housing properties are carried out when a trigger event has occurred and any impairment loss in a cash generating unit is recognised by a charge to the statement of comprehensive income. Impairment is recognised where the carrying value of a cash generating unit exceeds the higher of its net realisable value or its value in use. A cash generating unit is normally an individual property level whose cash income can be separately identified.

Following a trigger event for impairment, an impairment test is performed based on fair value less costs to sell or a value in use calculation. The fair value less costs to sell calculation is based on available data from sales transactions in an arm's length transaction on similar cash generating units (properties) or observable market prices less incremental costs for disposing of the properties.

The value in use calculation is based on either a depreciated replacement cost or a discounted cash flow model. The depreciated replacement cost is based on available data of the cost of constructing or acquiring replacement properties to provide the same level of service potential to the charity as the existing property.

1. ACCOUNTING POLICIES (continued)

1.9 Impairment (continued)

Other fixed assets

At each reporting period end date, the group reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. 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).

1.10 Taxation

The charity and its subsidiary undertaking are exempt from corporation tax on their charitable activities.

1.11 Reserves

Income and expenditure reserves

Income and expenditure reserves are incoming resources receivable or generated in furtherance of the general objectives of the group without specified purpose and are available as general reserves.

Restricted reserves

Restricted reserves represent income received where the funder or other source of the income have imposed restrictions as to how the reserves shall be used. The nature and purpose of restricted reserves is set out in the notes to the financial statements.

Restricted fixed asset reserves are resources which are applied to specific capital purposes imposed by funders where the asset acquired or created is held for a specific purpose.

Fair value reserves

The difference on transition between the fair value of investment properties and the historical cost carrying value is credited to the fair value reserve. The difference between historical cost depreciation and depreciation charged on the fair value balance is transferred from the fair value reserve to the income and expenditure reserve.

1.12 Pension costs and other post retirement benefits

The charity participated in a multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales, which was closed to new members and accruals on 30 April 2007. Due to insufficient information, the plan's actuary has advised that it is not possible to separately identify the assets and liabilities relating to the charity.

As described in note 17 the charity has a contractual obligation to make pension deficit payments of £10,329 per annum over the period to April 2027 (2023: £12,368 per annum over the period to April 2029), accordingly this is shown as a liability in these accounts. In addition, the charity is required to contribute £3,292 (2023: £2,930) per annum to the operating expenses of the Pension Plan and these costs are charged to the Statement of Comprehensive Income as made.

1. ACCOUNTING POLICIES (continued)

1.12 Pension costs and other post retirement benefits (continued)

Retirement benefits to employees of the subsidiary are provided by the Teachers' Pension Scheme ("TPS") and the Local Government Pension Scheme ("LGPS"). These are defined benefit schemes and the assets are held separately from those of the subsidiary.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the subsidiary in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 18, the TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a funded scheme and the assets are held separately from those of the subsidiary in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of the scheme instructions, benefit charges, settlements and curtailments.

They are included as part of the staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of comprehensive income incorporating income and expenditure account and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses.

For defined contribution pension schemes the amount charged to the Statement of Comprehensive Income is the contributions payable in the year.

1. ACCOUNTING POLICIES (continued)

1.13 Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership of the leased asset to the group. All other leases are classified as operating leases.

Assets held under finance leases are recognised initially at the fair value of the leased asset (or, if lower, the present value of minimum lease payments) at the inception of the lease. The corresponding liability to the lessor is included in the statement of financial position as a finance lease obligation. Lease payments are apportioned between finance charges and reduction of the lease obligation using the effective interest method so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are deducted in measuring the surplus or deficit. Assets held under finance leases are included in tangible fixed assets and depreciated and assessed for impairment losses in the same way as owned assets.

Rentals payable under operating leases are charged to income and expenditure on a straight-line basis over the lease term, unless the rental payments are structured to increase in line with expected general inflation, in which case the group recognises annual rent expense equal to amounts owed to the lessor.

1.14 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.

1.15 Financial instruments

The group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.16 Employee benefits

Short-term employee benefits and contributions to defined contribution plans are recognised as an expense in the period in which they are incurred.

2. TURNOVER, EXPENDITURE, OPERATING COSTS AND OPERATING SURPLUS/(DEFICIT)

	2024	2023
	£	£
Income from Social Housing Lettings		
Rents receivable excluding service charges	193,393	178,832
Service charges receivable	481,929	409,782
Other social housing activities		
Government grants:		
Supporting People grant	138,853	138,853
Rochford DC support grant	8,667	10,833
Amortisation of government grants	4,713	4,713
Other grants:		
Other grants received	40,958	2,560
Other income	44,975	15,212
Total	913,488	760,785
Activities other than social housing		
Income from Asylum Seeker properties	19,594	73,925
Income from rental properties	6,965	-
Activities for generating funds	35,602	7,843
Training	-	14,583
Community Impact	41,638	14,091
Positive Activities	531,724	366,852
Children's Home	-	281,171
	635,523	758,465
Total Charity Income	1,549,011	1,519,250
Educational operations (South Essex Community School Limited)		
DfE/ESFA grants	720,528	559,086
Other government grants	233,099	54,700
Other funding	725,299	502,714
Donations and capital grants	11,550	28,055
Other trading activities	-	70
Total Income for Group	**3,239,487**	**2,663,875**

2. TURNOVER, EXPENDITURE, OPERATING COSTS AND OPERATING SURPLUS/(DEFICIT) (continued)

	Social housing activities	Activities other than social housing	2024	2023
	£	£	£	£
Income	913,488	2,325,999	3,239,487	2,663,875
Operating expenditure	(843,109)	(1,974,252)	(2,817,361)	(2,801,378)
Operating surplus/(deficit)	**70,379**	**351,747**	**422,126**	**(137,503)**
Void losses			12,700	-

3. ACCOMMODATION IN MANAGEMENT AND DEVELOPMENT

At the end of the year accommodation in management for each class of accommodation was as follows:

	Group		Charity	
	2024	2023	2024	2023
	No of units		No of units	
Social housing				
Non-social housing (Asylum Seekers)	3	6	3	6
Supported housing	35	36	35	36
Total owned	38	42	38	42

	2024	2023	2024	2023
	No of properties		No of properties	
Non-social housing				
Rental properties	1	-	1	-
Total owned	1	-	1	-

In the prior year, the contract to provide asylum seeker accommodation ceased. The charity now hold one property as rental property and the other property is on the market to sell.

4. OPERATING SURPLUS/(DEFICIT)

The operating surplus/(deficit) is arrived at after charging/(crediting):

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Depreciation on housing properties	20,033	19,971	20,033	19,971
Depreciation of other tangible fixed assets	95,792	97,917	35,791	40,868
Impairment of tangible fixed assets	-	65,921	-	65,921
Profit/(Loss) on other tangible assets	3,279	591	3,279	591
Operating lease rentals	43,842	54,567	42,178	51,173
Auditors' remuneration:				
Fees payable to the Charity's auditors:				
for the audit of the financial statements	13,000	10,000	13,000	10,000
for other services	7,460	6,857	7,460	6,857
Fees payable to the component auditors:				
Audit of the accounts of subsidiaries	9,450	9,000	-	-
Total audit services	29,910	25,857	20,460	16,857

5. INTEREST RECEIVABLE

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Interest received	12,297	2,070	5,296	1,999
	12,297	2,070	5,296	1,999

6. INTEREST AND FINANCING COSTS

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Interest on bank loans	56,037	46,450	56,037	46,450
	56,037	46,450	56,037	46,450

7. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	1,385,570	1,427,762
Social security costs	131,831	133,235
Other pension costs	172,933	155,448
	1,690,334	1,716,445

In addition to the above, contributions to the operating expenses of the YMCA Pension Plan of £3,051 were made (2023: £2,761).

The average monthly number of employees expressed as full time equivalents (calculated based on a standard working week of 37 hours):

	2024	2023
Housing and support	7	5
Training	2	1
Positive activities	5	6
Childrens home	-	6
Management and administration	4	5
South Essex Community School	24	21
	42	**44**

The full time equivalent number of employees receiving annual remuneration excluding employer pension contributions in excess of £60,000 are:

£60,001 to £70,000	-	1
£70,001 to £80,000	2	-
£80,001 to £90,000	-	2
£90,001 to £100,000	1	-

	2024	2023
	£	£
Key management personnel remuneration:		
Salary	581,268	651,015
Contributions to pension scheme	93,642	81,884
	674,910	732,899

The highest paid director's emoluments and pension costs in the year ended 31 August 2024 were £88,728 (2023: £80,721) and £22,736 (2023: £18,989) respectively.

The chief executive is a member of the multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales. She is an ordinary member of the pension scheme and no enhanced or special terms apply. The charity does not make any further contribution to an individual pension arrangement for the chief executive.

8. TRUSTEES REMUNERATION, BENEFITS AND EXPENSES

During the period trustees were reimbursed expenses totalling £nil (2023: £nil).

The principal of South Essex Community School Limited receives remuneration in respect of services they provide undertaking the roles of head teacher under their contracts of employment, and not in respect of their services as a trustee. The CEO of Southend YMCA receives remuneration in respect of services they provide undertaking the role of CEO under their contract of employment, and not in respect of their services as a trustee of the school. No other trustees received remuneration from Southend YMCA.

9. TANGIBLE FIXED ASSETS - HOUSING PROPERTIES

Group and charity	Social housing properties	Total housing properties
	£	£
COST		
At 1 September 2023	1,773,929	1,773,929
Additions	-	-
Transfer to investment property	(157,552)	(157,552)
At 31 August 2024	1,616,377	1,616,377
DEPRECIATION		
At 1 September 2023	141,656	141,656
Charge	20,033	20,033
Transfer to investment property	(25,936)	(25,936)
At 31 August 2024	135,753	135,753
NET BOOK VALUE		
At 31 August 2024	1,480,624	1,480,624
At 31 August 2023	1,632,273	1,632,273

Social housing properties have been pledged as security for the bank loan and banking facilities.

Social housing assistance:
At 31 August 2024 there is no accumulated social housing grant receivable, however the estimated amount of outstanding Social Housing Grant transferred to the charity in connection with the purchase of 'Newlands' was £874,363.

11. INVESTMENT PROPERTIES NON-SOCIAL HOUSING PROPERTIES HELD FOR LETTING

Group and charity	Investment properties £	Total investment properties £
VALUATION		
At 1 September 2023	-	-
Transfer from housing properties	131,616	131,616
Increase in value	58,384	58,384
At 31 August 2024	190,000	190,000

Investment properties were valued by professionally qualified external valuers, Ayers & Cruiks in accordance with the RICS Valuation Global and UK Standards. The valuation was undertaken at 25 February 2025 and is considered by the trustees to reflect the fair value of the investment property at 31 August 2024.

If assets were stated on a historical cost basis rather than valuation, the total amounts included would have been as follows:

	2024 £	2023 £
Cost	157,552	-
Accumulated depreciation	(25,936)	-
Carrying value	131,616	-

12. DEBTORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

Group	2024 £	2023 £
Trade debtors	8,932	5,392
Rent and service charges receivable	33,970	38,641
Less provision for bad debts	(5,391)	(3,332)
Other debtors	5,255	12,807
Prepayments and accrued income	66,493	66,472
	109,259	119,980

Charity	2024 £	2023 £
Rent and service charges receivable	33,970	38,641
Less provision for bad debts	(5,391)	(3,332)
Other debtors	2,389	11,161
Amounts due from subsidiary and associated undertakings	-	-
Prepayments and accrued income	57,970	58,240
	88,938	104,710

10. TANGIBLE FIXED ASSETS - OTHER

Group	Land and buildings	Leasehold improvement	Academy Trust Land and Buildings	Music, Sports & Office Equipment	Fixtures, Fittings and Computer	Motor Vehicles	Total Fixed Assets
	£	£	£	£	£	£	£
COST							
At 1 September 2023	626,839	74,161	2,132,557	92,689	542,110	127,690	3,596,046
Additions	-	-	32,059	-	96,181	-	128,240
Disposals	-	-	-	-	(7,895)	(100,000)	(107,895)
At 31 August 2024	626,839	74,161	2,164,616	92,689	630,396	27,690	3,616,391
DEPRECIATION							
At 1 September 2023	123,684	74,161	312,991	84,895	418,460	105,558	1,119,749
Charge	5,553	-	35,151	1,947	47,807	5,334	95,792
Impairment	-	-	-	-	-	-	-
Disposals	-	-	-	-	(5,274)	(98,778)	(104,052)
At 31 August 2024	129,237	74,161	348,142	86,842	460,993	12,114	1,111,489
NET BOOK VALUE							
At 31 August 2024	497,602	-	1,816,474	5,847	169,403	15,576	2,504,902
At 31 August 2023	503,155	-	1,819,566	7,794	123,650	22,132	2,476,297

The Secretary of State for Education holds a legal charge over the school site. At 31 August 2024 the net book value of the school site included within freehold land and buildings was £1,816,474 (2023: £1,819,566).

Charity	Land and buildings	Leasehold improvement	Academy Trust Land and Buildings	Music, Sports & Office Equipment	Fixtures and Fittings	Motor Vehicles	Total Fixed Assets
	£	£	£	£	£	£	£
COST							
At 1 September 2023	626,839	74,161	-	92,689	250,709	127,690	1,172,088
Additions	-	-	-	-	37,172	-	37,172
Disposals	-	-	-	-	(7,895)	(100,000)	(107,895)
At 31 August 2024	626,839	74,161	-	92,689	279,986	27,690	1,101,365
DEPRECIATION							
At 1 September 2023	123,684	74,161	-	84,895	206,385	105,558	594,683
Charge	5,553	-	-	1,947	22,957	5,334	35,791
Impairment	-	-	-	-	-	-	-
Disposals	-	-	-	-	(5,274)	(98,778)	(104,052)
At 31 August 2024	129,237	74,161	-	86,842	224,068	12,114	526,422
NET BOOK VALUE							
At 31 August 2024	497,602	-	-	5,847	55,918	15,576	574,943
At 31 August 2023	503,155	-	-	7,794	44,324	22,132	577,405

13. CREDITORS - AMOUNTS DUE FALLING WITHIN ONE YEAR

Group	2024 £	2023 £
Bank loan	32,945	30,633
Other loan	3,000	3,000
Trade creditors	50,922	65,608
Rent and service charges received in advance	541	2,084
YMCA pension deficit agreement plan	8,628	10,308
Deferred capital grant (note 16)	17,692	17,691
Other taxation and social security	12,912	13,607
Other creditors	106,879	151,563
Accruals and deferred income	250,658	191,995
	484,177	486,489

Charity	2024 £	2023 £
Bank loan	32,945	30,633
Other loan	3,000	3,000
Trade creditors	50,922	65,608
Rent and service charges received in advance	541	2,084
YMCA pension deficit agreement plan	8,628	10,308
Deferred capital grant (note 16)	17,692	17,691
Other taxation and social security	12,912	13,607
Other creditors	16,611	76,848
Accruals and deferred income	186,627	165,212
	329,878	384,991

Group accruals and deferred income includes the following deferred income:

Group and Charity	2024 £	2023 £
National Lottery Find Your Voice	43,941	27,921
BBC Children in Need	16,322	53,492
UK Shared Prosperity Fund	-	4,150
Essex Council for Voluntary Youth Services (ECVYS)	4,886	13,685
Sports England	-	4,320
Police, Fire and Crime Commissioner	-	9,097
Southend Borough Council young peoples homeless service (Supporting People)	23,142	11,571
Youth Music	12,465	2,504
Southend Supports Breastfeeding	7,485	-
My Future My Southend	15,000	-
	123,241	126,740

14. CREDITORS - AMOUNTS DUE FALLING AFTER ONE YEAR

Group and Charity	2024 £	2023 £
Bank loan	767,533	801,142
Other loan	18,000	21,000
YMCA pension deficit agreement plan	15,668	62,463
Deferred capital grant (note 16)	320,237	337,929
	1,121,438	1,222,534

15. DEBT ANALYSIS

	Group		Charity	
	2024 £	2023 £	2024 £	2023 £
Bank loans	800,478	831,775	800,478	831,775
Other loans	21,000	24,000	21,000	24,000
	821,478	855,775	821,478	855,775
Payable within one year	35,945	41,539	35,945	33,633
Payable after one year	785,533	850,958	785,533	822,142
	821,478	892,497	821,478	855,775
Amounts included above which fall due after five years, payable by instalments	635,753	678,609	635,753	678,609

Security

One bank loan is secured by fixed charges on housing property known as 'Newlands' 85 Ambleside Drive, Southend on Sea and a debenture over Southend YMCA. This loan is repayable over 25 years from the date of drawdown being 27 November 2017 in monthly instalments at rates of interest ranging from the greater of 2% pa over the Bank of England base rate or 2% pa.

A second bank loan is also secured by fixed charges on housing property known as 'Newlands' 85 Ambleside Drive, Southend on Sea and a debenture over Southend YMCA. This loan is repayable over 10 years from the date of drawdown being 1 December 2021 in monthly instalments at a fixed rate of interest of 2.43% for the first 5 years and at rates of interest ranging from the greater of 2% pa over the Bank of England base rate or 2% pa thereafter.

16. DEFERRED CAPITAL GRANT

Group and Charity	2024 £	2023 £
At 1 September 2023	355,620	373,312
Grant received in the year	-	-
Released to income in the year	(17,691)	(17,692)
At 31 August 2024	337,929	355,620

17. LEASE COMMITMENTS

Total future minimum lease payments under non-cancellable operating leases for each of the following periods is as follows:

Group	2024 £	2023 £
Within one year	28,674	44,108
Between one and five years	111,074	112,245
After 5 years	189,035	216,535
	328,783	372,888

Charity	2024 £	2023 £
Within one year	28,258	40,828
Between one and five years	111,074	111,833
After 5 years	189,035	216,535
	328,367	369,196

18. PENSION AND SIMILAR OBLIGATIONS

YMCA Pension Plan

The charity participated in a contributory pension plan providing defined benefits based on final pensionable pay for employees of YMCAs in England, Scotland and Wales. The assets of the YMCA Pension Plan are held separately from those of The Southend-on-Sea Young Men's Christian Association and at the year end these were invested in the Mercer Dynamic De-risking Solution, 65% matching portfolio and 35% in the growth portfolio and Schroder (property units only).

The most recent completed three year valuation was as at 1 May 2023. The assumptions used which have the most significant effect on the results of the valuation are those relating to the assumed rates of return on assets of 4.56%, the increase in pensions in payment of 3.18% (for RPI capped at 5% per annum), and the life expectancy from normal retirement age (of 65) for a current male pensioner of 21.5 years, female 24.0 years, and 23.1 years for a male pensioner, female 25.7 years, retiring in 20 years' time. The result of the valuation showed that the actuarial value of the assets was £103.1m, which represented 92% of the benefits that had accrued to members.

The Pension Plan was closed to new members and future service accrual with effect from 30 April 2007. With the removal of the salary linkage for benefits all employed deferred members became deferred members as from 1 May 2011.

The valuation prepared as at 1 May 2023 showed that the YMCA Pension Plan had a deficit of £9.1 million. The charity has been advised that it will need to make monthly contributions of £861 from 1 May 2024. This amount is based on the current actuarial assumptions (as outlined above) and may vary in the future as a result of actual performance of the Pension Plan. Agreed future deficit contributions have been discounted using a rate of 7% (2023: 3%). The current recovery period is 3 years commencing 1st May 2024.

Repayable

	Within one year £	One to two years £	Two to five years £	After five years £	More than one year £	Total 2024 £	Total 2023 £
As at 31 August 2024	8,628	9,232	6,436	-	15,668	24,296	
As at 31 August 2023	10,308	10,992	37,405	14,066	62,463		72,771

Charity defined contribution scheme

The charity also operates a defined contribution scheme, the assets of which are held separately from those of the charity. The charge for the period to the income and expenditure account in relation to this scheme is £15,069 (2023: £16,325). Contributions for employees were a minimum of 5% of salary and the employer contributions were 5%.

18. PENSION AND SIMILAR OBLIGATIONS (continued)

Other multi-employer defined-benefit schemes

The employees of the South Essex Community School Limited belong to two principal pension schemes: the Teachers' Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Essex County Council. Both are multi-employer defined-benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2020 and of the LGPS 31 March 2022. Contributions amounting to £21,505 were payable to the schemes at 31 August 2024 (2023: £14,868) and are included within creditors.

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

Teachers Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to ensure scheme costs are recognised and managed appropriately and the review specifies the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million.

18. PENSION AND SIMILAR OBLIGATIONS (continued)

A copy of the valuation report and supporting documentation is on the Teachers' Pension website.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The academy is unable to identify its share of the underlying assets and liabilties of the plan. Accordingly, the academy has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution for the year ended 31 August 2024 was £58,000 (2023: £55,000), of which employer's contributions totalled £46,000 (2023: £43,000) and employees' contributions totalled £12,000 (2023: £12,000). The agreed contribution rates for future years are 23.3% for employers and 5.5% to 12.5% for employees.

The LGPS obligation relates to the employees of the academy, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the academy at the balance sheet date.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

The amounts recognised in the balance sheet are as follows:

	Defined benefit pension plans	
	2024	2023
	£	£
Present value of funded obligations	(493,000)	(389,000)
Fair value of plan assets	493,000	392,000
	-	3,000
Deficit	-	3,000

The amounts recognised in the statement of financial activities are:

	Defined benefit pension plans	
	2024	2023
	£	£
Current service cost	35,000	52,000
Interest cost	(1,000)	3,000
	34,000	55,000

18. PENSION AND SIMILAR OBLIGATIONS (continued)

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	2024	2023
	£	£
Opening defined benefit obligation	389,000	345,000
Current service cost	35,000	52,000
Interest cost	21,000	15,000
Employee contributions	12,000	12,000
Actuarial losses/(gains)	41,000	(30,000)
Benefits paid	(5,000)	(5,000)
Closing defined benefit obligation	493,000	389,000

Changes in the fair value of the share of scheme assets:

	Defined benefit pension plans	
	2024	2023
	£	£
Opening fair value of scheme assets	392,000	263,000
Interest income	22,000	12,000
Contributions by employer	46,000	43,000
Employee contributions	12,000	12,000
Actuarial gains/(losses)	26,000	67,000
Benefits paid	(5,000)	(5,000)
Closing fair value of scheme assets	493,000	392,000

Principal actuarial assumptions at the balance sheet date:

	2024	2023
CPI increases	2.80%	2.90%
Future salary increases	3.80%	3.90%
Future pension increases	2.80%	2.90%
Discount rate	5.10%	5.30%

18. PENSION AND SIMILAR OBLIGATIONS (continued)

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:

	At 31 August 2024	At 31 August 2023
Retiring today		
Males	20.7	20.7
Females	23.3	23.2
Retiring in 20 years		
Males	22.0	22.0
Females	24.7	24.6

The group's share of the assets in the scheme was:

	Fair value at 31 August 2024	Fair value at 31 August 2023
	£	£
Equities	276,000	228,000
Gilts	9,000	5,000
Property	35,000	31,000
Cash	8,000	11,000
Alternative assets	74,000	62,000
Other managed funds	91,000	55,000
Total market value of assets	493,000	392,000

The actual return on scheme assets was £48,000 (2023: £79,000).

19. FINANCIAL INSTRUMENTS

The Group's financial instruments may be analysed as follows:

	2024	2023
	£	£
Financial assets:		
Financial assets that are debt instruments measure at amortised cost	1,544,912	1,251,387
Financial liabilities:		
Financial liabilities measured at amortised cost	992,732	1,088,637

Financial assets measured at amortised cost comprise cash at bank and in hand, trade debtors and other debtors.

Financial liabilities measured at amortised cost comprise trade creditors, taxation and social security, other creditors, housing and bank loans.

20. MOVEMENT IN RESTRICTED RESERVES

	As at 1 September 2023	Movement in the year	As at 31 August 2024
	£	£	£
Cherry Family Trust	13,802	(13,802)	-
National Lottery - Find Your Voice	-	2,766	2,766
South Essex Community School:			
Commissioning Fund	576,262	204,850	781,112
Pupil premium	-	33,053	33,053
Local Authority	22,569	56,931	79,500
Pension	3,000	(3,000)	-
Restricted fixed assets funds	1,898,892	31,067	1,929,959
Total Restricted Reserves	**2,514,525**	**311,865**	**2,826,390**

20. MOVEMENT IN RESTRICTED RESERVES (continued)

Restricted Funds

These funds represent the accumulated surpluses from funds available for a specific purpose:

Cherry Family Trust

Funds were received to pay for an upgrade to the CCTV system at Newlands property.

The National Lottery Community Fund - Find Your Voice

A project funded by the National Lottery Community Fund to help young people become more active within their community with additional funding to support the sustainability of youth work including support for utility costs and investment into greening of the Newlands property as a cost saving measure.

South Essex Community School:

Restricted general funds

These funds relate to the Academy's development and operational activities.

Restricted pension funds

These funds represent the LGPS obligation to the employees of the Academy Trust.

Restricted fixed asset funds

These funds relate to long term assets held by the Academy Trust and grants to purchase or maintain these assets.

21. CONTROL

There is no ultimate controlling party.

22. PARTICULARS OF SUBSIDIARY

The charity is a member of South Essex Community School (Limited by Guarantee) and has the right to appoint or remove a majority of its board members. South Essex Community School (Limited by Guarantee) therefore falls within the definition of a subsidiary found in section 1159(1)(b) of the Companies Act 2006.

The subsidiary's results as extracted from the statutory financial statements for the year ended 31 August 2024 are outlined below:

	2024	2023
	£	£
Incoming resources from charitable activities - Educational operations	1,678,926	1,116,500
Incoming resources from charitable activities - Other income	18,551	28,196
Resources expended	(1,373,057)	(1,043,298)
	324,420	101,398

The aggregate of the assets, liabilities and reserves were:

	2024	2023
	£	£
Fixed Assets	1,929,959	1,898,892
Current Assets	1,059,554	710,400
Current Liabilities	(154,299)	(98,498)
	2,835,214	2,510,794

23. RECONCILIATION OF NET MOVEMENT IN RESERVES TO NET CASH FLOW FROM OPERATING ACTIVITES

	Group	
	2024	2023
	£	£
Surplus/(Deficit) for the year	460,910	(150,804)
Depreciation of housing properties	20,033	19,971
Depreciation of other fixed assets	95,792	97,917
Impairment of tangible fixed assets	-	65,921
Uplift in valuation of investment property	(58,384)	-
Loss on sale of other fixed assets	3,343	591
Interest payable	56,037	46,450
Interest received	(12,297)	(2,070)
Capital grant	-	-
Decrease/(Increase) in debtors	10,721	67,064
(Decrease) in creditors	(66,111)	(37,850)
Net cash generated from operating activities	510,044	107,190

24. ANALYSIS OF CHANGES IN NET DEBT

	As at 1 September 2023	Cash flows	Other non-cash movements	As at 31 August 2024
Cash	1,197,879	304,267	-	1,502,146
Loans due within one year	(33,633)	34,297	(36,609)	(35,945)
Loans due after one year	(822,142)	-	36,609	(785,533)
	342,104	338,564	-	680,668

25. RELATED PARTY TRANSACTIONS

During the year, legal fees amounting to £2,754 (2023: £2,556) were incurred from Duncan Lewis (Solicitors) Ltd, a company in which D Bland is a director. D Bland is a trustee of the charity.

All transactions were conducted under normal market conditions.

Southend YMCA is the parent entity in the group and ultimate controlling party. The group has taken advantage of the exemption available under Section 33 of FRS 102 not to disclose transactions with wholly owned subsidiary undertakings.

South Essex Community School

Owing to the nature of the school's operations and the composition of the school's board of trustees being drawn from public local and private sector organisations, transactions may take place with organisations in which the academy trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the school's financial regulations and normal procurement procedures.

26. MEMBERS

The Board of trustees are the only members of the YMCA. The company is limited by guarantee, having no share capital and, in accordance with the Memorandum of Association; every member is liable to contribute a sum of £1 in the event of the company being wound up.

Number of members	2024 No	2023 No
At 1 September	6	8
Joining during the year	3	-
Leaving during the year	(3)	(2)
At 31 August	6	6

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

INDEPENDENT AUDITORS REPORT TO THE MEMBERS FOR THE YEAR ENDED 31 AUGUST 2024

Opinion

We have audited the financial statements of Southend-On-Sea Young Men's Christian Association (Limited by guarantee) and it's subsidiary for the year ended 31 August 2024 which comprise a Statement of Comprehensive Income, Statement of Changes in Reserves, Statement of Financial Position, 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 group's and the charity's affairs as at 31 August 2024 and of the group's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Housing and Regeneration Act 2008 and the Accounting Direction for private registered providers of social housing in England 2022.

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 group 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 board's 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 group'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 board 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 the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept by the parent charity, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charity financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' 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 directors' report and from the requirement to prepare a strategic report.

In addition, we have nothing to report in respect of the following matter where the Housing and Regeneration Act 2008 requires us to report to you if, in our opinion:

- a satisfactory system of control over transactions has not been maintained.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on pages 42 to 43, the trustees (who are also the directors of the association for the purposes of charity 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 group's and the parent 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 group or the parent charity or to cease operations, or to 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:

- In addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments;
- Assessing whether the judgements made in accounting estimates are indicative of a potential basis;
- Evaluating the rationale of any significant transactions that are unusual or outside the normal course of business;
- Analytical procedures are performed as well as substantive testing to identify any potential misstatement due to fraud; and
- The audit procedures would also involve being aware of any such items from reviewing minutes and third party communications and reports and discussions held with staff and management to obtain an understanding.

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.

Auditors responsibilities for the audit of the financial statements (continued)

A further description of our responsibilities is available on the Financial Reporting Council's website at https://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 charity's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 137 of the Housing and Regeneration Act 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' 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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Kerry Hilliard ACA FCCA CTA (Senior Statutory Auditor)
for and on behalf of Price Bailey LLP
Statutory Auditor
36 Tyndall Court
Commerce Road
Lynchwood
Peterborough
PE2 6LR

Date: .....

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 AUGUST 2024

	Note	Year ended 2024 £	Year ended 2023 £
Turnover	2	3,239,487	2,663,875
Operating expenditure			
Operating costs	2	(2,817,361)	(2,867,299)
Operating surplus/(deficit)	2	422,126	(203,424)
Interest receivable	5	12,297	2,070
Interest payable	6	(56,037)	(46,450)
Surplus/(deficit) before tax		378,386	(247,804)
Taxation		-	-
Surplus/(deficit) for the year		378,386	(247,804)
Increase in valuation of investment properties	11	58,384	-
Actuarial gain in respect of pension schemes		24,140	97,000
Total comprehensive income for the year		460,910	(150,804)

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

All of the above amounts relate wholly to continuing activities. The accompanying notes form part of these financial statements.

The financial statements were approved by the Board on .....

.....
S Onslow
Chairman

.....
D Bland
Director

Company Registration No. 05051166 (England and Wales)
Charity Registration No. 1102837
Homes England No. 4853

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

GROUP AND CHARITY STATEMENT OF FINANCIAL POSITION AS AT 31 AUGUST 2024

		Group		Charity	
		2024	2023	2024	2023
	Note	£	£	£	£
Fixed assets					
Tangible fixed assets - housing properties	9	1,480,624	1,632,273	1,480,624	1,632,273
Other tangible fixed assets	10	2,504,902	2,476,297	574,943	577,405
Investment properties	11	190,000	-	190,000	-
		4,175,526	4,108,570	2,245,567	2,209,678
Current assets					
Trade and other debtors	12	109,259	119,980	88,938	104,710
Cash at bank and in hand		1,502,146	1,197,879	462,913	502,749
		1,611,405	1,317,859	551,851	607,459
Creditors: amounts falling due within one year	13	(484,177)	(486,489)	(329,878)	(384,991)
Net current assets/(liabilities)		1,127,228	831,370	221,973	222,468
Total assets less current liabilities		5,302,754	4,939,940	2,467,540	2,432,146
Creditors: amounts falling due after one year	14	(1,121,438)	(1,222,534)	(1,121,438)	(1,222,534)
Provisions for liabilities					
Defined benefit pension scheme liability	18	-	3,000	-	-
TOTAL NET ASSETS		**4,181,316**	**3,720,406**	**1,346,102**	**1,209,612**
RESERVES					
Income and expenditure reserve		1,296,542	1,205,881	1,284,952	1,195,810
Fair value reserve		58,384	-	58,384	-
Restricted reserve	20	2,826,390	2,514,525	2,766	13,802
		4,181,316	**3,720,406**	**1,346,102**	**1,209,612**

The net movement in funds for the year for the charity only was net surplus of £136,490 (2023: deficit of £252,193). The charity's income was £1,554,307 (2023: £1,521,249) less expenditure of £1,515,341 (2023: £1,773,442), actuarial gains of £39,140 (2023: nil) and increase in valuation of investment property of £58,384 (2023: nil).

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime. The accompanying notes form part of these financial statements.

The financial statements were issued and approved by the Board on .....

.....

S Onslow
Chairman

.....

D Bland
Director

Company Registration No. 05051166 (England and Wales)
Charity Registration No. 1102837
Homes England No. 4853

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

GROUP AND CHARITY STATEMENT OF CHANGES IN RESERVES AS AT 31 AUGUST 2024

Group	Income and expenditure reserve	Restricted reserve	Fair value reserve	Restricted fixed asset reserve	Total
	£	£	£	£	£
Balance as at 1 September 2022	1,456,401	506,726	-	1,908,083	3,871,210
Total comprehensive income for the year	(150,804)	-	-	-	(150,804)
Transfer of restricted expenditure from unrestricted reserve	(99,716)	108,907	-	(9,191)	-
Balance at 31 August 2023	1,205,881	615,633	-	1,898,892	3,720,406
Total comprehensive income for the year	402,526	-	58,384	-	460,910
Transfer of restricted expenditure from unrestricted reserve	(311,865)	280,798	-	31,067	-
Balance at 31 August 2024	1,296,542	896,431	58,384	1,929,959	4,181,316

Charity	Income and expenditure reserve	Restricted reserve	Fair value reserve	Restricted fixed asset reserve	Total
	£	£	£	£	£
Balance as at 1 September 2022	1,449,840	11,965	-	-	1,461,805
Total comprehensive income for the year	(252,193)	-	-	-	(252,193)
Transfer of restricted expenditure from unrestricted reserve	(1,837)	1,837	-	-	-
Balance at 31 August 2023	1,195,810	13,802	-	-	1,209,612
Total comprehensive income for the year	78,106	-	58,384	-	136,490
Transfer of restricted expenditure from unrestricted reserve	11,036	(11,036)	-	-	-
Balance at 31 August 2024	1,284,952	2,766	58,384	-	1,346,102

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 AUGUST 2024

	Note	Group 2024 £	2023 £
Net cash flow from operating activities	**23**	510,044	107,190
		510,044	107,190
Cash flow from investing activities			
Purchase of tangible fixed assets		(128,240)	(107,307)
Proceeds from sale of tangible fixed assets		500	-
Interest income		12,297	2,070
Net cash flow from investing activities		(115,443)	(105,237)
Cash flow from financing activities			
Interest paid		(56,037)	(46,450)
Repayment of long term loans		(34,297)	(36,722)
Net cash flow from financing activities		(90,334)	(83,172)
Net increase in cash and cash equivalents		304,267	(81,219)
Cash and cash equivalents at the beginning of the year		1,197,879	1,279,098
Cash and cash equivalents at the end of the year		1,502,146	1,197,879
Cash and cash equivalents consists of:			
Cash at bank and in hand		1,502,146	1,197,879
Cash and cash equivalents at the end of the year		1,502,146	1,197,879

LEGAL STATUS

Southend-on-Sea Young Men's Christian Association (the charity) is a private company limited by guarantee incorporated in England under the Companies Act 2006, registered with the Homes and Communities Agency as a private registered provider of social housing and is a registered charity. The registered office is Newlands, 85 Ambleside Drive, Southend-on-Sea, SS1 2FY.

Southend-on-Sea Young Men's Christian Association has one subsidiary; South Essex Community School (Limited by Guarantee), registered under the Companies Act 2006 and an exempt charity (an Academy Trust) reporting to the Secretary of State.

1. ACCOUNTING POLICIES

1.1 Basis of accounting

The Group's financial statements have been prepared in accordance with applicable United Kingdom Generally Accepted Accounting Practice (UK GAAP) including Financial Reporting Standard 102 and the Statement of Recommended Practice for registered housing providers: Housing SORP 2018.

The financial statements comply with the Companies Act 2006, the Housing Regeneration Act 2008 and the Accounting Direction for Private Registered Providers of Social Housing 2022. The accounts are prepared on the historical cost basis of accounting and are presented in sterling £.

The subsidiary undertaking is an Academy Trust. Consideration has also been given to the Charities SORP (FRS 102) and the Academies Accounts Direction 2023 to 2024, where this is deemed appropriate in order to give a true and fair view.

The charity constitutes a Public Benefit Entity as defined by FRS 102.

Parent company disclosure exemptions

In preparing the separate financial statements of the parent company, advantage has been taken of the following disclosure exemptions available in FRS 102.
- the requirement to present a statement of cash flows and related notes;
- disclosures in respect of the parent company's financial instruments have not been presented as equivalent disclosure exemptions available in FRS 102;
- no disclosure has been given for the aggregate remuneration of the key management personnel of the parent company because their remuneration is included in the totals for the group as a whole.

1.2 Basis of consolidation

The Group financial statements consolidate the financial statements of the charity and its subsidiary South Essex Community School (Limited by Guarantee). The results of the subsidiary have been consolidated on a line-by-line basis for the year ended 31 August 2024. The South Essex Community School is a subsidiary of the main charity under section 1162 (2) (b) of the Companies Act 2006. The section defines "parent undertaking" and "subsidiary undertaking" for the purposes of the Companies Acts. An undertaking is a parent undertaking in relation to another undertaking, a subsidiary undertaking, if it is a member of the undertaking and has a right to appoint or remove a majority of its board of directors. The results of South Essex Community School are shown in note 22. In accordance with section 408 of the companies Act 2006, no individual financial statements have been prepared for the parent company.

1. ACCOUNTING POLICIES (continued)

1.3 Going concern

The group's business activities, its current financial position and factors likely to affect its future development are set out within the report from the board. The group has in place long-term debt facilities which provide adequate resources to finance committed reinvestment and development programmes, along with the group's day to day operations.

The continuing operational existence of the company is dependent upon the continuing support of the main lender for the group, CAF Bank Ltd. Throughout the accounting year and since the year end, the group has been in communication with the main lender and has received support in the form of a loan covenant waiver. Based upon mitigated budgets and up to date management accounts, the board of trustees are confident that the risk of the covenant being breached going forward is low.

On this basis, the board has a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future, being a period of at least twelve months after the date on which the report and financial statements are signed. For this reason, it continues to adopt the going concern basis in the financial statements.

1.4 Judgements and key sources of estimation uncertainty

Preparation of the financial statements requires management to make significant judgements and estimates. The following judgements and experts have had the most significant effect on the amounts recognised in the financial statements:

Housing related support income

Management judgement is applied in determining the extent to which the risks and benefits are transferred to the charity when considering the income to be recognised.

Government and other grants taken to income

Where entitlement to income is subject to fulfilling performance related conditions, judgement is applied in some situations to determine the stage of completion and the related income to be recognised, rather than deferred.

Cost allocation

Judgement is required in determining and applying the basis of regulated social housing activity and activities other than social housing costs.

Categorisation of housing and other properties

The group has undertaken a detailed review of the intended use of all properties. In determining the intended use, the group has considered if the asset is held for social benefit or to earn commercial rentals.

Tangible fixed assets

Depreciation is charged on tangible fixed assets over their estimated useful lives, taking into account residual value if appropriate. The actual lives of the assets and their residual values are assessed annually and may vary depending on a number of assumptions.

1. ACCOUNTING POLICIES (continued)

1.4 Judgements and key sources of estimation uncertainty (continued)

Pension benefits

The cost of defined benefit pension plans and other post-employment benefits are determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty.

Present value of Local Government Pension Scheme

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 18, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2024. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

1.5 Turnover

Turnover represents rental income and service charges receivable, programme activities income, donations and local authority and other revenue grants receivable. Rental income is recognised when the property is let, net of voids. Service charge income and costs are recognised on an accruals basis. Housing Related Support income is recognised as it falls due under the contractual arrangement with the administering authorities.

General Annual Grant relating to the academy trust is recognised in full in the Statement of Comprehensive Income in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

Capital grants relating to the academy trust are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended. Unspent amounts of capital grant are reflected in the balance in the restricted reserves.

Sponsorship income provided to the academy which amounts to a donation is recognised in the Statement of Comprehensive Income in the period in which it is receivable, where receipt is probable and it is measurable.

Housing Properties

Housing properties are those held for the provision of social housing or to otherwise provide social benefit. Housing properties are stated at cost less accumulated depreciation and impairment losses. The cost of properties is their purchase price together with incidental costs of acquisitions, improvements and revaluation.

Investment income

Investment income is accounted for on a receivable basis.

1. ACCOUNTING POLICIES (continued)

1.5 Turnover (continued)

Government and other capital grants

Government and other capital grants include grants receivable from HE, YMCA England, local authorities, and other government organisations. Government grants received for housing properties are recognised in income over the useful life of the housing property structure under the accruals model.

Government grants released on the sale of a property may be repayable but are normally available to be recycled and are credited to a Recycled Capital Grant fund.

Grants relating to revenue are recognised in income and expenditure over the same period as the expenditure to which they relate once reasonable assurance has been gained that the entity will comply with the conditions and that the funds will be received.

Grants due from government organisations or received in advance are included as current assets or liabilities.

Other grants

Grants received from non-government sources, whether 'capital' or 'revenue' grants, are recognised using the performance method. If there are no specific performance requirements then the grants are recognised when receivable. Income received in advance of the performance conditions being met is deferred and included in creditors.

Other income

Income from other activities includes income from fundraising events, hire of facilities, first aid training, bus hire and project match funding.

Income is receivable in exchange for goods and services and is recognised when entitlement has occurred.

1.6 Investment properties

Investment properties consist of properties not held for social benefit. Investment properties are measured using the fair value model and stated at its fair value at the reporting date. The surplus or deficit on revaluation is recognised in income and expenditure.

1.7 Depreciation of housing properties

Major components of housing properties are identified and treated as separable assets and are depreciated on a straight line basis over their expected economic useful lives at the following rates:

Property structure	125 years
Roof	60 years
Windows and external doors	40 years
Kitchens	30 years
Bathrooms	40 years
Boilers	30 years

Freehold land is not depreciated.

Leasehold properties are amortised over the life of the lease or their estimated useful economic lives in the business, if shorter.

1. ACCOUNTING POLICIES (continued)

1.8 Other tangible fixed assets and depreciation

Other tangible fixed assets are stated at cost less accumulated depreciation. Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Statement of Financial Position at cost and depreciated over their expected useful economic life.

For assets held by the academy trust, where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset reserve in the Statement of Comprehensive Income and carried forward in the Statement of Financial Position. Depreciation on the relevant assets is charged directly to the restricted reserve in the Statement of Comprehensive Income. Where tangible fixed assets have been acquired with restricted funds, depreciation on such assets is charged to the Income and Expenditure Reserve.

This treatment has been applied to present a true and fair view in accordance with the Academies Accounts Direction 2023-24.

Depreciation has been provided at the following rates:

Freehold buildings	100 years straight line
Fixtures and fittings	20% / 25% reducing balance
Music, sports and office equipment	25% reducing balance
Computer equipment	3 years straight line
Motor vehicles	25% reducing balance
Kitchen extension	50 years straight line
Music room extension	6 years straight line
Childrens home	9 years straight line

Other freehold land is not depreciated.

1.9 Impairment

Housing properties

Reviews for impairment of housing properties are carried out when a trigger event has occurred and any impairment loss in a cash generating unit is recognised by a charge to the statement of comprehensive income. Impairment is recognised where the carrying value of a cash generating unit exceeds the higher of its net realisable value or its value in use. A cash generating unit is normally an individual property level whose cash income can be separately identified.

Following a trigger event for impairment, an impairment test is performed based on fair value less costs to sell or a value in use calculation. The fair value less costs to sell calculation is based on available data from sales transactions in an arm's length transaction on similar cash generating units (properties) or observable market prices less incremental costs for disposing of the properties.

The value in use calculation is based on either a depreciated replacement cost or a discounted cash flow model. The depreciated replacement cost is based on available data of the cost of constructing or acquiring replacement properties to provide the same level of service potential to the charity as the existing property.

1. ACCOUNTING POLICIES (continued)

1.9 Impairment (continued)

Other fixed assets

At each reporting period end date, the group reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. 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).

1.10 Taxation

The charity and its subsidiary undertaking are exempt from corporation tax on their charitable activities.

1.11 Reserves

Income and expenditure reserves

Income and expenditure reserves are incoming resources receivable or generated in furtherance of the general objectives of the group without specified purpose and are available as general reserves.

Restricted reserves

Restricted reserves represent income received where the funder or other source of the income have imposed restrictions as to how the reserves shall be used. The nature and purpose of restricted reserves is set out in the notes to the financial statements.

Restricted fixed asset reserves are resources which are applied to specific capital purposes imposed by funders where the asset acquired or created is held for a specific purpose.

Fair value reserves

The difference on transition between the fair value of investment properties and the historical cost carrying value is credited to the fair value reserve. The difference between historical cost depreciation and depreciation charged on the fair value balance is transferred from the fair value reserve to the income and expenditure reserve.

1.12 Pension costs and other post retirement benefits

The charity participated in a multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales, which was closed to new members and accruals on 30 April 2007. Due to insufficient information, the plan's actuary has advised that it is not possible to separately identify the assets and liabilities relating to the charity.

As described in note 17 the charity has a contractual obligation to make pension deficit payments of £10,329 per annum over the period to April 2027 (2023: £12,368 per annum over the period to April 2029), accordingly this is shown as a liability in these accounts. In addition, the charity is required to contribute £3,292 (2023: £2,930) per annum to the operating expenses of the Pension Plan and these costs are charged to the Statement of Comprehensive Income as made.

1. ACCOUNTING POLICIES (continued)

1.12 Pension costs and other post retirement benefits (continued)

Retirement benefits to employees of the subsidiary are provided by the Teachers' Pension Scheme ("TPS") and the Local Government Pension Scheme ("LGPS"). These are defined benefit schemes and the assets are held separately from those of the subsidiary.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the subsidiary in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 18, the TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a funded scheme and the assets are held separately from those of the subsidiary in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of the scheme instructions, benefit charges, settlements and curtailments.

They are included as part of the staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of comprehensive income incorporating income and expenditure account and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses.

For defined contribution pension schemes the amount charged to the Statement of Comprehensive Income is the contributions payable in the year.

1. ACCOUNTING POLICIES (continued)

1.13 Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership of the leased asset to the group. All other leases are classified as operating leases.

Assets held under finance leases are recognised initially at the fair value of the leased asset (or, if lower, the present value of minimum lease payments) at the inception of the lease. The corresponding liability to the lessor is included in the statement of financial position as a finance lease obligation. Lease payments are apportioned between finance charges and reduction of the lease obligation using the effective interest method so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are deducted in measuring the surplus or deficit. Assets held under finance leases are included in tangible fixed assets and depreciated and assessed for impairment losses in the same way as owned assets.

Rentals payable under operating leases are charged to income and expenditure on a straight-line basis over the lease term, unless the rental payments are structured to increase in line with expected general inflation, in which case the group recognises annual rent expense equal to amounts owed to the lessor.

1.14 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.

1.15 Financial instruments

The group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.16 Employee benefits

Short-term employee benefits and contributions to defined contribution plans are recognised as an expense in the period in which they are incurred.

2. TURNOVER, EXPENDITURE, OPERATING COSTS AND OPERATING SURPLUS/(DEFICIT)

	2024	2023
	£	£
Income from Social Housing Lettings		
Rents receivable excluding service charges	193,393	178,832
Service charges receivable	481,929	409,782
Other social housing activities		
Government grants:		
Supporting People grant	138,853	138,853
Rochford DC support grant	8,667	10,833
Amortisation of government grants	4,713	4,713
Other grants:		
Other grants received	40,958	2,560
Other income	44,975	15,212
Total	913,488	760,785
Activities other than social housing		
Income from Asylum Seeker properties	19,594	73,925
Income from rental properties	6,965	-
Activities for generating funds	35,602	7,843
Training	-	14,583
Community Impact	41,638	14,091
Positive Activities	531,724	366,852
Children's Home	-	281,171
	635,523	758,465
Total Charity Income	1,549,011	1,519,250
Educational operations (South Essex Community School Limited)		
DfE/ESFA grants	720,528	559,086
Other government grants	233,099	54,700
Other funding	725,299	502,714
Donations and capital grants	11,550	28,055
Other trading activities	-	70
Total Income for Group	**3,239,487**	**2,663,875**

2. TURNOVER, EXPENDITURE, OPERATING COSTS AND OPERATING SURPLUS/(DEFICIT) (continued)

	Social housing activities	Activities other than social housing	2024	2023
	£	£	£	£
Income	913,488	2,325,999	3,239,487	2,663,875
Operating expenditure	(843,109)	(1,974,252)	(2,817,361)	(2,801,378)
Operating surplus/(deficit)	**70,379**	**351,747**	**422,126**	**(137,503)**
Void losses			12,700	-

3. ACCOMMODATION IN MANAGEMENT AND DEVELOPMENT

At the end of the year accommodation in management for each class of accommodation was as follows:

	Group		Charity	
	2024	2023	2024	2023
	No of units		No of units	
Social housing				
Non-social housing (Asylum Seekers)	3	6	3	6
Supported housing	35	36	35	36
Total owned	38	42	38	42

	2024	2023	2024	2023
	No of properties		No of properties	
Non-social housing				
Rental properties	1	-	1	-
Total owned	1	-	1	-

In the prior year, the contract to provide asylum seeker accommodation ceased. The charity now hold one property as rental property and the other property is on the market to sell.

4. OPERATING SURPLUS/(DEFICIT)

The operating surplus/(deficit) is arrived at after charging/(crediting):

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Depreciation on housing properties	20,033	19,971	20,033	19,971
Depreciation of other tangible fixed assets	95,792	97,917	35,791	40,868
Impairment of tangible fixed assets	-	65,921	-	65,921
Profit/(Loss) on other tangible assets	3,279	591	3,279	591
Operating lease rentals	43,842	54,567	42,178	51,173
Auditors' remuneration:				
Fees payable to the Charity's auditors:				
for the audit of the financial statements	13,000	10,000	13,000	10,000
for other services	7,460	6,857	7,460	6,857
Fees payable to the component auditors:				
Audit of the accounts of subsidiaries	9,450	9,000	-	-
Total audit services	29,910	25,857	20,460	16,857

5. INTEREST RECEIVABLE

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Interest received	12,297	2,070	5,296	1,999
	12,297	2,070	5,296	1,999

6. INTEREST AND FINANCING COSTS

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Interest on bank loans	56,037	46,450	56,037	46,450
	56,037	46,450	56,037	46,450

7. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	1,385,570	1,427,762
Social security costs	131,831	133,235
Other pension costs	172,933	155,448
	1,690,334	1,716,445

In addition to the above, contributions to the operating expenses of the YMCA Pension Plan of £3,051 were made (2023: £2,761).

The average monthly number of employees expressed as full time equivalents (calculated based on a standard working week of 37 hours):

	2024	2023
Housing and support	7	5
Training	2	1
Positive activities	5	6
Childrens home	-	6
Management and administration	4	5
South Essex Community School	24	21
	42	**44**

The full time equivalent number of employees receiving annual remuneration excluding employer pension contributions in excess of £60,000 are:

£60,001 to £70,000	-	1
£70,001 to £80,000	2	-
£80,001 to £90,000	-	2
£90,001 to £100,000	1	-

	2024	2023
	£	£
Key management personnel remuneration:		
Salary	581,268	651,015
Contributions to pension scheme	93,642	81,884
	674,910	732,899

The highest paid director's emoluments and pension costs in the year ended 31 August 2024 were £88,728 (2023: £80,721) and £22,736 (2023: £18,989) respectively.

The chief executive is a member of the multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales. She is an ordinary member of the pension scheme and no enhanced or special terms apply. The charity does not make any further contribution to an individual pension arrangement for the chief executive.

8. TRUSTEES REMUNERATION, BENEFITS AND EXPENSES

During the period trustees were reimbursed expenses totalling £nil (2023: £nil).

The principal of South Essex Community School Limited receives remuneration in respect of services they provide undertaking the roles of head teacher under their contracts of employment, and not in respect of their services as a trustee. The CEO of Southend YMCA receives remuneration in respect of services they provide undertaking the role of CEO under their contract of employment, and not in respect of their services as a trustee of the school. No other trustees received remuneration from Southend YMCA.

9. TANGIBLE FIXED ASSETS - HOUSING PROPERTIES

Group and charity	Social housing properties	Total housing properties
	£	£
COST		
At 1 September 2023	1,773,929	1,773,929
Additions	-	-
Transfer to investment property	(157,552)	(157,552)
At 31 August 2024	1,616,377	1,616,377
DEPRECIATION		
At 1 September 2023	141,656	141,656
Charge	20,033	20,033
Transfer to investment property	(25,936)	(25,936)
At 31 August 2024	135,753	135,753
NET BOOK VALUE		
At 31 August 2024	1,480,624	1,480,624
At 31 August 2023	1,632,273	1,632,273

Social housing properties have been pledged as security for the bank loan and banking facilities.

Social housing assistance:
At 31 August 2024 there is no accumulated social housing grant receivable, however the estimated amount of outstanding Social Housing Grant transferred to the charity in connection with the purchase of 'Newlands' was £874,363.

11. INVESTMENT PROPERTIES NON-SOCIAL HOUSING PROPERTIES HELD FOR LETTING

Group and charity	Investment properties £	Total investment properties £
VALUATION		
At 1 September 2023	-	-
Transfer from housing properties	131,616	131,616
Increase in value	58,384	58,384
At 31 August 2024	190,000	190,000

Investment properties were valued by professionally qualified external valuers, Ayers & Cruiks in accordance with the RICS Valuation Global and UK Standards. The valuation was undertaken at 25 February 2025 and is considered by the trustees to reflect the fair value of the investment property at 31 August 2024.

If assets were stated on a historical cost basis rather than valuation, the total amounts included would have been as follows:

	2024 £	2023 £
Cost	157,552	-
Accumulated depreciation	(25,936)	-
Carrying value	131,616	-

12. DEBTORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

Group	2024 £	2023 £
Trade debtors	8,932	5,392
Rent and service charges receivable	33,970	38,641
Less provision for bad debts	(5,391)	(3,332)
Other debtors	5,255	12,807
Prepayments and accrued income	66,493	66,472
	109,259	119,980

Charity	2024 £	2023 £
Rent and service charges receivable	33,970	38,641
Less provision for bad debts	(5,391)	(3,332)
Other debtors	2,389	11,161
Amounts due from subsidiary and associated undertakings	-	-
Prepayments and accrued income	57,970	58,240
	88,938	104,710

10. TANGIBLE FIXED ASSETS - OTHER

Group	Land and buildings	Leasehold improvement	Academy Trust Land and Buildings	Music, Sports & Office Equipment	Fixtures, Fittings and Computer	Motor Vehicles	Total Fixed Assets
	£	£	£	£	£	£	£
COST							
At 1 September 2023	626,839	74,161	2,132,557	92,689	542,110	127,690	3,596,046
Additions	-	-	32,059	-	96,181	-	128,240
Disposals	-	-	-	-	(7,895)	(100,000)	(107,895)
At 31 August 2024	626,839	74,161	2,164,616	92,689	630,396	27,690	3,616,391
DEPRECIATION							
At 1 September 2023	123,684	74,161	312,991	84,895	418,460	105,558	1,119,749
Charge	5,553	-	35,151	1,947	47,807	5,334	95,792
Impairment	-	-	-	-	-	-	-
Disposals	-	-	-	-	(5,274)	(98,778)	(104,052)
At 31 August 2024	129,237	74,161	348,142	86,842	460,993	12,114	1,111,489
NET BOOK VALUE							
At 31 August 2024	497,602	-	1,816,474	5,847	169,403	15,576	2,504,902
At 31 August 2023	503,155	-	1,819,566	7,794	123,650	22,132	2,476,297

The Secretary of State for Education holds a legal charge over the school site. At 31 August 2024 the net book value of the school site included within freehold land and buildings was £1,816,474 (2023: £1,819,566).

Charity	Land and buildings	Leasehold improvement	Academy Trust Land and Buildings	Music, Sports & Office Equipment	Fixtures and Fittings	Motor Vehicles	Total Fixed Assets
	£	£	£	£	£	£	£
COST							
At 1 September 2023	626,839	74,161	-	92,689	250,709	127,690	1,172,088
Additions	-	-	-	-	37,172	-	37,172
Disposals	-	-	-	-	(7,895)	(100,000)	(107,895)
At 31 August 2024	626,839	74,161	-	92,689	279,986	27,690	1,101,365
DEPRECIATION							
At 1 September 2023	123,684	74,161	-	84,895	206,385	105,558	594,683
Charge	5,553	-	-	1,947	22,957	5,334	35,791
Impairment	-	-	-	-	-	-	-
Disposals	-	-	-	-	(5,274)	(98,778)	(104,052)
At 31 August 2024	129,237	74,161	-	86,842	224,068	12,114	526,422
NET BOOK VALUE							
At 31 August 2024	497,602	-	-	5,847	55,918	15,576	574,943
At 31 August 2023	503,155	-	-	7,794	44,324	22,132	577,405

13. CREDITORS - AMOUNTS DUE FALLING WITHIN ONE YEAR

Group	2024 £	2023 £
Bank loan	32,945	30,633
Other loan	3,000	3,000
Trade creditors	50,922	65,608
Rent and service charges received in advance	541	2,084
YMCA pension deficit agreement plan	8,628	10,308
Deferred capital grant (note 16)	17,692	17,691
Other taxation and social security	12,912	13,607
Other creditors	106,879	151,563
Accruals and deferred income	250,658	191,995
	484,177	486,489

Charity	2024 £	2023 £
Bank loan	32,945	30,633
Other loan	3,000	3,000
Trade creditors	50,922	65,608
Rent and service charges received in advance	541	2,084
YMCA pension deficit agreement plan	8,628	10,308
Deferred capital grant (note 16)	17,692	17,691
Other taxation and social security	12,912	13,607
Other creditors	16,611	76,848
Accruals and deferred income	186,627	165,212
	329,878	384,991

Group accruals and deferred income includes the following deferred income:

Group and Charity	2024 £	2023 £
National Lottery Find Your Voice	43,941	27,921
BBC Children in Need	16,322	53,492
UK Shared Prosperity Fund	-	4,150
Essex Council for Voluntary Youth Services (ECVYS)	4,886	13,685
Sports England	-	4,320
Police, Fire and Crime Commissioner	-	9,097
Southend Borough Council young peoples homeless service (Supporting People)	23,142	11,571
Youth Music	12,465	2,504
Southend Supports Breastfeeding	7,485	-
My Future My Southend	15,000	-
	123,241	126,740

14. CREDITORS - AMOUNTS DUE FALLING AFTER ONE YEAR

Group and Charity	2024 £	2023 £
Bank loan	767,533	801,142
Other loan	18,000	21,000
YMCA pension deficit agreement plan	15,668	62,463
Deferred capital grant (note 16)	320,237	337,929
	1,121,438	1,222,534

15. DEBT ANALYSIS

	Group		Charity	
	2024 £	2023 £	2024 £	2023 £
Bank loans	800,478	831,775	800,478	831,775
Other loans	21,000	24,000	21,000	24,000
	821,478	855,775	821,478	855,775
Payable within one year	35,945	41,539	35,945	33,633
Payable after one year	785,533	850,958	785,533	822,142
	821,478	892,497	821,478	855,775
Amounts included above which fall due after five years, payable by instalments	635,753	678,609	635,753	678,609

Security

One bank loan is secured by fixed charges on housing property known as 'Newlands' 85 Ambleside Drive, Southend on Sea and a debenture over Southend YMCA. This loan is repayable over 25 years from the date of drawdown being 27 November 2017 in monthly instalments at rates of interest ranging from the greater of 2% pa over the Bank of England base rate or 2% pa.

A second bank loan is also secured by fixed charges on housing property known as 'Newlands' 85 Ambleside Drive, Southend on Sea and a debenture over Southend YMCA. This loan is repayable over 10 years from the date of drawdown being 1 December 2021 in monthly instalments at a fixed rate of interest of 2.43% for the first 5 years and at rates of interest ranging from the greater of 2% pa over the Bank of England base rate or 2% pa thereafter.

16. DEFERRED CAPITAL GRANT

Group and Charity	2024 £	2023 £
At 1 September 2023	355,620	373,312
Grant received in the year	-	-
Released to income in the year	(17,691)	(17,692)
At 31 August 2024	337,929	355,620

17. LEASE COMMITMENTS

Total future minimum lease payments under non-cancellable operating leases for each of the following periods is as follows:

Group	2024 £	2023 £
Within one year	28,674	44,108
Between one and five years	111,074	112,245
After 5 years	189,035	216,535
	328,783	372,888

Charity	2024 £	2023 £
Within one year	28,258	40,828
Between one and five years	111,074	111,833
After 5 years	189,035	216,535
	328,367	369,196

18. PENSION AND SIMILAR OBLIGATIONS

YMCA Pension Plan

The charity participated in a contributory pension plan providing defined benefits based on final pensionable pay for employees of YMCAs in England, Scotland and Wales. The assets of the YMCA Pension Plan are held separately from those of The Southend-on-Sea Young Men's Christian Association and at the year end these were invested in the Mercer Dynamic De-risking Solution, 65% matching portfolio and 35% in the growth portfolio and Schroder (property units only).

The most recent completed three year valuation was as at 1 May 2023. The assumptions used which have the most significant effect on the results of the valuation are those relating to the assumed rates of return on assets of 4.56%, the increase in pensions in payment of 3.18% (for RPI capped at 5% per annum), and the life expectancy from normal retirement age (of 65) for a current male pensioner of 21.5 years, female 24.0 years, and 23.1 years for a male pensioner, female 25.7 years, retiring in 20 years' time. The result of the valuation showed that the actuarial value of the assets was £103.1m, which represented 92% of the benefits that had accrued to members.

The Pension Plan was closed to new members and future service accrual with effect from 30 April 2007. With the removal of the salary linkage for benefits all employed deferred members became deferred members as from 1 May 2011.

The valuation prepared as at 1 May 2023 showed that the YMCA Pension Plan had a deficit of £9.1 million. The charity has been advised that it will need to make monthly contributions of £861 from 1 May 2024. This amount is based on the current actuarial assumptions (as outlined above) and may vary in the future as a result of actual performance of the Pension Plan. Agreed future deficit contributions have been discounted using a rate of 7% (2023: 3%). The current recovery period is 3 years commencing 1st May 2024.

Repayable

	Within one year £	One to two years £	Two to five years £	After five years £	More than one year £	Total 2024 £	Total 2023 £
As at 31 August 2024	8,628	9,232	6,436	-	15,668	24,296	
As at 31 August 2023	10,308	10,992	37,405	14,066	62,463		72,771

Charity defined contribution scheme

The charity also operates a defined contribution scheme, the assets of which are held separately from those of the charity. The charge for the period to the income and expenditure account in relation to this scheme is £15,069 (2023: £16,325). Contributions for employees were a minimum of 5% of salary and the employer contributions were 5%.

18. PENSION AND SIMILAR OBLIGATIONS (continued)

Other multi-employer defined-benefit schemes

The employees of the South Essex Community School Limited belong to two principal pension schemes: the Teachers' Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Essex County Council. Both are multi-employer defined-benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2020 and of the LGPS 31 March 2022. Contributions amounting to £21,505 were payable to the schemes at 31 August 2024 (2023: £14,868) and are included within creditors.

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

Teachers Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to ensure scheme costs are recognised and managed appropriately and the review specifies the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million.

18. PENSION AND SIMILAR OBLIGATIONS (continued)

A copy of the valuation report and supporting documentation is on the Teachers' Pension website.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The academy is unable to identify its share of the underlying assets and liabilties of the plan. Accordingly, the academy has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution for the year ended 31 August 2024 was £58,000 (2023: £55,000), of which employer's contributions totalled £46,000 (2023: £43,000) and employees' contributions totalled £12,000 (2023: £12,000). The agreed contribution rates for future years are 23.3% for employers and 5.5% to 12.5% for employees.

The LGPS obligation relates to the employees of the academy, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the academy at the balance sheet date.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

The amounts recognised in the balance sheet are as follows:

	Defined benefit pension plans	
	2024	2023
	£	£
Present value of funded obligations	(493,000)	(389,000)
Fair value of plan assets	493,000	392,000
	-	3,000
Deficit	-	3,000

The amounts recognised in the statement of financial activities are:

	Defined benefit pension plans	
	2024	2023
	£	£
Current service cost	35,000	52,000
Interest cost	(1,000)	3,000
	34,000	55,000

18. PENSION AND SIMILAR OBLIGATIONS (continued)

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	2024	2023
	£	£
Opening defined benefit obligation	389,000	345,000
Current service cost	35,000	52,000
Interest cost	21,000	15,000
Employee contributions	12,000	12,000
Actuarial losses/(gains)	41,000	(30,000)
Benefits paid	(5,000)	(5,000)
Closing defined benefit obligation	493,000	389,000

Changes in the fair value of the share of scheme assets:

	Defined benefit pension plans	
	2024	2023
	£	£
Opening fair value of scheme assets	392,000	263,000
Interest income	22,000	12,000
Contributions by employer	46,000	43,000
Employee contributions	12,000	12,000
Actuarial gains/(losses)	26,000	67,000
Benefits paid	(5,000)	(5,000)
Closing fair value of scheme assets	493,000	392,000

Principal actuarial assumptions at the balance sheet date:

	2024	2023
CPI increases	2.80%	2.90%
Future salary increases	3.80%	3.90%
Future pension increases	2.80%	2.90%
Discount rate	5.10%	5.30%

18. PENSION AND SIMILAR OBLIGATIONS (continued)

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:

	At 31 August 2024	At 31 August 2023
Retiring today		
Males	20.7	20.7
Females	23.3	23.2
Retiring in 20 years		
Males	22.0	22.0
Females	24.7	24.6

The group's share of the assets in the scheme was:

	Fair value at 31 August 2024	Fair value at 31 August 2023
	£	£
Equities	276,000	228,000
Gilts	9,000	5,000
Property	35,000	31,000
Cash	8,000	11,000
Alternative assets	74,000	62,000
Other managed funds	91,000	55,000
Total market value of assets	493,000	392,000

The actual return on scheme assets was £48,000 (2023: £79,000).

19. FINANCIAL INSTRUMENTS

The Group's financial instruments may be analysed as follows:

	2024	2023
	£	£
Financial assets:		
Financial assets that are debt instruments measure at amortised cost	1,544,912	1,251,387
Financial liabilities:		
Financial liabilities measured at amortised cost	992,732	1,088,637

Financial assets measured at amortised cost comprise cash at bank and in hand, trade debtors and other debtors.

Financial liabilities measured at amortised cost comprise trade creditors, taxation and social security, other creditors, housing and bank loans.

20. MOVEMENT IN RESTRICTED RESERVES

	As at 1 September 2023	Movement in the year	As at 31 August 2024
	£	£	£
Cherry Family Trust	13,802	(13,802)	-
National Lottery - Find Your Voice	-	2,766	2,766
South Essex Community School:			
Commissioning Fund	576,262	204,850	781,112
Pupil premium	-	33,053	33,053
Local Authority	22,569	56,931	79,500
Pension	3,000	(3,000)	-
Restricted fixed assets funds	1,898,892	31,067	1,929,959
Total Restricted Reserves	**2,514,525**	**311,865**	**2,826,390**

20. MOVEMENT IN RESTRICTED RESERVES (continued)

Restricted Funds

These funds represent the accumulated surpluses from funds available for a specific purpose:

Cherry Family Trust

Funds were received to pay for an upgrade to the CCTV system at Newlands property.

The National Lottery Community Fund - Find Your Voice

A project funded by the National Lottery Community Fund to help young people become more active within their community with additional funding to support the sustainability of youth work including support for utility costs and investment into greening of the Newlands property as a cost saving measure.

South Essex Community School:

Restricted general funds

These funds relate to the Academy's development and operational activities.

Restricted pension funds

These funds represent the LGPS obligation to the employees of the Academy Trust.

Restricted fixed asset funds

These funds relate to long term assets held by the Academy Trust and grants to purchase or maintain these assets.

21. CONTROL

There is no ultimate controlling party.

22. PARTICULARS OF SUBSIDIARY

The charity is a member of South Essex Community School (Limited by Guarantee) and has the right to appoint or remove a majority of its board members. South Essex Community School (Limited by Guarantee) therefore falls within the definition of a subsidiary found in section 1159(1)(b) of the Companies Act 2006.

The subsidiary's results as extracted from the statutory financial statements for the year ended 31 August 2024 are outlined below:

	2024	2023
	£	£
Incoming resources from charitable activities - Educational operations	1,678,926	1,116,500
Incoming resources from charitable activities - Other income	18,551	28,196
Resources expended	(1,373,057)	(1,043,298)
	324,420	101,398

The aggregate of the assets, liabilities and reserves were:

	2024	2023
	£	£
Fixed Assets	1,929,959	1,898,892
Current Assets	1,059,554	710,400
Current Liabilities	(154,299)	(98,498)
	2,835,214	2,510,794

23. RECONCILIATION OF NET MOVEMENT IN RESERVES TO NET CASH FLOW FROM OPERATING ACTIVITES

	Group	
	2024	2023
	£	£
Surplus/(Deficit) for the year	460,910	(150,804)
Depreciation of housing properties	20,033	19,971
Depreciation of other fixed assets	95,792	97,917
Impairment of tangible fixed assets	-	65,921
Uplift in valuation of investment property	(58,384)	-
Loss on sale of other fixed assets	3,343	591
Interest payable	56,037	46,450
Interest received	(12,297)	(2,070)
Capital grant	-	-
Decrease/(Increase) in debtors	10,721	67,064
(Decrease) in creditors	(66,111)	(37,850)
Net cash generated from operating activities	510,044	107,190

24. ANALYSIS OF CHANGES IN NET DEBT

	As at 1 September 2023	Cash flows	Other non-cash movements	As at 31 August 2024
Cash	1,197,879	304,267	-	1,502,146
Loans due within one year	(33,633)	34,297	(36,609)	(35,945)
Loans due after one year	(822,142)	-	36,609	(785,533)
	342,104	338,564	-	680,668

25. RELATED PARTY TRANSACTIONS

During the year, legal fees amounting to £2,754 (2023: £2,556) were incurred from Duncan Lewis (Solicitors) Ltd, a company in which D Bland is a director. D Bland is a trustee of the charity.

All transactions were conducted under normal market conditions.

Southend YMCA is the parent entity in the group and ultimate controlling party. The group has taken advantage of the exemption available under Section 33 of FRS 102 not to disclose transactions with wholly owned subsidiary undertakings.

South Essex Community School

Owing to the nature of the school's operations and the composition of the school's board of trustees being drawn from public local and private sector organisations, transactions may take place with organisations in which the academy trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the school's financial regulations and normal procurement procedures.

26. MEMBERS

The Board of trustees are the only members of the YMCA. The company is limited by guarantee, having no share capital and, in accordance with the Memorandum of Association; every member is liable to contribute a sum of £1 in the event of the company being wound up.

Number of members	2024 No	2023 No
At 1 September	6	8
Joining during the year	3	-
Leaving during the year	(3)	(2)
At 31 August	6	6

SOUTHEND-ON-SEA YOUNG MENS CHRISTIAN ASSOCIATION

England & Wales - Charity number 1102837

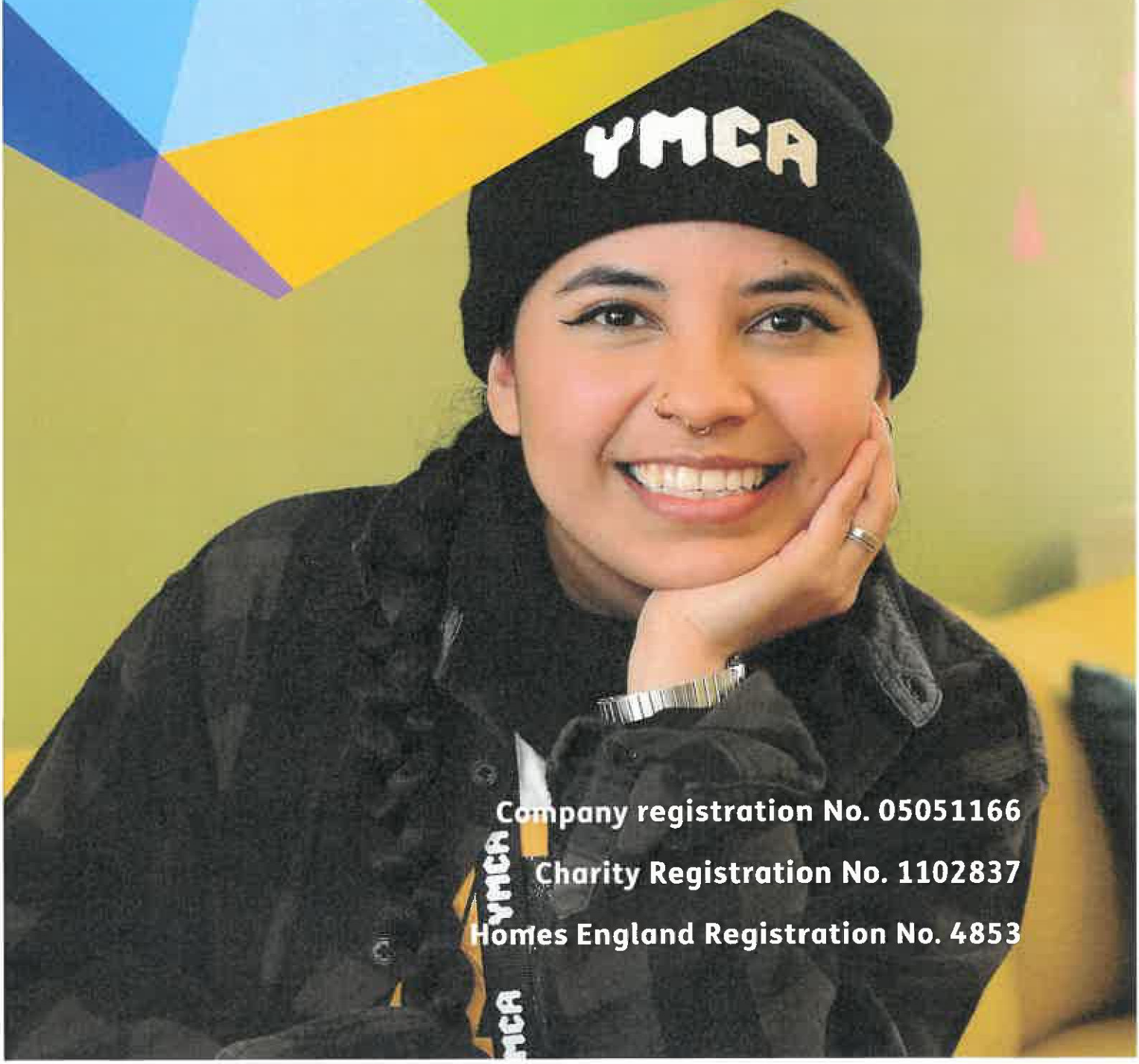
Accounts

YMCA

Here for young people
Here for communities
Here for you

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION

(LIMITED BY GUARANTEE) AND SUBSIDIARIES
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023



Company registration No. 05051166

Charity Registration No. 1102837

Homes England Registration No. 4853

Contents

1 - 4	Chair's report
5 - 39	**Trustees report**
41 to 44	Auditors' report
45	Consolidated statement of comprehensive income
46	Group and charity statement of financial position
47	Group and charity statement of changes in reserves
48	Consolidated statement of cash flows
49 - 76	Notes to the financial statements



CHAIR'S REPORT

Welcome to Southend YMCA Annual Report 2022/2023

In 2022-23, Southend YMCA (SYMCA) responded to the cost of living crisis, which negatively impacted the lives of many people. We were troubled by the number of children living in poverty and in overcrowded housing, as this affected the joy and freedoms of childhood. Young people struggled with mental health, online risks, and community safety fears.

We were able to deliver life-changing services to more than 12,000 vulnerable children, young people, and families, as evidenced in this report. Despite the charity's operating costs increasing exponentially.

We are incredibly grateful to our grant funders and donors who entrusted us to invest in children and young peoples' futures and provide high quality developmental activities that would otherwise be unaffordable and inaccessible.

Our open access intervention projects were recreational and enriched lives: from a free music studio, detached youth work, and events, through to one-to-one mentoring promoting resilience and school engagement.

The charity successfully delivered transitional supported housing for homeless young adults, a good education with qualifications, and family health and wellbeing initiatives. This year, we ceased to deliver a project that did not achieve full cost recovery and have repurposed resources.

Our overarching objective remains: "*.....to be an innovative, resilient, and sustainable young people's charity, delivering social value.*" Therefore, we will need to fundraise for important new initiatives within the context of an operating loss and a decrease in free cash.

Southend YMCA holds the prestigious Investors in People (IIP) Award at the gold level. We nurture a creative, value-based culture and are structured to deliver public benefit. We continue to develop research-informed projects with and for beneficiaries, shaping exciting initiatives to meet their aspirations.

SOUTHEND YMCA
ANNUAL ACCOUNTS 22/23

Southend YMCA is committed to continuous improvement and developing a strong and sustainable business core. We benefit from dedicated and capable staff and volunteers. Our Trustees bring professional expertise, set strategic direction, and offer support and challenge. We highly value our collaborative partners in Southend and Essex.

Looking to the future, we are delighted to announce that:

- The National Lottery Community Fund has invested in the young people's Find Your Voice (FYV) Network project, seeking to expand safe spaces and youth work relations in Southend. This also benefits young people with protected characteristics under the Equality Act.

- Our music studio, All in Music (AIM), will receive grant support from The National Foundation for Youth Music from 2024 to 2026. Facilitating the artistic development of young musicians through music composition, instrumentation, singing and performance.

Going into 2024, the charity will address the following objectives:

- To improve the eco credentials of SYMCA's Newlands hostel, raising funds for capital improvements and energy efficiency.
- To connect children, young people, and their families to opportunities through a new online platform where they can access quality-assured information, advice, and guidance (IAG) and signposting.
- To enhance the efficiency of our Management Information Systems to optimise our processes.
- To deliver on our Fundraising Strategy and our mitigated forecast budget (2023- 2024) so we can carry out our charitable mission.

The YMCA has a long history of adapting itself to societal needs. We have supported Southend for over 100 years.

Southend YMCA is part of a global movement of federated charities: local, regional, and international. In Victorian times, enlightened social campaigners were concerned with addressing the social divide between the super wealthy and the street destitute. Thus, the YMCA movement was founded in 1844 in London by George Williams.

The YMCA subsequently expanded into a worldwide network of affiliated local organisations. Today, the YMCA works in 119 different countries, reaching more than 58 million people.



Did You Know?

In **1887-1903**, Southend YMCA was established, providing a men's hostel and pastoral care on Weston Rd, just off Southend High Street.

In **1915**, the YMCA contributed to the WWI war time efforts, providing a canteen and recreational facility for soldiers at the Shoebury Garrison.

In **1993-1995**, after many years of considering site options, the Newlands building was constructed on Ambleside Drive, providing studio flats with support for homeless young people.

In **2012-2014**, we founded the Southend YMCA Community School, offering a combined GCSE and pastoral programme for vulnerable learners with direct funding from the Department for Education. More recently, Southend YMCA became a Housing Association.

In the year **2022-23**, Southend YMCA worked with **more than 12,000 children, young people, and their families** through outcome-based projects. We reached thousands more through community initiatives, events, and online interactions.

What is next for Southend YMCA?

As we reflect on the year, we look to the future. T.S. Eliot said: 'Time present and time past, are both perhaps present in time future, and time future contained in time past.'

Having worked diligently in the past and in the present to build the charity, we intend to keep investing in the future of children, young people, their families, and carers.

We are aware of the Government's plans to further regulate accommodation provision and to improve tenant standards for social housing in the light of the Grenfell tragedy. We will continue to respond to these sector changes.

CHAIR'S REPORT

We will plan for the social housing decarbonisation agenda and move forward with green initiatives at Newlands. Furthermore, mounting energy costs can be offset to benefit our residents through implementing renewables (solar panels) and retrofitting the building with enhanced insulation.

We would also like to develop further housing units on the site, given the national shortage of social housing. Our funding goal is in excess of £1.5 million, and we anticipate working with a range of partners to see this happen.

Research shows that Local Authority spending on Youth Services continues to fall, so we still need to work hard to counteract the effects of this trend.

This year, our lender has waived the interest service cover ratio covenant, and we met our asset cover covenant. We maintain going concern status.

We are holding free cash reserves that equate c:4 months of operating expenditure. While, within Charity Commission thresholds, our objective to grow reserves remains. Positive pension performance has decreased deficit payments, and the buyout figure has decreased reserve requirements.

The year ahead has many exciting opportunities but also many challenges.

And so, we extend our most sincere thanks to these amazing organisations and individuals who have had a massive impact on our ability to stand alongside the most vulnerable in our community. We hope you enjoy reading this report, which captures outcomes and impacts against each service area.

With warm wishes,

Stephen Onslow
Chair of Trustees
Southend YMCA

TRUSTEES REPORT

The Trustees are pleased to present their Annual Report together with the Consolidated Financial Statements for the year ending 31st August 2023, which are prepared to meet the requirements of a Directors' Report and Accounts for Companies Act purposes.

Southend YMCA (the group) comprises:

Southend-On-Sea Young Men's Christian Association
An Incorporated Charity, **company number 5051166** (registered on 20.02.2004) and **Charity number 1102837** (registered on 24.03.2004). On the 13th July 2017, Southend YMCA was registered by the Homes & Communities Agency (HCA) as a Non- profit private Registered Provider of Social Housing (**registration number 4853** Southend on Sea Young Men's Christian Association). Trustees warrant they comply with Homes England Standards which are monitored through a coregulatory process.

The Southend YMCA Community School
In 2012, the Charity established a subsidiary company (the South Essex Community School Ltd **Company Number: 07954295**) operating as the Southend YMCA Community School (**DFE Number: 882/1101**). This is an **Alternative Provision Free School and an Academy Trust** (which is an exempt Charity reporting to the Secretary of State and a ringfenced entity). **Ofsted URN: 139903**. The relationship between the Charity and the school is governed through the Memorandum of Association and by a Deed of Agreement, with the Charity having the right to appoint and remove Directors.

The Financial Statements comply with the Companies Act 2006, the Housing and Regeneration Act 2008 and the Accounting Direction for Private Registered Providers of Social Housing 2022. Applicable UK accounting standards have been followed including the Statement of Recommended Practice (SORP) Accounting by Registered Social Housing Providers Update 2018.

Southend YMCA's Regulators

CHARITY COMMISSION FOR ENGLAND AND WALES

Ofsted raising standards improving lives

Homes England

SOUTHEND YMCA
ANNUAL ACCOUNTS 22/23

CHARITABLE OBJECTIVES AND ACTIVITIES

Our charitable objects are set out in full on page 26. In shaping objectives, Trustees consider the Charity Commission's Guidance on Public Benefit, and there is an intentional link between the charity's legal purpose (objects) to our strategic goals as detailed

Housing
We provide safe, supported, and affordable accommodation for vulnerable young people.

Training & Education
We provide good education and training which equips young people for employment.

and postive activies which deliver

Health & Wellbeing
We promote health and well-being and have a community impact.

Family & Youth Work
We provide positive activities which enable young people's personal, social and cultural development and active.

Support & Advice
We provide mentoring which develops young people mental health and sense of inclusion.

QUALITY ASSURANCE, REGULATION AND COMPLIANCE

The Matrix Quality Standard for Information, Advice, and Guidance (IAG) importantly notes that the "SYMCA service is truly young person-centred" and that we support Children and Young People (CYP) to "move forward in a positive way".

The Investors in People Standard at Gold level (IIP) speaks of our creative culture, value-based leadership and agile management: it puts us in the country's top 17% of firms.

In 2014, our SOS Bus Project was awarded the Queens Award for Voluntary Service (the MBE for voluntary groups). We were shortlisted for a second time.

The school has consistently held an Ofsted 'Good' judgement.

With regard to our facilities:

We uphold the Decent Homes Technical Standard, a regulatory building compliance evidenced by an ongoing health and safety inspection regime implemented by industry-standard registered bodies. We have been awarded a Combined Heritage and Conservation Architectural Award and the BREEAM Excellent Environmental Standard for our Eco-Hub Building (in 2010).

Historically, we achieved the Community Safety Accreditation Award and further safe spaces through ongoing liaison with Essex Police. This approach is important to safeguard young people given new societal challenges and risks such as the criminal exploitation of young people through county drug lines and modern slavery. We seek to be a good neighbour, and liaise with local residents as appropriate.

THE DIFFERENCE WE MAKE - DELIVERING PUBLIC BENEFIT

Who do we benefit?

Southend YMCA directly benefits vulnerable children, young people, their families, and carers, including those who live in poverty and lack opportunity. Common presentations include emotional well-being needs, low self-esteem, and/or risk-taking behaviours. We house homeless young people and work with young people not in employment or education.

Each person is an individual, and we seek to respond accordingly: building on strengths, understanding aspirations and offering bespoke support.

The charity provides information and advice to persons of all ages. Family, Health, and Wellbeing Projects such as Bump to Breast work with parents, carers, babies, and young children living in Southend's deprived wards, all to support the best start in life. We also know that our online campaigns and events are successfully connecting with the public in general, supporting community cohesion, and delivering important public health messaging.

How do we know we are delivering benefits?

Our delivery is underpinned by a monitoring and evaluation framework appropriate to each type of project. This includes nationally recognised tools such as the Triangle Outcomes Star, exit surveys, focus groups, case studies, practitioner learning journals, alongside collaborative research with Universities. We have an overarching Theory of Change and project-related Theories of Change for each of our activities, tracking the input-output-outcome-impact of our work. These are iterated with young people.

What types of benefits were received in 2022-2023?

Benefits included improvements in: motivation and emotional well-being; literacy, numeracy, and soft skills; self-care; interpersonal relationships; better physical health; decrease in risk-taking behaviour; progression into education or training (qualifications and awards); new employment opportunities and reduced benefit dependency; an increase in the ability to live independently, and connection to the community through active citizenship.

THE NEXT SECTION DETAILS SOUTHEND YMCA ACHIEVEMENTS AND PERFORMANCE



Housing

We provide safe, supported, and affordable accommodation for vulnerable young people.

SOUTHEND YMCA
ANNUAL ACCOUNTS 22/23

NEWLANDS

Newlands provides supported accommodation for young people primarily aged 18-21 and up to 25, offering a secure and stable home where young people can live and learn. The average stay is currently estimated at 2 years. During this time, our Housing Support Team works extensively with young people so they can develop the knowledge and skills to move on into independence. We have 31 self-contained studio flats, which are let on licenses, and, in addition, we have a 5-bedroom flat with shared facilities.

7000+
HOURS OF SUPPORT SESSIONS PROVIDED

15,300+
NIGHTS OF ACCOMMODATION

Every young person living at Newlands receives a tailor-made package of support comprising of :

- 1-2-1 key-work using a coaching approach so young people work towards their goals
- A life skills training programme teaching independent living skills, working towards further education and employment
- Opportunities to influence our project through group meetings
- Access to specialist and therapeutic services
- Benefits and money advice
- Tenancy sustainment, move-on and transitional support

	Number of beds	Number of residents (annual)
Newlands Supported Accomodation	36	44
Care leavers supported by Social Services (CM16+)		14

NEWROADS

In conjunction with social care, this project supported young asylum seekers. It offered an affordable, shared, community living space where young people could learn to live with others, negotiating household rules, tasks, and responsibilities. We had two supported flats within the Southend community, one in Hamlet Court Road and another in London Road. As Southend YMCA was unable to achieve full cost recovery, the service provision was ceased by the charity in the year 2023.



NEW BEGINNINGS

New Beginnings, supported young people with experience of homelessness, offering a wide range of learning: including accredited education, personal development, and creative courses, activities, and workshops to support a variety of needs. We used creative engagement methods with activities in one-to-one and group settings.

The New Beginnings Curriculum was co-produced with and for vulnerable young people who had adverse life experiences, including, but not limited to, being homeless, leaving care, and mental health issues. We worked with each young person to develop a firm understanding of their needs and how to put in place the foundations to LIVE, LEARN, and EARN. Reports from the project show that:

YOUNG PEOPLE IMPROVED THEIR CONFIDENCE AND BASIC SKILLS.

YOUNG PEOPLE HAD MORE CAREER OPTION

YOUNG PEOPLE IMPROVED THEIR EMPLOYBILITY

YOUNG PEOPLE IMPROVED THEIR WELLBEING AND MONEY MANAGEMENT

SOUTHEND YMCA
ANNUAL ACCOUNTS 22/23

Meet Elijah, transformed by the New Beginning project and appointed Youth Ambassador by Southend YMCA. He advocates for the organisation, empowering youth. Elijah addressed Parliament, urging increased support for those on lower universal credit rates. His impactful plea and personal experiences gained national attention, featured on BBC News.



Training & Education

We provide good education and training which equips young people for employment.

SOUTHEND YMCA
ANNUAL ACCOUNTS 22/23

SOUTHEND YMCA COMMUNITY SCHOOL

Southend YMCA Community School is an Alternative Provision for students who cannot attend mainstream school for a variety of reasons, such as school exclusion, behaviour issues, short or long-term illness, school refusal, teenage pregnancy or high-level anxiety. It's the school mission and vision to ensure all children receive a high-quality education.

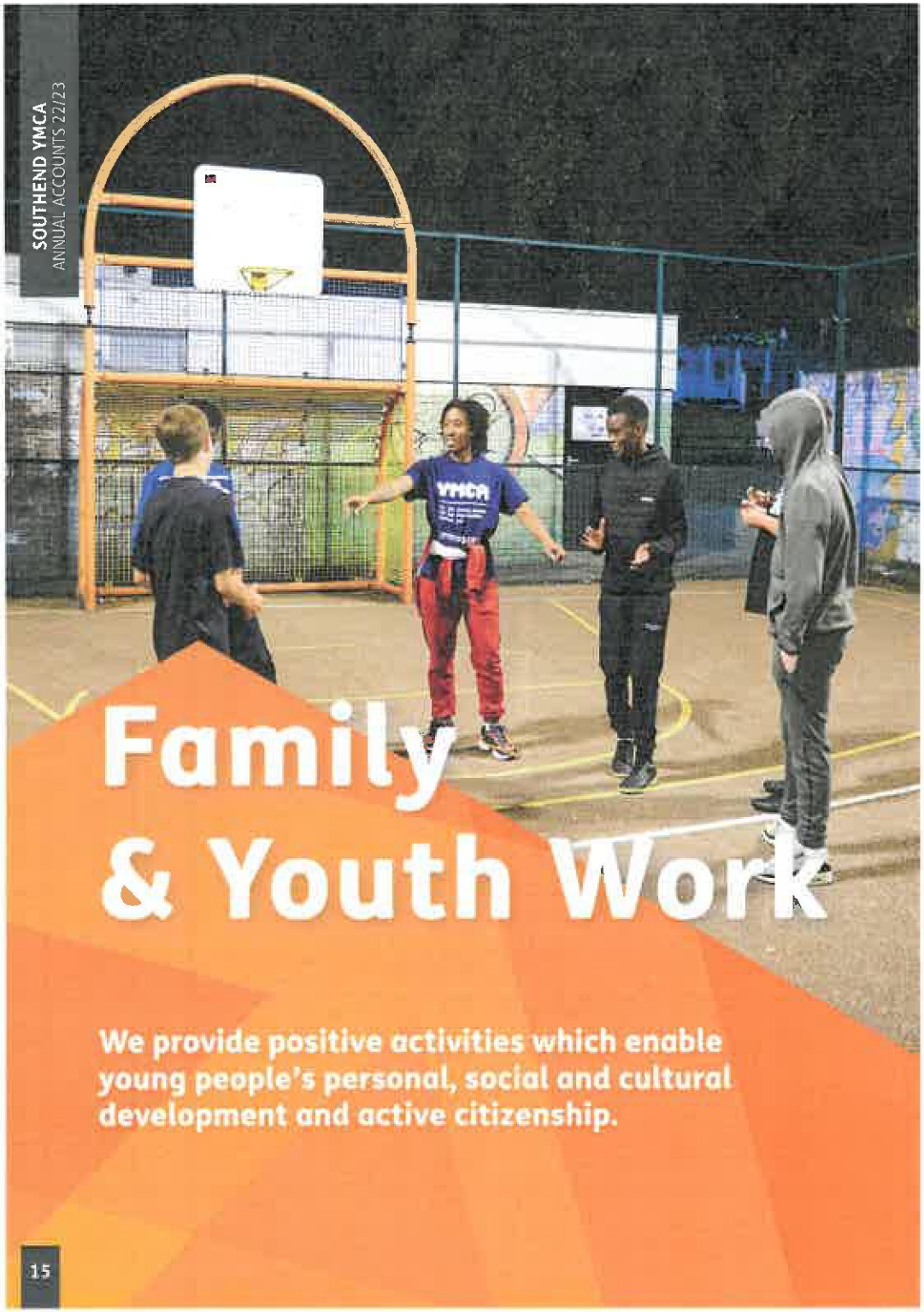
The school has established a good reputation within the community and among its peers within the education sector, both locally and nationally, for delivering 'Good' alternative education. This has led to sustained numbers of students and an increased number of commissioning schools.

The school's ethos is one of Respect - nurturing potential while being Restorative to help students experience success, with academic and pastoral progress at the heart of the school's work. As practitioners we are proud to say that the school's alternative approach, which is often unique, centres upon behaviour modification and self-regulation. The school does not condone poor behaviour but are guided by an aspirational philosophy aiming to eliminate unacceptable behaviour and guide students down a different pathway.

Students undertake a broad, rich and deep curriculum which provides both the academic rigour of GCSE national qualifications fused with a Life Skills Programme to offer pathways to post 16 education and apprenticeships. Students are encouraged to develop their community spirit through community projects within the areas they reside.

WINNER
OF
TRAINING AND EDUCATION PROJECT OF THE YEAR (YOUTH MATTERS AWARD 2022)

100%
STUDENTS LEFT WITH A MATHS AND ENGLISH QUALIFICATION



Family & Youth Work

We provide positive activities which enable young people's personal, social and cultural development and active citizenship.

SOUTHEND YMCA
ANNUAL ACCOUNTS 22/23

DETACHED YOUTH WORK

The project has been funded through the Violence & Vulnerability Unit (VVU) in partnership with Essex Council for Voluntary Youth Services (ECVYS) and has enabled staff to make positive interventions with young people in parks, High Streets, and neighbourhoods in Southend. Youth workers offer support, advice, and signposting through conversations on a need-met basis. The Detached Work focused on three wards: Kursaal, Victoria, and Milton. These wards have been identified using data made available to the VVU as presenting risk to young people.



1458	364	89
YOUNG PEOPLE REACHED	HOURS DELIVERED	SESSIONS

The team has engaged with otherwise hard-to-reach young people, promoting valuable and useful services to young people. They have also undertaken listening exercises with the young people, highlighting their top three areas of concern to ECVYS commissioners and funders.

Mental Health	Knife Crime	Employment /Training
(long waiting lists/lack of support/more education needed)	(increase in crime/youth violence/gangs)	(cost of living/ low wages)

TRUSTEES REPORT

ALL IN MUSIC (AIM)

AIM is funded by The National Foundation for Youth Music and provides a variety of music-making and performance opportunities for young people aged 11-25 years old who are identified as 'disadvantaged' and may have often experienced personal, social and economic challenges.

61	510	348
CORE PARTICIPANTS	GROUP SESSIONS DELIVERED	TASTER PARTICIPANTS REACHED

Each participant receives a minimum of 12 weeks of 1-2-1 sessions on guitar, drums, keyboard, singing, songwriting, and music production.

	Annual unique users
Participants who disclosed Mental Health conditions	**31%**
Participants who have Special Educational Needs (SEN)	**13%**
Participants who are from LGBTQ* community	**15%**
Participants who are from BAME backgrounds	**17%**

The project has engaged with 409 core and taster participants, comprising 52% male, 39% female, and 9% transgender young people. We have a large proportion of the young LGBT community attending our bi-monthly Teenage Kicks gigs & events.

Here is what young people have to say about AIM

"When I started being a part of the All in Music project, I was a very anxious reserved teenager who struggled with anxiety and a lack of confidence in my ability as a musician. Tom and Davey introduced me to songwriting as a way to express all of the negativity that had happened around me. Through this I wrote my own music, gained a greater sense of taking control of my life and used my personal experiences with mental health to inspire others to express the challenges that they have faced."

"The AIM tutors are incredibly friendly and easy to work with. It has been amazing to have such an opportunity to perform and meet like-minded people at the events that this project has allowed."





MY FUTURE, MY SOUTHEND

My Future, My Southend is a project for Southend primary schools that aims to broaden horizons, challenge stereotypes, and raise aspirations around future career options. Every half term, children from Years 2 to Year 6 'meet' volunteers who work in a different industry via a live Zoom session. The children have to guess the volunteers' jobs and then learn about what each person does.

The excitement and learning have been fantastic. The feedback from children, professionals, and the evaluation by Ofsted clearly indicate that the project is indeed meeting its aims.

9,620	321	24
CHILDREN REACHED	CLASSES	SCHOOLS ENGAGED

Here is what pupil have to say about MY FUTURE MY SOUTHEND

"You can achieve anything, no matter who you are!"

"We've learned to think of a disability as a superpower. Nothing is impossible."

UMBILICAL CHORDS

Umbilical Chords is an early years' music group for children aged under 4 and their parents, aiming to encourage communication skills, musical development, and socialisation. The group meets twice weekly, providing children and their parents with the opportunity to sing songs and make music together.

Led by an Early Years' Practitioner and musician, the group aims to support and enhance children's communication and language development through the use of rhyme and song, encourage musical development and the love of music from an early age, enable parents to continue communication and language development within the home, encourage volunteering and parental involvement, and reduce isolation for new parents.

Umbilical Chords has also delivered some fun and well-attended musical events, including a Seasonal Singalong between Christmas and New Year.

SOUTHEND YMCA
ANNUAL ACCOUNTS 22/23

72	46
SESSIONS DELIVERED	FAMILIES ENGAGED

OUTCOME- 75%	OUTCOME- 100%
CHILDREN MORE INTRESTED IN MUSIC	INCREASE IN CONFIDENCE & KNOWLEDGE USING MUSIC AT HOME

Here is what project participants have to say about Umbilical Chords:

"I think my child has enjoyed watching the other children and adults engaging in music. I have used some of the songs in our daily routine and find he is more familiar with the songs and will sometimes seem to respond to his favourites. He's also exploring more sound making with instruments and objects at home."

"I learned how music and song can be a real benefit to a child's development."





Support & Advice

We provide mentoring which develops young people mental health and sense of inclusion.

SOUTHEND YMCA
ANNUAL ACCOUNTS 22/23

ENVELOP MENTORING PROJECT

The Envelop Mentoring Project is funded by BBC Children in Need. The project has made significant strides in positively influencing the lives of children and young people in our community. With over 350 referrals, the project has successfully identified and engaged with individuals facing various challenges, including academic struggles, low self-esteem, and a lack of positive role models.

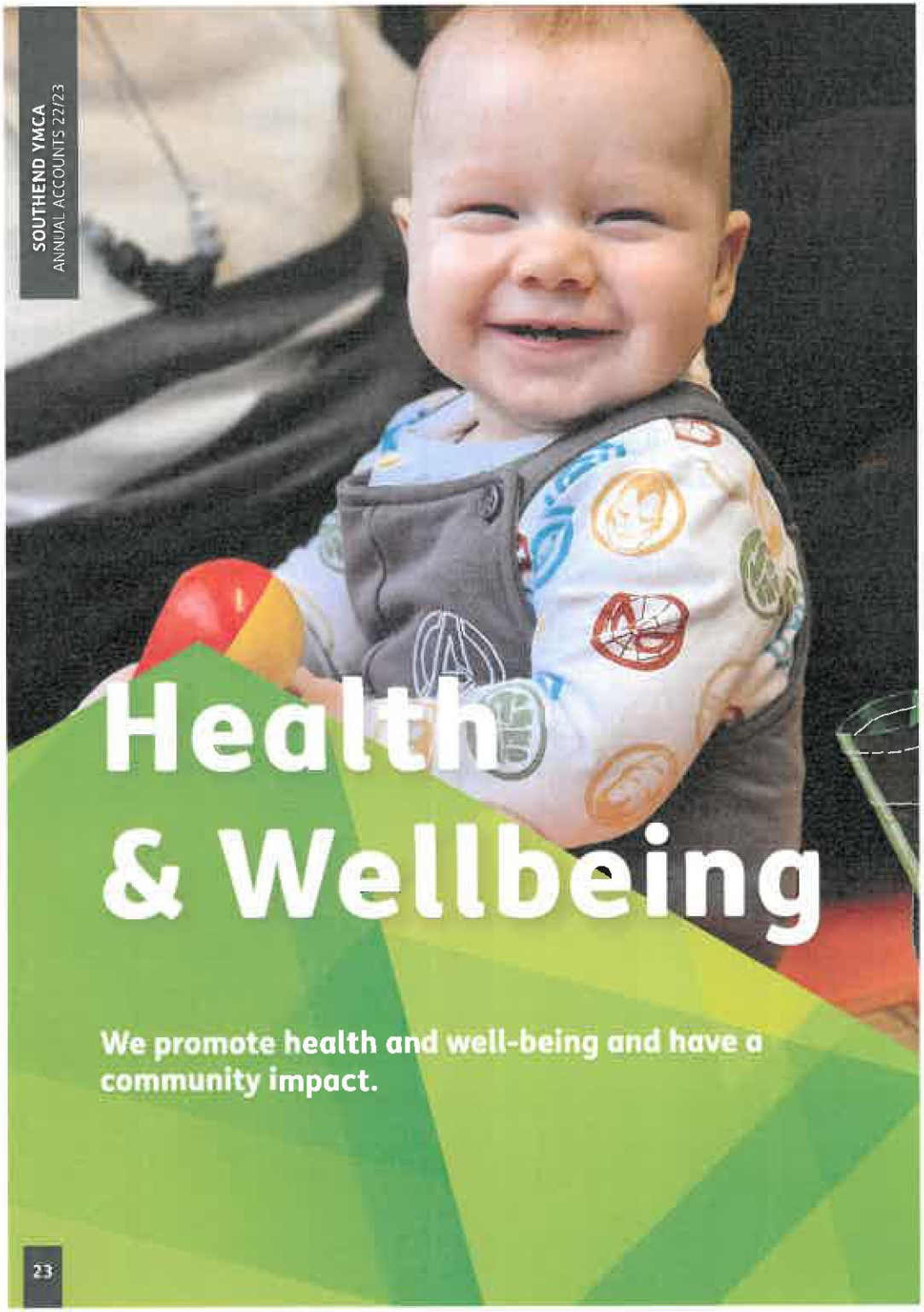
Our facilitation occurs in enabling environments where our goal is to enhance participation, reaching vulnerable Children and Young People (CYP) in need. We strive to improve their emotional, mental health, and overall well-being, while enhancing their essential skills through a creative and inclusive approach. Moreover, our objective are to: boost self-belief, the formulation of life goals, and reinforce the self-help techniques we instil. Sustainable, long-term solutions are a core component of our service.

350+ REFERRALS	**100% IMPROVEMENT REPORTED**	**5000+ *PEOPLE INDIRECTLY SUPPORTED**
ADDED VALUE BY DEVELOPING LEARNING AND PROFESSIONAL PRACTICE FOR SOCIAL WORK STUDENTS		**ADDED VALUE BY- SUPPORTING UNIVERSITIES**

*Parents, Siblings, teachers, and the community

Impact

- Positive Mental Health Outcomes
- Personal Development
- Academic Success
- Career Exploration
- Increased Confidence and Self-Esteem
- Enhanced Communication Skills
- Building Resilience
- Expanded Network and Social Skills
- Cultural and Diversity Awareness
- Reduced Risky Behaviours



Health & Wellbeing

We promote health and well-being and have a community impact.

SOUTHEND YMCA
ANNUAL ACCOUNTS 22/23

BUMP TO BREAST

Started in 2018 and funded by A Better Start Southend (ABSS), Bump to Breast provides friendly and welcoming breastfeeding support groups at various Southend locations each week. Here, people can meet others who are breastfeeding their little ones, ask questions, and receive advice and support. Families are welcome both before and after their babies arrive. Additionally, families can take part in creative projects, including a breastfeeding book, tea towel design, and craft mornings, all aimed at building community, increasing people's confidence, and normalising. breastfeeding.

Supported, 300+ families with breastfeeding

Contacted 250+ antenatal families

Online, phone call, text message or email advice support provided

Delivered 3 six-session breastfeeding training courses this year, based on UNICEF materials, which have been completed by 18 people.

The project's Facebook and Instagram pages have continued to grow and are a good place for people to find out what's on, or message us with any questions. We now have a following of 1500 people on our Facebook page, and 303 on Instagram.

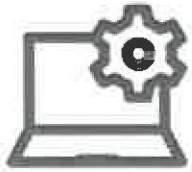
Here is what project participants have to say about Bump To Breast

"I have learnt so much about breastfeeding. I have created lots of friends. Bump to breast is more than a baby group, it's a support network and a safe space."

"Since doing the bump to breast breastfeeding volunteer training, I have learnt so much more about breastfeeding than my own journey even allowed. I know that I can advise breastfeeding families who need support to attend the B2B service to attend a group or a 1-2-1 face to face support session"

BUSINESS SUPPORT

INFORMATION TECHNOLOGY (IT)



We work with Southend City Council IT, and our IT is underpinned by the Council Infrastructure. Our IT Online System Improvement Project is progressing well. A major focus has been on actively reconfiguring and continuously improving our IT frameworks, underpinning the system to improve efficiency and ensure a strong defence against cyber breaches and ransomware attacks. The framework allows for multiple redundancies, with strong disaster testing processes, so that if any systems fail, backup systems automatically kick in. This ensures our business disaster plan is working, minimising cost and disruption through operational efficiencies, allowing us to continue providing services to our clients, and offering assurance to commissioners, funders, and insurers. In addition, efficiencies in IT operations advance our ability to secure business opportunities, for example, the delivery of online well-being programs.

HUMAN RESOURCES (HR)



Recruitment is conducted in line with our Safer Recruitment Policy and procedures. High-level volunteers increase our operational capacity while also developing the next generation workforce. Of note are the many undergraduate and postgraduate social work students who are deployed in mentoring roles, building on strong partnerships with universities. Staff and volunteers follow robust Workforce Development Plans that provide for mandatory induction training and continuing professional development.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Southend YMCA is affiliated to YMCA England and Wales, and is part of a federated network of YMCAs, which share a common goal: To create supportive, inclusive and energising communities where young people can truly belong, contribute and thrive.

In 2017, the Charity adopted the YMCA England and Wales Model Memorandum and Articles where Members and Trustees are the same person. The size of the Board is limited to 10 persons. Trustees have a breadth of relevant professional knowledge, alongside lived experience.

The full charitable objects of Southend YMCA are:

'To advance the Christian faith, including by:

- *Promoting a Christian environment inspired and motivated by the life, example and teaching of Jesus Christ, where people of faith and people of none can work together for the transformation of communities; and*
- *Enabling people of all ages and, in particular, young people, to flourish through experiencing and responding to the love of God demonstrated by the life, example and teaching of Jesus Christ*

'To provide or assist in the provision in the interests if social welfare of facilities for recreation and other leisure time occupation for men and women with the object of improving their conditions of life'

'To relieve or assist in the relief of people of all ages and, in particular, young people, who are in conditions of need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstances'

'To provide residential accommodation, including social housing, for people of all ages and, in particular, young people, who are in need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstance'

TRUSTEES REPORT

Whilst Southend YMCA's beneficial area is not limited, we operate as a local charity - in 2022-23 the charity delivered services within the city of Southend on Sea, and South Essex.

Homes England

Southend YMCA is regulated by Homes England (HE).

The Board of Southend YMCA is responsible to the Regulator for meeting Regulatory Standards (Economic and Consumer) and adopts a 'co-regulatory' approach. This means that whilst the Regulator sets national standards, the responsibility for agreeing, monitoring and scrutinising local implementation lies with the Board. The mechanisms through which this is achieved is via reports into the Board, sub- committee, and task and finish meetings.

As required by the HE Accounts Direction Trustees confirm a Liabilities Register in place and acknowledge their responsibilities as set out in the HE Governance and Financial Viability Standard. They confirm a Liabilities Register is in place.

The Board is cognisant that the Government is implementing a number of changes relating to Supported Housing. This includes Tenant Satisfaction and Quality Assurance measures, with new Inspection regimes put in place, quite rightly reflecting the learning from the Grenfell Tragedy. Responses will be worked through via our Housing and Facilities Committee.

Our Board has adopted the 'Charity Governance Code for Larger Charities'. This years' governance survey highlighted the Board's shared understanding of and commitment to delivering charitable purposes within the context of a rapidly changing economic environment. The tensions between opportunities, risks and costs were dynamically addressed. The survey also highlighted stewardship of housing and legal advice to inform decisions.

TRUSTEES REPORT

Trustees will be reviewing their strategy in 2023-2024 cognisant of fiscal uncertainties impacting Local Authorities and the necessity to achieve full cost recovery on all contracts. Trustees agree SYMCA is of good reputation and operates to the standards required. The Board are committed to recruiting new trustees and a vice chair appointment.

Findings from the Trustee's Skill Audit shows the strongest professional experience applied to the role comprised: strategic working (Public and Voluntary Sectors), senior management, operating services including housing, health and wellbeing and financial.

Whilst some Board Members have lived experience related to our charitable mission, it is our intention to increase diversity of background.

The Board may comprise of not less than two and up to ten members. The Board conducted its business through Board Meetings and Sub-Committees which were: Finance, Risk & Audit and Housing & Facilities. Each committee has Terms of Reference and is led by a Trustee (Chair) from a relevant professional background.

It is the Board's responsibility to bring independent judgement on matters of strategy, performance, resources, and conduct. The Board is able to take professional advice in the furtherance of its duties. All Trustees are required to make a formal declaration of any interests at meetings and sign a register of interests. One Trustee received remuneration for legal work undertaken at substantially discounted rates and following all necessary steps from a probity perspective.

Southend YMCA pays a fixed rate salary, there is no salary scale. Trustees may at their discretion award a cost of living uplift. This will be implemented in 2023-2024. Furthermore, salaries may be reviewed to reflect additional responsibilities as they are assumed by individuals in line with market conditions.

SOUTHEND YMCA
ANNUAL ACCOUNTS 22/23

TRUSTEES REPORT

The Board is ultimately responsible for the Charity's System of internal control and for reviewing its effectiveness. Key internal assurance controls include:

- Board Approved Terms of Reference, inter-group Deed of Agreement, delegated authorities schedule.
- Risk and Liabilities Registers and disaster scenario planning.
- Strategic and business planning processes with detailed budgets, forecasts and management accounts.
- Formal Recruitment, Retention, Training and Development Policies for staff.
- Options appraisals and procurement of professional technical advice when embarking on major new projects - to meet legislation and regulation.
- Operational Policies, Procedures and Systems.
- Scrutiny of all new initiatives and major commitments.
- Audit – financial, health and safety. Building compliance etc.
- Keeping proper accounting records, which disclose with reasonable accuracy, at any time the financial position.
- Regular reporting by the Senior Management Team to the Board and its Committees on the Performance of Services in relation to contracts.

The Board recognises that any control system can only manage and not eliminate the risk of failure to achieve business objectives and can only provide reasonable assurance against any material misstatement or loss.

FINANCIAL REVIEW



During the year the use of the Xero Financial Information Management Platform supported the delivery of secure and accurate financial control and accounting.

TRUSTEES REPORT

Our accountant produced quarterly management accounts and other centralised financial data to fulfil multiple reporting needs - improving efficiency and responsiveness. These changes enable Southend YMCA to:

- Respond to risk in a dynamic way
- Prepare forecast budgets and check cash flows
- Provide financial data for funding applications and monitoring returns
- Inform the boards business strategy/direction and decision making.
- Maintain a focus in achieving greater value for money for example achieving optimum electric prices

Principle sources of funding

The principle sources of funding in 2022-23 were grant income, contract income and rental income. Due to the predictability and reliability of these income sources, there is not the volatility associated with trading. However, achieving full cost recovery (where all cost continues to rise) requires diligence and/or requires mitigating actions. One traded activity was paused in year.

The total funds held by the group is £3,720,406. This included restricted funds of £2,514,525 being the value of fixed assets, current assets and long term liabilities.

The Funds held by the main Charity comprised £1,209,612 being the value of fixed assets of £2,209,678 including the Eco Hub Building, the Newlands Building and move on accommodation; and cash of £502,749.

The funds held by our subsidiary, South Essex Community Schools Limited, are restricted to the provision of full or part time education for children of compulsory school age who, by reason of illness, exclusion from school or otherwise, may not receive a suitable education unless alternative provision is made for them. At the year-end, the school made a surplus of £101,398. The school had fixed assets of £1,898,892 - this is mainly the value of the school building which is subject to a covenant and is held in trust for the DFE and net current assets of £608,902.

SOUTHEND YMCA
ANNUAL ACCOUNTS 22/23

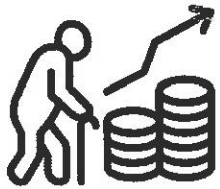
TRUSTEES REPORT

Properties



As at 31 August 2023, the Charity owned 3 Housing Properties: Newlands (a 36 bed social housing unit –subject to a mortgage); 2 move on flats (non-social housing) and the Eco Hub office and Community Building. The charity also leased a house. SYMCA's Depreciation Policy is set out in the Notes to the Accounts on page 52-53.

Pension costs



The Charity is a member of a closed YMCA Pension Scheme which has a deficit. The Charity made an annual payment of £12,367 to service the debt. During the year it joined with other YMCAs to explore options around limiting long term liabilities.

The Charity recognises possible concern relating to its participation in a Defined Benefit Pension Scheme. Appropriate action has been taken: The Scheme was closed to new members in 2007, and the link to final salary broken in 2011. Additional contributions continue to be made to reduce the deficit. As part of the YMCA Federation, the multi-employer Pension Scheme is run by an independent Trustee Board with employer representation through the Principal Employer, National Council of YMCAs.

The Pension Scheme Trustee obtains an actuarial valuation every three years and we have considered the implications to the Charity's Finances from the latest available actuarial valuation.

We have reviewed the Charity's ability to continue to deliver its charitable objectives by ensuring budgets, forecasts and plans are available and include the impact of deficit repayments. The Pension Scheme Trustee included the impact of Pension Scheme Deficit Repayments in considering going concern status, reserves, and the risks and uncertainties that the charity face noted elsewhere in this report.

The Charity benefits from the Pension Scheme Trustee and the Principal Employer seeking suitable specialist Professional advice both to manage the Scheme and in the continuing effort to explore ways of reducing the overall pension deficit. The notes to the accounts include an accounting policy and further details in note 17.

Principal Risks and Uncertainties

The Board maintains a dynamic approach to risk mitigation - considering a wealth of technical professional advice from accountancy, through to Health and Safety and Facilities Reports. Risk domains correlate with Charity Commission Guidance,with key highlights below:

Breach of Covenants - The Interest Service Cover (ISC) is our most restrictive covenant. Within the context of escalating mortgage interest costs and the cost of living crisis increasing costs from most of our suppliers, it is increasingly challenging for the charity to meet. Our 2023/4 approved budget shows we are able to meet this covenant, and post year end we have been awarded cost of living grant which further helps offset the rises we have experienced.

External environment and operating context- we will continue to conduct a PESTLE analysis to identify key trends and threats to our plans.

Government funding cuts/ Local Authority financing- may create lean contracts. Charitable funds should not subsidise the Public Sector and so we will cautiously consider new opportunities and full cost recovery.

Unsuccessful fundraising and failed funding applications- may occur, given grant making bodies are oversubscribed and donations are competitive. However, our positive track record of outcomes and creative service design creates a compelling case for support.

Mitigation

Due to tight financial control and reliable income sources, we do not anticipate cash-flow problems in 2023-24.

In 2021-22 the Board established a social business. Unforeseen changes created operating and economic challenges impacting business plans. The board will implement mitigations in 2023-24 to ensure this business line does not have an impact on the charity achieving its strategic objectives.

Reserve's Policy



The term 'reserves' is used to describe that part of a Charity's Income funds that is freely available for its operating purposes, not subject to commitments, planned expenditure and spending limits. Reserves do not include endowment funds, restricted funds and designated funds.

Having a Reserves Policy helps inform the way in which we manage our cash, liquid assets and debt. It assists us when planning and explaining our approach to stakeholders and contributes significantly to the Board's ability to balance the needs of current and future beneficiaries.

We set our reserves level with reference to: analysis of cash flow; existing funds and reserves; future income streams with an assessment of their reliability; committed expenditure and how far this is controllable; examination of past trends; examining the likely changes in the main sources of income and how we may cope with these changes; an assessment of the risks we face, and how likely these are to materialise; and forecasting future income and expenditure.

Charity Trustees have established a Reserves Policy whereby the balance of funds should be 3 - 6 months of the resources expended.

The running costs of our charitable business for 2023-24 are forecast at £103,000 per month which equates to £309,000 to £618,000. The Trustees consider that the free reserves at the year-end fall within this range.

At the year end the Charity held cash of £502,749 of which £124,821 comprised cash held on account (being funders paying in advance) with net current cash of £377,928 This comprises 3.7 months of operating expenditure. This is a decrease in funds compared to the previous year of £616,530 cash held of which £62,700 comprised cash held on account with net cash of £553,830.

Trustees accepted that the level of cash funds was acceptable due to the value of fixed assets which could provide security for increased working capital or be liquidated in the event of having to wind up the Charity. Fundraising capacity has been increased in 2023-24 alongside a refreshed Fundraising Strategy.

It is the policy of the Academy Trust to maintain a level of reserves that is sufficient to meet its future obligations. Fund balances at 31.08.2023 comprised: £2,510,794 of which £2,500,723 were restricted funds and £10,071 unrestricted. Of the restricted funds, £1,898,892 is represented by tangible fixed assets, general funds total £598,831.

Governors have approved a three-year plan to use reserves within the current educational climate, mainly on staffing in support of the students. The plan is dynamically risk assessed and staffing is considered is the most significant risk.

Due to the above levels of reserves, Trustees know that they would be able to carry on the group's day to day activities in the event of a drop-in funding whilst considering how funding would be replaced.

Furthermore, the Charity remains a going concern, with the ability to meet its proportion of the YMCA group pension deficit. Due to a positive valuation deficit payment have decreased by 25% for 2023-2024 and the term has shortened by three years to 2027.

TRUSTEES REPORT

For the Financial Year 2023-24 the Board has set objectives to:

increase free reserves, to fundraise for ongoing improvements works to the Newlands Building including decarbonisation measures, and to secure grants supporting youthwork which further the needs and aspirations of beneficiaries. We will seek the support from grant making trusts and through general appeals to assist in these areas.

The Board will continue to monitor the finances of the organisations including the position of the reserves through the Finance, Risk and Audit Committee.

Other Income
Income from other activities includes income from fundraising events, hire of facilities, and donations. Income is receivable in exchange for goods and services and is recognised when entitlement has occurred.

Investment Policy



Aside from retaining a prudent amount in reserves most of the Charity's Funds are to be spent in the short to medium term on charitable services for beneficiaries.

Previous capital investment in affordable housing secures a long-term return (mission and rental income). The Charity has borrowed to acquire the Newlands Asset. The outstanding balance is £705,494

SOUTHEND YMCA
ANNUAL ACCOUNTS 22/23

TRUSTEES REPORT

Value for Money (VFM)



The Board is committed to achieving value for money when delivering its purpose and objectives, in accordance with its Business Plan, VFM Strategy and the HE Value for Money Standard and Metrics.

With regard to HE metrics the findings are:

Reinvestment %	4.1%
New Supply Delivered	0.0%
Gearing %	19.9%
EBITDA MRI interest cover	(184%)
Headline social housing cost per unit (provides for intensive housing management)	£19,600
Operating Margin % (social housing lettings)	7.3%
Operating Margin % (overall)	(13.7%)
Return on capital employed (ROCE) %	(8.5%)

The Charity is a Member of the Acuity Benchmark Club which enables us to understand our performance in relation to our peer group. The HE Value for Money Standard and Metrics however Benchmarking Housing Associations managing more than 1,000 homes and therefore is not comparable in all areas.

REFERENCE AND ADMINISTRATION DETAILS

The Company is registered under the Companies Act and is a registered charity.
Charity number: 1102837
Company number: 05051166

The Company is a non-profit private registered provider of social housing. Registration no: 4853.

Registered office: Newlands, 85 Ambleside Drive, Southend on Sea, SS1 2FY.

Auditors: Price Bailey LLP, 36 Tyndall Court, Commerce Road, Lynch Wood, Peterborough, PE2 6LR.

Directors and Trustees
The Directors of the Charitable Company (the Charity) are its Trustees for purpose of Charity Law. The Trustees and Officers serving during the year and since the year end were as follows:

Trustees serving in the year were:
Simon Ling-Locke (appointed 29.01.2011)
Ron Wright (appointed 20.02.2004, deceased 08.11.2023)
Stephen Onslow (appointed 05.05.2017)
Kerry Bland (appointed 29.04.2017)
Philip Stepney (appointed 30.09.2018)
Laurence Doe (appointed 30.05.2020)
Annette Turner(resigned 15.07.2023)
Julie Cushion(resigned 23.04.2023)
Simon Leftley (appointed 09.12.2023)

Key Management Personnel at the year end were:
Syrie Cox – Chief Executive Officer Southend YMCA
John Levy – Housing and Facilities Manager
Andrew Snell – HR Officer
Mark James - Health and Safety Advisor
Eleanor King - B2B Manager

Our Advisers
Auditors: Price Bailey LLP, 36 Tyndall Court, Commerce Road, Lynchwood, Peterborough PE2 6LR.
Bankers: Barclays Bank, 127 High St, Southend-on-Sea SS1 1LH and CAF Bank, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ.
Solicitors: Duncan Lewis (Solicitors) Ltd, Spencer House, 29 Grove Hill Road, Harrow on the Hill, HA1 3BN
HR Advisors: HR Initiatives, the Nexus Building, Broadway, Letchworth, Garden City, Hertfordshire, CG6 9BL.

Trustees Responsibilities in Relation to the Financial Statements

The Charity Trustees (who are also the Directors of Southend on Sea Young Men's Christian Association for the purposes of Company law) are responsible for preparing a Trustees Annual Report and Financial Statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards as reflected in FRS 102 and applicable laws).

Company law requires the Charity Trustees to prepare Financial Statements for each year which give a true and fair view of the state of affairs of the Charitable Company and the group and of the incoming resources and application of resources, including the income and expenditure of the Charitable Group for that period. In preparing the Financial Statements the Trustees are required to:

- Select suitable Accounting Policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- State whether Applicable UK Accounting Standards and the Statement of Recommended Practice (SORP) Accounting by Registered Social Housing Providers Update 2018 have been followed, subject to any material departures disclosed and explained in the Financial Statements.
- Prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

TRUSTEES REPORT

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

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

Statement of Disclosures to our Auditors

In so far as the Trustees are aware at the time of approving the Annual Report:

There is no relevant audit information of which the group's auditors are unaware, and; the Trustees have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information

This Report has been prepared taking advantage of the exemptions for small companies within Part 15 of the Companies Act 2006.

Signed by order of the Board of Trustees

Stephen Onslow (Chair)
Date: 29/02/24



SOUTHEND YMCA
ANNUAL ACCOUNTS 22/23

INDEPENDENT AUDITORS REPORT TO THE MEMBERS FOR THE YEAR ENDED 31 AUGUST 2023

Opinion

We have audited the financial statements of Southend-On-Sea Young Men's Christian Association (Limited by guarantee) and it's subsidiary for the year ended 31 August 2023 which comprise a Statement of Comprehensive Income, Statement of Changes in Reserves, Statement of Financial Position, 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 group's and the charity's affairs as at 31 August 2023 and of the group's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Housing and Regeneration Act 2008 and the Accounting Direction for private registered providers of social housing in England 2022.

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 group 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 board's 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 group'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 board with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITORS REPORT TO THE MEMBERS (continued) FOR THE YEAR ENDED 31 AUGUST 2023

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 the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept by the parent charity, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charity financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' 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 directors' report and from the requirement to prepare a strategic report.

In addition, we have nothing to report in respect of the following matter where the Housing and Regeneration Act 2008 requires us to report to you if, in our opinion:

- a satisfactory system of control over transactions has not been maintained.

INDEPENDENT AUDITORS REPORT TO THE MEMBERS (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 38 to 39, the trustees (who are also the directors of the association for the purposes of charity 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 group's and the parent 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 group or the parent charity or to cease operations, or to 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:

- In addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments;
- Assessing whether the judgements made in accounting estimates are indicative of a potential basis;
- Evaluating the rationale of any significant transactions that are unusual or outside the normal course of business;
- Analytical procedures are performed as well as substantive testing to identify any potential misstatement due to fraud; and
- The audit procedures would also involve being aware of any such items from reviewing minutes and third party communications and reports and discussions held with staff and management to obtain an understanding.

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.

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION
(LIMITED BY GUARANTEE) AND SUBSIDIARIES

INDEPENDENT AUDITORS REPORT TO THE MEMBERS (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

Auditors responsibilities for the audit of the financial statements (continued)

A further description of our responsibilities is available on the Financial Reporting Council's website at https://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 charity's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 137 of the Housing and Regeneration Act 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' 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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Kerry Hilliard ACA FCCA CTA (Senior Statutory Auditor)
for and on behalf of Price Bailey LLP
Statutory Auditor
36 Tyndall Court
Commerce Road
Lynchwood
Peterborough
PE2 6LR

Date: 29th February 2024

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 AUGUST 2023

	Note	Year ended 2023 £	Year ended 2022 £
Turnover	2	2,663,875	2,327,379
Operating expenditure			
Operating costs	2	(2,867,299)	(2,417,894)
Operating surplus/(deficit)	2	(203,424)	(90,515)
Interest receivable	5	2,070	280
Interest payable	6	(46,450)	(23,618)
Surplus/(deficit) before tax		(247,804)	(113,853)
Taxation		-	-
Surplus/(deficit) for the year		(247,804)	(113,853)
Actuarial gain/(loss) in respect of pension schemes		97,000	175,245
Total comprehensive income for the year		(150,804)	61,392

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

All of the above amounts relate wholly to continuing activities. The accompanying notes form part of these financial statements.

The financial statements were approved by the Board on 29th February 2024

S Onslow
Chairman

S Leftley
Director

Company Registration No. 05051166 (England and Wales)
Charity Registration No. 1102837
Homes England No. 4853

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

GROUP AND CHARITY STATEMENT OF FINANCIAL POSITION AS AT 31 AUGUST 2023

		Group		Charity	
	Note	2023 £	2022 £	2023 £	2022 £
Fixed assets					
Tangible fixed assets - housing properties	9	1,632,273	1,652,244	1,632,273	1,652,244
Other tangible fixed assets	10	2,476,297	2,533,419	577,405	625,336
		4,108,570	4,185,663	2,209,678	2,277,580
Current assets					
Trade and other debtors	11	119,980	187,044	104,710	178,529
Cash at bank and in hand		1,197,879	1,279,098	502,749	616,530
		1,317,859	1,466,142	607,459	795,059
Creditors: amounts falling due within one year	12	(486,489)	(413,251)	(384,991)	(325,490)
Net current assets/(liabilities)		831,370	1,052,891	222,468	469,569
Total assets less current liabilities		4,939,940	5,238,554	2,432,146	2,747,149
Creditors: amounts falling due after one year	13	(1,222,534)	(1,285,344)	(1,222,534)	(1,285,344)
Provisions for liabilities					
Defined benefit pension scheme liability	17	3,000	(82,000)	-	-
TOTAL NET ASSETS		**3,720,406**	**3,871,210**	**1,209,612**	**1,461,805**
RESERVES					
Income and expenditure reserve		1,205,881	1,456,401	1,195,810	1,449,840
Restricted reserve	19	2,514,525	2,414,809	13,802	11,965
		3,720,406	**3,871,210**	**1,209,612**	**1,461,805**

The net movement in funds for the year for the charity only was net deficit of £252,193 (2022: £32,598). The charity's income was £1,521,249 (2022: £1,404,854) less expenditure of £1,773,442 (2022: £1,410,697).

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime. The accompanying notes form part of these financial statements.
The financial statements were issued and approved by the Board on 29th February 2024

S Onslow
Chairman

S Leftley
Director

Company Registration No. 05051166 (England and Wales)
Charity Registration No. 1102837
Homes England No. 4853

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

GROUP AND CHARITY STATEMENT OF CHANGES IN RESERVES AS AT 31 AUGUST 2023

Group	Income and expenditure reserve	Restricted reserve	Restricted fixed asset reserve	Total
	£	£	£	£
Balance as at 1 September 2021	1,497,281	358,098	1,954,439	3,809,818
Total comprehensive income for the year	61,392	-	-	61,392
Transfer of restricted expenditure from unrestricted reserve	(102,272)	148,628	(46,356)	-
Balance at 31 August 2022	1,456,401	506,726	1,908,083	3,871,210
Total comprehensive income for the year	(150,804)	-	-	(150,804)
Transfer of restricted expenditure from unrestricted reserve	(99,716)	108,907	(9,191)	-
Balance at 31 August 2023	1,205,881	615,633	1,898,892	3,720,406

Charity	Income and expenditure reserve	Restricted reserve	Restricted fixed asset reserve	Total
	£	£	£	£
Balance as at 1 September 2021	1,490,046	4,357	-	1,494,403
Total comprehensive income for the year	(32,598)	-	-	(32,598)
Transfer of restricted expenditure from unrestricted reserve	(7,608)	7,608	-	-
Balance at 31 August 2022	1,449,840	11,965	-	1,461,805
Total comprehensive income for the year	(252,193)	-	-	(252,193)
Transfer of restricted expenditure from unrestricted reserve	(1,837)	1,837	-	-
Balance at 31 August 2023	1,195,810	13,802	-	1,209,612

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 AUGUST 2023

	Note	Group 2023 £	2022 £
Net cash flow from operating activities	22	107,190	(18,706)
		107,190	(18,706)
Cash flow from investing activities			
Refurbishment of tangible fixed assets - housing properties		-	(8,088)
Purchase of tangible fixed assets		(107,307)	(63,396)
Proceeds from sale of tangible fixed assets		-	-
Interest income		2,070	280
Net cash flow from investing activities		(105,237)	(71,204)
Cash flow from financing activities			
Interest paid		(46,450)	(23,618)
New borrowings		-	150,000
Repayment of long term loans		(36,722)	(40,302)
Net cash flow from financing activities		(83,172)	86,080
Net increase in cash and cash equivalents		(81,219)	(3,830)
Cash and cash equivalents at the beginning of the year		1,279,098	1,282,928
Cash and cash equivalents at the end of the year		1,197,879	1,279,098
Cash and cash equivalents consists of:			
Cash at bank and in hand		1,197,879	1,279,098
Cash and cash equivalents at the end of the year		1,197,879	1,279,098

LEGAL STATUS

Southend-on-Sea Young Men's Christian Association (the charity) is a private company limited by guarantee incorporated in England under the Companies Act 2006, registered with the Homes and Communities Agency as a private registered provider of social housing and is a registered charity. The registered office is Newlands, 85 Ambleside Drive, Southend-on-Sea, SS1 2FY.

Southend-on-Sea Young Men's Christian Association has one subsidiary; South Essex Community School (Limited by Guarantee), registered under the Companies Act 2006 and an exempt charity (an Academy Trust) reporting to the Secretary of State.

1. ACCOUNTING POLICIES

1.1 Basis of accounting

The Group's financial statements have been prepared in accordance with applicable United Kingdom Generally Accepted Accounting Practice (UK GAAP) including Financial Reporting Standard 102 and the Statement of Recommended Practice for registered housing providers: Housing SORP 2018.

The financial statements comply with the Companies Act 2006, the Housing Regeneration Act 2008 and the Accounting Direction for Private Registered Providers of Social Housing 2022. The accounts are prepared on the historical cost basis of accounting and are presented in sterling £.

The subsidiary undertaking is an Academy Trust. Consideration has also been given to the Charities SORP (FRS 102) and the Academies Accounts Direction 2022 to 2023, where this is deemed appropriate in order to give a true and fair view.

The charity constitutes a Public Benefit Entity as defined by FRS 102.

Parent company disclosure exemptions

In preparing the separate financial statements of the parent company, advantage has been taken of the following disclosure exemptions available in FRS 102.
- the requirement to present a statement of cash flows and related notes;
- disclosures in respect of the parent company's financial instruments have not been presented as equivalent disclosure exemptions available in FRS 102;
- no disclosure has been given for the aggregate remuneration of the key management personnel of the parent company because their remuneration is included in the totals for the group as a whole.

1.2 Basis of consolidation

The Group financial statements consolidate the financial statements of the charity and its subsidiary South Essex Community School (Limited by Guarantee). The results of the subsidiary have been consolidated on a line-by-line basis for the year ended 31 August 2023. The South Essex Community School is a subsidiary of the main charity under section 1162 (2) (b) of the Companies Act 2006. The section defines "parent undertaking" and "subsidiary undertaking" for the purposes of the Companies Acts. An undertaking is a parent undertaking in relation to another undertaking, a subsidiary undertaking, if it is a member of the undertaking and has a right to appoint or remove a majority of its board of directors. The results of South Essex Community School are shown in note 21. In accordance with section 408 of the companies Act 2006, no individual financial statements have been prepared for the parent company.

1. ACCOUNTING POLICIES (continued)

1.3 Going concern

The group's business activities, its current financial position and factors likely to affect its future development are set out within the report from the board. The group has in place long-term debt facilities which provide adequate resources to finance committed reinvestment and development programmes, along with the group's day to day operations.

The continuing operational existence of the company is dependent upon the continuing support of the main lender for the group, CAF Bank Ltd. Throughout the accounting year and since the year end, the group has been in communication with the main lender and has received support in the form of a loan covenant waiver. Based upon mitigated budgets and up to date management accounts, the board of trustees are confident that the risk of the covenant being breached going forward is low.

On this basis, the board has a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future, being a period of at least twelve months after the date on which the report and financial statements are signed. For this reason, it continues to adopt the going concern basis in the financial statements.

1.4 Judgements and key sources of estimation uncertainty

Preparation of the financial statements requires management to make significant judgements and estimates. The following judgements and experts have had the most significant effect on the amounts recognised in the financial statements:

Housing related support income

Management judgement is applied in determining the extent to which the risks and benefits are transferred to the charity when considering the income to be recognised.

Government and other grants taken to income

Where entitlement to income is subject to fulfilling performance related conditions, judgement is applied in some situations to determine the stage of completion and the related income to be recognised, rather than deferred.

Cost allocation

Judgement is required in determining and applying the basis of regulated social housing activity and activities other than social housing costs.

Categorisation of housing and other properties

The group has undertaken a detailed review of the intended use of all properties. In determining the intended use, the group has considered if the asset is held for social benefit or to earn commercial rentals.

Tangible fixed assets

Depreciation is charged on tangible fixed assets over their estimated useful lives, taking into account residual value if appropriate. The actual lives of the assets and their residual values are assessed annually and may vary depending on a number of assumptions.

1. ACCOUNTING POLICIES (continued)

1.4 Judgements and key sources of estimation uncertainty (continued)

Pension benefits

The cost of defined benefit pension plans and other post-employment benefits are determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty.

Present value of Local Government Pension Scheme

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 17, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

1.5 Turnover

Turnover represents rental income and service charges receivable, programme activities income, donations and local authority and other revenue grants receivable. Rental income is recognised when the property is let, net of voids. Service charge income and costs are recognised on an accruals basis. Housing Related Support income is recognised as it falls due under the contractual arrangement with the administering authorities.

General Annual Grant relating to the academy trust is recognised in full in the Statement of Comprehensive Income in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

Capital grants relating to the academy trust are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended. Unspent amounts of capital grant are reflected in the balance in the restricted reserves.

Sponsorship income provided to the academy which amounts to a donation is recognised in the Statement of Comprehensive Income in the period in which it is receivable, where receipt is probable and it is measurable.

Housing Properties

Housing properties are those held for the provision of social housing or to otherwise provide social benefit. Housing properties are stated at cost less accumulated depreciation and impairment losses. The cost of properties is their purchase price together with incidental costs of acquisitions, improvements and revaluation.

Investment income

Investment income is accounted for on a receivable basis.

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION
(LIMITED BY GUARANTEE) AND SUBSIDIARIES

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

1. ACCOUNTING POLICIES (continued)

1.5 Turnover (continued)

Government and other capital grants

Government and other capital grants include grants receivable from HE, YMCA England, local authorities, and other government organisations. Government grants received for housing properties are recognised in income over the useful life of the housing property structure under the accruals model.

Government grants released on the sale of a property may be repayable but are normally available to be recycled and are credited to a Recycled Capital Grant fund.

Grants relating to revenue are recognised in income and expenditure over the same period as the expenditure to which they relate once reasonable assurance has been gained that the entity will comply with the conditions and that the funds will be received.

Grants due from government organisations or received in advance are included as current assets or liabilities.

Other grants

Grants received from non-government sources, whether 'capital' or 'revenue' grants, are recognised using the performance method. If there are no specific performance requirements then the grants are recognised when receivable. Income received in advance of the performance conditions being met is deferred and included in creditors.

Other income

Income from other activities includes income from fundraising events, hire of facilities, first aid training, bus hire and project match funding.

Income is receivable in exchange for goods and services and is recognised when entitlement has occurred.

1.6 Depreciation of housing properties

Major components of housing properties are identified and treated as separable assets and are depreciated on a straight line basis over their expected economic useful lives at the following rates:

Property structure	125 years
Roof	60 years
Windows and external doors	40 years
Kitchens	30 years
Bathrooms	40 years
Boilers	30 years

Freehold land is not depreciated.

Leasehold properties are amortised over the life of the lease or their estimated useful economic lives in the business, if shorter.

1. ACCOUNTING POLICIES (continued)

1.7 Other tangible fixed assets and depreciation

Other tangible fixed assets are stated at cost less accumulated depreciation. Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Statement of Financial Position at cost and depreciated over their expected useful economic life.

For assets held by the academy trust, where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset reserve in the Statement of Comprehensive Income and carried forward in the Statement of Financial Position. Depreciation on the relevant assets is charged directly to the restricted reserve in the Statement of Comprehensive Income. Where tangible fixed assets have been acquired with restricted funds, depreciation on such assets is charged to the Income and Expenditure Reserve.

This treatment has been applied to present a true and fair view in accordance with the Academies Accounts Direction 2022-23.

Depreciation has been provided at the following rates:

Freehold buildings	100 years straight line
Fixtures and fittings	20% / 25% reducing balance
Music, sports and office equipment	25% reducing balance
Computer equipment	3 years straight line
Motor vehicles	25% reducing balance
Kitchen extension	50 years straight line
Music room extension	6 years straight line
Childrens home	9 years straight line

Other freehold land is not depreciated.

1.8 Impairment

Housing properties

Reviews for impairment of housing properties are carried out when a trigger event has occurred and any impairment loss in a cash generating unit is recognised by a charge to the statement of comprehensive income. Impairment is recognised where the carrying value of a cash generating unit exceeds the higher of its net realisable value or its value in use. A cash generating unit is normally an individual property level whose cash income can be separately identified.

Following a trigger event for impairment, an impairment test is performed based on fair value less costs to sell or a value in use calculation. The fair value less costs to sell calculation is based on available data from sales transactions in an arm's length transaction on similar cash generating units (properties) or observable market prices less incremental costs for disposing of the properties.

The value in use calculation is based on either a depreciated replacement cost or a discounted cash flow model. The depreciated replacement cost is based on available data of the cost of constructing or acquiring replacement properties to provide the same level of service potential to the charity as the existing property.

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION
(LIMITED BY GUARANTEE) AND SUBSIDIARIES

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

1. ACCOUNTING POLICIES (continued)

1.8 Impairment (continued)

Other fixed assets

At each reporting period end date, the group reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. 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).

1.9 Taxation

The charity and its subsidiary undertaking are exempt from corporation tax on their charitable activities.

1.10 Reserves

Income and expenditure reserves

Income and expenditure reserves are incoming resources receivable or generated in furtherance of the general objectives of the group without specified purpose and are available as general reserves.

Restricted reserves

Restricted reserves represent income received where the funder or other source of the income have imposed restrictions as to how the reserves shall be used. The nature and purpose of restricted reserves is set out in the notes to the financial statements.

Restricted fixed asset reserves are resources which are applied to specific capital purposes imposed by funders where the asset acquired or created is held for a specific purpose.

1.11 Pension costs and other post retirement benefits

The charity participated in a multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales, which was closed to new members and accruals on 30 April 2007. Due to insufficient information, the plan's actuary has advised that it is not possible to separately identify the assets and liabilities relating to the charity.

As described in note 17 the charity has a contractual obligation to make pension deficit payments of £12,368 (2022: £12,008) per annum over the period to April 2029, accordingly this is shown as a liability in these accounts. In addition, the charity is required to contribute £2,930 (2022: £2,684) per annum to the operating expenses of the Pension Plan and these costs are charged to the Statement of Comprehensive Income as made.

Retirement benefits to employees of the subsidiary are provided by the Teachers' Pension Scheme ("TPS") and the Local Government Pension Scheme ("LGPS"). These are defined benefit schemes and the assets are held separately from those of the subsidiary.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the subsidiary in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 17, the TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

1. ACCOUNTING POLICIES (continued)

1.11 Pension costs and other post retirement benefits (continued)

The LGPS is a funded scheme and the assets are held separately from those of the subsidiary in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of the scheme instructions, benefit charges, settlements and curtailments.

They are included as part of the staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of comprehensive income incorporating income and expenditure account and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses.

For defined contribution pension schemes the amount charged to the Statement of Comprehensive Income is the contributions payable in the year.

1.12 Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership of the leased asset to the group. All other leases are classified as operating leases.

Assets held under finance leases are recognised initially at the fair value of the leased asset (or, if lower, the present value of minimum lease payments) at the inception of the lease. The corresponding liability to the lessor is included in the statement of financial position as a finance lease obligation. Lease payments are apportioned between finance charges and reduction of the lease obligation using the effective interest method so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are deducted in measuring the surplus or deficit. Assets held under finance leases are included in tangible fixed assets and depreciated and assessed for impairment losses in the same way as owned assets.

Rentals payable under operating leases are charged to income and expenditure on a straight-line basis over the lease term, unless the rental payments are structured to increase in line with expected general inflation, in which case the group recognises annual rent expense equal to amounts owed to the lessor.

1.13 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.

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION
(LIMITED BY GUARANTEE) AND SUBSIDIARIES

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

1. ACCOUNTING POLICIES (continued)

1.14 Financial instruments

The group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.15 Employee benefits

Short-term employee benefits and contributions to defined contribution plans are recognised as an expense in the period in which they are incurred.

2. TURNOVER, EXPENDITURE, OPERATING COSTS AND OPERATING SURPLUS/(DEFICIT)

	2023	2022
	£	£
Income from Social Housing Lettings		
Rents receivable excluding service charges	178,832	173,356
Service charges receivable	409,782	393,869
Other social housing activities		
Supporting People grant	138,853	122,621
Rochford DC support grant	10,833	14,300
Amortisation of government grants	4,713	4,713
Other grants received	2,560	2,600
Other income	15,212	10,837
Total	760,785	722,296
Activities other than social housing		
Income from Asylum Seeker properties	73,925	147,753
Activities for generating funds	7,843	22,850
Training	14,583	25,000
Community Impact	14,091	4,594
Positive Activities	366,852	438,944
Children's Home	281,171	43,209
	758,465	682,350
Total Charity Income	1,519,250	1,404,646
Educational operations (South Essex Community School Limited)		
DfE/ESFA grants	559,086	536,468
Other government grants	54,700	51,301
Other funding	502,714	328,563
Donations and capital grants	28,055	5,879
Other trading activities	70	522
Total Income for Group	**2,663,875**	**2,327,379**

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION
(LIMITED BY GUARANTEE) AND SUBSIDIARIES

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

2. TURNOVER, EXPENDITURE, OPERATING COSTS AND OPERATING SURPLUS/(DEFICIT) (continued)

	Social housing activities	Activities other than social housing	2023	2022
	£	£	£	£
Income	760,785	1,903,090	2,663,875	2,327,379
Operating expenditure	(705,602)	(2,095,776)	(2,801,378)	(2,417,894)
Operating surplus/(deficit)	**55,183**	**(192,686)**	**(137,503)**	**(90,515)**
Void losses			-	-

3. ACCOMMODATION IN MANAGEMENT AND DEVELOPMENT

At the end of the year accommodation in management for each class of accommodation was as follows:

	Group		Charity	
	2023	2022	2023	2022
	No of units		No of units	
Social housing				
Non-social housing (asylum seekers)	-	6	-	6
Supported housing	36	36	36	36
Total owned	36	42	36	42

During the year, the charity ceased offering asylum seeker accommodation. The charity has retained the properties and will look to re-let during the year ended 31 August 2024.

4. OPERATING SURPLUS/(DEFICIT)

The operating surplus/(deficit) is arrived at after charging/(crediting):

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Depreciation on housing properties	19,971	20,071	19,971	20,071
Depreciation of other tangible fixed assets	97,917	84,403	40,868	25,517
Impairment of tangible fixed assets	65,921	-	65,921	-
Profit/(Loss) on other tangible assets	-	-	-	-
Operating lease rentals	54,567	60,553	51,173	57,528
Auditors' remuneration:				
Fees payable to the Charity's auditors:				
for the audit of the financial statements	10,000	11,000	10,000	11,000
for other services	6,857	7,405	6,857	7,405
Fees payable to the component auditors:				
Audit of the accounts of subsidiaries	9,000	8,000	-	-
Total audit services	25,857	26,405	16,857	18,405

5. INTEREST RECEIVABLE

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Interest received	2,070	280	1,999	209
	2,070	280	1,999	209

6. INTEREST AND FINANCING COSTS

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Interest on bank loans	46,450	23,618	46,450	23,618
	46,450	23,618	46,450	23,618

7. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	1,427,762	1,236,588
Social security costs	133,235	115,065
Other pension costs	155,448	162,928
	1,716,445	1,514,581

In addition to the above, contributions to the operating expenses of the YMCA Pension Plan of £2,761 were made (2022: £2,170).

The average monthly number of employees expressed as full time equivalents (calculated based on a standard working week of 37 hours):

	2023	2022
Housing and support	5	7
Training	1	2
Positive activities	6	9
Childrens home	6	-
Management and administration	5	4
South Essex Community School	21	20
	44	**42**

The full time equivalent number of employees receiving annual remuneration excluding employer pension contributions in excess of £60,000 are:

£60,001 to £70,000	1	-
£80,001 to £90,000	2	2

	2023	2022
	£	£
Key management personnel remuneration:		
Salary	651,015	597,708
Contributions to pension scheme	81,884	62,239
	732,899	659,947

The highest paid director's emoluments and pension costs in the year ended 31 August 2023 were £80,721 (2022: £71,676) and £18,989 (2022: £1,320) respectively.

The chief executive is a member of the multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales. She is an ordinary member of the pension scheme and no enhanced or special terms apply. The charity does not make any further contribution to an individual pension arrangement for the chief executive.

8. TRUSTEES REMUNERATION, BENEFITS AND EXPENSES

During the period trustees were reimbursed expenses totalling £nil (2022: £nil).

The principal of South Essex Community School Limited receives remuneration in respect of services they provide undertaking the roles of head teacher under their contracts of employment, and not in respect of their services as a trustee. The CEO of Southend YMCA receives remuneration in respect of services they provide undertaking the role of CEO under their contract of employment, and not in respect of their services as a trustee of the school. No other trustees received remuneration from Southend YMCA.

9. TANGIBLE FIXED ASSETS - HOUSING PROPERTIES

Group and charity	Social housing properties £	Total housing properties £
COST		
At 1 September 2022	1,773,929	1,773,929
Additions	-	-
Disposals	-	-
At 31 August 2023	1,773,929	1,773,929
DEPRECIATION		
At 1 September 2022	121,685	121,685
Charge	19,971	19,971
Disposals	-	-
At 31 August 2023	141,656	141,656
NET BOOK VALUE		
At 31 August 2023	1,632,273	1,632,273
At 31 August 2022	1,652,244	1,652,244

Social housing assistance:

At 31 August 2023 there is no accumulated social housing grant receivable, however the estimated amount of outstanding Social Housing Grant transferred to the charity in connection with the purchase of 'Newlands' was £874,363.

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION
(LIMITED BY GUARANTEE) AND SUBSIDIARIES

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

10. TANGIBLE FIXED ASSETS - OTHER

Group	Land and buildings £	Leasehold improvement £	Academy Trust Land and Buildings £	Music, Sports & Office Equipment £	Fixtures, Fittings and Computer £	Motor Vehicles £	Total Fixed Assets £
COST							
At 1 September 2022	626,839	74,161	2,132,557	92,689	463,693	100,000	3,489,939
Additions	-	-		-	79,617	27,690	107,307
Disposals	-	-	-	-	(1,200)	-	(1,200)
At 31 August 2023	626,839	74,161	2,132,557	92,689	542,110	127,690	3,596,046
DEPRECIATION							
At 1 September 2022	118,132	-	277,840	82,298	380,069	98,181	956,520
Charge	5,552	8,240	35,151	2,597	39,000	7,377	97,917
Impairment	-	65,921	-	-	-	-	65,921
Disposals	-	-	-	-	(609)	-	(609)
At 31 August 2023	123,684	74,161	312,991	84,895	418,460	105,558	1,119,749
NET BOOK VALUE							
At 31 August 2023	503,155	-	1,819,566	7,794	123,650	22,132	2,476,297
At 31 August 2022	508,707	74,161	1,854,717	10,391	83,624	1,819	2,533,419

The Secretary of State for Education holds a legal charge over the school site. At 31 August 2023 the net book value of the school site included within freehold land and buildings was £1,819,566 (2022: £1,854,717).

Charity	Land and buildings £	Leasehold improvement £	Academy Trust Land and Buildings £	Music, Sports & Office Equipment £	Fixtures and Fittings £	Motor Vehicles £	Total Fixed Assets £
COST							
At 1 September 2022	626,839	74,161	-	92,689	219,541	100,000	1,113,230
Additions	-		-	-	31,168	27,690	58,858
Disposals	-	-	-	-	-	-	-
At 31 August 2023	626,839	74,161	-	92,689	250,709	127,690	1,172,088
DEPRECIATION							
At 1 September 2022	118,132	-	-	82,298	189,283	98,181	487,894
Charge	5,552	8,240	-	2,597	17,102	7,377	40,868
Impairment	-	65,921	-	-	-	-	65,921
Disposals	-	-	-	-	-	-	-
At 31 August 2023	123,684	74,161	-	84,895	206,385	105,558	594,683
NET BOOK VALUE							
At 31 August 2023	503,155	-	-	7,794	44,324	22,132	577,405
At 31 August 2022	508,707	74,161	-	10,391	30,258	1,819	625,336

11. DEBTORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

Group	2023 £	2022 £
Trade debtors	5,392	(486)
Rent and service charges receivable	38,641	33,003
Less provision for bad debts	(3,332)	(2,941)
Other debtors	12,807	45,645
Prepayments and accrued income	66,472	111,823
	119,980	187,044

Charity	2023 £	2022 £
Rent and service charges receivable	38,641	33,003
Less provision for bad debts	(3,332)	(2,941)
Other debtors	11,161	44,730
Amounts due from subsidiary and associated undertakings	-	-
Prepayments and accrued income	58,240	103,737
	104,710	178,529

12. CREDITORS - AMOUNTS DUE FALLING WITHIN ONE YEAR

Group	2023 £	2022 £
Bank loan	30,633	38,539
Other loan	3,000	3,000
Trade creditors	65,608	61,196
Rent and service charges received in advance	2,084	1,451
YMCA pension deficit agreement plan	10,308	9,655
Deferred capital grant (note 15)	17,691	11,692
Other taxation and social security	13,607	13,940
Other creditors	151,563	138,629
Accruals and deferred income	191,995	135,149
	486,489	413,251

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION
(LIMITED BY GUARANTEE) AND SUBSIDIARIES

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

12. CREDITORS - AMOUNTS DUE FALLING WITHIN ONE YEAR (continued)

Charity	2023 £	2022 £
Bank loan	30,633	38,539
Other loan	3,000	3,000
Trade creditors	65,608	61,196
Rent and service charges received in advance	2,084	1,451
YMCA pension deficit agreement plan	10,308	9,655
Deferred capital grant (note 15)	17,691	11,692
Other taxation and social security	13,607	13,940
Other creditors	76,848	73,393
Accruals and deferred income	165,212	112,624
	384,991	325,490

Group accruals and deferred income includes the following deferred income:

Group and Charity	2023 £	2022 £
National Lottery Find Your Voice	27,921	-
BBC Children in Need	53,492	15,996
UK Shared Prosperity Fund	4,150	-
Essex Council for Voluntary Youth Services (ECVYS)	13,685	5,416
Sports England	4,320	-
Police, Fire and Crime Commissioner	9,097	-
YMCAEW Y Girls	-	1,400
Kids Inspire - Fammily Innovation Fund	-	2,083
Southend Borough Council young peoples homeless service (Supporting People)	11,571	11,571
Good News Evangelical	-	8,000
Southend Borough Council - CRF Motivate Volunteering	-	5,754
Youth Music	2,504	12,480
	126,740	62,700

13. CREDITORS - AMOUNTS DUE FALLING AFTER ONE YEAR

Group and Charity	2023 £	2022 £
Bank loan	801,142	826,958
Other loan	21,000	24,000
YMCA pension deficit agreement plan	62,463	72,766
Deferred capital grant (note 15)	337,929	361,620
	1,222,534	1,285,344

14. DEBT ANALYSIS

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Bank loans	831,775	865,497	831,775	865,497
Other loans	24,000	27,000	24,000	27,000
	855,775	892,497	855,775	892,497
Payable within one year	33,633	41,539	33,633	41,539
Payable after one year	822,142	850,958	822,142	850,958
	855,775	892,497	855,775	892,497
Amounts included above which fall due after five years, payable by instalments	678,609	672,859	678,609	672,859

Security

One bank loan is secured by fixed charges on housing property known as 'Newlands' 85 Ambleside Drive, Southend on Sea and a debenture over Southend YMCA. This loan is repayable over 25 years from the date of drawdown being 27 November 2017 in monthly instalments at rates of interest ranging from the greater of 2% pa over the Bank of England base rate or 2% pa.

A second bank loan is also secured by fixed charges on housing property known as 'Newlands' 85 Ambleside Drive, Southend on Sea and a debenture over Southend YMCA. This loan is repayable over 10 years from the date of drawdown being 1 December 2021 in monthly instalments at a fixed rate of interest of 2.43% for the first 5 years and at rates of interest ranging from the greater of 2% pa over the Bank of England base rate or 2% pa thereafter.

15. DEFERRED CAPITAL GRANT

Group and Charity	2023	2022
	£	£
At 1 September 2022	373,312	335,603
Grant received in the year	-	49,400
Released to income in the year	(17,692)	(11,691)
At 31 August 2023	355,620	373,312

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION
(LIMITED BY GUARANTEE) AND SUBSIDIARIES

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

16. LEASE COMMITMENTS

Total future minimum lease payments under non-cancellable operating leases for each of the following periods is as follows:

Group	2022	2021
	£	£
Within one year	44,108	51,513
Between one and five years	112,245	119,351
After 5 years	216,535	236,137
	372,888	407,001

Charity	2023	2022
	£	£
Within one year	40,828	51,173
Between one and five years	111,833	119,000
After 5 years	216,535	236,137
	369,196	406,310

17. PENSION AND SIMILAR OBLIGATIONS

YMCA Pension Plan

The charity participated in a contributory pension plan providing defined benefits based on final pensionable pay for employees of YMCAs in England, Scotland and Wales. The assets of the YMCA Pension Plan are held separately from those of The Southend-on-Sea Young Men's Christian Association and at the year end these were invested in the Mercer Dynamic De-risking Solution, 62% matching portfolio and 38% in the growth portfolio and Schroder (property units only).

The most recent completed three year valuation was as at 1 May 2020. The assumptions used which have the most significant effect on the results of the valuation are those relating to the assumed rates of return on assets held before and after retirement of 2.59% and 1.09% respectively, the increase in pensions in payment of 2.99% (for RPI capped at 5% p.a.), and the average life expectancy from normal retirement age (of 65) for a current male pensioner of 22.0 years, female 24.4 years, and 23.7 years for a male pensioner, female 26.1 years, retiring in 20 years time. The result of the valuation showed that the actuarial value of the assets was £146.1m. This represented 79% of the benefits that had accrued to members.

The Pension Plan was closed to new members and future service accrual with effect from 30 April 2007. With the removal of the salary linkage for benefits all employed deferred members became deferred members as from 1 May 2011.

The valuation prepared as at 1 May 2020 showed that the YMCA Pension Plan had a deficit of £39 million. The charity has been advised that it will need to make monthly contributions of £1,031 from 1 May 2023. This amount is based on the current actuarial assumptions (as outlined above) and may vary in the future as a result of actual performance of the Pension Plan. Agreed future deficit contributions have been discounted using a rate of 3% (2022: 3%). The current recovery period is 6 years commencing 1st May 2023.

Repayable

	Within one year £	One to two years £	Two to five years £	After five years £	More than one year £	Total 2023 £	Total 2022 £
As at 31 August 2023	10,308	10,992	37,405	14,066	62,463	72,771	
As at 31 August 2022	9,655	10,308	35,158	27,300	72,766		82,421

In addition, the charity may have over time liabilities in the event of the non-payment by other participating YMCAs of their share of the YMCA Pension Plan's deficit. It is not possible currently to quantify the potential amount that the charity may be called upon to pay in the future.

Charity defined contribution scheme

The charity also operates a defined contribution scheme, the assets of which are held separately from those of the charity. The charge for the period to the income and expenditure account in relation to this scheme is £16,325 (2022: £14,552). Contributions for employees were a minimum of 5% of salary and the employer contributions were 5%.

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION
(LIMITED BY GUARANTEE) AND SUBSIDIARIES

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

17. PENSION AND SIMILAR OBLIGATIONS (continued)

Other multi-employer defined-benefit schemes

The employees of the South Essex Community School Limited belong to two principal pension schemes: the Teachers' Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Essex County Council. Both are multi-employer defined-benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2019. The pension costs payable to the TPS in the period amount to £89,443 (2022: £62,161).

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

Teachers Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy).
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million.
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI, assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

17. PENSION AND SIMILAR OBLIGATIONS (continued)

A copy of the valuation report and supporting documentation is on the Teachers' Pension website.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The academy has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution for the year ended 31 August 2023 was £55,000 (2022: £44,000), of which employer's contributions totalled £43,000 (2022: £34,000) and employees' contributions totalled £12,000 (2022: £10,000). The agreed contribution rates for future years are 22.3% for employers and 5.5% to 12.5% for employees.

The LGPS obligation relates to the employees of the academy, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the academy at the balance sheet date.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

The amounts recognised in the balance sheet are as follows:

	Defined benefit pension plans	
	2023	2022
	£	£
Present value of funded obligations	(389,000)	(345,000)
Fair value of plan assets	392,000	263,000
	3,000	(82,000)
Deficit	3,000	(82,000)

The amounts recognised in the statement of financial activities are:

	Defined benefit pension plans	
	2023	2022
	£	£
Current service cost	52,000	86,000
Interest cost	3,000	3,000
	55,000	89,000

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION
(LIMITED BY GUARANTEE) AND SUBSIDIARIES

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

17. PENSION AND SIMILAR OBLIGATIONS (continued)

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	2023	2022
	£	£
Opening defined benefit obligation	345,000	451,000
Current service cost	52,000	86,000
Interest cost	15,000	7,000
Contributions by scheme participants	12,000	10,000
Actuarial losses	(30,000)	(205,000)
Benefits paid	(5,000)	(4,000)
Closing defined benefit obligation	389,000	345,000

Changes in the fair value of the share of scheme assets:

	Defined benefit pension plans	
	2023	2022
	£	£
Opening fair value of scheme assets	263,000	222,000
Interest income	12,000	4,000
Contributions by employer	43,000	34,000
Contributions by scheme participants	12,000	10,000
Actuarial gains/(losses)	67,000	(3,000)
Benefits paid	(5,000)	(4,000)
Closing fair value of scheme assets	392,000	263,000

Principal actuarial assumptions at the balance sheet date:

	2023	2022
CPI increases	2.90%	3.05%
Future salary increases	3.90%	4.05%
Future pension increases	2.90%	3.05%
Discount rate	5.30%	4.25%

17. PENSION AND SIMILAR OBLIGATIONS (continued)

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:

	At 31 August 2023	2022
Retiring today		
Males	20.7	21.0
Females	23.2	23.5
Retiring in 20 years		
Males	22.0	22.3
Females	24.6	24.9

The group's share of the assets in the scheme was:

	Fair value at 31 August 2023	2022
	£	£
Equities	228,000	148,000
Gilts	5,000	5,000
Corporate bonds	-	12,000
Property	31,000	25,000
Cash	11,000	8,000
Alternative assets	62,000	39,000
Other managed funds	55,000	26,000
Total market value of assets	392,000	263,000

The actual return on scheme assets was £79,000 (2022: £1,000).

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION
(LIMITED BY GUARANTEE) AND SUBSIDIARIES

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

18. FINANCIAL INSTRUMENTS

The Group's financial instruments may be analysed as follows:

	2023	2022
	£	£
Financial assets:		
Financial assets that are debt instruments measure at amortised cost	1,251,387	1,354,319
Financial liabilities:		
Financial liabilities measured at amortised cost	1,088,637	1,107,713

Financial assets measured at amortised cost comprise cash at bank and in hand, trade debtors and other debtors.

Financial liabilities measured at amortised cost comprise trade creditors, taxation and social security, other creditors, housing and bank loans.

19. MOVEMENT IN RESTRICTED RESERVES

	As at 1 September 2022	Movement in the year	As at 31 August 2023
	£	£	£
Cherry Family Trust	11,965	1,837	13,802
South Essex Community School:			
Commissioning Fund	547,609	28,653	576,262
Other EFA grants	-		-
COVID-19 catch up premium	3,605	(3,605)	-
Special Education Projects	-		-
Local Authority	25,547	(2,978)	22,569
Pension	(82,000)	85,000	3,000
Restricted fixed assets funds	1,908,083	(9,191)	1,898,892
Total Restricted Reserves	**2,414,809**	**99,716**	**2,514,525**

19. MOVEMENT IN RESTRICTED RESERVES (continued)

Restricted Funds

These funds represent the accumulated surpluses from funds available for a specific purpose:

Cherry Family Trust

Brought forward were funds received to pay for furniture and fitting out of the children's home. These funds were spent in the current year and further funding was received to pay for an upgrade to the CCTV system at Newlands property.

South Essex Community School:

Restricted general funds

These funds relate to the Academy's development and operational activities.

Restricted pension funds

These funds represent the LGPS obligation to the employees of the Academy Trust.

Restricted fixed asset funds

These funds relate to long term assets held by the Academy Trust and grants to purchase or maintain these assets.

20. CONTROL

There is no ultimate controlling party.

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION
(LIMITED BY GUARANTEE) AND SUBSIDIARIES

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

21. PARTICULARS OF SUBSIDIARY

The charity is a member of South Essex Community School (Limited by Guarantee) and has the right to appoint or remove a majority of its board members. South Essex Community School (Limited by Guarantee) therefore falls within the definition of a subsidiary found in section 1159(1)(b) of the Companies Act 2006.

The subsidiary's results as extracted from the statutory financial statements for the year ended 31 August 2023 are outlined below:

	2023	2022
	£	£
Incoming resources from charitable activities - Educational operations	1,116,500	916,332
Incoming resources from charitable activities - Other income	28,196	6,472
Resources expended	(1,043,298)	(828,814)
	101,398	93,990

The aggregate of the assets, liabilities and reserves were:

	2023	2022
	£	£
Fixed Assets	1,898,892	1,908,083
Current Assets	710,400	671,083
Current Liabilities	(98,498)	(169,770)
	2,510,794	2,409,396

22. RECONCILIATION OF NET MOVEMENT IN RESERVES TO NET CASH FLOW FROM OPERATING ACTIVITES

	Group	
	2023	2022
	£	£
Surplus/(Deficit) for the year	(150,804)	61,392
Depreciation of housing properties	19,971	20,071
Depreciation of other fixed assets	97,917	84,403
Impairment of tangible fixed assets	65,921	-
Loss on sale of other fixed assets	591	-
Interest payable	46,450	23,618
Interest received	(2,070)	(280)
Capital grant	-	(49,400)
Decrease/(Increase) in debtors	67,064	(3,032)
(Decrease) in creditors	(37,850)	(155,478)
Net cash generated from operating activities	107,190	(18,706)

23. ANALYSIS OF CHANGES IN NET DEBT

	As at 1 September 2022	Cash flows	Other non-cash movements	As at 31 August 2023
Cash	1,279,098	(81,219)	-	1,197,879
Loans due within one year	(41,539)	36,722	(28,816)	(33,633)
Loans due after one year	(850,958)	-	28,816	(822,142)
	386,601	(44,497)	-	342,104

24. EVENTS AFTER THE REPORTING DATE

Since the year end the charity has exceeded one of its bank loan covenants. This breach enables the bank to demand immediate repayments of loans totalling £831,775 at 31 August 2023. The charity closely monitors compliance with covenants and through regular communication with the bank and detailed future forecasts and budgeting are satisfied that they have the banks support going forward into 2023/24. The bank have issued a covenant waiver following the year end.

25. RELATED PARTY TRANSACTIONS

During the year, legal fees amounting to £2,556 (2022: £3,165) were incurred from Duncan Lewis (Solicitors) Ltd, a company in which K Bland is a consultant.

All transactions were conducted under normal market conditions.

Southend YMCA is the parent entity in the group and ultimate controlling party. The group has taken advantage of the exemption available under Section 33 of FRS 102 not to disclose transactions with wholly owned subsidiary undertakings.

South Essex Community School

Owing to the nature of the school's operations and the composition of the school's board of trustees being drawn from public local and private sector organisations, transactions may take place with organisations in which the academy trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the school's financial regulations and normal procurement procedures.

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION
(LIMITED BY GUARANTEE) AND SUBSIDIARIES

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

26. MEMBERS

The Board of trustees are the only members of the YMCA. The company is limited by guarantee, having no share capital and, in accordance with the Memorandum of Association; every member is liable to contribute a sum of £1 in the event of the company being wound up.

Number of members	2023 No	2022 No
At 1 September	8	9
Joining during the year	-	-
Leaving during the year	(2)	(1)
At 31 August	6	8

SOUTHEND-ON-SEA YOUNG MENS CHRISTIAN ASSOCIATION

England & Wales - Charity number 1102837

Accounts

Here for young people
Here for communities
Here for you

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION

(LIMITED BY GUARANTEE) AND SUBSIDIARIES
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022



Company registration No. 05052266 (England and Wales)

Charity Registration No. 1102837

Homes England Registration No. 4853

Contents

4 - 7	Chair's report
8 - 46	Trustees' report
48 - 52	Auditors' report
53	Consolidated statement of comprehensive income
54	Group and charity statement of financial position
55	Group and charity statement of changes in reserves
56	Consolidated statement of cash flows
57 - 86	Notes to the financial statements



SOUTHEND YMCA
ANNUAL ACCOUNTS 21/22

CHAIR'S REPORT

Welcome to Southend YMCA Annual Report 2021/2022

Last Year, Southend YMCA successfully negotiated the Covid Pandemic and, this year, at the time of writing, we orientate to an emerging cost of living crisis! Despite these challenges we continue to provide social benefit to vulnerable children, young people and families as evidenced in this report. Our overarching objective is to be:

".....an innovative, resilient and sustainable young people's charity... delivering social value"

Southend YMCA holds the prestigious Investors in People Gold Award. This reflects the Charity's value-based culture. Our creative, agile leadership team is placed to respond to new opportunities and mitigate operational risks. Due to the prudent management of resources, Trustees consider the charity remain a going concern. Nevertheless, we need to fundraise to provide important life changing projects.

We are gravely concerned about the number of children living in poverty; the growing number of food banks and the impossible dilemmas facing hard working families, who have to consider whether they eat? heat? or pay rent? This is a sad indictment of contemporary Britain.

For the above reasons, we are so incredibly grateful to our grant funders and donors who entrust us to invest in children's futures and provide activities that would otherwise be unaffordable. Thank you. Our early intervention projects are recreational and enrich young lives: from a free music studio, through to one-to-one mentoring promoting emotional well-being.

The charity successfully delivers Supported Housing, Education and Positive Activities. This year, building on these proven competencies, we have set up the mYplace- Children's Home. We secured social investment to pump prime this major project and completed works on the building. Pleasingly and subsequent to the year-end we achieved registration with OFSTED and accepted our first two children.

SOUTHEND YMCA
ANNUAL ACCOUNTS 21/22

We developed research-informed and adaptive programmes to ensure young people have the self-belief and skills to belong, contribute, and thrive. All this within a space where we are accountable to a variety of regulators such as OFSTED, Homes England and the Charity Commission.

Southend YMCA is committed to continuous improvement and developing a strong and sustainable business core. We benefit from a dedicated and capable staff and volunteer team. Our Trustees bring professional expertise, set strategic direction and offer support and challenge. We hugely value the many partners with whom we work collaboratively in Southend and Essex.

This year we were nominated as finalists for three YMCA National Awards, going on to win two, as well as organising popular events like The Huge Hangout for World Mental Health Day, a Youth Friendly Round Table, and the Gallery of Inspirational Stories launch which celebrates the achievements of people who grew up in care.

Going into 2023, the charity faces 3 main challenges:

- Sustainability of youth work in a competitive funding landscape;
- Rising overhead costs including higher energy prices and inflation;
- The impact of global warming and orientation to United Nations 2030 Sustainable Development Goals.

Southend YMCA has a long history of appropriating itself to societal need. We work with and for our local community devising grass root solutions to the problems we face and consequently we have served Southend for over 100 years. So, we are in it for the long haul!

Southend YMCA is part of a global movement: local, regional and international; with a longstanding history of public service extending back to before the First World War.

In Victorian times, enlightened social campaigners were concerned with addressing the social divide (between the super wealthy and the street destitute). Founded in 1844 in London by George Williams, the YMCA subsequently expanded into a worldwide network of affiliated local organisations. Today the YMCA movement works in 119 different countries, reaching more than 58 million people.



Did You Know?

That in **1887-1903** Southend YMCA was established, providing a men's hostel and pastoral care on Weston Rd, just off Southend High Street. And in **1915** YMCA does it's bit for the wartime efforts, providing a canteen and recreational facility for soldiers from the Shoebury Garrison,

That in **1993 - 1995** After many years considering site options, the Newlands building was constructed on Ambleside Drive providing 30 flats for homeless young people. And in **2012-2014** we founded the Southend YMCA Community School offering a combined GCSE and Pastoral Programme for Vulnerable Learners with direct funding from the Department for Education and, more recently, Southend YMCA became a Housing Association.

This year **2021-22** Southend YMCA worked intensively with 1600 children, young people and their families through outcome-based projects. And we reached 1000's more through community initiatives, events and online interactions.

What is next for Southend YMCA?

As we reflect on the year, we look to the future. T.S Elliot said: 'Time present and time past, are both perhaps present in time future, and time future contained in time past.'

So having worked diligently in the past and in the present to build a sustainable and resilient charity, we intend to keep investing in the future of children, young people, their families and carers.

We know there are Government plans to further regulate accommodation provision for 16-17 year olds and young people who have been Children Looked After up to 25 years and to improve tenant standards for social housing in the light of the Grenfell tragedy. We will respond to these sector changes.

We will plan for the social housing de-carbonisation agenda and move forward green initiatives at Newlands. Furthermore, mounting energy costs can be offset to benefit our residents through implementing renewables (solar panels) and retrofitting the building with enhanced insulation.

We would also like to develop further housing units on the site given the national shortage of social housing. Our funding goal is in excess of £1.5 million, and we anticipate working with a range of partners to see this happen.

Plans to bring to life our vision for our mYplace Children's Home are being realised. In 2023, we will be preparing for our first Ofsted inspection with the objective of achieving a good judgement creating a local home for local children.

Research shows the Local Authority spending on Youth Services continues to fall, so we still need to work hard to counteract the effects of this trend.

We have met our lender's covenants this year. We are holding cash reserves that equate to 4.7 months of operating expenditure. Whilst, within Charity Commission thresholds our objective to grow reserves remains.

The year ahead has many exciting opportunities but with it many challenges.

And so, we extend our most sincere thanks to these amazing organisations, and individuals who have had a massive impact on our ability to stand alongside the most vulnerable in our community. We hope you enjoy reading this report which captures outcomes and impacts against each service area.

With warm wishes,

Stephen Onslow
Chair of Trustees
Southend YMCA

Syrie Cox
CEO
Southend YMCA

TRUSTEES' REPORT

The Trustees are pleased to present their Annual Report together with the Consolidated Financial Statements for the year ending 31st August 2022, which are prepared to meet the requirements of a Directors' Report and Accounts for Companies Act purposes.

Southend YMCA (the group) comprises:

Southend-On-Sea Young Men's Christian Association
An Incorporated Charity, **company number 5051166** (registered on 20.02.2004) and **Charity number 1102837** (registered on 24.03.2004). On the 13th July 2017, Southend YMCA was registered by the Homes & Communities Agency (HCA) as a Non- profit private Registered Provider of Social Housing (**registration number 4853** Southend on Sea Young Men's Christian Association). Trustees warrant they comply with Homes England Standards which are monitored through a coregulatory process.

The Southend YMCA Community School
In 2012, the Charity established a subsidiary company (the South Essex Community School Ltd **Company Number: 07954295**) operating as the Southend YMCA Community School (**DFE Number: 882/1101**). This is an **Alternative Provision Free School and an Academy Trust** (which is an exempt Charity reporting to the Secretary of State and a ringfenced entity). **Ofsted URN: 139903**. The relationship between the Charity and the school is governed through the Memorandum of Association and by a Deed of Agreement, with the Charity having the right to appoint and remove Directors.

The Financial Statements comply with the Companies Act 2006, the Housing and Regeneration Act 2008 and the Accounting Direction for Private Registered Providers of Social Housing 2019. Applicable UK accounting standards have been followed including the Statement of Recommended Practice (SORP) Accounting by Registered Social Housing Providers Update 2018.

Southend YMCA's Regulators

CHARITY COMMISSION FOR ENGLAND AND WALES

Ofsted raising standards improving lives

Homes England

CHARITABLE OBJECTIVES AND ACTIVITIES

Our charitable objects are set out in full in Section 4. In shaping objectives, Trustees consider the Charity Commission's Guidance on Public Benefit, and there is an intentional link between the charity's legal purpose (objects) to our strategic goals as detailed

Housing
We provide safe, supported, and affordable accommodation for vulnerable young people.

Training & Education
We provide good education and training which equips young people for employment.

and postive activies which deliver

Health & Wellbeing
We promote health and well-being and have a community impact.

Family & Youth Work
We provide positive activities which enable young people's personal, social and cultural development and active.

Support & Advice
We provide mentoring which develops young people mental health and sense of inclusion.

QUALITY ASSURANCE, REGULATION AND COMPLIANCE

Matrix Quality Standard for Information, Advice and Guidance (IAG), importantly this noted that "SYMCA service is truly young person centred" and that we support Children and Young People (CYP) to "move forward in a positive way".

The Investors in People Standard at Gold level (IIP) speaks of our creative culture, value-based leadership and agile management: it puts us in the country's top 17% of firms.

In 2014, our SOS Bus Project was awarded the Queens Award for Voluntary Service (the MBE for voluntary groups). We were shortlisted for a second time.

The school has consistently held an Ofsted 'Good' judgement.

With regard to our facilities:

We uphold the Decent Homes Technical Standard; regulatory building compliance which is evidenced by an ongoing health and safety inspection regime implemented by industry standard registered bodies. We have been awarded a Combined Heritage and Conservation Architectural Award and the BREEAM Excellent Environmental Standard for our Eco-Hub Building (in 2010).

We hold Community Safety Accreditation Scheme (with Essex Police) furthering safe spaces through ongoing liaison. This approach is important to safeguard young people given new societal challenges and risks such as the criminal exploitation of young people through county drug lines and modern slavery. We seek to be a good neighbour, contributing to local forums with residents.

THE DIFFERENCE WE MAKE - DELIVERING PUBLIC BENEFIT

Who do we benefit?

Southend YMCA directly benefits vulnerable children, young people, their families and carers, including those who live in poverty and lack opportunity. Emotional well-being needs, low self-esteem; and/or risk taking behaviours are common presentations. We house homeless young people and work with young people not in employment or education.

Each young person is an individual and we seek to respond accordingly; building strengths and offering a range of targeted projects.

The charity also provides information and advice to persons of all ages. Community Health Projects such as Bump to Breast work with parents, babies and young children living in Southend's deprived wards - all to support the best start in life. We also know that our online campaigns and events are successfully connecting with the public in general, supporting community cohesion and delivering important public health messaging.

How do we know we are delivering benefits?

Our delivery is underpinned by a monitoring and evaluation framework appropriate to each type of project. This includes: nationally recognised tools (such as the triangle outcomes star), exit surveys, focus groups, case studies, practitioner learning journals, alongside independent research. We have an overarching Theory of Change and project-related theories of change for each of our activities (tracking the input-output-outcome-impact of our work). These are iterated with young people.

What types of benefits were received in 2021-22?

Benefits included improved: motivation and emotional wellbeing; literacy, numeracy and soft skills; self-care; inter-personal relationships; better physical health; decrease in risk taking behaviour; progression into education or training (qualifications and awards); new employment opportunities and reduced benefit dependency; increase in ability to live independently, and connection to the community through active citizenship.

THE NEXT SECTION DETAILS SOUTHEND YMCA ACHIEVEMENTS AND PERFORMANCE



Housing

We provide safe, supported, and affordable accommodation for vulnerable young people.

SOUTHEND YMCA
ANNUAL ACCOUNTS 21/22

NEWLANDS

Newlands provides supported accommodation for young people primarily aged 16-21 and up to 24, offering a secure and stable home - where young people can live and learn. The average stay is currently estimated at 18 months. During this time our Housing Support Team works extensively with young people so they develop the knowledge and skills to move on into independence. We have 31 self-contained studio flats which are let on licences and in addition, we have a 5 bedroom with shared facilities flat.

7000+
HOURS OF SUPPORT SESSIONS PROVIDED

15,300+
NIGHTS OF ACCOMMODATION

Every young person living at Newlands receives a tailor-made package of support comprising of :

- 1-2-1 key-work using a coaching approach so young people work towards their goals
- A life skills training programme teaching independent living skills, working towards further education and employment
- Opportunities to influence our project through group meetings
- Access to specialist and therapeutic services
- Benefits and money advice
- Tenancy sustainment, move-on and transitional support

	Number of beds	Number of residents (annual)
Newlands Supported Accomodation	**36**	**51**
New Roads Asylum Seeking Property (Hamlet Court Road)	**6**	**6**
Care leavers supported by Social Services (CM16+)	**15**	**3**

NEWROADS

In conjunction with social care, this project supports young asylum seekers, offering an affordable, shared, community living space where young people learn to live with others negotiating household rules, tasks and responsibilities. There are two supported flats within the Southend community in Hamlet Court Road and London Road. Young people are able to live with dignity while their claim for asylum is processed.



NEW BEGINNINGS

Our project New Beginnings supports young people with experience of homelessness, aged between 16-24-years, offering a wide range of learning programmes, including accredited education courses, personal development and creative courses, activities and workshops to support a variety of needs. We use a creative approach, leading activities in a one-to-one and group settings.

The New Beginnings Curriculum is co-produced with and for vulnerable young people who have adverse life experiences, including and not limited to: being homeless, leaving care, and mental health issues. We work with each young person to develop a firm understanding of their needs and how to put in place the foundations to LIVE, LEARN and EARN. Reports from the project show that:

87% IMPROVED THEIR CONFIDENCE AND BASIC SKILLS.

83% HAD MORE CAREER OPTION

77% IMPROVED THEIR EMPLOYBILITY

73% IMPROVED THEIR WELLBEING AND MONEY MANAGEMENT

Here is what young people have to say about New Beginnings

"Being a part of New Beginnings, I have become more confident and developed new understandings on things I've been learning and working on, such as my budgeting and employability skills"

"It has changed my life"

31 learners completed **74** modules with guided learning hours per module of between 9 to 27.

Total accredited delivery hours **1,525**

25 young people obtaining an Award in progression. In addition, all young people attended enrichment & non-accredited workshops to gain life skills.

19 learners progressed to Education, Employment and Training showing they are ready for the next step. With a further 5 learners looking at positive pathway

SOUTHEND YMCA
ANNUAL ACCOUNTS 21/22



Training & Education

We provide good education and training which equips young people for employment.

SOUTHEND YMCA
ANNUAL ACCOUNTS 21/22

SOUTHEND YMCA COMMUNITY SCHOOL

Southend YMCA Community School is an Alternative Provision for students who cannot attend mainstream school for a variety of reasons, such as school exclusion, behaviour issues, short or long-term illness, school refusal, teenage pregnancy or high-level anxiety. It is our mission and vision to ensure all children receive a high-quality education.

The School has established a good reputation within the community and among its peers within the education sector, both locally and nationally, for delivering 'Good' alternative education. This has led to sustained numbers of students and an increased number of commissioning schools.

Our school ethos is one of Respect - nurturing potential while being Restorative to help students experience success, with academic and pastoral progress at the heart of our work. As practitioners we are proud to say that our alternative approach, which is often unique, centres upon behaviour modification and self-regulation. We do not condone poor behaviour, but are guided by an aspirational philosophy aiming to eliminate unacceptable behaviour and guide students down a different pathway.

Students undertake a broad, rich and deep curriculum which provides both the academic rigour of GCSE national qualifications fused with a Life Skills Programme to offer pathways to post 16 education and apprenticeships. Students are encouraged to develop their community spirit through community projects within the areas they reside.

45+
REACHED WHO FACE CHALLENGES ACCESSING MAINSTREAM EDUCATION

15
COMMISSIONING SCHOOLS CHOOSE US AS A ALTERNATIVE PROVISION SCHOOL



Family & Youth Work

We provide positive activities which enable young people's personal, social and cultural development and active citizenship.

DETACHED YOUTH WORK

The project has been funded through the Violence & Vulnerability Unit in partnership with Essex Council for Voluntary Youth Services and has enabled staff to make positive interventions with young people in parks, High Streets and Estates in Southend. Youth workers offer support and advice through conversations on a need met basis. The Detached Work focused on three Wards; Kursaal, Victoria and Milton. These wards have been identified using data made available to the Violence and Vulnerability Unit (VVU), as areas with the most youth violence.



1249 YOUNG PEOPLE REACHED

209 HOURS DELIVERED

84 SESSIONS

The team have engaged with otherwise hard to reach young people to promoting internal and external support services and have undertaken listening exercises with the young people highlighting their 3 top areas of concern.

Mental Health (long waiting lists/lack of support/more education needed)

Knife Crime (increase in crime/youth violence/gangs)

Employment /Training (cost of living/ low wages)

ALL IN MUSIC (AIM)

AIM is funded by Youth Music and provides a variety of music making and performance opportunities for young people aged 11-25 years old who are identified as 'at risk' and have often experienced trauma & face multiple, personal, social and economic challenges.

42	120+	400+
CORE PARTICIPANTS	GROUP SESSIONS DELIVERED	TASTER PARTICIPANTS REACHED

Each participate receiving minimum 12 weeks of 121 sessions on guitar/ drums/keyboard/singing/song writing/music production.

	Annual unique users
Participants who disclosed Mental Health conditions	**37%**
Participants who have Special Educational Needs (SEN)	**44%**
Participants who are from LGBTQ* community	**14%**
Participants who are from BAME backgrounds	**15%**

The project has engaged with 53% Male, 40% Female & 7% transgender young people and has a large proportion of the young LGBT community attending our Bi-monthly Teenage Kicks gigs & events.

Here is what young people have to say about AIM

"Performing opportunities there allowed me to create life-long bonds with like-minded people. Through this mentorship I have blossomed in confidence in myself and my creativity and I am now a working musician doing what I love every day and creating music with a purpose."

"When I started being a part of the All in Music project I was a very anxious reserved teenager who struggled with anxiety and a lack of confidence in my ability as a musician. AIM introduced me to song writing as a way to express all of the negativity that happened around me through this I wrote my own music, gained a greater sense of taking control of my life and use my personal experience with mental health to inspire others to express the challenges they've had. I created my podcast "Let's Talk About Mental Wealth"







HOLIDAY ACTIVITY FUND (HAF)

HAF is a Department For Education initiative in Partnership with Southend Borough Council and aimed at tackling childhood food poverty. The funding enabled Southend YMCA to deliver a programme of varied enrichment activities ranging from Arts & Crafts through to music making, film-making & physical activities. The programme also provided hot healthy meals daily to vulnerable children aged between 11 -16 years old over the 2 weeks during the Easter period & the 4 weeks during the Summer holidays.

49
PARTICIPANTS

60+
ENRICHMENT ACTIVITIES

1092+
HOT HEALTHY LUNCHES PROVIDED

UMBILICAL CHORDS

Umbilical Chords is an early years' music group for children aged 0-2 and their parents to encourage communication skills, musical development and socialisation. The group meets weekly, providing children and their parents with the opportunity to sing songs and make music together.

Led by an Early Years' Practitioner and supported by a Music Tutor, the group aims to support and enhance children's communication and language development through the use of rhyme and song, encourage musical development and the love of music from an early age, enable parents to continue communication and language development within the home, encourage volunteering and parental involvement and reduce isolation for new parents.

80
SESSIONS DELIVERED

59
FAMILIES ENGAGED

OUTCOME- 60% CHILDREN MORE INTRESTED IN MUSIC

OUTCOME-45% INCREASE IN CONFIDENCE & KNOWLEDGE USING MUSIC AT HOME

Here is what project participants have to say about Umbilical Chords:

"My daughter and I love Umbilical Chords - the music class is so engaging! It's amazing to see Jessica's development through music, she's gone from chewing instruments to beating drums and clapping to her favourite songs."

"My daughter thoroughly enjoyed the sessions at Umbilical Chords. Not only did she love the variety of instruments and songs, but the sessions also really developed her confidence in a group setting and the practitioners built a great rapport with her. She still talks about the group long after it finished and wishes she could do it all again."





Y's GIRLS

Y's Girls' is a National Volunteer Mentoring Project derived from the YMCA Scotland's Plusone Award Winning Mentoring Model. The project is funded by the Tampon Tax Fund, Garfield Weston, and the Penny Appeal. Southend YMCA has the pleasure of working with YMCA England, Wales and Scotland in collaboration with 9 other YMCA's across the UK to achieve an overarching objective to become an effective public health approach to improve the mental health of young women aged 9-14 years old.

The project has proven to be hugely successful as documented in an external evaluation undertaken by the Centre for Youth Impact. The projects theory of change, qualitative and quantitative data were measured against 6 key outcomes:

- IMPROVED EMOTIONAL MANAGEMENT
- IMPROVED PROBLEM SOLVING
- IMPROVED EMPATHY
- IMPROVED INITIATIVE
- IMPROVED RESPONSIBILITY
- IMPROVED TEAMWORK

Extensive research supports the connection between these intermediate outcomes and longer-term impacts on mental health and wellbeing, school engagement and attainment, positive relationships, and employability.

25 MENTORS

25 MENTEES

400+ MENTORING SESSIONS

Here is what young people and parent have to say about Y's Girls

"When she first started the programme, my daughter was very erratic, angry. She didn't know how to cope with her emotions. As time went on, it has calmed down. It's more manageable. She's become her again." Parent

"Once it's finished, I'll continue encouraging the good attitudes, to learning more, and definitely no violence." Mentee

MOTIVATE VOLUNTEER PROJECT

SYMCA received funding from the Community Renewal Fund to re-launch the Motivate Volunteer Project. We commenced delivery during Volunteer Week 1st – 7th June 2022 and engaged 18 unemployed individuals on to the programme, through promotion at our Youth Friendly Communities event in May, outreach sessions at Warrior Square, a Volunteer Recruitment Event at the YMCA Eco Hub and an advertising campaign on social media.

13 GROUP WORK SESSIONS

36 GROUP WORK SESSIONS

7 INDIVIDUALS CONTINUED VOLUNTEERING

4 INDIVIDUALS PROGRESSED ONTO FULL TIME EMPLOYMENT





Support & Advice

We provide mentoring which develops young people mental health and sense of inclusion.

SOUTHEND YMCA
ANNUAL ACCOUNTS 21/22

MENTORING PROJECTS

Our qualified practitioners offer a high-quality mentoring service, bespoke to each individual CYP. The early intervention offers and curates a plethora of approaches such as Cognitive Behavioural Therapy (CBT), Person Centred Strengths-Based approaches to engage CYP who face a multifaceted barriers and challenges in their day to day living.

Our mentoring projects **GLOW** and **Envelop** offers one to one and group support diverse needs, not limited to these; emotional distress, risky & challenging behaviour, social isolation, anger issues and educational frustrations. Our facilitation occurs in enabling environments where we aim to increase participation, reach vulnerable CYP in need in order to improve their emotional mental health and wellbeing, improve their essential skills through creative and inclusive curriculum. Moreover, increase self-belief, formulation of life goals which further elevates and establishes self-help techniques. Sustainable long-term solutions are a core component of our service.

400+
REFERRALS

98.6%
IMPROVED OVERALL ENGAGEMENT FOR REPORTED PARTICIPANTS

3200+
***PEOPLE INDIRECTLY SUPPORTED**

ADDED VALUE BY DEVELOPING LEARNING AND PROFESSIONAL PRACTICE FOR SOCIAL WORK STUDENTS

ADDED VALUE BY-SUPPORTING UNIVERSITIES

*Parents, Siblings, teachers, and the community

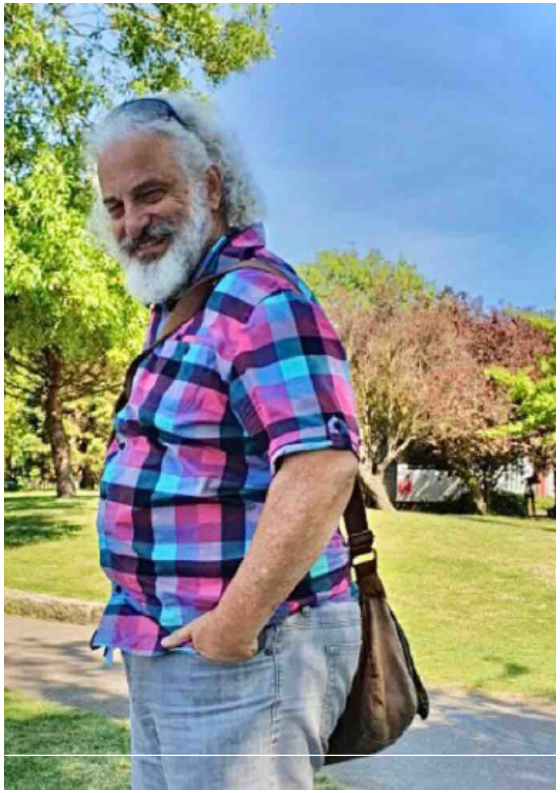
Impact

- Reduced fix term and long-term exclusions reported by schools
- Increased confidence and self esteem
- Positive Feedback from school through emails and requesting continuity of service
- Increase community cohesion
- Increased collaborative working internally and externally
- Thank you phone calls and emails from parents
- Continued positive feedback from participants

CHAPLAINCY
"A confidential, listening ear"

This project provides emotional and spiritual support to young people, Southend YMCA staff members and more. Mostly, the project role of Chaplaincy entails walking with the individual through their journey without any condemnation and by recognising the worth in everyone.

Presently this project offers:



Although it follows all Southend YMCA Policies and Procedures, Chaplaincy is an independent role, hence confidentiality is strictly observed

A breakfast club at Southend YMCA Newlands Supported Accommodation

An online reflections meeting

One-to-one sessions for anyone in the YMCA and their dependents

Guidance

Signposting to other agencies is offered when appropriate, but in liaison with key workers

SOUTHEND YMCA
ANNUAL ACCOUNTS 21/22



Health & Wellbeing

We promote health and well-being and have a community impact.

SOUTHEND YMCA
ANNUAL ACCOUNTS 21/22

BUMP TO BREAST

Started in 2018 and funded by A Better Start Southend (ABSS), Bump to Breast provides friendly and welcoming breastfeeding support groups at various Southend locations each week, where people can meet others who are breastfeeding their little ones, ask questions and receive advice and support. Families are welcome both before and after their babies arrive.

Supported 402 families with breastfeeding

Contacted 288 antenatal families

Online, phone call, text message or email advice support provided.

Delivered 2 six-session breastfeeding training courses this year, based on UNICEF materials, which have been completed by 16 people.

The project's Facebook and Instagram pages have continued to grow and are a good place for people to find out what's on, or message us with any questions. We now have a following of 1363 people on our Facebook page, and 248 on Instagram.

Here is what project participants have to say about Bump To Breast

"I learnt so much during the training. I've been breastfeeding almost 16 months and some of the new stuff I learnt would have changed how difficult my journey was in the beginning. Since doing the training I have now also been able to properly advise other mums on breastfeeding tips and facts to help them on their journey. The training has given me a sense of confidence to continue my breastfeeding journey more knowledge"

"It's been really great to see this particular cohort of volunteers supporting other mums at groups with such kindness and compassion"

BUSINESS SUPPORT

INFORMATION TECHNOLOGY (IT)



We work with Southend City Council IT. Our IT is underpinned by the Council Infrastructure. Our IT Online System Improvement Project is progressing well. A major focus has been on reconfiguring outdated IT frameworks, underpinning the system to improve system efficiency and ensure that we have a strong defence against cyber breaches and ransomware attacks. The framework allows for multiple redundancies, with Strong Disaster Testing Processes, so that if any systems fail back-up systems automatically kick in. This means we ensure our business disaster plan is working, minimising cost and disruption through operational efficiencies, carry on providing services to our clients, thus offering assurance to commissioners, funder and insurers. In addition, efficiencies in IT operations advance our ability to secure business opportunities, for example delivery of online well-being programmes. This year we have extended structures to encompass provision at the new Children's Home site.

HUMAN RESOURCES (HR)



Recruitment is conducted in line with our safer recruitment policy and procedures. High level volunteers increase our operational capacity whilst also developing the next generation workforce. Of note, are the many undergraduate and post graduate social work students who are deployed in mentoring roles, building on strong partnerships with Universities. This year we also recruited a Multi-Disciplinary Team for the Childrens Home. Staff and volunteers follow robust Workforce Development Plans which provide for mandatory induction trading and continuing professional development.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Southend YMCA is affiliated to YMCA England and Wales, and is part of a federated network of YMCAs, which share a common goal: To create supportive, inclusive and energising communities where young people can truly belong, contribute and thrive.

In 2017, the Charity adopted the YMCA England and Wales Model Memorandum and Articles where Members and Trustees are the same person. The size of the Board is limited to 10 persons. At the year end, there were 9 Trustees with a breadth of relevant professional knowledge, alongside lived experience.

The full charitable objects of Southend YMCA are:

'To advance the Christian faith, including by:

- *Promoting a Christian environment inspired and motivated by the life, example and teaching of Jesus Christ, where people of faith and people of none can work together for the transformation of communities; and*
- *Enabling people of all ages and, in particular, young people, to flourish through experiencing and responding to the love of God demonstrated by the life, example and teaching of Jesus Christ*

'To provide or assist in the provision in the interests if social welfare of facilities for recreation and other leisure time occupation for men and women with the object of improving their conditions of life'

'To relieve or assist in the relief of people of all ages and, in particular, young people, who are in conditions of need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstances'

'To provide residential accommodation, including social housing, for people of all ages and, in particular, young people, who are in need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstance'

Whilst Southend YMCA's beneficial area is not limited, we operate as a local charity - in 2021-22 the charity delivered services to the Unitary Borough of Southend on Sea, and South Essex.

Homes England

Southend YMCA is regulated by Homes England (HE). The Board of Southend YMCA is responsible to the Regulator for meeting Regulatory Standards (Economic and Consumer) and adopts a 'co-regulatory' approach in line with the Regulator's expectations. This means that whilst the Regulator sets national standards, the responsibility for agreeing, monitoring and scrutinising the local implementation of standards lies with the Board. The mechanism through which this is achieved is via Self-Assessment – which took place for this year at the Board Meeting 29.01.2022, and periodic monitoring of different operational aspects via the Housing & Facilities and Finance, Risk & Audit Committees.

As required by the HE Accounts Direction Trustees warrant their compliance with the HE Governance and Financial Viability Standard. They confirm a Liabilities Register is in place.

The Board carried out Self-Appraisal to HE Standards identifying positive features including good stewardship of housing; securing legal advice for consideration by the Board; maintenance of good reputation and managing financial risk were met. The Board set a target to monitor Value for Money in order to work towards investment in new housing units.

The Board is cognisant that the government is implementing a number of reviews around Supported Housing including looking at Tenant Satisfaction and Quality Assurance measures, with new Inspection regimes put in place, quite rightly reflecting the learning from the Grenfell Tragedy. Responses will be worked through via our Housing and Facilities Committee.

Our Board is committed to delivering best practice in all aspects of governance and has adopted the 'Charity Governance Code for Larger Charities'. This years' self-appraisal affirmed the Board's role as an effective steward of housing assets including: oversight of covid-safe operations and the ability to still achieve stock improvement. Business Planning, Risk Management and control is robust including liquidity. The Charity is of good reputation. Whilst Board Members have lived experience related to our charitable mission, it is our intention to increase diversity of background.

Skills audits inform a targeted, skills-based approach to Board Recruitment. In the furtherance of continuous improvement, the Board will focus on inclusivity and representational governance in 2022-23 and beyond, working with the YMCA movement through a cross cutting EDI (Equality, Diversity and Inclusion) charter.

The Board may comprise of not less than two and up to ten members. The Board conducts its business through Board Meetings and a number of Sub-Committees which are: Finance, Risk & Audit; Housing & Facilities; Service Development; and Children's Homes. Each committee has Terms of Reference and is led by a Trustee (Chair) from a relevant professional background.

It is the Board's responsibility to bring independent judgement on matters of strategy, performance, resources and conduct. The Board is able to take professional advice in the furtherance of its duties. All Trustees are required to make a formal declaration of any interests at meetings and sign a register of interests. One Trustee received remuneration for legal work undertaken at substantially discounted rates and following all necessary steps from a probity perspective.

Southend YMCA pays a fixed rate salary, there is no salary scale. Trustees may at their discretion award a cost of living uplift and increments are awarded to reflect additional responsibilities as they are assumed by individuals in line with market conditions.

The Board is ultimately responsible for the Charity's System of internal control and for reviewing its effectiveness. Key internal assurance controls include:

- Board Approved Terms of Reference, inter-group Deed of Agreement, delegated authorities schedule.
- Risk and Liabilities Registers and disaster scenario planning.
- Strategic and business planning processes with detailed budgets, forecasts and management accounts.
- Formal Recruitment, Retention, Training and Development Policies for staff.
- Options appraisals and procurement of professional technical advice when embarking on major new projects - to meet legislation and regulation.
- Operational Policies, Procedures and Systems.
- Scrutiny of all new initiatives and major commitments.
- Audit – financial, health and safety. Building compliance etc.
- Keeping proper accounting records, which disclose with reasonable accuracy, at any time the financial position.
- Regular reporting by the Senior Management Team to the Board and its Committees on the Performance of Services in relation to contracts.

The Board recognises that any control system can only manage and not eliminate the risk of failure to achieve business objectives and can only provide reasonable assurance against any material misstatement or loss.

FINANCIAL REVIEW



During the year we have transitioned to the Xero Information Management System, which delivers financial process efficiencies and facilitates financial oversight.

Other process improvements begun in 2020-21, are beginning to bear fruit. These have focused on enhancing control processes and review mechanisms, and we have been developing use of single data sources to fulfil multiple reporting needs - improving efficiency, timing, and frequency of reporting. These changes enable us to:

- Better provide input into funding bids.
- Take advantage of new business opportunities.
- Inform our business strategy/direction.
- Provide greater value for money for funders/the charity.
- Demonstrate increased successes in securing new funding.

Principle sources of funding

The principle sources of funding in 2021-22 were grant income, contract income and rental income. Due to the predictability and reliability of these income sources and the flexibility of grant funders the Charity did not experience the volatility associated with trading.

The total funds held by the group is £3,871,210. This included restricted funds of £2,414,809 being the value of fixed assets, current assets and long term liabilities.

The Funds held by the main Charity comprised £1,461,805 being the value of fixed assets of £2,277,580 including the Eco Hub Building, the Newlands Building and move on accommodation; and cash of £616,530. Before capital and interest repayments and depreciation the Charity made a surplus; however, after payments a deficit position was achieved.

The funds held by our **subsidiary**, South Essex Community Schools Limited, are restricted to the provision of full or part time education for children of compulsory school age who, by reason of illness, exclusion from school or otherwise, may not receive a suitable education unless alternative provision is made for them. At the year-end, the school made a surplus of £93,990. The school had fixed assets of £1,908,083 - this is mainly the value of the school building which is subject to a covenant and is held in trust for the DFE and net current assets of £583,313.

Properties



As at 31 August 2022 the Charity owned 3 Housing Properties: Newlands (a 36 bed social housing unit –subject to a mortgage); 2 move on flats for Asylum Seekers (non-social housing) and the Eco Hub office and Community Building.

Pension costs



The Charity is a member of a closed YMCA Pension Scheme which has a deficit. The Charity made an annual payment of £12,008 to service the debt. During the year it joined with other YMCAs to explore options around limiting long term liabilities.

The Charity recognises possible concern relating to its participation in a Defined Benefit Pension Scheme. Appropriate action has been taken: The Scheme was closed to new members in 2007, and the link to final salary broken in 2011. Additional contributions continue to be made to reduce the deficit. As part of the YMCA Federation, the multi-employer Pension Scheme is run by an independent Trustee Board with employer representation through the Principal Employer, National Council of YMCAs.

The Pension Scheme Trustee obtains an actuarial valuation every three years and we have considered the implications to the Charity's Finances from the latest available actuarial valuation. We have reviewed the Charity's ability to continue to deliver its charitable objectives by ensuring budgets, forecasts and plans are available and include the impact of deficit repayments. The Pension Scheme Trustee included the impact of Pension Scheme Deficit Repayments in considering going concern status, reserves, and the risks and uncertainties that the charity face noted elsewhere in this report.

The Charity benefits from the Pension Scheme Trustee and the Principal Employer seeking suitable specialist Professional advice both to manage the Scheme and in the continuing effort to explore ways of reducing the overall pension deficit. The notes to the accounts include an accounting policy and further details in note 17.

Principal Risks and Uncertainties

The Board maintains, reviews, and updates its Risk Policy and Risk Register which in form complies with Charity Commission Guidance. This outlines key risks and mitigating actions, with the established forecast risks for 2021-22 detailed below:

- Breach of Covenants.
- Failure to consider the impact of the external environment and operating context.
- Failure to achieve objectives in the Business Plan.
- Government funding cuts, welfare benefit reforms and housing rent policy changes creating uncertainty.
- Failed fund raising and funding applications.
- Increase in pension deficit.

Furthermore, the Board considers emergent advice to inform its policy and strategic actions such as guidance provided by the Charity Commission to the sector throughout the Covid pandemic.

Mitigating risk actions in 2021-22 included investment into a new high-revenue social business, and alongside this we negotiated covenant terms with the CAF Bank to reflect the risks posed by levels of investment required to pump prime this important sustainable project.

SOUTHEND YMCA
ANNUAL ACCOUNTS 21/22

Due to good financial control and reliable income sources (being a mixture of grants and public funding) we did not experience cash-flow problems.

The Board has two Covenants with its lender CAF Bank these are detailed below and both have been achieved:

Covenant	Target	Achievement	Assessment
Security Asset Cover	115%	322%	covenant reached
Interest Cover	110%	248%	covenant reached

Reserve's Policy



The term 'reserves' is used to describe that part of a Charity's Income funds that is freely available for its operating purposes, not subject to commitments, planned expenditure and spending limits. Reserves do not include endowment funds, restricted funds and designated funds.

Having a reserves policy helps inform the way in which we manage our cash, liquid assets and debt. It assists us when planning and explaining our approach to stakeholders and contributes significantly to the Board's ability to balance the needs of current and future beneficiaries.

We set our reserves level with reference to: analysis of cash flow; existing funds and reserves; future income streams with an assessment of their reliability; committed expenditure and how far this is controllable; examination of past trends; examining the likely changes in the main sources of income and how we may cope with these changes; an assessment of the risks we face, and how likely these are to materialise; and forecasting future income and expenditure.

Charity Trustees have established a Reserves Policy whereby the balance of funds should be 3 - 6 months of the resources expended. This equates from £347,000 to £693,000 for the Main Charity. The trustees consider that the free reserves at the year end fall within this range.

At the year end the Charity held cash of £616,530, of which £62,700 comprised cash held on account (being funders paying in advance). The net current cash of £553,830 comprises the Charity's Reserves, an increase of £45,000 on the prior year. Despite an increase in operating costs, cash reserves now represents 4.7 months of operating expenditure. Trustees accepted that the level of cash funds was acceptable due to the value of fixed assets which could provide security for increased working capital or be liquidated in the event of having to wind up the Charity.

It is the Policy of the Academy Trust to maintain a level of Reserves that is sufficient to meet its future obligations. The Academy held fund balances of £2,409,396 which comprised £2,402,843 of restricted funds and £6,553 of unrestricted funds. The deficit on the pension reserve which is considered part of restricted funds was £82,000.

The Academy Trust's current level of free reserves (total funds less the amount held in fixed assets and restricted funds) is £6,553 (2021: £7,227). The restricted general funds total £576,760 (2021: £582,741).

SOUTHEND YMCA
ANNUAL ACCOUNTS 21/22

The cash balance at year end 2022 was within target. Trustees' accepted that the level of cash funds was acceptable due to the value of fixed assets which could provide security for increased working capital or be liquidated in the event of having to wind up the Charity.

Due to the above levels of reserves, Trustees know that they would be able to carry on the group's day to day activities in the event of a significant drop in funding whilst considering how funding would be replaced. Furthermore, the Charity remains a going concern, with the ability to pay off its proportion of the YMCA pension deficit and all other creditors.

For the Financial Year 2022-23 the Board has set objectives to increase its level of free reserves, to fundraise in order to provide for ongoing works to the Newlands Building including decarbonisation measures, and to secure grants supporting youthwork which further the needs and aspirations of beneficiaries. We will seek the support from grant making trusts and through general appeals to assist in these areas.

The Board will continue to monitor the finances of the organisations including the position of the reserves through the Finance, Risk and Audit Committee.

Investment Policy



Aside from retaining a prudent amount in reserves most of the Charity's Funds are to be spent in the short to medium term on charitable services for beneficiaries.

Previous capital investment in affordable housing secures a long-term return (mission and rental income). This is more favourable than a deposit account where the return is disappointing. The Charity has borrowed to acquire the Newlands Asset. This has led to a long term mortgage over a 25 year period with 20 years remaining. The outstanding balance is £725,670.

Value for Money (VFM)



The Board is committed to achieving value for money when delivering its purpose and objectives, in accordance with its Business Plan, VFM Strategy and the HE Value for Money Standard and Metrics.

With regard to HE metrics the findings are:

Reinvestment %	**4.30%**
New Supply Delivered	**0.00%**
Gearing %	**15.56%**
EBITDA MRI interest cover	**248.00%**
Headline social housing cost per unit (provides for intensive housing management)	**£18,830**
Operating Margin % (social housing lettings)	**6.20%**
Operating Margin % (overall)	**1.30%**
Return on capital employed (ROCE) %	**0.2%**

The Charity is a Member of the Acuity Benchmark Club which enables us to understand our performance in relation to our peer group. The HE Value for Money Standard and Metrics however Benchmarking Housing Associations managing more than 1,000 homes and therefore cannot be comparable in all areas.

REFERENCE AND ADMINISTRATION DETAILS

The Company is registered under the Companies Act and is a registered charity.
Charity number: 1102837
Company number: 05051166

The Company is a non-profit private registered provider of social housing.
Registration no: 4853.

Registered office: Newlands, 85 Ambleside Drive, Southend on Sea, SS1 2FY.

Auditors: Stephenson Smart & Co, 36 Tyndall Court, Commerce Road, Lynch Wood, Peterborough, PE2 6LR.

Directors and Trustees
The Directors of the Charitable Company (the Charity) are its Trustees for purpose of Charity Law. The Trustees and Officers serving during the year and since the year end were as follows:

Trustees
Simon Ling-Locke (appointed 29.01.2011)
Ron Wright (appointed 20.02.2004)
Stephen Onslow (appointed 05.05.2017)
Kerry Bland (appointed 29.04.2017)
Julie Cushion (appointed 02.01.2018)
Philip Stepney (appointed 30.09.2018)
Laurence Doe (appointed 30.05.2020)
Annette Turner (appointed 30.01.2021)
Liam Preston (resigned 31.08.2022)

The Key Management Personnel were:
Syrie Cox – Chief Executive Officer Southend YMCA
John Levy – Housing and Facilities Manager
Andrew Snell – HR Officer
Sacha Edwards - Positive Activity Manager
Alex Milne - Early Intervention Manager
Mark James - Health and Safety Advisor
Marina Fensome - Education and Training Lead
Eleanor King - B2B Manager
Chris Thomas - Children's Home Manager

Our Advisers
Auditors: Stephenson Smart, 36 Tyndall Court, Commerce Road, Lynchwood, Peterborough PE2 6LR.
Bankers: Barclays Bank, 127 High St, Southend-on-Sea SS1 1LH.
Solicitors: Duncan Lewis (Solicitors) Ltd, Spencer House, 29 Grove Hill Road, Harrow on the Hill, HA1 3BN
HR Advisors: HR Initiatives, the Nexus Building, Broadway, Letchworth, Garden City, Hertfordshire, CG6 9BL.

Trustees Responsibilities in Relation to the Financial Statements

The Charity Trustees (who are also the Directors of Southend on Sea Young Men's Christian Association for the purposes of Company law) are responsible for preparing a Trustees Annual Report and Financial Statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards as reflected in FRS 102 and applicable laws).

Company law requires the Charity Trustees to prepare Financial Statements for each year which give a true and fair view of the state of affairs of the Charitable Company and the group and of the incoming resources and application of resources, including the income and expenditure of the Charitable Group for that period. In preparing the Financial Statements the Trustees are required to:

- Select suitable Accounting Policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- State whether Applicable UK Accounting Standards and the Statement of Recommended Practice (SORP) Accounting by Registered Social Housing Providers Update 2018 have been followed, subject to any material departures disclosed and explained in the Financial Statements.
- Prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

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

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

Statement of Disclosures to our Auditors

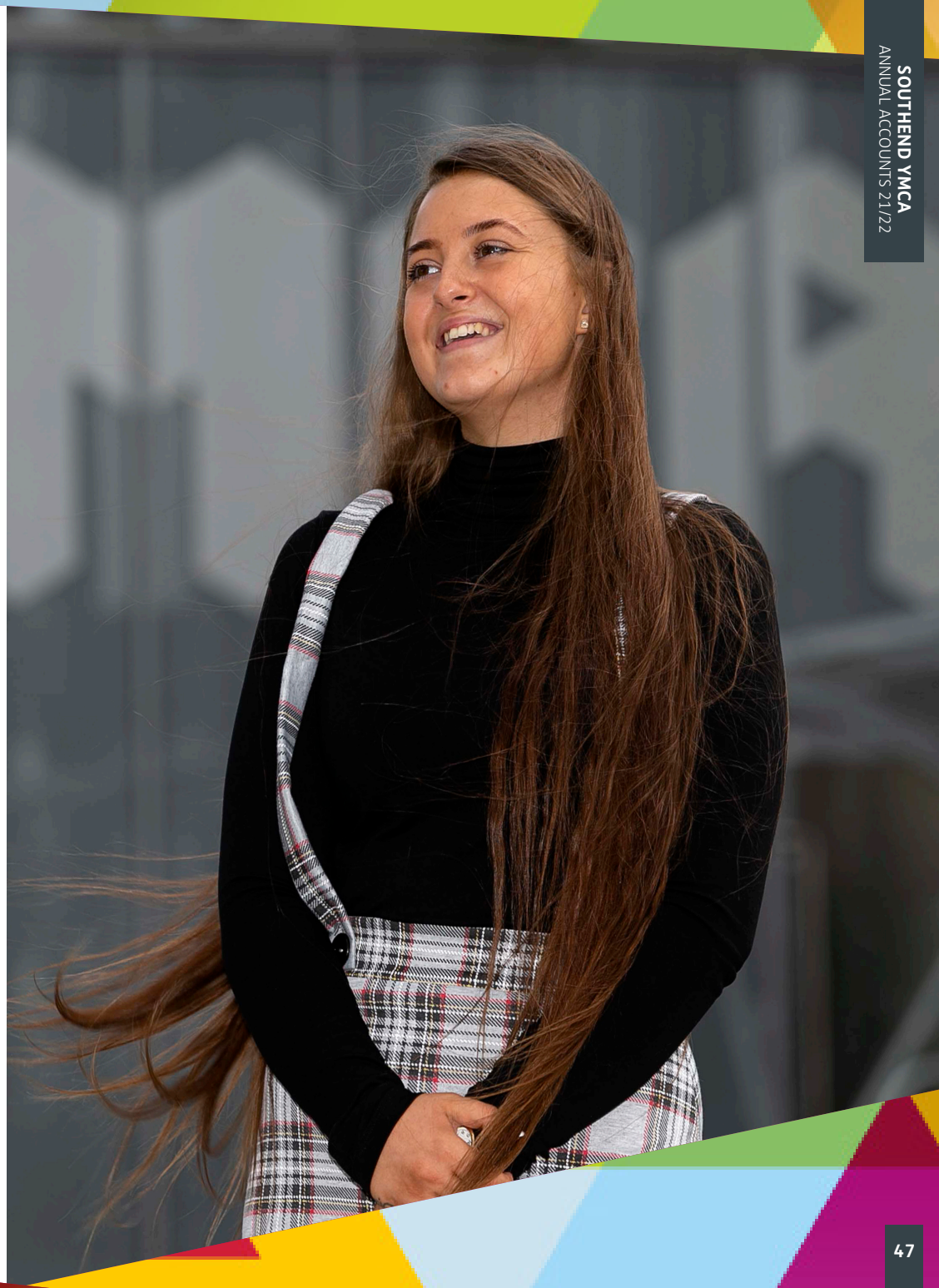
In so far as the Trustees are aware at the time of approving the Annual Report:

There is no relevant audit information of which the group's auditors are unaware, and; the Trustees have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information

This Report has been prepared taking advantage of the exemptions for small companies within Part 15 of the Companies Act 2006.

Signed by order of the Board of Trustees

Stephen Onslow (Chair)
Date: 25/02/23



SOUTHEND YMCA
ANNUAL ACCOUNTS 21/22

INDEPENDENT AUDITORS REPORT TO THE MEMBERS

Opinion

We have audited the Financial Statements of Southend-On-Sea Young Men's Christian Association (Limited by Guarantee) and it's subsidiary for the year ended 31 August 2022 which comprise a Statement of Comprehensive Income, Statement of Changes in Reserves, Statement of Financial Position, 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 group's and the Charity's affairs as at 31 August 2022 and of the group's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Housing and Regeneration Act 2008 and the Accounting Direction for private registered providers of social housing in England 2019.

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 group 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 Board's 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 group'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 Board 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 the audit:

- the information given in the Trustees' Report for the financial year for which the Financial Statements are prepared is consistent with the Financial Statements; and
- the Trustees Report has been prepared in accordance with applicable legal requirements.

SOUTHEND YMCA
ANNUAL ACCOUNTS 21/22

Matters on which we are Required to Report by Exception

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

- adequate accounting records have not been kept by the Parent Charity, or returns adequate for our Audit have not been received from branches not visited by us; or
- the Parent Charity Financial Statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' 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 Directors' Report and from the requirement to prepare a strategic report.

In addition, we have nothing to report in respect of the following matter where the Housing and Regeneration Act 2008 requires us to report to you if, in our opinion:

- a satisfactory system of control over transactions has not been maintained.

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 Association for the purposes of Charity 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 group's and the Parent 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 group or the parent charity or to cease operations, or to 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:

- In addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments;
- Assessing whether the judgements made in accounting estimates are indicative of a potential basis;
- Evaluating the rationale of any significant transactions that are unusual or outside the normal course of business;
- Analytical procedures are performed as well as substantive testing to identify any potential misstatement due to fraud; and
- The audit procedures would also involve being aware of any such items from reviewing minutes and third party communications and reports and discussions held with staff and management to obtain an understanding.

SOUTHEND YMCA
ANNUAL ACCOUNTS 21/22

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

A further description of our responsibilities is available on the Financial Reporting Council's Website at https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor's-responsibilities-for. This description forms part of our auditor's report.

Use of our Report

This report is made solely to the Charity's Trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and Section 137 of the Housing and Regeneration Act 2008. Our audit work has been undertaken so that we might state to the Charity's Trustees those matters we are required to state to them in an Auditors' 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 Charity and the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Kerry Hilliard ACA FCCA CTA
(Senior Statutory Auditor)
for and on behalf of Stephenson Smart & Co
Statutory Auditor
36 Tyndall Court
Commerce Road
Lynchwood
Peterborough
PE2 6LR
Date: 27/02/23

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 AUGUST 2022

	Note	Year ended 2022 £	Year ended 2021 £
Turnover	2	2,327,379	2,331,972
Operating expenditure			
Operating costs	2	(2,417,894)	(2,261,761)
Operating surplus/(deficit)	2	(90,515)	70,211
Interest receivable	5	280	342
Interest payable	6	(23,618)	(16,097)
Surplus/(deficit) before tax		(113,853)	54,456
Taxation		-	-
Surplus/(deficit) for the year		(113,853)	54,456
Actuarial gain/(loss) in respect of pension schemes		175,245	(12,469)
Total comprehensive income for the year		61,392	41,987

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

All of the above amounts relate wholly to continuing activities. The accompanying notes form part of these financial statements.

The financial statements were approved by the Board on

S Onslow
Chairman
Date: 25/02/23

J Cushion
Director
Date: 25/02/23

Company Registration No. 05051166 (England and Wales)
Charity Registration No. 1102837
Homes England No. 4853

GROUP AND CHARITY STATEMENT OF FINANCIAL POSITION AS AT 31 AUGUST 2022

	Note	Group 31.8.2022 £	Group 31.8.2021 £	Charity 31.8.2022 £	Charity 31.8.2021 £
Fixed assets					
Tangible fixed assets - housing properties	9	1,652,244	1,664,227	1,652,244	1,664,227
Other tangible fixed assets	10	2,533,419	2,505,026	625,336	550,587
		4,185,663	4,169,253	2,277,580	2,214,814
Current assets					
Trade and other debtors	11	187,044	184,012	178,529	159,121
Cash at bank and in hand		1,279,098	1,282,928	616,530	640,662
		1,466,142	1,466,940	795,059	799,783
Creditors: amounts falling due within one year	12	(413,251)	(457,522)	(325,490)	(380,341)
Net current assets/(liabilities)		1,052,891	1,009,418	469,569	419,442
Total assets less current liabilities		5,238,554	5,178,671	2,747,149	2,634,256
Creditors: amounts falling due after one year	13	(1,285,344)	(1,139,853)	(1,285,344)	(1,139,853)
Provisions for liabilities					
Defined benefit pension scheme liability	17	(82,000)	(229,000)	-	-
TOTAL NET ASSETS		**3,871,210**	**3,809,818**	**1,461,805**	**1,494,403**
RESERVES					
Income and expenditure reserve		1,456,401	1,497,281	1,449,840	1,490,046
Restricted reserve	19	2,414,809	2,312,537	11,965	4,357
		3,871,210	**3,809,818**	**1,461,805**	**1,494,403**

The net movement in funds for the year for the Charity only was net deficit of £32,598 (2021: net surplus of £98,140). The Charity's income was £1,404,854 (2021: £1,429,962) less expenditure of £1,410,697 (2021: £1,313,352) and actuarial losses of £26,755 (2021: £18,470).

These Financial Statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime. The accompanying notes form part of these Financial Statements.

The Financial Statements were approved by the Board on

S Onslow
Chairman
Date: 25/02/23

J Cushion
Director
Date: 25/02/23

Company Registration No. 05051166 (England and Wales)
Charity Registration No. 1102837
Homes England No. 4853

GROUP AND CHARITY STATEMENT OF CHANGES IN RESERVES AS AT 31 AUGUST 2022

Group	Income and expenditure reserve £	Restricted reserve £	Restricted fixed asset reserve £	Total £
Balance as at 1 September 2020	1,355,087	439,655	1,973,089	3,767,831
Total comprehensive income for the year	41,987	-	-	41,987
Transfer of restricted expenditure from unrestricted reserve	100,207	(81,557)	(18,650)	-
Balance at 31 August 2021	1,497,281	358,098	1,954,439	3,809,818
Total comprehensive income for the year	61,392	-	-	61,392
Transfer of restricted expenditure from unrestricted reserve	(102,272)	148,628	(46,356)	-
Balance at 31 August 2022	1,456,401	506,726	1,908,083	3,871,210

Charity	Income and expenditure reserve £	Restricted reserve £	Restricted fixed asset reserve £	Total £
Balance as at 1 September 2020	1,345,982	50,281	-	1,396,263
Total comprehensive income for the year	98,140	-	-	98,140
Transfer of restricted expenditure from unrestricted reserve	45,924	(45,924)	-	-
Balance at 31 August 2021	1,490,046	4,357	-	1,494,403
Total comprehensive income for the year	(32,598)	-	-	(32,598)
Transfer of restricted expenditure from unrestricted reserve	(7,608)	7,608	-	-
Balance at 31 August 2022	1,449,840	11,965	-	1,461,805

CONSOLIDATED STATEMENT OF CASH FLOWS AS AT 31 AUGUST 2022

	Note	Group 31.8.2022 £	31.8.2021 £
Net cash flow from operating activities	22	(18,706)	77,498
		(18,706)	77,498
Cash flow from investing activities			
Refurbishment of tangible fixed assets - housing properties		(8,088)	(38,903)
Purchase of tangible fixed assets		(63,396)	(41,956)
Proceeds from sale of tangible fixed assets			1,000
Interest income		280	342
Net cash flow from investing activities		(71,204)	(79,517)
Cash flow from financing activities			
Interest paid		(23,618)	(16,097)
New borrowings		150,000	30,000
Repayment of long term loans		(40,302)	(27,849)
Net cash flow from financing activities		86,080	(13,946)
Net increase in cash and cash equivalents		(3,830)	(15,965)
Cash and cash equivalents at the beginning of the year		1,282,928	1,298,893
Cash and cash equivalents at the end of the year		1,279,098	1,282,928
Cash and cash equivalents consists of:			
Cash at bank and in hand		1,279,098	1,282,928
Cash and cash equivalents at the end of the year		1,279,098	1,282,928

NOTES TO THE FINANCIAL STATEMENTS AS AT 31 AUGUST 2022

LEGAL STATUS

Southend-on-Sea Young Men's Christian Association (the Charity) is a private company limited by guarantee incorporated in England under the Companies Act 2006, registered with the Homes and Communities Agency as a private registered provider of social housing and is a Registered Charity. The registered office is Newlands, 85 Ambleside Drive, Southend-on-Sea, SS1 2FY.

Southend-on-Sea Young Men's Christian Association has one subsidiary; South Essex Community School (Limited by Guarantee), registered under the Companies Act 2006 and an exempt Charity (an Academy Trust) reporting to the Secretary of State.

1. ACCOUNTING POLICIES

1.1 Basis of accounting

The Group's Financial Statements have been prepared in accordance with applicable United Kingdom Generally Accepted Accounting Practice (UK GAAP) including Financial Reporting Standard 102 and the Statement of Recommended Practice for registered housing providers: Housing SORP 2018.

The Financial Statements comply with the Companies Act 2006, the Housing Regeneration Act 2008 and the Accounting Direction for Private Registered Providers of Social Housing 2019. The accounts are prepared on the historical cost basis of accounting and are presented in sterling £.

The subsidiary undertaking is an Academy Trust. Consideration has also been given to the Charities SORP (FRS 102) and the Academies Accounts Direction 2020 to 2021, where this is deemed appropriate in order to give a true and fair view.

The Charity constitutes a Public Benefit Entity as defined by FRS 102.

Parent Company Disclosure Exemptions

In preparing the separate Financial Statements of the Parent Company, advantage has been taken of the following disclosure exemptions available in FRS 102.
- the requirement to present a statement of cash flows and related notes;
- disclosures in respect of the Parent Company's Financial Instruments have not been presented as equivalent disclosure exemptions available in FRS 102;
- no disclosure has been given for the aggregate remuneration of the key management personnel of the Parent Company because their remuneration is included in the totals for the group as a whole.

1.2 Basis of Consolidation

The Group Financial Statements consolidate the Financial Statements of the Charity and its subsidiary South Essex Community School (Limited by Guarantee). The results of the subsidiary have been consolidated on a line-by-line basis for the year ended 31 August 2022. The South Essex Community School is a subsidiary of the main Charity under Section 1162 (2) (b) of the Companies Act 2006. The section defines "parent undertaking" and "subsidiary undertaking" for the purposes of the Companies Acts. An undertaking is a parent undertaking in relation to another undertaking, a subsidiary undertaking, if it is a member of the undertaking and has a right to appoint or remove a majority of its Board of Directors. The results of South Essex Community School are shown in Note 21. In accordance with Section 408 of the Companies Act 2006, no individual Financial Statements have been prepared for the Parent Company.

1.3 Going concern

The group's business activities, its current financial position and factors likely to affect its future development are set out within the Report from the Board. The Group has in place long-term debt facilities which provide adequate resources to finance committed reinvestment and Development Programmes, along with the group's day to day operations. The Group also has a long-term Business Plan which shows that it is able to service these debt facilities whilst continuing to comply with lenders' covenants.

SOUTHEND YMCA
ANNUAL ACCOUNTS 21/22

On this basis, the Board has a reasonable expectation that the Group has adequate resources to continue in operational existence for the foreseeable future, being a period of at least twelve months after the date on which the Report and Financial Statements are signed. For this reason, it continues to adopt the going concern basis in the Financial Statements.

1.4 Judgements and Key Sources of Estimation Uncertainty

Preparation of the Financial Statements requires management to make significant judgements and estimates. The following judgements and experts have had the most significant effect on the amounts recognised in the Financial Statements:

Housing Related Support Income
Management judgement is applied in determining the extent to which the risks and benefits are transferred to the Charity when considering the income to be recognised.

Government and Other Grant Taken to Income
Where entitlement to income is subject to fulfilling performance related conditions, judgement is applied in some situations to determine the stage of completion and the related income to be recognised, rather than deferred.

Cost Allocation
Judgement is required in determining and applying the basis of regulated social housing activity and activities other than social housing costs.

Categorisation of Housing and Other Properties
The Group has undertaken a detailed review of the intended use of all properties. In determining the intended use, the Group has considered if the asset is held for social benefit or to earn commercial rentals.

Tangible Fixed Assets
Depreciation is charged on tangible fixed assets over their estimated useful lives, taking into account residual value if appropriate. The actual lives of the assets and their residual values are assessed annually and may vary depending on a number of assumptions.

Pension Benefits
The cost of defined benefit Pension Plans and other post-employment benefits are determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty.

Present Value of Local Government Pension Scheme
The present value of the Local Government Pension Scheme Defined Benefit Liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in Note 17, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

1.5 Turnover

Turnover represents rental income and service charges receivable, programme activities income, donations and local authority and other revenue grants receivable. Rental income is recognised when the property is let, net of voids. Service Charge Income and costs are recognised on an accruals basis. Housing Related Support Income is recognised as it falls due under the contractual arrangement with the administering authorities.

General Annual Grant relating to the Academy Trust is recognised in full in the Statement of Comprehensive Income in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

Capital grants relating to the Academy Trust are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended. Unspent amounts of capital grant are reflected in the balance in the restricted reserves.

Sponsorship income provided to the Academy which amounts to a donation is recognised in the Statement of Comprehensive Income in the period in which it is receivable, where receipt is probable and it is measurable.

Housing Properties
Housing properties are those held for the provision of social housing or to otherwise provide social benefit. Housing properties are stated at cost less accumulated depreciation and impairment losses. The cost of properties is their purchase price together with incidental costs of acquisitions, improvements and revaluation.

Investment Income
Investment Income is accounted for on a receivable basis.

Government and Other Capital Grants
Government and other capital grants include grants receivable from HE, YMCA England, local authorities, and other government organisations. Government Grants received for housing properties are recognised in income over the useful life of the housing property structure under the accruals model.

Government Grants released on the sale of a property may be repayable but are normally available to be recycled and are credited to a Recycled Capital Grant Fund.

Grants relating to revenue are recognised in income and expenditure over the same period as the expenditure to which they relate once reasonable assurance has been gained that the entity will comply with the conditions and that the funds will be received.

Grants due from government organisations or received in advance are included as current assets or liabilities.

Other Grants
Grants received from non-government sources, whether ‘capital’ or ‘revenue’ grants, are recognised using the performance method. If there are no specific performance requirements then the grants are recognised when receivable. Income received in advance of the performance conditions being met is deferred and included in creditors.

Other Income
Income from other activities includes income from fundraising events, hire of facilities, first aid training, bus hire and project match funding.

Income is receivable in exchange for goods and services and is recognised when entitlement has occurred.

1.6 Depreciation of Housing Properties

Major components of housing properties are identified and treated as separable assets and are depreciated on a straight line basis over their expected economic useful lives at the following rates:

Property structure	125 years
Roof	60 years
Windows and external doors	40 years
Kitchens	30 years
Bathrooms	40 years
Boilers	30 years

Freehold land is not depreciated.

Leasehold properties are amortised over the life of the lease or their estimated useful economic lives in the business, if shorter.

1.7 Other Tangible Fixed Assets and Depreciation

Other tangible fixed assets are stated at cost less accumulated depreciation. Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Statement of Financial Position at cost and depreciated over their expected useful economic life.

For assets held by the Academy Trust, where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset reserve in the Statement of Comprehensive Income and carried forward in the Statement of Financial Position. Depreciation on the relevant assets is charged directly to the restricted reserve in the Statement of Comprehensive Income. Where tangible fixed assets have been acquired with restricted funds, depreciation on such assets is charged to the Income and Expenditure Reserve.

This treatment has been applied to present a true and fair view in accordance with the Academies Accounts Direction 2021-22.

Depreciation has been provided at the following rates:

Freehold buildings	100 years straight line
Fixtures and fittings	20% / 25% reducing balance
Music, sports and office equipment	25% reducing balance
Computer equipment	3 years straight line
Motor vehicles	25% reducing balance
Kitchen extension	50 years straight line
Music room extension	6 years straight line

Other freehold land is not depreciated.

1.8 Impairment

Housing Properties
Reviews for impairment of housing properties are carried out when a trigger event has occurred and any impairment loss in a cash generating unit is recognised by a charge to the statement of comprehensive income. Impairment is recognised where the carrying value of a cash generating unit exceeds the higher of its net realisable value or its value in use. A cash generating unit is normally an individual property level whose cash income can be separately identified.

Following a trigger event for impairment, an impairment test is performed based on fair value less costs to sell or a value in use calculation. The fair value less costs to sell calculation is based on available data from sales transactions in an arm's length transaction on similar cash generating units (properties) or observable market prices less incremental costs for disposing of the properties.

The value in use calculation is based on either a depreciated replacement cost or a discounted cash flow model. The depreciated replacement cost is based on available data of the cost of constructing or acquiring replacement properties to provide the same level of service potential to the charity as the existing property.

Other Fixed Assets
At each reporting period end date, the group reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. 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).

1.9 Taxation

The Charity and its subsidiary undertaking are exempt from corporation tax on their charitable activities.

1.10 Reserves

Income and Expenditure Reserves
Income and Expenditure Reserves are incoming resources receivable or generated in furtherance of the general objectives of the group without specified purpose and are available as general reserves.

Restricted Reserves
Restricted Reserves represent income received where the funder or other source of the income have imposed restrictions as to how the reserves shall be used. The nature and purpose of restricted reserves is set out in the notes to the financial statements.

Restricted Fixed Asset Reserves are resources which are applied to specific capital purposes imposed by funders where the asset acquired or created is held for a specific purpose.

1.11 Pension Costs and Other Post Retirement Benefits

The Charity participated in a Multi-Employer Defined Benefit Pension Plan for employees of YMCAs in England, Scotland and Wales, which was closed to new members and accruals on 30 April 2007. Due to insufficient information, the plan's actuary has advised that it is not possible to separately identify the assets and liabilities relating to the charity.

SOUTHEND YMCA
ANNUAL ACCOUNTS 21/22

As described in Note 17 the Charity has a contractual obligation to make Pension Deficit Payments of £12,008 per annum over the period to April 2029, accordingly this is shown as a liability in these accounts. In addition, the Charity is required to contribute £2,684 per annum to the operating expenses of the Pension Plan and these costs are charged to the Statement of Comprehensive Income as made.

Retirement Benefits to Employees of the subsidiary are provided by the Teachers' Pension Scheme ("TPS") and the Local Government Pension Scheme ("LGPS"). These are Defined Benefit Schemes and the assets are held separately from those of the subsidiary.

The TPS is an Unfunded Scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the subsidiary in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in Note 17, the TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a Funded Scheme and the Assets are held separately from those of the subsidiary in separate trustee administered funds. Pension Scheme Assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of the scheme instructions, benefit charges, settlements and curtailments.

They are included as part of the staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Comprehensive income incorporating income and expenditure account and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses.

For defined contribution pension schemes the amount charged to the Statement of Comprehensive Income is the contributions payable in the year.

1.12 Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership of the leased asset to the group. All other leases are classified as operating leases.

Assets held under finance leases are recognised initially at the fair value of the leased asset (or, if lower, the present value of minimum lease payments) at the inception of the lease. The corresponding liability to the lessor is included in the statement of financial position as a finance lease obligation. Lease payments are apportioned between finance charges and reduction of the lease obligation using the effective interest method so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are deducted in measuring the surplus or deficit. Assets held under finance leases are included in tangible fixed assets and depreciated and assessed for impairment losses in the same way as owned assets.

Rentals payable under operating leases are charged to income and expenditure on a straight-line basis over the lease term, unless the rental payments are structured to increase in line with expected general inflation, in which case the group recognises annual rent expense equal to amounts owed to the lessor.

SOUTHEND YMCA
ANNUAL ACCOUNTS 21/22

1.13 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.

1.14 Financial instruments

The group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.15 Employee benefits

Short-term employee benefits and contributions to defined contribution plans are recognised as an expense in the period in which they are incurred.

NOTES TO THE FINANCIAL STATEMENTS (continued) AS AT 31 AUGUST 2022

2. TURNOVER, EXPENDITURE, OPERATING COSTS AND OPERATING SURPLUS/(DEFICIT)

	2022 £	2021 £
Income from Social Housing Lettings		
Rents receivable excluding service charges	173,356	163,247
Service charges receivable	393,869	376,406
Other social housing activities		
Supporting People grant	122,621	142,814
Rochford DC support grant	14,300	1,733
Amortisation of government grants	4,713	4,713
Other grants received	2,600	-
Other income	10,837	-
Total	722,296	688,913
Activities other than social housing		
Income from Asylum Seeker properties	147,753	57,502
Activities for generating funds	22,850	48,538
Training	25,000	25,577
Community Impact	4,594	2,180
Positive Activities	438,944	588,148
Children's Home	43,209	2,500
Covid 19	-	15,400
Charity Shop Profit Share	-	936
	682,350	740,781
Total Charity Income	1,404,646	1,429,694
Educational operations (South Essex Community School Limited)		
DfE/ESFA grants	536,468	532,581
Other government grants	51,301	45,498
Other funding	328,563	275,722
Donations and capital grants	5,879	29,993
Covid-19 additional funding	-	17,728
Other trading activities	522	756
Total Income for Group	**2,327,379**	**2,331,972**

2. TURNOVER, EXPENDITURE, OPERATING COSTS AND OPERATING SURPLUS/(DEFICIT) (continued)

	Social housing activities £	Activities other than social housing £	2022 £	2021 £
Income	722,296	1,605,083	2,327,379	2,331,972
Operating expenditure	(677,863)	(1,740,031)	(2,417,894)	(2,261,761)
Operating surplus	**44,433**	**(134,948)**	**(90,515)**	**70,211**
Void losses			-	2,649

3. ACCOMMODATION IN MANAGEMENT AND DEVELOPMENT

At the end of the year accommodation in management for each class of accommodation was as

	Group 2022 No of units	2021	Charity 2022 No of units	2021
Social housing				
Non-social housing (asylum seekers)	6	7	6	7
Supported housing	36	36	36	36
Total owned	42	43	42	43

One room within the property rented for asylum seekers is small and not utilised for occupation.

4. OPERATING SURPLUS

The operating surplus is arrived at after charging/(crediting):

	Group		Charity	
	2022	2021	2022	2021
	£	£	£	£
Depreciation on housing properties	20,071	19,677	20,071	19,677
Depreciation of other tangible fixed assets	84,403	75,644	25,517	20,666
Profit/(Loss) on other tangible assets	-	(468)	-	(468)
Operating lease rentals	60,553	26,007	57,528	22,613
Auditors' remuneration:				
Fees payable to the Charity's auditors:				
for the audit of the financial statements	11,000	10,000	11,000	10,000
for other services	7,405	7,292	7,405	7,292
Fees payable to the component auditors:				
Audit of the accounts of subsidiaries	8,000	7,000	-	-
Total audit services	26,405	24,292	18,405	17,292

5. INTEREST RECEIVABLE

	Group		Charity	
	2022	2021	2022	2021
	£	£	£	£
Interest received	280	342	209	268
	280	342	209	268

6. INTEREST AND FINANCING COSTS

	Group		Charity	
	2022	2021	2022	2021
	£	£	£	£
Interest on bank loans	23,618	16,097	23,618	16,097
	23,618	16,097	23,618	16,097

7. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	1,236,588	1,116,329
Social security costs	115,065	101,336
Other pension costs	162,928	139,809
	1,514,581	1,357,474

In addition to the above, contributions to the operating expenses of the YMCA Pension Plan of £2,170 were made (2021: £1,772).

The average monthly number of employees expressed as full time equivalents (calculated based on a standard working week of 37 hours):

	2022	2021
Housing and support	7	5
Training	2	1
Community impact	-	-
Positive activities	9	7
Management and administration	4	4
South Essex Community School	20	21
	42	38

The full time equivalent number of employees receiving annual remuneration excluding employer pension contributions in excess of £60,000 are:

£60,001 to £70,000	-	-
£70,001 to £80,000	2	2

	2022	2021
	£	£
Key management personnel remuneration:		
Salary	597,708	571,648
Contributions to pension scheme	62,239	64,274
	659,947	635,922

The highest paid Director's emoluments and pension costs in the year ended 31 August 2022 were £71,676 (2021: £71,539) and £1,320 (2021: £1,316) respectively. This included payment in lieu of annual leave of £5,750 (2021: £3,837).

The Chief Executive is a member of the multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales. She is an ordinary member of the pension scheme and no enhanced or special terms apply. The Charity does not make any further contribution to an individual pension arrangement for the Chief Executive.

8. TRUSTEES REMUNERATION, BENEFITS AND EXPENSES

During the period trustees were reimbursed expenses totalling £nil (2021: £nil).

The principal of South Essex Community School Limited receives remuneration in respect of services they provide undertaking the roles of head teacher under their contracts of employment, and not in respect of their services as a trustee. The CEO of Southend YMCA receives remuneration in respect of services they provide undertaking the role of CEO under their contract of employment, and not in respect of their services as a trustee of the school. No other trustees received remuneration from Southend YMCA.

9. TANGIBLE FIXED ASSETS - HOUSING PROPERTIES

Group and charity	Social housing properties £	Total housing properties £
COST		
At 1 September 2021	1,766,026	1,766,026
Additions	8,088	8,088
Disposals	(185)	(185)
At 31 August 2022	1,773,929	1,773,929
DEPRECIATION		
At 1 September 2021	101,799	101,799
Charge	20,071	20,071
Disposals	(185)	(185)
At 31 August 2022	121,685	121,685
NET BOOK VALUE		
At 31 August 2022	1,652,244	1,652,244
At 31 August 2021	1,664,227	1,664,227

Social housing assistance:

At 31 August 2019 there is no accumulated social housing grant receivable, however the estimated amount of outstanding Social Housing Grant transferred to the charity in connection with the purchase of 'Newlands' was £874,363.

10. TANGIBLE FIXED ASSETS - OTHER

10. TANGIBLE FIXED ASSETS - OTHER

Group	Land and buildings £	Leasehold property £	Academy Trust Land and Buildings £	Music, Sports & Office Equipment £	Fixtures, Fittings and Computer £	Motor Vehicles £	Total Fixed Assets £
COST							
At 1 September 2021	626,839	-	2,132,557	80,970	436,777	100,000	3,377,143
Additions	-	74,161		11,719	26,916	-	112,796
Disposals	-	-	-	-	-	-	-
At 31 August 2022	626,839	74,161	2,132,557	92,689	463,693	100,000	3,489,939
DEPRECIATION							
At 1 September 2021	112,580	-	242,689	78,836	340,437	97,575	872,117
Charge	5,552	-	35,151	3,462	39,632	606	84,403
Disposals	-	-	-	-	-	-	-
At 31 August 2022	118,132	-	277,840	82,298	380,069	98,181	956,520
NET BOOK VALUE							
At 31 August 2022	508,707	74,161	1,854,717	10,391	83,624	1,819	2,533,419
At 31 August 2021	514,259	-	1,889,868	2,134	96,340	2,425	2,505,026

The Secretary of State for Education holds a legal charge over the school site. At 31 August 2022 the net book value of the school site included within freehold land and buildings was £1,854,717 (2021: £1,889,868).

Charity	Land and buildings £	Leasehold property £	Academy Trust Land and Buildings £	Music, Sports & Office Equipment £	Fixtures and Fittings £	Motor Vehicles £	Total Fixed Assets £
COST							
At 1 September 2021	626,839	-	-	80,970	205,155	100,000	1,012,964
Additions	-	74,161	-	11,719	14,386	-	100,266
Disposals	-	-	-	-	-	-	-
At 31 August 2022	626,839	74,161	-	92,689	219,541	100,000	1,113,230
DEPRECIATION							
At 1 September 2021	112,580	-	-	78,836	173,386	97,575	462,377
Charge	5,552	-	-	3,462	15,897	606	25,517
Disposals	-	-	-	-	-	-	-
At 31 August 2022	118,132	-	-	82,298	189,283	98,181	487,894
NET BOOK VALUE							
At 31 August 2022	508,707	74,161	-	10,391	30,258	1,819	625,336
At 31 August 2021	514,259	-	-	2,134	31,769	2,425	550,587

11. DEBTORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

Group	2022 £	2021 £
Trade debtors	(486)	(487)
Rent and service charges receivable	33,003	27,425
Less provision for bad debts	(2,941)	(2,567)
Other debtors	45,645	95,691
Prepayments and accrued income	111,823	63,950
	187,044	184,012

Charity	2022 £	2021 £
Rent and service charges receivable	33,003	27,425
Less provision for bad debts	(2,941)	(2,567)
Other debtors	44,730	87,722
Amounts due from subsidiary and associated undertakings	-	-
Prepayments and accrued income	103,737	46,541
	178,529	159,121

12. CREDITORS - AMOUNTS DUE FALLING WITHIN ONE YEAR

Group	2022 £	2021 £
Bank loan	38,539	27,746
Other loan	3,000	3,000
Trade creditors	61,196	46,823
Rent and service charges received in advance	1,451	3,154
YMCA pension deficit agreement plan	9,655	6,236
Deferred capital grant (note 15)	11,692	4,713
Other taxation and social security	13,940	15,628
Other creditors	138,629	123,798
Accruals and deferred income	135,149	226,424
	413,251	457,522

Charity	2022 £	2021 £
Bank loan	38,539	27,746
Other loan	3,000	3,000
Trade creditors	61,196	46,823
Rent and service charges received in advance	1,451	3,154
YMCA pension deficit agreement plan	9,655	6,236
Deferred capital grant (note 15)	11,692	4,713
Other taxation and social security	13,940	15,628
Other creditors	73,393	72,905
Accruals and deferred income	112,624	200,136
	325,490	380,341

Group accruals and deferred income includes the following deferred income:

Group and Charity	2022 £	2021 £
National Lottery Community Fund (RC London and South East Region)	-	35,402
BBC Children in Need	15,996	4,431
Co-operative Foundation/Big Lottery#iwill	-	6,565
Essex Community Foundation	-	27,923
ECVYS	5,416	14,033
Jack Petchey Foundation	-	4,186
Virtual School	-	7,828
YMCAEW	-	22,000
YMCAEW Y Girls	1,400	5,295
Kids Inspire - Fammily Innovation Fund	2,083	2,083
Southend Borough Council young peoples homeless service (Supporting	11,571	-
Good News Evangelical	8,000	-
Southend Borough Council - CRF Motivate Volunteering	5,754	-
Youth Music	12,480	-
	62,700	129,746

13. CREDITORS - AMOUNTS DUE FALLING AFTER ONE YEAR

Group and Charity	2022 £	2021 £
Bank loan	826,958	725,053
Other loan	24,000	27,000
YMCA pension deficit agreement plan	72,766	56,910
Deferred capital grant (note 15)	361,620	330,890
	1,285,344	1,139,853

14. DEBT ANALYSIS

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Bank loans	865,497	752,799	865,497	752,799
Other loans	27,000	30,000	27,000	30,000
	892,497	782,799	892,497	782,799
Payable within one year	41,539	27,746	41,539	30,746
Payable after one year	850,958	752,902	850,958	752,053
	892,497	780,648	892,497	782,799
Amounts included above which fall due after five years, payable by instalments	672,859	629,068	672,859	629,068

Security

One bank loan is secured by fixed charges on housing property known as 'Newlands' 85 Ambleside Drive, Southend on Sea and a debenture over Southend YMCA. This loan is repayable over 25 years from the date of drawdown being 27 November 2017 in monthly instalments at rates of interest ranging from the greater of 2% pa over the Bank of England base rate or 2% pa.

A second bank loan is also secured by fixed charges on housing property known as 'Newlands' 85 Ambleside Drive, Southend on Sea and a debenture over Southend YMCA. This loan is repayable over 10 years from the date of drawdown being 1 December 2021 in monthly instalments at a fixed rate of interest of 2.43% for the first 5 years and at rates of interest ranging from the greater of 2% pa over the Bank of England base rate or 2% pa thereafter.

15. DEFERRED CAPITAL GRANT

Group and Charity	2022 £	2021 £
At 1 September 2021	335,603	301,316
Grant received in the year	49,400	39,000
Released to income in the year	(11,691)	(4,713)
At 31 August 2022	373,312	335,603

16. LEASE COMMITMENTS

Total future minimum lease payments under non-cancellable operating leases for each of the following periods is as follows:

Group	2022 £	2021 £
Within one year	51,513	49,822
Between one and five years	119,000	126,184
After 5 years	236,137	263,975
	406,650	439,981

Charity	2022 £	2021 £
Within one year	51,173	46,599
Between one and five years	119,000	125,833
After 5 years	236,137	263,975
	406,310	436,407

17. PENSION AND SIMILAR OBLIGATIONS

YMCA Pension Plan

The Charity participated in a contributory pension plan providing defined benefits based on final pensionable pay for employees of YMCAs in England, Scotland and Wales. The assets of the YMCA Pension Plan are held separately from those of The Southend-on-Sea Young Men's Christian Association and at the year end these were invested in the Mercer Dynamic De-risking Solution, 63% matching portfolio and 37% in the growth portfolio and Schroder (property units only).

The most recent completed three year valuation was as at 1 May 2020. The assumptions used which have the most significant effect on the results of the valuation are those relating to the assumed rates of return on assets held before and after retirement of 2.59% and 1.09% respectively, the increase in pensions in payment of 2.99% (for RPI capped at 5% p.a.), and the average life expectancy from normal retirement age (of 65) for a current male pensioner of 22.0 years, female 24.4 years, and 23.7 years for a male pensioner, female 26.1 years, retiring in 20 years time. The result of the valuation showed that the actuarial value of the assets was £146.1m. This represented 79% of the benefits that had accrued to members.

The Pension Plan was closed to new members and future service accrual with effect from 30 April 2007. With the removal of the salary linkage for benefits all employed deferred members became deferred members as from 1 May 2011.

The valuation prepared as at 1 May 2020 showed that the YMCA Pension Plan had a deficit of £39 million. The charity has been advised that it will need to make monthly contributions of £1001 from 1 May 2022. This amount is based on the current actuarial assumptions (as outlined above) and may vary in the future as a result of actual performance of the Pension Plan. The current recovery period is 7 years commencing 1 May 2022.

Repayable

	Within one year £	One to two years £	Two to five years £	After five years £	More than one year £	Total 2021 £	Total 2020 £
As at 31 August 2022	9,655	10,308	35,158	27,300	72,766	82,421	
As at 31 August 2021	6,236	6,667	22,792	27,451	56,910		63,146

In addition, the Charity may have, over time, liabilities in the event of the non-payment by other participating YMCAs of their share of the YMCA Pension Plan's deficit. It is not possible currently to quantify the potential amount that the charity may be called upon to pay in the future.

Charity Defined Contribution Scheme
The Charity also operates a Defined Contribution Scheme, the assets of which are held separately from those of the Charity. The charge for the period to the Income and Expenditure Account in relation to this Scheme is £14,552 (2021: £13,146). Contributions for employees were a minimum of 5% of salary and the employer contributions were 5%.

Other Multi-Employer Defined-Benefit Schemes
The employees of the South Essex Community School Limited belong to two principal pension schemes: the Teachers' Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Essex County Council. Both are multi-employer defined-benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2019. The pension costs payable to the TPS in the period amount to £62,161 (2021: £54,029).

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

Teachers Pension Scheme

Introduction
The Teachers' Pension Scheme (TPS) is a statutory, contributory, Defined Benefit Scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in Academies. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme
The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy).
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million.
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI, assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The next valuation result is due to be implemented from 1 April 2023.

A copy of the valuation report and supporting documentation is on the Teachers' Pension Website.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Trust has accounted for its contributions to the Scheme as if it were a defined contribution scheme. The trust has set out above the information available on the scheme.

Local Government Pension Scheme
The LGPS is a funded Defined Benefit Scheme, with assets held in separate Trustee-Administered Funds. The total contribution for the year ended 31 August 2022 was £44,000 (2021: £40,000), of which employer's contributions totalled £34,000 (2021: £31,000) and employees' contributions totalled £10,000 (2021: £9,000). The agreed contribution rates for future years are 21.3% for employers and 5.5% to 12.5% for employees.

The LGPS obligation relates to the employees of the Academy, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Academy at the balance sheet date.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of Academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

The amounts recognised in the balance sheet are as follows:

	Defined benefit pension plans	
	2022	2021
	£	£
Present value of funded obligations	(345,000)	(451,000)
Fair value of plan assets	263,000	222,000
	(82,000)	(229,000)
Deficit	(82,000)	(229,000)

The amounts recognised in the statement of financial activities are:

	Defined benefit pension plans	
	2022	2021
	£	£
Current service cost	86,000	73,000
Interest cost	3,000	3,000
	89,000	76,000

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	2022	2021
	£	£
Opening defined benefit obligation	451,000	361,000
Current service cost	86,000	73,000
Interest cost	7,000	6,000
Contributions by scheme participants	10,000	9,000
Actuarial losses	(205,000)	32,000
Benefits paid	(4,000)	(30,000)
Closing defined benefit obligation	345,000	451,000

Changes in the fair value of the share of scheme assets:

	Defined benefit pension plans	
	2022	2021
	£	£
Opening fair value of scheme assets	222,000	171,000
Interest income	4,000	3,000
Contributions by employer	34,000	31,000
Contributions by scheme participants	10,000	9,000
Actuarial gains/(losses)	(3,000)	38,000
Benefits paid	(4,000)	(30,000)
Closing fair value of scheme assets	263,000	222,000

Principal actuarial assumptions at the balance sheet date:

	2022	2021
CPI increases	3.1%	2.90%
Future salary increases	4.05%	3.90%
Future pension increases	3.05%	2.90%
Discount rate	4.25%	1.65%

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:

	At 31 August 2022	2021
Retiring today		
Males	21.0	21.6
Females	23.5	23.6
Retiring in 20 years		
Males	22.3	22.9
Females	24.9	25.1

The group's share of the assets in the scheme was:

	Fair value at 31 August 2022 £	2021 £
Equities	148,000	142,000
Gilts	5,000	6,000
Corporate bonds	12,000	10,000
Property	25,000	15,000
Cash	8,000	6,000
Alternative assets	39,000	25,000
Other managed funds	26,000	18,000
Total market value of assets	263,000	222,000

The actual return on scheme assets was £1,000 (2021: £41,000).

18. FINANCIAL INSTRUMENTS

The Group's financial instruments may be analysed as follows:

	2022 £	2021 £
Financial assets:		
Financial assets that are debt instruments measure at amortised cost	1,354,319	1,402,990
Financial liabilities:		
Financial liabilities measured at amortised cost	1,107,713	972,202

Financial assets measured at amortised cost comprise cash at bank and in hand, trade debtors and other debtors.

Financial liabilities measured at amortised cost comprise trade creditors, taxation and social security, other creditors, housing and bank loans.

19. MOVEMENT IN RESTRICTED RESERVES

	As at 1 September 2021 £	Movement in the year £	As at 31 August 2022 £
Co-op Foundation/Big Lottery Fund #iwill fund Grant	4,357	(4,357)	-
Cherry Family Trust	-	11,965	11,965
South Essex Community School:			
Commissioning Fund	532,921	14,688	547,609
Other EFA grants	2,329	(2,329)	-
COVID-19 catch up premium	7,832	(4,227)	3,605
Special Education Projects	2,623	(2,623)	-
Local Authority	37,036	(11,489)	25,547
Pension	(229,000)	147,000	(82,000)
Restricted fixed assets funds	1,954,439	(46,356)	1,908,083
Total Restricted Reserves	**2,312,537**	**102,272**	**2,414,809**

Restricted Funds
These funds represent the accumulated surpluses from funds available for a specific purpose:

Co-op Foundation/Big Lottery Fund #iwill fund Grant
A project to combat isolation through social action.

Cherry Family Trust
These are funds received to pay for furniture and fitting out of the new children's home.

20. CONTROL

There is no ultimate controlling party.

21. PARTICULARS OF SUBSIDIARY

The Charity is a member of South Essex Community School (Limited by Guarantee) and has the right to appoint or remove a majority of its Board Members. South Essex Community School (Limited by Guarantee) therefore falls within the definition of a subsidiary found in section 1159(1)(b) of the Companies Act 2006.

The subsidiary's results as extracted from the statutory financial statements for the year ended 31 August 2022 are outlined below:

	2022 £	2021 £
Incoming resources from charitable activities - Educational operations	916,332	871,529
Incoming resources from charitable activities - Other income	6,472	30,823
Resources expended	(828,814)	(958,506)
	93,990	(56,154)

The aggregate of the assets, liabilities and reserves were:

	2022 £	2021 £
Fixed Assets	1,908,083	1,954,439
Current Assets	671,083	667,157
Current Liabilities	(169,770)	(306,190)
	2,409,396	2,315,406

22. RECONCILIATION OF NET MOVEMENT IN RESERVES TO NET CASH FLOW FROM OPERATING ACTIVITES

	Group 2022 £	2021 £
Surplus/(Deficit) for the year	61,392	41,987
Depreciation of housing properties	20,071	19,677
Depreciation of other fixed assets	84,403	75,644
Loss on sale of other fixed assets	-	468
Interest payable	23,618	16,097
Interest received	(280)	(342)
Capital grant	(49,400)	(39,000)
Decrease/(Increase) in debtors	(3,032)	(44,537)
(Decrease) in creditors	(155,478)	7,504
Net cash generated from operating activities	(18,706)	77,498

23. ANALYSIS OF CHANGES IN NET DEBT

	As at 1 September 2021	Cash flows	Other non-cash movements	As at 31 August 2022
Cash	1,282,928	(3,830)	-	1,279,098
Loans due within one year	(30,746)	(109,698)	98,905	(41,539)
Loans due after one year	(752,053)	-	(98,905)	(850,958)
	500,129	(113,528)	-	386,601

24. RELATED PARTY TRANSACTIONS

During the year, legal fees amounting to £3,165 (2021: £7,800) were incurred from Duncan Lewis (Solicitors) Ltd, a company in which K Bland is a consultant.

During the year, legal fees amounting to £2,103 (2021: £nil) were incurred from KDB Legal Ltd, a company in which K Bland is a director.

During the year, a Southend YMCA employee was seconded to the South Essex Community School. The employee's salary for the period was invoiced to the school amounting to £1,818 (2021: £nil).

All transactions were conducted under normal market conditions.

Southend YMCA is the parent entity in the group and ultimate controlling party. The group has taken advantage of the exemption available under Section 33 of FRS 102 not to disclose transactions with wholly owned subsidiary undertakings.

South Essex Community School

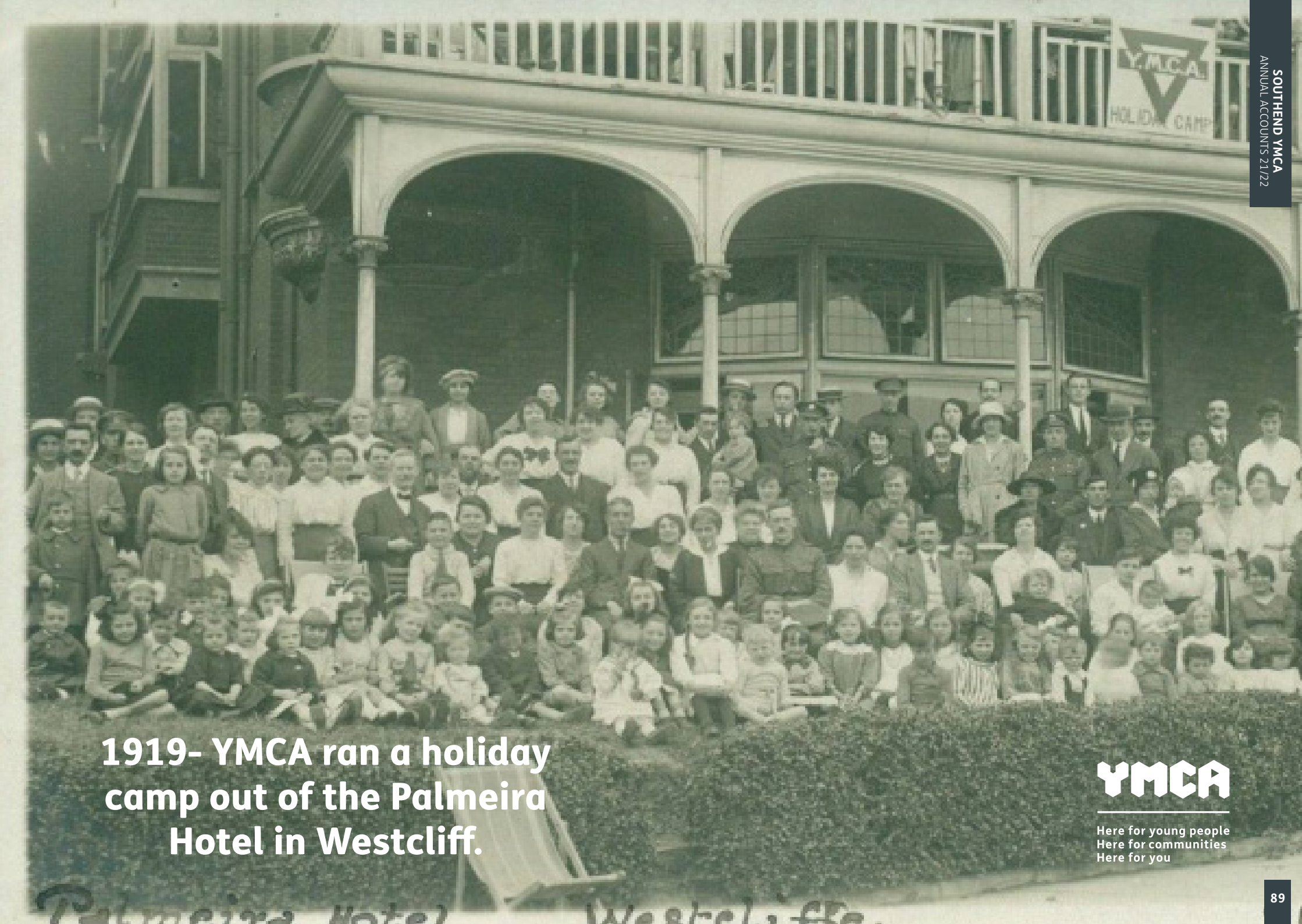
Owing to the nature of the school's operations and the composition of the school's Board of Trustees being drawn from public local and private sector organisations, transactions may take place with organisations in which the Academy Trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the school's financial regulations and normal procurement procedures.

25. MEMBERS

The Board of Trustees are the only members of the YMCA. The company is limited by guarantee, having no share capital and, in accordance with the Memorandum of Association; every member is liable to contribute a sum of £1 in the event of the company being wound up.

Number of members	2022 No	2021 No
At 1 September	9	8
Joining during the year	-	2
Leaving during the year	(1)	(1)
At 31 August	8	9

SOUTHEND YMCA
ANNUAL ACCOUNTS 21/22



1919- YMCA ran a holiday camp out of the Palmeira Hotel in Westcliff.

YMCA

Here for young people
Here for communities
Here for you

southendymca.org.uk

SOUTHEND **YMCA**

85 Ambleside Drive
Southend On Sea, Essex
SS1 2FY

Registered Charity Number: 1102837 (registered in England);
Limited Liability

Company number: 05051166;
Non-profit, private registered provider of

Social Housing: Number: 4853

Please get in touch via email at **info@southendymca.org.uk** or by calling **01702 301 301**.

YMCA | **Here for young people**
Here for communities
Here for you

YMCA enables people to develop their full potential in mind, body and spirit. Inspired by, and faithful to, our Christian values, we create supportive, inclusive and energising communities, where young people can truly belong, contribute and thrive.

FAMILY & YOUTH WORK

HEALTH & WELLBEING

HOUSING

TRAINING & EDUCATION

SUPPORT & ADVICE

SOUTHEND-ON-SEA YOUNG MENS CHRISTIAN ASSOCIATION

England & Wales - Charity number 1102837

Accounts

Company Registration No. 05051166 (England and Wales)

Charity Registration No. 1102837

Homes England Registration No. 4853

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

CONTENTS

	Page
Chair's report	1 - 3
Trustees' report	4 - 20
Auditors' report	21 - 24
Consolidated statement of comprehensive income	25
Group and charity statement of financial position	26
Group and charity statement of changes in reserves	27
Consolidated statement of cash flows	28
Notes to the financial statements	29 - 56

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

CHAIR'S REPORT FOR THE YEAR ENDED 31 AUGUST 2021

Last year's report captured the charity's agile response to turbulent and uncertain times, as we witnessed the unfolding of a global pandemic. This year, at the time of writing, we have the benefit of hindsight, knowing that we have successfully traversed along this precarious track; increasing our immediate capacity to support vulnerable children and young people in our local community and beyond offering Housing, Education, Youth Work, Therapeutic and Wellbeing Projects.

Independent evaluation attests to the impact we make. For example, Professor Ioakimidis (2021-UoE) concluded that 'FYV 'our youth voice and social action project:

'Increased young people's confidence and self-esteem' they *'gained new skills, including leadership skills plus the feeling of credibility and recognition...opening up opportunities they might not have had otherwise'*

And a FYV beneficiary, with lived experienced, shared:

'I was 16. I was struggling with my mental health and felt extremely disconnected. I initially got involved through a social media post ...I started to make friends... I have learnt a lot... FYV has really helped me, I can speak to a room full of people now, which would never have been possible... we can do more equality projects like a proper real life Pride event.'

What the charity has achieved in the financial year 2020-21 has been possible with the support of grant-making trusts and donors supporting direct projects, core costs and capital improvements. When we reach out to donors and grant making trusts we give our commitment to lead our projects ethically, with reference to best practice research, and in creative partnership with young people, families, and their parents and carers as we co-create initiatives.

We benefit from a dedicated and capable staff and volunteer team. Of course, we value the many partners with whom we work collaboratively in Southend and Essex. Together, we have responded to Covid-19, worked tirelessly to diminish its impact and deliver change for children and young people – addressing their wider needs, building strengths and aspirations.

As I write, the pandemic is not the only challenge. We live in an ever changing world; climate change necessitates urgent appropriation to the de-carbonisation agenda and sustainability goals; there are other difficult social and economic challenges facing families, including poverty (the 'heat' or 'eat' dilemma) and housing supply shortages.

At any one time we house around 42 young people (mainly aged 17-21) across three sites and have large waiting lists. 50+% of residents have emotional well-being needs, c:40% have experienced violence/crime and many have less than level 1 qualifications due to disrupted life journeys. This year, we redesigned physical spaces at Newlands to house our New Beginnings (NB) 'Live, Learn, Earn' delivery space. Early (NB) successes include 56% of learners moving into employment and further education, with 68% achieving a progression award. We also created 2 additional bed-spaces within the Newlands building footprint – all to create more social housing and repurpose ancillary spaces efficiently. This was supported principally by Landaid.

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

CHAIR'S REPORT FOR THE YEAR ENDED 31 AUGUST 2021

Southend YMCA is committed to continuous improvement and developing a strong and sustainable business core. The CAF Resilience Fund enabled developmental work in 2020-21 and in 2022 we will begin a Business Knowledge Transfer Partnership with the University of Hertfordshire. So we are placed to respond to societal needs at a local level. It is also noteworthy that our local grass-roots work has national policy value. For example, post year end FYV, along with NB and our Community School were asked to present their effective approaches to MPs through the APPG (All Party Parliamentary Group for Youth Affairs).

Southend YMCA is part of a global movement, local, regional and international, with a longstanding history of public service extending back to before the First World War. Examples of how we have done this in 2020-21 include:

- Envelop - We were awarded funding from BBC Children in Need's 'Covid-19 Next Steps Programme' to roll out the 'Envelop' Mentoring Project in Southend. This has built the resilience of children and young people as they transit out of lockdown. The project was rolled out swiftly with self-referrals from parents, schools, children's mental health service and social care.
- FYV & AIM projects - staged an international online event, the 'Huge Hangout' for World Mental Health Day - a live-streamed event with musical performances from young people, and films addressing mental health issues, which garnered extensive praise for its high quality production and content, reaching online audiences in excess of 100,000 people.
- mYplace Children's Home - We identified a suitable house for the home, achieved 'change of use' planning permission (03.2021) and entered into a 15-year lease. We made provision for internal enabling works, and secured social pump priming investment (from CAF bank). The home will open in 2022, initially for three children aged 11-17.
- Southend YMCA Community School worked with the DfE to make improvements to its building, creating new and improved learning spaces aligned to an evolved pastoral and vocational curriculum. It also achieved the prestigious Wellbeing Award for Schools.
- Southend YMCA's IT team worked to address digital exclusion for our young people and improved the Wi-Fi connections for residents. We updated staff laptops, mobile phones and internal phone systems, as well as working with Southend Borough Council to set in train a comprehensive overhaul of our IT infrastructure, which will ensure the highest levels of system security and mitigation of risk around business continuity.
- Our Health and Safety team worked tirelessly to keep staff and residents safe during the pandemic, with no significant outbreaks recorded.

Following our year end there was a tragic local event. The death of our local MP and YMCA Parliamentary Patron Sir David Amess caused shock waves across the world. His loss is felt keenly and deeply in the charity; in the community; in Parliament and across the nation. He is remembered as a Christian man, whose belief led him to be a faithful community servant, and disparate voices came together to honour him as a dedicated constituency MP. We reflect on a record showing such breadth and depth of service and aim to remember his spirit of service in all we do.

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

CHAIR'S REPORT FOR THE YEAR ENDED 31 AUGUST 2021

What is next for SYMCA? As we reflect on the year, we look to the future. T.S Elliot said: *'Time present and time past , are both perhaps present in time future, and time future contained in time past.'*

So having working diligently in the past and in the present to build a sustainable and resilient charity, we intend to keep investing in the future of children, young people, their families and carers.

We know there are Government plans to further regulate accommodation provision for 16-17 year olds and young people who have been Children Looked After up to 25 years and to improve tenant standards for social housing in the light of the Grenfell tragedy. We welcome these sector changes and will be ready for them.

We continue to respond to the social housing de-carbonisation agenda, with plans to move forward the green agenda and initiatives at Newlands and develop at least 12 units on the site. The Homeless Link Covid-19 – Homelessness Response Fund has aided formative work. Our funding goal is in excess of £1.5 million, and we anticipate working with Homes England and others to see this happen. Plans bring to life our vision for our mYplace Children's Home are being realised into 2022, creating a local home for local children.

In real terms (since 2010/2011) there has been a reduction of -77% Local Authority spend on youth services in our area. We have worked hard to counteract this situation with invaluable support from the National Lottery Community Fund, the National Foundation for Youth Music (Youth Music) and BBC Children in Need. Sustaining youth work projects and the health and emotional wellbeing of children and young people remains as a very important priority for us. Each year we reach 000's of young people.

We will be showcasing the strong creative skills of our staff team, many of whom are artists in their own right with bodies of work showcased nationally. This informs the creative standards we work to and it is our aim for 2022 to establish enduring relationships with the Arts Council.

A significant positive factor that has affected the achievement of charitable objectives, strategic goals and the delivery of activities is securing funding. SYMCA benefits from support from external partners' funders and donations. This is support that we certainly do not take for granted.

It is with this support that we are in the position to report a surplus this year, although much of this was generated through short term monies which will not be repeated in future years. This has enabled us to fulfil the boards strategic aim to grow our reserves, but in a context of rising costs this now represents 4.7 months of operating expenditure. Whilst within Charity Commission thresholds our objective to grow reserves remains.

The year ahead has many exciting opportunities but with it many challenges. The surplus made this year will enable us to provide the investment needed to launch the children's home and finance the Knowledge Transfer Programme. We will still need to fundraise and seek additional grant funding for youth work programmes and for further capital works at our Newlands site.

And so we extend our most sincere thanks to these amazing organisations, and individuals who have had a massive impact on our ability to stand alongside the most vulnerable in our community. It is pleasing we can create positive change collaborating together.



With warm wishes, Stephen Onslow - Chair of Trustees

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2021

The Trustees are pleased to present their annual report together with the consolidated financial statements for the year ending 31st August 2021, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

Southend YMCA (the group) comprises:

Southend-On-Sea Young Men's Christian Association

An Incorporated Charity, company number 5051166 (registered on 20.02.2004) and Charity number 1102837 (registered on 24.03.2004). Notably, the Charity's history of local community action predates this legal structure and extends back to the First World War at Shoebury Barracks, and beyond.

On the 13th July 2017, Southend YMCA was registered by the Homes & Communities Agency (HCA) as a Non- profit private Registered Provider of Social Housing (registration number 4853 Southend on Sea Young Men's Christian Association). Trustees warrant they comply with Homes England Standards which are monitored through a co-regulatory process. Prior to this, (2004-17) Southend YMCA provided supported housing services to young people as a managing agent for YMCA England.

The Southend YMCA Community School

In 2012, the Charity established a subsidiary company (the South Essex Community School Ltd Company Number: 07954295) operating as the Southend YMCA Community School (DFE Number: 882/1101). This is an Alternative Provision Free School and an Academy Trust (which is an exempt Charity reporting to the Secretary of State and a ring-fenced entity). Ofsted URN: 139903. The relationship between the charity and the school is governed through the Memorandum of Association and by a Deed of Agreement, with the Charity having the right to appoint and remove Directors.

The financial statements comply with the Companies Act 2006, the Housing and Regeneration Act 2008 and the Accounting Direction for Private Registered Providers of Social Housing 2019. Applicable UK accounting standards have been followed including the Statement of Recommended Practice (SORP) Accounting by Registered Social Housing Providers Update 2018.

1 CHARITABLE OBJECTIVES AND ACTIVITIES

Our charitable objects are set out in full in Section 4. In shaping objectives, Trustees consider the Charity Commission's Guidance on Public Benefit, and there is an intentional link between the charity's legal purpose (objects) to our strategic goals as detailed:

- Safe, supported transitional accommodation - for vulnerable young people to avert homelessness and promote independent living (*the provision of accommodation*)
- Positive youth work activities - which enable young people's personal, social and cultural development and active citizenship (*the provision of recreation and leisure*)
- Good quality education, training, and mentoring - which equips young people for employment and inclusion (*the provision of education*)
- Health and well-being initiatives - which have community impacts (*the relief of need, hardship or distress by reason of social, physical, emotional, spiritual or economic circumstances*)
- *The promotion of a Christian environment* is furthered through the introduction of a Chaplaincy Volunteer through the Ecumenical network Love Southend which works with people of all faiths and none.

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

The Southend YMCA Community School is part of the Southend YMCA group. It is an exempt charity (which reports to the DfE) and an Academy trust with a single charitable objective: 'To provide education for children of compulsory school age who, by reason of illness, exclusion from school or otherwise, may not for any period receive suitable education unless alternative provision is made for them'.

2 THE DIFFERENCE WE MAKE – DELIVERING PUBLIC BENEFIT

2a. **Who do we benefit?** Southend YMCA's services directly benefit vulnerable children and young people and their families and carers. We also reach the public in general.

Children and young people include - those who live in poverty and do not have the same access to opportunities as their peers, they may have emotional well-being needs and low self-esteem; some exhibit risk taking behaviours including substance misuse and offending; some come from families with multiple vulnerabilities or are in care. We house homeless young people and work with young people who are not in employment or education. Each young person is an individual and we seek to respond accordingly; building strengths and offering a range of targeted projects.

The charity also provides information and advice to persons of all ages. Community health projects such as Bump to Breast work with parents, babies and young children living in Southend's deprived wards – all to support the best start in life. We also know that our online campaigns and events are successfully connecting with the public in general, supporting community cohesion and delivering important public health messaging.

2b. **How do we know we are delivering benefits?** Programme delivery is underpinned by a monitoring and evaluation framework which is appropriate for the type of project and the range of needs that beneficiaries present with. This includes nationally recognised tools (such as the triangle outcomes star), exit surveys, focus groups, case studies, practitioner learning journals, alongside independent research.

We have an overarching Theory of Change and project-related theories of change for each of our activities (tracking the input-output–outcome–impact of our work). These are iterated with young people.

2c. **What types of outcomes are received? -** Our Matrix Inspection confirmed: *'there is a robust approach to outcomes definition, monitoring and evaluation'*

Outcomes (benefits) for children and young people in 2020-21 included: Improved motivation and emotional wellbeing; improved literacy, numeracy and soft skills; better self-care; improved relationships; reduced alcohol and drug abuse; better physical health; decrease in risk taking behaviour; progression into and retention within education or training (qualifications and awards); new employment opportunities and reduced benefit dependency; increase in ability to live independently, and connection to the community through active citizenship.

2d. **Quality assurance, regulation and compliance** - The group reports to regulatory bodies (Ofsted and Homes England) and is inspected by auditors and funders.

We hold many nationally recognised and externally validated standards:
- Matrix Quality Standard for Information, Advice and Guidance (IAG), importantly this noted that "SYMCA service is truly young person centred" and that we support Children and young people to "move forward in a positive way".
- The Investors in People Standard at Gold level (IIP) speaks of our creative culture, value-based leadership and agile management: it puts us in the country's top 17% of firms.
- In 2014, our SOS Bus Project was awarded the Queens Award for Voluntary Service (the MBE for voluntary groups). And were shortlisted for a second time.
- The school has consistently held an Ofsted 'Good' judgement.

With regard to our facilities:
We uphold the Decent Homes Technical Standard; regulatory building compliance is evidenced by an ongoing health and safety inspection regime implemented by industry standard registered bodies.

We have been awarded a combined heritage and conservation architectural award and the BREEAM 'excellent' environmental standard for our Eco-Hub Building (in 2010).

We hold Community Safety Accreditation Scheme (with Essex Police) furthering safe spaces through ongoing liaison. This approach is important to safeguard young people given new societal challenges and risks such as the criminal exploitation of young people through county drug lines and modern slavery. We seek to be a good neighbour, contributing to local forums with residents.

3 ACHIEVEMENTS AND PERFORMANCE

This section details Southend YMCA's (SYMCA) activities, outcomes and impacts.

3.1 SAFE, SUPPORTED TRANSITIONAL ACCOMMODATION

We know the background stories of homelessness are devastating for young people: family relationship breakdown; domestic violence; rejection and destitution. At SYMCA our young residents benefit from a holistic approach, delivered by a multi-disciplinary team.

3.1a. **THE NEWLANDS BUILDING** – consists of 31 self-contained studio flats and crash pads for up to 5 young people at risk (including those leaving care). In total, we offered over 12,000+ nights of accommodation, maintained 99-100% occupancy, with the demand for places increasing throughout the pandemic. Work with young people covers the following areas:
- Intensive key-work combining a trauma informed approach; a new core support offer; learning modules to further young people's knowledge and skills for independence; youth justice, focusing on risks, needs, and restorative practice; and 1-2-1 mentoring including homelessness prevention.
- Health and safety - We provide orientation to facilities and concierge services.
- Tenancy sustainment and benefits - We support young people to navigate pathways to achieve Move on and transition; tenancy sustainment and housing management.
- Access to ad–hoc IAG and careers advice.
- Youth Involvement measures include co-production initiatives.

IMPACT – is captured through a range of evaluative tools and as a result of living with SYMCA young people were: more motivated; able to take responsibility for their lives; had learnt how to manage money and a tenancy, and had progressed into further education and employment. These are key pre-conditions to live as an independent adult in our community.

In 2020-21, Covid-19 affected all aspects of housing life and work. The Housing Team successfully and robustly dealt with this challenge; prioritising the Health and Safety of residents and staff to ensure continuity of service for the residents throughout. Staff used pro-social modelling to promote Covid awareness and good health behaviours in young people. Through thorough planning and assessment of risk as well as liaising with the Local Public Health Authority we have been able to keep up to date with the constantly changing aspects of the pandemic.

Concierge and Security, which operates 24/7, has been maintained with staff out of hours on-call. Visitors to the building have been restricted. We have not seen an increase in disputes and anti-social behaviour because of the way we have responsibly held and supported young people, including attention to their mental health.

3.1b. **NEW ROADS** - comprises community resettlement flats for young asylum seekers in conjunction with social care. This service orientates up to 6 young people to an affordable, shared, community living space where young people learn to live with others negotiating household rules, tasks and responsibilities.

We have been supported by: Homeless Link Covid-19 – Homelessness Response Fund, Southend Borough Council, Rochford District Council, Landaid, Leigh Lions Club, YMCAEW Room Sponsor, Annie Tramner, Charles French, the National Lottery Community Fund , Beatrice Laing, Serving the Homeless.

3.2 **POSITIVE YOUTH WORK ACTIVITY** enabling personal, social and cultural development:

3.2a. **FIND YOUR VOICE (FYV)** - FYV is a pilot project funded by the National Lottery Community Fund to look at the potential for involving young people in local decision making. It has successfully developed a range of peer-led activities, most of which have had to be delivered virtually due to the COVID-19 pandemic. The project has clearly delivered benefits to the young people involved in the project and the evaluation undertaken by Essex University has shown good impact in terms of young people's experiences.

The project delivered 19 projects and directly engaged with over 400 young people. FYV has helped to ensure that the youth voice is heard and listened to by key stakeholders within Southend and beyond, that young people are provided with opportunities to engage in democratic processes and influence strategic decisions. Young people have participated in 55 strategic meetings for a range of organisations and engaged in a variety of activities that involved at least 28 local stakeholder organisations, 11 national stakeholders and 1 international stakeholder. Some examples of this are that:

- The Racial Inequality Tackled in Educational Settings (RITES) charter was developed with 28 young people and has been adopted by 3 local secondary schools (reach of 3,000+ pupils) with the aim of seeking further funding to roll the project out to all 12 secondary schools in Southend in 2021-22.
- The Fix It Fund has given grants so far to 5 young people and the resulting projects worked with 42 direct beneficiaries.
- The online Huge Hangout for World Mental Health Day in October 2020 had 31 participants creating content and a social media reach of 191,742, while the live event in 2021 had 68 participants. These events created by *Find Your Voice* , along with Suicide Prevention month in September 2020 and 2021 are initiatives we hope to continue in 2022.
- Wrap Up 2020 engaged 100 people in creating a community patchwork quilt.

- Young people trained 150 professionals to support youth 'voice and influence'. This included presenting on behalf of the Royal Society of Arts.
- Members of YMCA Youth Board Chaired and attended the Essex Police Youth Independent Advisory Group meetings, informed the priorities for the Essex Police Children and Young People's Strategy, which included delivering workshops for police officers to enable them to further understand young peoples' perspectives.

3.2b. **#IWILL -** is a project funded by the Co-op Foundation/big lottery fund/#IWILL fund. It is aimed at tackling youth loneliness and isolation through the delivery of 8 social action projects each year. The project was due to end in Dec 2020 but due to lockdown restrictions the funder agreed to freezing this project and extending the end date to Dec 2021. Southend YMCA has been able to provide digital devices and Wi-Fi connectivity; deliver advice and guidance; deliver youth club provisions; LGBTQ* activities; music mentoring and a monthly gig night 'Teenage Kicks' through this funding, which has benefited over 200 young people. Southend YMCA is planning to re-apply to the Co-op's next #IWILL funding round to continue the Youth Club and LGBTQ* projects. Teenage Kicks will continue to be delivered through the All in Music provision in 2022.

3.2c. **HOLIDAY ACTIVITY FUND** (HAF) - HAF is a Department for Education initiative in partnership with Southend Borough Council and is aimed at tackling childhood food poverty. The funding enabled Southend YMCA to deliver a programme of enrichment activities including art, music and physical activity and provide hot healthy meals to 57 children aged between 8 -12 years' old who were eligible for free school meals over the 2 weeks during the Easter period and the 4 weeks during the Summer holidays.

3.2d. **DETACHED YOUTH WORK PROJECT** The detached project has been funded through the Violence and Vulnerability Unit (VVU) in partnership with the Essex Council for Voluntary Youth services. It has enabled staff to make positive interventions with young people in Parks, High Streets and Estates in Southend. Youth workers offer support and advice through conversation on a needs met basis. The Detached Work focused on three Wards; Kursaal, Victoria and Milton, which have been identified as areas where children and young people are most at risk of being drawn into youth violence.

The team connected with 659 young people. Engagement was dependent upon Covid-19 lockdown restrictions and despite these challenges staff engaged with the young people to promote services, carry out various questionnaires, distribute face masks, provide First Aid and advice and guidance on various topics. Our data shows the highest levels of engagement took place in Milton Ward (68%) with 368 young people, these being primarily male (56%) and of white ethnicity, between 14-17 years old. Common topics of interest or concern that the young people have spoken about are; Education, Youth Violence and Crime, Community Development, Covid-19, Hobbies and Leisure and Mental Health.

3.2e. **ON A KNIFE EDGE** - SYMCA also received VVU funding to create a film that explores the consequences of life risks, with an emphasis on unhealthy and exploitative relationships and criminal activity. 23 young people gained skills in storyboarding, script writing and camera work during the production of 'On a Knife Edge.' The 15min film captures their perceptions of crime, county drug lines, youth violence and wider risks; providing statistical data and signposting young people to support services. The film aims to challenge young peoples' perceptions; affirm and build strengths; and offer information, advice and guidance, and will be used for legacy work to build youth content, for example a young peoples' film festival or for use in various school's sessions at a later date.

3.2f. **INTERNSHIP** - Southend YMCA received funding from the Jack Petchey Foundation to employ a young person as a full time Youth Commissioner. The intern has added capacity to the organisation working across a variety of projects, being an asset to FYV, the detached team and the Y's Girls project. Our intern has accessed £1000 training bursary from Jack Petchey to assist with her CPD and during her first 6 months in post she has successfully helped to facilitate Y's Girls mentoring training; completed the Level 3 Award in Education and Training (formally PTTLS); and a number of Sexual Health Qualifications. This enabling her to facilitate projects and workshops on positive relationships and sexual health education in 2022.

3.2g. **ALL in MUSIC STUDIO -** During 2020-21, the work of the All in Music studio taught music one-to-one and in groups; working with young people to empower them to give performances and make sound recordings. The studio also carried out mentoring through music as well as giving volunteering opportunities. Tutors also worked to deliver musical activities to other projects.

During 2021, a new bid to the National Foundation for Youth Music was written, which was subsequently won. This is a very competitive process and the bid was worth just shy of £100,000 – so we are very pleased to have this and to continue the music strand offer for another 2 years.

We also delivered 'The Huge Hangout' in October 2020, in conjunction with the FYV project. The Huge Hangout was delivered online and was a project conceived to give a platform to young musicians, celebrating their creativity and achievements while also providing up-to-date and relevant mental health advice to young people and to encourage national and international cohesion at a tough time for all. The legacy from this work will continue in to 2021-2022.

Through the ABSS Resilience, Ideas and Innovation Fund the AIM studio devised Umbilical Chords (UC) a music making programme for mothers and babies. In addition to being a creative and bonding experience the UC support the development of language skills.

3.2h. TEAM YP - Team YP a 24-week recreational programme completed in 2021 with staff leading the final team during the summer. There has been no Team YP since, and we are considering the learning as part of our legacy planning, prior to applying for funding to restart Team YP in 2022.

3.3 **EDUCATION, TRAINING and MENTORING**

3.3a. **THE SOUTHEND YMCA COMMUNITY SCHOOL** – is an Alternative Provision Free School supporting up to 50 learners aged 14-16 (at Key Stage 4) each year. The school has established a good reputation within the community and among its peers within the education sector, both locally and regionally, and has achieved OFSTED 'Good - with Outstanding' features. The school prides itself on providing a holistic education, addressing academic, pastoral and social skills. An ethos of acceptance, tolerance and encouragement is at the heart of the approach, coupled with behavioural support and an aspirational philosophy. Partnership working with support agencies such as social care, police, youth offending, and mental health furthers an integrated approach to meet wider needs.

This year the school achieved a National Health and Well Being Award and is the only Alternative Provision to hold this award, which was achieved through embedding health and well-being into every aspect of school life.

Building works to the school enabled the provision of a new, well equipped gym facility, with an aspiration to improve physical fitness for all students, an aspiration also supported by the Get Active programme.

Students undertake a broad, rich and deep curriculum which provides the academic rigor of national GCSE qualifications fused with a life skills programme. Along with new Design/Technology area where students can learn skills relevant to the Construction Industry, the school is well placed to equip students to make a positive progression into further education or work.

3.3b. **NEW BEGINNINGS** - We observed lots of training providers shutting down during Covid-19 and furloughing staff. This left young people without any support at this vital time when they most needed it. In response we developed and piloted New Beginnings in consultation with young people, using a blended model of face to face and online learning.

The project has been incredibly successful, working with 25 young people who gained 51 qualifications, with 14 young people progressing into further education, employment or training. We also started to develop an online college to offer an anytime, anywhere training and information resource for young people to access, with a focus on Level 1 learning objectives.

The Charity is a Registered Training Organisation UKPRN: 10023616 and accredited to deliver qualifications with the Gateway Awarding Organisation.

3.3c. **MENTORING and COACHING -** Our offer greatly expanded during the year enabling us to reach new cohorts of children and young people in new localities, working with schools, mental health and early help services. This has been significant in addressing children's mental health and wellbeing.

We are grateful for Children in Need 'Covid-19 Next Steps Programme' grant allowing us to mobilise the Envelop project in Southend. Envelop has offered children and young people swift access in addressing and developing recovery from challenges linked to Covid-19. Engagement is offered at the earliest opportunity to build resilience, positive mental health and wellbeing through use of a variety of therapeutically informed models including the self-sustaining Growth model, CBT and other behavioural principles over 12 to 16 weekly sessions.

Envelop increased engagement ratios by 60% compared to the previous year. This ran alongside the pre-existing GLOW Project, funded by Essex County Council's 'Family Innovation Fund' (FIF) serving South Essex area and the Virtual School Project supporting Children in Foster Care, in all, benefiting in excess of 100 Children and Young People (CYP) aged 8-18. The three projects respectively offer coaching or mentoring to CYP facing multiple barriers; those at risk; and those experiencing social, emotional and behavioural difficulties.

The impact of our services reached the wider community, helping to reduce the demand on statutory services. Parents, schools, and other professionals benefited through access to mediation; free self-help resources; advocacy; identification of progression routes and sign posting; as well as opportunities for participation in wider services offered by SYMCA. The project has had substantial impact on the day to day lives of CYP and their families, evidenced by results benchmarked against use of evaluation tools such as the Outcomes Star and deposition founded upon case studies and feedback received service users, parents and local agencies.

The Coaching and Mentoring project staff have looked to lay the foundations for a sustainable business model, building new relationships with schools, multi-disciplinary teams and wider education institutions and providing a shared blue print of engagement.

The Coaching and Mentoring Team adapted and deployed a plethora of delivery methodologies. There was exponential growth in technological development environments, utilizing platforms like Microsoft Teams and Zoom, which not only facilitated communication, but also enabled visual presentations. These, known as Intelligent Mentoring Systems, helped to capture young people's attention in engaging with their interventions.

3.3d. **YsGIRLS** - is a brand new pilot project, focusing on female empowerment. It offers a long term (12 month) mentoring relationship located in a be-friending approach. It is aimed at young girls aged 9-14 deemed to be at risk of future mental health issues, who present with a minimum of 2 risk factors. These include disruption or disengagement at school; conflict within the family; lack of positive adult role model; association with anti-social peers; weak community ties; offending behaviour; and substance misuse.

This is a national project and we work collective alongside 9 other sister YMCAs as part of a national scaling up of the **plus one** pilot where the impact of 12 months of intervention resulted in 100% of participants showing improvements in relationships at home; 64% with significantly improved skills, talents and positive relationships; 85% improvement in school attainment/attendance and 86% improvement in attitude/reduction in criminal activity. It generated social value of £1.05 million for an investment of £108k – we hope YsGirls will match or exceed these statistical impacts.

We have recruited and trained 22 volunteer mentors, with a target of 25-30 matches. Our mentors have a wide range of skills, including holding degrees in psychology; leadership in mentoring and volunteering projects; they are teachers, circus skills trainers, authors, and more. We have reached out and made positive relationships with several primary and secondary schools.

We match based on several factors - interests and hobbies, skills, location, and personality, using a person-centred preventative approach, where girls set themselves goals, and goals achieved are celebrated. We aim to improve confidence, self-esteem, access to community services, relationships, communication skills, and an overall sense of wellbeing .

3.4 **HEALTH and WELLBEING**

3.4a. **Bump to Breast** - is a breastfeeding support service engaging with young families in the local community. Our flexible, innovative, creative and compassionate approach has enabled us to continue to respond to changing circumstances during this pandemic year.

Over this period the team has supported a total of 436 families, delivered a total of 3078 support interactions, with 473 being face to face. This is an increase on last year's numbers and includes one to one appointments; attendance at small group sessions; engagement with online training, video chat or livestream event; attendance at in-person events and conversation via phone or Facebook messenger. All of this being provided in Polish, Italian and French as well as in English.

The team play an important role, not only in promoting breastfeeding, but in improving mental health and well-being through emotional and practical support and provision of opportunity for social connection, thus combating isolation. This is achieved through:

- Delivery of five groups per week at five different community locations including our new group, Mini Milks, which started in May and has been welcomed positively by families with toddlers.
- Antenatal evenings in collaboration with the 1-2-1 Breastfeeding Support Team at Southend Hospital.
- Text and Phone support to new mums referred to us by the midwifery team.
- Two online breastfeeding training courses, of six sessions each - a number of attendees have gone on to volunteer with Southend YMCA or to provide peer to peer support.
- A Thursday evening video call chat on Facebook Rooms and an interactive livestream for those people who are part of our Facebook group.
- A schedule of in person events including Coffee and chat events, art and craft sessions– printing our own badges and stickers, antenatal evenings, lunches, feed-ins as part of the Hares About town event and Seafront and beach meet-ups.

- Groups have also engaged in helping others by collecting donations of nappies, sanitary items, deodorant and shampoo for the Hygiene Bank.

Our project staff have contributed to wider IAG events such as the ABSS *'Southend Latches On'* project and *'Festival of Conversations'*, attending the ABSS Advice market and delivering training sessions at SAVs. They have worked to make closer links with both the team at SAVS and other associated groups, including ABSS Parent Champions and the HENRY team at Trust links.

The project has a strong social media presence with an Instagram page whose following is now 136 and a Facebook page with 1211 followers, having Facebook messenger conversations with 185 families. Our Facebook group for local breastfeeding mums has increased to 153 members.

Over the next year we intend to continue to provide and reflectively develop all of our existing regular support functions and a new schedule of events including Christmas get-togethers and craft and cookery events.

In addition, we plan to increase our offer with regular monthly get-togethers at the Cliffs Pavilion Café; monthly sessions at Southend Storehouse offering breastfeeding information and support and free resources; and in response to parent feedback, an antenatal evening is planned for November.

The SOS Bus - The SOS Bus has not provided its service to the night-time economy this year, being re-deployed to a school setting for use as a base for coaching and mentoring services. The bus has been re-branded with the YMCA logos and there is an aspiration that the bus will be used for community events, once these resume post Covid.

3.5 BUSINESS SUPPORT Firm Foundations are needed to underpin our work:

IT - Our IT online system improvement project is progressing well. This has been underpinned by Covid grant monies.

A major focus has been on reconfiguring outdated IT frameworks, underpinning the system to improve system efficiency and ensure that we have a strong defence against cyber breaches and ransomware attacks. The framework allows for multiple redundancies, with a strong disaster testing processes, so that if any systems fail back-up systems automatically kick in. This means we ensure our business disaster plan is working, minimising cost and disruption, and through operational efficiencies, carry on providing services to our clients, thus offering assurance to commissioners, funder and insurers. In addition, efficiencies in IT operations advance our ability to secure business opportunities, for example delivery of online well-being programmes.

HR - The past year has presented challenges to all areas of the business and HR is no exception to that but the challenges have presented new opportunities as well as an expansion of pre-existing organisational areas. The majority of recruitment, conducted under our safer recruitment guidelines, has been to increase the capacity of high calibre volunteers as detailed in Section 3.3(d) and increase the agility of the workforce with the recruitment of a funded Intern as detailed in section 3.2(f). In addition, a number of skilled workers have been added to the bank network to ensure flexibility within the organisation structure.

Furthermore, we have contributed tremendously to the development of higher education and welfare by working with at least 15 Social Work Students during a time when placements were scarce. This acknowledges the positive impact, outcomes and progression of the lives of children, young people and their families as well as contributing to the body of knowledge through enabling learning for at least 5 universities who benefited from the experiences gained by their students in the new operating context of COVID 19.

The success of this is owed to creative innovation, team work, listening to service user feedback and effective communication - a diligent and robust approach.

4 STRUCTURE, GOVERNANCE AND MANAGEMENT

Southend YMCA is part of the worldwide movement of YMCA's - the world's oldest voluntary organisation. YMCA's work in 125 countries and are united by a common purpose: working towards social justice and peace for young people and their communities regardless of religion, race, gender or culture.

Southend YMCA is affiliated to YMCA England and Wales, and is part of a federated network of YMCAs, which share a common goal: *To create supportive, inclusive and energising communities where young people can truly belong, contribute and thrive.*

In 2017, the Charity adopted the YMCA England and Wales Model Memorandum and Articles where Members and Trustees are the same person. The size of the Board is limited to 10 persons. At year end there were 9 Trustees with a breadth of relevant professional knowledge, alongside lived experience.

The full charitable objects of Southend YMCA are:
'To advance the Christian faith, including by:

a *Promoting a Christian environment inspired and motivated by the life, example and teaching of Jesus Christ, where people of faith and people of none can work together for the transformation of communities; and*
b *Enabling people of all ages and in particular young people, to flourish through experiencing and responding to the love of God demonstrated by the life, example and teaching of Jesus Christ '*

'To provide or assist in the provision in the interests if social welfare of facilities for recreation and other leisure time occupation for men and women with the object of improving their conditions of life'
'To provide or assist in the provision of education for people of all ages and in particular young people, with the object of developing their physical, mental or spiritual capacities'
'To relieve or assist in the relief of people of all ages and in particular young people, who are in conditions of need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstances'
'To provide residential accommodation, including social housing, for people of all ages and in particular young people, who are in need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstance'

Whilst Southend YMCA's beneficial area is not limited, we operate as a local charity - in 2020-21 the charity delivered services in the Unitary Borough of Southend on Sea, and South Essex.

Southend YMCA is regulated by Homes England (HE). The Board of Southend YMCA is responsible to the Regulator for meeting Regulatory Standards (Economic and Consumer) and adopts a 'co-regulatory' approach in line with the Regulator's expectations. This means that whilst the Regulator sets national standards, the responsibility for agreeing, monitoring and scrutinising the local implementation of standards lies with the Board. The mechanism through which this is achieved is via Self-Assessment – which took place for this year at the Board meeting 23.09.20, and periodic monitoring of different operational aspects via the Housing &Facilities and Finance, Risk & Audit Committees.

As required by the HE Accounts Direction Trustees warrant their compliance with the HE Governance and Financial Viability Standard. They confirm a Liabilities Register is in place and reviewed at least annually.

The Board carried out Self-Appraisal to HE Standards identifying positive features including good stewardship of housing; securing legal advice for consideration by the Board; maintenance of good reputation and managing financial risk were met. The Board set a target to improve Diversity.

The Board is cognisant that the government is implementing a number of reviews around Supported Housing including looking at Tenant Satisfaction and Quality Assurance measures, with new Inspection regimes put in place, quite rightly reflecting the learning from the Grenfell Tragedy. Responses will be worked through via our Housing and Facilities Committee.

Our Board is committed to delivering best practice in all aspects of governance and has adopted the 'Charity Governance Code for Larger Charities'. This years' self-appraisal affirmed the Boards' role as an effective steward of housing assets including: oversight of covid-safe operations and the ability to still achieve stock improvement and create new housing supply for vulnerable young people despite economic challenges. Business planning, risk management and control is robust including liquidity. The Charity is of good reputation. Whilst Board members have lived experience related to our charitable mission, it is our intention to increase diversity of background.

Skills audits have informed a targeted, skills-based approach to Board recruitment. Consequently, in 2020-21 the Board was further strengthened with the addition of Liam Preston who has expertise in strategic communications and networking and Annette Turner who is an experienced Head teacher and JP.

In the furtherance of continuous improvement, the Board will focus on inclusivity and representational governance in 2021-22 and beyond, working with the YMCA movement through a cross cutting EDI (Equality, Diversity and Inclusion) charter.

The Board may comprise of not less than 2 and up to 10 members. The Board conducts its business through Board meetings and a number of sub-committees which are: Finance Risk & Audit; Housing &Facilities; Service Development; and Children's Homes. Each committee has Terms of Reference and is led by a Trustee (Chair) from a relevant professional background.

It is the Board's responsibility to bring independent judgement on matters of strategy, performance, resources and conduct. The Board is able to take professional advice in the furtherance of its duties. All Trustees are required to make a formal declaration of any interests at meetings and sign a register of Interests. One Trustee received remuneration for legal work undertaken at substantially discounted rates and following all necessary steps from a probity perspective.

Southend YMCA pays a fixed rate salary, there is no salary scale. Trustees may at their discretion award a cost of living uplift and increments are awarded to reflect additional responsibilities as they are assumed by individuals in line with market conditions. The pay of senior staff (and all staff) is reviewed annually and in 2020-21 this comprised a 1% lump sum and 1% on base salary.

The Board is ultimately responsible for the charity's system of internal control and for reviewing its effectiveness. Key internal assurance controls include:

- Board approved terms of reference, inter-group Deed of Agreement, delegated authorities schedule.
- Risk and Liabilities Registers and disaster scenario planning.
- Strategic and business planning processes with detailed budgets, forecasts and management accounts.
- Formal recruitment, retention and training and development policies for staff.
- Options appraisals and procurement of professional technical advice when embarking on major new projects - to meet legislation and regulation.
- Operational policies, procedures and systems.
- Scrutiny of all new initiatives and major commitments.
- Audit – financial, health and safety. Building compliance etc.

- Keeping proper accounting records, which disclose with reasonable accuracy, at any time the financial position.
- Regular reporting by the Senior Management Team to the Board and its committees on the performance of services in relation to contracts.

The Board recognises that any control system can only manage and not eliminate the risk of failure to achieve business objectives and can only provide reasonable assurance against any material misstatement or loss.

5 FINANCIAL REVIEW

Following the transition last year to an in-house finance function, we have continued to develop our reporting capabilities and build knowledge held within the charity.

We have continued to invest time in process improvement, and use of single data sources to fulfil multiple reporting needs - improving efficiency, timing, and frequency of reporting. The Finance team have been able to turn around complex and differing requests for information which helped secure many short term grants.

The challenges of remote working made us consider the systems that we utilise within the finance function. Upon review we identified that the current ledger system is outdated and lacks the digital integration of many newer packages. As part of the funding received from Homeless Link we have been able to invest in the purchase and roll out of a new system for the 2021/2022 financial year. This will enable us to further increase efficiency & capacity within the small finance team in the years to come.

Principle sources of funding

The principle sources of funding in 2020-21 were grant income, contract income and rental income. Due to the predictability and reliability of these income sources and the flexibility of grant funders the Charity did not experience the volatility associated with trading. Sector research demonstrates that Charities who were over-dependent on trading experienced the most deleterious effects of Covid-19.

The total funds held by the group is £3,809,818. This included restricted funds of £2,312,537.

The Funds held by the main charity comprised £1,494,403. The net book value of fixed assets is £2,214,814 including the Eco Hub building, the Newlands building and move on accommodation. Cash at bank is £640,662. After capital and interest repayments and depreciation the charity made a surplus of £116,610 before actuarial loss in respect of the pension scheme.

The funds held by our **subsidiary**, South Essex Community Schools Limited, are restricted to the provision of full or part time education for children of compulsory school age who, by reason of illness, exclusion from school or otherwise, may not receive a suitable education unless alternative provision is made for them. At the year-end, the school made a deficit of £56,154 once an actuarial pension adjustment of £6,000 was applied. The school had fixed assets of £1,954,439 - this is mainly the value of the school building which is subject to a covenant and is held in trust for the DFE and net current assets of £589,967.

Properties

As at 31 August 2021 the charity owned 3 housing properties: Newlands (a 36 bed social housing unit –subject to a mortgage); 2 move on flats for asylum seekers (non-social housing) and the Eco Hub office and Community Building.

Pension costs

The charity is a member of a closed YMCA pension scheme which has a deficit. The latest triennial valuation has shown that the pension recovery period needs to be extended by two years which has been recognised within the SOFA as an actuarial loss of £18,470. The Charity made an annual payment of £8,049 to service the debt. During the year it joined with other YMCAs to explore options around limiting long term liabilities.

The charity recognises possible concern relating to its participation in a defined benefit pension scheme. Appropriate action has been taken: The scheme was closed to new members in 2007, and the link to final salary broken in 2011. Additional contributions continue to be made to reduce the deficit. As part of the YMCA federation, the multi-employer pension scheme is run by an independent Trustee board with employer representation through the Principal Employer, National Council of YMCAs. The pension scheme Trustee obtains an actuarial valuation every three years and we have considered the implications to the charity's finances from the latest available actuarial valuation. We have reviewed the charity's ability to continue to deliver its charitable objectives by ensuring budgets, forecasts and plans are available and include the impact of deficit repayments. The pension scheme Trustee included the impact of pension scheme deficit repayments in considering going concern status, reserves, and the risks and uncertainties that the charity face noted elsewhere in this report.

The charity benefits from the pension scheme Trustee and the Principal Employer seeking suitable specialist profession advice both to manage the scheme and in the continuing effort to explore ways of reducing the overall pension deficit. The notes to the accounts include an accounting policy and further details in note 17.

Principal risks and uncertainties

The Board maintains, reviews, and updates its Risk Policy and Risk Register which in form complies with Charity Commission Guidance. This outlines key risks and mitigating actions, with the established forecast risks for 2020-21 detailed below:

- Breach of covenants.
- Failure to consider the impact of the external environment and operating context.
- Failure to achieve objectives in the Business plan.
- Government funding cuts, welfare benefit reforms and housing rent policy changes creating uncertainty.
- Failed fund raising and funding applications.
- Increase in pension deficit.

Furthermore, the Board considers emergent advice to inform its policy and strategic actions such as guidance provided by the Charity Commission to the sector throughout the Covid-19 pandemic.

Mitigating risk actions in 2020-21 (established before the Covid-19 outbreak) included increased investment in research, service design and fundraising; and building our finance and accounting capacity. These measures alongside a cautious approach to income type proved to be sound in that Covid-19 losses through donations or trading were low value.

Due to good financial control and reliable income sources (being a mixture of grants and public funding) we did not experience cash-flow problems.

The Board has 3 covenants with its lender CAF Bank these are detailed below and have all been achieved:

Covenant	Target	Achievement	Assessment
Debt Service Cover	1:1	3.77	covenant reached
Security Asset Cover	115%	692%	covenant reached
Interest Cover	110%	1046%	covenant reached

Reserve's Policy

The term 'reserves' is used to describe that part of a charity's income funds that is freely available for its operating purposes, not subject to commitments, planned expenditure and spending limits. Reserves do not include endowment funds, restricted funds and designated funds.

Having a reserves policy helps inform the way in which we manage our cash, liquid assets and debt. It assists us when planning and explaining our approach to stakeholders and contributes significantly to the Board's ability to balance the needs of current and future beneficiaries.

We set our reserves level with reference to: analysis of cash flow; existing funds and reserves; future income streams with an assessment of their reliability; committed expenditure and how far this is controllable; examination of past trends; examining the likely changes in the main sources of income and how we may cope with these changes; an assessment of the risks we face, and how likely these are to materialise; and forecasting future income and expenditure.

Charity Trustees have established a Reserves Policy whereby the balance of funds should be 3 - 6 months of the resources expended. This equates from £324,000 to £648,000 for the main charity. The trustees consider that the free reserves at the year end fall within this range.

At the year end the charity held cash of £640,662, of which £132,184 comprised cash held on account (being funders paying in advance). The net current cash of £508,478 comprises the charity's reserves, an increase of £50,000 on the prior year. Despite an increase in operating costs, reserves now represents 4.7 months of operating expenditure, a small increase on last year. Trustees accepted that the level of cash funds was acceptable due to the value of fixed assets which could provide security for increased working capital or be liquidated in the event of having to wind up the charity.

It is the policy of the Academy trust to maintain a level of reserves that is sufficient to meet its future obligations. The Academy held fund balances of £2,315,406 which comprised £2,308,179 of restricted funds and £7,227 of unrestricted funds. The deficit on the pension reserve which is considered part of restricted funds was £229,000.

The Academy trust's current level of free reserves (total funds less the amount held in fixed assets and restricted funds) is £7,227 (2020: £9,098). The restricted general funds total £582,741 (2020: £579,373).

Due to the above levels of reserves, Trustees know that they would be able to carry on the group's day to day activities in the event of a significant drop in funding whilst considering how funding would be replaced. Furthermore, the charity remains a going concern, with the ability to pay off its proportion of the YMCA pension deficit and all other creditors.

For the financial year 2021-22 the Board has now set an objective to continue to increase its level of free reserves to provide for ongoing works to the Newlands building including raising match funding to bring forward more units and decarbonisation measures and other assets, to provide for IT and minibus renewals, and to pump prime new initiatives which further the needs and aspirations of beneficiaries. We will seek the support from grant making trusts and through general appeals to assist in these areas.

During the year the Board entered into a 15 year lease for a domestic house and achieved planning permission to repurpose the house as a children's home. The Board also agreed to enter into a loan to pump prime the home and to carry our internal works such that the facilities comply with regulations relating to the care of children.

The Board will continue to monitor the finances of the organisations including the position of the reserves through the Finance, Risk and Audit Committee.

Investment Policy

Aside from retaining a prudent amount in reserves most of the charity's funds are to be spent in the short to medium term on charitable services for beneficiaries.

Previous capital investment in affordable housing secures a long-term return (mission and rental income). This is more favourable than a deposit account where the return is disappointing. The charity has borrowed to acquire the Newlands asset. This has led to a long term mortgage over a 25 year period with 21 years remaining. The outstanding balance is £752,799.

Value for Money (VFM)

The Board is committed to achieving value for money when delivering its purpose and objectives, in accordance with its Business Plan, VFM Strategy and the HE Value for Money Standard and Metrics.

With regard to HE metrics the findings are:

	Charity
Reinvestment %	6.40%
New Supply Delivered	5.60%
Gearing %	-28.32%
EBITDA MRI interest cover	1001.00%
Headline social housing cost per unit (provides for intensive housing management)	£18,394
Operating Margin % (social housing lettings)	3.20%
Operating Margin % (overall)	3.00%
Return on capital employed (ROCE) %	1.4%

The charity is a member of the acuity benchmarking club which enables us to understand our performance in relation to our peer group. The HE Value for Money Standard and Metrics however benchmark housing associations managing more than 1,000 homes and therefore cannot be comparable in all areas.

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

REFERENCE AND ADMINISTRATION DETAILS

The Company is registered under the Companies Act and is a registered charity.
Charity number: 1102837
Company number: 05051166

The Company is a non-profit private registered provider of social housing. Registration no: 4853.

Registered office: 85 Ambleside Drive, Southend on Sea, SS1 2FY.

Auditors: Stephenson Smart & Co, 36 Tyndall Court, Commerce Road, Lynch Wood, Peterborough, PE2 6LR.

Directors and Trustees
The directors of the charitable company (the charity) are its Trustees for the purpose of charity law. The Trustees and officers serving during the year and since the year end were as follows:

Trustees
Simon Ling-Locke (appointed 29.01.2011)
Ron Wright (appointed 20.02.2004)
Stephen Onslow (appointed 05.05.2017)
Kerry Bland (appointed 29.04.2017)
Julie Cushion (appointed 02.01.2018)
Philip Stepney (appointed 30.09.2018)
Laurence Doe (appointed 30.05.2020)
Liam Preston (appointed 12.12.2020)
Annette Turner (appointed 30.01.2021)

Trustees resigning during the period were:
Susan Carr (resigned 23.09.2020)

The Key Management Personnel were:
Syrie Cox – Chief Executive Officer Southend YMCA
John Levy – Housing and Facilities Manager
Andrew Snell – HR Officer
Sacha Edwards - Positive Activity Manager
Alex Milne - Early Intervention Manager
Mark James - Health and Safety Advisor
Marina Wright - Education and Training Lead
Eleanor King - B2B Manager

Our advisers
Auditors: Stephenson Smart, 36 Tyndall Court, Commerce Road, Lynchwood, Peterborough PE2 6LR.
Bankers: Barclays Bank, 127 High St, Southend-on-Sea SS1 1LH.
Solicitors: Duncan Lewis (Solicitors) Ltd, Spencer House, 29 Grove Hill Road, Harrow on the Hill, HA1 3BN
HR advisors: HR Initiatives, the Nexus Building, Broadway, Letchworth, Garden City, Hertfordshire, CG6 9BL.

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

Trustees responsibilities in relation to the financial statements

The charity Trustees (who are also the directors of Southend on Sea Young Men's Christian Association for the purposes of Company law) are responsible for preparing a Trustees annual report and financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting practice (United Kingdom Accounting Standards as reflected in FRS 102 and applicable laws).

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

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that a reasonable and prudent.
- State whether applicable UK accounting standards and the Statement of Recommended practice (SORP) Accounting by Registered Social Housing Providers Update 2018 have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

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

Statement of disclosures to our auditors

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

There is no relevant audit information of which the group's auditors are unaware, and; the Trustees have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information

This report has been prepared taking advantage of the exemptions for small companies within Part 15 of the Companies Act 2006.

Signed by order of the Board of Trustees

.....

Stephen Onslow (chair)
Date 23rd February 2022

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

INDEPENDENT AUDITORS REPORT TO THE MEMBERS FOR THE YEAR ENDED 31 AUGUST 2021

Opinion

We have audited the financial statements of Southend-On-Sea Young Men's Christian Association (Limited by guarantee) and it's subsidiary for the year ended 31 August 2021 which comprise a Statement of Comprehensive Income, Statement of Changes in Reserves, Statement of Financial Position, 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 group's and the charity's affairs as at 31 August 2021 and of the group's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Housing and Regeneration Act 2008 and the Accounting Direction for private registered providers of social housing in England 2019.

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 group 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 board's 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 group'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 board 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 the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept by the parent charity, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charity financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' 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 directors' report and from the requirement to prepare a strategic report.

In addition, we have nothing to report in respect of the following matter where the Housing and Regeneration Act 2008 requires us to report to you if, in our opinion:

- a satisfactory system of control over transactions has not been maintained.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 20, the trustees (who are also the directors of the association for the purposes of charity 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 group's and the parent 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 group or the parent charity or to cease operations, or to 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:

- In addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments;
- Assessing whether the judgements made in accounting estimates are indicative of a potential basis;
- Evaluating the rationale of any significant transactions that are unusual or outside the normal course of business;
- Analytical procedures are performed as well as substantive testing to identify any potential misstatement due to fraud; and
- The audit procedures would also involve being aware of any such items from reviewing minutes and third party communications and reports and discussions held with staff and management to obtain an understanding.

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.

Auditors responsibilities for the audit of the financial statements (continued)

A further description of our responsibilities is available on the Financial Reporting Council's website at https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor's-responsibilities-for. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 137 of the Housing and Regeneration Act 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' 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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Kerry Hilliard ACA FCCA CTA (Senior Statutory Auditor)
for and on behalf of Stephenson Smart & Co
Statutory Auditor
36 Tyndall Court
Commerce Road
Lynchwood
Peterborough
PE2 6LR

Date: 25 February 2022

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 AUGUST 2021

	Note	Year ended 2021 £	Year ended 2020 £
Turnover	2	2,331,972	2,017,195
Operating expenditure			
Operating costs	2	(2,261,761)	(1,950,494)
Operating surplus/(deficit)	2	70,211	66,701
Gain/(loss) on disposal of property, plant and equipment		-	-
Interest receivable	5	342	1,269
Interest payable	6	(16,097)	(19,675)
Surplus/(deficit) before tax		54,456	48,295
Taxation		-	-
Surplus/(deficit) for the year		54,456	48,295
Actuarial (loss)/ gain in respect of pension schemes		(12,469)	(91,000)
Total comprehensive (deficit)/income for the year		41,987	(42,705)

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

All of the above amounts relate wholly to continuing activities. The accompanying notes form part of these financial statements.

The financial statements were approved by the Board on 23rd February 2022

S Onslow
Chairman

J Cushion
Director

Company Registration No. 05051166 (England and Wales)
Charity Registration No. 1102837
Homes England No. 4853

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

GROUP AND CHARITY STATEMENT OF FINANCIAL POSITION AS AT 31 AUGUST 2021

		Group		Charity	
		31.8.2021	31.8.2020	31.8.2021	31.8.2020
	Note	£	£	£	£
Fixed assets					
Tangible fixed assets - housing properties	9	1,664,227	1,606,001	1,664,227	1,606,001
Other tangible fixed assets	10	2,505,026	2,540,182	550,587	567,093
		4,169,253	4,146,183	2,214,814	2,173,094
Current assets					
Trade and other debtors	11	184,012	139,475	159,121	109,792
Cash at bank and in hand		1,282,928	1,298,893	640,662	654,927
		1,466,940	1,438,368	799,783	764,719
Creditors: amounts falling due within one year	12	(457,522)	(531,564)	(380,341)	(446,394)
Net current assets/(liabilities)		**1,009,418**	906,804	419,442	318,325
Total assets less current liabilities		5,178,671	5,052,987	2,634,256	2,491,419
Creditors: amounts falling due after one year	13	(1,139,853)	(1,095,156)	(1,139,853)	(1,095,156)
Provisions for liabilities					
Defined benefit pension scheme liability	17	(229,000)	(190,000)	-	-
TOTAL NET ASSETS		**3,809,818**	**3,767,831**	**1,494,403**	**1,396,263**
RESERVES					
Income and expenditure reserve		1,497,281	1,355,087	1,490,046	1,345,982
Restricted reserve	19	2,312,537	2,412,744	4,357	50,281
		3,809,818	**3,767,831**	**1,494,403**	**1,396,263**

The net movement in funds for the year for the charity only was net surplus of £98,140 (2020: surplus £2,754). The charity's income was £1,429,962 (2020: £1,145,257) less expenditure of £1,313,352 (2020: £1,142,503) and actuarial losses of £18,470 (2020: £nil).

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime. The accompanying notes form part of these financial statements.

The financial statements were issued and approved by the Board on 23rd February 2022

S Onslow
Chairman

J Cushion
Director

Company Registration No. 05051166 (England and Wales)
Charity Registration No. 1102837
Homes England No. 4853

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

GROUP AND CHARITY STATEMENT OF CHANGES IN RESERVES AS AT 31 AUGUST 2021

Group	Income and expenditure reserve	Restricted reserve	Restricted fixed asset reserve	Total
	£	£	£	£
Balance as at 1 September 2019	1,355,175	449,180	2,006,181	3,810,536
Total comprehensive income for the year	(42,705)	-	-	(42,705)
Transfer of restricted expenditure from unrestricted reserve	42,617	(9,525)	(33,092)	-
Balance at 31 August 2020	1,355,087	439,655	1,973,089	3,767,831
Total comprehensive income for the year	41,987	-	-	41,987
Transfer of restricted expenditure from unrestricted reserve	100,207	(81,557)	(18,650)	-
Balance at 31 August 2021	1,497,281	358,098	1,954,439	3,809,818

Charity	Income and expenditure reserve	Restricted reserve	Restricted fixed asset reserve	Total
	£	£	£	£
Balance as at 1 September 2019	1,346,326	47,183	-	1,393,509
Total comprehensive income for the year	2,754	-	-	2,754
Transfer of restricted expenditure from unrestricted reserve	(3,098)	3,098	-	-
Balance at 31 August 2020	1,345,982	50,281	-	1,396,263
Total comprehensive income for the year	98,140	-	-	98,140
Transfer of restricted expenditure from unrestricted reserve	45,924	(45,924)	-	-
Balance at 31 August 2021	1,490,046	4,357	-	1,494,403

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 AUGUST 2021

	Note	Group 31.8.2021 £	31.8.2020 £
Net cash flow from operating activities	22	77,498	376,202
		77,498	376,202
Cash flow from investing activities			
Refurbishment of tangible fixed assets - housing properties		(38,903)	(13,728)
Purchase of tangible fixed assets		(41,956)	(37,798)
Proceeds from sale of tangible fixed assets		1,000	192
Interest income		342	1,269
Net cash flow from investing activities		(79,517)	(50,065)
Cash flow from financing activities			
Interest paid		(16,097)	(19,675)
New borrowings		30,000	-
Repayment of long term loans		(27,849)	(25,851)
Net cash flow from financing activities		(13,946)	(45,526)
Net increase in cash and cash equivalents		(15,965)	280,611
Cash and cash equivalents at the beginning of the year		1,298,893	1,018,282
Cash and cash equivalents at the end of the year		1,282,928	1,298,893
Cash and cash equivalents consists of:			
Cash at bank and in hand		1,282,928	1,298,893
Cash and cash equivalents at the end of the year		1,282,928	1,298,893

LEGAL STATUS

Southend-on-Sea Young Men's Christian Association (the charity) is a private company limited by guarantee incorporated in England under the Companies Act 2006, registered with the Homes and Communities Agency as a private registered provider of social housing and is a registered charity. The registered office is 85 Ambleside Drive, Southend-on-Sea, Essex.

Southend-on-Sea Young Men's Christian Association has one subsidiary; South Essex Community School (Limited by Guarantee), registered under the Companies Act 2006 and an exempt charity (an Academy Trust) reporting to the Secretary of State.

1. ACCOUNTING POLICIES

1.1 Basis of accounting

The Group's financial statements have been prepared in accordance with applicable United Kingdom Generally Accepted Accounting Practice (UK GAAP) including Financial Reporting Standard 102 and the Statement of Recommended Practice for registered housing providers: Housing SORP 2018.

The financial statements comply with the Companies Act 2006, the Housing Regeneration Act 2008 and the Accounting Direction for Private Registered Providers of Social Housing 2019. The accounts are prepared on the historical cost basis of accounting and are presented in sterling £.

The subsidiary undertaking is an Academy Trust. Consideration has also been given to the Charities SORP (FRS 102) and the Academies Accounts Direction 2020 to 2021, where this is deemed appropriate in order to give a true and fair view.

The charity constitutes a Public Benefit Entity as defined by FRS 102.

Parent company disclosure exemptions

In preparing the separate financial statements of the parent company, advantage has been taken of the following disclosure exemptions available in FRS 102.
- the requirement to present a statement of cash flows and related notes;
- disclosures in respect of the parent company's financial instruments have not been presented as equivalent disclosure exemptions available in FRS 102;
- no disclosure has been given for the aggregate remuneration of the key management personnel of the parent company because their remuneration is included in the totals for the group as a whole.

1.2 Basis of consolidation

The Group financial statements consolidate the financial statements of the charity and its subsidiary South Essex Community School (Limited by Guarantee). The results of the subsidiary have been consolidated on a line-by-line basis for the year ended 31 August 2021. The South Essex Community School is a subsidiary of the main charity under section 1162 (2) (b) of the Companies Act 2006. The section defines "parent undertaking" and "subsidiary undertaking" for the purposes of the Companies Acts. An undertaking is a parent undertaking in relation to another undertaking, a subsidiary undertaking, if it is a member of the undertaking and has a right to appoint or remove a majority of its board of directors. The results of South Essex Community School are shown in note 21. In accordance with section 408 of the companies Act 2006, no individual financial statements have been prepared for the parent company.

1. ACCOUNTING POLICIES (continued)

1.3 Going concern

The group's business activities, its current financial position and factors likely to affect its future development are set out within the report from the board. The group has in place long-term debt facilities which provide adequate resources to finance committed reinvestment and development programmes, along with the group's day to day operations. The group also has a long-term business plan which shows that it is able to service these debt facilities whilst continuing to comply with lenders' covenants.

On this basis, the board has a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future, being a period of at least twelve months after the date on which the report and financial statements are signed. For this reason, it continues to adopt the going concern basis in the financial statements.

1.4 Judgements and key sources of estimation uncertainty

Preparation of the financial statements requires management to make significant judgements and estimates. The following judgements and experts have had the most significant effect on the amounts recognised in the financial statements:

Housing related support income

Management judgement is applied in determining the extent to which the risks and benefits are transferred to the charity when considering the income to be recognised.

Government and other grants taken to income

Where entitlement to income is subject to fulfilling performance related conditions, judgement is applied in some situations to determine the stage of completion and the related income to be recognised, rather than deferred.

Cost allocation

Judgement is required in determining and applying the basis of regulated social housing activity and activities other than social housing costs.

Categorisation of housing and other properties

The group has undertaken a detailed review of the intended use of all properties. In determining the intended use, the group has considered if the asset is held for social benefit or to earn commercial rentals.

Tangible fixed assets

Depreciation is charged on tangible fixed assets over their estimated useful lives, taking into account residual value if appropriate. The actual lives of the assets and their residual values are assessed annually and may vary depending on a number of assumptions.

Pension benefits

The cost of defined benefit pension plans and other post-employment benefits are determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty.

1. ACCOUNTING POLICIES (continued)

1.4 Judgements and key sources of estimation uncertainty (continued)

Present value of Local Government Pension Scheme

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 17, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

1.5 Turnover

Turnover represents rental income and service charges receivable, programme activities income, donations and local authority and other revenue grants receivable. Rental income is recognised when the property is let, net of voids. Service charge income and costs are recognised on an accruals basis. Housing Related Support income is recognised as it falls due under the contractual arrangement with the administering authorities.

General Annual Grant relating to the academy trust is recognised in full in the Statement of Comprehensive Income in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

Capital grants relating to the academy trust are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended. Unspent amounts of capital grant are reflected in the balance in the restricted reserves.

Sponsorship income provided to the academy which amounts to a donation is recognised in the Statement of Comprehensive Income in the period in which it is receivable, where receipt is probable and it is measurable.

Housing Properties

Housing properties are those held for the provision of social housing or to otherwise provide social benefit. Housing properties are stated at cost less accumulated depreciation and impairment losses. The cost of properties is their purchase price together with incidental costs of acquisitions, improvements and revaluation.

Investment income

Investment income is accounted for on a receivable basis.

1. ACCOUNTING POLICIES (continued)

1.5 Turnover (continued)

Government and other capital grants

Government and other capital grants include grants receivable from HE, YMCA England, local authorities, and other government organisations. Government grants received for housing properties are recognised in income over the useful life of the housing property structure under the accruals model.

Government grants released on the sale of a property may be repayable but are normally available to be recycled and are credited to a Recycled Capital Grant fund.

Grants relating to revenue are recognised in income and expenditure over the same period as the expenditure to which they relate once reasonable assurance has been gained that the entity will comply with the conditions and that the funds will be received.

Grants due from government organisations or received in advance are included as current assets or liabilities.

Other grants

Grants received from non-government sources, whether 'capital' or 'revenue' grants, are recognised using the performance method. If there are no specific performance requirements then the grants are recognised when receivable. Income received in advance of the performance conditions being met is deferred and included in creditors.

Other income

Income from other activities includes income from fundraising events, hire of facilities, first aid training, bus hire and project match funding.

Income is receivable in exchange for goods and services and is recognised when entitlement has occurred.

1.6 Depreciation of housing properties

Major components of housing properties are identified and treated as separable assets and are depreciated on a straight line basis over their expected economic useful lives at the following rates:

Property structure	125 years
Roof	60 years
Windows and external doors	40 years
Kitchens	30 years
Bathrooms	40 years
Boilers	30 years

Freehold land is not depreciated.

Leasehold properties are amortised over the life of the lease or their estimated useful economic lives in the business, if shorter.

1. ACCOUNTING POLICIES (continued)

1.7 Other tangible fixed assets and depreciation

Other tangible fixed assets are stated at cost less accumulated depreciation. Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Statement of Financial Position at cost and depreciated over their expected useful economic life.

For assets held by the academy trust, where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset reserve in the Statement of Comprehensive Income and carried forward in the Statement of Financial Position. Depreciation on the relevant assets is charged directly to the restricted reserve in the Statement of Comprehensive Income. Where tangible fixed assets have been acquired with restricted funds, depreciation on such assets is charged to the Income and Expenditure Reserve.

This treatment has been applied to present a true and fair view in accordance with the Academies Accounts Direction 2020-21.

Depreciation has been provided at the following rates:

Freehold buildings	100 years straight line
Fixtures and fittings	20% / 25% reducing balance
Music, sports and office equipment	25% reducing balance
Computer equipment	3 years straight line
Motor vehicles	25% reducing balance
Kitchen extension	50 years straight line
Music room extension	6 years straight line

Other freehold land is not depreciated.

1.8 Impairment

Housing properties

Reviews for impairment of housing properties are carried out when a trigger event has occurred and any impairment loss in a cash generating unit is recognised by a charge to the statement of comprehensive income. Impairment is recognised where the carrying value of a cash generating unit exceeds the higher of its net realisable value or its value in use. A cash generating unit is normally an individual property level whose cash income can be separately identified.

Following a trigger event for impairment, an impairment test is performed based on fair value less costs to sell or a value in use calculation. The fair value less costs to sell calculation is based on available data from sales transactions in an arm's length transaction on similar cash generating units (properties) or observable market prices less incremental costs for disposing of the properties.

The value in use calculation is based on either a depreciated replacement cost or a discounted cash flow model. The depreciated replacement cost is based on available data of the cost of constructing or acquiring replacement properties to provide the same level of service potential to the charity as the existing property.

1. ACCOUNTING POLICIES (continued)

1.8 Impairment (continued)

Other fixed assets

At each reporting period end date, the group reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. 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).

1.9 Taxation

The charity and its subsidiary undertaking are exempt from corporation tax on their charitable activities.

1.10 Reserves

Income and expenditure reserves

Income and expenditure reserves are incoming resources receivable or generated in furtherance of the general objectives of the group without specified purpose and are available as general reserves.

Restricted reserves

Restricted reserves represent income received where the funder or other source of the income have imposed restrictions as to how the reserves shall be used. The nature and purpose of restricted reserves is set out in the notes to the financial statements.

Restricted fixed asset reserves are resources which are applied to specific capital purposes imposed by funders where the asset acquired or created is held for a specific purpose.

1.11 Pension costs and other post retirement benefits

The charity participated in a multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales, which was closed to new members and accruals on 30 April 2007. Due to insufficient information, the plan's actuary has advised that it is not possible to separately identify the assets and liabilities relating to the charity.

As described in note 17 the charity has a contractual obligation to make pension deficit payments of £8,049 per annum over the period to April 2029, accordingly this is shown as a liability in these accounts. In addition, the charity is required to contribute £1,905 per annum to the operating expenses of the Pension Plan and these costs are charged to the Statement of Comprehensive Income as made.

Retirement benefits to employees of the subsidiary are provided by the Teachers' Pension Scheme ("TPS") and the Local Government Pension Scheme ("LGPS"). These are defined benefit schemes and the assets are held separately from those of the subsidiary.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the subsidiary in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 17, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

1. ACCOUNTING POLICIES (continued)

1.11 Pension costs and other post retirement benefits (continued)

The LGPS is a funded scheme and the assets are held separately from those of the subsidiary in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of the scheme instructions, benefit charges, settlements and curtailments.

They are included as part of the staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of comprehensive income incorporating income and expenditure account and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses.

For defined contribution pension schemes the amount charged to the Statement of Comprehensive Income is the contributions payable in the year.

1.12 Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership of the leased asset to the group. All other leases are classified as operating leases.

Assets held under finance leases are recognised initially at the fair value of the leased asset (or, if lower, the present value of minimum lease payments) at the inception of the lease. The corresponding liability to the lessor is included in the statement of financial position as a finance lease obligation. Lease payments are apportioned between finance charges and reduction of the lease obligation using the effective interest method so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are deducted in measuring the surplus or deficit. Assets held under finance leases are included in tangible fixed assets and depreciated and assessed for impairment losses in the same way as owned assets.

Rentals payable under operating leases are charged to income and expenditure on a straight-line basis over the lease term, unless the rental payments are structured to increase in line with expected general inflation, in which case the group recognises annual rent expense equal to amounts owed to the lessor.

1.13 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.

1. ACCOUNTING POLICIES (continued)

1.14 Financial instruments

The group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.15 Employee benefits

Short-term employee benefits and contributions to defined contribution plans are recognised as an expense in the period in which they are incurred.

2. TURNOVER, EXPENDITURE, OPERATING COSTS AND OPERATING SURPLUS/(DEFICIT)

	2021	2020
	£	£
Income from Social Housing Lettings		
Rents receivable excluding service charges	163,247	161,708
Service charges receivable	376,406	328,270
Other social housing activities	144,547	149,591
Total	684,200	639,569
Activities other than social housing		
Income from Asylum Seeker properties	57,502	48,578
Activities for generating funds	48,538	49,394
Training	30,290	26,518
Community Impact	2,180	35,031
Positive Activities	588,148	307,052
Children's Home	2,500	-
Covid 19	15,400	37,923
Charity Shop Profit Share	936	-
	745,494	504,496
Total Charity Income	1,429,694	1,144,065
Educational operations (South Essex Community School Limited)		
DfE/ESFA grants	532,581	517,873
Other government grants	45,498	65,093
Other funding	275,722	280,244
Donations and capital grants	29,993	8,641
Covid-19 additional funding	17,728	-
Other trading activities	756	1,279
Total Income for Group	**2,331,972**	**2,017,195**

2. TURNOVER, EXPENDITURE, OPERATING COSTS AND OPERATING SURPLUS/(DEFICIT) (continued)

	Social housing activities £	Activities other than social housing £	2021 £	2020 £
Income	684,200	1,647,772	2,331,972	2,017,195
Operating expenditure	(662,170)	(1,599,591)	(2,261,761)	(1,950,494)
Operating surplus	**22,030**	**48,181**	**70,211**	**66,701**
Void losses			2,649	-

3. ACCOMMODATION IN MANAGEMENT AND DEVELOPMENT

At the end of the year accommodation in management for each class of accommodation was as follows:

	Group		Charity	
	2021 No of units	2020	2021 No of units	2020
Social housing				
Non-social housing (asylum seekers)	7	7	7	7
Supported housing	36	34	36	34
Total owned	43	41	43	41

One room within the property rented for asylum seekers is small and not utilised for occupation.

4. OPERATING SURPLUS

The operating surplus is arrived at after charging/(crediting):

	Group		Charity	
	2021	2020	2021	2020
	£	£	£	£
Depreciation on housing properties	19,677	17,872	19,677	17,872
Depreciation of other tangible fixed assets	75,644	77,522	20,666	25,011
Profit/(Loss) on disposal of housing properties	-	-	-	-
Profit/(Loss) on other tangible assets	(468)	(274)	(468)	(274)
Operating lease rentals:				
office equipment	26,007	24,390	22,613	20,462
Auditors' remuneration:				
Fees payable to the Charity's auditors:				
for the audit of the financial statements	10,000	10,000	10,000	10,000
for other services	7,292	11,072	7,292	11,072
Fees payable to the component auditors:				
Audit of the accounts of subsidiaries	7,000	7,000	-	-
Total audit services	24,292	28,072	17,292	21,072

5. INTEREST RECEIVABLE

	Group		Charity	
	2021	2020	2021	2020
	£	£	£	£
Interest received	342	1,269	268	1,192
	342	1,269	268	1,192

6. INTEREST AND FINANCING COSTS

	Group		Charity	
	2021	2020	2021	2020
	£	£	£	£
Interest on bank loans	16,097	19,675	16,097	19,675
	16,097	19,675	16,097	19,675

7. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	1,116,329	940,156
Social security costs	101,336	82,577
Other pension costs	139,809	102,483
	1,357,474	1,125,216

In addition to the above, contributions to the operating expenses of the YMCA Pension Plan of £1,772 were made (2020: £1,421).

The average monthly number of employees expressed as full time equivalents (calculated based on a standard working week of 37 hours):

	2021	2020
Housing and support	5	6
Training	1	2
Community impact	-	1
Positive activities	7	6
Management and administration	4	3
South Essex Community School	21	18
	38	**36**

The full time equivalent number of employees receiving annual remuneration excluding employer pension contributions in excess of £60,000 are:

£60,001 to £70,000	-	2
£70,001 to £80,000	2	-

	2021	2020
	£	£
Key management personnel remuneration:		
Salary	571,648	571,648
Contributions to pension scheme	64,274	41,655
	635,922	613,303

The highest paid director's emoluments and pension costs in the year ended 31 August 2021 were £71,539 (2020: £64,714) and £1,316 (2020: £1,314) respectively. This included payment in lieu of annual leave of £3,837 (2020: £5,353).

The chief executive is a member of the multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales. She is an ordinary member of the pension scheme and no enhanced or special terms apply. The charity does not make any further contribution to an individual pension arrangement for the chief executive.

8. TRUSTEES REMUNERATION, BENEFITS AND EXPENSES

During the period trustees were reimbursed expenses totalling £nil (2020: £nil).

The principal of South Essex Community School Limited receives remuneration in respect of services they provide undertaking the roles of head teacher under their contracts of employment, and not in respect of their services as a trustee. The CEO of Southend YMCA receives remuneration in respect of services they provide undertaking the role of CEO under their contract of employment, and not in respect of their services as a trustee of the school. No other trustees received remuneration from Southend YMCA.

9. TANGIBLE FIXED ASSETS - HOUSING PROPERTIES

Group and charity	Social housing properties	Total housing properties
	£	£
COST		
At 1 September 2020	1,688,123	1,688,123
Additions	77,903	77,903
Disposals	-	-
At 31 August 2021	1,766,026	1,766,026
DEPRECIATION		
At 1 September 2020	82,122	82,122
Charge	19,677	19,677
Disposals	-	-
At 31 August 2021	101,799	101,799
NET BOOK VALUE		
At 31 August 2021	1,664,227	1,664,227
At 31 August 2020	1,606,001	1,606,001

Social housing assistance:

At 31 August 2019 there is no accumulated social housing grant receivable, however the estimated amount of outstanding Social Housing Grant transferred to the charity in connection with the purchase of 'Newlands' was £874,363.

10. TANGIBLE FIXED ASSETS - OTHER

Group	Land and buildings	Academy Trust Land and Buildings	Music, Sports & Office Equipment	Fixtures, Fittings and Computer	Motor Vehicles	Total Fixed Assets
	£	£	£	£	£	£
COST						
At 1 September 2020	626,839	2,127,129	80,970	423,350	128,791	3,387,079
Additions	-	5,428	-	36,528	-	41,956
Disposals	-	-	-	(23,101)	(28,791)	(51,892)
At 31 August 2021	626,839	2,132,557	80,970	436,777	100,000	3,377,143
DEPRECIATION						
At 1 September 2020	107,028	207,637	78,126	330,016	124,090	846,897
Charge	5,552	35,052	710	33,522	808	75,644
Disposals	-	-	-	(23,101)	(27,323)	(50,424)
At 31 August 2021	112,580	242,689	78,836	340,437	97,575	872,117
NET BOOK VALUE						
At 31 August 2021	514,259	1,889,868	2,134	96,340	2,425	2,505,026
At 31 August 2020	519,811	1,919,492	2,844	93,334	4,701	2,540,182

The Secretary of State for Education holds a legal charge over the school site. At 31 August 2021 the net book value of the school site included within freehold land and buildings was £1,889,868 (2020: £1,919,492).

Charity	Land and buildings	Academy Trust Land and Buildings	Music, Sports & Office Equipment	Fixtures and Fittings	Motor Vehicles	Total Fixed Assets
	£	£	£	£	£	£
COST						
At 1 September 2020	626,839	-	80,970	222,628	128,791	1,059,228
Additions	-	-	-	5,628	-	5,628
Disposals	-	-	-	(23,101)	(28,791)	(51,892)
At 31 August 2021	626,839	-	80,970	205,155	100,000	1,012,964
DEPRECIATION						
At 1 September 2020	107,028	-	78,126	182,891	124,090	492,135
Charge	5,552	-	710	13,596	808	20,666
Disposals	-	-	-	(23,101)	(27,323)	(50,424)
At 31 August 2021	112,580	-	78,836	173,386	97,575	462,377
NET BOOK VALUE						
At 31 August 2021	514,259	-	2,134	31,769	2,425	550,587
At 31 August 2020	519,811	-	2,844	39,737	4,701	567,093

11. DEBTORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

Group	2021 £	2020 £
Trade debtors	(487)	26,694
Rent and service charges receivable	27,425	22,508
Less provision for bad debts	(2,567)	(2,567)
Other debtors	95,691	44,822
Prepayments and accrued income	63,950	48,018
	184,012	139,475

Charity	2021 £	2020 £
Rent and service charges receivable	27,425	22,508
Less provision for bad debts	(2,567)	(2,567)
Other debtors	87,722	43,433
Amounts due from subsidiary and associated undertakings	-	-
Prepayments and accrued income	46,541	46,418
	159,121	109,792

12. CREDITORS - AMOUNTS DUE FALLING WITHIN ONE YEAR

Group	2021 £	2020 £
Bank loan	27,746	27,746
Other loan	3,000	-
Trade creditors	46,823	57,107
Rent and service charges received in advance	3,154	2,439
YMCA pension deficit agreement plan	6,236	6,362
Deferred capital grant (note 15)	4,713	3,738
Other taxation and social security	15,628	-
Other creditors	123,798	115,028
Accruals and deferred income	226,424	319,144
	457,522	531,564

12. CREDITORS - AMOUNTS DUE FALLING WITHIN ONE YEAR (continued)

Charity	2021 £	2020 £
Bank loan	27,746	27,746
Other loan	3,000	-
Trade creditors	46,823	52,682
Rent and service charges received in advance	3,154	2,439
YMCA pension deficit agreement plan	6,236	6,362
Deferred capital grant (note 15)	4,713	3,738
Other taxation and social security	15,628	-
Other creditors	72,905	67,957
Accruals and deferred income	200,136	285,470
	380,341	446,394

Group accruals and deferred income includes the following deferred income:

Group and Charity	2021 £	2020 £
National Lottery Community Fund (RC London and South East Region)	35,402	64,517
National Lottery Community Fund (Coronavirus Community Support Fund)	-	92,061
BBC Children in Need	4,431	-
Co-operative Foundation/Big Lottery#iwill	6,565	11,667
Essex Community Foundation	27,923	5,000
ECVYS	14,033	-
Jack Petchey Foundation	4,186	-
Virtual School	7,828	8,750
YMCAEW	22,000	-
YMCAEW Y Girls	5,295	-
Kids Inspire - Fammily Innovation Fund	2,083	2,083
Southend Borough Council - Youth Ambassadors	2,438	-
Southend Borough Council young peoples homeless service (Supporting People)	-	12,154
	132,184	196,232

13. CREDITORS - AMOUNTS DUE FALLING AFTER ONE YEAR

Group and Charity	2021 £	2020 £
Bank loan	725,053	752,902
Other loan	27,000	-
YMCA pension deficit agreement plan	56,910	44,676
Deferred capital grant (note 15)	330,890	297,578
	1,139,853	1,095,156

14. DEBT ANALYSIS

	Group		Charity	
	2021	2020	2021	2020
	£	£	£	£
Bank loans	752,799	780,648	752,799	780,648
Other loans	30,000	-	30,000	-
	782,799	780,648	782,799	780,648
Payable within one year	30,746	27,746	30,746	27,746
Payable after one year	752,053	752,902	752,053	752,902
	782,799	780,648	782,799	780,648
Amounts included above which fall due after five years, payable by instalments	629,068	641,917	629,068	641,917

Security

The bank loan is secured by fixed charges on housing property known as 'Newlands' 85 Ambleside Drive, Southend on Sea and a debenture over Southend YMCA.

The bank loan is repayable over 25 years from the date of drawdown being 27 November 2017 in monthly instalments at rates of interest ranging from the greater of 2% pa over the Bank of England base rate or 2% pa.

15. DEFERRED CAPITAL GRANT

Group and Charity	2021	2020
	£	£
At 1 September 2020	301,316	269,053
Grant received in the year	39,000	36,000
Released to income in the year	(4,713)	(3,737)
At 31 August 2021	335,603	301,316

16. LEASE COMMITMENTS

Total future minimum lease payments under non-cancellable operating leases for each of the following periods is as follows:

Group	2021 £	2020 £
Within one year	49,822	16,815
Between one and five years	126,184	26,518
After 5 years	263,975	-
	439,981	43,333

Charity	2021 £	2020 £
Within one year	46,599	13,478
Between one and five years	125,833	23,102
After 5 years	263,975	-
	436,407	36,580

17. PENSION AND SIMILAR OBLIGATIONS

YMCA Pension Plan

The charity participated in a contributory pension plan providing defined benefits based on final pensionable pay for employees of YMCAs in England, Scotland and Wales. The assets of the YMCA Pension Plan are held separately from those of The Southend-on-Sea Young Men's Christian Association and at the year end these were invested in the Mercer Dynamic De-risking Solution, 40% matching portfolio and 60% in the growth portfolio and Schroder (property units only).

The most recent completed three year valuation was as at 1 May 2020. The assumptions used which have the most significant effect on the results of the valuation are those relating to the assumed rates of return on assets held before and after retirement of 2.59% and 1.09% respectively, the increase in pensions in payment of 2.99% (for RPI capped at 5% p.a.), and the average life expectancy from normal retirement age (of 65) for a current male pensioner of 22.0 years, female 24.4 years, and 23.7 years for a male pensioner, female 26.1 years, retiring in 20 years time. The result of the valuation showed that the actuarial value of the assets was £146.1m. This represented 79% of the benefits that had accrued to members.

The Pension Plan was closed to new members and future service accrual with effect from 30 April 2007. With the removal of the salary linkage for benefits all employed deferred members became deferred members as from 1 May 2011.

The valuation prepared as at 1 May 2020 showed that the YMCA Pension Plan had a deficit of £36 million. The charity has been advised that it will need to make monthly contributions of £671 from 1 May 2020. This amount is based on the current actuarial assumptions (as outlined above) and may vary in the future as a result of actual performance of the Pension Plan. The current recovery period is 8 years commencing 1 May 2021.

Repayable

	Within one year £	One to two years £	Two to five years £	After five years £	More than one year £	Total 2021 £	Total 2020 £
As at 31 August 2021	6,236	6,667	22,792	27,451	56,910	63,146	
As at 31 August 2020	6,362	6,789	23,138	14,748	44,675		51,037

In addition, the charity may have over time liabilities in the event of the non-payment by other participating YMCAs of their share of the YMCA Pension Plan's deficit. It is not possible currently to quantify the potential amount that the charity may be called upon to pay in the future.

Charity defined contribution scheme

The charity also operates a defined contribution scheme, the assets of which are held separately from those of the charity. The charge for the period to the income and expenditure account in relation to this scheme is £13,146 (2020: £10,607). Contributions for employees were a minimum of 5% of salary and the employer contributions were 5%.

17. PENSION AND SIMILAR OBLIGATIONS (continued)

Other multi-employer defined-benefit schemes

The employees of the South Essex Community School Limited belong to two principal pension schemes: the Teachers' Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Essex County Council. Both are multi-employer defined-benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2019. The pension costs payable to the TPS in the period amount to £54,029 (2020: £42,060).

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

Teachers Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy).
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million.
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI, assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The next valuation result is due to be implemented from 1 April 2023.

17. PENSION AND SIMILAR OBLIGATIONS (continued)

A copy of the valuation report and supporting documentation is on the Teachers' Pension website.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The trust has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution for the year ended 31 August 2021 was £40,000 (2020: £29,000), of which employer's contributions totalled £31,000 (2020: £22,000) and employees' contributions totalled £9,000 (2020: £7,000). The agreed contribution rates for future years are 20.3% to 21.3% for employers and 5.5% to 12.5% for employees.

The LGPS obligation relates to the employees of the academy, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the academy at the balance sheet date.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

The amounts recognised in the balance sheet are as follows:

	Defined benefit pension plans	
	2021	2020
	£	£
Present value of funded obligations	(451,000)	(361,000)
Fair value of plan assets	222,000	171,000
	(229,000)	(190,000)
Deficit	(229,000)	(190,000)

The amounts recognised in the statement of financial activities are:

	Defined benefit pension plans	
	2021	2020
	£	£
Current service cost	73,000	49,000
Interest cost	3,000	1,000
	76,000	50,000

17. PENSION AND SIMILAR OBLIGATIONS (continued)

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	2021	2020
	£	£
Opening defined benefit obligation	361,000	277,000
Current service cost	73,000	49,000
Interest cost	6,000	5,000
Contributions by scheme participants	9,000	7,000
Actuarial losses	32,000	23,000
Benefits paid	(30,000)	-
Closing defined benefit obligation	451,000	361,000

Changes in the fair value of the share of scheme assets:

	Defined benefit pension plans	
	2021	2020
	£	£
Opening fair value of scheme assets	171,000	206,000
Interest income	3,000	4,000
Contributions by employer	31,000	22,000
Contributions by scheme participants	9,000	7,000
Actuarial gains/(losses)	38,000	(68,000)
Benefits paid	(30,000)	-
Closing fair value of scheme assets	222,000	171,000

Principal actuarial assumptions at the balance sheet date:

	2021	2020
RPI increases	3.3%	3.1%
CPI increases	2.9%	2.3%
Future salary increases	3.9%	3.3%
Future pension increases	2.9%	2.3%
Discount rate	1.7%	1.6%

17. PENSION AND SIMILAR OBLIGATIONS (continued)

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:

	At 31 August	
	2021	2020
Retiring today		
Males	21.6	21.8
Females	23.6	23.8
Retiring in 20 years		
Males	22.9	23.2
Females	25.1	25.2

The group's share of the assets in the scheme was:

	Fair value at 31 August	
	2021	2020
	£	£
Equities	142,000	106,000
Gilts	6,000	7,000
Corporate bonds	10,000	10,000
Property	15,000	13,000
Cash	6,000	5,000
Alternative assets	25,000	20,000
Other managed funds	18,000	10,000
Total market value of assets	222,000	171,000

The actual return on scheme assets was £41,000 (2020: £6,000).

18. FINANCIAL INSTRUMENTS

The Group's financial instruments may be analysed as follows:

	2021	2020
	£	£
Financial assets:		
Financial assets that are debt instruments measure at amortised cost	1,402,990	1,390,350
Financial liabilities:		
Financial liabilities measured at amortised cost	972,202	955,222

Financial assets measured at amortised cost comprise cash at bank and in hand, trade debtors and other debtors.

Financial liabilities measured at amortised cost comprise trade creditors, taxation and social security, other creditors, housing and bank loans.

19. MOVEMENT IN RESTRICTED RESERVES

	As at 1 September 2020	Movement in the year	As at 31 August 2021
	£	£	£
Residents fund	8,147	(8,147)	-
The National Lottery Community Fund - RC London and South East Region	22,579	(22,579)	-
Better Start	5,489	(5,489)	-
Co-op Foundation/Big Lottery Fund #iwill fund Grant	8,499	(4,142)	4,357
Family Innovation Fund	5,567	(5,567)	-
South Essex Community School:			
Commissioning Fund	565,984	(33,063)	532,921
Other EFA grants	-	2,329	2,329
COVID-19 catch up premium	-	7,832	7,832
Special Education Projects	2,909	(286)	2,623
Local Authority	10,481	26,555	37,036
Pension	(190,000)	(39,000)	(229,000)
Restricted fixed assets funds	1,973,089	(18,650)	1,954,439
Total Restricted Reserves	**2,412,744**	**(100,207)**	**2,312,537**

19. MOVEMENT IN RESTRICTED RESERVES (continued)

Restricted Funds

These funds represent the accumulated surpluses from funds available for a specific purpose:

Residents' Fund

Contributed to by various sources for the provision of immediate temporary relief to young people in crisis situations.

The National Lottery Community Fund - RC London and South East Region

Funding for 'Find Your Voice' project. A project to further young people's voice and influence through campaigning and social action.

Better Start - Pre school alliance

ABSS funding for a breastfeeding project.

Co-op Foundation/Big Lottery Fund #iwill fund Grant

A project to combat isolation through social action.

Family Innovation Fund

A project to provide mental health and trauma recovery support for children, young people and their families.

20. CONTROL

There is no ultimate controlling party.

21. PARTICULARS OF SUBSIDIARY

The charity is a member of South Essex Community School (Limited by Guarantee) and has the right to appoint or remove a majority of its board members. South Essex Community School (Limited by Guarantee) therefore falls within the definition of a subsidiary found in section 1159(1)(b) of the Companies Act 2006.

The subsidiary's results as extracted from the statutory financial statements for the year ended 31 August 2021 are outlined below:

	2021 £	2020 £
Incoming resources from charitable activities - Educational operations	871,529	863,210
Incoming resources from charitable activities - Other income	30,823	9,997
Resources expended	(958,506)	(918,666)
	(56,154)	(45,459)

The aggregate of the assets, liabilities and reserves were:

	2021 £	2020 £
Fixed Assets	1,954,439	1,973,089
Current Assets	667,157	673,649
Current Liabilities	(306,190)	(275,178)
	2,315,406	2,371,560

22. RECONCILIATION OF NET MOVEMENT IN RESERVES TO NET CASH FLOW FROM OPERATING ACTIVITES

	Group 2021 £	 2020 £
Surplus/(Deficit) for the year	41,987	(42,705)
Depreciation of housing properties	19,677	17,872
Depreciation of other fixed assets	75,644	77,522
Loss on sale of housing property	-	-
Loss on sale of other fixed assets	468	274
Interest payable	16,097	19,675
Interest received	(342)	(1,269)
Capital grant	(39,000)	(36,000)
Decrease/(Increase) in debtors	(44,537)	(10,967)
(Decrease) in creditors	7,504	351,800
Net cash generated from operating activities	77,498	376,202

23. ANALYSIS OF CHANGES IN NET DEBT

	As at 1 September 2020	Cash flows	Other non-cash movements	As at 31 August 2021
Cash	1,298,893	(15,965)	-	1,282,928
Loans due within one year	(27,746)	(2,151)	(849)	(30,746)
Loans due after one year	(752,902)	-	849	(752,053)
	518,245	(18,116)	-	500,129

24. CAPITAL COMMITMENTS

	Group		Charity	
	2021	2020	2021	2020
	£	£	£	£
Capital expenditure				
Expenditure authorised by the board, but not contracted	-	53,856	-	53,856
	-	53,856	-	53,856

25. RELATED PARTY TRANSACTIONS

During the year, legal fees amounting to £7,800 (2020: £3,600) were incurred from Duncan Lewis (Solicitors) Ltd, a company in which K Bland is a consultant.

All transactions were conducted under normal market conditions.

Southend YMCA is the parent entity in the group and ultimate controlling party. The group has taken advantage of the exemption available under Section 33 of FRS 102 not to disclose transactions with wholly owned subsidiary undertakings.

South Essex Community School

Owing to the nature of the school's operations and the composition of the school's board of trustees being drawn from public local and private sector organisations, transactions may take place with organisations in which the academy trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the school's financial regulations and normal procurement procedures.

26. MEMBERS

The Board of trustees are the only members of the YMCA. The company is limited by guarantee, having no share capital and, in accordance with the Memorandum of Association; every member is liable to contribute a sum of £1 in the event of the company being wound up.

Number of members	2021 No	2020 No
At 1 September	8	8
Joining during the year	2	1
Leaving during the year	(1)	(1)
At 31 August	9	8

SOUTHEND-ON-SEA YOUNG MENS CHRISTIAN ASSOCIATION

England & Wales - Charity number 1102837

Accounts

Company Registration No. 05051166 (England and Wales)

Charity Registration No. 1102837

Homes England Registration No. 4853

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

CONTENTS

	Page
Chair's report	1 - 2
Trustees' report	3 - 18
Auditors' report	19 - 21
Consolidated statement of comprehensive income	22
Group and charity statement of financial position	23
Group and charity statement of changes in reserves	24
Consolidated statement of cash flows	25
Notes to the financial statements	26 - 52

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

CHAIR'S REPORT FOR THE YEAR ENDED 31 AUGUST 2020

The year 2020 has been a challenging one for us all, as we do our best to adjust to the ever-changing landscape wrought by the Covid-19 pandemic.

The world has been unimaginably disrupted. As a charity, our concern has been to ensure that provision of care and support for our vulnerable young people is continued; and not just continued, but stepped up, to respond to heightened needs. We always say 'The challenge is Y we are here', and that is why we have worked hard to combat the increased physical, practical, emotional and mental health challenges facing young people at this time.

We believe that, without the work of Southend YMCA (SYMCA), many disadvantaged young people and families may easily have found themselves in much more precarious situations. We responded positively, early on in the pandemic, so that our young people were never left alone to face uncertainties and privations.

We are so happy to report that SYMCA staff, volunteers and Trustees, working directly in collaboration with young people, have risen to the challenge, and have achieved the following for our community:

- We set up a new website to develop our online reach, and help us deliver services to more young people.
- We developed a blended model of online and face to face work with young people and other service users. This enabled us to continue to deliver positive activities; breastfeeding support and mentoring and coaching throughout lockdown and beyond.
- We continued to design projects with young people to further their voice and influence. Our pilot project 'Find Your Voice' (FYV) has received an extremely promising formative evaluation from a university research team.
- Young people engaged in vital public health messaging through our 'Face It' face covering design competition, which had an online reach of 3.5 million people and was featured on ITV news.
- We prepared for the Huge Hangout for World Mental Health Day; an online streamed event delivered after the year end, on 10th October 2020, which showcased music from young people, both local and international, interspersed with endorsed mental health messaging from young people and mental health professionals. All to address the mental health challenges of Covid-19.
- During lockdown we established provision of daily well-being mentoring calls for our residents, moving to daily face to face meetings when restrictions allowed. This helped to support residents' mental health; well-being; and practical and physical needs.
- We provided free tablets and other communications technology to keep young people connected; which supported them to continue education, employment and training and combat social isolation.
- We continued to roll out our New Beginnings educational project, with 25 homeless young people achieving qualifications despite lockdown. This supported timely progressions into training, or employment.
- We provided additional cleaning and PPE to ensure the highest Covid-19 Health and Safety response for staff, volunteers and service users.
- In spite of all the economic challenges of Covid-19 we still managed to convert 9 bathrooms as part of our ongoing stock condition improvement programme and made plans to create two new rooms at our supported housing site, achieving planning permission and using existing spaces efficiently. This would not have been possible without the generous support of grant making trusts including: Landaid, Beatrice Laing, Serving the Homeless, Charles French, Annie Tramner, Rosca and Fowler Smith and Jones. And donations from Leigh Lions and Southend Soroptimists.
- We have established an Innovation Unit to horizon scan for new opportunities and develop ground breaking projects that will help young people overcome the effects of Covid-19; providing pathways to education; employment opportunities; and independent living, and addressing social isolation and economic need.

- The SYMCA Community School had its best ever year for GCSEs and embedded a trauma informed psychological approach into their practice.
- We achieved Investors in People 'Gold' Quality Standard.

However, in spite of all these achievements, we still need to work hard to fundraise, so that the charity is sustainable in the future, and local young people can continue to receive our help.

Here are some personal stories from young people who have accessed services and support from Southend YMCA during this difficult time .

'A', a former refugee, came to live at SYMCA following the breakdown of relationships with their foster family. Since living with us, 'A' has completed a college course, securing a Level 3 B-Tec Business Qualification, which led to employment. Because of the support offered by SYMCA Housing Teams, 'A' has proved they are able to be self-sufficient and has been nominated to move to independent living. Continuing to be proactive in their growth and development during the Covid-19 lockdown period, 'A' passed their driving test and applied to a University and has since been offered a place.

What is next for SYMCA?

As we look to the horizon, we seek to expand our capacity to house vulnerable young people; providing trauma informed psychological help to promote healing, support mental health and enable young people to reach independence and contribute positively to their community. This is most notably demonstrated in our ongoing work to develop a new Children's Home, which it is hoped will become operational in 2021. After an extensive search we have identified a suitable building in a safe, accessible location with good amenities.

In the year 2019-20 we benefited from generous grants to help us respond to the additional needs and costs created by the pandemic. These enabled us to keep staff, residents, and service users safe; and enable us to provide a consistent and dependable service into 2020-21. However, the challenge remains.

We are always seeking to find innovative ways to provide positive youth work activities; counselling; coaching; mentoring; education; housing; social action and voice and influence projects to young people in the wider community and work collaboratively with existing services to enhance quality and value. In 2020-21 we will be expanding our reach into more schools, to progress mobilisation of our Children in Need funded Covid-19 Recovery project 'Envelop'. We will be providing a new musical project 'Umbilical Chords' to support mothers with young babies; and working harder to give a platform to the voice and influence of young people as change agents.

We also seek to expand our work supporting breastfeeding to reach young families whose babies have grown; supporting their mental health and providing information, advice and guidance. We see this kind of early intervention as crucial in averting poor outcomes for families and the young children in their care.

SYMCA benefits from support from external partners funders and donations. This is support that we certainly don't take for granted, particularly at this unique time, as every organisation faces its own challenges. And so we extend our most sincere thanks to these amazing organisations, and individuals who have had a massive impact on our ability to stand alongside the most vulnerable in our community.

Stephen Onslow - Chair of Trustees

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2020

The Trustees are pleased to present their annual report together with the consolidated financial statements for the year ending 31st August 2020, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

Southend YMCA (the group) comprises:

Southend-On-Sea Young Men's Christian Association

An Incorporated Charity, company number 5051166 (registered on 20.02.2004) and Charity number 1102837 (registered on 24.03.2004). Notably, the Charity's history of local community action predates this legal structure and extends back to the First World War at Shoebury Barracks, and beyond.

On the 13th July 2017, Southend YMCA was registered by the Homes & Communities Agency (HCA) as a Non- profit private Registered Provider of Social Housing (registration number 484863 Southend on Sea Young Men's Christian Association). Trustees warrant they comply with Homes England Standards which are monitored through a co-regulatory process. Prior to this, (2004-17) Southend YMCA provided supported housing services to young people as a managing agent for YMCA England.

The Southend YMCA Community School

In 2012, the Charity established a subsidiary company (the South Essex Community Schools Ltd Company Number: 07954295) operating as the Southend YMCA Community School (DFE Number: 882110). This is an Alternative Provision Free School and an Academy Trust (which is an exempt Charity reporting to the Secretary of State and a ring-fenced entity). Ofsted URN: 139903. The relationship between the charity and the school is governed through the Memorandum of Association and by a Deed of Agreement, with the Charity having the right to appoint and remove Directors.

The financial statements comply with the Companies Act 2006, the Housing and Regeneration Act 2008 and the Accounting Direction for Private Registered Providers of Social Housing 2019. Applicable UK accounting standards have been followed including the Statement of Recommended Practice (SORP) Accounting by Registered Social Housing Providers Update 2018.

CHARITABLE OBJECTIVES AND ACTIVITIES

In June 2017, the charity adopted new Memorandum and Articles of Association. These conform to the YMCA England Model Memorandum and Articles where Members and Trustees are the same person. The size of the Board is limited to 10 persons. At 31 August 2020, there were 8 trustees with a breadth of relevant professional knowledge, alongside lived experience.

The Board of Trustees bring independent judgement on matters of strategy, performance, resources and conduct. The Board conducts its business through Board meetings and sub-committees (Finance Risk and Audit, Housing and Facilities, Fundraising, Service Development and Children's Home and Safeguarding). Each committee has a Terms of Reference and is chaired by a Trustee from a relevant background.

There are five charitable objects: the provision of education; the provision of recreation and leisure; the provision of accommodation including social housing; the relief of need, hardship or distress by reason of social, physical, emotional, spiritual or economic circumstances; and the promotion of a Christian environment. These are detailed in full in section 3.

In shaping goals for the year, the Trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'Public Benefit: Running a Charity' (PB2). There is a clear read across from the charity's legal purpose (objects) to our strategic goals and activities as set out within the 'Standing in the Gap' strategy (which is refreshed regularly). The goals are:

1 To provide **safe, supported accommodation** for vulnerable young people to avert homelessness and promote independent living.
2 To provide **positive activities** which enable young people's personal, social and cultural development and active citizenship.
3 To provide good **quality education, training, and mentoring** which equips young people for employment and inclusion.
4 To provide initiatives which promote **health and well-being** and have a community impact.

A significant positive factor that has affected the achievement of charitable objectives, strategic goals and the delivery of activities is securing funding. The importance of delivering competitive, innovative, high quality services is paramount when bidding for grants and contracts. In 2019-20, the Charity was successful in securing a number of revenue grants and contracts to deliver projects.

The Southend YMCA Community School is part of the Southend YMCA group. It is an exempt charity (which reports to the DfE) and an Academy trust with a single charitable objective: 'To provide education for children of compulsory school age who, by reason of illness, exclusion from school or otherwise, may not for any period receive suitable education unless alternative provision is made for them'.

1 THE DIFFERENCE WE MAKE – DELIVERING PUBLIC BENEFIT

Southend YMCA's services benefit a **subsection of the public** i.e. vulnerable children and young people with additional needs. This includes: children and young people who live in poverty and do not have the same access to opportunities as their peers, they may have emotional well-being needs and low self-esteem, some exhibit risk taking behaviours including substance misuse and offending; or come from families with multiple vulnerabilities or are in care. We house homeless young people and work with young people who are not in employment or education. Each young person is an individual and we seek to respond accordingly; building strengths and offering a range of targeted projects.

The charity also provides information and advice to persons of all ages and works with families with babies and young children living in Southend's deprived wards – all to support the best start in life. We also know that our online campaigns events such as 'Face it' have a large reach (3.5 million) and are connecting to the public in general with important public health and wellbeing messaging.

Trustees assure themselves that all activities will deliver **public benefit** through rigorous scrutiny of plans and performance.

Programme delivery is underpinned by an evaluative framework which is appropriate for the type of project and the range of needs that children and young people present with. This ranges from the use of nationally recognised soft outcome tools (such as the triangle outcomes star) to proven clinical tools (such as the Warwick-Edinburgh Mental Wellbeing Scale). We also measure the effectiveness of our work through focus groups, case studies, and practitioner learning journals, alongside independent research conducted by Universities. Our recent Matrix inspection confirmed: *There is a robust approach to outcomes definition, monitoring and evaluation.*

We have an overarching Theory of Change across our organisation tracking the input-output–outcome–impact of our work. We have project-related theories of change for each of our activities. These are iterated with young people.

Outcomes (benefits) for children and young people in 2019-20 included: Improved motivation and emotional wellbeing; improved literacy, numeracy and soft skills; better self-care; improved relationships ; reduced alcohol and drug abuse; better physical health; decrease in risk taking behaviour; progression into and retention within education or training (qualifications and awards); new employment opportunities and reduced benefit dependency; increase in ability to live independently, and connection to the community through active citizenship.

The group **reports to regulatory bodies** (Ofsted and Homes England) and is inspected by auditors and funders. The school has consistently held an Ofsted 'Good' judgement.

We hold many nationally recognised and **externally validated standards:**

- **Matrix** quality standard for information, advice and guidance, importantly this noted that "SYMCA service is truly young person centred" and that we support Children and young people to "move forward in a positive way".
- The **Investors in People** Standard at **Gold level** (IIP) speaks of our creative culture, value-based leadership and agile management: it puts us in the country's top 5% of firms. In 2014, our SOS Bus project was awarded the Queens Award for Voluntary Service (the MBE for voluntary groups).

With regard to our facilities: we uphold the Decent Homes technical Standard; regulatory building compliance is evidenced by an ongoing health and safety inspection regime implemented by registered bodies, and we achieved BREEAM 'excellent' an environmental award for our green Eco hub building from where we deliver our social distanced, covid-safe support activities.

We hold Community Safety Accreditation Scheme (with Essex Police) furthering safe spaces through ongoing liaison with the police. This is important to safeguard young people given new societal challenges and risks such as the criminal exploitation of young people through county drug lines and modern slavery. We seek to be a good neighbour, contributing to locality forums with local residents.

The Charity is a registered Training Organisation UKPRN: 10023616 and accredited to deliver qualifications with the Gateway Awarding Organisation. We also deliver specialist compliance training such as first aid, health and safety and mental health first aid in relation to NUCO.

2 ACHIEVEMENTS AND PERFORMANCE

The main activities and benefits:

SAFE, SUPPORTED ACCOMMODATION comprised of:

The Newlands building consists of 30 self-contained studio flats and a crash pad for young people at risk, primarily being between the ages of 16-21. We know the background stories of homelessness are devastating for young people: family relationship breakdown; domestic violence; rejection and destitution.

Demand for places at Newlands has increased through the pandemic. Through Southend Access point Panel we processed 62 referrals and maintain a waiting list. And whilst development of new accommodation adds more bed-spaces the demand outstrips local supply.

At SYMCA residents benefit from an integrated team comprising a consultant counselling psychologist, social work and youth workers, qualified trainers and mentors, money and housing management specialists. Work with young people covers the following areas:

Intensive key-work -We combine a number of approaches: trauma informed psychological approach; a new induction/support offer with core support; learning modules to further young people's knowledge and skills for independence; Youth justice, focusing on risks, needs, and restorative practice; 1-2-1 mentoring and mentoring for homelessness prevention.

Health and safety -We provide orientation to facilities and ongoing support and information.

Tenancy sustainment and Benefit and Money advice- We support young people to navigate pathways to achieve Move on and transition; tenancy sustainment and housing management.

Access to ad –hoc IAG + Mediation and Skills training programme - Including numeracy/literacy/ assessment + educational progression. Our content (Schemes of Work, Booklets & Tutor Resources) have been co-produced with young people.

Youth Involvement -Measures include Resident Meetings and mediation. From 2021 we will employ a youth activist/ youth Commissioner to promote the Voice and Influence of residents.

As a result of living in the YMCA young people were: more motivated; able to take responsibility for their lives, had learnt how to manage money and a tenancy. These are key pre- conditions to live as an independent adult in our community.

In 2020 Covid-19 has dominated & affected all aspects of housing life and work. The housing team has successfully and robustly dealt with this challenge; prioritising the Health & Safety of the residents and staff to ensure continuity of service to the residents throughout. Staff used pro-social modelling to promote Covid-19 awareness and good practice in young people.

Through thorough planning and assessment of risk as well as liaising with the Local Public Health Authority we have been able to keep up to date with the constantly changing aspects of the Covid-19 pandemic and have been able to keep Staff and Residents reassured and informed.

24/7 concierge and security has been maintained with staff out of hours on-call. All visitors have not been allowed in the building (with the exception of key services, emergency response etc.)

The New Beginnings education programme has been maintained and is continuing to produce successful outcomes to young people when other schools and colleges were closed. We did not see an increase in disputes and anti-social behaviour because of the way we have responsibly held and supported young people, or mental health deterioration.

New-Roads community flats for young asylum seekers in conjunction with social care. This service orientates up to 8 young people to an affordable, shared, community space where young people learn to live with others negotiating household rules, tasks and responsibilities.

Person 'B' arrived in the country 2 years ago and was placed in one of our move-on houses. 'B' had very poor English language skills and it was difficult to communicate at first. However since then, with the partnership support of Southend YMCA and Social Services, 'B' is now attending a mechanics course at College and has also achieved Level 1 English. He now has a Flat at Newlands and his English skills are much improved. In 2021 'B' is hoping to gain employment and his own accommodation.

POSITIVE ACTIVITY enabling personal, social and cultural development, comprised of:

FYV – (Find Your Voice) was conceived by a group of young people who were concerned about the future and key societal issues such as the criminal exploitation of young people and associated violence and vulnerabilities and mental health. They wanted their voice to be heard and understood, and to take practical action to positively change the places and spaces that mattered to them. The Lottery were very interested in young peoples' passions and ideas and funded an 18-month project starting in February 2020.

Due to the onset of Covid-19 in March and the subsequent lockdown measures the project swiftly established online working policies & procedures, and two members of staff and the four Youth Commissioners (YC) were appointed in May & June.

Throughout June & July the Young Commissioners completed Peer Mentoring, YMCA induction training and worked with their peers on a weekly basis to plan and develop the project. Young Commissioners along with ten other young people (The FYV Production Team) co-designed the FYV website merchandise & branding along with the FYV Curriculum areas: Voice & Empowerment; Passion & Creativity; Health & Well-Being; Equality & Justice; Skills & Training.

In response to Covid-19 FYV adapted our plan from working in schools to engaging young people online. We launched our first Passion & Creativity project in July 'Face it with FYV', an education and arts campaign to encourage young people to wear and design face masks.

There were 78 masks designed to an exceptional standard with young voices expressing support for causes including NHS, Black Lives matter and Climate Change. The entries were judged by an expert panel consisting of BBC Fashion Historian & Presenter Amber Butchart; local Stylist to the Stars Lydia Kovacs. The winning entry highlighted the impact of mask wearing on the deaf community and included a see-through plastic strip in the design, to enable deaf people to lip read. The project received national press coverage reaching over 3.3 million views. The competition culminated in an online gallery in Aug where all 78 entries are displayed.

The project has had a positive response from key stakeholders & the local authority with the project already gaining a reputation for 'being a collective youth voice' in Southend. The FYV project participants made some valuable contributions at the borough's series of online events for Co-production week in July, which has not gone un-noticed by Senior Council Officers & Directors.

The Healthy Schools Officer & members of the CCG have consulted the group on a number of occasions and have been involved in co-designing a mental health film which has been commissioned by the local authority to be shown in schools.

The young people also worked with the Clinical Commissioning Group to design and promote a youth friendly online survey, free from jargon, to establish how young people want to access services & to inform the recommissioning of the local children and adolescent mental health service (CAMHS).

#IWILLSOUTHEND is funded by the Co-op Foundation in partnership with DCMS. It was initially a 2 year project, however it has since been extended to Dec 2021 to support flexible delivery during the pandemic.

The project aims to tackle youth loneliness through engaging young people in 8 social action projects each year.

SYMCA delivered 6 projects in 2020 and worked with 182 young people (142 prior to lockdown).

8 young people aged 16-20 from the project steering group completed peer mentoring training & attended a residential weekend in January. They had the opportunity to plan projects, build confidence and bond as a team. The group were passionate about homelessness & the environment, as well as continuing /expanding the #IWILLSOUTHEND three youth club provisions as young people need 'somewhere to go & someone to talk to.'

Each member of the group that attended the residential gained Youth Achievement Award in Leadership and prior to Covid-19 volunteered weekly as peer mentors at the junior youth club sessions.

As a result of Covid-19 this project ceased delivering face to face work & undertook welfare calls and providing information, advice and guidance to 40 young people. Twenty young people were provided with tablets to tackle social isolation, digital exclusion & enable engagement in online sessions.

The project also delivered support sessions for young people from the LGBTQ community, supported, supported the 'Lonely not Alone' campaign, delivered events for Youth & Winter Pride, and Well-being Wednesdays events with YMCA residents.

All in Music Studio

During 2020, the work of the All in Music studio was funding through the Changing Futures Programme. It has been a successful year. The fund enabled us to deliver mentoring through music, volunteering opportunities, peer mentoring, mental health promotion and workshops and key adult education too. The activities we were able to carry out at the beginning of the year included in person one to one and group music making and instrumental lessons, then we migrated to delivering online song writing and guitar lessons during lockdown 1.0. After this we moved back to being able to offer in-person lessons to young people.

The culmination of the work for Changing Futures this year was the Huge Hangout – whilst this took place outside of this reporting year on World Mental Health Day it is mentioned here for completeness. The Huge Hangout was a project conceived to give a platform to young musicians, celebrating their creativity and achievements while also providing up-to-date and relevant mental health advice to young people and to encourage national and international cohesion at a tough time for all. The legacy from this work will continue in to 2021. https://youtu.be/lEHcD9avXAw.

Team YP

Team YP (Children in Need) –has continued through 2020 despite difficulties caused by Covid-19. We completed the last full Team in March 2020, but then the national lockdown happened and we had to move to online for the next team which was quite challenging to get young people and families to engage online and to overcome any technical barriers too. We worked online with a very small team of children for the middle part of 2020 which was a good exercise in adapting the project for online delivery, having to come up with new sessions like virtual origami for instance!

Glow Mentoring Project - Family Innovation Fund (FIF)

The GLOW project is an early intervention mentoring initiative, serving young people aged 8 -18 in Essex. Young people that benefited from the project included but were not limited to those with risky and unsafe behaviours, challenging and aggressive behaviours, emotional distress, and social isolation.

The project benefited from seasoned practitioners and volunteers with many years of experience in trauma informed approaches. One of the most significant elements of the GLOW Project was its holistic, person centred approach to mentoring, offering unique and dynamic models of engagement such as Strength Based, GROW, Circle of Courage to name a few.

The outcomes of each individual were monitored through the Triangle Outcomes Star, which is a visual assessment tool, plotting a true reflection of each individual's journey from inception to the end of their engagement highlighting changes and transformation experienced during the term of their engagement.

In order to maintain a sustainable delivery with measurable long-term outcomes, the project encouraged participants to further engage in other practical activities or where appropriate, signposting was a deployed strategy increasing their support base linking them to positive relationships in school, home and their immediate community. It has been observed that there has been a plethora of recurring benefits reported as a result of mentoring, this backed and evidenced through the Outcomes Star, examples are where young people who struggled with truancy improved and are now regular school attenders. Further on, problem solving skills, increased confidence, and self -esteem, increased participation, and communication skills. It is worth noting that regardless of the unprecedented emergence of Covid-19, the GLOW Project continued through virtual platform deliveries.

The Southend YMCA Community School

The school has established a good reputation within the community and among its peers within the education sector, both locally and regionally for delivering 'good' alternative education. The school prides itself on providing a holistic education addressing academic, pastoral and social skills. The ethos of acceptance, tolerance and encouragement is at the heart of the approach, coupled with behavioural support and an aspirational philosophy. Partnership working with support agencies such as social care, police, youth offending, and mental health furthers an integrated approach to meet wider needs.

Students undertake a broad, rich and deep curriculum which provides the academic rigour of national GCSE qualifications fused with a life skills programme. All to equip students to make a positive progression, into further education or work.

Health and wellbeing comprised of:

Bump to Breast (B2B)

The aim of B2B is to provide a friendly and supportive environment for pregnant and breastfeeding mums, where people can find practical help with breastfeeding issues, meet other local families and feel part of a breastfeeding community.

We know that areas of deprivation, including a number of Southend's wards, are areas where breastfeeding rates tend to be low. Supporting families to breastfeed can help them save money; increase food security; improve health outcomes for mothers and babies; protect against postnatal depression; and provide a sense of achievement for those who want to achieve their breastfeeding goals.

Over lockdown one, B2B quickly transitioned to an online service, which provided: Four livestreams a week on Facebook (covering parent's questions and a wide variety of breastfeeding-related subjects); A volunteers' training group; An online antenatal information evening; Support by phone, text and video messaging; Opportunities for mums to chat with each other on TEAMS and A friendly Facebook group, managed by some of our trained volunteers. 72% reported feeling less isolated and more connected with others.

When restrictions began to be lifted, B2B were proactive in seeing mums face to face using the Charity's spacious outdoor area for meetings, as well as having get-togethers in public open spaces.

We offered four bookable weekly groups and appointments where mums came for: One-to-one breastfeeding observations, breastfeeding advice, the chance to connect with a supportive community and make friends; addressing isolation caused by lockdown.

We continued our strong online presence, having 793 Facebook followers, with regular Facebook live-streams, giveaways and engaging posts, as well as supporting a large number of mums on messenger or by phone. Our antenatal information evening livestream in September, in partnership with the 121 breast-feeding service, had over 1000 views.

Through providing connections with others and accessing accurate information and support, we have been able to: Help mums breastfeed for longer and achieve their breastfeeding goals, Improved mental health outcomes, open up opportunities for training and volunteering, increase positive social contact for families. 96% of mothers reported feeling more confident to breastfeeding and 92% more supported by the community.

Across all our services we have supported 386 families in the last year.

The SOS Bus

The SOS Bus provided a triage/open access service offering: first aid; information, advice and guidance; and a place of safety for vulnerable persons of all ages using the night-time economy in Basildon up to March 2020. In the second half of the year when lockdown measures came into effect, the SOS Bus was the most affected of all SYMCA services, suffering from the catastrophic effect of the pandemic on all night-time hospitality and entertainment sector businesses. Funding for this project ended on 31 August 2020. We have a skilled staff and volunteer time who are considering how to best use their skills to meet emerging societal needs.

3 STRUCTURE, GOVERNANCE AND MANAGEMENT

Southend YMCA is affiliated to YMCA England and Wales, and is part of a federated network of YMCAs, which share a common goal:

To create supportive, inclusive and energising communities where young people can truly belong, contribute and thrive.

Southend YMCA is part of the worldwide movement of YMCA's - the world's oldest voluntary organisation. YMCA's work in 125 countries and are united by a common purpose: working towards social justice and peace for young people and their communities regardless of religion, race, gender or culture. The full charitable objects of Southend YMCA are:

'To advance the Christian faith, including by:

a. Promoting a Christian environment inspired and motivated by the life, example and teaching of Jesus Christ, where people of faith and people of none can work together for the transformation of communities; and

b. Enabling people of all ages and in particular young people, to flourish through experiencing and responding to the love of God demonstrated by the life, example and teaching of Jesus Christ '

'To provide or assist in the provision in the interests if social welfare of facilities for recreation and other leisure time occupation for men and women with the object of improving their conditions of life'

'To provide or assist in the provision of education for people of all ages and in particular young people, with the object of developing their physical, mental or spiritual capacities'

'To relieve or assist in the relief of people of all ages and in particular young people, who are in conditions of need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstances'

'To provide residential accommodation, including social housing, for people of all ages and in particular young people, who are in need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstance'

Whilst Southend YMCA's beneficial area is not limited, we operate as a local charity - in 2019-20 the charity delivered services in the Unitary Borough of Southend on Sea, and South Essex (Rochford, Rayleigh, Castle Point, Basildon, and Brentwood).

As required by the HE Accounts Direction Trustees warrant their compliance with the Homes England Governance and Financial Viability Standard. They confirm a Liabilities Register is in place and reviewed at least annually.

The Board of Southend YMCA is responsible to the Regulator for meeting Regulatory standards (Economic and Consumer) and adopts a 'co-regulatory' approach in line with the Regulator's expectations. This means that whilst the Regulator sets national standards, the responsibility for agreeing, monitoring and scrutinizing the local implementation of standards lies with the Board. The mechanism through which this is achieved is via Self-Assessment Reports and periodic monitoring via the Housing and Facilities and Finance, Risk and Audit committees.

The Board is cognisant that the government has launched a National Statement of Expectations for Supported Housing and we will seek to uphold its principles. This will be monitored via our Housing and Facilities Committee.

Our Board is committed to delivering best practice in all aspects of governance and has adopted the 'Charity Governance Code for Larger Charities'. This years' self-appraisal affirmed the Boards' role as an effective steward of housing assets including: oversight of covid-safe operations and the ability to still achieve stock improvement and create new housing supply for vulnerable young people despite economic challenges. Business planning, risk management and control is robust including liquidity. The Charity is of good reputation.

Skills audits have informed a targeted, skills-based approach to Board recruitment. Consequently, in 2019-20 the Board was further strengthened with the addition of Trustees who have social care, education and media backgrounds. In the furtherance of continuous improvement the Board will focus on inclusivity and representation governance in 2021.

The Board may comprise of not less than 2 and up to 10 members. The Board conducts its business through Board meetings and a number of sub-committees which are: Finance Risk and Audit; Housing and Facilities; Service Development; and Children's Homes and Safeguarding. Each committee has Terms of Reference and is led by a Trustee (Chair) from a relevant professional background.

It is the Board's responsibility to bring independent judgement on matters of strategy, performance, resources and conduct. The Board is able to take professional advice in the furtherance of its duties. All Trustees are required to make a formal declaration of any interests at meetings and sign a register of Interests. One Trustee received remuneration for legal work undertaken at substantially discounted rates and following all necessary steps from a probity perspective.

Southend YMCA pays a fixed rate salary, there is no salary scale. Trustees may at their discretion award a cost of living uplift and increments are awarded to reflect additional responsibilities as they are assumed by individuals. The pay of senior staff (and all staff) is reviewed annually and in 2019-20 this comprised a 1% lump sum and 1% on base salary.

One Trustee resigned during the year.

The Board is ultimately responsible for the charity's system of internal control and for reviewing its effectiveness. **Key internal assurance controls** include:

- Board approved terms of reference, inter-group Deed of Agreement, delegated authorities schedule.
- Risk and Liabilities Registers and disaster scenario planning.
- Strategic and business planning processes with detailed budgets, forecasts and management accounts.
- Formal recruitment, retention and training and development policies for staff.
- Options appraisals and procurement of professional technical advice when embarking on major new projects - to meet legislation and regulation.
- Operational policies, procedures and systems.
- Scrutiny of all new initiatives and major commitments.
- Audit – financial, health and safety. Building compliance etc.
- Keeping proper accounting records, which disclose with reasonable accuracy, at any time the financial position.
- Regular reporting by the Senior Management Team to the Board and its committees on the performance of services in relation to contracts.

The Board recognises that any control system can only manage and not eliminate the risk of failure to achieve business objectives and can only provide reasonable assurance against any material misstatement or loss.

4 FINANCIAL REVIEW

During the year we have transitioned from an external provision of the Finance function under a Service Level Agreement to in-house expertise. This gives us: Dedicated resources, Continuity and Retention of knowledge within the charity.

We have invested time in process improvement, with a focus on enhancing control processes & review mechanisms, and we have been developing use of single data sources to fulfil multiple reporting needs - improving efficiency, timing, and frequency of reporting. These changes enable us to:

- Better provide input into funding bids.
- Take advantage of new business opportunities.
- Inform our business strategy/direction.
- Provide greater value for money for funders/the charity.
- Demonstrate increased successes in securing new funding during this difficult time.

Principle sources of funding

The principle sources of funding in 2019-20 were grant income, contract income and rental income. Due to the predictability and reliability of these income sources and the flexibility of grant funders the Charity did not experience the volatility associated with trading. Sector research demonstrates that Charities who were over-dependent on trading experienced the most deleterious effects of Covid-19.

The total funds held by the group is £3,767,831. This included restricted funds of £2,412,744.

The Funds held by the main charity comprised £1,396,263. The net book value of fixed assets is £2,173,094 including the Eco Hub building, the Newlands building and move on accommodation. Cash at bank is £654,927. After capital and interest repayments and depreciation the charity made a surplus of £2,754.

The funds held by our **subsidiary**, South Essex Community Schools Limited, are restricted to the provision of full or part time education for children of compulsory school age who, by reason of illness, exclusion from school or otherwise, may not receive a suitable education unless alternative provision is made for them. At the year-end, the school made a deficit of £45,459 once an actuarial pension adjustment of £91,000 was applied. The school had fixed assets of £1,973,089 - this is mainly the value of the school building which is subject to a covenant and is held in trust for the DFE and net current assets of £588,471.

Properties

As at 31 August 2020 the charity owned 3 housing properties: Newlands (a 34 bed social housing unit –subject to a mortgage); 2 move on flats for asylum seekers (non-social housing) and the Eco Hub office and Community Building.

Pension costs

The charity is a member of a closed YMCA pension scheme which has a deficit. The Charity made an annual payment of £7,663 to service the debt. During the year it joined with other YMCAs to explore options around limiting long term liabilities.

The charity recognises possible concern relating to its participation in a defined benefit pension scheme. Appropriate action has been taken: The scheme was closed to new members in 2007, and the link to final salary broken in 2011. Additional contributions continue to be made to reduce the deficit. As part of the YMCA federation, the multi-employer pension scheme is run by an independent Trustee board with employer representation through the Principal Employer, National Council of YMCAs. The pension scheme Trustee obtains an actuarial valuation every three years and we have considered the implications to the charity's finances from the latest available actuarial valuation. We have reviewed the charity's ability to continue to deliver its charitable objectives by ensuring budgets, forecasts and plans are available and include the impact of deficit repayments. The pension scheme Trustee included the impact of pension scheme deficit repayments in considering going concern status, reserves, and the risks and uncertainties that the charity face noted elsewhere in this report.

The charity benefits from the pension scheme Trustee and the Principal Employer seeking suitable specialist profession advice both to manage the scheme and in the continuing effort to explore ways of reducing the overall pension deficit. The notes to the accounts include an accounting policy and further details in note 17.

Principal risks and uncertainties

The Board maintains, reviews, and updates its Risk Policy and Risk Register which in form complies with Charity Commission Guidance. This outlines key risks and mitigating actions, with the established forecast risks for 2019-20 detailed below:

- Breach of covenants.
- Failure to consider the impact of the external environment and operating context.
- Failure to achieve objectives in the Business plan.
- Government funding cuts, welfare benefit reforms and housing rent policy changes creating uncertainty.
- Failed fund raising and funding applications.
- Increase in pension deficit.

Furthermore, the Board considers emergent advice to inform its policy and strategic actions such as guidance provided by the Charity Commission to the sector throughout the Covid-19 pandemic.

Mitigating risk actions in 2019-20 (established before the Covid-19 outbreak) included increased investment in research, service design and fundraising; and building our finance and accounting capacity. These measures alongside a cautious approach to income type proved to be sound in that Covid-19 losses through donations or trading were low value.

SYMCA survived the immediate financial impact of Covid-19. Grant funders such a Landaid and ECF generously supported our short term increased costs of working (March – August 2020) estimated at £30k. This enabled us to be open in a new way, providing a modified service .We experienced a small reduction in income due to the Covid-19 pandemic, but this was mitigated by prudent financial management and the ability to secure grants. Due to good financial control and reliable income sources (being a mixture of grants and public funding) we did not experience cash-flow problems.

The Board has 3 covenants with its lender CAF Bank these are detailed below and have all been achieved:

Covenant	Target	Achievement	Assessment
Debt Service Cover	1:1	3.59	covenant reached
Security Asset Cover	115%	651%	covenant reached
Interest Cover	110%	811%	covenant reached

Reserve's Policy

The term 'reserves' is used to describe that part of a charity's income funds that is freely available for its operating purposes, not subject to commitments, planned expenditure and spending limits. Reserves do not include endowment funds, restricted funds and designated funds.

Having a reserves policy helps inform the way in which we manage our cash, liquid assets and debt. It assists us when planning and explaining our approach to stakeholders and contributes significantly to the Board's ability to balance the needs of current and future beneficiaries.

We set our reserves level with reference to: analysis of cash flow; existing funds and reserves; future income streams with an assessment of their reliability; committed expenditure and how far this is controllable; examination of past trends; examining the likely changes in the main sources of income and how we may cope with these changes; an assessment of the risks we face, and how likely these are to materialise; and forecasting future income and expenditure.

Charity Trustees have established a Reserves Policy whereby the balance of funds should be 3 - 6 months of the resources expended. This equates from £285,000 to £570,000 for the main charity.

At the year end the charity held cash of £654,927, of which £196,232 comprised cash held on account (being funders paying in advance). The net current cash of £458,695 comprises the charity's reserves. This equates to 4.5 months of operating expenditure. As this is at the lower end of the target an objective is to increase this level.

The Board has a set objective to increase its level of free reserves to provide for ongoing works to the Newlands building and other assets, to provide for IT and minibus renewals, and to pump prime new initiatives which further the needs and aspirations of beneficiaries. We will seek the support from grant making trusts and through general appeals to assist in these areas.

The Board will continue to monitor the finances of the organisations including the position of the reserves through the Finance, Risk and Audit Committee.

It is the policy of the Academy trust to maintain a level of reserves that is sufficient to meet its future obligations. The finance committee are to review and implement a revised policy and propose the utilisation of the reserves funds.

The Trust's current level of free reserves (total funds less the amount held in fixed assets and restricted funds) is £9,098 (2019: £8,848). The restricted general funds total £579,373 (2019: £463,849).

The school is currently having a number of surveys undertaken in relation to the building; the DFE are currently working with technical advisors to plan building improvements works over the next 12 months to maintain the building and ensure it is fit for purpose.

The group's cash balance at year end was £1,298,893 so is within target. Trustees accept that the level of cash funds is acceptable due to the amount of fixed assets £4,146,183 which can provide security for increased working capital or be liquidated in the event of having to wind up the charity.

Due to the above levels of reserves, Trustees know that they would be able to carry on the group's day to day activities in the event of a significant drop in funding whilst considering how funding would be replaced. Furthermore, the charity remains a going concern, with the ability to pay off its proportion of the YMCA pension deficit and all other creditors.

Investment Policy

Aside from retaining a prudent amount in reserves most of the charity's funds are to be spent in the short to medium term on charitable services for beneficiaries.

Previous capital investment in affordable housing secures a long-term return (mission and rental income). This is more favourable than a deposit account where the return is disappointing. The charity has borrowed to acquire the Newlands asset. This has led to a long term mortgage over a 25 year period with 22 years remaining. The outstanding balance is £780,648.

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

Value for Money (VFM)
The Board is committed to achieving value for money when delivering its purpose and objectives, in accordance with its Business Plan, VFM Strategy and the HE Value for Money Standard and Metrics.

With regard to HE metrics the findings are: **Charity**

Reinvestment %	3.10%
New Supply Delivered	0.00%
Gearing %	7.45%
EBITDA MRI interest cover	313.00%
Headline social housing cost per unit	£14,995
Operating Margin % (social housing lettings)	25.90%
Operating Margin % (overall)	1.90%
Return on capital employed (ROCE) %	0.9%

The charity is a member of the acuity benchmarking club which enables us to understand our performance in relation to our peer group. The HE Value for Money Standard and Metrics however benchmark housing associations managing more than 1,000 homes and therefore cannot be comparable in all areas.

REFERENCE AND ADMINISTRATION DETAILS

The Company is registered under the Companies Act and is a registered charity.
Charity number: 1102836
Company number: 05051166

The Company is a non-profit private registered provider of social housing. Registration no: 4853.

Registered office: 85 Ambleside Drive, Southend on Sea, SS1 2FY.

Auditors: Stephenson Smart & Co, 36 Tyndall Court, Commerce Road, Lynch Wood, Peterborough, PE2 6LR.

Directors and Trustees
The directors of the charitable company (the charity) are its Trustees for the purpose of charity law. The Trustees and officers serving during the year and since the year end were as follows:

Trustees
Simon Ling-Locke (appointed 29.01.2011)
Ron Wright (appointed 20.02.2004)
Stephen Onslow (appointed 05.05.2017)
Kerry Bland (appointed 29.04.2017)
Julie Cushion (appointed 02.01.2018)
Philip Stepney (appointed 30.09.2018)
Laurence Doe (appointed 30.05.2020)
Liam Preston (appointed 12.12.2020)
Annette Turner (appointed 30.01.2021)

Trustees resigning during the period were:
Susan Carr (resigned 23.09.2020)
Ross Gerrie (resigned 31.01.2020)

The Key Management Personnel were:
Syrie Cox – Chief Executive Officer Southend YMCA
John Levy – Housing and Facilities Manager
Andrew Snell – HR Officer
Sacha Edwards - Positive Activity Manager
John Bastin – Community Health and Wellbeing Manager (resigned October 2019)
Alex Milne - Early Intervention Manager
Mark James - Health and Safety Advisor
Marina Wright - Education and Training Lead
Eleanor King - B2B Manager

Our advisers
Auditors: Stephenson Smart, 36 Tyndall Court, Commerce Road, Lynchwood, Peterborough PE2 6LR.
Bankers: Barclays Bank, 127 High St, Southend-on-Sea SS1 1LH.
Solicitors: Paul Robinson, the Old Bank, 470-474 London Road, Westcliff, Essex SS0 9LD
HR advisors: HR Initiatives, the Nexus Building, Broadway, Letchworth, Garden City, Hertfordshire, CG69BL.

Trustees responsibilities in relation to the financial statements

The charity Trustees (who are also the directors of Southend on Sea Young Men's Christian Association for the purposes of Company law) are responsible for preparing a Trustees annual report and financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting practice (United Kingdom Accounting Standards as reflected in FRS 102 and applicable laws).

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

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that a reasonable and prudent.
- State whether applicable UK accounting standards and the Statement of Recommended practice (SORP) Accounting by Registered Social Housing Providers Update 2018 have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

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

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2020

Statement of disclosures to our auditors

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

There is no relevant audit information of which the group's auditors are unaware, and; the Trustees have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information

This report has been prepared taking advantage of the exemptions for small companies within Part 15 of the Companies Act 2006.

Signed by order of the Board of Trustees

Stephen Onslow (chair)
Date 23rd Feb 2021

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

INDEPENDENT AUDITORS REPORT TO THE MEMBERS FOR THE YEAR ENDED 31 AUGUST 2020

Opinion

We have audited the financial statements of Southend-On-Sea Young Men's Christian Association (Limited by guarantee) and it's subsidiary for the year ended 31 August 2020 which comprise a Statement of Comprehensive Income, Statement of Changes in Reserves, Statement of Financial Position, Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including 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 group's and the charity's affairs as at 31 August 2020 and of the group's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Housing and Regeneration Act 2008 and the Accounting Direction for private registered providers of social housing in England 2019.

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 group 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or the parent company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept by the parent charity, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charity financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' 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 directors' report and from the requirement to prepare a strategic report.

In addition, we have nothing to report in respect of the following matter where the Housing and Regeneration Act 2008 requires us to report to you if, in our opinion:

- a satisfactory system of control over transactions has not been maintained.

INDEPENDENT AUDITORS REPORT TO THE MEMBERS (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on pages 17 to 18, the trustees 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 directors 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 directors are responsible for assessing the group's and the parent 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 directors either intend to liquidate the group or the parent charity or to cease operations, or to 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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 137 of the Housing and Regeneration Act 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' 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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Kerry Hilliard ACA FCCA CTA (Senior Statutory Auditor)
for and on behalf of Stephenson Smart & Co
Registered Auditor
36 Tyndall Court
Commerce Road
Lynchwood
Peterborough
PE2 6LR

Date: 24 February 2021

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 AUGUST 2020

	Note	Year ended 2020 £	Year ended 2019 £
Turnover	2	2,017,195	2,045,475
Operating expenditure			
Operating costs	2	(1,950,494)	(2,065,486)
Operating surplus/(deficit)	2	66,701	(20,011)
Gain/(loss) on disposal of property, plant and equipment	4	-	(16,050)
Interest receivable	5	1,269	1,598
Interest payable	6	(19,675)	(22,545)
Surplus/(deficit) before tax		48,295	(57,008)
Taxation		-	-
Surplus/(deficit) for the year		48,295	(57,008)
Actuarial (loss)/ gain in respect of pension schemes		(91,000)	(14,000)
Total comprehensive (deficit)/income for the year		(42,705)	(71,008)

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

All of the above amounts relate wholly to continuing activities. The accompanying notes form part of these financial statements.

The financial statements were approved by the Board on 23rd Feb 2021

S Onslow
Chairman

J Cushion
Director

Company Registration No. 05051166 (England and Wales)
Charity Registration No. 1102837
Homes England No. 4853

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

GROUP AND CHARITY STATEMENT OF FINANCIAL POSITION AS AT 31 AUGUST 2020

		Group		Charity	
		31.8.2020	31.8.2019	31.8.2020	31.8.2019
	Note	£	£	£	£
Fixed assets					
Tangible fixed assets - housing properties	9	1,606,001	1,574,145	1,606,001	1,574,145
Other tangible fixed assets	10	2,540,182	2,580,372	567,093	574,191
		4,146,183	4,154,517	2,173,094	2,148,336
Current assets					
Trade and other debtors	11	139,475	128,508	109,792	112,140
Cash at bank and in hand		1,298,893	1,018,282	654,927	465,764
		1,438,368	1,146,790	764,719	577,904
Creditors: amounts falling due within one year	12	(531,564)	(320,811)	(446,394)	(233,771)
Net current assets/(liabilities)		906,804	825,979	318,325	344,133
Total assets less current liabilities		5,052,987	4,980,496	2,491,419	2,492,469
Creditors: amounts falling due after one year	13	(1,095,156)	(1,098,960)	(1,095,156)	(1,098,960)
Provisions for liabilities					
Defined benefit pension scheme liability	17	(190,000)	(71,000)	-	-
TOTAL NET ASSETS		**3,767,831**	**3,810,536**	**1,396,263**	**1,393,509**
RESERVES					
Income and expenditure reserve		1,355,087	1,355,175	1,345,982	1,346,326
Restricted reserve	19	2,412,744	2,455,361	50,281	47,183
		3,767,831	**3,810,536**	**1,396,263**	**1,393,509**

The net movement in funds for the year for the charity only was net surplus of £2,754 (2019: deficit £50,014). The charity's income was £1,145,257 (2019: £1,171,882) less expenditure of £1,142,503 (2019: £1,221,896) and actuarial losses of £nil (2019: £nil).

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime. The accompanying notes form part of these financial statements.

The financial statements were issued and approved by the Board on 23rd Feb 2021

.....

S Onslow
Chairman

.....

J Cushion
Director

Company Registration No. 05051166 (England and Wales)
Charity Registration No. 1102837
Homes England No. 4853

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

GROUP AND CHARITY STATEMENT OF CHANGES IN RESERVES AS AT 31 AUGUST 2020

Group	Income and expenditure reserve	Restricted reserve	Restricted fixed asset reserve	Total
	£	£	£	£
Balance as at 1 September 2018	947,710	902,910	2,030,924	3,881,544
Total comprehensive income for the year	(71,008)	-	-	(71,008)
Transfer of restricted expenditure from unrestricted reserve	478,473	(453,730)	(24,743)	-
Balance at 31 August 2019	1,355,175	449,180	2,006,181	3,810,536
Total comprehensive income for the year	(42,705)	-	-	(42,705)
Transfer of restricted expenditure from unrestricted reserve	42,617	(9,525)	(33,092)	-
Balance at 31 August 2020	1,355,087	439,655	1,973,089	3,767,831

Charity	Income and expenditure reserve	Restricted reserve	Restricted fixed asset reserve	Total
	£	£	£	£
Balance as at 1 September 2018	941,387	502,136	-	1,443,523
Total comprehensive income for the year	(50,014)	-	-	(50,014)
Transfer of restricted expenditure from unrestricted reserve	454,953	(454,953)	-	-
Balance at 31 August 2019	1,346,326	47,183	-	1,393,509
Total comprehensive income for the year	2,754	-	-	2,754
Transfer of restricted expenditure from unrestricted reserve	(3,098)	3,098	-	-
Balance at 31 August 2020	1,345,982	50,281	-	1,396,263

SOUTHEND-ON-SEA YOUNG MEN'S CHRISTIAN ASSOCIATION (LIMITED BY GUARANTEE) AND SUBSIDIARIES

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 AUGUST 2020

	Note	Group 31.8.2020 £	31.8.2019 £
Net cash flow from operating activities	22	376,202	72,297
		376,202	72,297
Cash flow from investing activities			
Refurbishment of tangible fixed assets - housing properties		(13,728)	-
Purchase of tangible fixed assets		(37,798)	(46,258)
Proceeds from sale of tangible fixed assets		192	21,266
Interest income		1,269	1,598
Net cash flow from investing activities		(50,065)	(23,394)
Cash flow from financing activities			
Interest paid		(19,675)	(22,545)
Repayment of long term loans		(25,851)	(24,447)
Net cash flow from financing activities		(45,526)	(46,992)
Net increase in cash and cash equivalents		280,611	1,911
Cash and cash equivalents at the beginning of the year		1,018,282	1,016,371
Cash and cash equivalents at the end of the year		1,298,893	1,018,282
Cash and cash equivalents consists of:			
Cash at bank and in hand		1,298,893	1,018,282
Cash and cash equivalents at the end of the year		1,298,893	1,018,282

LEGAL STATUS

Southend-on-Sea Young Men's Christian Association (the charity) is a private company limited by guarantee incorporated in England under the Companies Act 2006, registered with the Homes and Communities Agency as a private registered provider of social housing and is a registered charity. The registered office is 85 Ambleside Drive, Southend-on-Sea, Essex.

Southend-on-Sea Young Men's Christian Association has one subsidiary; South Essex Community School (Limited by Guarantee), registered under the Companies Act 2006 and an exempt charity (an Academy Trust) reporting to the Secretary of State.

1. ACCOUNTING POLICIES

1.1 Basis of accounting

The Group's financial statements have been prepared in accordance with applicable United Kingdom Generally Accepted Accounting Practice (UK GAAP) including Financial Reporting Standard 102 and the Statement of Recommended Practice for registered housing providers: Housing SORP 2018.

The financial statements comply with the Companies Act 2006, the Housing Regeneration Act 2008 and the Accounting Direction for Private Registered Providers of Social Housing 2019. The accounts are prepared on the historical cost basis of accounting and are presented in sterling £.

The subsidiary undertaking is an Academy Trust. Consideration has also been given to the Charities SORP (FRS 102) and the Academies Accounts Direction 2019 to 2020, where this is deemed appropriate in order to give a true and fair view.

The charity constitutes a Public Benefit Entity as defined by FRS 102.

Parent company disclosure exemptions

In preparing the separate financial statements of the parent company, advantage has been taken of the following disclosure exemptions available in FRS 102.
- the requirement to present a statement of cash flows and related notes;
- disclosures in respect of the parent company's financial instruments have not been presented as equivalent disclosure exemptions available in FRS 102;
- no disclosure has been given for the aggregate remuneration of the key management personnel of the parent company because their remuneration is included in the totals for the group as a whole.

1.2 Basis of consolidation

The Group financial statements consolidate the financial statements of the charity and its subsidiary South Essex Community School (Limited by Guarantee). The results of the subsidiary have been consolidated on a line-by-line basis for the year ended 31 August 2020. The South Essex Community School is a subsidiary of the main charity under section 1162 (2) (b) of the Companies Act 2006. The section defines "parent undertaking" and "subsidiary undertaking" for the purposes of the Companies Acts. An undertaking is a parent undertaking in relation to another undertaking, a subsidiary undertaking, if it is a member of the undertaking and has a right to appoint or remove a majority of its board of directors. The results of South Essex Community School are shown in note 21. In accordance with section 408 of the companies Act 2006, no individual financial statements have been prepared for the parent company.

1. ACCOUNTING POLICIES (continued)

1.3 Going concern

The group's business activities, its current financial position and factors likely to affect its future development are set out within the report from the board. The group has in place long-term debt facilities which provide adequate resources to finance committed reinvestment and development programmes, along with the group's day to day operations. The group also has a long-term business plan which shows that it is able to service these debt facilities whilst continuing to comply with lenders' covenants.

On this basis, the board has a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future, being a period of at least twelve months after the date on which the report and financial statements are signed. For this reason, it continues to adopt the going concern basis in the financial statements.

1.4 Judgements and key sources of estimation uncertainty

Preparation of the financial statements requires management to make significant judgements and estimates. The following judgements and experts have had the most significant effect on the amounts recognised in the financial statements:

Housing related support income

Management judgement is applied in determining the extent to which the risks and benefits are transferred to the charity when considering the income to be recognised.

Government and other grants taken to income

Where entitlement to income is subject to fulfilling performance related conditions, judgement is applied in some situations to determine the stage of completion and the related income to be recognised, rather than deferred.

Cost allocation

Judgement is required in determining and applying the basis of regulated social housing activity and activities other than social housing costs.

Categorisation of housing and other properties

The group has undertaken a detailed review of the intended use of all properties. In determining the intended use, the group has considered if the asset is held for social benefit or to earn commercial rentals.

Tangible fixed assets

Depreciation is charged on tangible fixed assets over their estimated useful lives, taking into account residual value if appropriate. The actual lives of the assets and their residual values are assessed annually and may vary depending on a number of assumptions.

Pension benefits

The cost of defined benefit pension plans and other post-employment benefits are determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty.

1. ACCOUNTING POLICIES (continued)

1.4 Judgements and key sources of estimation uncertainty (continued)

Present value of Local Government Pension Scheme

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 17, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

1.5 Turnover

Turnover represents rental income and service charges receivable, programme activities income, donations and local authority and other revenue grants receivable. Rental income is recognised when the property is let, net of voids. Service charge income and costs are recognised on an accruals basis. Housing Related Support income is recognised as it falls due under the contractual arrangement with the administering authorities.

General Annual Grant relating to the academy trust is recognised in full in the Statement of Comprehensive Income in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

Capital grants relating to the academy trust are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended. Unspent amounts of capital grant are reflected in the balance in the restricted reserves.

Sponsorship income provided to the academy which amounts to a donation is recognised in the Statement of Comprehensive Income in the period in which it is receivable, where receipt is probable and it is measurable.

Housing Properties

Housing properties are those held for the provision of social housing or to otherwise provide social benefit. Housing properties are stated at cost less accumulated depreciation and impairment losses. The cost of properties is their purchase price together with incidental costs of acquisitions, improvements and revaluation.

Investment income

Investment income is accounted for on a receivable basis.

1. ACCOUNTING POLICIES (continued)

1.5 Turnover (continued)

Government and other capital grants

Government and other capital grants include grants receivable from HE, YMCA England, local authorities, and other government organisations. Government grants received for housing properties are recognised in income over the useful life of the housing property structure under the accruals model.

Government grants released on the sale of a property may be repayable but are normally available to be recycled and are credited to a Recycled Capital Grant fund.

Grants relating to revenue are recognised in income and expenditure over the same period as the expenditure to which they relate once reasonable assurance has been gained that the entity will comply with the conditions and that the funds will be received.

Grants due from government organisations or received in advance are included as current assets or liabilities.

Other grants

Grants received from non-government sources, whether 'capital' or 'revenue' grants, are recognised using the performance method. If there are no specific performance requirements then the grants are recognised when receivable. Income received in advance of the performance conditions being met is deferred and included in creditors.

Other income

Income from other activities includes income from fundraising events, hire of facilities, first aid training, bus hire and project match funding.

Income is receivable in exchange for goods and services and is recognised when entitlement has occurred.

1.6 Depreciation of housing properties

Major components of housing properties are identified and treated as separable assets and are depreciated on a straight line basis over their expected economic useful lives at the following rates:

Property structure	125 years
Roof	60 years
Windows and external doors	40 years
Kitchens	30 years
Bathrooms	40 years
Boilers	30 years

Freehold land is not depreciated.

Leasehold properties are amortised over the life of the lease or their estimated useful economic lives in the business, if shorter.

1. ACCOUNTING POLICIES (continued)

1.7 Other tangible fixed assets and depreciation

Other tangible fixed assets are stated at cost less accumulated depreciation. Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Statement of Financial Position at cost and depreciated over their expected useful economic life.

For assets held by the academy trust, where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset reserve in the Statement of Comprehensive Income and carried forward in the Statement of Financial Position. Depreciation on the relevant assets is charged directly to the restricted reserve in the Statement of Comprehensive Income. Where tangible fixed assets have been acquired with restricted funds, depreciation on such assets is charged to the Income and Expenditure Reserve.

This treatment has been applied to present a true and fair view in accordance with the Academies Accounts Direction 2019-20.

Depreciation has been provided at the following rates:

Freehold buildings	100 years straight line
Fixtures and fittings	20% / 25% reducing balance
Music, sports and office equipment	25% reducing balance
Computer equipment	3 years straight line
Motor vehicles	25% reducing balance
Kitchen extension	50 years straight line
Music room extension	6 years straight line

Other freehold land is not depreciated.

1.8 Impairment

Housing properties

Reviews for impairment of housing properties are carried out when a trigger event has occurred and any impairment loss in a cash generating unit is recognised by a charge to the statement of comprehensive income. Impairment is recognised where the carrying value of a cash generating unit exceeds the higher of its net realisable value or its value in use. A cash generating unit is normally an individual property level whose cash income can be separately identified.

Following a trigger event for impairment, an impairment test is performed based on fair value less costs to sell or a value in use calculation. The fair value less costs to sell calculation is based on available data from sales transactions in an arm's length transaction on similar cash generating units (properties) or observable market prices less incremental costs for disposing of the properties.

The value in use calculation is based on either a depreciated replacement cost or a discounted cash flow model. The depreciated replacement cost is based on available data of the cost of constructing or acquiring replacement properties to provide the same level of service potential to the charity as the existing property.

1. ACCOUNTING POLICIES (continued)

1.8 Impairment (continued)

Other fixed assets

At each reporting period end date, the group reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. 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).

1.9 Taxation

The charity and its subsidiary undertaking are exempt from corporation tax on their charitable activities.

1.10 Reserves

Income and expenditure reserves

Income and expenditure reserves are incoming resources receivable or generated in furtherance of the general objectives of the group without specified purpose and are available as general reserves.

Restricted reserves

Restricted reserves represent income received where the funder or other source of the income have imposed restrictions as to how the reserves shall be used. The nature and purpose of restricted reserves is set out in the notes to the financial statements.

Restricted fixed asset reserves are resources which are applied to specific capital purposes imposed by funders where the asset acquired or created is held for a specific purpose.

1.11 Pension costs and other post retirement benefits

The charity participated in a multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales, which was closed to new members and accruals on 30 April 2007. Due to insufficient information, the plan's actuary has advised that it is not possible to separately identify the assets and liabilities relating to the charity.

As described in note 17 the charity has a contractual obligation to make pension deficit payments of £7,815 per annum over the period to April 2029, accordingly this is shown as a liability in these accounts. In addition, the charity is required to contribute £1,706 per annum to the operating expenses of the Pension Plan and these costs are charged to the Statement of Comprehensive Income as made.

Retirement benefits to employees of the subsidiary are provided by the Teachers' Pension Scheme ("TPS") and the Local Government Pension Scheme ("LGPS"). These are defined benefit schemes and the assets are held separately from those of the subsidiary.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the subsidiary in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 17, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

1. ACCOUNTING POLICIES (continued)

1.11 Pension costs and other post retirement benefits (continued)

The LGPS is a funded scheme and the assets are held separately from those of the subsidiary in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of the scheme instructions, benefit charges, settlements and curtailments.

They are included as part of the staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of comprehensive income incorporating income and expenditure account and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses.

For defined contribution pension schemes the amount charged to the Statement of Comprehensive Income is the contributions payable in the year.

1.12 Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership of the leased asset to the group. All other leases are classified as operating leases.

Assets held under finance leases are recognised initially at the fair value of the leased asset (or, if lower, the present value of minimum lease payments) at the inception of the lease. The corresponding liability to the lessor is included in the statement of financial position as a finance lease obligation. Lease payments are apportioned between finance charges and reduction of the lease obligation using the effective interest method so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are deducted in measuring the surplus or deficit. Assets held under finance leases are included in tangible fixed assets and depreciated and assessed for impairment losses in the same way as owned assets.

Rentals payable under operating leases are charged to income and expenditure on a straight-line basis over the lease term, unless the rental payments are structured to increase in line with expected general inflation, in which case the group recognises annual rent expense equal to amounts owed to the lessor.

1.13 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.

1. ACCOUNTING POLICIES (continued)

1.14 Financial instruments

The group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.15 Employee benefits

Short-term employee benefits and contributions to defined contribution plans are recognised as an expense in the period in which they are incurred.

2. TURNOVER, EXPENDITURE, OPERATING COSTS AND OPERATING SURPLUS/(DEFICIT)

	2020	2019
	£	£
Income from Social Housing Lettings		
Rents receivable excluding service charges	161,708	122,479
Service charges receivable	328,270	294,782
Other social housing activities	149,591	172,291
Total	639,569	589,552
Activities other than social housing		
Income from Asylum Seeker properties	48,578	40,560
Voluntary income	-	8,223
Activities for generating funds	49,394	18,593
Training	26,518	55,729
Community Impact	35,031	53,912
Positive Activities	307,052	311,521
Economic Inclusion	-	92,175
Covid	37,923	-
	504,496	580,713
Total Charity Income	1,144,065	1,170,265
Educational operations (South Essex Community School Limited)		
DfE/ESFA grants	517,873	526,767
Other government grants	65,093	23,069
Other funding	280,244	312,486
Donations and capital grants	8,641	10,365
Other trading activities	1,279	2,523
Total Income for Group	**2,017,195**	**2,045,475**

2. TURNOVER, EXPENDITURE, OPERATING COSTS AND OPERATING SURPLUS/(DEFICIT) (continued)

	Social housing activities £	Activities other than social housing £	2020 £	2019 £
Income	639,569	1,377,626	2,017,195	2,045,475
Operating expenditure	(617,835)	(1,332,659)	(1,950,494)	(2,065,486)
Operating surplus	**21,734**	**44,967**	**66,701**	**(20,011)**
Void losses			-	-

3. ACCOMMODATION IN MANAGEMENT AND DEVELOPMENT

At the end of the year accommodation in management for each class of accommodation was as follows:

	Group		Charity	
	2020 No of units	2019	2020 No of units	2019
Social housing				
Non-social housing (asylum seekers)	7	8	7	8
Supported housing	34	34	34	34
Total owned	41	42	41	42

One room within the property rented for asylum seekers is small and not utilised for occupation.

4. OPERATING SURPLUS

The operating surplus is arrived at after charging/(crediting):

	Group		Charity	
	2020	2019	2020	2019
	£	£	£	£
Depreciation on housing properties	17,872	18,414	17,872	18,414
Depreciation of other tangible fixed assets	77,522	69,745	25,011	18,775
Profit/(Loss) on disposal of housing properties	-	(16,050)	-	(16,050)
Profit/(Loss) on other tangible assets	(274)	-	(274)	-
Operating lease rentals:				
office equipment	24,390	13,285	20,462	10,750
Auditors' remuneration:				
Fees payable to the Charity's auditors:				
for the audit of the financial statements	10,000	9,250	10,000	9,250
for other services	11,072	5,144	11,072	5,144
Fees payable to the component auditors:				
Audit of the accounts of subsidiaries	7,000	7,000	-	-
Total audit services	28,072	21,394	21,072	14,394

5. INTEREST RECEIVABLE

	Group		Charity	
	2020	2019	2020	2019
	£	£	£	£
Interest received	1,269	1,598	1,192	1,492
	1,269	1,598	1,192	1,492

6. INTEREST AND FINANCING COSTS

	Group		Charity	
	2020	2019	2020	2019
	£	£	£	£
Interest on bank loans	19,675	22,545	19,675	22,545
	19,675	22,545	19,675	22,545

7. STAFF COSTS

	2020	2019
	£	£
Wages and salaries	940,156	1,010,543
Social security costs	82,577	88,764
Other pension costs	102,483	92,820
	1,125,216	1,192,127

In addition to the above, contributions to the operating expenses of the YMCA Pension Plan of £1,421 were made (2019: £1,290).

The average monthly number of employees expressed as full time equivalents (calculated based on a standard working week of 37 hours):

	2020	2019
Housing and support	6	5
Training	2	2
Community impact	1	2
Positive activities	6	3
Economic inclusion	-	2
Management and administration	3	3
South Essex Community School	18	19
	36	**36**

The full time equivalent number of employees receiving annual remuneration excluding employer pension contributions in excess of £60,000 are:

£60,001 to £70,000	2	2

The emoluments of the highest paid director, the chief executive was as follows:

	2020	2019
	£	£
Salary (including employers national insurance)	67,091	64,963
Payment in lieu of annual leave (including employers national insurance)	5,353	2,847
	72,444	67,810

The total remuneration of key management personnel including any employer pension contributions was £580,331 (2019: £492,617).

The chief executive is a member of the multi-employer defined benefit pension plan for employees of YMCAs in England, Scotland and Wales. She is an ordinary member of the pension scheme and no enhanced or special terms apply. The charity does not make any further contribution to an individual pension arrangement for the chief executive.

8. TRUSTEES REMUNERATION, BENEFITS AND EXPENSES

During the period trustees were reimbursed expenses totalling £nil (2019: £nil).

The principal of South Essex Community School Limited receives remuneration in respect of services they provide undertaking the roles of head teacher under their contracts of employment, and not in respect of their services as a trustee. The CEO of Southend YMCA receives remuneration in respect of services they provide undertaking the role of CEO under their contract of employment, and not in respect of their services as a trustee of the school. No other trustees received remuneration from Southend YMCA.

9. TANGIBLE FIXED ASSETS - HOUSING PROPERTIES

Group and charity	Social housing properties £	Total housing properties £
COST		
At 1 September 2019	1,640,063	1,640,063
Additions	49,728	49,728
Disposals	(1,668)	(1,668)
At 31 August 2020	1,688,123	1,688,123
DEPRECIATION		
At 1 September 2019	65,918	65,918
Charge	17,872	17,872
Disposals	(1,668)	(1,668)
At 31 August 2020	82,122	82,122
NET BOOK VALUE		
At 31 August 2020	1,606,001	1,606,001
At 31 August 2019	1,574,145	1,574,145

Social housing assistance:

At 31 August 2019 there is no accumulated social housing grant receivable, however the estimated amount of outstanding Social Housing Grant transferred to the charity in connection with the purchase of 'Newlands' was £874,363.

10. TANGIBLE FIXED ASSETS - OTHER

Group	Land and buildings	Academy Trust Land and Buildings	Music, Sports & Office Equipment	Fixtures, Fittings and Computer	Motor Vehicles	Total Fixed Assets
	£	£	£	£	£	£
COST						
At 1 September 2019	626,839	2,124,365	80,970	388,316	135,991	3,356,481
Additions	-	2,764	-	35,034	-	37,798
Disposals	-	-	-	-	(7,200)	(7,200)
At 31 August 2020	626,839	2,127,129	80,970	423,350	128,791	3,387,079
DEPRECIATION						
At 1 September 2019	101,476	172,638	77,182	295,556	129,257	776,109
Charge	5,552	34,999	944	34,460	1,567	77,522
Disposals	-	-	-	-	(6,734)	(6,734)
At 31 August 2020	107,028	207,637	78,126	330,016	124,090	846,897
NET BOOK VALUE						
At 31 August 2020	519,811	1,919,492	2,844	93,334	4,701	2,540,182
At 31 August 2019	525,363	1,951,727	3,788	92,760	6,734	2,580,372

The Secretary of State for Education holds a legal charge over the school site. At 31 August 2020 the net book value of the school site included within freehold land and buildings was £1,919,492 (2019: £1,951,727).

Charity	Land and buildings	Academy Trust Land and Buildings	Music, Sports & Office Equipment	Fixtures and Fittings	Motor Vehicles	Total Fixed Assets
	£	£	£	£	£	£
COST						
At 1 September 2019	626,839	-	80,970	204,249	135,991	1,048,049
Additions	-	-	-	18,379	-	18,379
Disposals	-	-	-		(7,200)	(7,200)
At 31 August 2020	626,839	-	80,970	222,628	128,791	1,059,228
DEPRECIATION						
At 1 September 2019	101,476	-	77,182	165,943	129,257	473,858
Charge	5,552	-	944	16,948	1,567	25,011
Disposals	-	-	-		(6,734)	(6,734)
At 31 August 2020	107,028	-	78,126	182,891	124,090	492,135
NET BOOK VALUE						
At 31 August 2020	519,811	-	2,844	39,737	4,701	567,093
At 31 August 2019	525,363	-	3,788	38,306	6,734	574,191

11. DEBTORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

Group	2020 £	2019 £
Trade debtors	26,694	436
Rent and service charges receivable	22,508	33,134
Less provision for bad debts	(2,567)	(1,003)
Other debtors	44,822	48,955
Prepayments and accrued income	48,018	46,986
	139,475	128,508

Charity	2020 £	2019 £
Rent and service charges receivable	22,508	33,134
Less provision for bad debts	(2,567)	(1,003)
Other debtors	43,433	36,223
Amounts due from subsidiary and associated undertakings	-	-
Prepayments and accrued income	46,418	43,786
	109,792	112,140

12. CREDITORS - AMOUNTS DUE FALLING WITHIN ONE YEAR

Group	2020 £	2019 £
Bank loan	27,746	24,792
Trade creditors	57,107	65,409
Rent and service charges received in advance	2,439	8,234
YMCA pension deficit agreement plan	6,362	5,954
Deferred capital grant (note 15)	3,738	2,838
Other taxation and social security	-	10,271
Other creditors	115,028	83,648
Accruals and deferred income	319,144	119,665
	531,564	320,811

12. CREDITORS - AMOUNTS DUE FALLING WITHIN ONE YEAR (continued)

Charity	2020 £	2019 £
Bank loan	27,746	24,792
Trade creditors	52,682	65,409
Rent and service charges received in advance	2,439	8,234
YMCA pension deficit agreement plan	6,362	5,954
Deferred capital grant (note 15)	3,738	2,838
Other taxation and social security	-	10,271
Other creditors	67,957	18,468
Accruals and deferred income	285,470	97,805
	446,394	233,771

Group accruals and deferred income includes the following deferred income:

Group and Charity	2020 £	2019 £
National Lottery Community Fund (Reaching Communities)	-	24,644
National Lottery Community Fund (RC London and South East Region)	64,517	-
National Lottery Community Fund (Coronavirus Community Support Fund)	92,061	-
Co-operative Foundation/Big Lottery#iwill	11,667	11,667
Essex Community Foundation	5,000	-
Virtual School	8,750	-
Essex Police	-	3,112
Kids Inspire - Fammily Innovation Fund	2,083	2,083
Southend Borough Council	-	3,735
Southend Borough Council young peoples homeless service (Supporting People)	12,154	12,154
	196,232	57,395

13. CREDITORS - AMOUNTS DUE FALLING AFTER ONE YEAR

Group and Charity	2020 £	2019 £
Bank loan	752,902	781,707
YMCA pension deficit agreement plan	44,676	51,038
Deferred capital grant (note 15)	297,578	266,215
	1,095,156	1,098,960

14. DEBT ANALYSIS

	Group		Charity	
	2020	2019	2020	2019
	£	£	£	£
Bank loan repayable by instalments:				
Within one year	27,746	24,792	27,746	24,792
After one year	752,902	781,707	752,902	781,707
	780,648	806,499	780,648	806,499

Security

The bank loan is secured by fixed charges on housing property known as 'Newlands' 85 Ambleside Drive, Southend on Sea and a debenture over Southend YMCA.

The bank loan is repayable over 25 years from the date of drawdown being 27 November 2017 in monthly instalments at rates of interest ranging from the greater of 2% pa over the Bank of England base rate or 2% pa.

15. DEFERRED CAPITAL GRANT

Group and Charity	2020	2019
	£	£
At 1 September 2019	269,053	271,891
Grant received in the year	36,000	-
Released to income in the year	(3,737)	(2,838)
At 31 August 2020	301,316	269,053

16. LEASE COMMITMENTS

Total future minimum lease payments under non-cancellable operating leases for each of the following periods is as follows:

Group	2020	2019
	£	£
Within one year	16,815	21,938
Between one and five years	26,518	47,210
	43,333	69,148

Charity	2020	2019
	£	£
Within one year	13,478	20,463
Between one and five years	23,102	44,260
	36,580	64,723

17. PENSION AND SIMILAR OBLIGATIONS

YMCA Pension Plan

The charity participated in a contributory pension plan providing defined benefits based on final pensionable pay for employees of YMCAs in England, Scotland and Wales. The assets of the YMCA Pension Plan are held separately from those of The Southend-on-Sea Young Men's Christian Association and at the year end these were invested in the Mercer Dynamic De-risking Solution, 40% matching portfolio and 60% in the growth portfolio and Schroder (property units only).

The most recent completed three year valuation was as at 1 May 2020. The assumptions used which have the most significant effect on the results of the valuation are those relating to the assumed rates of return on assets held before and after retirement of 2.59% and 1.09% respectively, the increase in pensions in payment of 2.99% (for RPI capped at 5% p.a.), and the average life expectancy from normal retirement age (of 65) for a current male pensioner of 22.0 years, female 24.4 years, and 23.7 years for a male pensioner, female 26.1 years, retiring in 20 years time. The result of the valuation showed that the actuarial value of the assets was £146.1m. This represented 79% of the benefits that had accrued to members.

The Pension Plan was closed to new members and future service accrual with effect from 30 April 2007. With the removal of the salary linkage for benefits all employed deferred members became deferred members as from 1 May 2011.

The valuation prepared as at 1 May 2020 showed that the YMCA Pension Plan had a deficit of £36 million. The charity has been advised that it will need to make monthly contributions of £651 from 1 May 2020. This amount is based on the current actuarial assumptions (as outlined above) and may vary in the future as a result of actual performance of the Pension Plan. The current recovery period is 9 years commencing 1 May 2020.

Repayable

	Within one year £	One to two years £	Two to five years £	After five years £	More than one year £	Total 2020 £	Total 2019 £
As at 31 August 2020	6,362	6,789	23,138	14,748	44,675	51,037	
As at 31 August 2019	5,954	6,362	21,733	22,943	51,038		56,992

In addition, the charity may have over time liabilities in the event of the non-payment by other participating YMCAs of their share of the YMCA Pension Plan's deficit. It is not possible currently to quantify the potential amount that the charity may be called upon to pay in the future.

Charity defined contribution scheme

The charity also operates a defined contribution scheme, the assets of which are held separately from those of the charity. The charge for the period to the income and expenditure account in relation to this scheme is £10,607 (2019: £11,130). Contributions for employees were a minimum of 5% of salary and the employer contributions were 5%.

17. PENSION AND SIMILAR OBLIGATIONS (continued)

Other multi-employer defined-benefit schemes

The employees of the South Essex Community School Limited belong to two principal pension schemes: the Teachers' Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Essex County Council. Both are multi-employer defined-benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2016. The pension costs payable to the TPS in the period amount to £42,060 (2019: £46,111).

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

Teachers Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations 2014. Membership is automatic for full-time teachers in academies. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy).

- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million.
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI, assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The next valuation result is due to be implemented from 1 April 2023.

17. PENSION AND SIMILAR OBLIGATIONS (continued)

A copy of the valuation report and supporting documentation is on the Teachers' Pension website.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The trust has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution for the year ended 31 August 2020 was £29,000 (2019: £23,000), of which employer's contributions totalled £22,000 (2019: £17,000) and employees' contributions totalled £7,000 (2019: £6,000). The agreed contribution rates for future years are 19.3% for employers and are a scale between 5.5% and 12.5% for employees.

The LGPS obligation relates to the employees of the academy, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the academy at the balance sheet date.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

The amounts recognised in the balance sheet are as follows:

	Defined benefit pension plans	
	2020	2019
	£	£
Present value of funded obligations	(361,000)	(277,000)
Fair value of plan assets	171,000	206,000
	(190,000)	(71,000)
Deficit	(190,000)	(71,000)

The amounts recognised in the statement of financial activities are:

	Defined benefit pension plans	
	2020	2019
	£	£
Current service cost	49,000	36,000
Past service cost	-	-
Interest cost	1,000	-
	50,000	36,000

17. PENSION AND SIMILAR OBLIGATIONS (continued)

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	2020	2019
	£	£
Opening defined benefit obligation	(277,000)	(207,000)
Current service cost	(49,000)	(36,000)
Interest cost	(5,000)	(5,000)
Contributions by scheme participants	(7,000)	(6,000)
Actuarial losses/(gains)	(23,000)	(23,000)
Closing defined benefit obligation	(361,000)	(277,000)

Changes in the fair value of the share of scheme assets:

	Defined benefit pension plans	
	2020	2019
	£	£
Opening fair value of scheme assets	(206,000)	(169,000)
Interest income	(4,000)	(5,000)
Contributions by employer	(22,000)	(17,000)
Contributions by scheme participants	(7,000)	(6,000)
Actuarial losses/(gains)	68,000	(9,000)
Closing fair value of scheme assets	(171,000)	(206,000)

Principal actuarial assumptions at the balance sheet date:

	2020	2019
RPI increases	3.1%	3.3%
CPI increases	2.3%	2.3%
Future salary increases	3.3%	3.8%
Future pension increases	2.3%	2.3%
Discount rate	1.6%	1.8%

17. PENSION AND SIMILAR OBLIGATIONS (continued)

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:

	At 31 August 2020	2019
Retiring today		
Males	21.8	21.3
Females	23.8	23.6
Retiring in 20 years		
Males	23.2	23.0
Females	25.2	25.4

The group's share of the assets in the scheme was:

	Fair value at 31 August 2020	2019
	£	£
Equities	106,000	130,000
Gilts	7,000	11,000
Corporate bonds	10,000	12,000
Property	13,000	16,000
Cash	5,000	6,000
Alternative assets	20,000	20,000
Other managed funds	10,000	11,000
Total market value of assets	171,000	206,000

The actual return on scheme assets was £6,000 (2019: £14,000).

18. FINANCIAL INSTRUMENTS

The Group's financial instruments may be analysed as follows:

	2020	2019
	£	£
Financial assets:		
Financial assets that are debt instruments measure at amortised cost	1,390,350	1,099,804
Financial liabilities:		
Financial liabilities measured at amortised cost	955,222	974,061

Financial assets measured at amortised cost comprise cash at bank and in hand, trade debtors and other debtors.

Financial liabilities measured at amortised cost comprise trade creditors, taxation and social security, other creditors, housing and bank loans.

19. MOVEMENT IN RESTRICTED RESERVES

	As at 1 September 2019	Movement in the year	As at 31 August 2020
	£	£	£
Residents fund	8,147	-	8,147
The National Lottery Community Fund - RC London and South East Region	-	22,579	22,579
YMCA - TYP	19,978	(19,978)	-
Better Start	8,368	(2,879)	5,489
Co-op Foundation/Big Lottery Fund #iwill fund Grant	10,690	(2,191)	8,499
Family Innovation Fund	-	5,567	5,567
South Essex Community School:			
Commissioning Fund	452,971	113,013	565,984
Special Education Projects	3,845	(936)	2,909
Other grants	16,181	(5,700)	10,481
Pension	(71,000)	(119,000)	(190,000)
Restricted fixed assets funds	2,006,181	(33,092)	1,973,089
Total Restricted Reserves	**2,455,361**	**(42,617)**	**2,412,744**

19. MOVEMENT IN RESTRICTED RESERVES (continued)

Restricted Funds

These funds represent the accumulated surpluses from funds available for a specific purpose:

Residents' Fund

Contributed to by various sources for the provision of immediate temporary relief to young people in crisis situations.

The National Lottery Community Fund - RC London and South East Region

Funding for 'Find Your Voice' project. A project to further young people's voice and influence through campaigning and social action.

YMCA - Team YP

Funded from various streams to offer a resilience programme. (including Children in Need, Southend Borough Council)

Better Start - Pre school alliance

ABSS funding for a breastfeeding project.

Co-op Foundation/Big Lottery Fund #iwill fund Grant

A project to combat isolation through social action.

Family Innovation Fund

A project to provide mental health and trauma recovery support for children, young people and their families.

20. CONTROL

There is no ultimate controlling party.

21. PARTICULARS OF SUBSIDIARY

The charity is a member of South Essex Community School (Limited by Guarantee) and has the right to appoint or remove a majority of its board members. South Essex Community School (Limited by Guarantee) therefore falls within the definition of a subsidiary found in section 1159(1)(b) of the Companies Act 2006.

The subsidiary's results as extracted from the statutory financial statements for the year ended 31 August 2020 are outlined below:

	2020	2019
	£	£
Incoming resources from charitable activities - Educational operations	863,210	862,322
Incoming resources from charitable activities - Other income	9,997	12,994
Resources expended	(918,666)	(896,312)
	(45,459)	(20,996)

The aggregate of the assets, liabilities and reserves were:

	2020	2019
	£	£
Fixed Assets	1,973,089	2,006,181
Current Assets	673,649	568,886
Current Liabilities	(275,178)	(158,047)
	2,371,560	2,417,020

22. RECONCILIATION OF NET MOVEMENT IN RESERVES TO NET CASH FLOW FROM OPERATING ACTIVITES

	Group	
	2020	2019
	£	£
Surplus/(Deficit) for the year	(42,705)	(71,008)
Depreciation of housing properties	17,872	18,414
Depreciation of other fixed assets	77,522	69,744
Loss on sale of housing property	-	16,050
Loss on sale of other fixed assets	274	-
Interest payable	19,675	22,545
Interest received	(1,269)	(1,598)
Capital grant	(36,000)	-
Decrease/(Increase) in debtors	(10,967)	21,818
(Decrease) in creditors	351,800	(3,668)
Net cash generated from operating activities	376,202	72,297

23. ANALYSIS OF CHANGES IN NET DEBT

	As at 1 September 2019	Cash flows	Other non-cash movements	As at 31 August 2020
Cash	1,018,282	280,611	-	1,298,893
Loans due within one year	(24,792)	25,851	(28,805)	(27,746)
Loans due after one year	(781,707)	-	28,805	(752,902)
	211,783	306,462	-	518,245

24. CAPITAL COMMITMENTS

	Group		Charity	
	2020	2019	2020	2019
	£	£	£	£
Capital expenditure				
Expenditure authorised by the board, but not contracted	53,856	-	53,856	-
	53,856	-	53,856	-

The above commitments will be financed primarily through a grant of £39,000 with the balance of £14,856 funded through unrestricted reserves.

25. RELATED PARTY TRANSACTIONS

During the year, legal fees amounting to £3,600 (2019: £nil) were incurred from Duncan Lewis (Solicitors) Ltd, a company in which K Bland is an employee.

All transactions were conducted under normal market conditions.

Southend YMCA is the parent entity in the group and ultimate controlling party. The group has taken advantage of the exemption available under Section 33 of FRS 102 not to disclose transactions with wholly owned subsidiary undertakings.

South Essex Community School

Owing to the nature of the school's operations and the composition of the school's board of trustees being drawn from public local and private sector organisations, transactions may take place with organisations in which the academy trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the school's financial regulations and normal procurement procedures.

26. MEMBERS

The Board of trustees are the only members of the YMCA. The company is limited by guarantee, having no share capital and, in accordance with the Memorandum of Association; every member is liable to contribute a sum of £1 in the event of the company being wound up.

Number of members	2020 No	2019 No
At 1 September	8	8
Joining during the year	1	1
Leaving during the year	(2)	(1)
At 31 August	7	8