

HER COLLECTIVE LTD

England & Wales · Charity number 1104207

Details

Other names GIRLS DEVELOPMENT PROJECT LTD, Young Steps Ltd, GIRDE

Status Registered

Legal form Charitable company

Company number [04623222](#)

Registered 2004-06-08

Register [View on the Charity Commission register](#)

Contact

Address 218-224
Heathway
The Mall
Dagenham
Essex
RM10 8QS

Phone 02085960901

Email INFO@HERCOLLECTIVE.ORG

Website www.hercollective.org

Activities

Objects: TO PROMOTE THE BENEFIT OF YOUNG PEOPLE AND THEIR FAMILIES IN PARTICULAR BUT NOT EXCLUSIVELY OF AFRICAN AND CARIBBEAN YOUNG WOMEN AND GIRLS, BETWEEN THE AGES OF 5 AND 25 YEARS IN THE UK AND ELSEWHERE IN PARTICULAR TO PRESERVE AND PROTECT GOOD HEALTH, ADVANCE EDUCATION AND TRAINING RELIEVE POVERTY AND DISTRESS AND TO PROVIDE FACILITIES IN THE INTEREST OF SOCIAL WELFARE FOR RECREATION AND OTHER LEISURE-TIME ACTIVITIES

Activities: . Health and Social Care and Support Referrals and sign posting to other services. Social and recreational activities. Personal development and volunteering. Capacity building of groups that work with girls. Workshops and focus group discussions on issues that affect young girls

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Arts/culture/heritage/science, Amateur Sport, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Recreation
- **Who:** Children/young People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin

Geography

- **Area of benefit:** IN THE UK AND ELSEWHERE. IN PRACTICE, LOCALLY IN THE LONDON AND ESSEX AREA.
- Kenya
- Barking And Dagenham
- Havering
- Redbridge

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£63,697	£78,768	-	-
2024-03-31	£78,977	£70,256	-	-
2023-03-31	£52,105	£54,786	-	-
2022-03-31	£43,487	£45,449	-	-
2021-03-31	£68,265	£50,803	-	-

Trustees

Name	Role	Appointed
ATESS GAKONA		2020-07-15
FRANK AMBEI		
Nancy Mogoko		2024-07-08
Sharlene Carter		2026-02-12

HER COLLECTIVE LTD

England & Wales - Charity number 1104207

Accounts

COMPANY REGISTRATION NUMBER: 4623222
CHARITY REGISTRATION NUMBER: 1104207

HER COLLECTIVE LTD

Company Limited by Guarantee

Trustees' Report and Financial Statements

31 March 2025

FRED MICHAEL & CO

Chartered accountants
12 Town Quay Wharf
Abbey Road
Barking
UK
IG11 7BZ

HER COLLECTIVE LTD

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2025

	Page
Trustees' annual report (incorporating the director's report)	1
Independent examiner's report to the trustees	10
Statement of financial activities (including income and expenditure account)	11
Statement of financial position	12
Notes to the financial statements	13
The following pages do not form part of the financial statements	
Detailed statement of financial activities	24
Notes to the detailed statement of financial activities	25

HER COLLECTIVE LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2025

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2025.

Reference and administrative details

Registered charity name	HER COLLECTIVE LTD
Charity registration number	1104207
Company registration number	4623222
Principal office and registered office	218-224 Heathway The Mall Dagenham RM10 8QS Essex

The trustees

ATESS GAKONA (Appointed 8th June 2024)
EVA MBABAZI (Appointed 22nd October 2022)
NANCY MOGOKO (Appointed 8th July 2024)
FRANK AMBEI (Appointed 12th June 2009)

Independent examiner	Fred Michael & Co 12 Town Quay Wharf Abbey Road Barking UK IG11 7BZ
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HER COLLECTIVE LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Structure, governance and management

Governing Document

The organisation is a charitable company limited by guarantee, incorporated on DEC 2002 and registered as a charity on 8 June 2004. The company was established under the company act 2005 and is governed by its Memorandum and Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

Board of Trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the board of trustees. Under the requirements of the Memorandum and Articles of Association the members of the board of trustees are elected at the AGM to administer the charity. The trustees give their time voluntarily and receive no benefits from the charity.

New trustees are inducted to familiarise themselves with the charity and the context within which it operates including main documents which set out the operational framework for the charity such as the Memorandum and Articles and the latest published accounts

Organisational Structure

To facilitate effective operations, the programme manager has delegated authority, within terms of delegation approved by the trustees, for operational matters including finance and employment. The charity also has a young people's board which acts as the voice of young people and gives directions on all matters of youth participation and involvement.

Risk Management

The board of trustees, on an annual basis, conducts a review of the major risks to which the charity is exposed, where appropriate plans are put in place to mitigate any risks the charity may face. Procedures are in place to ensure compliance with health and safety, financial management, child protection and safeguarding.

Main Objectives

To promote the benefit of young people, in particular but not exclusively of African and Caribbean young women and girls, between the ages of 5 and 25 years in the UK and elsewhere, in particular to preserve and protect good health, advance education and training, relieve poverty and distress and to provide facilities in the interest of social welfare for recreation and other leisure-time activities

This Financial Year's Goals

During this financial year, Her Collective has built on its previous objectives, further engaging beneficiaries toward deeper, sustained outcomes for young girls and women aged 5-25 and their families predominantly resident in Barking & Dagenham and Havering. Our focus has remained on supporting those most affected by poverty, isolation, and multiple disadvantages, whilst strengthening pathways that support longer-term resilience, confidence, and opportunity.

HER COLLECTIVE LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

To achieve this, we strengthened our holistic, lived-experience-led support models and created consistent, trusted spaces for engagement. This focus supported progress toward the following objectives:

- Reducing social isolation by strengthening peer connection, engagement, and community belonging
- Improving physical health and well-being through active music and dance sessions
- Developing practical life skills and confidence to support independence
- Expanding opportunities for training, volunteering, and leadership
- Continuing to address food poverty, hunger, and distress in response to ongoing cost-of-living pressures
- Strengthening motivation, self-confidence, and self-esteem
- Supporting improved commitment to education through homework clubs and by addressing underlying challenges
- Reduce incidence of ill health and improve mental health

Activities

Demand for our support remained high, with increasing complexity of need. In particular, we saw a rise in domestic abuse and violence, including cases involving teenage girls living with boyfriends or extended family members, alongside ongoing pressures linked to poverty, household care responsibilities, housing insecurity, and poor mental health. The young people and families we supported commonly experienced one or more of the following disadvantages:

- Domestic abuse and violence
- Involvement in care and/or experiences of running away
- Food poverty, hunger, and acute financial hardship
- Previous contact or at risk of contact with the youth justice system
- Mental health, body image, and wider wellbeing challenges
- Bullying, racism, and other forms of marginalisation
- Caring responsibilities at a young age
- Migration-related challenges, including being new migrants, refugees, or asylum seekers

To achieve our annual goals, we delivered the following activities, led by paid staff and supported by trained peer and adult volunteers, known within the community as "big sisters" and "aunties", respectively:

- Health and wellbeing support, including emotional support, practical advice, and signposting, escorting, and referrals to relevant health and wellbeing services
 - Recreational and social activities, including dance, music, sports, creative sessions, and group outings
 - Peer and intergenerational peer group support activities, including breakfast clubs for mothers
 - Intensive parents' support, including advice on parenting, identity development, and cross-cultural parenting, alongside practical help
 - Food and basic essentials support, including food deliveries and vouchers for families in severe need
 - Education, training, employment, and career guidance
-

HER COLLECTIVE LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

- Life skills workshops and training covering healthy living, food preparation, emotional wellbeing, safety, conflict resolution, and resilience
- Mentoring support, including peer mentoring and one-to-one guidance

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

Achievements and performance

Outreach to core beneficiaries

Through a mix of in-house delivery, outreach, and detached youth work methods, including face-to-face and remote support, we reached approximately 1000 direct beneficiaries and over 3,600 indirect beneficiaries. The majority were young girls and women and their families from disadvantaged Black and minoritised communities, many facing multiple and overlapping risks.

Recruited and trained more volunteers

We strengthened our volunteer base by recruiting 20 new adult volunteers, including 15 new 'Aunties'. This further embedded our culturally responsive, community-led mentoring model, enabling trusted mother-figure volunteers to provide consistent, relationship-based support to young girls and young women navigating complex personal and family challenges.

Organisational development

We continued to strengthen organisational capacity through targeted investment in systems, governance, and workforce development. This included improvements to safeguarding practice, volunteer support and supervision, financial management, and fundraising capability. These developments supported more stable delivery, improved retention of staff and volunteers, and increased our ability to respond flexibly to rising levels of need while maintaining quality and accountability.

Outcomes

At the end of the year, evaluation of our work with beneficiaries showed the following outcomes:

- 91% of beneficiaries reported reduced social isolation and loneliness
- 88% reported improved mental and physical health and overall wellbeing
- 88% reported an improved sense of community belonging
- 92% were registered with a GP and/or other health practitioners
- 71% reported being able to avoid further physical abuse and felt safer
- 84% reported improved life skills and greater ability to self-manage and address personal challenges independently

- 78% reported having made new friends

- 92% reported feeling happier and more positive about their lives
- 33% reported an increase in household income
- 61% reported securing employment, training, volunteering, or a leadership role

Outcomes were assessed using a combination of informal focus group discussions, twice-yearly surveys and self-assessment questionnaires, and one-to-one interviews with beneficiaries, allowing both quantitative trends and lived experiences to inform our evaluation.

HER COLLECTIVE LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Financial review

Financial result

Results for the year ended 31 March 2025 are given in the Statement of Financial Activities. The assets and liabilities are given in the Balance Sheet. The financial statements should be read in conjunction with the related notes. In summary, incoming resources amounted to **£74,164** and resources expended totaled **£78,7300**, resulting in a deficit in the amount of **£4,604**. The Net Reserves of the organisation as at 31 March 2025 was **£25,167**.

Reserves Policy

In line with our reserve policy, the charity has to hold free unrestricted funds not committed or invested in tangible fixed assets equivalent to between 3 and 6 months of its operating cost. Budgeted operating cost expenditure for 2025/26 is **£ 66,300** on a target range of **£16,575 to £ 33,150**. Our current free reserves of **£22,100** within the target range of our reserve policy and a good safety net.

Future Plans

The charity plans to continue the activities outlined above in the forthcoming years subject to satisfactory funding arrangements. The charity will also continue to recruit more volunteers (young and old) and work towards empowering and developing their capacity in order to enable them to support our current staff and eventually take more responsibility within the organisation. We are also aiming to move many of our indoor activities to a more spacious Family Hub with better accessible facilities. This will help us expand our support and reach more children and mothers from pregnancy up to 12 years old.

HER COLLECTIVE LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Small company provisions

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

The trustees' annual report and the strategic report were approved on 23rd/12/2025 and signed on behalf of the board of trustees by:



Mr FRANK AMBEI
Trustee

HER COLLECTIVE LTD

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of HER COLLECTIVE LTD

Year ended 31 March 2025

I report to the trustees on my examination of the financial statements of HER COLLECTIVE LTD ('the charity') for the year ended 31 March 2025.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Independent Examiner

12 Town Quay Wharf
Abbey Road
Barking
UK
IG11 7BZ

FRED MICHAEL & CO LTD
Chartered Certified Accountants
12 Town Quay Wharf, Abbey Road
Barking IG11 7BZ

HER COLLECTIVE LTD

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2025

		2025		2024	
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	24,455	49,709	74,164	83,526
Total income		<u>24,455</u>	<u>49,709</u>	<u>74,164</u>	<u>83,526</u>
Expenditure					
Expenditure on charitable activities	6,7	29,034	49,733	78,768	70,255
Total expenditure		<u>29,034</u>	<u>49,733</u>	<u>78,768</u>	<u>70,255</u>
Net (expenditure)/income and net movement in funds		<u>(4,579)</u>	<u>(24)</u>	<u>(4,604)</u>	<u>13,271</u>
Reconciliation of funds					
Total funds brought forward		29,769	1	29,770	11,541
Total funds carried forward		<u>25,190</u>	<u>(23)</u>	<u>25,167</u>	<u>24,812</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 13 to 22 form part of these financial statements.

HER COLLECTIVE LTD

Company Limited by Guarantee

Statement of Financial Position

31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible fixed assets	11	1,867	667
Current assets			
Debtors	12	10,467	–
Cash at bank and in hand		14,032	24,145
		<u>24,499</u>	<u>24,145</u>
Creditors: amounts falling due within one year	13	1,200	–
Net current assets		<u>23,299</u>	<u>24,145</u>
Total assets less current liabilities		<u>25,166</u>	<u>24,812</u>
Funds of the charity			
Restricted funds		(23)	5,605
Unrestricted funds		25,190	19,207
Total charity funds	15	<u>25,167</u>	<u>24,812</u>

For the year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

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

These financial statements were approved by the board of trustees and authorised for issue on 23rd/12/2025 and are signed on behalf of the board by:



Mr FRANK AMBEI
Trustee

The notes on pages 13 to 22 form part of these financial statements.

HER COLLECTIVE LTD

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2025

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 218-224 Heathway, The Mall, Dagenham, RM10 8QS, Essex.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102.

(a) No cash flow statement has been presented for the company. (b) Disclosures in respect of financial instruments have not been presented.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

HER COLLECTIVE LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

HER COLLECTIVE LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

HER COLLECTIVE LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

HER COLLECTIVE LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Financial instruments *(continued)*

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

Her Collective LTD is a company limited by guarantee and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Donations			
Other Incomes	9,240	–	9,240

HER COLLECTIVE LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Grants			
London Foundation	–	–	–
Rosa Fund	–	–	–
UK Youth	4,300	–	4,300
Awards for All	–	–	–
London Community	10,467	9,679	20,146
Peoples Health Trust	–	18,732	18,732
Refunds	448	–	448
LCF-MOPAC	–	21,298	21,298
Grants receivable type 9	–	–	–
	<u>24,455</u>	<u>49,709</u>	<u>74,164</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations			
Other Incomes	1,200	–	1,200
Grants			
London Foundation	–	10,000	10,000
Rosa Fund	–	36,318	36,318
UK Youth	–	4,300	4,300
Awards for All	–	10,000	10,000
London Community	–	–	–
Peoples Health Trust	–	–	–
Refunds	–	6,968	6,968
LCF-MOPAC	10,440	–	10,440
Grants receivable type 9	4,300	–	4,300
	<u>15,940</u>	<u>67,586</u>	<u>83,526</u>

HER COLLECTIVE LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

6. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
life Skills and Practical Support	17,935	32,965	50,899
Education , Training and Employment	2,712	16,165	18,879
Health & Wellbeing	-	-	-
Recreational & Social Activities	-	-	-
Parent's & Household Support	-	-	-
Support costs	8,387	603	8,990
	<u>29,034</u>	<u>49,733</u>	<u>78,768</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
life Skills and Practical Support	8,273	39,729	48,002
Education , Training and Employment	-	4,024	4,024
Health & Wellbeing	-	4,531	4,531
Recreational & Social Activities	-	9,399	9,399
Parent's & Household Support	-	4,299	4,299
Support costs	-	-	-
	<u>8,273</u>	<u>61,982</u>	<u>70,255</u>

7. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2025 £	Total fund 2024 £
life Skills and Practical Support	50,899	8,990	59,889	48,002
Education , Training and Employment	18,879	-	18,879	4,024
Health & Wellbeing	-	-	-	4,531
Recreational & Social Activities	-	-	-	9,399
Parent's & Household Support	-	-	-	4,299
	<u>69,778</u>	<u>8,990</u>	<u>78,768</u>	<u>70,255</u>

8. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2025 £	2024 £
Operating lease rentals	-	1,326

HER COLLECTIVE LTD

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2025

9. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025	2024
	£	£
Wages and salaries	50,871	35,879
Social security costs	–	6,852
Employer contributions to pension plans	4,621	858
Other employee benefits	1,636	2,755
	<u>57,128</u>	<u>46,344</u>

The average head count of employees during the year was 2 (2024: 2).

No employee received employee benefits of more than £60,000 during the year (2024: Nil).

10. Trustee remuneration and expenses

- no remuneration or other benefits from employment with the charity or a related entity were received by the trustees;

11. Tangible fixed assets

	Fixtures and fittings £
Cost	
At 1 April 2024	11,706
Additions	1,200
At 31 March 2025	<u>12,906</u>
Depreciation	
At 1 April 2024 and 31 March 2025	11,039
Carrying amount	
At 31 March 2025	<u>1,867</u>
At 31 March 2024	<u>667</u>

12. Debtors

	2025	2024
	£	£
Trade debtors	<u>10,467</u>	<u>–</u>

13. Creditors: amounts falling due within one year

	2025	2024
	£	£
Bank loans and overdrafts	<u>1,200</u>	<u>–</u>

HER COLLECTIVE LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

14. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £4,621 (2024: £858).

15. Analysis of charitable funds

Unrestricted funds

	At 1 April 2024	Income	Expenditure	At 31 March 2025
	£	£	£	£
General funds	29,769	24,455	(29,034)	25,190

	At 1 April 2023	Income	Expenditure	At 31 March 2024
	£	£	£	£
General funds	11,540	11,435	(3,768)	19,207
Garfield- Foundation	–	4,505	(4,505)	–
	<u>11,540</u>	<u>15,940</u>	<u>(8,273)</u>	<u>19,207</u>

HER COLLECTIVE LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

15. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2024 £	Income £	Expenditure £	At 31 March 2025 £
General Funds- Prepayments	–	(35,109)	24,586	(10,523)
Restricted Fund 2 - desc in a/cs	–	39,348	(39,348)	–
Post Code Fund	1	–	–	1
ROI-Baudouin	–	27,098	(20,401)	6,697
Restricted fund 10 - desc in a/cs	–	18,372	(14,570)	3,802
	<u>1</u>	<u>49,709</u>	<u>(49,733)</u>	<u>(23)</u>

	At 1 April 2023 £	Income £	Expenditure £	At 31 March 2024 £
General Funds- Prepayments	–	15,210	(19,844)	(4,634)
Restricted Fund 2 - desc in a/cs	–	20,668	(17,548)	3,120
Restricted Fund 3 - desc in a/cs	–	6,968	(6,968)	–
Post Code Fund	1	–	–	1
ROI-Baudouin	–	10,440	(4,640)	5,800
Health Forum	–	4,300	(2,982)	1,318
Restricted fund 10 - desc in a/cs	–	10,000	(10,000)	–
	<u>1</u>	<u>67,586</u>	<u>(61,982)</u>	<u>5,605</u>

HER COLLECTIVE LTD

England & Wales - Charity number 1104207

Accounts

COMPANY REGISTRATION NUMBER: 4623222
CHARITY REGISTRATION NUMBER: 1104207

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees Report and Financial Statements

31 March 2024

FRED MICHAEL & CO

Chartered accountants

216 High Road

Chadwell Heath

Romford

Essex

UK

RM6 6LS

YOUNG STEPS LTD

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2024

	Page
Trustees' annual report (incorporating the director's report)	1 - 10
Independent examiner's report to the trustees	11
Statement of financial activities (including income and expenditure account)	12
Statement of financial position	13
Notes to the financial statements	14 - 23

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2024

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2024.

Reference and administrative details

Registered charity name YOUNG STEPS LTD

Charity registration number 1104207

Company registration number 4623222

Principal office and registered office
10A ROYAL PARADE
CHURCH STREET
DAGENHAM
RM10 9XB
ESSEX

The trustees

Mr FRANK AMBEI
Ms ATESS GAKONA
Ms ROSLYN BRIGGS
Ms EVA MBABAZI

Independent examiner

Fred Michael & Co
216 High Road
Chadwell Heath
Romford
Essex
UK
RM6 6LS

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Structure, governance and management

Governing Document

The organisation is a charitable company limited by guarantee, incorporated on DEC 2002 and registered as a charity on 8 June 2004. The company was established under the company act 2005 and is governed by its Memorandum and Articles Of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

Board of Trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the board of trustees. Under the requirements of the Memorandum and Articles of Association the members of the board of trustees are elected at the AGM to administer the charity. The trustees give their time voluntarily and receive no benefits from the charity.

New trustees are inducted to familiarise themselves with the charity and the context within which it operates including main documents which set out the operational framework for the charity such as the Memorandum and Articles and the latest published accounts

Organisational Structure

To facilitate effective operations, the programme manager has delegated authority, within terms of delegation approved by the trustees, for operational matters including finance and employment. The charity also has a young people's board which acts as the voice of young people and gives directions on all matters of youth participation and involvement.

Risk Management

The board of trustees, on an annual basis, conducts a review of the major risks to which the charity is exposed, where appropriate plans are put in place to mitigate any risks the charity may face. Procedures are in place to ensure compliance with health and safety, financial management, child protection and safeguarding.

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Objectives and activities

A. MAIN OBJECTIVES

TO PROMOTE THE BENEFIT OF YOUNG PEOPLE, IN PARTICULAR BUT NOT EXCLUSIVELY OF AFRICAN AND CARIBBEAN YOUNG WOMEN AND GIRLS, BETWEEN THE AGES OF 5 AND 25 YEARS IN THE UK AND ELSEWHERE, IN PARTICULAR TO PRESERVE AND PROTECT GOOD HEALTH, ADVANCE EDUCATION AND TRAINING RELIEVE POVERTY AND DISTRESS AND TO PROVIDE FACILITIES IN THE INTEREST OF SOCIAL WELFARE FOR RECREATION AND OTHER LEISURE-TIME ACTIVITIES

B. THIS FINANCIAL YEAR'S GOALS

IMPROVING MENTAL HEALTH AND WELL-BEING INCLUDING PHYSICAL HEALTH/WELLBEING

AVOIDING SOCIAL EXCLUSION

IMPROVING LIFE SKILLS

INCREASING OPPORTUNITIES FOR TRAINING, EMPLOYMENT AND LEADERSHIP

REDUCING FOOD POVERTY, HUNGER AND DISTRESS

IMPROVING MOTIVATION, SELF-CONFIDENCE, SELF-ESTEEM

IMPROVED OUTCOMES IN EDUCATION

Activities;

In this financial year our work focused on disadvantaged and vulnerable young people (particularly but not exclusively black girls) and their families/parents, experiencing the following disadvantages:

Victims of Abuse and domestic violence

In care and/or young runaways

Experiencing food poverty and hunger

Experience within the youth justice system

Faced with mental health, body image and other well-being issues

Victims of bullying and/or racial discrimination/marginalisation.

Young people with care responsibilities.

New migrants, refugees, and/or asylum seekers Experiencing food poverty and hunger

To achieve our annually set goals, we undertook activities summarised below:

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Paid staff assisted by peer and adult volunteers popularly known as 'aunties' or 'sisters' provided the following services and activities.

Health and well-being support and advice, including signposting, escort and referral to health/well-being practitioners and delivery points

Recreational and social activities such as music, networking, dance, sports, and outings

Peer and intergenerational group support events/activities

Parents support, including food/essentials provision.

Education, employment, training and career support.

Life skills workshops/training, including food prep, healthy living, well-being, safety/conflict resolution, and resilience

Mentoring, including peer mentoring and support.

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Achievements and performance

Achievement

Outreach to core beneficiaries : through various in-house and outreach/detached methods, including remote/telephone and face-to-face activities, we reached approximately 800 direct beneficiaries and 2400 indirect beneficiaries, predominantly young girls and their families from disadvantaged Black communities

Recruited and trained more volunteers: we were able to recruit a further 19 new adult volunteers and 12 Aunties. The 'Aunties' method provides culturally sensitive community-based mentorship by matching community mother-figure volunteers with disadvantaged young girls to support them on various personal issues

Geographic expansion : we identified a need to expand our activities to the nearby Havering borough as many of our past participants in Barking and Dagenham referred friends from Havering. 193 beneficiaries were reached from Havering and other east London boroughs through outreach work to public places where our target groups congregate

Organisational development : we increased our organisational capacity by investing in: developing professional networks, fundraising consultancy, marketing and organisational development, bookkeeping, remote working, HR and workforce/volunteer development. This enabled us to increase our income, gain skills in recruiting/retaining staff/volunteers, and improve our governance/leadership and financial management

At the end of the year evaluation of our work with beneficiaries revealed the following::

98% of beneficiaries reported reduced social isolation and loneliness

98% reported improved mental and physical health and well-being

91% reported an improved sense of communal belonging

96% registered with a GP and/or other health practitioners

84% reported that they were able to avoid further physical abuse and stayed safe

94% reported improved life skills and abilities to self-manage themselves and address personal issues independently.

80% reported to have made new friends

100% reported to feel much happier

52% reported to have increased household income

64% reported to have secured employment , training or leadership position

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Financial review

Financial result

Results for the year ended 31 March 2024 are given in the Statement of Financial Activities on page 12. The assets and liabilities are given in the Balance Sheet on page 13. The financial statements should be read in conjunction with the related notes which appear on pages 14 to 23. In summary, incoming resources amounted to £78,977 and resources expended totalled £70,256, resulting in a net surplus for the period of £8721. The Net Reserves of the organisation as at 31 March 2024 was £31,270.

Reserves Policy

In line with our reserve policy, the charity has to hold free unrestricted funds not committed or invested in tangible fixed assets equivalent to between 3 and 6 months of its operating cost. Budgeted operating cost expenditure for 2024/25 is expected to be £72,000, on a target range of £18,000 to £36,000. Our current free reserves of £22,000 is therefore safe and within the target range of our reserve policy

Plans for future periods

The charity remains committed to advancing its mission of supporting young girls and women aged 5-25 in Barking and Dagenham. In the coming years, we aim to sustain and expand the core activities outlined above, contingent on securing appropriate funding and resources.

A central focus will be on deepening the impact of our programs by broadening our reach to underserved communities and enhancing the quality of our services. We plan to strengthen partnerships with local schools, community organisations, and other stakeholders to create a more cohesive support network for the young girls and women we serve. Securing additional core funding will be critical in achieving these goals.

Volunteer recruitment and development will continue to be a priority. We are dedicated to growing our volunteer base and providing tailored training opportunities to empower volunteers, enabling them to support existing staff effectively and take on leadership roles within the organisation.

Furthermore, the charity will actively explore innovative approaches and partnerships to address emerging challenges faced by our beneficiaries, ensuring that our services remain relevant and impactful. By fostering a culture of continuous improvement and inclusivity, we will work toward creating long-term, sustainable change in the lives of those we serve.

1. Structure, Governance and Management

Governing Document

The organisation is a charitable company limited by guarantee, incorporated on 20th DEC 2002 and registered as a charity on 8 June 2004. The company was established under the companies act and is governed by its Memorandum and Articles Of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

Board of Trustees

The company's directors also serve as charity trustees in accordance with charity law and, as outlined in the company's Articles, are referred to as members of the Board of Trustees. In line with the Memorandum and Articles of Association, trustees are elected at the Annual General Meeting (AGM) to oversee the administration of the charity. They dedicate their time voluntarily and do not receive any financial benefits from the organisation.

New trustees undergo an induction process to help them become acquainted with the charity and its operating environment. This includes reviewing key governance documents, such as the Memorandum and Articles of Association, as well as the most recent published financial accounts.

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Organisation

The programme manager has delegated authority—within the parameters set by the trustees—to oversee key operational areas, including finance and employment. Supporting the organisation's day-to-day functions, a dedicated support worker and administrator assists with essential operations. Additionally, the charity benefits from a young people's committee, which serves as a representative voice for young individuals and provides guidance on all aspects of youth participation and engagement.

Furthermore, the organisation is guided by a committed and active four-person Board of Trustees, who are representative of our constituents and provide strategic oversight and governance to ensure the charity's mission is effectively fulfilled.

Risk Management

The Board of Trustees conducts an annual review to assess the major risks facing the charity and implements appropriate plans to mitigate these risks where necessary. Established procedures are in place to ensure compliance with key areas such as health and safety, financial management, child protection, and safeguarding.

2. Objectives and activities:

Objectives:

A. Main Objectives

To promote the benefit of young people, in particular but not exclusively young women and girls of African and Caribbean background, between the ages of 5 and 25 years in the UK and elsewhere, in particular to preserve and protect good health, advance education and training, relieve poverty and distress, and to provide facilities in the interest of social welfare for recreation and other leisure-time activities.

B. This financial year's goals

This past financial year, the charity remained focused on delivering targeted support to young girls and women aged 5-25 in London Boroughs of Barking & Dagenham and Havering. Our goals are designed to address the immediate and long-term needs of our beneficiaries, enabling them to thrive in their lives. These objectives reflect our commitment to fostering resilience, promoting inclusivity, and empowering young people to achieve their potential. Our main focus and goal included improving general health and well-being, including physical health and overall wellbeing. This, in turn, aims to address associated aspects of our beneficiaries' lives, including achieving the following objectives:

- Avoiding social exclusion by promoting engagement and community belonging
- Enhancing life skills to foster independence and self-sufficiency
- Increasing opportunities for training, employment, and leadership development
- Reducing food poverty, hunger, and distress through targeted support programmes
- Strengthening motivation, self-confidence, and self-esteem amongst beneficiaries
- Achieving improved outcomes in education to set the foundation for future success

Activities

In this financial year, our work centred on supporting disadvantaged and vulnerable young people, particularly Black girls, aged 5-25, along with their families. Our beneficiaries face a range of challenges that can severely impact their mental, physical, and social well-being, including:

- **Victims of abuse and domestic violence:** Supporting those at risk of domestic violence to help them avoid abuse and report it when it occurs.
 - **Young people at risk of homelessness and/or young runaways:** Providing a stable support network for those lacking secure family/home structures.
-

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

- **Experiencing food poverty and hunger:** Addressing basic needs to reduce food insecurity by provision of food parcels/vouchers.
- **Involvement in the youth justice system:** Offering pathways to reintegration and positive futures for young people involved with youth justice challenges.
- **Struggling with mental health, body image, and well-being issues:** Promoting emotional resilience and positive self-image.
- **Victims of bullying and/or racial discrimination/marginalisation:** Creating safe spaces and advocating for equity and inclusion.
- **Young carers with significant responsibilities:** Supporting those balancing caregiving roles with their own personal development.
- **New migrants, refugees, and/or asylum seekers:** Assisting those navigating unfamiliar systems and cultural identity.

To address these needs and achieve our annual goals, we carried out the following activities, with paid staff supported by adult and peer women volunteers whom we refer to as "Aunties" or "Big Sisters" respectively:

- 1. Health and well-being support and advice**
 - Providing one-on-one and group support, signposting to healthcare services, and arranging referrals and escort services to health practitioners.
 - Addressing mental health, body image, and stress management through workshops and consultations.
- 2. Recreational and social activities**
 - Organising music, dance, sports, and outings to create opportunities for joy, connection, improving physical health, and stress relief.
 - Building social skills and fostering friendships within a safe and inclusive environment.
- 3. Peer and intergenerational group support events**
 - Facilitating group sessions where young people can share experiences, seek advice, and learn from peers and mentors.
 - Strengthening community bonds through intergenerational dialogue and activities.
- 4. Parental support, including food and essentials provision**
 - Providing food parcels, essential supplies, and tailored advice to help parents support their children effectively.
 - Running parenting workshops focused on navigating challenges and fostering positive family dynamics.
- 5. Education, employment, training, and career support**
 - Offering guidance and training to improve academic performance, secure employment, and access vocational opportunities.
 - Supporting career exploration through mentorship and networking opportunities.
- 6. Life skills workshops and training**
 - Delivering sessions on food preparation, healthy living, safety, conflict resolution, and resilience building.
 - Equipping young people with practical skills for independent living and personal growth.
- 7. Mentoring, including peer mentoring and support**
 - Pairing young people with mentors to provide guidance, encouragement, and role models for success.
 - Empowering peer mentors to lead and inspire through shared experiences.

Through these activities, we continued to create safe, supportive spaces for young people and their families, enabling them to overcome challenges, build confidence, and unlock their full potential.

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

3. Achievements and performance

This year, our charity has made significant strides in supporting our core beneficiaries—young girls and their families from disadvantaged Black communities—through a range of impactful programmes and outreach initiatives. Below are the key highlights of our achievements and their measurable outcomes:

- **Outreach to Core Beneficiaries**

Through a combination of word-of-mouth, detached, and outreach methods, including remote, telephone, and face-to-face activities, we directly supported approximately 800 beneficiaries and indirectly reached over 2,400 beneficiaries. Our work prioritised young girls faced with poverty and their families, providing vital support to help them overcome their vulnerabilities and economic challenges.

- **Volunteer Recruitment and Development**

We successfully recruited and trained a total of 19 new volunteers, including "African Aunties", enhancing our ability to deliver culturally sensitive mentorship/support. The "Aunties" initiative continued to be a cornerstone of our approach, pairing community mother-figure volunteers with disadvantaged young girls to guide them through personal and social challenges.

- **Youth Participation Development**

Over the past year, we have significantly enhanced youth participation within our organisation. We have empowered our beneficiaries by providing training programs that enable them to lead activities for younger peers, fostering leadership and mentorship skills amongst our youth. Additionally, these trained youth have actively engaged in outreach initiatives to attract new beneficiaries, expanding our community reach. Regular meetings have been conducted where participants discussed emerging challenges and brainstormed potential solutions, leading to the development of new projects tailored to address these issues. These initiatives have not only bolstered the confidence and skills of our young members but have also strengthened the overall impact and sustainability of our programs.

- **Organisational Development**

We continued to enhance our organisational capacity by investing in key areas, including professional networking, fundraising consultancy, bookkeeping, human resources, volunteer development, and remote working capabilities.

- **Beneficiary Outcomes and Impact**

Our end-of-year evaluations demonstrated overwhelmingly positive outcomes for the individuals and families we supported:

- **98%** of beneficiaries reported reduced social isolation and loneliness.
- **98%** reported improvements in their mental and physical health and well-being.
- **91%** experienced a stronger sense of communal belonging.
- **96%** registered with a GP or other health practitioners.
- **84%** were able to avoid further physical abuse and remained safe.
- **94%** reported improved life skills, enabling them to address personal issues more independently.
- **80%** made new friends and expanded their support networks.
- **86%** expressed that they felt much happier overall.
- **52%** reported an increase in household food security.
- **64%** secured employment, training, or leadership opportunities.

These achievements reflect the dedication of our team, the resilience of our beneficiaries, and the power of our community-based, gender and culturally sensitive approach to fostering lasting positive change.

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Small company provisions

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

The trustees' annual report and the strategic report were approved on 9 October 2024 and signed on behalf of the board of trustees by:



Mr FRANK AMBEI
Trustee

YOUNG STEPS LTD

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of YOUNG STEPS LTD

Year ended 31 March 2024

I report to the trustees on my examination of the financial statements of YOUNG STEPS LTD ('the charity') for the year ended 31 March 2024.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

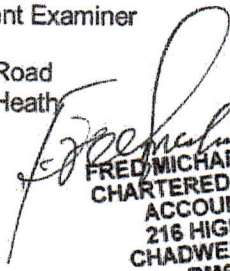
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Independent Examiner

216 High Road
Chadwell Heath
Romford
Essex
UK
RM6 6LS



FRED MICHAEL & CO LTD
CHARTERED CERTIFIED
ACCOUNTANTS
216 HIGH ROAD
CHADWELL HEATH
RM6 6LS

YOUNG STEPS LTD

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2024

		Unrestricted funds £	2024 Restricted funds £	Total funds £	2023 Total funds £
Income and endowments					
Donations and legacies	5	5,500	73,477	78,977	52,105
Total income		<u>5,500</u>	<u>73,477</u>	<u>78,977</u>	<u>52,105</u>
Expenditure					
Expenditure on charitable activities	6,7	8,273	61,983	70,256	54,786
Total expenditure		<u>8,273</u>	<u>61,983</u>	<u>70,256</u>	<u>54,786</u>
Net income/(expenditure) and net movement in funds		<u>(2,773)</u>	<u>11,494</u>	<u>8,721</u>	<u>(2,681)</u>
Reconciliation of funds					
Total funds brought forward		78,299	1	78,300	26,374
Total funds carried forward		<u>75,526</u>	<u>11,495</u>	<u>87,021</u>	<u>23,692</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 10 to 18 form part of these financial statements.

YOUNG STEPS LTD

Company Limited by Guarantee

Statement of Financial Position

31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible fixed assets	11	667	667
Current assets			
Cash at bank and in hand		30,603	23,746
Creditors: amounts falling due within one year	12	–	720
Net current assets		30,603	23,026
Total assets less current liabilities		31,270	23,693
Net assets		31,270	23,693
Funds of the charity			
Restricted funds		8,495	(2,999)
Unrestricted funds		23,918	26,691
Total charity funds	14	31,270	23,692

For the year ending 31 March 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

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

These financial statements were approved by the board of trustees and authorised for issue on 9 October 2024, and are signed on behalf of the board by:



Mr FRANK AMBEI
Trustee

YOUNG STEPS LTD

Company Limited by Guarantee

Statement of Financial Position

The notes on pages 10 to 18 form part of these financial statements.

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2024

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 10A ROYAL PARADE, CHURCH STREET, DAGENHAM, RM10 9XB, ESSEX.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102.

(a) No cash flow statement has been presented for the company.(b) Disclosures in respect of financial instruments have not been presented.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

Tangible assets

Tangible assets are initially recorded at cost and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Financial instruments *(continued)*

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

Young Steps LTD is a company limited by guarantee and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations			
Other Incomes	5,500	–	5,500
Grants			
General Fund/London Foundation	–	20,440	20,440
Rosa Fund	–	32,618	32,618
UK Youth	–	4,300	4,300
Awards for All	–	10,000	10,000
King Baudouin Foundation	–	6,119	6,119
	<u>5,500</u>	<u>73,477</u>	<u>78,977</u>

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations			
Other Incomes	4,178	–	4,178
Grants			
London Foundation	–	–	–
Rosa Fund	–	16,968	16,968
UK Youth	–	–	–
Awards for All	–	–	–
Garfield Weston Foundation	–	20,000	20,000
King Baudouin Foundation	–	6,984	6,984
BME Health Forum	–	3,975	3,975
	<u>4,178</u>	<u>47,927</u>	<u>52,105</u>

6. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
General Support	8,273	14,255	22,528
Rosa Fund	–	29,498	29,498
King Baudouin Foundation	–	4,531	4,531
Award for All	–	9,399	9,399
UK Youth	–	4,300	4,300
	<u>8,273</u>	<u>61,983</u>	<u>70,256</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
General Support/Core	–	21,627	21,627
Activity type 2	–	–	–
King Baudouin Foundation	–	13,517	13,517
Award for All	–	–	–
Health & Social care	–	13,517	13,517
Organisation Development.	3,860	2,266	6,125
	<u>3,860</u>	<u>50,927</u>	<u>54,786</u>

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

7. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Total funds 2024 £	Total fund 2023 £
General Support/Core	48,002	48,002	21,627
Activity type 2	4,024	4,024	–
King Baudouin Foundation	4,531	4,531	13,517
Award for All	9,399	9,399	–
Uk Youth	4,300	4,300	13,517
Organisation Development.	–	–	6,125
	<u>70,256</u>	<u>70,256</u>	<u>54,786</u>

8. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2024 £	2023 £
Operating lease rentals	<u>1,326</u>	<u>1,085</u>

9. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2024 £	2023 £
Wages and salaries	35,879	30,123
Social security costs	6,852	–
Employer contributions to pension plans	858	3,460
Other employee benefits	2,755	1,386
	<u>46,344</u>	<u>34,969</u>

The average head count of employees during the year was Nil (2023: Nil).

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

10. Trustee remuneration and expenses

- no remuneration or other benefits from employment with the charity or a related entity were received by the trustees;

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

11. Tangible fixed assets

	Fixtures and fittings £
Cost	
At 1 April 2023 and 31 March 2024	11,706
Depreciation	
At 1 April 2023 and 31 March 2024	11,039
Carrying amount	
At 31 March 2024	667
At 31 March 2023	667

12. Creditors: amounts falling due within one year

	2024	2023
	£	£
Accruals and deferred income	—	720

13. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £858 (2023: £3,460).

14. Analysis of charitable funds

Unrestricted funds

	At 1 April 2023	Income £	Expenditure £	At 31 March 2024
General funds	26,691	5,500	(8,273)	23,918
	<u>78,299</u>	<u>5,500</u>	<u>(8,273)</u>	<u>23,918</u>

	At 1 April 2022	Income £	Expenditure £	At 31 March 2023
General funds	26,373	4,178	(3,860)	26,691
Garfield- Foundation	—	—	—	—
	<u>26,373</u>	<u>4,178</u>	<u>(3,860)</u>	<u>26,691</u>

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

14. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2023	Income	Expenditure	At 31 March 2024
	£	£	£	£
General Funds	(3,000)	20,440	(14,255)	3,185
Rosa Fund	-	32,618	(29,498)	3,120
Awards For All	-	10,000	(9,399)	601
Post Code Fund	1	-	-	1
King Baudouin Foundation	-	6,119	(4,531)	1,588
UK Youth	-	4,300	(4,300)	-
	<u>(2,999)</u>	<u>73,477</u>	<u>(61,983)</u>	<u>8,494</u>

	At 1 April 2022	Income	Expenditure	At 31 March 2023
	£	£	£	£
General Funds- Prepayments	-	47,927	(50,927)	(3,000)
Restricted Fund 2 - desc in a/cs	-	-	-	-
Restricted Fund 3 - desc in a/cs	-	-	-	-
Post Code Fund	1	-	-	1
ROI-Baudouin	-	-	-	-
Health Forum	-	-	-	-
Restricted fund 10 - desc in a/cs	-	-	-	-
	<u>1</u>	<u>47,927</u>	<u>(50,927)</u>	<u>(2,999)</u>

HER COLLECTIVE LTD

England & Wales - Charity number 1104207

Accounts

COMPANY REGISTRATION NUMBER:4623222
CHARITY REGISTRATION NUMBER: 1104207

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Report and Financial Statements

31 March 2023

FRED MICHAEL & CO

Chartered accountants
216 High Road
Chadwell Heath
Romford

Essex UK

RM6 6LS

YOUNG STEPS LTD

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2023

	Page
Trustees' annual report (incorporating the director's report)	1
Independent examiner's report to the trustees	7
Statement of financial activities (including income and expenditure account)	8
Statement of financial position	9
Notes to the financial statements	10
The following pages do not form part of the financial statements	
Detailed statement of financial activities	20
Notes to the detailed statement of financial activities	21

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2023

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2023.

Reference and administrative details

Registered charity name YOUNG STEPS LTD

Charity registration number 1104207

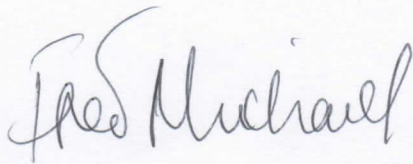
Company registration number 4623222

Principal office and registered office
10A ROYAL PARADE
CHURCH STREET
DAGENHAM
RM10 9XB
ESSEX

The trustees

Mr FRANK AMBEI
Ms ATESS GAKONA
Ms ROSLYN BRIGGS
Ms EVA MBABAZI

Independent examiner Fred Michael & Co
216 High Road
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YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) (continued)

Year ended 31 March 2023

Structure, governance and management

Governing Document

The organisation is a charitable company limited by guarantee, incorporated on DEC 2002 and registered as a charity on 8 June 2004. The company was established under the company act 2005 and is governed by its Memorandum and Articles Of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

Board of Trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the board of trustees. Under the requirements of the Memorandum and Articles of Association the members of the board of trustees are elected at the AGM to administer the charity. The trustees give their time voluntarily and receive no benefits from the charity.

New trustees are inducted to familiarise themselves with the charity and the context within which it operates including main documents which set out the operational framework for the charity such as the Memorandum and Articles and the latest published accounts

Organisational Structure

To facilitate effective operations, the programme manager has delegated authority, within terms of delegation approved by the trustees, for operational matters including finance and employment. The charity also has a young people's board which acts as the voice of young people and gives directions on all matters of youth participation and involvement.

Risk Management

The board of trustees, on an annual basis, conducts a review of the major risks to which the charity is exposed, where appropriate plans are put in place to mitigate any risks the charity may face. Procedures are in place to ensure compliance with health and safety, financial management, child protection and safeguarding.

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YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) (continued)

Year ended 31 March 2023

Objectives and activities

A. MAIN OBJECTIVES

TO PROMOTE THE BENEFIT OF YOUNG PEOPLE, IN PARTICULAR BUT NOT EXCLUSIVELY OF AFRICAN AND CARIBBEAN YOUNG WOMEN AND GIRLS, BETWEEN THE AGES OF 5 AND 25 YEARS IN THE UK AND ELSEWHERE, IN PARTICULAR TO PRESERVE AND PROTECT GOOD HEALTH, ADVANCE EDUCATION AND TRAINING RELIEVE POVERTY AND DISTRESS AND TO PROVIDE FACILITIES IN THE INTEREST OF SOCIAL WELFARE FOR RECREATION AND OTHER LEISURE-TIME ACTIVITIES

B. THIS FINANCIAL YEAR'S GOALS

IMPROVING MENTAL HEALTH AND WELL-BEING INCLUDING PHYSICAL HEALTH/WELLBEING

AVOIDING SOCIAL EXCLUSION

IMPROVING LIFE SKILLS

INCREASING OPPORTUNITIES FOR TRAINING, EMPLOYMENT AND LEADERSHIP

REDUCING FOOD POVERTY, HUNGER AND DISTRESS

IMPROVING MOTIVATION, SELF-CONFIDENCE, SELF-ESTEEM

IMPROVED OUTCOMES IN EDUCATION

Activities;

In this financial year our work focused on disadvantaged and vulnerable young people (particularly but not exclusively black girls) and their families/parents, experiencing the following disadvantages:

Victims of Abuse and domestic violence

In care and/or young runaways

Experiencing food poverty and hunger

Experience within the youth justice system

Faced with mental health, body image and other well-being issues

Victims of bullying and/or racial discrimination/marginalisation.

Young people with care responsibilities.

New migrants, refugees, and/or asylum seekers Experiencing food poverty and hunger

To achieve our annually set goals, we undertook activities summarised below:

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Paid staff assisted by peer and adult volunteers popularly known as 'aunties' or 'sisters' provided the following services and activities.

Health and well-being support and advice, including signposting, escort and referral to health/well-being practitioners and delivery points

Recreational and social activities such as music, networking, dance, sports, and outings

Peer and intergenerational group support events/activities

Parents support, including food/essentials provision.

Education, employment, training and career support.

Life skills workshops/training, including food prep, healthy living, well-being, safety/conflict resolution, and resilience

Mentoring, including peer mentoring and support.

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) (continued)

Year ended 31 March 2023

Achievements and performance

Achievement

Outreach to core beneficiaries : through various in-house and outreach/detached methods, including remote/telephone and face-to-face activities, we reached approximately 800 direct beneficiaries and 2400 indirect beneficiaries, predominantly young girls and their families from disadvantaged Black communities

Recruited and trained more volunteers: we were able to recruit a further 19 new adult volunteers and 12 Aunties. The 'Aunties' method provides culturally sensitive community-based mentorship by matching community mother-figure volunteers with disadvantaged young girls to support them on various personal issues

Geographic expansion : we identified a need to expand our activities to the nearby Havering borough as many of our past participants in Barking and Dagenham referred friends from Havering. 193 beneficiaries were reached from Havering and other east London boroughs through outreach work to public places where our target groups congregate

Organisational development : we increased our organisational capacity by investing in: developing professional networks, fundraising consultancy, marketing and organisational development, bookkeeping, remote working, HR and workforce/volunteer development. This enabled us to increase our income, gain skills in recruiting/retaining staff/volunteers, and improve our governance/leadership and financial management

At the end of the year evaluation of our work with beneficiaries revealed the following::

98% of beneficiaries reported reduced social isolation and loneliness

98% reported improved mental and physical health and well-being

91% reported an improved sense of communal belonging

96% registered with a GP and/or other health practitioners

84% reported that they were able to avoid further physical abuse and stayed safe

94% reported improved life skills and abilities to self-manage themselves and address personal issues independently.

80% reported to have made new friends

100% reported to feel much happier

52% reported to have increased household income

64% reported to have secured employment , training or leadership position

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Financial review

Financial result

Results for the year ended 31 March 2023 are given in the Statement of Financial Activities on page 10. The assets and liabilities are given in the Balance Sheet on page 11. The financial statements should be read in conjunction with the related notes which appear on pages 12 to 18. In summary, incoming resources amounted to 52,105 and resources expended totalled 54,786, resulting in a net deficit for the period of 2,681. The Net Reserves of the organisation as at 31 March 2023 was £22,305.

Reserves Policy

In line with our reserve policy, the charity has to hold free unrestricted funds not committed or invested in tangible fixed assets equivalent to between 3 and 6 months of its operating cost. Budgeted operating cost expenditure for 2023/24 is 75,220 on a target range of 18,805 to 37,610. Our current free reserves of £22,305 is therefore safe and within the target range of our reserve policy.

Future Plans

The charity plans to continue the activities outlined above in the forthcoming years subject to satisfactory funding arrangements. The charity will also continue to recruit more volunteers and work towards empowering and developing their capacity in order to enable them support our current staff and eventually take more responsibility within the organisation.

Plans for future periods

Small company provisions

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

The trustees' annual report and the strategic report were approved on 9 October 2023 and signed on behalf of the board of trustees by:



Mr FRANK AMBEI
Trustee

YOUNG STEPS LTD

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of YOUNG STEPS LTD

Year ended 31 March 2023

I report to the trustees on my examination of the financial statements of YOUNG STEPS LTD ('the charity') for the year ended 31 March 2023.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

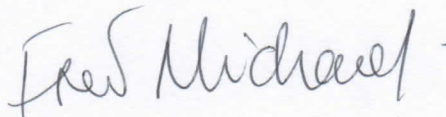
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Independent Examiner

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YOUNG STEPS LTD

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2023

		2023		2022	
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	4,178	47,927	52,105	43,487
Total income		<u>4,178</u>	<u>47,927</u>	<u>52,105</u>	<u>43,487</u>
Expenditure					
Expenditure on charitable activities	6,7	3,860	50,927	54,786	45,449
Total expenditure		<u>3,860</u>	<u>50,927</u>	<u>54,786</u>	<u>45,449</u>
Net expenditure and net movement in funds		<u>318</u>	<u>(3,000)</u>	<u>(2,681)</u>	<u>(1,962)</u>
Reconciliation of funds					
Total funds brought forward		26,373	1	26,374	28,336
Total funds carried forward		<u>26,691</u>	<u>(2,999)</u>	<u>23,692</u>	<u>26,375</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

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The notes on pages 10 to 18 form part of these financial statements.

YOUNG STEPS LTD

Company Limited by Guarantee

Statement of Financial Position

31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible fixed assets	12	667	667
Current assets			
Cash at bank and in hand		23,746	25,707
Creditors: amounts falling due within one year	13	720	—
Net current assets		23,026	25,707
Total assets less current liabilities		23,693	26,374
Net assets		23,693	26,374
Funds of the charity			
Restricted funds		(2,999)	57
Unrestricted funds		26,691	26,318
Total charity funds	15	23,692	26,375

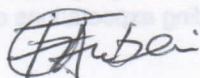
For the year ending 31 March 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

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

These financial statements were approved by the board of trustees and authorised for issue on 9 October 2023, and are signed on behalf of the board by:



Mr FRANK AMBEI
Trustee

The notes on pages 10 to 18 form part of these financial statements.

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2023

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 10A ROYAL PARADE, CHURCH STREET, DAGENHAM, RM10 9XB, ESSEX.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102.

(a) No cash flow statement has been presented for the company.(b) Disclosures in respect of financial instruments have not been presented.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

3. Accounting policies (continued)

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

3. Accounting policies (continued)

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

3. Accounting policies (continued)

Financial instruments (continued)

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

Young Steps LTD is a company limited by guarantee and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations			
Other Incomes	4,178	—	4,178
Grants			
Rosa Fund	—	16,968	16,968
Voice 4 Change	—	—	—
Garfield Weston Foundation	—	20,000	20,000
King Baudouin Foundation	—	6,984	6,984
BME Health Forum	—	3,975	3,975
	<u>4,178</u>	<u>47,927</u>	<u>52,105</u>

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

5. Donations and legacies (continued)

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Other Incomes	420	–	420
Grants			
Rosa Fund	–	–	–
Voice 4 Change	–	10,964	10,964
Garfield Weston Foundation	20,000	–	20,000
King Baudouin Foundation	–	6,103	6,103
BME Health Forum	–	6,000	6,000
	<u>20,420</u>	<u>23,067</u>	<u>43,487</u>

6. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
General Support/Core	–	21,627	21,627
Young Mothers	–	13,517	13,517
Health & Social care	–	13,517	13,517
Organisation Development.	3,860	2,266	6,125
Employment and career	–	–	–
	<u>3,860</u>	<u>50,927</u>	<u>54,786</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
General Support/Core	4,872	16,855	21,727
Young Mothers	1,600	1,704	3,304
Health & Social care	10,102	4,389	14,491
Organisation Development.	–	–	–
Employment and career	5,863	63	5,927
	<u>22,437</u>	<u>23,011</u>	<u>45,449</u>

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

7. Expenditure on charitable activities by activity type

	Activities undertaken directly	Total funds 2023	Total fund 2022
	£	£	£
General Support/Core	21,627	21,627	21,727
Young Mothers	–	–	3,304
Health & Social care	13,517	13,517	14,491
Organisation Development.	13,517	13,517	–
Employment and career	6,125	6,125	–
	–	–	5,927
	<u>54,786</u>	<u>54,786</u>	<u>45,449</u>

8. Net expenditure

Net expenditure is stated after charging/(crediting):

	2023	2022
	£	£
Operating lease rentals	<u>1,085</u>	<u>–</u>

9. Independent examination fees

	2023	2022
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>–</u>	<u>720</u>

10. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023	2022
	£	£
Wages and salaries	30,123	26,749
Employer contributions to pension plans	3,460	–
Other employee benefits	1,386	–
	<u>34,969</u>	<u>26,749</u>

The average head count of employees during the year was Nil (2022: 2). The average number of full-time equivalent employees during the year is analysed as follows:

	2023	2022
	No.	No.
Number of staff - type 1	<u>–</u>	<u>1</u>

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

11. Trustee remuneration and expenses

- no remuneration or other benefits from employment with the charity or a related entity were received by the trustees;

12. Tangible fixed assets

	2023	2022	Fixtures and fittings £
Cost			
At 1 April 2022 and 31 March 2023	11,706	11,706	11,706
Depreciation			
At 1 April 2022 and 31 March 2023	11,039	11,039	11,039
Carrying amount			
At 31 March 2023	667	667	667
At 31 March 2022	667	667	667

13. Creditors: amounts falling due within one year

	2023	2022
Accruals and deferred income	720	-

14. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £3,460 (2022: £Nil).

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2023

15. Analysis of charitable funds

Unrestricted funds

	At 1 April 2022	Income	Expenditure	At 31 March 2023
	£	£	£	£
General funds	26,373	4,178	(3,860)	26,691

	At 1 April 2021	Income	Expenditure	At 31 March 2022
	£	£	£	£
General funds	28,335	(18,602)	1,839	11,572
Youth League - Income	-	420	-	420
Garfield- Foundation	-	20,000	(5,674)	14,326
Voice 4- Change	-	8,638	(8,638)	-
Voice 4 Change 2	-	9,964	(9,964)	-
	<u>28,335</u>	<u>20,420</u>	<u>(22,437)</u>	<u>26,318</u>

Restricted funds

	At 1 April 2022	Income	Expenditure	At 31 March 2023
	£	£	£	£
General Funds- Prepayments	-	47,927	(50,927)	(3,000)
Post Code Fund	1	-	-	1
	<u>1</u>	<u>47,927</u>	<u>(50,927)</u>	<u>(2,999)</u>

	At 1 April 2021	Income	Expenditure	At 31 March 2022
	£	£	£	£
General Funds- Prepayments	-	10,964	(7,808)	3,156
Post Code Fund	1	-	-	1
ROI-Baudouin	-	6,103	(12,237)	(6,134)
Health Forum	-	6,000	(2,966)	3,034
	<u>1</u>	<u>23,067</u>	<u>(23,011)</u>	<u>57</u>

HER COLLECTIVE LTD

England & Wales - Charity number 1104207

Accounts

COMPANY REGISTRATION NUMBER: 4623222
CHARITY REGISTRATION NUMBER: 1104207

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Report and Financial Statements

31 March 2022

FRED MICHAEL & CO

Chartered accountants

216 High Road

Chadwell Heath

Romford

Essex

UK

RM6 6LS

YOUNG STEPS LTD

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2022

	Page
Trustees' annual report (incorporating the director's report)	1
Independent examiner's report to the trustees	7
Statement of financial activities (including income and expenditure account)	9
Statement of financial position	10
Notes to the financial statements	15
The following pages do not form part of the financial statements	
Detailed statement of financial activities	22
Notes to the detailed statement of financial activities	23

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2022

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2022.

Reference and administrative details

Registered charity name YOUNG STEPS LTD

Charity registration number 1104207

Company registration number 4623222

Principal office and registered office
10A ROYAL PARADE
CHURCH STREET

DAGENHAM
RM10 9XB
ESSEX

The trustees

Ms EMMA ATTESS
Mr FRANK AMBEL
Ms ROSLYN BRIGGS
Ms ABIGAIL WANGUI

Independent examiner

Fred Michael & Co 216 High Road Chadwell Heath Romford, Essex
RM6 6LS
216 High Road
Chadwell Heath
Romford
Essex
UK
RM6 6LS

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Structure, Governance and Management

Governing Document

The organisation is a charitable company limited by guarantee, incorporated on 20/12/2002 and registered as a charity on 8/6/2004. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

Management Committee

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee. All members of the Management Committee give their time voluntarily and receive no benefits from the charity.

Organisational Structure

The Young Steps Trustee Board is responsible for the strategic direction and policy development of the charity and has delegated the management of the organisation to the programmes manager.

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Objectives and activities

Young Steps' aim is to ensure that disadvantaged Black-African and Caribbean young people, primarily girls/young women/their families aged 8-25, resident in East London Boroughs, are able to realise their full life's potential. Our objectives:

- Improving motivation, self-confidence and self-esteem.
- Relieving barriers that lead to social exclusion to enable successful integration into modern British society.
- Improving and promoting good physical and mental health
- Improving life skills through practical training workshops.
- Providing opportunities for education, training and employment.
- Relieving poverty, hunger and distress.
- Removing systemic barriers and inequalities that impair life success

We achieve these objectives through the following client-focused activities:

- Information, advice, and guidance including signposting and referral to specialist services. Recreational and social activities.
- Education, homework and career advice support.
- Practical life skills workshops/activities, e.g. cooking, healthy eating, well-being, safety.
- Escort and interpretation service at service delivery points ie at GPs, Housing services, Job centres etc.
- Emergency food/essentials distribution
- Mentoring support, including peer mentoring.

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

a) Achievements and performance

In this reporting year we reached beneficiaries of diverse backgrounds, all disadvantaged young people and their families mainly from black community. We delivered our activities via face-to-face and telephone/digital means. The following is a summary of this financial year's main activities and achievements.

Community Support Initiative

We engaged community volunteers, including qualified support workers and health professionals, who volunteered their free time to provide culturally-sensitive support to our beneficiaries with health and wellbeing issues. The support covered a range of issues, particularly loneliness and isolation, stress, anxiety and depression, identity and sense of belonging, access to public services and beauty and self-image. Many were also recent migrants living in poor conditions.

The delivery model consisted of recruiting adult role models or 'mentors' (referred to as 'Aunties' within the Black Communities) who were linked with needy or at-risk young people/their families and were given time to develop informal relationships. The Aunties offered informal mentoring support targeting girls from mainly African communities, by incorporating African values of respect to elders, obedience, peer support and sharing. The 'mentor' helped the young person gain knowledge, wisdom and information about a range of issues of interest including sharing their experiences and learning. The mentee benefited from the mutual trusted friendship and the gender-sensitive support to deal with personal issues of concern to them (e.g. lack of confidence, poor self-image, poor self-esteem, depression, loneliness, domestic abuse, bullying, peer pressure, alcohol and substance use, financial hardship, unemployment, and behaviour).

Recreational Activities

Free peer-led recreational activities were provided, such as music, dance, cooking sessions, fashion/design advice, outings/picnics and other social activities. These activities were chosen by young people themselves and led by their peers, supported by qualified staff and were undertaken at locations of their choice.

Employment and Career Support

This focused on engaging young people mainly girls aged 18-25 who faced barriers that negatively affect the quality of their current and future life. Most young people we worked with wished to learn, achieve future career aspirations, secure employment, improve their educational outcomes and employability, or be financially independent, however they faced many health and wellbeing barriers. We also provided employability support including job readiness activities, CV writing and interview skills.

Parents/Family Support

Young single mothers who were faced with difficulties due to Covid related issues were supported, to help them self manage their circumstances and were also supplied with basic essentials including personal hygiene kits, to reduce their financial burden.

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Achievements and performance *(continued)*

Performance and achievement

In this financial year, evaluations have revealed the following main impacts of our work:

1. 98% of young people engaged in our Community Support Initiative improved their mental health and well-being.
2. 78% of young people engaged in our Education, Employment and Career Support initiative reported that they improved their educational outcomes, employability and/or increased their chances for a better future.
3. 94% of young people engaged in any of our activities reported keeping away from trouble and antisocial behaviours, felt happier and healthier.
4. 92% of young mothers reported improvement in resilience and able to cope and manage their individual circumstances.

b) Financial Review

Competition for funding has been particularly high this past financial year due to Covid-19-related exacerbated challenges facing all charities and groups. Despite this, our organisation was able to secure reasonable funds and increase our capacity for fundraising to continue delivering services.

Principal Funding Sources

The principal funding sources for the charity are by way of grants. Due to the heightened competitive funding landscape, the charity has sought and is working in securing funding from a more diverse income stream.

Reserves Policy

Our reserves policy requires the target of free unrestricted funds not committed or invested in tangible fixed assets held by the charity to be between 3 and 6 months of operating expenditure. Annual budgeted operating expenditure for 2022/2023 is £41,024.

The trustees have accessed all risks and are happy that free reserves of £15,707 held is safe to meet the working capital requirements of the charity in the event of a significant drop in funding.

Prepayments

A total of £17,292 are funds paid in advance by funders. These funds are committed for 2022/2023 financial year.

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Future Plans

Continue to increase fundraising capacity and diversity and grow income streams. We will continue to secure additional income streams including a wider range of grant funding, online fundraising through social media, crowdfunding, consultancy services and service level agreements. We will also continue to develop our professional networks and partnership working, boosting our impact through pooling resources and mitigating overlap in services.

We will continue to expand our existing programmes, focusing on supporting those with serious mental health needs and those living in food poverty, particularly new beneficiaries in new geographic areas. This will include an expansion of our emergency food and essentials delivery project.

We will recruit more community-based volunteers. We have learned during these difficult times that particularly at-risk young girls are more responsive to volunteers and peers who are gender- and culturally sensitive to them. We will continue to increase our community volunteer base and focus on volunteer- and youth-led interventions.

Exploring the possibility of consolidating our activities in Kenya, to a coordinated and focused project, probably one for homeless and at-risk girls with safety and hygiene kits/ basic essentials.

Small company provisions

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

The trustees' annual report and the strategic report were approved on 15 October 2022 and signed on behalf of the board of trustees by:

MR FRANK AMBEI



Trustee

YOUNG STEPS LTD

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of YOUNG STEPS LTD

Year ended 31 March 2022

I report to the trustees on my examination of the financial statements of YOUNG STEPS LTD (the charity¹) for the year ended 31 March 2022.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

YOUNG STEPS LTD

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of YOUNG STEPS LTD *(continued)*

Year ended 31 March 2022

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Fred Michael & Co
216 High Road
Chadwell Heath
Romford, Essex RM6 6LS
Independent Examiner

216 High Road
Chadwell Heath
Romford
Essex
UK
RM6 6LS



FRED MICHAEL & CO LTD
CHARTERED CERTIFIED
ACCOUNTANTS
216 HIGH ROAD
CHADWELL HEATH
RM6 6LS

YOUNG STEPS LTD

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2022

		2022		2021
	Note	Unrestricted funds £	Restricted funds £	Total funds £
Income and endowments				
Donations and legacies	5	20,420	23,067	43,487
Total income		20,420	23,067	43,487
Expenditure				
Expenditure on charitable activities	6,7	22,437	23,011	45,449
Total expenditure		22,437	23,011	45,449
Net (expenditure)/income and net movement in funds		(2,017)	56	(1,962)
Reconciliation of funds				
Total funds brought forward		28,335	1	28,336
Total funds carried forward		26,318	57	26,375

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 12 to 20 form part of these financial statements.

YOUNG STEPS LTD

Company Limited by Guarantee

Statement of Financial Position

31 March 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible fixed assets	11	667	667
Current assets			
Cash at bank and in hand		25,707	27,669
Net current assets		<u>25,707</u>	<u>27,669</u>
Total assets less current liabilities		<u>26,374</u>	<u>28,336</u>
Funds of the charity			
Restricted funds		(1,787)	7,826
Unrestricted funds		28,162	20,509
Total charity funds	13	<u>26,375</u>	<u>28,335</u>

For the year ending 31 March 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

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

These financial statements were approved by the board of trustees and authorised for issue on 15 October 2022, and are signed on behalf of the board by:

Mr FRANK AMBEI



Trustee

The notes on pages 12 to 20 form part of these financial statements.

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2022

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 10A ROYAL PARADE, CHURCH STREET, DAGENHAM, RM10 9XB, ESSEX.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102.

(a) No cash flow statement has been presented for the company. (b) Disclosures in respect of financial instruments have not been presented.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

3. Accounting policies *(continued)*

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

3. Accounting policies *(continued)*

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

3. Accounting policies *(continued)*

Impairment of fixed assets *(continued)*

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

Young Steps Ltd is a company limited by guarantee and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

5. Donations and legacies

	Unrestricted Funds	Restricted Funds	Total Funds
Donations	£	£	£
Other Incomes	420	-	420
Grants			
Covid Response	-	-	-
Post Code Neighbourhood Fund	-	10,964	10,964
Voice 4 Change	-	-	-
London Community	-	-	-
Garfield Weston Foundation	20,000	-	20,000
King Baudouin Foundation	-	6,103	6,103
BME Health Forum	-	6,000	6,000
Awards for All	-	-	-
	<u>20,420</u>	<u>23,067</u>	<u>43,487</u>

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2022

5. Donations and legacies (continued)

	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£
Donations			
Other Incomes	-	-	-
Grants			
Covid Response	-	19,400	19,400
Post Code Neighbourhood Fund	-	19,986	19,986
Voice 4 Change	-	8,910	8,910
London Community	-	9,994	9,994
Garfield Weston Foundation	-	-	-
King Baudouin Foundation	-	-	-
BME Health Forum	-	-	-
Awards for All	9,975	-	9,975
	<u>9,975</u>	<u>58,290</u>	<u>68,265</u>

6. Expenditure on charitable activities by fund type

	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£
Community based support	4,872	16,855	21,727
Recreation Activities	1,600	1,704	3,304
Young Mothers	10,102	4,389	14,491
Employment and career	5,863	63	5,927
	<u>22,437</u>	<u>23,011</u>	<u>45,449</u>
Community based support	-	46,130	46,130
Recreation Activities	-	-	-
Young Mothers	339	-	339
Employment and career	-	3,650	3,650
	<u>339</u>	<u>685</u>	<u>684</u>
	<u>339</u>	<u>50,465</u>	<u>50,803</u>

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

7. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Total funds 2022 £	Total fund 2021 £
Community based support	21,727	21,727	46,130
Recreation Activities	3,304	3,304	-
Young Mothers	14,491	14,491	339
Employment and career	5,927	5,927	3,650
	-	-	684
	<u>45,449</u>	<u>45,449</u>	<u>50,803</u>

8. Independent examination fees

Fees payable to the independent examiner for: Independent examination of the financial statements	2022 £	2021 £
	720	-

9. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2022 £	2021 £
Wages and salaries	26,749	23,013
Social security costs	-	5,625
Employer contributions to pension plans	-	684
	<u>26,749</u>	<u>29,322</u>

The average head count of employees during the year was 2 (2021: Nil). The average number of full-time equivalent employees during the year is analysed as follows:

	2022 No.	2021 No.
Number of staff - type 1	<u>1</u>	<u>-</u>

No employee received employee benefits of more than £60,000 during the year (2021: Nil).

10. Trustee remuneration and expenses

- no remuneration or other benefits from employment with the charity or a related entity were received by the trustees;

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2022

11. Tangible fixed assets

		Fixtures and fittings £
Cost		
At 1 April 2021 and 31 March 2022		11,706
Depreciation		
At 1 April 2021 and 31 March 2022		11,039
Carrying amount		
At 31 March 2022		667
At 31 March 2021		667

12. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £Nil (2021: £684).

13. Analysis of charitable funds

Unrestricted funds

	At 1 April 2021 £	Income £	Expenditure £	At 31 March 2022 £
General funds	28,335	(18,602)	1,839	11,572
Youth League - Income	-	420	-	420
Garfield Weston Foundation	-	20,000	(5,674)	14,326
Voice 4- Change	-	8,638	(8,638)	-
Voice 4 Change 2	-	9,964	(9,964)	-
	<u>28,335</u>	<u>20,420</u>	<u>(22,437)</u>	<u>26,318</u>
				<u>26,318</u>
				<u>26,318</u>
				<u>26,318</u>

	At 1 April 2020 £	Income £	Expenditure £	At 31 March 2021 £
General funds	10,873	9,975	(339)	20,509
Youth League - Income	-	-	-	-
Garfield- Foundation	-	-	-	-
Voice 4- Change	-	-	-	-
Voice 4 Change 2	-	-	-	-
	<u>10,873</u>	<u>9,975</u>	<u>(339)</u>	<u>20,509</u>
				<u>20,509</u>
				<u>20,509</u>
				<u>20,509</u>

HER COLLECTIVE LTD

England & Wales - Charity number 1104207

Accounts

COMPANY REGISTRATION NUMBER: 4623222
CHARITY REGISTRATION NUMBER: 1104207

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Report and Financial Statements

31 March 2021

FRED MICHAEL & CO

Chartered accountants
216 High Road Chadwell
Heath Romford
Essex
UK
RM6 6LS

YOUNG STEPS LTD

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2021

	Page
Trustees' annual report (incorporating the director's report)	1
Independent examiner's report to the trustees	8
Statement of financial activities (including income and expenditure account)	10
Statement of financial position	11
Notes to the financial statements	12
The following pages do not form part of the financial statements	
Detailed statement of financial activities	22
Notes to the detailed statement of financial activities	23

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2021

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2021.

Reference and administrative details

Registered charity name	YOUNG STEPS LTD
Charity registration number	1104207
Company registration number	4623222
Principal office and registered office	10A ROYAL PARADE CHURCH STREET RM10 9XB

The trustees

ATESS GAKONA
FRANK AMBEI
ROSLYN BRIGGS
ABIGAEL WANGUI

Independent examiner	Fred Michael & Co 216 High Road Chadwell Heath Romford Essex UK RM6 6LS
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Structure, governance and management the

organizational structure;

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Structure, governance and management *(continued)*

Governing Document

The organization is a charitable company limited by guarantee, incorporated on 20/12/2002 and registered as a charity on 8/6/2004. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

Management Committee

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee. All members of the Management Committee give their time voluntarily and receive no benefits from the charity.

Organizational Structure

The Young Steps Ltd Trustee Board is responsible for the strategic direction and policy development of the charity and has delegated the day to day running of the organization to the project manager, overseen by the treasurer/finance subcommittee.

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Objectives and activities

Objectives

To promote the benefit of young people, in particular but not exclusively African and Caribbean young women and girls, between the ages of 5 and 18 in the UK and elsewhere, in particular to preserve and protect good health, advance education and training, relieve poverty and distress, and to provide facilities in the interest of social welfare for recreation and other leisure-time activities

Activities:

(i) The Organisational Strengths Review and Development

We undertook an Organisational Strengths review to assess our staff capabilities and capacity, and to identify areas for improvement in order to deliver the highest quality services that meet the needs of young people. Following the strengths review we bought in specialist support and developed tools to address key priority areas such as governance, staff and volunteer development, safeguarding, project management, monitoring and evaluation, systems and policies review / upgrades; skills training for Trustees, staff and volunteers. All of these areas were improved with the overall goal to improve our organisation's processes and to attract more children and young people. Furthermore, we set up a youth forum, recruited and trained new peer volunteers and embedded youth participation in all our work - from project planning and delivery to monitoring and evaluation.

ii) Employment and career support

This project focused on engaging young girls aged 16-18 faced by barriers that negatively affect the quality of their current and future life. Most young people we worked with wished to learn, achieve future career aspirations, secure employment, improve their implacability, or be financially independent, however they faced many barriers. We provided implacability support including job readiness activities, CV writing and interview skills.

(iii) Mental health and wellbeing support

We engaged community volunteers, including qualified health professionals, who volunteered their free time to provide culturally sensitive, one-to-one and group support to our beneficiaries faced with health and wellbeing problems. This programme covered a range of health and wellbeing related issues such as stress, anxiety, drugs/substance abuse, sexual health, physical fitness and more.

Adult role models or 'mentors' (referred to as African Aunties within the African Communities) were linked with needy or at-risk young people and were given time to develop informal relationships. The African Aunties offered informal mentoring support targeting girls from African communities, by incorporating African values of respect to elders, obedience, peer support and sharing. The 'mentor' helped the young person gain knowledge, wisdom and information about a range of issues of interest including sharing their experiences and learning. The mentee benefited from the mutual trusted friendship and the gender-sensitive support to deal with personal issues of concern to them (e.g. lack of confidence, poor self-image, poor self-esteem, depression, loneliness, domestic abuse, bullying, peer pressure, alcohol and substance use, financial hardship, unemployment, and behaviour).

Where the need arises for a young person to be accompanied to an appointment, this was arranged in advance to suit their availability and that of the mentor. The mentor and mentee normally met once

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

a week, mostly on Sundays after church services.

(iv) Recreational activities

Free peer-led recreational activities were provided, such as music, dance, outings and networking / social activities. These activities were chosen by young people themselves and led by their peers and were undertaken at locations of their choice.

(v) Covid-19 response

We were able to adapt much of our programming, enabling us to continue providing support to our most vulnerable beneficiaries online and / or through telephone. Our beneficiaries were particularly negatively affected by the pandemic, especially in the realms of mental health, education disruption, domestic abuse and more. Following a Board of Trustees decision, we developed an action plan that includes the following activities:

1. Emergency Assistance Programme - weekly food and essentials deliveries / pick ups to families in need.
2. Emergency Community Response - young adult volunteers go out to the community and help families in need with errands such as food shopping, pharmacy trips and food deliveries.
3. Adoption of essential programmes - we adapted our programmes for remote delivery as well as greatly expanded our detached work to continue supporting our most vulnerable beneficiaries.

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

Achievements and performance

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Achievements and performance *(continued)*

Performance and achievement

1. Our organisation increased its capabilities (knowledge, skills and confidence), acquired relevant supporting tools and used these newly developed capabilities to increase fundraising, improve youth participation and deliver outcomes more effectively and sustainably to beneficiaries.
2. More young people (approximately 170) improved their employability and increased their chances for a better future.
3. More young people (approximately 1,970) improved their mental health and well-being.
4. More young people (approximately 1,010) kept away from trouble and improved their physical well-being.
5. Set up a new emergency food programme and adapted remote working in response to Covid-19

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Financial review

Financial result

Results for the year ended 31 March 2021 are given in the Statement of Financial Activities on page 10.

Reserves Policy

Our reserves policy requires the target of free unrestricted funds not committed or invested in tangible fixed assets held by the charity to be between 3 and 6 months of our annual estimated operating expenditure. In line with our reserve policy the predicted range of our free reserves is 12,000 and 24000 based on 2020/2021 budgeted operating annual expenditure of 48,000. Our current held free reserves of 19,842 is within range and safe to meet the working capital requirements of the charity in the event of a significant drop in funding.

Prepayments

Funds paid in advance by funders totaling 7,825 (Restricted) shown in the statements on pg. 10 under the Net income and net movement in funds, relate to 2021/2022 financial year activities that was received in 2020/21 financial year

Future Plans

Our plans over the next financial year are as follows:

We will increase our fundraising capacity and diversify income streams. We will begin to look into additional income streams including a wider range of grant funding, online fundraising through social media, crowdfunding, consultancy services and service level agreements. We will also develop our professional networks and partnership working, boosting our impact through pooling resources and mitigating overlap in services.

We will expand our existing programmes to focus on addressing the new and emerging issues of local girls. We will focus on supporting those with serious mental health needs and those living in food poverty, particularly new beneficiaries in new geographic areas. This will include an expansion of our emergency food and essentials delivery project.

We will recruit more community-based volunteers. We have learned during these difficult times that particularly at-risk young girls are more responsive to volunteers and peers. We will continue to increase our volunteer base and focus on volunteer- and youth-led interventions.

We will expand our geographical reach. Local organisations in our network and previous young beneficiaries have referred to us vulnerable young people, particularly black girls, from nearby deprived neighbourhoods in Havering.

We will expand our age bracket to up to age 25 years. Many young people who we have worked with in the past still need support. Expanding our target age bracket will ensure these young women are not left behind.

YOUNG STEPS LTD

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Financial review *(continued)*

Small company provisions

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

The trustees' annual report and the strategic report were approved on.....10/11/2021.....and signed on behalf of the board of trustees by:



FRANK AMBEI
Trustee

YOUNG STEPS LTD

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of YOUNG STEPS LTD

Year ended 31 March 2021

I report to the trustees on my examination of the financial statements of YOUNG STEPS LTD ('the charity') for the year ended 31 March 2021.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

YOUNG STEPS LTD

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of YOUNG STEPS LTD *(continued)*

Year ended 31 March 2021

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Fred Michael & Co 216
High Road Chadwell
Heath
Romford, Essex RM6 6LS
Independent Examiner

216 High Road
Chadwell Heath
Romford
Essex
UK
RM6 6LS

Fred Michael
10/01/21

**FRED MICHAEL & CO LTD
CHARTERED CERTIFIED
ACCOUNTANTS
216 HIGH ROAD
CHADWELL HEATH
RM6 6LS**

10/01/21

YOUNG STEPS LTD

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2021

		Unrestricted funds	2021 Restricted funds	Total funds	2020 Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	5	9,975	58,290	68,265	59,695
Other income	6	—	—	—	5,800
Total income		<u>9,975</u>	<u>58,290</u>	<u>68,265</u>	<u>65,495</u>
Expenditure					
Expenditure on charitable activities	7,8	339	50,465	50,803	60,511
Total expenditure		<u>339</u>	<u>50,465</u>	<u>50,803</u>	<u>60,511</u>
Net income and net movement in funds		<u>9,636</u>	<u>7,825</u>	<u>17,462</u>	<u>4,984</u>
Reconciliation of funds					
Total funds brought forward		10,873	1	10,874	5,890
Total funds carried forward		<u>20,509</u>	<u>7,826</u>	<u>28,335</u>	<u>10,874</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 12 to 20 form part of these financial statements.

YOUNG STEPS LTD

Company Limited by Guarantee

Statement of Financial Position

31 March 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible fixed assets	12	667	667
Current assets			
Cash at bank and in hand		27,669	10,207
Net current assets		<u>27,669</u>	<u>10,207</u>
Total assets less current liabilities		<u>28,336</u>	<u>10,874</u>
Funds of the charity			
Restricted funds		7,826	3,785
Unrestricted funds		20,509	7,089
Total charity funds	14	<u>28,335</u>	<u>10,874</u>

For the year ending 31 March 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

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

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

These financial statements were approved by the board of trustees and authorised for issue on

10/11/2021
....., and are signed on behalf of the board by:



FRANK AMBEI
Trustee

YOUNG STEPS LTD
Company Limited by Guarantee
Statement of Financial Position

The notes on pages 12 to 20 form part of these financial statements.

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2021

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 10A ROYAL PARADE, CHURCH STREET, RM10 9XB.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102.

(a) No cash flow statement has been presented for the company. (b) Disclosures in respect of financial instruments have not been presented.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

3. Accounting policies *(continued)*

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

3. Accounting policies *(continued)*

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

3. Accounting policies *(continued)*

Impairment of fixed assets *(continued)*

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cashrefund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

Girls Development Project Ltd (GIRDE) is a company limited by guarantee and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Grants			
Covid Response	–	19,400	19,400
Post Code Neighborhood	–	19,986	19,986
Voice 4 Change	–	8,910	8,910
London Community	–	9,994	9,994
Awards for All	9,975	–	9,975
NTL Community Fund	–	–	–
	<u>9,975</u>	<u>58,290</u>	<u>68,265</u>

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Grants			
Covid Response	-	-	-
Post Code Neighbourhood	-	-	-
Voice 4 Change	-	-	-
London Community	-	-	-
Awards for All	-	9,952	9,952
NTL Community Fund	-	49,743	49,743
	<u>-</u>	<u>59,695</u>	<u>59,695</u>

6. Other income

	Unrestricted Funds £	Total Funds 2021 £	Unrestricted Funds £	Total Funds 2020 £
Other Income	<u>-</u>	<u>-</u>	<u>5,800</u>	<u>5,800</u>

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Activity type 1	-	46,130	46,130
Activity type 3	339	-	339
Activity type 7	-	3,650	3,650
Activity type 13	-	685	684
Support costs	-	-	-
	<u>339</u>	<u>50,465</u>	<u>50,803</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Activity type 1	3,555	55,091	58,646
Activity type 3	-	-	-
Activity type 7	-	-	-
Activity type 13	-	-	-
Support costs	1,045	820	1,865
	<u>4,600</u>	<u>55,911</u>	<u>60,511</u>

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

8. Expenditure on charitable activities by activity type

	Activities undertaken		Total funds 2021	Total fund 2020
	directly	Grant funding of activities		
	£	£	£	£
Activity type 1	36,088	10,042	46,130	60,511
Activity type 3	339	—	339	—
Activity type 7	3,650	—	3,650	—
Activity type 13	684	—	684	—
	<u>40,761</u>	<u>10,042</u>	<u>50,803</u>	<u>60,511</u>

9. Independent examination fees

	2021	2020
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	—	800

10. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2021	2020
	£	£
Wages and salaries	23,013	17,329
Social security costs	5,625	467
Employer contributions to pension plans	684	—
	<u>29,322</u>	<u>17,796</u>

The average head count of employees during the year was Nil (2020: 3). The average number of full-time equivalent employees during the year is analysed as follows:

	2021	2020
	No.	No.
Number of staff - type 1	—	1
Number of staff - type 2	—	1
	<u>—</u>	<u>2</u>

No employee received employee benefits of more than £60,000 during the year (2020: Nil).

11. Trustee remuneration and expenses

- no remuneration or other benefits from employment with the charity or a related entity were received by the trustees;

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

12. Tangible fixed assets

	Fixtures and fittings £
Cost	
At 1 April 2020 and 31 March 2021	11,706
Depreciation	
At 1 April 2020 and 31 March 2021	11,039
Carrying amount	
At 31 March 2021	667
At 31 March 2020	667

13. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £684 (2020: £Nil).

14. Analysis of charitable funds

Unrestricted funds

	At 1 April 2020	Income	Expenditure	At 31 March 2021
	£	£	£	£
General funds	10,873	9,975	(339)	20,509

	At 1 April 2019	Income	Expenditure	At 31 March 2020
	£	£	£	£
General funds	5,889	5,800	(4,600)	7,089

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

14. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2020	Income	Expenditure	At 31 March 2021
	£	£	£	£
Restricted Fund 1 - desc in a/cs	-	58,290	(50,465)	7,825
Restricted fund 7 - desc in a/cs	1	-	-	1
	<u>1</u>	<u>58,290</u>	<u>(50,465)</u>	<u>7,826</u>

	At 1 April 2019	Income	Expenditure	At 31 March 2020
	£	£	£	£
Restricted Fund 1 - desc in a/cs	-	59,695	(55,911)	3,784
Restricted fund 7 - desc in a/cs	1	-	-	1
	<u>1</u>	<u>59,695</u>	<u>(55,911)</u>	<u>3,785</u>

15. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds 2021
	£	£	£
Current assets	-	-	-
Creditors less than 1 year	-	-	-
Net assets	<u>-</u>	<u>-</u>	<u>-</u>

	Unrestricted Funds	Restricted Funds	Total Funds 2020
	£	£	£
Current assets	4,000	(52)	3,948
Creditors less than 1 year	(52)	-	(52)
Net assets	<u>3,948</u>	<u>(52)</u>	<u>3,896</u>

YOUNG STEPS LTD

Company Limited by Guarantee

Management Information

Year ended 31 March 2021

The following pages do not form part of the financial statements.

YOUNG STEPS LTD

Company Limited by Guarantee

Detailed Statement of Financial Activities

Year ended 31 March 2021

	2021	2020
	£	£
Income and endowments		
Donations and legacies		
Covid Response	19,400	-
Post Code Neighbourhood	19,986	-
Voice 4 Change	8,910	-
London Community	9,994	-
Awards for All	9,975	9,952
NTL Community Fund	-	49,743
	<u>68,265</u>	<u>59,695</u>
Other income		
Other Income	-	5,800
	<u>68,265</u>	<u>65,495</u>
Total income	<u>68,265</u>	<u>65,495</u>
Expenditure		
Expenditure on charitable activities		
Wages and salaries	23,013	17,329
Employer's NIC	5,625	467
Pension costs	684	-
Rent	3,650	4,500
Rates and water	-	131
Insurance	250	-
Other establishment	-	11,528
Legal and professional fees	1,170	819
Telephone	1,542	1,057
Other office costs	2,269	245
Other interest payable and similar charges	170	-
DetailedSOFAExpenditureOnCharitableActivitiesType2H	10,442	14,800
DetailedSOFAExpenditureOnCharitableActivitiesType3H	1,050	3,680
DetailedSOFAExpenditureOnCharitableActivitiesType4H	903	2,400
DetailedSOFAExpenditureOnCharitableActivitiesType5H	35	3,555
	<u>50,803</u>	<u>60,511</u>
Total expenditure	<u>50,803</u>	<u>60,511</u>
Net income	<u>17,462</u>	<u>4,984</u>

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 31 March 2021

	2021	2020
	£	£
Expenditure on charitable activities		
Activity type 1		
<i>Activities undertaken directly</i>		
Wages/salaries	23,013	16,283
Employer's NIC	5,625	467
Rent	-	4,500
Rates & water	-	131
Insurance	250	-
Direct charitable activity 1 - other establishment	-	5,536
Legal and professional fees	1,170	-
Direct charitable activity 1 - telephone	1,542	1,057
Direct charitable activity 1 - other office costs	2,100	245
Direct charitable activity 1 - other type 1	400	14,800
Direct charitable activity 1 - other type 2	1,050	3,680
Direct charitable activity 1 - other type 3	903	2,400
Direct charitable activity 1 - other type 4	35	3,555
	<u>36,088</u>	<u>52,654</u>
<i>Grant funding activities</i>		
Grant charitable activity 1 - other establishment	-	5,992
Other	10,042	-
	<u>10,042</u>	<u>5,992</u>
<i>Support costs</i>		
Wages/salaries	-	1,046
Legal and professional fees	-	819
	-	<u>1,865</u>
Activity type 3		
<i>Activities undertaken directly</i>		
other office costs	169	-
Other interest payable and similar charges	170	-
	<u>339</u>	-
Activity type 7		
<i>Activities undertaken directly</i>		
Rent	3,650	-
	<u>-</u>	-
Activity type 13		
<i>Activities undertaken directly</i>		
Direct charitable activity 13 - pension costs	684	-
	<u>-</u>	-
Expenditure on charitable activities	<u>50,803</u>	<u>60,511</u>

YOUNG STEPS LTD

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 31 March 2021
