

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

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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
ABIGAIL 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 24,000 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 (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 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**

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		9,975	58,290	68,265	65,495
		=====	=====	=====	=====
Expenditure					
Expenditure on charitable activities	7,8	339	50,465	50,803	60,511
Total expenditure		339	50,465	50,803	60,511
		=====	=====	=====	=====
Net income and net movement in funds		9,636	7,825	17,462	4,984
		=====	=====	=====	=====
Reconciliation of funds					
Total funds brought forward		10,873	1	10,874	5,890
Total funds carried forward		20,509	7,826	28,335	10,874
		=====	=====	=====	=====

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		27,669	10,207
Total assets less current liabilities		28,336	10,874
Funds of the charity			
Restricted funds		7,826	3,785
Unrestricted funds		20,509	7,089
Total charity funds	14	28,335	10,874

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	-	-	5,800	5,800
	<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	Total fund
	directly	of activities	2021	2020
	£	£	£	£
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	<u>11,706</u>
Depreciation	
At 1 April 2020 and 31 March 2021	<u>11,039</u>
Carrying amount	
At 31 March 2021	<u>667</u>
At 31 March 2020	<u>667</u>

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	<u>10,873</u>	<u>9,975</u>	<u>(339)</u>	<u>20,509</u>

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

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>—</u>	<u>—</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>
	<u>—</u>	<u>—</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>—</u>	<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>	<u>—</u>
Activity type 7		
<i>Activities undertaken directly</i>		
Rent	3,650	—
	<u>—</u>	<u>—</u>
Activity type 13		
<i>Activities undertaken directly</i>		
Direct charitable activity 13 - pension costs	684	—
	<u>—</u>	<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
