

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

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# YOUNG STEPS LTD

Company Limited by Guarantee

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

Year ended 31 March 2022

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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

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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

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## 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

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## 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

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#### 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.

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# YOUNG STEPS LTD

Company Limited by Guarantee

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

Year ended 31 March 2022

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## 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

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I report to the trustees on my examination of the financial statements of YOUNG STEPS LTD (the charity) 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

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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
		Unrestricted funds	Restricted funds	Total funds
	Note	£	£	£
<b>Income and endowments</b>				
Donations and legacies	5	20,420	23,067	43,487
<b>Total income</b>		20,420	23,067	43,487
<b>Expenditure</b>				
Expenditure on charitable activities	6,7	22,437	23,011	45,449
<b>Total expenditure</b>		22,437	23,011	45,449
<b>Net (expenditure)/income and net movement in funds</b>		(2,017)	56	(1,962)
<b>Reconciliation of funds</b>				
Total funds brought forward		28,335	1	28,336
<b>Total funds carried forward</b>		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 £
<b>Fixed assets</b>			
Tangible fixed assets	11	667	667
<b>Current assets</b>			
Cash at bank and in hand		25,707	27,669
<b>Net current assets</b>		25,707	27,669
<b>Total assets less current liabilities</b>		26,374	28,336
<b>Funds of the charity</b>			
Restricted funds		(1,787)	7,826
Unrestricted funds		28,162	20,509
<b>Total charity funds</b>	13	26,375	28,335

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**

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#### **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

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#### 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

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#### 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

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#### 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
	2022		
<b>Donations</b>	£	£	£
Other Incomes	420	-	420
<b>Grants</b>			
Covid Response	-	-	-
Post Code Neighbourhood Fund	-	-	-
Voice 4 Change	-	10,964	10,964
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
	£	£	£
<b>Donations</b>			
Other Incomes	-	-	-
<b>Grants</b>			
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>-</u>	<u>-</u>	<u>-</u>
	<u>22,437</u>	<u>23,011</u>	<u>45,449</u>
<b>Unrestricted Funds</b>			
Community based support	-	46,130	46,130
Recreation Activities	-	-	-
Young Mothers	339	-	339
Employment and career	-	3,650	3,650
	<u>-</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
	45,449	45,449	50,803

#### 8. Independent examination fees

	2022	2021
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	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
	26,749	29,322

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	2021
	No.	No.
Number of staff - type 1	1	-

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;



**Company Limited by Guarantee**

## Notes to the Financial Statements (continued)

## 11. Tangible fixed assets

## 12. Pensions and other post retirement benefits

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

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**YOUNG STEPS LTD**

**Company Limited by Guarantee**

## Notes to the Financial Statements (continued)

**Year ended 31 March 2022**

### 13. Analysis of charitable funds (continued)

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