

OYA ORGANISATION OF YOUNG AFRICANS

England & Wales · Charity number 1108297

Details

Other names ORGANISATION OF YOUNG AFRICANS, OYA

Status Registered

Legal form Other

Registered 2005-02-25

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

Contact

Address Flat 1/B
Merlin
The Concourse
London
NW9 5XP

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Website www.oya.org.uk

Activities

Objects: FOR THE BENEFIT OF AFRICANS IN BRITAIN AND AFRICA, IN PARTICULAR BUT NOT EXCLUSIVELY FOR THE PURPOSE OF:(I) ADVANCING EDUCATION AND TRAINING (II) CONTRIBUTING TO THE REDUCTION OF POVERTY(III) PROVIDING OR ASSISTING IN THE PROVISION OF FACILITIES FOR CULTURAL EXPRESSION, RECREATION AND OTHER LEISURE TIME OCCUPATION, IN THE INTERESTS OF SOCIAL WELFARE, SO THAT THEIR CONDITION OF LIFE MAY BE IMPROVED.

Activities: OYA runs a cluster of projects for African youngsters and their families on a council estate: a supplementary school (English, Maths, Science) for 11-16 years olds, a culture programme (African choir, dance, drama), a trainee scheme (paid Saturday jobs and training in youth work and administration) for 16-18 year olds, and a Family Programme including advice, advocacy and volunteering.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, The Prevention Or Relief Of Poverty, Overseas Aid/famine Relief, Arts/culture/heritage/science, Amateur Sport, Economic/community Development/employment
- **Who:** Children/young People, People Of A Particular Ethnic Or Racial Origin

Geography

- **Area of benefit:** BRITAIN AND AFRICA.
- Barnet
- Brent
- Camden
- Croydon
- Enfield
- Harrow
- Hertfordshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-09-05	£142,687	£157,751	-	-
2024-09-05	£167,467	£175,669	-	-
2023-09-05	£139,518	£116,621	-	-
2022-09-05	£125,103	£171,388	-	-
2021-09-05	£202,432	£160,496	-	-
2020-09-05	£104,004	£96,909	-	-

Trustees

Name	Role	Appointed
Adenike Hundeyin		
Amienata Sillah		2019-06-26
Aminata Mohamed		2011-01-05
Dammy Ogunde		2020-01-04
Dr David Khanu		
Dr Ramlatu Attah		
Dr Yetunde C Adelugba		2019-09-01

Accounts

OYA Organisation of Young Africans

**Report and Financial Statements
For the year ended
31 August 2025**

Charity No: 1108297

**Errington Langer Pinner
Chartered Accountants
Pyramid House
954 High Road
London N12 9RT**

OYA ORGANISATION OF YOUNG AFRICANS

CHARITY INFORMATION *FOR THE YEAR ENDED 31 AUGUST 2025*

Trustees	See Trustees' report
Charity Number	1108297
Principal Office	1B Merlin The Concourse Grahame Park Estate London NW9 5XP
Independent Examiner	M.S.Pinner ACA Errington Langer Pinner Chartered Accountants Pyramid House 954 High Road London N12 9RT

OYA ORGANISATION OF YOUNG AFRICANS

FOR THE YEAR ENDED 31 AUGUST 2025

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OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT FOR THE YEAR ENDED 31 AUGUST 2025

The trustees present their report along with the Financial Statements of the charity for the year ended 31 August 2025. The Financial Statements have been prepared in accordance with the accounting policies set out on page 9 and comply with the Charities Trust deed, the Charities Act 1993 and the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP 2005).

Structure, governance and management

The organisation, founded in 2000, was registered with the Charity Commission on 25 February 2005. The object of the organisation is the provision of educational and social support for disadvantaged young people of African (including African-Caribbean) heritage in building fulfilling lives by bridging the academic attainment gap, improving cultural self-confidence, and engaging with black positive role models (teachers).

In setting our objectives and planning our activities, the trustees have given careful consideration to the Charity Commission's general guidance on public benefit and, in particular to its supplementary public benefit guidance on advancing education.

The OYA Constitution makes provision for a maximum of 12 members and the co-option of a further 2, as follows:

Dr David Khanu	-	Chair
Dr Ramlatu Attah	-	Treasurer
Ms Amienata Sillah	-	Secretary
Dr Teniayo Adelugba	-	Member
Mrs Aminata Mohamed	-	Member
Mrs Adenike Hundeyin	-	Member
Ms Dammy Ogunde	-	Member

The organisation relies on income from donations, fund-raising, parents' contributions, local and central government funding and funding from private charitable trusts.

Development, activities and achievements – stepping into our 25th year

OYA was set up in 2000 to support young Black people, primarily from first-generation immigrant families struggling to make ends meet. The young people were living mainly around Grahame Park, a somewhat notorious north-west London council estate. Statistically, they were at the bottom of the academic league tables and the top of the school exclusion and Young Offender lists. The aim of OYA was to help them develop a sense of purpose and belonging in their new environment, to gain qualifications, to feel secure in their cultural heritage, and to avoid the pitfalls of gangs, drugs and crime proliferating in the area.

A quarter of a century later, details may have changed, methods may have been adapted, some projects may have come and gone, but the institutional framework which developed organically over our first decade in response to the young people's evolving needs remain broadly similar. OYA still operates from its small premises on the estate. The biggest activity, the Saturday School, is held in a nearby secondary school: young people are supported in core National Curriculum subjects by trained teachers, many working in mainstream schools during the week. They are organised according to their year groups, like school, and even divided into sets according to level of attainment. The Saturday School runs for 4-5 hours, with an hour for lunch (indoor film club and board games, outdoor table tennis, basketball, football) and another hour for motivational assemblies and workshops. The Weekday After-school programme is much more informal, providing a safe space to hang out with a snack and a drink and relax after the stress of mainstream school. In many of weekday sessions, people just talk. No set programme, no compartmentalisation into age groups, no 'interactive' whiteboards, no phones (except to google information we all need), just discussion of anything people felt like discussing: community learning at its best, critical thinking par excellence, vital in an age of fake news. In the summer holidays, the main focus of the Summer Camp is culture and performance. Throughout the year, the young people's families are not forgotten: parents are encouraged to get involved, seek advice and advocacy from OYA education specialists and share their concerns with each other as a community.

OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT FOR THE YEAR ENDED 31 AUGUST 2025 (CONTINUED)

OYA IN 2024-25

This year has been another good one for OYA: last year's feel-good factor and positive vibe has been sustained.

The year got off to a good start in September with a series of evening online family meetings: OYA has always believed that the optimal way to help young people is to have their parents on board. The meetings (repeated over three evenings to ensure access for as many parents as possible) were well attended by old and new families, providing opportunities to share expectations on both sides.

With the Saturday School and the Weekday Afterschool programme up and running as usual in October, November was marked by Annual Awards 2024. This year's Awards surpassed the event of the previous year, which had already exceeded our expectations. We had regretted that in 2023, our first post-covid Awards, we had not had the confidence to invite funders, local dignitaries, etc. This year, we started early, sending out Save-the Date messages well in advance. A substantial number of local councillors were present and spoke very positively about the impact of OYA. As usual, the young people entertained everybody for several hours with brain-teasing inter-country competitions and cultural performances, and parents stepped up in force to organise a culinary feast from a dozen different countries across Africa for over 300 people.

The year followed broadly its usual rhythm: the Saturday School with its three terms coinciding with the terms of the mainstream schools, each term with exams in Week 8 each term, a Kids Take Control Day to recover from exams, and a final Assembly in Week 10 to recognise the young people's term achievements. This year summer term was the most enjoyable as it had been the previous year, because of the inter-country academic and sporting competitions. Many Saturday lunchtimes in June and July saw a hundred young people out in the sunshine enjoying the Grahame Park Open Space beside the 'lake'. The newly-introduced tug o'war – teachers versus students – was the highlight of the Sports Day, the last day of the year. Against all odds, the teachers won.

July 23rd marked the 25th birthday of the organisation. Celebrations will hopefully run through next year.

Finally, in August, the academic harvest was reaped: GCSE results, where OYA young people as usual exceeded local and national averages by many percentage points, with two local boys, from Burnt Oak and Grahame Park, achieving 6 Grade 9s and 2 Grade 8s and 5 Grade 9s and 3 Grade 8s respectively: both young people had been members of OYA since starting secondary school aged 11.

OYA GCSE RESULTS 2025

PASS GRADE 4+	ENGLISH	OYA 92%	BARNET 86%	ENGLAND 71%
	MATHS	OYA 100%	BARNET 86%	ENGLAND 72%
PASS GRADE 5+	ENGLISH	OYA 85%	BARNET 67%	ENGLAND 54%
	MATHS	OYA 85%	BARNET 67%	ENGLAND 53%
PASS GRADE 7+	ENGLISH	OYA 40%	ENGLAND 23%	
	MATHS	OYA 53%	ENGLAND 23%	

THE NUMBERS GAME

There have been other reasons to feel good about this year. Last year's healthy numbers have been maintained. Average attendance at the Saturday School has been 120 young people, ranging in age from 9 to 16. Together with the young people who attend just the Weekday After-school programme, as well as the members of the Trainee Scheme, a total of 180 young people have benefitted from OYA in the course of the year. As usual, the young people hailed from a dozen African countries, the largest groups being from Somalia (27%) and Nigeria (22%), with the usual small minority from the Caribbean, reflecting the local demographic. Over 70% this year were Barnet residents, with the remainder coming from a wide range of London boroughs as far afield as Hounslow, Croydon and Tower Hamlets. The young people attended a total of 45 Secondary and Primary schools

OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT FOR THE YEAR ENDED 31 AUGUST 2025 (CONTINUED)

OYA has a peculiar strength in that young people don't just come and go: many stick around for several years (current retention into the second year from registration year is 92%, with 48% continuing the third year). This provides a sense of stability much needed by young people living often in temporary accommodation. It allows the young people to form healthy long-term relationships, particularly important in a generation which lived through the social isolation of the pandemic. It is also a fertile ground for longitudinal research, which we hope to develop as part of our Monitoring and Evaluation plan going forward.

GOOD PRACTICE EXAMPLES

In addition to the consistent success of the OYA academic work with the young people, looking back over the quarter century, and reflecting on what has worked and what has not been worth it, two projects which came into being organically as OYA developed could be highlighted this year: the Trainee Scheme (2006) and Kids Take Control Days (2022).

1. Trainee Scheme: extended paid work experience (16 to 19-year-olds)

This scheme provides paid one-year work experience for up to 10 young people as they simultaneously continue their mainstream post-16 education. They undergo a rigorous application process (CV, letter of application, interview, practical tests). They are trained in youth work, safeguarding, data processing, event management, etc. They gain practical experience by helping to run activities on Saturdays and carry out basic admin tasks. Training and decent quality work experience are vital for this target group: as children of immigrants, they often do not have access to meaningful internships via family networks and are therefore far from 'work ready' when they enter the world of work. These young people also need to be paid for their labour: since the abolition of the EMA, they would otherwise struggle as is expected of them to contribute to family budgets, even more crucial now with the cost-of-living crisis.

This year, OYA recruited 9 Trainees. In addition to the usual training and work experience, they raised OYA's profile by attending community events across London and launching OYA on social media. The scheme has been funded by the Mayor of London for the past two years. It is vital that it be allowed to continue.

2. Kids Take Control Days: developing the soft skills

As an organisation, OYA has always emphasised the need for academic excellence and qualifications. But we have become increasingly aware over the years that qualifications are not enough in the competitive job market all young people – but especially disadvantaged young Black people – will face. In 2022, we ran a pilot soft skills day: the young people were in charge and the adults – their teachers – became the students. The focus was Somalia, the teachers, with the help of our student Somali speakers, found themselves under pressure to pass a Somali oral test in public by the end of the day. Leadership, teamwork, communication skills, study skills, time management, stress management, resilience, were all at stake, and parents who came to watch the final performances were immediate converts. It took a while longer to convince everybody else, but now the whole community accepts Kids Take Control Days as routine.

This year we had three highly successful Kids Take Control days, **one on Kenya** - we learned Swahili – and another on Ghana (Twi). Parents came in to help as language informants, and kids came out of the woodwork who had never confessed to fluency in an African language. The impact on teacher-student relationships was transformative: young people known for negative, disruptive behaviour, empowered by the structure of the day and their mastery of their language, became happier and consequently more positive.

Kids Take Control Days is another project for which funding must be found.

OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT FOR THE YEAR ENDED 31 AUGUST 2025 (CONTINUED)

PROMISING NEW PROJECTS

The new approach to learning trialled this year and the new – or pseudo-new - careers project are intrinsically connected.

Young people often find learning difficult because they don't see the relevance of the content presented to them – it doesn't make sense. So, bored, they join the classroom disruption squad which takes up a sizeable percentage of class time in mainstream schools. But what if kids had a clearer sense of the future, what if they took ownership of their lives from a relatively early stage in their education trajectory? And what if they began early to familiarise themselves with positive ways to earn a good living – of interesting future careers? And what if these careers were presented to them embodied in relatively young people who look like them and share their lived experience?

1. Independent Learning

This year, reflecting on how little time we in OYA have with the young people - an OYA English teacher, for example, has one short hour once a week, compared to mainstream school where a teacher has several hours across several days, it occurred to us that the little time we have might be more effectively spent focusing less on pumping subject content into the young people **and more on** encouraging them to see themselves as Independent Learners, take ownership of their learning, study not for their parents or because the teacher said so but because learning might bring good GCSEs which in turn might open doors to greater opportunities leading towards an interesting career, good money and a lifestyle that appeals to them. So this year, OYA teachers were asked to embed the idea of Independent Learning in all their sessions with the young people. This meant inspiring the kids to use their energy positively, empowering them to take charge of their learning in their mainstream schools, raising their awareness of how their relationships with their teachers and classmates could help or hinder their personal progress towards their chosen goal, showing them ways to plan and get organised. This project also has promising possibilities in terms of developing a new way for OYA to work more closely with the mainstream schools where our young people spend such a large proportion of their time

2. OYA Careers

Side by side with Independent Learning, the Careers project was piloted. OYA has had Careers workshops on and off over the years, but these have never been built into a coherent programme. This is an obvious gap in our provision: since the shutting down of Connexions at a national level over a decade ago, schools' careers advice provision is fragmented. Meantime, OYA has an obvious free human resource available in the form of our old students, many of whom have successful varied careers – along with the added benefit of having been OYA kids themselves. Last year, we set up a WhatsApp group on which over 100 old students happily registered. This year, we secured a small local grant to cover project management, publicity, materials and refreshments. And throughout May and June, our old students came 'home' – some from the early days, telling tales of what it had been like in 2002 to step out of the plane speaking little English and be laughed at by mean classmates every time you opened your mouth, and how OYA had contributed to their survival and future success. They were interviewed extensively by the current young people about a wide range of careers: biomedical, structural and software engineering, cybersecurity, mental health nursing – and even rapping! The sessions were open to the young people's friends and families. The project is so promising that we are now applying for further funding to make it a permanent feature of the OYA curriculum. In the longer term, it could grow an organic offshoot, optimising the more-than-willing old students as individual mentors in a much-needed mentoring scheme.

PREMISES

OYA has operated out of small premises on Grahame Park estate since 2001, with a peppercorn lease from Barnet Council. The estate has been under regeneration since 2003, and our premises has been scheduled for demolition for the past decade. With the demolition threat now imminent, last year we appealed to the council for a replacement, and this year our appeal has been granted, with the same generous conditions. The new premises is slightly bigger than our current place, and much better located for our purpose. The young people made a video about the prospective move and the need for renovation money, which won us a small local grant for refurbishment. We hope to have signed the new lease and to move in before 2026 is out. The kids are excitedly planning to spend half-term repainting in October.

OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT FOR THE YEAR ENDED 31 AUGUST 2025 (CONTINUED)

FUNDING

OYA has enjoyed two great years relatively free from the perennial stress of fundraising. We are a small organisation with a very small staff team, all of whom are obliged to wear many hats, one of which is to bring in funding which comes and goes and is constantly having to be replaced. Many nights are sleepless and this small team of people work many hours beyond those they are paid for. The consequences, in addition to permanent daily stress, are quantifiable: every hour spent fundraising is an hour taken away from valuable work directly impacting on the young people. So last year and this, it has been beyond helpful to have the generous financial support of two major funders, John Lyon's and the Mayor of London-VRU/Stronger Futures 2.

There is clear evidence that the OYA community is in need of the support we provide. A recent cost-of-living survey evidenced the following: 70% of our families live in rented council or housing association accommodation, nearly always cramped, often damp and mouldy, frequently temporary. Single parents head 39% of our families (UK average 16%), 64% are on universal credit (UK 20%) and 55% of OYA young people are on Free School Meals (UK 28%). Our parents cannot afford the private tuition which has now become almost standard among better-off families of young people attending mainstream schools, especially post-pandemic.

As this year ends, we have had to spend the final months of Term 3 working on replacement funding for almost all our projects. We feel fortunate in that John Lyon's and VRU have invited us to reapply. The summer has been spent preparing an application for John Lyon's, and we await the launch of VRU-Stronger Futures 3. We continue as always to apply for small local short-term grants as they appear. And we welcome the initiative of some funders in recently introducing longer-term grants of up to 5 or even 10 years.

Reserves policy

The trustees wish to establish a policy whereby the unrestricted funds held by the charity are 3 to 6 months of the resources expended. At present the general unrestricted funds show a surplus of £15,812 (2024 - £22,475).

Risk management

The organisation's trustees have considered the risks to which the organisation is exposed and have reviewed those risks and established systems and procedures to manage those risks.

Trustees responsibilities in relation to the financial statements

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of its financial activities for that year. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed subject to any departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT FOR THE YEAR ENDED 31 AUGUST 2025 (CONTINUED)

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ascertain the financial position of the charity and ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations and the provisions of the trust deed. The trustees are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

07/05/2026

This report was approved by the Trustees on


Chair

OYA ORGANISATION OF YOUNG AFRICANS

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES ON THE FINANCIAL STATEMENTS OF OYA ORGANISATION OF YOUNG AFRICANS FOR THE YEAR ENDED 31 AUGUST 2025

I report on the accounts of the Charity for the year ended 31 August 2025 which are as set out on pages 7 to 14.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the financial statements. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the financial statements under section 145 of the 2011 Act;
- to follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5) and 152(5) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared accounts in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)", in preference to "Accounting and Reporting by Charities: Statement of Recommended Practice" issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for accounts to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements:
- to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare financial statements which accord with the accounting records and to comply with the accounting requirements of the 2011 Act

have not been met; or

- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

M S Pinner

M.S.Pinner ACA
Errington Langer Pinner
Chartered Accountants
Pyramid House
954 High Road
London N12 9RT

Date: 7 May 2025

OYA! ORGANISATION OF YOUNG AFRICANS

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2025

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Incoming resources				
Grants - Current year	45,000	68,879	113,879	139,734
Fees receivable	27,138	-	27,138	27,000
Donations and miscellaneous income	1,670	-	1,670	733
Total incoming resources	73,808	68,879	142,687	167,467
Resources expended				
Wages and salaries	58,511	62,962	121,473	124,493
Trainee apprenticeship	-	8,763	8,763	20,870
Volunteer expenses	40	-	40	85
Events and trips	-	-	-	107
Travelling	-	-	-	50
Rent and rates	13,133	161	13,294	13,417
Insurance	1,175	-	1,175	955
Light and heat	2,027	-	2,027	2,591
Repairs and maintenance	-	-	-	17
Books and materials	1,150	-	1,150	-
Printing, postage and stationery	1,264	-	1,264	1,804
Small office equipment	-	-	-	66
Telephone	830	-	830	401
Professional and consultancy fees	53	-	53	250
Independent examiners fees	630	-	630	360
Membership and subscription	1,292	-	1,292	1,517
Depreciation on fixed assets	-	2,554	2,554	3,274
Motor vehicle expenses	130	-	130	574
Refreshments	141	2,840	2,981	3,473
Cleaning / health & safety	82	-	82	64
Bank charges	13	-	13	-
Sundry expenses	-	-	-	1,301
Total resources expended	80,471	77,280	157,751	175,669
Net incoming/(outgoing) resources for the year ended 31 August 2025	(6,663)	(8,401)	(15,064)	(8,202)
Transfer between funds	-	-	-	-
Fund balances brought forward at 1 September 2024	22,475	31,832	54,307	62,509
Fund balances carried forward at 31 August 2025	15,812	23,431	39,243	54,307
	=====	=====	=====	=====

OYA! ORGANISATION OF YOUNG AFRICANS

BALANCE SHEET AS AT 31 AUGUST 2025

	Notes	2025 £	2024 £
Fixed assets			
Tangible assets	3	9,882	12,436
		<u>9,882</u>	<u>12,436</u>
Current assets			
Debtors	4	28	1,047
Cash at bank and in hand	5	50,304	56,605
		<u>50,332</u>	<u>57,652</u>
Creditors: amounts falling due within one year	6	(20,971)	(15,781)
Net current assets		<u>29,361</u>	<u>41,871</u>
Net assets		<u>39,243</u> =====	<u>54,307</u> =====
Funds	7		
Unrestricted Funds		15,812	22,475
Restricted Funds		24,431	31,832
		<u>39,243</u> =====	<u>54,307</u> =====

The notes on pages 8 to 13 form part of these financial statements.

Approved by the Board of Trustees on.....**07/05/2026**..... and signed on its behalf by:
Chairman.....

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025

1. Accounting policies

1.1 Basis of preparation

The accounts have been prepared in accordance with the Charities Act 2011 and “Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)” (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The accounts have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The accounts have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025 (CONTINUED)

1.5 Resources expended

Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Office equipment	-	15% reducing balance
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income / (expenditure) for the year.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

2. Trustees' remuneration and expenses

None of the trustees were remunerated or received reimbursement for expenses.

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025 (CONTINUED)

3. Tangible Assets

	Office Equipment £	Motor vehicle £	Total £
Cost			
At 1 September 2024	23,140	21,768	44,908
Additions	-	-	-
At 31 August 2025	23,140	21,768	44,908
Depreciation			
At 1 September 2024	17,591	14,881	32,472
Charge for the year	832	1,722	2,554
At August 2025	18,423	16,603	35,026
Net book values			
At 31 August 2025	4,717	5,165	9,882
At 31 August 2024	5,549	6,887	12,436

The assets are used for the operation and administration of the charity.

4. Debtors	2025 £	2024 £
Prepayments	28	27
Accrued income	-	1,020
Other debtors	-	-
	28	1,047

5. Cash at bank and in hand	2025 £	2024 £
Current account	50,304	56,580
Cash in hand	-	25
	50,304	56,605

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025 (CONTINUED)

6. Creditors: amounts falling due within one year

	2025 £	2024 £
Accruals	1,020	813
Other creditors	361	260
Deferred income	19,590	14,708
	20,971	15,781
	=====	=====

7. Analysis of charitable funds

	Balance at 1 September 2024 £	Incoming resources £	Resources expended £	Balance at 31 August 2025 £
General fund	21,848	28,808	(34,918)	15,738
John Lyon's Charity – HSC Emergency Fund	627	45,000	(45,553)	74
Transfer between funds	-	-	-	-
	22,475	73,808	(80,471)	15,812

Analysis of restricted funds movement

	Balance at 1 September 2024 £	Incoming resources £	Resources expended £	Transfer between general/ restricted funds £	Balance at 31 August 2025 £
LB Barnet – Black History	-	1,000	(1,000)	-	-
Young Barnet Foundation – S2G#25	-	4,130	(4,130)	-	-
Young Barnet Foundation – S2G#37	-	2,520	(420)	-	2,100
OYA & Park High – Partnership (John Lyon's)	51	-	-	-	51
John Lyon's Charity – Summer Activity	(77)	-	-	-	(77)
Wave 3 (London Community Response)	16,590	-	(2,554)	-	14,036
The Fore	3,271	-	(3,271)	-	-
CAF – Resilience Fund	634	-	-	-	634
Mayor Of London – Violence Reduction Unit	11,363	61,229	(65,905)	-	6,687
	31,832	68,879	(77,280)	-	23,431

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025 (CONTINUED)

Name of the fund	Description, nature and purpose of the fund
Young Barnet Foundation – S2G#25	Three years grant for A* for English Project
Young Barnet Foundation – S2G#37	One-off funding for careers
LB Barnet – Black History	Educational funding
OYA & Park High – Partnership (John Lyon's)	OYA as a Lead Organisation, bid for funding from John Lyon's Charity and secured of £120,000 for 3 years (i.e. £40,000 per year) The funding is for Teacher's salaries, part for Co-ordinator and Finance Officer salaries for 3 years. The project started September 2020 and finished August 2023
John Lyon's Charity – HSC (Emergency) Grant	General fund for administrative expenses, and employee salaries
John Lyon's Charity – Cost of Living Grant	General fund for administrative expenses
John Lyon's Charity – Summer Activity	Funding for summer activities.
CAF - Resilience Fund	Funding for 6 months starting from October 2020. OYA office renovation and staff cost recoveries
The Fore	OYA Systems upgrades
Mayor Of London – Violence Reduction Unit	Violence Reduction Unit's Stronger Future Programme. Stronger Futures for Young Black Londoners. The grant was awarded for 2 years starting from September 2023.

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025 (CONTINUED)

8. Staff costs

	2025	2024
	£	£
Salaries including trainees	130,236	145,363
	=====	=====

The average weekly number of employees remunerated during the year, calculated on a full time equivalent basis was:

	2025	2024
Administration and teaching	10	12
	=====	=====

Accounts

OYA Organisation of Young Africans

**Report and Financial Statements
For the year ended
31 August 2024**

Charity No: 1108297

**Errington Langer Pinner
Chartered Accountants
Pyramid House
954 High Road
London N12 9RT**

OYA ORGANISATION OF YOUNG AFRICANS

CHARITY INFORMATION FOR THE YEAR ENDED 31 AUGUST 2024

Trustees	See Trustees' report
Charity Number	1108297
Principal Office	1B Merlin The Concourse Grahame Park Estate London NW9 5XP
Independent Examiner	M.S.Pinner ACA Errington Langer Pinner Chartered Accountants Pyramid House 954 High Road London N12 9RT

OYA ORGANISATION OF YOUNG AFRICANS

FOR THE YEAR ENDED 31 AUGUST 2024

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OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT FOR THE YEAR ENDED 31 AUGUST 2024

The trustees present their report along with the Financial Statements of the charity for the year ended 31 August 2024. The Financial Statements have been prepared in accordance with the accounting policies set out on page 9 and comply with the Charities Trust deed, the Charities Act 1993 and the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP 2005).

Structure, governance and management

The organisation, founded in 2000, was registered with the Charity Commission on 25 February 2005. The object of the organisation is the provision of educational and social support for disadvantaged young people of African (including African-Caribbean) heritage in building fulfilling lives by bridging the academic attainment gap, improving cultural self-confidence, and engaging with black positive role models (teachers).

In setting our objectives and planning our activities, the trustees have given careful consideration to the Charity Commission's general guidance on public benefit and, in particular to its supplementary public benefit guidance on advancing education.

The OYA Constitution makes provision for a maximum of 12 members and the co-option of a further 2, as follows:

Dr David Khanu	-	Chair
Dr Ramlatu Attah	-	Treasurer
Ms Amienata Sillah	-	Secretary
Dr Teniayo Adelugba	-	Member
Mrs Aminata Mohamed	-	Member
Mrs Adenike Hundeyin	-	Member
Ms Dammy Ogunde	-	Member

The organisation relies on income from donations, fund-raising, parents' contributions, local and central government funding and funding from private charitable trusts.

Development, activities and achievements

This year has been another good one for OYA: we have been able to build on the solid post-covid foundations of the previous year. The feel-good factor and positive vibe among young people and staff has been sustained, with encouraging feedback from the young people themselves as well as their parents and carers. Funding for the year has been in place from the outset, considerably reducing management and staff stress levels. Work on our admin systems and upgrading our tech is proceeding steadily and work has started on our new Strategic Plan 2025-2028.

The year got off to a great start with the Annual Awards in October, traditionally OYA's biggest event of the year. This was our first Awards since covid. We were unsure what to expect, and what happened vastly exceeded our expectations. A small group of dedicated parents managed to mobilise the entire community, the young people entertained everybody for several hours with brain-teasing competitions and cultural performances, and almost 300 people sat down to delicious food from across Africa.

Numbers have been up by 40% on last year, with over 120 young people attending activities regularly. As usual, the young people hailed from a dozen African countries, the largest groups being from Somalia (27%) and Nigeria (22%), with the usual small minority from the Caribbean, reflecting the local demographic. Over 70% this year were Barnet residents, with the remainder coming from a wide range of London boroughs as far afield as Hounslow, Croydon and Tower Hamlets. The young people attended a total of 51 Secondary and Primary schools.

OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT

FOR THE YEAR ENDED 31 AUGUST 2024 (CONTINUED)

HIGHLIGHTS

This year is likely to be remembered on two counts:

1. John Lyon's, one of our most consistent and generous funders, celebrated our achievements over the years by featuring OYA in their Annual Report 2023, making a delightful video about our young people and entering the video in the prestigious national Smiley film competition, where, thanks to energetic publicity campaigns by both John Lyon's and the OYA community, we won the Popular Vote in our category.
2. Excellent GCSE results from our 22-strong cohort who had started their secondary school journey during covid: the young people we supported outstripped local and national averages by many percentage points, with one of them, from a 'needs improvement' school, achieving 9 level 9s and a level 8. Our high-end math's results were particularly satisfying:
Passes (4+): OYA 95%, England 62%
English (5+ strong pass): OYA 77%, England 46%
Math's (7+ A/A*) OYA 41%, England 16%.

ACTIVITIES

1. Bridging the academic gap: core subject support (10-16-year-olds)

Young Black people continue to be over-represented at the bottom of the academic league tables, and, despite the efforts of the mainstream schools, the gap widened during the pandemic. The parents of our young people can see the valiant struggle of our local schools to deal with persistently large class sizes and damagingly high teacher turnover, leading to many parents resorting to private tuition as routine. This is sadly not a financial option for the families of our young people.

OYA continues to believe in the importance of qualifications. As usual, this year we have provided support in core subjects – English, Maths, Science – for all the young people on Saturdays throughout the school term, with extra revision sessions for Year 11 as GCSE exams approach. Delivery this year has been restored to 100% face-to-face, the norm before the pandemic.

A new additional weekday maths support session for 15/16-year olds has been proving popular and deserves encouragement. Responding to local need, it is open to young people of all ethnicities:

'The maths sessions are enjoyable and I understand everything I am taught.'
'I've been taught useful skills and methods that I haven't been taught in school.'

2. Trainee Scheme: work experience (16-19-year-olds)

This scheme, dating back to 2006, provides paid work experience for young people as they simultaneously continue their mainstream post-16 education. Training and work experience are vital for our target group, who do not have access to meaningful internships via family networks. We pay the young people, because they often have to contribute to family budgets at this stage. They are trained in youth work, safeguarding, data processing, event management, etc. They gain practical experience by helping to run activities on Saturdays and carry out basic admin tasks.

Traditionally a two-year programme with intake limited to young people who had been attending other OYA activities, this year two changes were introduced: the programme was reduced to one year and applications were invited directly from local schools, producing 50% of this year's trainee intake. All trainees successfully completed the training.

OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT

FOR THE YEAR ENDED 31 AUGUST 2024 (CONTINUED)

3. Workshops and Assemblies: critical thinking and public speaking

Critical thinking and public speaking are developed in our workshops and Assemblies, which this year have been almost weekly and included exploration of the topic: 'Our parents brought us here for a better life: are we making the most of the opportunities?'

Assemblies also provide an opportunity for the young people to exercise their democratic power within the organisation. Last year, a young man succeeded in getting academic sessions reduced from 60 to 45 minutes. Having experienced the shorter sessions, this year the young people overwhelmingly voted to switch back: the shorter sessions had proved: 'too rushed, too stressful.'

4. The new 'soft skills' emphasis: Kids Take Control Days

As an organisation, we are increasingly aware that qualifications are not enough in the competitive job market all young people – but especially disadvantaged young Black people - will face. The previous year, we had piloted an experiment – Kids Take Control Day - which saw adult facilitators taking a back seat while peer-led groups competed in a series of challenges, allowing the young people to develop their soft skills (leadership, teamwork, communication, time management, stress management, etc).

Our pilot soft skills day the previous year had focused on Somalia. This year the spotlight was on Nigeria. The young people were in charge, organising each other and the adults to learn Yoruba, master a body of knowledge about this vast country including its literary giants, and produce competitive performances by the end of the day. A great deal of fun was had and the final feedback evidenced that soft skills were developed in abundance: 80% of participants mentioned developing team-work, 78% learned stress management, 70% commented on learning risk management and 76% learned to complete tasks to a deadline.

5. Sports and Leisure: rebuilding social skills

Without OYA, Saturdays can be boring and isolating for large numbers of young people in our community: parents are out working, and reluctant to allow kids out unsupervised for fear of the bad influences that beckon around the area (gangs, drugs, crime).

On Saturdays, OYA provides a safe, supervised space where 120+ young people can relax, enjoy themselves and build healthy relationships. For many – mainly the older girls – just having a friendly, welcoming place to hang out and catch up with their age-group over a snack and drink is way preferable to sitting at home. For others, organised activities are an excellent way to break down social barriers and meet new people.

This year, as usual, outdoor activities were much appreciated. They included basketball and table tennis, though the most popular - football - had to be suspended for lack of a suitable playing surface. New this year was the introduction of a sports day, including athletics.

Indoor activities included a film club and a variety of popular board games.

'I love it - there are so many different things to do.'

'Great games and entertainment.'

'Great fun making new friends as we play.'

'I like basketball and table tennis, but bring back the football!'

6. Culture and Performance

Traditionally, the young people's engagement with their cultural heritage in OYA is via the performance arts: singing and dance. Focus on these activities has been traditionally during the Summer Camp in August and has been led by adult professionals. This year we have experimented with a new approach. The activities, led and organised by the young people themselves in competitive country groups, with professionals on call,

OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT

FOR THE YEAR ENDED 31 AUGUST 2024 (CONTINUED)

took place throughout the summer term April-July. The Somali group, the largest and therefore potentially the most difficult for the young peer leaders to organise, reached a very high standard in terms of group cohesion and were the clear winners - other country groups saw that they have a lot to learn from them. This new approach will be reviewed in the coming year.

7. Parents and Families

OYA believes that to support a young person, you must support the family. Family support traditionally takes the form of:

- a comprehensive orientation process when a young person signs up, involving individual interviews with parents and carers
- an annual online meet-up for each young person between OYA facilitators, the young person's carer(s) and the young person themselves
- an annual Parents' Conference

This year we registered 40 new families and supported over 100 families. The Parents' Conference in February, with expert input as usual from our Education Advisor and workshops providing an opportunity for parents to share their concerns, proved immensely popular:

'Thank you all OYA team for a wonderful meetup. It was educative, interactive and fun.'

'Grateful for the OYA community. I haven't laughed that hard at a conference for a while.'

'Thank you to OYA and Parents. It was an absolutely amazing conference. Well done.'

'Today was absolutely time well spent! Thank you to every single person that made today great!'

GOING FORWARD

Next year, OYA will celebrate its 25th anniversary. We move forward optimistically and thoughtfully: thankful for the support and achievements to date, but mindful that our current funding has just one year to go, our staff remain over-worked as always, and securing replacement premises for our mini youth centre, scheduled for demolition in November 2024, is still unresolved.

Review of transactions and financial position

Overall expenditure in the current year was £175,669 (2023 - £116,621) leading to a net deficit of £8,202 (2023 - £22,897 surplus). At the balance sheet date, the total funds of the charity were £54,307 (2023 - £62,509).

Reserves policy

The trustees wish to establish a policy whereby the unrestricted funds held by the charity are 3 to 6 months of the resources expended. At present the general unrestricted funds show a surplus of £22,475 (2023 - £24,458).

Risk management

The organisation's trustees have considered the risks to which the organisation is exposed and have reviewed those risks and established systems and procedures to manage those risks.

TRUSTEES REPORT
FOR THE YEAR ENDED 31 AUGUST 2024 (CONTINUED)

Trustees responsibilities in relation to the financial statements

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of its financial activities for that year. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed subject to any departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ascertain the financial position of the charity and ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations and the provisions of the trust deed. The trustees are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the Trustees on 12 April 2025

Chair 

OYA ORGANISATION OF YOUNG AFRICANS

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES ON THE FINANCIAL STATEMENTS OF OYA ORGANISATION OF YOUNG AFRICANS FOR THE YEAR ENDED 31 AUGUST 2024

I report on the accounts of the Charity for the year ended 31 August 2024 which are as set out on pages 7 to 14.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the financial statements. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the financial statements under section 145 of the 2011 Act;
- to follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5) and 152(5) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared accounts in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)", in preference to "Accounting and Reporting by Charities: Statement of Recommended Practice" issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for accounts to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements:
- to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare financial statements which accord with the accounting records and to comply with the accounting requirements of the 2011 Act

have not been met; or

- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

M S Pinner

M.S.Pinner ACA
Errington Langer Pinner
Chartered Accountants
Pyramid House
954 High Road
London N12 9RT

Date: 12 April 2025

OYA! ORGANISATION OF YOUNG AFRICANS

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2024

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Incoming resources				
Grants - Current year	45,000	94,734	139,734	119,951
Fees receivable	27,000	-	27,000	18,646
Donations and miscellaneous income	733	-	733	921
Total incoming resources	72,733	94,734	167,467	139,518
Resources expended				
Wages and salaries	50,091	74,402	124,493	90,562
Trainee apprenticeship	-	20,870	20,870	-
Volunteer expenses	85	-	85	5
Website maintenance	-	-	-	122
Events and trips	107	-	107	30
Travelling	50	-	50	-
Rent	13,417	-	13,417	9,671
Insurance	955	-	955	894
Light and heat	2,591	-	2,591	1,485
Repairs and maintenance	17	-	17	-
Printing, postage and stationery	1,804	-	1,804	1,661
Small office equipment	66	-	66	-
Telephone	401	-	401	723
Publicity	-	-	-	48
Professional and consultancy fees	250	-	250	1,279
Independent examiners fees	360	-	360	840
Membership and subscription	1,517	-	1,517	2,642
Depreciation on fixed assets	979	2,295	3,274	4,213
Motor vehicle expenses	574	-	574	1,383
Refreshments	87	3,386	3,473	1,023
Cleaning / health & safety	64	-	64	40
Sundry expenses	1,301	-	1,301	-
Total resources expended	74,716	100,953	175,669	116,621
Net incoming/(outgoing) resources for the year ended 31 August 2024	(1,983)	(6,219)	(8,202)	22,897
Transfer between funds	-	-	-	-
Fund balances brought forward at 1 September 2023	24,458	38,051	62,509	62,509
Fund balances carried forward at 31 August 2024	22,475	31,832	54,307	62,509
	=====	=====	=====	=====

OYA! ORGANISATION OF YOUNG AFRICANS

BALANCE SHEET AS AT 31 AUGUST 2024

	Notes	2024 £	2023 £
Fixed assets			
Tangible assets	3	12,436	15,711
		12,436	15,711
Current assets			
Debtors	4	1,047	1,749
Cash at bank and in hand	5	56,605	60,665
		57,652	62,414
Creditors: amounts falling due within one year	6	(15,781)	(15,616)
Net current assets		41,871	46,798
Net assets		54,307	62,509
		=====	=====
Funds	7		
Unrestricted Funds		22,475	24,458
Restricted Funds		31,832	38,051
		54,307	62,509
		=====	=====

The notes on pages 8 to 13 form part of these financial statements.

Approved by the Board of Trustees on 12 April 2025 and signed on its behalf by:

Chairman 

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

1. Accounting policies

1.1 Basis of preparation

The accounts have been prepared in accordance with the Charities Act 2011 and “Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)” (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The accounts have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The accounts have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024 (CONTINUED)

1.5 Resources expended

Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Office equipment	-	15% reducing balance
------------------	---	----------------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income / (expenditure) for the year.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

2. Trustees' remuneration and expenses

None of the trustees were remunerated or received reimbursement for expenses.

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024 (CONTINUED)

3. Tangible Assets

	Office Equipment £	Motor vehicle £	Total £
Cost			
At 1 September 2023	23,140	21,768	44,908
Additions	-	-	-
At 31 August 2024	23,140	21,768	44,908
Depreciation			
At 1 September 2023	16,612	12,585	29,197
Charge for the year	979	2,296	3,275
At August 2024	17,591	14,881	32,472
Net book values			
At 31 August 2024	5,549	6,887	12,436
At 31 August 2023	6,528	9,183	15,711

The assets are used for the operation and administration of the charity.

4. Debtors	2024 £	2023 £
Prepayments	27	544
Accrued income	1,020	750
Other debtors	-	455
	1,047	1,749

5. Cash at bank and in hand	2024 £	2023 £
Current account	56,580	60,663
Cash in hand	25	2
	56,605	60,665

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024 (CONTINUED)

6. Creditors: amounts falling due within one year

	2024	2023
	£	£
Accruals	813	2,015
Other creditors	260	-
Deferred income	14,708	13,601
	<u>15,781</u>	<u>15,616</u>
	=====	=====

7. Analysis of charitable funds

	Balance at 1 September 2023	Incoming resources	Resources expended	Balance at 31 August 2024
	£	£	£	£
General fund	24,458	27,733	(30,343)	21,848
John Lyon's Charity – HSC Emergency Fund	-	45,000	(44,373)	627
Transfer between funds	-	-	-	-
	<u>24,458</u>	<u>72,733</u>	<u>(74,716)</u>	<u>22,475</u>

Analysis of restricted funds movement

	Balance at 1 September 2023	Incoming resources	Resources expended	Transfer between general/ restricted funds	Balance at 31 August 2024
	£	£	£	£	£
Barnet Community Fund	361	3,135	(3,496)	-	-
Young Barnet Foundation – S2G#25	-	2,500	(2,500)	-	-
OYA & Park High – Partnership (John Lyon's)	51	-	-	-	51
John Lyon's Charity – Summer Activity	(79)	5,000	(4,998)	-	(77)
Wave 3 (London Community Response)	19,882	-	(3,292)	-	16,590
The Fore	17,202	-	(13,931)	-	3,271
CAF – Resilience Fund	634	-	-	-	634
Mayor Of London – Violence Reduction Unit	-	84,099	(72,736)	-	11,363
	<u>38,051</u>	<u>94,734</u>	<u>(100,953)</u>	<u>-</u>	<u>31,832</u>

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024 (CONTINUED)

Name of the fund	Description, nature and purpose of the fund
Young Barnet Foundation – S2G#25	Three years grant for A* for English Project
OYA & Park High – Partnership (John Lyon's)	OYA as a Lead Organisation, bid for funding from John Lyon's Charity and secured of £120,000 for 3 years (i.e. £40,000 per year) The funding is for Teacher's salaries, part for Co-ordinator and Finance Officer salaries for 3 years. The project started September 2020 and finished August 2023
John Lyon's Charity – HSC (Emergency) Grant	General fund for administrative expenses, and employee salaries
John Lyon's Charity – Cost of Living Grant	General fund for administrative expenses
John Lyon's Charity – Summer Activity	Funding for summer activities.
Wave 3 (London Community Response)	Funding for 6 months - Purchase of minibus, trips, staff cost recovery, minibus related expenses, hand sanitiser etc
CAF - Resilience Fund	Funding for 6 months starting from October 2020. OYA office renovation and staff cost recoveries
Barnet Community Fund	This funding is for 1 year starting from January 2023 - Talks & Debates facilitators etc
The Fore	OYA Systems upgrades
Mayor Of London – Violence Reduction Unit	Violence Reduction Unit's Stronger Future Programme. Stronger Futures for Young Black Londoners. The grant was awarded for 2 years starting from September 2023.

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024 (CONTINUED)

8.	Staff costs	2024	2023
		£	£
	Salaries including trainees	145,363	90,562
		=====	=====

The average weekly number of employees remunerated during the year, calculated on a full time equivalent basis was:

	2024	2023
Administration and teaching	12	12
	=====	=====

Accounts

OYA Organisation of Young Africans

**Report and Financial Statements
For the year ended
31 August 2023**

Charity No: 1108297

**Errington Langer Pinner
Chartered Accountants
Pyramid House
954 High Road
London N12 9RT**

OYA ORGANISATION OF YOUNG AFRICANS

CHARITY INFORMATION *FOR THE YEAR ENDED 31 AUGUST 2023*

Trustees	See Trustees' report
Charity Number	1108297
Principal Office	1B Merlin The Concourse Grahame Park Estate London NW9 5XP
Independent Examiner	M.S.Pinner ACA Errington Langer Pinner Chartered Accountants Pyramid House 954 High Road London N12 9RT

OYA ORGANISATION OF YOUNG AFRICANS

FOR THE YEAR ENDED 31 AUGUST 2023

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OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT FOR THE YEAR ENDED 31 AUGUST 2023

The trustees present their report along with the Financial Statements of the charity for the year ended 31 August 2023. The Financial Statements have been prepared in accordance with the accounting policies set out on page 9 and comply with the Charities Trust deed, the Charities Act 1993 and the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP 2005).

Structure, governance and management

The organisation, founded in 2000, was registered with the Charity Commission on 25 February 2005. The object of the organisation is the provision of educational and social support for disadvantaged young people of African (including African-Caribbean) heritage in building fulfilling lives by bridging the academic attainment gap, improving cultural self-confidence, and engaging with black positive role models (teachers).

In setting our objectives and planning our activities, the trustees have given careful consideration to the Charity Commission's general guidance on public benefit and, in particular to its supplementary public benefit guidance on advancing education.

The OYA Constitution makes provision for a maximum of 12 members and the co-option of a further 2, as follows:

Dr David Khanu	-	Chair
Dr Ramlatu Attah	-	Treasurer
Ms Amienata Sillah	-	Secretary
Dr Teniayo Adelugba	-	Member
Mrs Aminata Mohamed	-	Member
Mrs Adenike Hundeyin	-	Member
Ms Dammy Ogunde	-	Member

The organisation relies on income from donations, fund-raising, parents' contributions, local and central government funding and funding from private charitable trusts.

Development, activities and achievements

After the ups and downs of covid and post-covid, this has been a year of stabilisation and consolidation for OYA. Numbers of young people, though lower than pre-pandemic levels, have been consistent throughout the year, with an average of 80-90 young people whose families hail from a dozen African countries taking part in activities each week. A palpable positive, feel-good mood has built up throughout the year among the young people and their families, with the regular OYA annual calendar punctuated by popular community events. Financially, after a concerning start and an emergency bail-out, the year has ended with a successful application for major two-year funding, leaving OYA looking much more viable than at the start of the year. Overall, 2022-23 has exceeded our expectations.

OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT

FOR THE YEAR ENDED 31 AUGUST 2023 (CONTINUED)

ACTIVITIES

1. Bridging the academic gap: core subject support (10-16-year-olds)

Young Black people continue to be over-represented at the bottom of the academic league tables, and, despite the additional efforts of the mainstream state schools, the gap has widened as a result of the pandemic. Our families cannot afford to pay for private tuition which has become the norm for many.

OYA continues to believe in the importance of qualifications. As usual, this year we have provided support in core subjects on Saturdays throughout the school term, with extra revision sessions as GCSE exams approach. This year 70% of these sessions have been face-to-face, compared to 50% online last year (covid legacy).

2. Trainee Scheme: work experience (16-19-year-olds)

This scheme, dating back to 2006, provides paid work experience for disadvantaged young people as they simultaneously continue their mainstream post-16 education. Training and work experience are vital for our target group, who do not have access to meaningful internships via family networks. We pay them, because they often have to contribute to family budgets at this stage. The young people (8 this year) are trained over two years in youth work, safeguarding, office skills, data processing, event management, etc. They gain practical experience by helping to run activities on Saturdays.

3. Assemblies: critical thinking and public speaking

Critical thinking and public speaking are developed in our monthly Assemblies. This year, sessions included exploration of the Ghanaian Sankofa concept ('Go back and look for it'), emphasising the need for regular reflection in our busy lives, and a series of HOTSEAT session involved young people publicly interviewing adult community members and vice versa.

4. The new 'soft skills' emphasis: Kids Take Control Days

As an organisation, we are increasingly aware that qualifications are not enough in the competitive job market all young people – but especially disadvantaged young Black people - will face. This year a new venture – Kids Take Control Days - saw adult facilitators taking a back seat while peer-led groups competed in a series of challenges, allowing the young people to develop their soft skills (leadership, teamwork, communication, time management, stress management, etc. etc.) to a new level.

5. Sports and Leisure: rebuilding social skills

Without OYA, Saturdays can be boring and isolating for large numbers of young people in our community: parents are busy, and reluctant to allow kids out unsupervised for fear of the bad influences that beckon all around the area (gangs, drugs, crime). Covid isolated the young people – especially young Black people - even further.

On Saturdays, OYA provides a safe, supervised space where up to 100 young people can relax, enjoy themselves and build healthy relationships.

This year's activities included a number of popular clubs: basketball, football, table tennis, film club and pop-up book clubs. For many – mainly girls – just having a friendly, welcoming place to hang out and catch up on the weekly gossip with their age-group over a snack and drink is way preferable to sitting at home.

OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT

FOR THE YEAR ENDED 31 AUGUST 2023 (CONTINUED)

1. Culture and Performance: OYA Summer Camp

OYA's first summer programme since covid was a huge success. This free two-week programme in August provided much-needed holiday fun for 40 young people whose families are not in a position to take them away or even out on day trips.

Weekdays were spent in and around Grahame Park Community Centre. The popular daily routine included a 5-minute keep-fit warm-up led by each of the young people in turn. Drama, dance and choir followed. Each day ended with whole-group reflection and forward planning. Saturdays were given over to family trips: Natural History Museum, Science Museum and Portrait Gallery. The Camp closed with a picnic in the local park.

There was a beautiful, collaborative vibe and feeling of bonding among the 40 young people, several of whom were completely new to OYA activities. There was no single drop-out over the two weeks.

Feedback from the young people was very positive:

'I had a chance to express who I am.' (Aged 10)

'Honestly, the best way to spend my summer.' (Aged 15)

2. Parents and Families

Between November 2022 and February 2023, over 90 families benefitted from individual online consultations with teachers and facilitators around the young people's welfare, progress and concerns.

EVENTS

Parents' Conference

Two major events punctuated the year. The usual Parents' Conference took place in February. Our Chair, Dr David Khanu, opened and closed the event. The keynote speaker was Mr Olu Kubweza, who led OYA Maths department for many years and has just been appointed to his first secondary school headship. In the second half of the programme, we turned the parents into pupils and allowed them to experience first-hand all the challenges their kids experience in school.

Kids' Conference

This new venture in July was inspired by the remarkable appetite of the parents for their own February conference. The young people were completely in charge of Kids' Conference, with two senior girls emerging as leaders and organising a large corps of young volunteers into various work groups: programme, marketing, registration, venue set-up and decoration, refreshments. Peer-led workshops on changes the young people want in their lives and how to bring the changes about were followed by a debate: the motion - that OYA should reduce the time spent on academic subjects – was carried.

OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT FOR THE YEAR ENDED 31 AUGUST 2023 (CONTINUED)

STAFF

The workload for the two main staff members was excessive this year. Funding to replace the coordinator who retired in July 2022 is a matter of urgency: the current volunteer acting co-ordinator situation is not sustainable. The Finance Officer has had to pick up a large amount of the general admin work, reducing the valuable fundraising work for which she is traditionally responsible.

Teachers and facilitators: excellent dedicated team of nine, high retention from previous year.

ACHIEVEMENTS

Though high-end grades were less spectacular than last year, GCSE 2023 results were very good (100% pass at levels 5-9 compared to Barnet 66% and England 45%).

Quantitative survey results from Kids Take Control Days were impressive: 100% of the participants said that they had improved in confidence, teamwork, stress management, completing a task to deadline and absorbing a body of information.

But our most outstanding achievement this year was qualitative: it was about the feeling of well-being, enjoyment and togetherness which infused all activities, especially the new ventures like the Kids Take Control Days and the Kids' Conference.

This is best expressed by the young people themselves:

'I love the welcoming, comfortable atmosphere.' (boy, aged 15)

'I have really sensed a community feeling when we are doing stuff together.' (new boy, aged 14)

'In OYA I feel like myself.' (girl, aged 13)

'I love how comfortable we are with each other.' (girl, aged 13)

'I got to express my views about home and school (girl, aged 13)

'I would like to do a Kids' Conference every month! (girl, aged 11).

'I liked being a leader.' (girl, aged 15)

'I would like to be a workshop leader next time.' (boy, aged 11)

'I learned how to use my voice in the conference.' (girl, aged 10)

The young man (aged 15) who successfully proposed the Kids' Conference motion about reducing the proportion of OYA time spent on academic pursuits sums up the sense of empowerment these new ventures give the young people:

'Kids' Conference was great – I successfully changed the structure of OYA!'

Review of transactions and financial position

Overall expenditure in the current year was £116,621 (2022 - £171,388) leading to a net surplus of £22,897 (2022 - £46,285 deficit). At the balance sheet date, the total funds of the charity were £62,509 (2022 - £39,612).

Reserves policy

The trustees wish to establish a policy whereby the unrestricted funds held by the charity are 3 to 6 months of the resources expended. At present the general unrestricted funds show a surplus of £24,458 (2022 - £12,729).

Risk management

The organisation's trustees have considered the risks to which the organisation is exposed and have reviewed those risks and established systems and procedures to manage those risks.

TRUSTEES REPORT
FOR THE YEAR ENDED 31 AUGUST 2023 (CONTINUED)

Trustees responsibilities in relation to the financial statements

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of its financial activities for that year. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed subject to any departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ascertain the financial position of the charity and ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations and the provisions of the trust deed. The trustees are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

25-06-2024

This report was approved by the Trustees on

Chair 

OYA ORGANISATION OF YOUNG AFRICANS

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES ON THE FINANCIAL STATEMENTS OF OYA ORGANISATION OF YOUNG AFRICANS FOR THE YEAR ENDED 31 AUGUST 2023

I report on the accounts of the Charity for the year ended 31 August 2023 which are as set out on pages 7 to 14.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the financial statements. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the financial statements under section 145 of the 2011 Act;
- to follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5) and 152(5) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared accounts in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)", in preference to "Accounting and Reporting by Charities: Statement of Recommended Practice" issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for accounts to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements:
- to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare financial statements which accord with the accounting records and to comply with the accounting requirements of the 2011 Act

have not been met; or

- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.



M.S.Pinner ACA
Errington Langer Pinner
Chartered Accountants
Pyramid House
954 High Road
London N12 9RT

25 June 2024
Date:

OYA! ORGANISATION OF YOUNG AFRICANS

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2023

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Incoming resources				
Grants - Current year	37,750	82,201	119,951	90,081
Fees receivable	18,646	-	18,646	34,771
Donations and miscellaneous income	921	-	921	251
Total incoming resources	57,317	82,201	139,518	125,103
Resources expended				
Wages and salaries	29,042	61,520	90,562	139,159
Staff/DBS	-	-	-	258
Volunteer expenses	5	-	5	30
Website maintenance	122	-	122	122
Events and trips	30	-	30	-
Travelling	-	-	-	85
Rent	7,914	1,757	9,671	13,051
Insurance	894	-	894	863
Light and heat	1,485	-	1,485	1,969
Repairs and maintenance	-	-	-	23
Printing, postage and stationery	1,661	-	1,661	1,180
Telephone	723	-	723	695
Publicity	48	-	48	-
Professional and consultancy fees	-	1,279	1,279	2,275
Independent examiners fees	840	-	840	600
Membership and subscription	2,642	-	2,642	2,055
Depreciation on fixed assets	-	4,213	4,213	5,437
Motor vehicle expenses	-	1,383	1,383	2,565
Refreshments	142	881	1,023	989
Cleaning / health & safety	40	-	40	32
Total resources expended	45,588	71,033	116,621	171,388
Net incoming/(outgoing) resources for the year ended 31 August 2023	11,729	11,168	22,897	(46,285)
Transfer between funds	-	-	-	-
Fund balances brought forward at 1 September 2022	12,729	26,883	39,612	85,897
Fund balances carried forward at 31 August 2023	24,458	38,051	62,509	39,612
	=====	=====	=====	=====

OYA! ORGANISATION OF YOUNG AFRICANS

BALANCE SHEET AS AT 31 AUGUST 2023

	Notes	2023 £	2022 £
Fixed assets			
Tangible assets	3	15,711	19,924
		15,711	19,924
Current assets			
Debtors	4	1,749	4,130
Cash at bank and in hand	5	60,665	46,927
		62,414	51,057
Creditors: amounts falling due within one year	6	(15,616)	(31,369)
Net current assets		46,798	19,688
Net assets		62,509	39,612
		=====	=====
Funds	7		
Unrestricted Funds		24,458	12,729
Restricted Funds		38,051	26,883
		62,509	39,612
		=====	=====

The notes on pages 8 to 13 form part of these financial statements.

25-06-2024

Approved by the Board of Trustees on..... and signed on its behalf by:

Chairman 

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

1. Accounting policies

1.1 Basis of preparation

The accounts have been prepared in accordance with the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The accounts have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The accounts have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (CONTINUED)

1.5 Resources expended

Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Office equipment	-	15% reducing balance
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income / (expenditure) for the year.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

2. Trustees' remuneration and expenses

None of the trustees were remunerated or received reimbursement for expenses.

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (CONTINUED)

3. Tangible Assets

	Office Equipment £	Motor vehicle £	Total £
Cost			
At 1 September 2022	23,140	21,768	44,908
Additions	-	-	-
At 31 August 2023	23,140	21,768	44,908
Depreciation			
At 1 September 2022	15,460	9,524	24,984
Charge for the year	1,152	3,061	4,213
At August 2023	16,612	12,585	29,197
Net book values			
At 31 August 2023	6,528	9,183	15,711
At 31 August 2022	7,680	12,244	19,924

The assets are used for the operation and administration of the charity.

4. Debtors	2023 £	2022 £
Prepayments	544	2,279
Accrued income	750	1,851
Other debtors	455	-
	1,749	4,130

5. Cash at bank and in hand	2023 £	2022 £
Current account	60,663	46,912
Cash in hand	2	15
	60,665	46,927

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (CONTINUED)

6. Creditors: amounts falling due within one year

	2023	2022
	£	£
Accruals	2,015	834
Other creditors	-	535
Deferred income	13,601	30,000
	<u>15,616</u>	<u>31,369</u>
	=====	=====

7. Analysis of charitable funds

	Balance at 1 September 2022	Incoming resources	Resources expended	Balance at 31 August 2023
	£	£	£	£
General fund	12,729	19,567	(7,838)	24,458
John Lyon's Charity – HSC Emergency Fund	-	33,750	(33,750)	-
John Lyon's Charity – Cost Of Living Grant	-	4,000	(4,000)	-
Transfer between funds	-	-	-	-
	<u>12,729</u>	<u>57,317</u>	<u>(45,588)</u>	<u>24,458</u>

Analysis of restricted funds movement

	Balance at 1 September 2022	Incoming resources	Resources expended	Transfer between general/ restricted funds	Balance at 31 August 2023
	£	£	£	£	£
Barnet Community Fund	-	4,701	(4,340)	-	361
Young Barnet Foundation – S2G#25	-	2,500	(2,500)	-	-
OYA & Park High – Partnership (John Lyon's)	771	40,000	(40,720)	-	51
John Lyon's Charity – Summer Activity	-	5,000	(5,079)	-	(79)
Wave 3 (London Community Response)	24,326	-	(4,444)	-	19,882
The Fore	-	30,000	(12,798)	-	17,202
CAF – Resilience Fund	1,786	-	(1,152)	-	634
	<u>26,883</u>	<u>82,201</u>	<u>(71,033)</u>	<u>-</u>	<u>38,051</u>

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (CONTINUED)

Name of the fund	Description, nature and purpose of the fund
Young Barnet Foundation – S2G#25	Three years grant for A* for English Project
OYA & Park High – Partnership (John Lyon's)	OYA as a Lead Organisation, bid for funding from John Lyon's Charity and secured of £120,000 for 3 years (i.e. £40,000 per year) The funding is for Teacher's salaries, part for Co-ordinator and Finance Officer salaries for 3 years. The project started September 2020 and finished August 2023
John Lyon's Charity – HSC (Emergency) Grant	General fund for administrative expenses, and employee salaries
John Lyon's Charity – Cost of Living Grant	General fund for administrative expenses
John Lyon's Charity – Summer Activity	Funding for summer activities.
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CAF - Resilience Fund	Funding for 6 months starting from October 2020. OYA office renovation and staff cost recoveries
Barnet Community Fund	This funding is for 1 year starting from January 2023 - Talks & Debates facilitators etc
The Fore	OYA Systems upgrades

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (CONTINUED)

8. Staff costs

	2023	2022
	£	£
Salaries	90,562	139,159
	=====	=====

The average weekly number of employees remunerated during the year, calculated on a full time equivalent basis was:

	2023	2022
Administration and teaching	12	12
	====	====

Accounts

OYA Organisation of Young Africans

**Report and Financial Statements
For the year ended
31 August 2022**

Charity No: 1108297

**Errington Langer Pinner
Chartered Accountants
Pyramid House
954 High Road
London N12 9RT**

OYA ORGANISATION OF YOUNG AFRICANS

CHARITY INFORMATION *FOR THE YEAR ENDED 31 AUGUST 2022*

Trustees	See Trustees' report
Charity Number	1108297
Principal Office	1B Merlin The Concourse Grahame Park Estate London NW9 5XP
Independent Examiner	M.S.Pinner ACA Errington Langer Pinner Chartered Accountants Pyramid House 954 High Road London N12 9RT

OYA ORGANISATION OF YOUNG AFRICANS

FOR THE YEAR ENDED 31 AUGUST 2022

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OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT FOR THE YEAR ENDED 31 AUGUST 2022

The trustees present their report along with the Financial Statements of the charity for the year ended 31 August 2022. The Financial Statements have been prepared in accordance with the accounting policies set out on page 8 and comply with the Charities Trust deed, the Charities Act 1993 and the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP 2005).

Structure, governance and management

The organisation, founded in 2000, was registered with the Charity Commission on 25 February 2005. The object of the organisation is the provision of educational and social support for disadvantaged young people of African (including African-Caribbean) heritage in building fulfilling lives by bridging the academic attainment gap, improving cultural self-confidence, and engaging with black positive role models (teachers).

In setting our objectives and planning our activities, the trustees have given careful consideration to the Charity Commission's general guidance on public benefit and, in particular to its supplementary public benefit guidance on advancing education.

The OYA Constitution makes provision for a maximum of 12 members and the co-option of a further 2, as follows:

Dr David Khanu	-	Chair
Dr Ramlatu Attah	-	Treasurer
Ms Amienata Sillah	-	Secretary
Dr Teniayo Adelugba	-	Member
Mrs Aminata Mohamed	-	Member
Mrs Adenike Hundeyin	-	Member
Ms Dammy Ogunde	-	Member

The organisation relies on income from donations, fund-raising, parents' contributions, local and central government funding and funding from private charitable trusts.

Development, activities and achievements

The previous year's major achievement was surviving through the pandemic. This year has been about adapting back to normal (or the "new" normal).

Since our inception in 2000 every year has been busy, but this one has been hectic. Demand for our services had been growing steadily throughout the pandemic. At the beginning of the year - September 2021 - we enrolled over 160 young people, still leaving a substantial waiting list. The number of classes in the Saturday school had to be increased, five new teachers were recruited and the primary section expanded to include Year 5 in response to pressure from parents.

This year we have as usual provided a range of activities for the young people, including academic support, work on cultural identity, confidence-building and motivation, and practical work experience for post-16 year-olds. We have also provided support for parents in dealing with their children's schools and understanding the education system, and provided detailed individual feedback on each child's progress.

OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT FOR THE YEAR ENDED 31 AUGUST 2022 (CONTINUED)

CORE PROGRAMME

Academic Support

Each Saturday each young person has benefitted from 3 hours of support in core National curriculum subjects – English, Maths and Science - and from feedback from their teachers on a further 3 hours of homework. They were taught in small groups (max 12). Students struggling with particular topics, along with SATs and GCSE students, were given extra individual support according to need and within the limits of our budget.

From September 2021, following the lifting of Covid restrictions, lessons which had converted to online delivery during lockdowns became blended learning, with face-to-face classes alternating each Saturday with online classes.

All our face-to-face activities this year have taken place on Grahame Park estate, Colindale. Our access to Park High Stanmore in Harrow, where we had moved all Saturday activities in 2017, was withdrawn during the pandemic. We developed a satellite system of delivery around our home base in Grahame Park, using the Old Library, the One-Stop Shop, a local church and a small community center. This system was carried into the first term of this year. In February 2022, we moved all activities into the new Saracens High School premises adjoining the estate.

The Trainee Scheme

This project provides practical paid work experience across the 2 years of post-16 education. This year, with the escalation of numbers of young people in our Primary and Secondary sections, we could have run much more efficiently if we had had the means to recruit a dozen Trainees. Our budget managed to stretch to just five. They have been trained in admin tasks like photocopying and basic data processing as well as safeguarding, etc.

EXTRA-CURRICULAR LEARNING

Book Club(s)

Our Sunday afternoon online Book Club, set up during and partly in response to the pandemic, became so popular and the range of books on offer became so wide that we had to split it from the beginning of this school year into Junior and Senior. Originally facilitated by teachers, by January 2022 the Senior club has been run by Year 11 students and the Junior club by a volunteer parent.

African History Club

The popular online African History workshops which took off the previous year continued this year. These sessions have attracted not just an average of 20-30 young OYA people per session but adults in the families and people of all ages from outside London and even further afield. A new development this year has been the use of our new minibus for two trips to the British Museum, Nigerian and Egyptian sections respectively.

Assemblies

The OYA Assembly brings all the young people together once a month. It develops a sense of community, belonging, individual confidence as well as public speaking and debating skills. With lockdown lifted and all of us together in one venue by Term 2, a memorable and much appreciated Assembly took place on the topic, "Could Britain ever have a Black Prime Minister?"

OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT FOR THE YEAR ENDED 31 AUGUST 2022 (CONTINUED)

STAFF AND TEACHERS

Staff

OYA's two part-time staff, the Co-ordinator and Finance Officer, were aided in dealing with the expansion of numbers and increased administrative work by a committed volunteer, a founding member of OYA. The Co-ordinator retired in July 2022.

Teachers

The young people have been taught this year by 14 teachers with a total of 150 years teaching experience between them, including five currently teaching in mainstream primary and secondary schools, two with specialist SEN training and five old students, the youngest of whom has a First in Economics and a budding career as a rapper.

ACHIEVEMENTS

GCSE results this year – the first set to be externally marked since covid – were as usual satisfyingly well above national averages. Sixteen of our young people took the exams.

SUBJECT	GRADE RANGE	OYA %	NATIONAL %	ADVANTAGE OYA %
ENGLISH LANGUAGE	Grades 9-4 (pass)	87.5	69.8	17.7
	Grades 9-7 A*/A	25	20.2	4.8
MATHS	Grades 9-4 (pass)	93.7	64.9	28.8
	Grades 9-7 A*/A	31.3	19.9	11.4

Our top student, who had been in OYA since Year 6, attained 4 x 9s, 2 x 8s and 2 x 7s, 1 x 6, 1 x 5 giving him a Progress 8 attainment score of 81 compared to the national average of approximately 50.

CHALLENGES

Mainstream Partnerships

Numbers in our Harrow partner school, Park High, fell during the pandemic, largely because we no longer had a physical presence in the school and there is no prospect of this changing in the immediate future. Our informal partnership with local Saracens High School failed to translate into financial support for the 30 Saracens students benefitting from free places in OYA since 2019. Fortunately, Securing Success stepped in to make up the shortfall and absorb the shock for families on a temporary basis.

Funding

Several funding streams ran out this year and will urgently need to be replaced. Fees had to be reintroduced from January 2022, with long-term effect on student numbers predicted.

OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT

FOR THE YEAR ENDED 31 AUGUST 2022 (CONTINUED)

STUDENT FEEDBACK

In our end -of-year survey, the young people came up with lists of things they value about OYA. They referred to feeling more confident, making friends, learning about Africa, learning new academic topics, gaining the confidence to ask questions in school, getting better grades in school, the opportunity to socialise in the 45 minute lunch break and last but not least the pastries a generous mother who runs a bakery brings in every Saturday!

To leave the last word to one of the young people:

‘OYA has been the best tuition I ever had. It has built my confidence and helped me to really understand a lot of things we had done in school, but I didn’t really get.’ (Abena, aged 10)

Review of transactions and financial position

Overall expenditure in the current year was £171,388 (2021 - £160,496) leading to a net deficit of £46,285 (2021 - £41,936 surplus). At the balance sheet date, the total funds of the charity were £39,612 (2021 - £85,897).

Reserves policy

The trustees wish to establish a policy whereby the unrestricted funds held by the charity are 3 to 6 months of the resources expended. At present the general unrestricted funds show a surplus of £12,729 (2021 - £48,912).

Risk management

The organisation’s trustees have considered the risks to which the organisation is exposed and have reviewed those risks and established systems and procedures to manage those risks.

Trustees responsibilities in relation to the financial statements

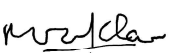
The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of its financial activities for that year. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed subject to any departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ascertain the financial position of the charity and ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations and the provisions of the trust deed. The trustees are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

04/19/2023

This report was approved by the Trustees on

Chair


OYA ORGANISATION OF YOUNG AFRICANS

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES ON THE FINANCIAL STATEMENTS OF OYA ORGANISATION OF YOUNG AFRICANS FOR THE YEAR ENDED 31 AUGUST 2022

I report on the accounts of the Charity for the year ended 31 August 2022 which are as set out on pages 6 to 13.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the financial statements. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the financial statements under section 145 of the 2011 Act;
- to follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5) and 152(5) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared accounts in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)", in preference to "Accounting and Reporting by Charities: Statement of Recommended Practice" issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for accounts to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements:
- to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare financial statements which accord with the accounting records and to comply with the accounting requirements of the 2011 Act

have not been met; or

- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.



M.S.Pinner ACA
Errington Langer Pinner
Chartered Accountants
Pyramid House
954 High Road
London N12 9RT

19 April 2023

Date:

OYA! ORGANISATION OF YOUNG AFRICANS

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2022

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Incoming resources				
Grants - Current year	-	90,081	90,081	184,500
Fees receivable	34,771	-	34,771	14,465
Donations and miscellaneous income	251	-	251	20
HMRC – Job retention scheme	-	-	-	3,447
Total incoming resources	35,022	90,081	125,103	202,432
Resources expended				
Wages and salaries	47,328	91,831	139,159	128,780
Staff/DBS		258	258	-
Volunteer expenses	30	-	30	85
Website maintenance	122	-	122	122
Travelling	85	-	85	390
Rent	11,211	1,840	13,051	6,078
Insurance	863	-	863	750
Light and heat	1,328	641	1,969	2,114
Repairs and maintenance	23	-	23	151
Renovation of office	-	-	-	1,374
Books and materials	-	-	-	3,000
Printing, postage and stationery	886	294	1,180	762
Small office equipment	-	-	-	1,729
Telephone	571	124	695	939
Publicity	-	-	-	53
Professional and consultancy fees	-	2,275	2,275	1,000
Independent Examiners fees	600	-	600	600
Membership and subscription	2,055	-	2,055	3,408
Depreciation on fixed assets	5,437	-	5,437	7,036
Motor vehicle expenses	-	2,565	2,565	1,418
Refreshments	657	332	989	320
Cleaning / health & safety	32	-	32	346
Sundry expenses	-	-	-	41
Total resources expended	71,228	100,160	171,388	160,496
Net incoming/(outgoing) resources for the year ended 31 August 2022	(36,206)	(10,079)	(46,285)	41,936
Transfer between funds	23	(23)	-	-
Fund balances brought forward at 1 September 2021	48,912	36,985	85,897	43,961
Fund balances carried forward at 31 August 2022	12,729	26,883	39,612	85,897
	=====	=====	=====	=====

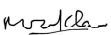
OYA! ORGANISATION OF YOUNG AFRICANS

BALANCE SHEET AS AT 31 AUGUST 2022

	Notes	2022 £	2021 £
Fixed assets			
Tangible assets	3	19,924	25,361
		19,924	25,361
Current assets			
Debtors	4	4,130	1,764
Cash at bank and in hand	5	46,927	82,842
		51,057	84,606
Creditors: amounts falling due within one year	6	(31,369)	(24,070)
Net current assets		19,688	60,536
Net assets		39,612	85,897
		=====	=====
Funds	7		
Unrestricted Funds		12,729	48,912
Restricted Funds		26,883	36,985
		39,612	85,897
		=====	=====

The notes on pages 8 to 13 form part of these financial statements.

Approved by the Board of Trustees on.....04/19/2023..... and signed on its behalf by:

Chairman.....

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies

1.1 Basis of preparation

The accounts have been prepared in accordance with the Charities Act 2011 and “Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)” (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The accounts have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The accounts have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022 (CONTINUED)

1.5 Resources expended

Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Office equipment	-	15% reducing balance
------------------	---	----------------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income / (expenditure) for the year.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

2. Trustees' remuneration and expenses

None of the trustees were remunerated or received reimbursement for expenses.

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022 (CONTINUED)

3. Tangible Assets

	Office Equipment £	Motor vehicle £	Total £
Cost			
At 1 September 2021	23,140	21,768	44,908
Additions	-	-	-
At 31 August 2022	23,140	21,768	44,908
Depreciation			
At 1 September 2020	14,105	5,442	19,547
Charge for the year	1,355	4,082	5,437
At August 2022	15,460	9,524	24,984
Net book values			
At 31 August 2022	7,680	12,244	19,924
At 31 August 2021	9,035	16,326	25,361

The assets are used for the operation and administration of the charity.

4. Debtors	2022 £	2021 £
Prepayments	2,279	1,764
Accrued income	1,851	-
	4,130	1,764

5. Cash at bank and in hand	2022 £	2021 £
Current account	46,912	82,559
Cash in hand	15	283
	46,927	82,842

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022 (CONTINUED)

6. Creditors: amounts falling due within one year	2022	2021
	£	£
Accruals	834	1,592
Other creditors	535	-
Deferred income	30,000	22,478
	31,369	24,070
	=====	=====

7. Analysis of charitable funds

	Balance at 1 September 2021	Incoming resources	Resources expended	Balance at 31 August 2022
	£	£	£	£
General fund	48,912	35,022	(71,228)	12,706
Transfer between funds	-	24	(1)	23
	48,912	35,046	(71,229)	12,729

Analysis of restricted funds movement

	Balance at 1 September 2021	Incoming resources	Resources expended	Transfer between general/ restricted funds	Balance at 31 August 2022
	£	£	£	£	£
Paul Hamlyn Foundation	2	-	-	(2)	-
Young Barnet Foundation – Upshot Software	260	-	(240)	(20)	-
Wave 2 (London Community Response)	558	-	(559)	1	-
Young Londoners' Fund (GLA)	1,791	4,487	(6,278)	-	-
OYA & Park High – Partnership (John Lyon's)	4,009	40,000	(43,238)	-	771
BBC – Children In Need	(12,898)	40,334	(27,436)	-	-
Young Harrow Foundation – BBB	(112)	760	(648)	-	-
John Lyon's Charity – Summer Activity	2	-	-	(2)	-
Wave 3 (London Community Response)	34,538	-	(10,212)	-	24,326
Wave 4 (London Community Response)	5,694	-	(5,694)	-	-
CAF – Resilience Fund	3,141	-	(1,355)	-	1,786
Securing Success – Grant	-	4,500	(4,500)	-	-
	36,985	90,081	(100,160)	(23)	26,883

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022 (CONTINUED)

Name of the fund	Description, nature and purpose of the fund
Paul Hamlyn Foundation	Co-ordinator's salary and 50% of Finance/Admin Officer's salary.
Young Barnet Foundation – Upshot Software	To provide data capture software for 2 years.
Wave 2 (London Community Response)	Funding for 6 months started in April 2021. For provision of office equipment, professional Zoom and IT consultant.
Young Londoners' Fund (GLA)	3 years funding for Transitions and Transformation projects. To end in September 2021.
OYA & Park High – Partnership (John Lyon's)	OYA as a Lead Organisation, bid for funding from John Lyon's Charity and secured funding of £120,000 for 3 years (i.e. £40,000 per year). The funding is for Teacher's salaries, part for Co-ordinator and Finance Officer salaries for 3 years. The project started September 2020 and finishes August 2023.
BBC - Children In Need	Funding started October 2020 for 18 months covering Co-ordinator & Finance Officer's salaries, book clubs, dropping session, African History clubs etc.
Young Harrow Foundation - Build-Back-Better	This funding is for 10 months starting from March 2021 - Staff time & telephone bills.
John Lyon's Charity – Summer Activity	Funding for summer activities.
Wave 3 (London Community Response)	Funding for 6 months - Purchase of minibus, trips, staff cost recovery, minibus related expenses, hand sanitiser etc.
Wave 4 (London Community Response)	Funding for 6 months & Started in January 2021 - Health workshops, tech training, external educational consultant, support parents with children (educational deficit) & staff cost recovery, etc.
CAF - Resilience Fund	Funding for 6 months starting from October 2020. OYA office renovation and staff cost recoveries.

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022 (CONTINUED)

8. Staff costs

	2022 £	2021 £
Salaries	139,159 =====	128,780 =====

The average weekly number of employees remunerated during the year, calculated on a full time equivalent basis was:

	2022	2021
Administration and Teaching	12 =====	12 =====

Accounts

OYA Organisation of Young Africans

**Report and Financial Statements
For the year ended
31 August 2021**

Charity No: 1108297

**Errington Langer Pinner
Chartered Accountants
Pyramid House
954 High Road
London N12 9RT**

OYA ORGANISATION OF YOUNG AFRICANS

CHARITY INFORMATION *FOR THE YEAR ENDED 31 AUGUST 2021*

Trustees	See Trustees' report
Charity Number	1108297
Principal Office	1B Merlin The Concourse Grahame Park Estate London NW9 5XP
Independent Examiner	M.S.Pinner ACA Errington Langer Pinner Chartered Accountants Pyramid House 954 High Road London N12 9RT

OYA ORGANISATION OF YOUNG AFRICANS

FOR THE YEAR ENDED 31 AUGUST 2021

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Independent examiner's report	4
Statement of financial activities	5
Balance sheet	6
Notes to the financial statements	7 – 12

OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT FOR THE YEAR ENDED 31 AUGUST 2021

The trustees present their report along with the Financial Statements of the charity for the year ended 31 August 2021. The Financial Statements have been prepared in accordance with the accounting policies set out on page 7 and comply with the Charities Trust deed, the Charities Act 1993 and the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP 2005).

Structure, governance and management

The organisation, founded in 2000, was registered with the Charity Commission on 25 February 2005. The object of the organisation is the provision of educational and social support for disadvantaged young people of African (including African-Caribbean) heritage in building fulfilling lives by bridging the academic attainment gap, improving cultural self-confidence, and engaging with black positive role models (teachers).

In setting our objectives and planning our activities, the trustees have given careful consideration to the Charity Commission's general guidance on public benefit and, in particular to its supplementary public benefit guidance on advancing education.

The OYA Constitution makes provision for a maximum of 12 members and the co-option of a further 2, as follows:

Dr David Khanu	-	Chair
Dr Ramlatu Attah	-	Treasurer
Ms Amienata Sillah	-	Secretary
Dr Teniayo Adelugba	-	Member
Mrs Aminata Mohamed	-	Member
Mrs Adenike Hundeyin	-	Member
Ms Dammy Ogunde	-	Member

The organisation relies on income from donations, fund-raising, parents' contributions, local and central government funding and funding from private charitable trusts.

Funding this year has been provided by The Young Londoners' Fund (GLA), Park High Stanmore, John Lyon's Charity, London Community Response (Wave 2, Wave 3, Wave 4), BBC Children in Need Next Steps, CAF Resilience Fund, London Borough of Barnet, Young Harrow Foundation, Young Barnet Foundation, donations and parents' contributions.

Throughout the year, the OYA Management Committee has held a series of meetings to discuss funding, the development of further partnership opportunities and government updates regarding the pandemic.

Development, activities and achievements

The OYA Saturday School aims to raise academic performance among disadvantaged young Africans/African Caribbeans aged 10 - 16, by providing formal support in core National Curriculum subjects - English, Maths and Science - as well as a range of motivational activities. OYA supports up to twelve trainees aged 16 – 18, who work with the Co-ordinator on Saturdays, to develop leadership, team-work and organisational skills.

OYA continues to work in partnership with Park High School in Harrow and is developing a further partnership with a second mainstream school, Saracens High School, Barnet.

OYA is currently in its third year of funding from the Young Londoners' Fund (GLA). This project, 'Transitions and Transformations' continues to support two sets of disadvantaged young people, those at risk as they navigate important transitions in their lives: year 6 pupils taking a leap from primary to secondary school, and 16+ students (years 12 and 13) preparing them for adulthood. OYA met its GLA targets this year, having applied for a slight contract variation, to adapt to pandemic restrictions necessary for the delivery of blended learning.

OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT

FOR THE YEAR ENDED 31 AUGUST 2021 (CONTINUED)

London Community Response funding (Waves 2, 3 and 4), BBC Children in Need, CAF Resilience Fund and other funding enabled OYA to more effectively navigate the pandemic. This funding enabled OYA to:

- purchase technical resources and equipment e.g. laptops, furniture
- provide technical training for parents
- refurbish the office premises
- provide health workshops
- deliver online one-to-one support
- create a Book Club and an African History Club
- acquire a minibus for educational trips (to be shared with local community organisations).

In spite of the challenges during the year, OYA GCSE results were exceptional. They substantially exceeded national averages (refer to figures below):

The percentage of students achieving level 5 or above in English and Maths:

England	51.9 %
OYA	85.7 %

OYA top students' results:

Student 1: 4 x level 9, including English and Maths
Student 2: 3 x level 9, including Maths.

Other student outcomes recorded include:

- Improved self-image and raised confidence
- Increased cultural awareness and pride in family background
- Understanding the learning to learn principles and becoming independent and reflective learners
- Smooth transition from junior to secondary school
- Improved attitude and behaviour amongst students attending

OYA remains optimistic for the future and will continue to source funding and additional partnerships. Its growing popularity is evidenced by a waiting list. The number pre-registered for September 2021, as of July 2021 was 150.

Review of transactions and financial position

Overall expenditure in the current year was £160,496 (2020 - £130,993) leading to a net surplus of £41,936 (2020 - £7,095). At the balance sheet date, the total funds of the charity were £85,897 (2020 - £43,961).

OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT

FOR THE YEAR ENDED 31 AUGUST 2021 (CONTINUED)

Reserves policy

The trustees wish to establish a policy whereby the unrestricted funds held by the charity are 3 to 6 months of the resources expended. At present the general unrestricted funds show a surplus of £48,912 (2020 - £21,218).

Risk management

The organisation's trustees have considered the risks to which the organisation is exposed and have reviewed those risks and established systems and procedures to manage those risks.

Trustees responsibilities in relation to the financial statements

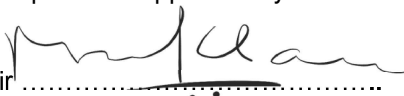
The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of its financial activities for that year. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed subject to any departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ascertain the financial position of the charity and ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations and the provisions of the trust deed. The trustees are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

5 May 2022

This report was approved by the Trustees on

Chair


OYA ORGANISATION OF YOUNG AFRICANS

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES ON THE FINANCIAL STATEMENTS OF OYA ORGANISATION OF YOUNG AFRICANS FOR THE YEAR ENDED 31 AUGUST 2021

I report on the accounts of the Charity for the year ended 31 August 2021 which are as set out on pages 5 to 12.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the financial statements. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the financial statements under section 145 of the 2011 Act;
- to follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5) and 152(5) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared accounts in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)", in preference to "Accounting and Reporting by Charities: Statement of Recommended Practice" issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for accounts to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements:
- to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare financial statements which accord with the accounting records and to comply with the accounting requirements of the 2011 Act

have not been met; or

- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.



M.S.Pinner ACA
Errington Langer Pinner
Chartered Accountants
Pyramid House
954 High Road
London N12 9RT

5 MAY 2022

Date:

OYA! ORGANISATION OF YOUNG AFRICANS

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2021

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Incoming resources				
Grants - Current year	30,000	154,500	184,500	91,258
Fees receivable	14,465	-	14,465	12,043
Donations and miscellaneous income	20	-	20	703
HMRC – Job retention scheme	3,447	-	3,447	34,084
Total incoming resources	47,932	154,500	202,432	138,088
Resources expended				
Wages and salaries	15,028	113,752	128,780	109,554
Volunteer expenses	85	-	85	-
Website maintenance	122	-	122	122
Travelling	390	-	390	-
Events and trips	-	-	-	498
Rent	72	6,006	6,078	1,020
Insurance	750	-	750	1,068
Light and heat	565	1,549	2,114	1,397
Repairs and maintenance	151	-	151	183
Renovation of office	-	1,374	1,374	-
Books and materials	-	3,000	3,000	117
Printing, postage and stationery	545	217	762	766
Small office equipment	-	1,729	1,729	12,124
Telephone	163	776	939	1,117
Publicity	53	-	53	-
Professional and consultancy fees	-	1,000	1,000	1,320
Independent Examiners fees	600	-	600	600
Membership and subscription	1,440	1,968	3,408	654
Depreciation on fixed assets	-	7,036	7,036	112
Motor vehicle expenses	-	1,418	1,418	-
Refreshments	138	182	320	330
Cleaning / health & safety	95	251	346	11
Sundry expenses	41	-	41	-
Total resources expended	20,238	140,258	160,496	130,993
Net incoming/(outgoing) resources for the year ended 31 August 2021	27,694	14,242	41,936	7,095
Transfer between funds	-	-	-	-
Fund balances brought forward at 1 September 2020	21,218	22,743	43,961	36,866
Fund balances carried forward at 31 August 2021	48,912	36,985	85,897	43,961
	=====	=====	=====	=====

OYA! ORGANISATION OF YOUNG AFRICANS

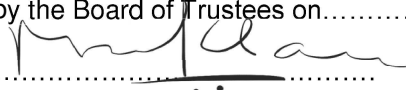
BALANCE SHEET AS AT 31 AUGUST 2021

	Notes	2021 £	2020 £
Fixed assets			
Tangible assets	3	25,361	636
		<u>25,361</u>	<u>636</u>
Current assets			
Debtors	4	1,764	1,993
Cash at bank and in hand	5	82,842	42,256
		<u>84,606</u>	<u>44,249</u>
Creditors: amounts falling due within one year	6	(24,070)	(924)
Net current assets		<u>60,536</u>	<u>43,325</u>
Net assets		<u>85,897</u> =====	<u>43,961</u> =====
Funds	7		
Unrestricted Funds		48,912	21,218
Restricted Funds		36,985	22,743
		<u>85,897</u> =====	<u>43,961</u> =====

The notes on pages 7 to 12 form part of these financial statements.

5 May 2022

Approved by the Board of Trustees on..... and signed on its behalf by:

Chairman 

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021

1. Accounting policies

1.1 Basis of preparation

The accounts have been prepared in accordance with the Charities Act 2011 and “Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)” (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The accounts have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The accounts have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (CONTINUED)

1.5 Resources expended

Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Office equipment	-	15% reducing balance
------------------	---	----------------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income / (expenditure) for the year.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

2. Trustees' remuneration and expenses

None of the trustees were remunerated or received reimbursement for expenses.

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (CONTINUED)

3. Tangible Assets

	Office Equipment £	Motor vehicle £	Total £
Cost			
At 1 September 2020	13,147	-	13,147
Additions	9,993	21,768	31,761
At 31 August 2021	23,140	21,768	44,908
Depreciation			
At 1 September 2020	12,511	-	12,511
Charge for the year	1,594	5,442	7,036
At August 2021	14,105	5,442	19,547
Net book values			
At 31 August 2021	9,035	16,326	25,361
	=====	=====	=====
At 31 August 2020	636	-	636
	=====	=====	=====

The assets are used for the operation and administration of the charity.

4. Debtors	2021 £	2020 £
Prepayments	1,764	1,688
Other debtors	-	305
	1,764	1,993
	=====	=====

5. Cash at bank and in hand	2021 £	2020 £
Current account	82,559	41,686
Cash in hand	283	570
	82,842	42,256
	=====	=====

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (CONTINUED)

6. Creditors: amounts falling due within one year	2021	2020
	£	£
Accruals	1,592	924
Other creditors	-	-
Deferred income	22,478	-
	24,070	924
	=====	=====

7. Analysis of charitable funds

Analysis of unrestricted funds movement

	Balance at 1 September 2020	Incoming resources	Resources expended	Balance at 31 August 2021
	£	£	£	£
General fund	21,218	47,932	(20,238)	48,912
Transfer between funds	-	-	-	-
	21,218	47,932	(20,238)	48,912

Analysis of restricted funds movement

	Balance at 1 September 2020	Incoming resources	Resources expended	From General Fund	Balance at 31 August 2021
	£	£	£	£	£
Paul Hamlyn Foundation	506	-	(504)	-	2
Young Barnet Foundation – Upshot Software	250	250	(240)	-	260
Wave 2 (London Community Response)	7,980	-	(7,422)	-	558
Young Londoners' Fund (GLA)	14,007	27,826	(40,042)	-	1,791
OYA & Park High – Partnership (John Lyon's)	-	40,000	(35,991)	-	4,009
BBC – Children In Need	-	15,513	(28,411)	-	(12,898)
Young Harrow Foundation – BBB	-	1,140	(1,252)	-	(112)
John Lyon's Charity – Summer Activity	-	4,000	(3,998)	-	2
Wave 3 (London Community Response)	-	38,695	(4,157)	-	34,538
Wave 4 (London Community Response)	-	9,980	(4,286)	-	5,694
CAF – Resilience Fund	-	17,096	(13,955)	-	3,141
	22,743	154,500	(140,258)	-	36,985

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (CONTINUED)

Name of the fund	Description, nature and purpose of the fund
Paul Hamlyn Foundation	Co-ordinator's salary and 50% of Finance/Admin Officer's salary.
Young Barnet Foundation – Upshot Software	To provide data capture software for 2 years.
Wave 2 (London Community Response)	Funding for 6 months started in April 2021. For provision of office equipment, professional Zoom and IT consultant.
Young Londoners' Fund (GLA)	3 years funding for Transitions and Transformation projects. To end in September 2021.
OYA & Park High – Partnership (John Lyon's)	OYA as a Lead Organisation, bid for funding from John Lyon's Charity and secured funding of £120,000 for 3 years (i.e. £40,000 per year). The funding is for Teacher's salaries, part for Co-ordinator and Finance Officer salaries for 3 years. The project started September 2020 and finishes August 2023.
BBC - Children In Need	Funding started October 2020 for 18 months covering Co-ordinator & Finance Officer's salaries, book clubs, dropping session, African History clubs etc.
Young Harrow Foundation - Build-Back-Better	This funding is for 10 months starting from March 2021 - Staff time & telephone bills.
John Lyon's Charity – Summer Activity	Funding for summer activities.
Wave 3 (London Community Response)	Funding for 6 months - Purchase of minibus, trips, staff cost recovery, minibus related expenses, hand sanitiser etc.
Wave 4 (London Community Response)	Funding for 6 months & Started in January 2021 - Health workshops, tech training, external educational consultant, support parents with children (educational deficit) & staff cost recovery, etc.
CAF - Resilience Fund	Funding for 6 months starting from October 2020. OYA office renovation and staff cost recoveries.

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021 (CONTINUED)

8. Staff costs

	2021	2020
	£	£
Salaries	128,780	109,554
	=====	=====

HMRC JRS income of £3,447 (2020 - £34,084) is shown within income as a separate category. In the previous year HMRC JRS income was not shown separately but deducted against wages and salaries. The comparative has been restated accordingly in these financial statements for consistency.

The average weekly number of employees remunerated during the year, calculated on a full time equivalent basis was:

	2021	2020
Administration and Teaching	4	3
	=====	=====

Accounts

OYA Organisation of Young Africans

**Report and Financial Statements
For the year ended
31 August 2020**

Charity No: 1108297

**Errington Langer Pinner
Chartered Accountants
Pyramid House
954 High Road
London N12 9RT**

OYA ORGANISATION OF YOUNG AFRICANS

CHARITY INFORMATION FOR THE YEAR ENDED 31 AUGUST 2020

Trustees	See Trustees' report
Charity Number	1108297
Principal Office	1B Merlin The Concourse Grahame Park Estate London NW9 5XP
Independent Examiner	M.S.Pinner ACA Errington Langer Pinner Chartered Accountants Pyramid House 954 High Road London N12 9RT

OYA ORGANISATION OF YOUNG AFRICANS

FOR THE YEAR ENDED 31 AUGUST 2020

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Statement of financial activities	5
Balance sheet	6
Notes to the financial statements	7 – 11

OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT FOR THE YEAR ENDED 31 AUGUST 2020

The trustees present their report along with the Financial Statements of the charity for the year ended 31 August 2020. The Financial Statements have been prepared in accordance with the accounting policies set out on page 7 and comply with the Charities Trust deed, the Charities Act 1993 and the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP 2005).

Structure, governance and management

The organisation, founded in 2000, was registered with the Charity Commission on 25 February 2005. The object of the organisation is the provision of educational and social support disadvantaged young people of African (including African-Caribbean) heritage in building fulfilling lives by bridging the academic attainment gap, improving cultural self-confidence, and engaging with black positive role models (teachers).

In setting our objectives and planning our activities, the trustees have given careful consideration to the Charity Commission's general guidance on public benefit and, in particular to its supplementary public benefit guidance on advancing education.

The OYA Constitution makes provision for a maximum of 12 members and the co-option of a further 2, as follows:

Dr. David Khanu	-	Chair
Miss Ramlatu Attah	-	Treasurer
Dr Teniayo Adelugba	-	Secretary
Mrs Aminata Mohamed	-	Member
Mrs Adenike Hundeyin	-	Member
Mr Vincent Kpemou	-	Member
Miss Amienata Sillah	-	Member
Miss Dammy Ogunde	-	Member

The organisation relies on income from donations, fund-raising, fees, parents' contributions, local and central government funding and funding from private charitable trusts.

Funding this year has been provided by The Young Londoners' Fund (GLA), Park High Stanmore, John Lyon's Charity, Young Harrow Foundation, Young Barnet Foundation, Paul Hamlyn Foundation, Harrow Council, donations and parents' contributions.

Throughout the year, the OYA Management Committee has held a series of meetings to discuss funding, the development of further partnership opportunities, and increasing the number of Management Committee members, by bringing in another ex-OYA student on-board. On 31st March 2020, an emergency Zoom Management Committee meeting was held, in response to Covid-19 to discuss OYA's move to remote teaching and learning.

Development, activities and achievements

The OYA Saturday School aims to raise academic performance among disadvantaged young Africans/African Caribbeans aged 10 - 16, by providing formal support in core National Curriculum subjects - English, Maths and Science - as well as a range of motivational activities. OYA supports up to twelve trainees aged 16 – 18, who work with the Co-ordinator on Saturdays, to develop leadership, team-leading and organisational skills.

OYA continues to work in partnership with Park High school, Stanmore. Park High students who qualify for pupil premium in Park High remain exempt from paying fees. Some £20,000 funding from Park High allows this. However funding from John Lyon's (Park High having been awarded John Lyon's funding for three years at £40,000 per year), to support the partnership supplementary school programme, has come to an end. OYA applied to John Lyon's for continuation funding, with OYA being the lead. OYA was granted a further three-year funding on 23rd June 2020 (£120,000 in total), with a view to other local mainstream schools coming on board.

OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT

FOR THE YEAR ENDED 31 AUGUST 2020 (CONTINUED)

In January 2021, OYA began discussing the possibility of a partnership with a local Barnet school, Saracens; and in May 2020, letters inviting local schools to collaborate with OYA were emailed to school Heads dispatched by email and post. By the end of term three, a pilot partnership project with Saracens was put in place for the following academic year 2020/2021.

OYA is currently in its second year of funding from the Young Londoners' Fund (GLA), some £29 920 out of a total of £89,760. This project, 'Transitions and Transformations', supports two sets of disadvantaged, at risk, young people as they navigate important transitions in their lives: year 6 pupils taking a leap from primary to secondary school, and post-16 students (years 12 and 13) preparing themselves for adulthood. This project enabled delivery on both sites, reviving classes in Grahame Park. In spite of the lockdown from March 2021, OYA met its GLA targets this year, having applied for a slight contract variation, to adapt to lockdown restrictions necessary for online delivery.

OYA secured Wave 2 London Community Response funding of £21,160 in April 2020. This crisis response grant enabled OYA to effectively transition from face-to-face to online delivery by meeting our technical resources' needs and operate a resource library, as a result of a needs analysis feedback survey. We were able to purchase:

- Education Zoom licence with safeguarding auditing features
- laptops/tablet for students and teachers, together with necessary accessories
- home equipment (folding tables, chairs)
- student equipment (fiction/non-fiction books, memory sticks)
- technical support consultancy
- anti-Covid-19 materials (masks, gloves, sanitisers)

At the start of this year, OYA fees increased by £5 to £15. By term 3, fees were scrapped to enable families to adjust to challenges faced as a result of the pandemic; these were not only related to finance, but also to health and employment.

This year, due to the effect of the pandemic on the overall education system, it has not been possible to evidence OYA's impact on GCSE results. OYA's partnership with Park High remains strong, even though we have not been able to deliver from their premises due to government guidelines.

Student outcomes recorded by Park High include the following:

- Improved self-image and raised confidence
- Increased cultural awareness and pride in family background
- Understanding the learning to learn principles and becoming independent and reflective learners
- Smooth transition from junior to secondary school
- Pupils from Park High raising their level of attainment in Mathematics and English
- Closing the achievement gap (now called 'Diminishing the Differences') and is up on last year
- Improved attitude and behaviour amongst students attending, which will in turn impact on conduct in all mainstream schools represented.

In spite of the challenges OYA is expecting in the near future, mostly to do with the uncertainty of lockdown restrictions, we remain optimistic for the future of our continued partnership with Park High due to our track record with them. We plan to increase our intake of Park High students. OYA will continue to source funding, additional partnerships and develop the new Saracen's partnership. Its growing popularity is evidenced by a waiting list. The number waiting to be enrolled in September 2020, as of July 2020 was 121.

Review of transactions and financial position

Overall expenditure in the current year was £96,909 (2019 - £137,844) leading to a net surplus of £7,095 (2019 - £15,682 deficit). At the balance sheet date, the total funds of the charity were £43,961 (2019 - £36,866).

OYA ORGANISATION OF YOUNG AFRICANS

TRUSTEES REPORT

FOR THE YEAR ENDED 31 AUGUST 2020 (CONTINUED)

Reserves policy

The trustees wish to establish a policy whereby the unrestricted funds held by the charity are 3 to 6 months of the resources expended. At present the general unrestricted funds show a surplus of £21,218 (2019 - £35,152).

Risk management

The organisation's trustees have considered the risks to which the organisation is exposed and have reviewed those risks and established systems and procedures to manage those risks.

Trustees responsibilities in relation to the financial statements

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of its financial activities for that year. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed subject to any departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ascertain the financial position of the charity and ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations and the provisions of the trust deed. The trustees are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the Trustees on 02/ JULY/2021.....

Chair



DR. DAVID D. KHAN

OYA ORGANISATION OF YOUNG AFRICANS

INDEPENDENT EXAMINER,S REPORT TO THE TRUSTEES ON THE FINANCIAL STATEMENTS OF OYA ORGANISATION OF YOUNG AFRICANS FOR THE YEAR ENDED 31 AUGUST 2020

I report on the accounts of the Charity for the year ended 31 August 2020 which are as set out on pages 5 to 11.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the financial statements. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the financial statements under section 145 of the 2011 Act;
- to follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5) and 152(5) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Independent examiner,s statement

Your attention is drawn to the fact that the charity has prepared accounts in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)", in preference to "Accounting and Reporting by Charities: Statement of Recommended Practice" issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

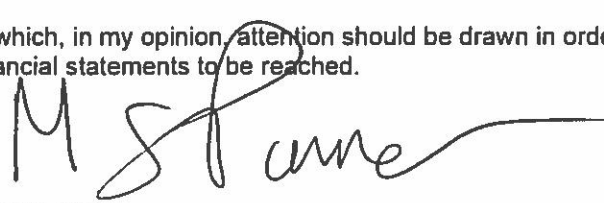
I understand that this has been done in order for accounts to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements:
- to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare financial statements which accord with the accounting records and to comply with the accounting requirements of the 2011 Act

have not been met; or

- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.


M.S.Pinner ACA
Errington Langer Pinner
Chartered Accountants
Pyramid House
954 High Road
London N12 9RT

Date:

2 July 2021

OYA! ORGANISATION OF YOUNG AFRICANS

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2020

	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
Incoming resources				
Grants - Current year	20,000	71,258	91,258	97,271
Fees receivable	12,043	-	12,043	24,547
Donations and miscellaneous income	703	-	703	344
Total incoming resources	32,746	71,258	104,004	122,162
Resources expended				
Wages and salaries	38,076	37,394	75,470	121,993
Staff / DBS	-	-	-	-
Volunteer expenses	-	-	-	70
Website maintenance	122	-	122	122
Travelling	-	-	-	356
Events and trips	498	-	498	1,282
Staff training	-	-	-	-
Rent	1,020	-	1,020	1,435
Insurance	1,068	-	1,068	1,209
Light and heat	947	450	1,397	1,088
Repairs and maintenance	183	-	183	127
Books and materials	117	-	117	1,693
Printing, postage and stationery	766	-	766	2,304
Small office equipment	-	12,124	12,124	1,986
Telephone	1,117	-	1,117	1,383
Professional and consultancy fees	1,320	-	1,320	120
Independent Examiners fees	600	-	600	600
Membership and subscription	510	144	654	582
Depreciation on equipment	112	-	112	132
Refreshments	213	117	330	1,260
Cleaning / health & safety	11	-	11	58
Lunch subsidy	-	-	-	-
Total resources expended	46,680	50,229	96,909	137,844
Net incoming/(outgoing) resources for the year ended 31 August 2020	(13,934)	21,029	7,095	(15,682)
Transfer between funds	-	-	-	-
Fund balances brought forward at 1 September 2019	35,152	1,714	36,866	52,548
Fund balances carried forward at 31 August 2020	21,218	22,743	43,961	36,866
	=====	=====	=====	=====

OYA! ORGANISATION OF YOUNG AFRICANS

BALANCE SHEET AS AT 31 AUGUST 2020

	Notes	2020 £	2019 £
Fixed assets			
Tangible assets	3	636	748
		<u>636</u>	<u>748</u>
Current assets			
Debtors	4	1,993	410
Cash at bank and in hand	5	42,256	45,092
		<u>44,249</u>	<u>45,502</u>
Creditors: amounts falling due within one year	6	(924)	(9,384)
Net current assets		<u>43,325</u>	<u>36,118</u>
Net assets		<u>43,961</u> =====	<u>36,866</u> =====
Funds	7		
Unrestricted Funds		21,218	35,152
Restricted Funds		22,743	1,714
		<u>43,961</u> =====	<u>36,866</u> =====

The notes on pages 7 to 11 form part of these financial statements.

Approved by the Board of Trustees on 02/ JULY/2021 and signed on its behalf by:

Chairman [Signature]

Dr. DAVID D. KITAWU

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies

1.1 Basis of preparation

The accounts have been prepared in accordance with the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The accounts have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The accounts have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020 (CONTINUED)

1.5 Resources expended

Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Office equipment	-	15% reducing balance
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income / (expenditure) for the year.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

2. Trustees' remuneration and expenses

None of the trustees were remunerated or received reimbursement for expenses.

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020 (CONTINUED)

3. Tangible Assets

	Office Equipment £
Cost	
At 1 September 2019	13,147
Additions	-
At 31 August 2020	13,147
Depreciation	
At 1 September 2019	12,399
Charge for the year	112
At 31 August 2020	12,511
Net book values	
At 31 August 2020	636
	=====
At 31 August 2019	748
	=====

The assets are used for the operation and administration of the charity.

4. Debtors	2020 £	2019 £
Prepayments	1,688	410
Other debtors	305	-
	1,993	410
	=====	=====

5. Cash at bank and in hand	2020 £	2019 £
Current account	41,686	44,042
Cash in hand	570	1,050
	42,256	45,092
	=====	=====

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020 (CONTINUED)

6. Creditors: amounts falling due within one year	2020	2019
	£	£
Accruals	924	1,300
Other creditors	-	40
Deferred income	-	8,044
	<u>924</u>	<u>9,384</u>
	=====	=====

7. Analysis of charitable funds

Analysis of unrestricted funds movement

	Balance at 1 September 2019	Incoming resources	Resources expended	Balance at 31 August 2020
	£	£	£	£
General fund	35,152	32,746	(46,680)	21,218
Transfer between funds	-	-	-	-
	<u>35,152</u>	<u>32,746</u>	<u>(46,680)</u>	<u>21,218</u>

Analysis of restricted funds movement

	Balance at 1 September 2019	Incoming resources	Resources expended	From General Fund	Balance at 31 August 2020
	£	£	£	£	£
Paul Hamlyn Foundation	706	-	(200)	-	506
Park High & OYA – Partnership (John Lyon's)	-	13,330	(13,330)	-	-
Young Barnet Foundation – Upshot Software	250	-	-	-	250
Young Harrow Foundation – The Big Give	422	-	(422)	-	-
Wave 2 (John Lyon's Charity)	-	21,160	(13,180)	-	7,980
GLA Young Londoner	336	36,768	(23,097)	-	14,007
	<u>1,714</u>	<u>71,258</u>	<u>(50,229)</u>	<u>-</u>	<u>22,743</u>

OYA! ORGANISATION OF YOUNG AFRICANS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020 (CONTINUED)

Name of the fund	Description, nature and purpose of the fund
Paul Hamlyn Foundation	Co-ordinator's salary and 50% of Finance/Admin Officer's salary.
Park High & OYA – Partnership (John Lyon's)	Park High School, Stanmore as a Lead Organisation, bid for funding from John Lyon's Charity and secured funding of £120,000 for 3 years (i.e. £40,000 per year). The funding is for Teacher's salaries, Educational Project Manager & Head of Departments (i.e. English, Maths & Science) for 3 years. The project started January 2017 and finished December 2019.
Young Barnet Foundation – Upshot Software	To provide data capture software for 1 year.
Young Harrow Foundation – The Big Give	The Children's Trust Christmas Challenge 2018 match fundraising campaign.
Wave 2 (John Lyon's Charity)	Provision of office equipment, professional Zoom, and IT consultant.
GLA Young Londoner	3 years funding for Transitions and Transformation projects. To end in September 2021.

8. Staff costs

	2020 £	2019 £
Salaries	75,470 =====	121,993 =====

The average weekly number of employees remunerated during the year, calculated on a full time equivalent basis was:

	2020	2019
Administration and Teaching	12 =====	8 =====