



# UK YOUTH

## Annual Report and Financial Statements

2021/22

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## Funding

**£14.6m**

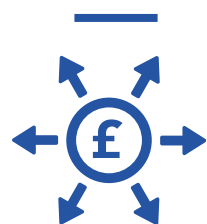
We raised nearly £14.6m to unlock the **power of youth work**

**498**

individuals **supported our work** (including events fundraisers and regular givers)



We partnered with **22 corporates** who invested in our vision and activity



We distributed **£4.6m** to youth organisations to enable them to sustainably deepen their impact

## Our Networks



We brought together 131 youth work organisations at our network events to share best practice, build partnerships and tackle key issues such as youth loneliness, racial injustice, poverty and inequality

## Influencing



We hosted a policy reception in collaboration with the Hope Collective at **10 Downing Street** with the Prime Minister in attendance.

**#iwill**

50 organisations signed up to the **Power of Youth** charter, committing to embed youth social action and leadership opportunities



We enabled young people and youth workers to shape government policy through **28 roundtables**, events, and meetings with politicians.

## Young People

**68,000**

Over 68,000 young people **engaged in our provision**

**3.6m**

At least **3.6m young people** were supported by organisations in our network



**Almost 12,000** young people participated in opportunities to experience, learn and develop through our inclusive Outdoor Learning activities at Avon Tyrrell.

**400**

We supported over 400 **#iwill ambassadors** & champions to lead social action projects nationally and locally



We designed & delivered **24 targeted youth work programmes** in collaboration with 96 partners

## Outcomes

**100%**

of youth workers would recommend taking part in **UK Youth's networks**



As a result of taking part in our programmes, **74% of young people** improved their Emotional & Social Capabilities

**79%**

of young women and girls taking part in **EmpowHER** said they would be likely to volunteer in the next year



88% of organisations receiving funding via our Covid Relief Fund say they now feel **optimistic about their future**

**88%**

88% of youth workers say they have **increased connections** with peers through our networks



Our Covid Relief Fund enabled the delivery of nearly **33,000 hours of youth provision**

**#iwill**

## Lanai, #iwill Ambassador

I was nominated to become an #iwill Ambassador in 2019, but I've been volunteering since I was about 14.

I had quite a challenging adolescence because of many different reasons. I had a real lack of belonging and high school was really tough for me.

While I was in high school, I started volunteering with a youth social action project called WASSUP (Women Against Sexual Violence Speak Up). Little did I know that small bit of volunteering would change the course of my life.

When I joined the project, I immediately felt safe and at home, like I belonged. It was amazing to find a space where I could directly put my experiences into positive action. I haven't stopped volunteering since, and I don't intend to.

I wanted to take my social action to a national scale and got involved with UK Youth's 'Young and Black' campaign. The #iwill Black Ambassadors group has been a safe space and has been so valuable for me. The Black Ambassadors ended up working with Teach First to tackle racial injustice in education. That was in some ways healing for me because most of the racism I experienced was during my schooling. Just a few years after I left school, to be sitting with Teach First and informing change was really powerful.

If I could go back in time and show younger me what I'm doing now, I don't think she would believe it. I was so voiceless just a few years ago. The amount of change that I have been part of in that time, it really shows what happens when we listen to young people and when we support them.

One of the biggest things social action has given me is moving from feeling so out of place in my school to helping to change the work of hundreds of teachers, supported by other powerful young people.

Being an #iwill Ambassador has given me a big sense of purpose – I know why I'm here now. I know that as long as I'm making a change for my community, then I'm doing the right thing.

Imagine what could be achieved if every young person was given these opportunities? Join the movement to #UnlockYouthWork for all!





## Statement from our Chair and CEO

We are living in difficult times. Young people have to overcome challenges not experienced in generations - the lingering impact of the Covid pandemic, a surge in the cost of living, and increasing inequality.

The consequences of the pandemic and economic challenges on young people cannot be overestimated. 60% of those who became unemployed during the pandemic were 18-24 years of age<sup>1</sup>. 1.1 million young people (over 1 in 4 11-16 year olds) have experienced difficulties with their mental health in the last year. Of these, over 700k are experiencing more severe problems with their mental health. This is an increase of 40% since 2017<sup>2</sup>.

Youth work is essential for helping young people navigate these uncertain times. It gives young people the tools they need to support their own personal development, to manage their wellbeing, increase their self-confidence, create connections and build trust with others in their community. Every young person deserves this support.

We were excited to launch our new strategy in June 2021. The strategy sets out our approach to securing sustained systems change to unlock youth work for young people across the UK. We are working with a movement that shares this ambition to build a crosssector understanding of youth work's transformational potential, secure sufficient investment for sustainable provision, and help embed effective solutions that will increase the quality and accessibility of youth work.

As a collective  
network **we have**  
supported over

**3.6m**  
young people across the UK

We are making progress towards unlocking youth work for all young people. The quality and impact of our work continues to grow. In spite of the wider challenges, we were able to raise nearly £14.6m of support in 2021/22, making this year our most successful fundraising year to date. This funding has strengthened our own delivery with young people and youth workers, improved our ability to build cross-sector understanding of the value of youth work and supported us to bring cross-sector leaders and young people together to collaborate to solve key issues. It has also enabled us to provide millions of pounds of onward grants to grassroots youth organisations to ensure young people could continue accessing local youth work and youth services during such a critical period.

We are proud to say that our reach has continued to grow. During the year we reached over 8,000 organisations, and as a collective network, we have supported over 3.6m young people across the UK.

We were delighted to be chosen to take on the next phase of leadership for the #iwill movement, with our partner Volunteering Matters. #iwill aims to make social action part of the life of all young people. This role will mean we can further support young people to be the leaders of now, just the future.

We have also expanded our programmes to provide more opportunities for young people to have their voices heard and to influence and shape their futures. One example is our 'Hope Hacks', held in partnership with the Hope Collective, where we helped give young people the chance to contribute to discussions about solutions to problems in their communities. These events were a great success. We were especially pleased with the 'mini hack' event and reception at 10 Downing Street attended by the Prime Minister and the Under-Secretary of State at the Department for Digital, Culture, Media and Sport.

It was also truly uplifting to see young people enjoying Outdoor Learning once more at our Avon Tyrrell outdoor centre. Despite the operational challenges imposed by Covid, we were pleased to be able to support nearly 12,000 young people at the site. In recognition of the profound impact that Outdoor

Learning can have on young people, we have committed to expanding access, ensuring it is an integral part of our support.

Looking to the future, the recent crises have shown how vital it is that UK Youth is an agile organisation, able to respond quickly and decisively to a rapidly changing landscape. We need to be able to swiftly provide the support that young people desperately need to navigate their way to adulthood successfully.

The challenges we face may be significant, but we know that by working together across sectors and harnessing our collective influence and networks, we will create the system change that is needed to ensure all young people thrive.

**Ndidi Okezie OBE, CEO**  
**David Thomlinson, Chair**



<sup>1</sup> Youth Employment Group <sup>2</sup> NHS Digital (2021): 'Mental Health of Children and Young People in England 2021'





UK Youth is more than just a youth organisation, it helps youth groups stay open, enabling them to deliver diverse opportunities and programmes in different regions... it helps us to have our say on the problems we face.”  
 – Young person, aged 19

## Our vision

All young people are equipped to thrive and empowered to contribute at every stage of their lives.

## Our values

Our organisational values now underpin all areas of our work and provide a framework to guide everything that we do.

### Inclusivity

We strive to embed a respectful understanding of the lived experiences of diverse communities.



### Courage

We are brave about driving positive change: challenging the status quo, taking risks and providing the support to fail and grow.



### Curiosity

We seek to learn and communicate with an open mind - build our knowledge and understanding - find better ways of doing things.



### Community

We strive to expand our community: connecting to all who share our vision, ensuring they are valued, respected and empowered to act.



### Excellence

We deliver high-quality work that always puts the needs of young people front and centre.



“I’d sunk. I lost all my confidence, began suffering from anxiety, put on weight, and stopped going out. It felt like it was all over. I am a different person now with a whole new set of skills that make me totally employable.” – ReachUp programme participant


## What we do

We are working to create a society that understands, champions, and delivers effective youth work for all. As a leading UK-wide youth charity, we use our influence as a sector-supporting infrastructure body and a direct delivery partner to campaign for social change.

We deliver youth work to tens of thousands of young people every year – giving them new experiences and helping them learn new skills through Outdoor Learning at our beautiful centre in the New Forest.




We partner with organisations across many sectors - including government, education, health and businesses - to grow understanding of youth work, how they can meaningfully involve young people in their work, and how they can work together to support young people to lead change in their communities.






We work with our network and their partners, supporting over 8,000 youth organisations to increase their capacity, capability and confidence.



We design targeted youth work programmes in response to urgent needs of young people, such as mental health challenges, employability and social action, whilst building evidence of the impact of youth work.



We influence policymakers, locally and nationally, to ensure they champion youth work.





We provide grants and organisational support packages to increase the accessibility and sustainability of youth work.









*"Youth work is unique. A young person's youth worker can often be the one person who doesn't give up on them. It's that one person who is going to be there for them and if they muck up it doesn't matter. We're still going to be there. It's that one person that listens to them. And actually walks that path with them. Not saying, you've got to do this, you've got to do that. Teachers, parents, police, everyone out there is telling young people what they've got to do. The unique thing for youth workers is that we're saying, "what do you want to do?"*

– Youth worker at Supporters' Event

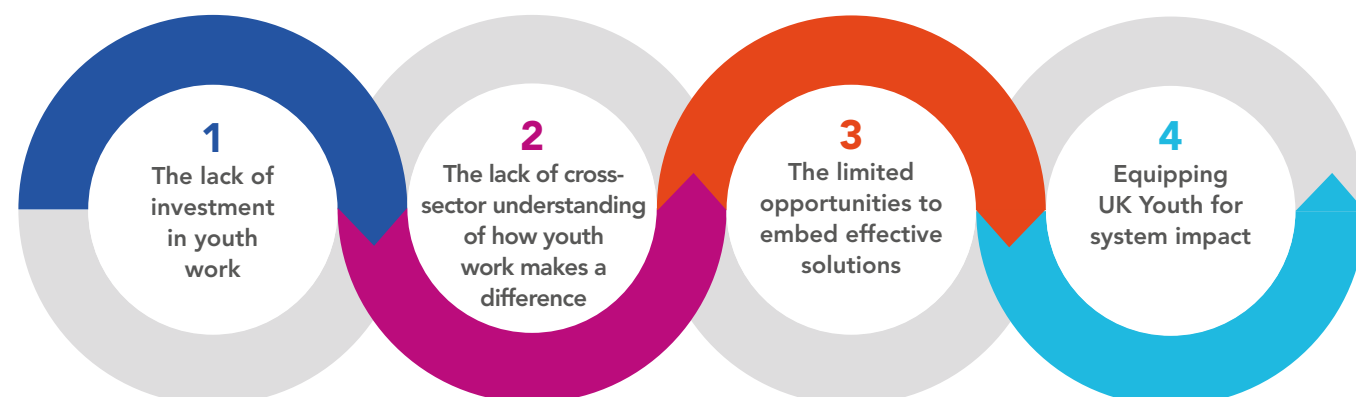
## Our new strategy

### Unlocking Youth Work

The pandemic highlighted the fragility of the current system that supports young people. We identified that UK Youth is uniquely placed to move beyond supporting young people to try and navigate a broken system - we have the passion, partnerships, influence, and expertise to tackle the root causes of problems in young people's lives.

High-quality youth work can change lives, and even save lives. However, there is severe inequality of access across the UK, and too many young people are missing out. We have developed a systems change-focused strategy to unlock youth work for every young person in the UK.

#### Strategic challenges



We launched 'Unlocking Youth Work' in June 2021. This strategy, which has been well received by partners, funders and young people involved in our work, is centred on solving a problem with four interconnected challenges, which this report is structured around.

The scale and urgency of these challenges demands a lot from us, especially in a difficult external environment. We need to make sure that we have the people, processes and plans to achieve such a big impact of change for young people. This report also shares reflections on the progress we have made, what we have not got right and what we have learned along the way.

Our new strategy will help us build a movement of change - galvanising like-minded individuals, organisations, government, and businesses from all sectors, to work together and deliver system change for young people.

#### This cross-sector movement will work together to:







*"The grant has helped our organisation to break down barriers to accessing youth work for Black and minority ethnic young people. Thanks to your grant, we have been able to provide bespoke community support services to 95 Black and minority ethnic young people who were direct beneficiaries of this project with a range of social activities, including: peer mentoring, emotional support, provision of welfare advice and information, guidance, advocacy, general support and friendship to reduce the level of depression and anxiety and thus help with the impact of Covid."*

– Care Link West Midlands, Covid Relief Fund grant recipient

## CHALLENGE

# 1

## Strategic challenge 1: Investing in youth work

**The youth sector has continued to provide high-quality support for young people throughout the pandemic. The operational resilience of youth organisations has been stronger than anticipated. However, significant operational pressures remain exacerbated by over a decade of funding cuts.**

Annual local government funding for youth work is £1bn lower than it was ten years ago. More than 4,500 youth work jobs and 760 youth centres have closed as a result. This has led to a strain on the remaining workforce and challenges in recruiting new staff into the sector. Cuts have been felt more intensely in more deprived areas of the country – young people in affluent areas of the UK are twice as likely to have access to youth clubs and out-of-school activities than young people in poorer areas.

To increase investment in the youth work sector, we have to transform the way funding is provided and the amount available. As both an organisation that receives grants, and a grant distributor, we have a unique role to play in advocating for a grant-giving model focused on sustainability and collective action.

# £4.6m

in funding to youth organisations, **including £2.9m in grants to 334 charities.**

Over the last year, we have distributed over £4.6m in funding to youth organisations, including £2.9m in unrestricted grants to 334 charities. Alongside this funding, we have provided networking opportunities and skills-building support.

Youth work is centred on the unique relationship between a young person and a trusted adult. This relationship is often long-term and based on trust and mutual understanding. Strong funding relationships are built on the same principles. We need more long-term grant-giving based on trust and mutual understanding and has the grantee's work at the heart.

As part of our work to become best-in-class grantmakers, in January 2022 we signed onto the Institute for Voluntary Action Research (IVAR) grant-making principles and have been working and learning from a diverse range of models and our previous grantees, to improve our processes and practice.

### IVAR grant-making principles



Throughout 2021/22 we have put these principles into practice. One example is our Covid Relief Fund where we partnered with The Julia and Hans Rausing Trust to provide grants to youth organisations to help meet the urgent needs of young people and provide personal development and socialisation opportunities. The fund supported over 13,000 people to engage in youth work activity and provided vital support to keep youth organisations operating during difficult times.

We also partnered with Pears Foundation, which enabled us to support 25,955 young people through over 32,000 hours of youth work. This funding helped to re-engage young people with youth centres after pandemic closures – ensuring that they could spend time with their friends, develop new skills or participate in community activities.

*"This funding absolutely transformed and saved our organisation. We have been operating since 1975, and due to Covid and losing all our face-to-face work, were at serious risk of closure. The flexibility of the grant meant we could stabilise with some core funding which then allowed us to fundraise, and put in a modest amount of reserves. The seed funding has brought matched funding for a new pilot too."*

– Care Link West Midlands, Covid Relief Fund grant recipient





"When you give your people a platform, you're giving them ownership of what they do...so unless you give them a stage and tell them you can do it, I will be here to support you, they're not going to get that confidence that they need to survive."

– Young Changemaker, Team Change



## CHALLENGE

# 2

## Strategic challenge 2: Building cross-sector understanding

**Our new strategy recognises the need for a joined-up cross-sector approach if we are to create a society that understands, champions and delivers effective youth work for all. The youth sector needs to deepen strategic collaboration with partners in health, education, criminal justice, and commercial sectors - and many others - to provide the joined-up support that young people deserve.**

Throughout 2021/22 we have used our position as the voice of the youth sector to connect, empower and champion an ever-growing movement of thousands of youth organisations, allies, young people and volunteers.

This has helped to create the conditions for effective collective action across sectors to change the system for young people by unlocking the power of youth work.

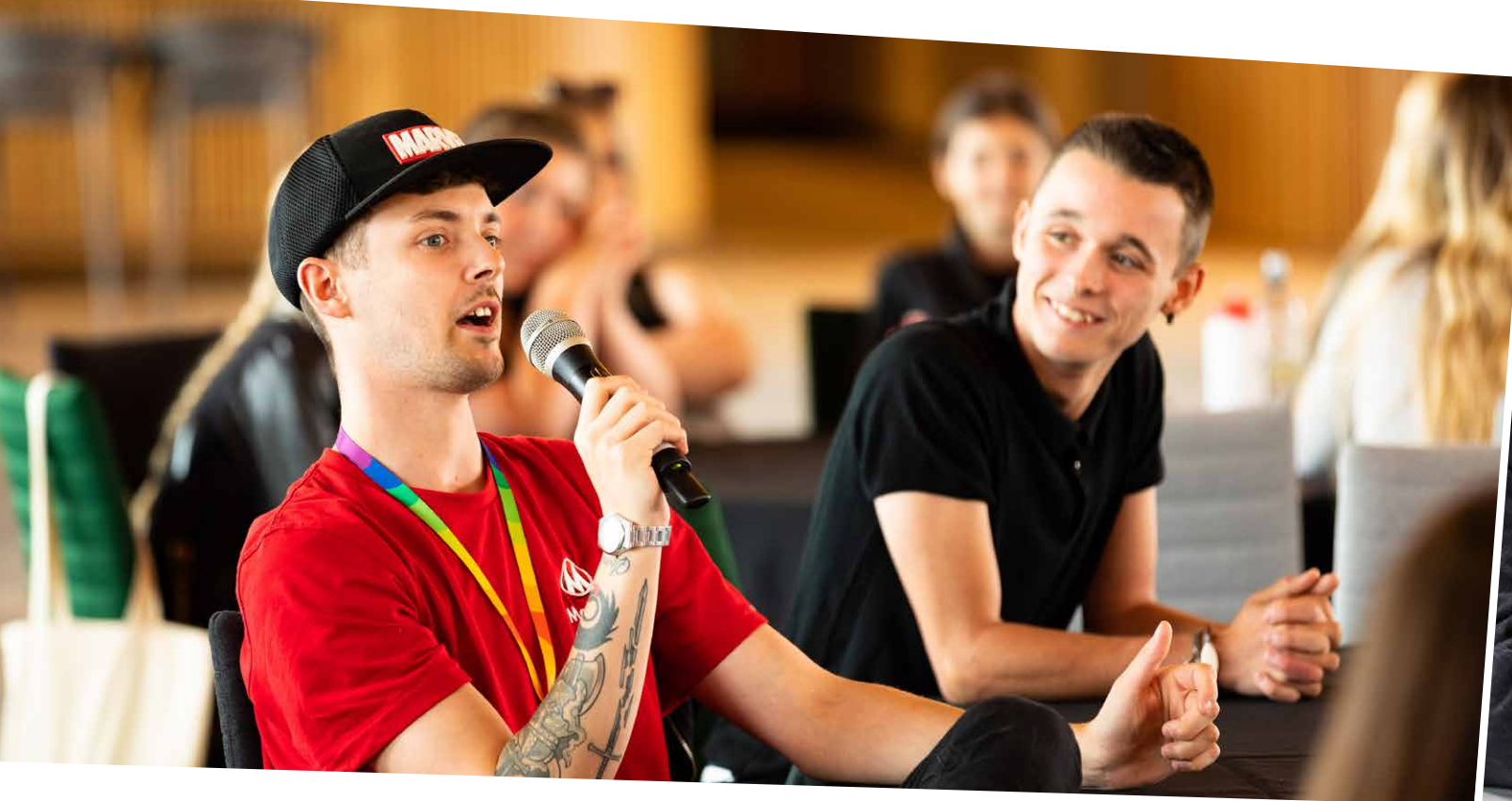
As of 31 March 2022, we have an open network of 3,490 youth organisations directly registered with UK Youth, including over 50 infrastructure organisations, which gives us a collective reach of 8,367 youth organisations. Together, these organisations support over 3.6 million young people.

Over the last year, we have also been an active member of the Back Youth Alliance of national youth organisations, including chairing the alliance, which has driven much closer partnership working across the national youth sector landscape.

"Really remarkable stories and the ingredients for great youth work on display in abundance - amazing youth workers, brilliant partnerships, funders and supporters and businesses playing their part, and of course the fantastic and uplifting stories of the young people who have such inspiring stories. A huge thank you to all of you at UK Youth for all that you do - please keep up the great work advocating on behalf of the sector, and we look forward to working with you more in the future. Great job all round."

– Alistair Dale, CEO Youth Moves





## Networks

**Central to our Collective Action approach is our network engagement and development activity which enables cross-sector organisations and individuals to connect and co-create solutions to tackle the issues young people and the youth sector face.**

In 2021/22, we expanded our network offer and created more unique spaces for organisations to collaborate. 131 youth work organisations actively participated in different networks.

We continued our valued Innovator Network, originally formed at the start of the pandemic to enable youth organisation leaders to support each other through the crisis. Over the last year, the network's focus expanded to cover broader issues and priorities for the sector including young people's mental health and resilience, youth participation, storytelling and impact measurement, and young people's holiday and food programme.

A key objective of our networks approach is to provide a platform for network members to advocate for the needs of the sector and young people directly to

decision-makers. We have been pleased to increase the number of government departments in our networks to consult and engage on key issues such as the Government's Loneliness Strategy, Youth Investment Fund, Local Authority Statutory Guidance, and Holiday and Food Programme.

We continued our coordination role of the Hope Collective, a partnership of leading cross-sector organisations working together in a spirit of unity to tackle inequality and create real change for young people and communities across the UK.

Over the course of the year, we supported 6 'Hope Hacks' with the National Citizen Service Trust and Violence Reduction Units across the four nations, with over 388 young people involved along with youth organisations and cross-sector allies. Each Hack tackled a different issue young people wanted to address, from employment and education to racism and climate change. The young people are trusted to identify the changes needed to make progress. We also supported the Hope Collective's Youth Management Group to ensure that young people's voices, decisions and priorities were at the heart of the collective's activity throughout the year.

An ambitious programme of activity in 2021 culminated in an incredible youth-led hack and a reception at No.10 Downing Street in November 2021, and an amazing Day of Hope Celebration at Southwark Cathedral on 7 December 2021. The initiative saw young people from around the country

come together to lead a 'mini' hack at No.10 which was attended by ministers and decision-makers, followed by a reception at No.10 that was attended by the Prime Minister, Boris Johnson, and the Minister for Civil Society and Youth Policy, Nigel Huddleston MP.

### CASE STUDY

## Triumph Racial Equality Network:

**One purpose of our Innovator Network was to create the space for youth leaders to connect and tackle shared issues. An Innovator session on racial equality in Spring 2021 led to the formation of the Triumph Racial Equality Network, which focuses on developing anti-oppressive and anti-racist practices and learning in the sector.**

*"TRIUMPH (a group of youth organisations focusing on racial equality) was effortlessly formed out of conversations amongst colleagues that were part of a UK Youth network. This meant we already had a level of rapport and felt we were amongst like-minded people from the start. Being part of the UK Youth Innovator network meant I was already building relationships with*

*organisations from Devon to Blackburn that I never would have reached as quickly or easily and I had the confidence that their presence in the UK Youth network meant they would have the capability and experience to drive change. Developing TRIUMPH out of an existing UK Youth network enabled it to start as a conversation without requiring immediate commitment from participants, allowing it to evolve organically without the need for extensive coordination or facilitation from UK Youth. UK Youth supports with such a wide range of interventions – including just creating the space for conversation and seeing where it goes – this is vital for the progression of our sector"* - Louis Howell, Chair of TRIUMPH Youth Sector Racial Equality Network



*"Taking part in your network events have been so helpful and inspiring. The connection and collaboration during Covid was a real lifesaver."*

- Youth worker and Innovator Network member



## Policy and Influencing

We have been tirelessly making the case for youth work with policymakers and amplified the voices of young people and youth workers. Following consultations with young people and youth organisations in October 2021, we provided a submission for the Comprehensive Spending Review which explained what would be required to truly unlock youth work for all young people.

We were pleased to see the Government announcements in February 2022 on the National Youth Guarantee and the £560m Youth Investment Fund. However, there is a lot of work to be done to deliver on these promises. We developed seven tests to ensure that the Government follows through.

### National Youth Guarantee: 7 tests for success



We also advocated for greater investment (especially revenue funding) to make the Youth Guarantee a reality in all communities. Long-term funding is also required to rebuild the workforce after a decade of austerity. We continue to champion and advocate for this alongside working to unlock further support.

We had a highly successful presence and engagement at the Labour and Conservative Party Conferences in Autumn 2021, running four cross-sector youth-led events themed on building back better for young people post-covid and youth voice. The party conferences provided an opportunity to connect with colleagues in the sector, meet new contacts from other sectors and deepen our engagement with MPs.

*"I have seen a real step-change in UK Youth's policy and influencing work over the last year and it's clearly been impactful in unlocking long-overdue money for the sector."*

- Emmy O'Shaughnessy,  
Director of Innovation and Growth,  
Oxfordshire Youth



# 3 Strategic challenge 3: Embedding effective solutions

**We have worked hard to refine our ways of working to improve the experience of grantees and the impact of our work.**

**During 2021/22, we:**

- launched a new delivery model based on our three primary areas of focus - facilitating funding, providing development opportunities and connection to youth organisations
- moved to a regional account management approach as part of our new delivery model to provide better, streamlined support to youth organisations
- developed an in-house design team to ensure that our programmes are designed using the best available evidence and respond directly to the needs and preferences of young people and youth workers.

During 2021/22, we designed and delivered 24 targeted youth work programmes in partnership with local youth organisations across the UK and our funders. The programmes were developed in response to the urgent needs of young people and youth workers and centred on six key areas:

- Employability (Reach Up, Dream it Real)
- Mental health (Young Changemakers)
- Social action (EmpowHER, Outdoor Activators, EmpowHER Legacy, Inspire 2022)
- Physical activities (Active Youth)
- Road safety (UPS Road Code)
- Digital skills (Be Internet Citizens, Generation Code)

## Employability

# 74%

of young people taking part in our programmes **increased their emotional social capabilities**, this includes increased confidence, resilience, responsibility, motivation, self-awareness, communication and receptiveness.

**Confidence levels** saw the largest increase, improving on average ,

# 2.0

on the 10 point scale

Due to short term funding and high staff turnover, there are limited opportunities to embed effective solutions in the sector. To combat this, we must grow our evidence base of what works. In 2021/22, we were able to invest time in understanding the role of the youth sector in tackling youth unemployment. Using insights gained through evidence reviews, focus groups, and user testing, we developed an employability approach that responds to the needs of young people and builds upon the trusted relationship young people have with their youth worker.

Over the next year, we will pilot a range of initiatives developed through our new employability approach, from early aspiration-building interventions (Dream it Real) to initiatives working on local partnership building between employers and the youth sector (Building Connections), to programmes with embedded work experience (Hatch).

## Dream it Real:

**Dream it Real aims to build young people's confidence and aspirations and invest in their skills so participants can take the next steps towards their dreams.**

*"The Dream It Real programme greatly benefitted me socially and emotionally. Having suffered an incredibly difficult time at school due to harassment, in addition to the troubles of being a young carer, the Dream It Real programme allowed me to have a form of respite every Friday. I could engage in interesting conversations with other young people, in addition to learning other important skills such as preparation and tips for interviews, something that I struggle with at times due to my issues with anxiety. The programme allowed me to meet other hard-working, like minds who had such huge aspirations and dreams. To have the pleasure of interacting with such lovely people allowed me to truly improve my confidence and communication skills. Having participated in the Dream It Real programme at a low time, it reignited my passion and ambition to excel in my academic studies and to not doubt myself and my capabilities." 18-year-old participant*



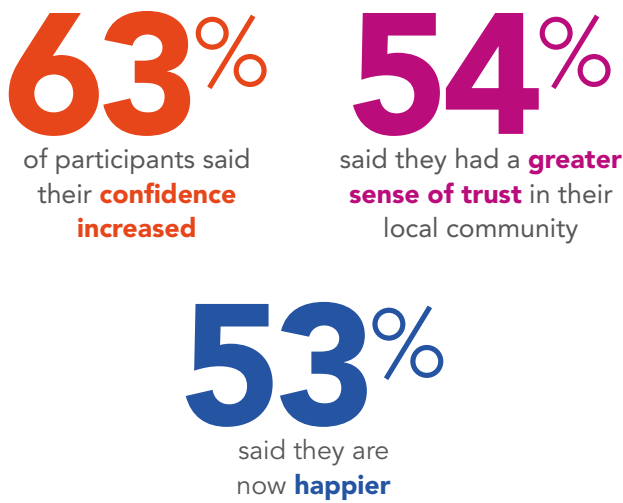


## Youth social action

Based on the power of collective action, youth social action activities involve young people working together to make a positive difference to where they live, study or to their local community. These initiatives show how taking small positive steps together can make a big difference.

In 2021/22, we celebrated the end of EmpowHER after 3.5 years. This programme, funded by Spirit of 2012 and the #iwill Fund, used social learning and action to address the worryingly low levels of wellbeing amongst young women and girls.

Over the course of the programme, we have supported thousands of young women and evidenced the impact the programme had. Data from four cohorts found:



We are now working with 52 youth organisations to test how we can embed lessons learned within the different packages of support funding, training and connection, available as well as exploring how we might scale this great work as effectively as possible.

2021 also saw UK Youth take over the coordination of the #iwill movement, along with our partners Volunteering Matters. #iwill aims to make social action part of the life of all young people.

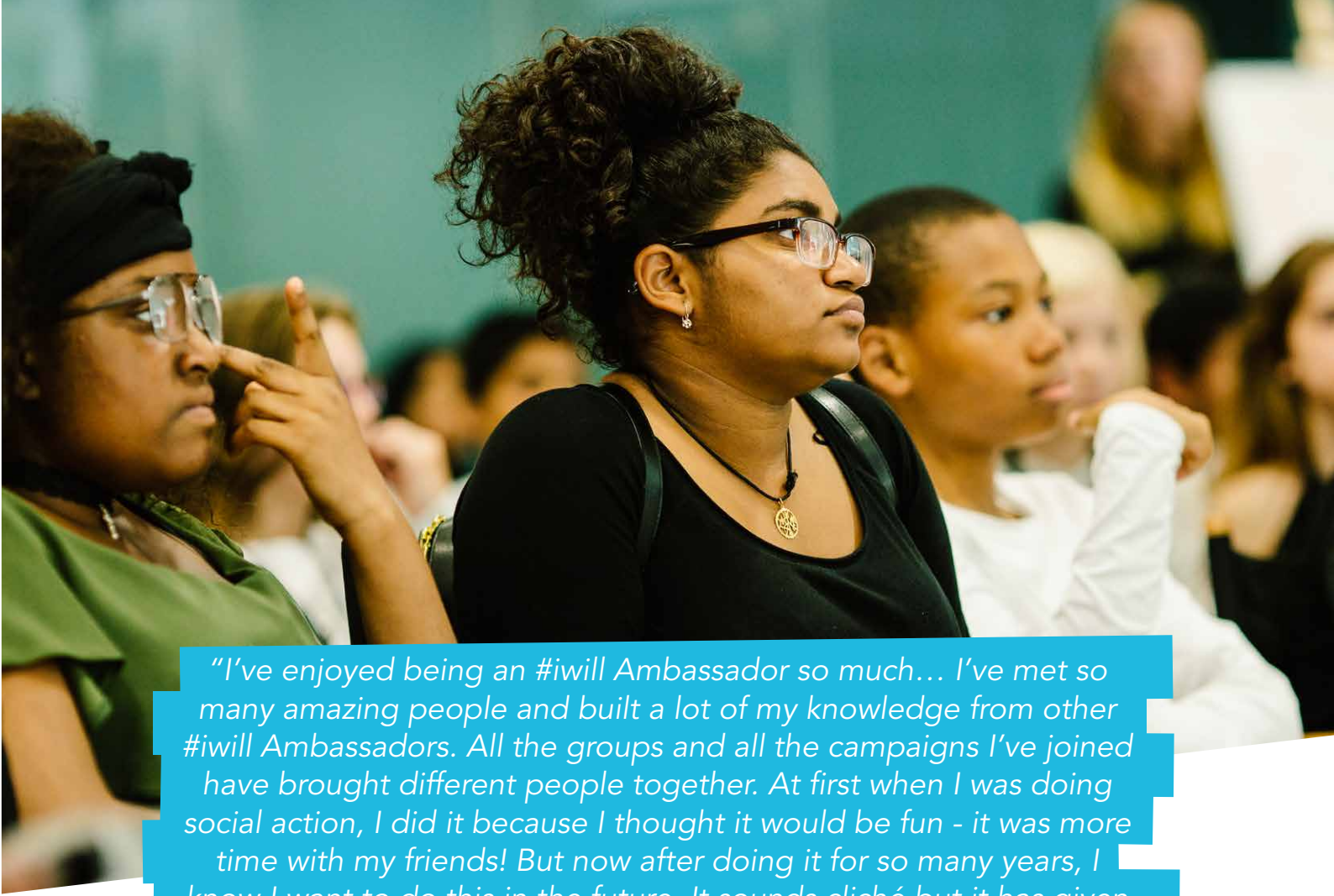
We put particular effort into making this an inclusive movement increasing the focus on reaching and supporting young people from low-income and ethnic minority backgrounds to participate in social action activities, as well as increasing the leadership of young people across all levels of #iwill.

**CASE STUDY**

### EmpowHER Legacy:

A group of young women and girls in South Tyneside washed cars and made jewellery to sell in order to raise funds for care packs. The care packs, containing toiletries, letters of kindness and a treat, sought to address the issues of homelessness and support those suffering domestic violence in their local community. The packs also included details of support organisations.

*"It makes you excited like you're making a change and the world will one day be better because you're doing something about it" – South Tyneside EmpowerHer participant*



*"I've enjoyed being an #iwill Ambassador so much... I've met so many amazing people and built a lot of my knowledge from other #iwill Ambassadors. All the groups and all the campaigns I've joined have brought different people together. At first when I was doing social action, I did it because I thought it would be fun - it was more time with my friends! But now after doing it for so many years, I know I want to do this in the future. It sounds cliché but it has given me a path to my future." - Danielle, #iwill Ambassador*

We ended the year with 50 organisations signed up to the Power of Youth charter (a way for organisations to make a public commitment to embedding the principles of #iwill and channelling the voices of young people). During this period, 413 young people actively engaged in #iwill as Ambassadors and Champions. Across the UK, #iwill Ambassadors have been mentoring students at risk of expulsion, tackling bullying, coaching young footballers, working to combat mental health issues and battling single-use plastic and much more, epitomising the win-win – for community and for the individual – of youth social action. For these young people, social action is now a habit that will stay with them for life.

As well as driving the #iwill movement forward, we have continued to involve young people in leadership and influencing activity across UK Youth. 262 young people took part in 82 opportunities over the course of the year. Initiatives included interview panels, grant panels, youth leadership groups advising networks and programmes, peer researchers and more. During this time we also reviewed our own approach to Youth Participation and will be launching a new broader and more inclusive youth participation model in 2022/23 to enable more young people to contribute in even more ways to everything we do at UK Youth.

**262** young people took part in **82 opportunities** over the course of a year





## Team Not So Micro:

Not So Micro is a team of Young Changemakers who are seeking to bring changes to public policy. Based on research and their lived experience, they are campaigning for mandatory anti-racism and microaggression training for teachers. Not So Micro was selected to be supported through the Young Changemakers Accelerator pathway, which brings together the expertise, resource and networks of the three national partners to collaborate with Not So Micro to embed systems change.

In January 2021, the group launched a parliamentary petition, and social media campaign to raise the profile of the issue with the public and policymakers.

"These health inequalities have been clear for years to those who live through them, and we're well aware that they don't just stop at the NHS, but are seen in every aspect of life such as policy, living conditions, policing and education. Personally doing this programme has re-inspired me to start my Masters and I start in September at Brunel – thank you for this opportunity!"

Young Changemaker, Not So Micro



## Mental health

Many of our programmes have a positive impact on the mental health and wellbeing of young people who take part. Some initiatives, such as Young Changemakers, try to take this one step further and change the whole mental health support system.

Young Changemakers supports young people from racialised communities to reimagine what effective mental health support could look like. During 2021/22, we worked with the Centre for Mental Health, the Diana Award and local youth organisations to co-produce

"A health system that doesn't treat its patients equally regardless of their ethnicity is not a fully functioning system." Young Changemaker

change programmes with young people. Young people from racialised communities led the project, shaping the strategic direction; designing and leading social action projects; and working as young peer researchers leading the research and evaluation.



Despite a difficult operating environment,

# 20,596

people attended the centre over the year



We supported

# 11,946

young people



We delivered

# 45,696

days of Outdoor Learning for young people

## Outdoor Learning

Outdoor Learning is a powerful tool for delivering youth work. It can improve a young person's personal, social, and educational development, improve health and wellbeing and environmental awareness. The outdoor space in which learning takes place is an integral part of the development process.

The last twelve months have been a particularly challenging time for Avon Tyrrell, our outdoor education centre in the New Forest. Following the extensive disruption caused by the pandemic, we worked hard to fully resume Outdoor Learning activities during 2021/22, however Covid restrictions and closures were still disruptive.

While bookings from our education and local community markets recovered faster than expected, along with much of the UK hospitality sector, we struggled at times with staff recruitment and to ensure we had enough highly trained staff available to meet demand.

Ongoing public health restriction changes also made decision-making for our customers incredibly reactive. This meant that we regularly had to adapt to last-minute changes and alterations.

Generous and valuable support from the Julia and Hans Rausing Trust helped to mitigate some of these challenges. With this assistance, we were able to make quicker and more confident business decisions, ensuring that we were able to provide continued access to Outdoor Learning provision for young people.

"The trip was incredible. The staff at Avon Tyrrell were helpful, enthusiastic and great at teaching and mentoring the young people. We noticed a clear change in the young people from day one to day three – development in their confidence, resilience, communication skills, working as a team and having lots of fun!"

– The Handy Trust





In 2021, we committed to expanding access to Outdoor Learning and ensuring that it is viewed as an integral part of the support we provide. As part of this commitment, we awarded bursaries to 190 young people, to enable groups and individuals facing barriers to participation to experience these benefits.

**During 2021/22, our Outdoor Learning team directly supported**

# 11,946

young people, including school and other educational trips, visits from youth organisations, and family holidays

We strive to give everyone the same opportunities to experience, learn and develop through adventure and discovery. Our accessible adventures programme provides

opportunities for families with a disabled child to come away and take part in a tailor-made programme surrounded by supportive staff and families in similar situations, which enables everyone to relax, gain confidence and achieve something new whilst spending vital time together as a family.

The parents/carers were hugely grateful for the opportunity the young people had. Feedback included young people being less interested in their phones, and more interested in self-development (such as one young person asking to learn to use the washing machine) and actually getting involved with family and friends.

We want Avon Tyrrell to continue to be an influential venue that is truly accessible and can be utilized all year round. This requires continued investment in the site infrastructure and facilities to ensure that we uphold our commitment as custodians of the site to preserve its unique heritage and continue to meet the growing needs of young people.

During 2021/22 we completed a number of projects across the site including:

- upgrading the forest facility block and internal aesthetics within our forest lodges
- essential repairs to our lake to provide a safer space to launch our boats from, improving the quality of experience and aesthetics of the area
- thanks to the support of Action Academy, we were also able to enhance our mountain bike facilities including an upgrade to our tracks and an increased fleet of standard and accessible bikes that we will be able to use to increase the number of biking opportunities to young people from the local community, including bike clubs and bike maintenance courses

To realise our ambitions, additional funds are needed. In 2021/22 we started preparatory work for a major Capital Appeal which would enable significant investment in new facilities at Avon Tyrrell.

*"We wanted to say thank you for the weekend. We've never done a special needs holiday before and it's amazing how much more relaxing it is to be surrounded by other families who understand the additional challenges we all face. You know they'd be no judgement should your child have a meltdown."*

— Parent who attended our accessible adventures programme



*"Working with an amazing group to raise awareness on what can be done to improve cultural awareness training for practitioners was insightful. I'm grateful to both the team as well the Diana award, UK Youth and Centre for Mental Health for help and support during the process. To my amazing teammates thank you for the laughter and amazing work you put in."*

— Naomi, Young Changemaker





CHALLENGE

# 4 Strategic challenge 4: Equipping ourselves for systems impact

**The scale and urgency of the challenges facing young people, and the complexity of the response required, demands a lot from us – especially in such a difficult external environment. We need to make sure that we have the people, processes, and plans to achieve such a big impact of change for young people.**

In 2021, alongside the launch of our new strategy, we revised the structure of our organisation. This ensured that we are organised in the most effective way and have the skills we need to deliver our strategic ambitions. We want to be the employer of choice for the sector. This requires ongoing and innovative investment to secure our goal of creating an inclusive and equitable workplace.

## Equity, Diversity & Inclusion

**We are passionate about these issues and remain committed to setting a high standard in terms of our approach to listening to and working with people from all communities in everything we do. During the previous year, we acknowledge that in order to achieve this we need to acknowledge where we are not doing enough and invest in understanding both the issues themselves and how we can improve as an organisation.**

We adopted an equity, diversity and inclusion principle recognising that 'there are significant power imbalances in society, the youth sector and within UK Youth. These have negative impacts on the experiences and outcomes of our staff, partners, and young people we work with. We will be unrelenting in our focus on increasing equity, diversity and inclusion through all our activities'.

Our Equal Opportunities, Dignity at Work and Diversity Policy sets out our commitment to promoting equality for all and guarding against discrimination on the grounds of ethnicity or any other protected characteristic, including through our approach to recruitment, selection, training, development and

promotion. Our Equity, Diversity and Inclusion Working Group has built on our work in the previous year and developed an improvement plan and key performance indicators to support the Charity in achieving its ambitions for greater inclusivity.

The intention is to embed our EDI approach into the delivery of our work, our culture, how we operate internally and how we ensure, through inclusive practice, that UK Youth is best equipped to support youth work where young people are empowered and thrive. This plan will complement our People Strategy as a critical enabler in supporting, developing and celebrating our workforce.

UK Youth is committed to reflecting and representing a diverse community through our workforce and our work. We have decided to focus on race, neurodiversity/disability and gender, recognizing that in the context of our organisation these are priority areas, that the lived experience of people from communities experiencing racial inequity are different and that specific interventions are required to address imbalances in experiences and outcomes.





*"This apprenticeship has allowed me to get hands on experience of how the outdoor industry runs and how rewarding it can be to have such a large impact on helping young people develop."*  
– Paige, 2021 Apprentice

Key actions that form part of our EDI improvement plan:

- Education and awareness:** We are dedicated to informing and educating our own staff about these issues and are undertaking the following activities.
- Delivering training for all staff on diversity and inclusion
  - Monitoring and addressing any issues in our recruitment and induction processes
  - Embedding inclusive approaches in the delivery model for all our programmes
  - Delivering inclusive leadership training for staff, leaders and our trustee board
- Monitoring, policy and process:** We will ensure that not only our staff, but our Board of Trustees, UK Youth Voice, and volunteers reflect the diverse communities in which we work.
- Targets: we have set targets around key equity, diversity, and inclusion metrics, with our targets being influenced by the makeup of the amazing young people we help support and the communities we serve and will report on our progress

- Recruitment: we have a recruitment system "applied", a blind recruitment software for unbiased hiring and monitoring its impact on our organisation
  - Reviewing our EDI Policy and developing training to improve staff engagement with this
- During the year, as well as working to improve the inclusivity of UK Youth's operations and staff, we continued to deliver programmes that acknowledged and supported young people from communities that are often disadvantaged or marginalised. Our activities included EmpowerHER, a multi-year programme encouraging young women and girls to use their voice for positive change, which concluded in 2021, and Young ChangeMakers, a programme giving young people from racialised communities an opportunity to reimagine and affect change within mental health support.

## Outdoor Learning development

Our Outdoor Learning staff are a vital component of our work and one of our greatest strengths. We want the young people who visit us there, to be inspired not only by their own outcomes but by the role our staff have in creating these powerful opportunities to inspire future generations of outdoor instructors, teachers, and youth workers. Within the Outdoor Learning team, we are committed to providing entry to employment opportunities, and in 2021/22 we recruited two new cohorts of Outdoor Learning apprentices, with five young people joining our apprenticeship programme during the year.



Almost  
**12,000**  
young people took part in **Outdoor Learning** at Avon Tyrrell, our outdoor education centre



We designed & delivered  
**24**  
targeted youth work programmes in collaboration with 96 partners



As a result of taking part in our programmes,  
**74%**  
of young people improved their Emotional & Social Capabilities

*"I am excited to see what opportunities arise for me in the outdoor industry and grateful to have the solid foundation of this apprenticeship."*  
– Logan, 2021 Apprentice





## A process of change, what we have learned

**UK Youth has big ambitions because the needs of young people and youth workers are also big. Our strategy requires major changes to our established ways of working because 'business as usual' has not unlocked youth work for all.**

This report sets out the significant progress that we have made in the last year but there is much we still need to work on. We are committed to improving and learning out loud, this includes being transparent about the areas that have been difficult in our first year of change. We hope these reflections may be useful for other organisations too.

### **Underestimating the time required to embed our new organisational structure**

- This year, we revised the organisation's structure alongside launching our new strategy. We knew that it would take months to finish recruitment and ensure all staff were settled into their roles. However, we underestimated how long it would take to complete recruitment – especially in a highly competitive workforce market – and how much disruption these workforce changes would cause.

### **Managing staff workload & wellbeing**

- We have been working hard to support staff wellbeing, which has come under significant pressure during the pandemic. We have been grappling with the challenges of hybrid working for staff connection and workload management. This has required us to think differently about the role of senior leaders and operational managers, as well as emphasising the importance of strong internal communications.

### **Creating a diverse and inclusive workforce**

- We want to be an employer of choice and have an inclusive workforce that reflects the communities we serve. Our workforce is now well balanced in terms of age, gender (an area of improvement that is of particular note), sexuality, and disability. However, the ethnic diversity of our staff is not representative and this is a particular issue among our managers, leadership and senior staff. The introduction of our new EDI improvement plan will help to address this.

### **Fostering greater collaboration and shared learning across programmes**

- We delivered 24 targeted youth work programmes in the last year. These programmes led to excellent outcomes for thousands of young people and produced lots of useful learning to inform future delivery. However, we have not sufficiently joined-up insights from across programmes and/or made these accessible enough for youth organisations in our networks.

### **Building external profile and understanding of youth work**

- We recognise that we need to improve understanding of youth work amongst the public, policy makers, and partners in other sectors. This is an ambition shared by others in the youth sector and we will continue to work with partners to advance this work in the year ahead.





"The volunteers from Coach [one of our corporate partners] were really engaged and prepared for the session, brought their real selves to the discussion, articulated their stories in an engaging and non-judgmental way, and made a powerful impact on the young people present by honestly sharing how their experiences of failure and really challenging circumstances had shaped them. It was amazing to see the realisation for the young people that these successful, confident Coach professionals had been young people like them once too, experiencing many of the same life challenges and self-doubt."

– Youth Worker, Delivery Partner, 2021



"In my 23 years at Coke, it's been the single most impressive thing that I've been involved in."

– Laura, Field Sales Team at Coca Cola European Partners, one of our corporate partners



## How we funded our work

In 2021/22, we raised £14.6m. This was our most successful fundraising year to date, an increase of £6.9m on 2020/21 (£7.7m raised in 202/21) despite the challenging external environment.

This puts us in a good position to implement our new and ambitious income growth strategy, which aims to grow our income to up to £20m by 2025, in order to meet the rapidly growing needs of young people and the youth sector.

We are extremely grateful to everyone who has donated, fundraised or supported us this year, and enabled us to support the youth sector and make a difference to the lives of young people. This includes individuals, trusts and foundations, government and corporate supporters, as well as our activities at our social enterprise business, Avon Tyrrell.

In 2021/22, our most significant areas of growth were:

- Grant Distribution - an increase of £2m on 2020/21 to distribute to youth organisations across the country. We are grateful to the Pears Foundation, Paul Hamlyn Foundation, Garfield Weston Foundation, DCMS and Julia and Hans Rausing Trust for enabling rapid grant distribution to support youth organisations affected by the Covid pandemic.
- Corporate Core Donations - we secured £400k more than in 2020/21. This was due to the significant commitments from Quadrature and the Guardian. We are also delighted that KFC selected UK Youth as their chosen partner to deliver a large-scale, multi-year national employment programme that offers all participants a fully paid work experience placement. The partnership brought in £81,561 for the pilot in 21/22 with an additional £1.5m confirmed for 22/23 & 23/24 and subsequent projected incremental budget increases year on year.

Overall, during the year we received invaluable support from:

22

Corporate partners – who provided **financial donations** as well as volunteering and pro-bono support;

4

Government departments/public bodies - **support our work** with young people and youth organisations across the Movement;

29

Trusts and Foundations – who awarded **UK Youth grants** so we could continue to deliver our much needed youth programmes;

2

face-to-face **fundraising** events

We were also delighted to increase donations from individual supporters by

50%

during 2021/22. This has been identified as a **potential area to grow** in the future.

Our income 2021/22



13%  
Public/statutory



1%  
Individual giving



50%  
Trusts and Foundations



4%  
Events



23%  
Corporates



9%  
Avon Tyrrell Outdoor Centre





## Fundraising practice

**We are committed to using donations effectively and fundraising for our work in a responsible way. UK Youth is registered with the Fundraising Regulator and adheres to the Code of Fundraising Practice and an internal set of standards set out in the UK Youth Supporter Promise.**

We are committed to ensuring that all supporters are treated fairly and enabled to make informed decisions to support us and, as part of this commitment, we do not actively seek to raise donations from young people.

Through paying our annual fundraising levy to the fundraising regulator, we are signed up to the fundraising preference service, and during 2021/22 we did not receive any requests to stop communicating.

The Charity continues to be compliant with the Code of Fundraising Practice and during 2021/22 we did not receive any formal complaints with regards to our fundraising activity.

We monitor our fundraising activity carefully, as well as the overall supporter experience. We continue to invest in our fundraising capacity by growing our team as we look to deliver an excellent supporter experience. We continually seek formal and informal feedback from our supporters to better understand their experiences.

UK Youth is compliant with data protection laws, and all individuals' data is stored securely on UK Youth's IT systems. There were no requests for removal of individuals' data from our databases during 2021/22.



Delivering  
year 2 of the

#iwill

movement to support  
**youth social action**  
across the UK



Provide Outdoor Learning  
experiences to nearly

**12,000**

young people at our  
**Avon Tyrrell** site



Provide **millions of pounds of grants** to increase young people's access to high-quality & sustainable youth work

## Priorities for 2022/23

**Over the coming year we will continue to embed and work towards our strategic goals, building a movement of change, and unlocking youth work for every young person in the UK. We will do this by:**

### Investing in youth work

- providing high-quality Outdoor Learning experiences to over 25,000 young people at our Avon Tyrrell site
- providing millions of pounds of grants to increase young people's access to high-quality & sustainable youth work
- testing funding and supporting packages for organisations delivering youth work to help them improve delivery relating to young people's mental health and employability
- ensuring that there is a sustainable financial contribution from the Outdoor Learning business to the charity

### Building cross-sector understanding

- increasing our external brand profile through implementation of our digitally-focused audience, ambassador, and storytelling plans
- implementing our new policy influencing strategy
- delivering year two of the #iwill movement to support youth social action across the UK
- delivering the 2022 Day of Hope
- engage with a diverse range of organisations to share good practice (e.g. infrastructure network) and develop collective solutions to issues facing young people (e.g. Hope Collective; Belong Collective)

### Embedding effective solutions

- improving workforce development in the youth sector (including the Leaders' Summit & Your Space)
- making youth work more accessible through the provision of innovative and engaging activities (including Outdoor Learning; creative activities; social action; physical activity; and detached youth work)
- developing and testing a new Outdoor Learning model – further integrating elements of youth work practice
- conducting research to better understand the impact of youth work and launch a new organisational evaluation framework

### Equipping ourselves for system impact

- finalising and implementing an organisation-wide Equity, Diversity & Inclusion improvement plan
- implementing innovative solutions to develop our people and improve wellbeing
- launching a refreshed youth participation approach
- delivering 'Project Connect' (our new CRM and CMS platforms)
- implementing a new Income Generation strategy to increase the number of multi-year, multi-funder strategic partnerships
- delivering year one of the Avon Tyrrell capital appeal
- innovating and strengthening our case for support, helping to achieve significant annual income growth



# Thank you

**We are exceptionally grateful to the following organisations and bodies who recognised the importance of our work and provided invaluable funding and donations. This support has enabled UK Youth to provide urgent support to young people and youth workers, and accelerate progress towards unlocking youth work for all young people:**

## Funders supporting our work:

- Art for Youth London  
President – Lady Griffiths, Patron – Lord Stevenson CBE, Vice Patrons – Nicholas Bonham, Prof. Ken Howard OBE RA, David Howell PPRSMA, June Mendoza OBE RP ROI and Toby Ward NEAC. Main Committee: Sam Melliush MBE (Chair) Guy Allen, Arabella Atlee, Sarah Austin, Tim Begg, Charlie Brooks, Alex Campbell-Harris, Annabelle Elliott, Henry Foreman, Philippa Hogan-Hern, Kiersty Long, Jen MacDonald, Aran Matharu, Caitlin Mavroleon, Nick Melliush, Flora Stobart, Cecily Wynne, Anthony Yannaghas, Emily Younger. Hon Committee Members: Reggie Davies, Charlotte Hill, Norma Martin, Christopher Melliush, Elisabeth Rutherford, Meg Lady Thomas, Caroline Wentzel. Sponsored by Rathbone Investment Management
- Art for Youth North  
Committee: Antonia Consett, Susie Dugdale, Henrietta Graham, Fanny Green, Sarah Hall, John Hollins, Jayne Hopton, Sarah Pearson, Adam King, Caroline Lawson-Tancred, Rachel Lindley, Emma Manners, Anna Milbank, Sarah Pearson, Kate Preston, Morn Robson, Susan Wilmot. Sponsored by JM Finn
- Baringa
- Barnett Waddingham
- BBC Appeals
- Big Give Appeal
- Bush & Co
- Childhood Trust
- Cifas
- Esme Fairbairn Foundation
- GD Herbert Charitable Trust
- Give it Away
- GM Morrison Charitable Trust
- IP Integration
- Knights of
- KPMG
- LinkedIn

- Lombard Odier
- Oak Foundation
- Oliver Bonas
- Peacock Charitable Trust
- Paul Hamlyn Foundation
- RSA Insurance
- Simply Health
- The Guardian and The Observer Appeal
- The Future Project
- Tokio Marine Kiln
- Wagamama

## Funders supporting our programmes:

- Sport England, Active Youth encouraged inactive young people to get involved in physical activity
- Spirit of 2012 and #iwill Fund, EmpowHER encouraged young women and girls to use their voices for positive change
- Spirit of 2012 empowered young people to work with their community to organise events that celebrate the 10th anniversary of the London Olympic Games
- UPS Foundation, Road Code helped keep young people safe in and around cars and forms the UK arm of the UPS Foundation's global programme
- Coca Cola European Partners, Reach Up empowered young people with the confidence, skills and experience needed to feel ready for the workplace
- Google.org, Be Internet Citizens informed young people about media literacy, critical thinking and digital citizenship, with the aim of encouraging young people to have a positive voice online
- Microsoft, Generation Code Accelerator addressed the lack of embedded, sustainable digital provision in the youth sector by inspiring and upskilling youth workers to become digital Changemakers
- Spirit of 2012, Sound Creators supported young female carers to engage in music activities with the aim of reducing loneliness and improving their mental health and wellbeing
- Sport England, Outdoor Activators engaged young people in meaningful social action and physical activity in the outdoors
- The Coach Foundation, Dream It Real supported young people to have the confidence and skills to truly act on and follow their dreams
- IBM funded a programme focused on supporting the critical digital skills of youth workers and the organisations in which they work

- NESTA's Covid Rapid Response Challenge funding supported us to design digital approaches which could be used to support financial education of young people through the pandemic and its aftermath
- Fidelity Foundation supported our digital transformation, improving our efficiency as a Movement
- Clothworkers' Foundation, Your Space, a detached youth work initiative which reaches vulnerable or disadvantaged young people on their own terms
- People's Postcode Lottery & Comic Relief funded Young Changemakers, empowering young people from racialised communities to influence mental health policy
- Monday Charitable Trust have funded FutureProof, strengthening local youth services and upskilling youth workers to better support young people to stay safe, cope with uncertainty and build vital life skills
- KFC, Hatch, an employability programme that aims to better support young people into long-term employment as well as building their work skills and confidence
- Ear To The Ground, No Limits, working with youth organisations to increase young people's creativity and engagement through the provision of technology and training

## Funders who supported our Collective Action work:

- #iwill Fund and Children in Need, supporting the #iwill movement inspiring youth social action
- Young Foundation, enabling peer research and social action networks
- YoungMinds, commissioning UK Youth to conduct research and codesign resources to help trusted adults support young people's mental health
- Youth Futures Foundation, Hope Collective, supporting the legacy campaign for Damilola Taylor, to establish real change that enables UK's most vulnerable communities to be free from poverty, violence and discrimination

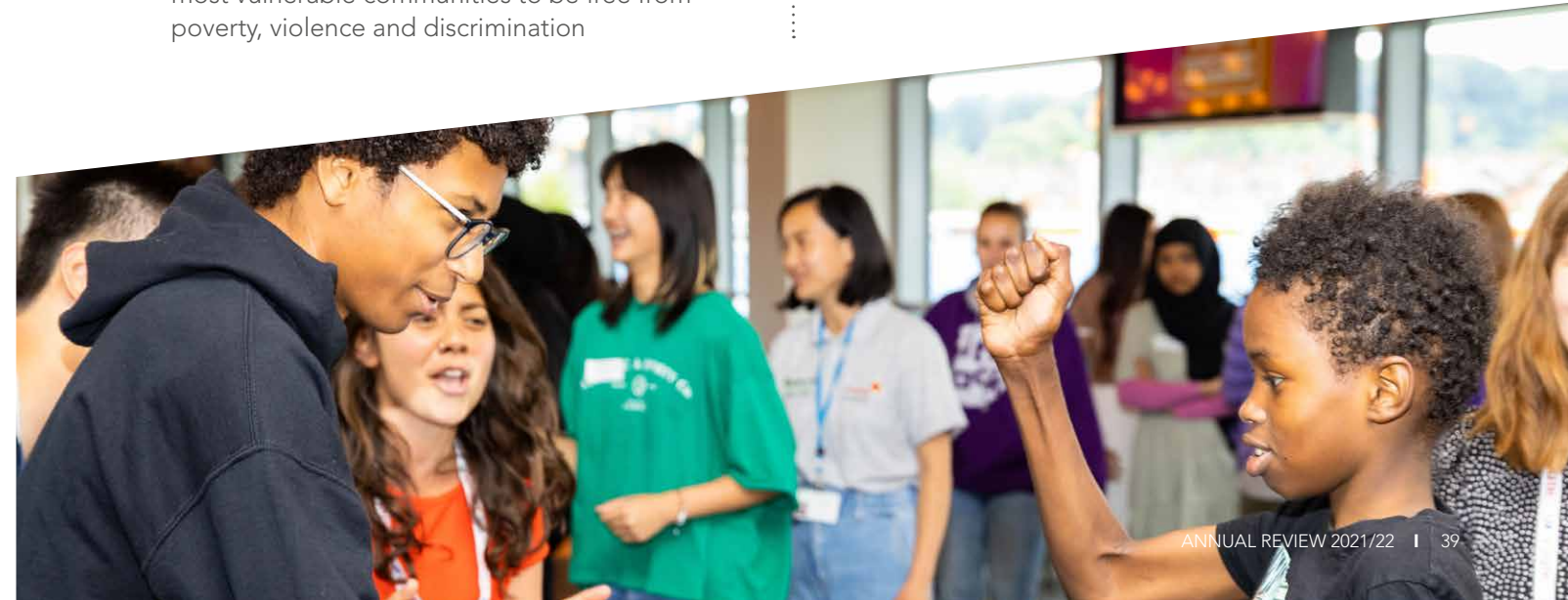
- Youth Futures Foundation, Employability Infrastructure Resilience Fund
- Astra Foundation and Co-Op Foundation, Belong Collective, improving how the youth sector tackles youth loneliness

## Funders who supported Outdoor Learning at Avon Tyrrell:

- Action Acadmey, for supporting the upgrading and redevelopment of our mountain bike facilities and type bikes available
- Culture Recovery Fund and Julia and Hans Rausing Charitable Trust, for development of Avon Tyrrell facilities, enabling Covid safe practices
- St James Place Foundation, Accessible Adventures enabling young people with disabilities and their families to enjoy Outdoor Learning weekends at Avon Tyrrell
- South Western Railway CCIF, Off The Tracks Onto The Path To Success, empowering young people to understand the risks of trespass, vandalism and level crossing misuse through Outdoor Learning events at Avon Tyrrell
- Taylor Wimpey, enabling young people to access Outdoor Learning at Avon Tyrrell

## Funders who supported our grant distribution work:

- Pears Foundation, Paul Hamlyn Foundation and DCMS (Community Match Fund), The Guardian and The Observer Appeal - UK Youth Fund – Covid Relief distributing grants to youth organisations affected by the pandemic
- Julia and Hans Rausing Trust, UK Youth Fund – Covid Relief, distributing grants to support youth organisations recover and rebuild from the pandemic
- Garfield Weston Foundation - assisting the Foundation with the allocation of funding to youth organisations via the Youth Support Fund





# Governance report & audited accounts

## UK Youth Trustee Board

As a charitable company, the Trustees of the Charity are also its Directors for the purposes of companies' law. Throughout this report, the Directors are collectively referred to as the Trustees. The Trustees serve during the year and since the year-end were as follows:

### Chair

David Thomlinson

### Vice Chair

Matt Price

### Honorary Treasurer

Daniel Chan

### Trustees

Aaron D'Souza

Ben Jessup

Graeme Swan (retired December 2021)

Kamara Bennett

Kira Wong O'Connor

Iain McDougall

Rebecca MacDonald

Nicholas Capstick (retired March 2022)

Obum Ekeke OBE

Wayne Bulpitt CBE

## Standing committees

• **Finance Committee:** Daniel Chan (Chair), Wayne Bulpitt, Aaron D'Souza, Rebecca McDonald, David Thomlinson

• **Impact and Risk Committee:** Iain McDougall (Chair), Obum Ekeke, Nicholas Capstick (retired Dec 2021), Kira Wong O'Connor, David Thomlinson

• **People Committee:** Matt Price (Chair), Graeme Swan (retired Dec 2021), David Thomlinson, Kamara Bennett, Ben Jessup

## Chief Executive and Company Secretary

Ndidi Okezie OBE

## Senior Leadership Team

David Watts

Frances Brown (joined January 2022)

Jacob Diggle (joined September 2021)

Kayleigh Wainwright

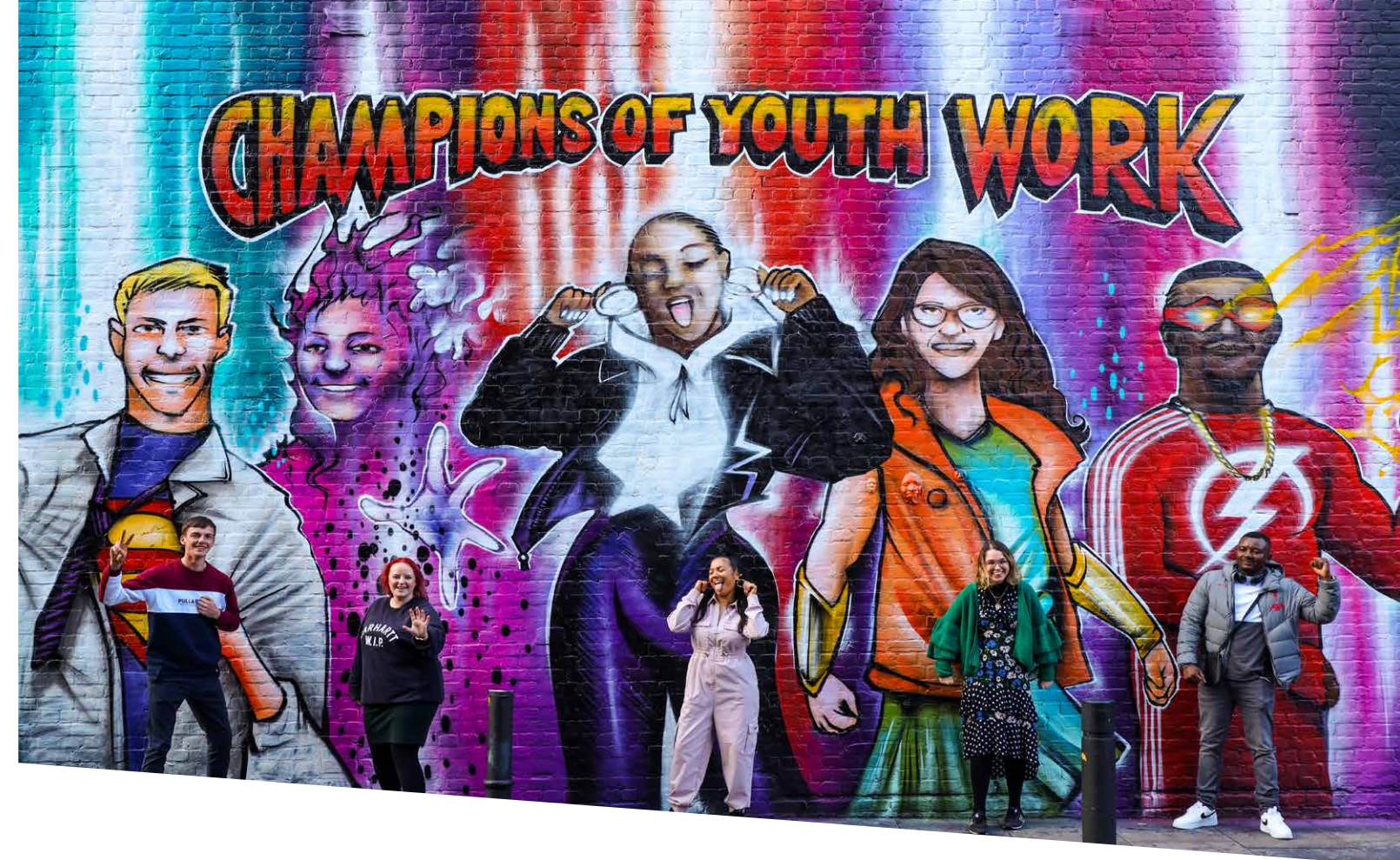
Lindsay Marsden

Maddie Dinwoodie

Melissia Grant (resigned November 2021)

Ndidi Okezie OBE

Patrick Shaw-Brown (resigned March 2022)



## Objectives and activities

The objectives of the Charity are:

- To develop and promote non-formal education for and with young people – working with them to develop their full potential; and,
- To promote, for the benefit of the public, the part of the voluntary sector concerned with the provision of youth clubs and groups by acting as a resource body for youth clubs and groups, supporting and developing high-quality youth work through advice, assistance and representation.

The activities employed by the Charity in pursuit of these objectives are set out in the Trustees' Report and UK Youth Impact Report which give more details on the activities and the approach to measurement and impact.

## Public benefit outcomes related to the Charity's aims

The Charity's Trustees have complied with their duty in Section 4 of the Charities Act 2011 to have due regard to Public Benefit guidance issued by the Charity Commission.

All Trustees give their time voluntarily and do not receive any private benefit from the Charity.

The public benefit outcomes identified by Trustees are as follows:

- Supporting young people up to the age of 25 to access age-appropriate positive learning activities, recreation, support and training that builds self-confidence, reinforces inclusion within social networks and promotes opportunities to engage in non-formal education;
- Inspiring young people by involving them in imaginative programmes of non-formal learning delivered by youth workers and volunteers who represent positive adult role models;
- Providing an alternative learning methodology to enable young people to develop skills to raise their aspirations, realise their potential and have their achievements recognised thereby reducing the risk of them experiencing social exclusion and being drawn into antisocial or criminal behaviour;
- Providing support services to a UK wide network of youth organisations giving them access to youth worker support, training, practical resources and youth activity programmes therefore enabling them to deliver high quality youth work; and,
- Empowering young people as individuals so that they may actively engage in and contribute to the planning process and future direction of the Charity, the communities in which they live and take greater responsibility for planning their own lives.







“Young people are innovators...  
We are ready to step up to the  
challenge of being that change  
for our society.”  
– #iwill Ambassador

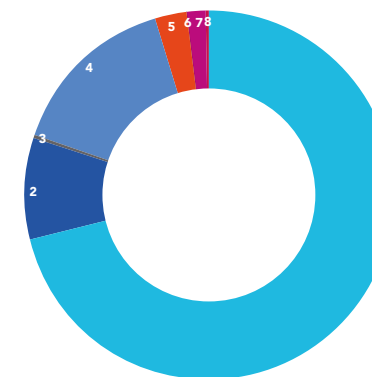
## Finance review

The charity significantly increased both its income and expenditure in 2021/22, enabling an expansion of its activities and impact whilst also generating net income of £3.5 million. Of this, £3.1 million was net income within our restricted funds, the result of significant income from trusts and foundations received in March 2022 for a grant distribution programme. There was planned reduction of £0.3 million within our designated funds, and a net increase of £0.7 million in our unrestricted general funds, strengthening the organisation’s financial resilience.

### Income

In 2021/22, our income was £14.6 million compared with a figure of £7.7m in 2020/21, an increase of 91%, which was achieved through the generosity of individuals, trusts and foundations, Government and corporate supporters, as well as through our activities at Avon Tyrrell. Of this income, £11.4 million was received as restricted income (money given for a specific purpose).

Where our money comes from:



Income from:	2021/22 £'000	2020/21 £'000	Change %
1 Funding for youth work programmes	10,414	5,058	106%
2 Avon Tyrrell Outdoor Centre	1,299	384	238%
3 UK Youth Movement	31	10	210%
4 Donations and legacies	2,221	1,679	32%
5 Fundraising events	393	180	118%
6 Investments	3	6	(50%)
7 Insurance income	250	0	n/a
8 Coronavirus Job Retention Scheme	13	356	(96%)
<b>Total income</b>	<b>14,624</b>	<b>7,673</b>	<b>91%</b>

Our funding for youth work programmes rose by 106% from the previous year. This income stream included £2.2 million of funding to enable the distribution of grants to youth organisations affected by the Covid pandemic during the year, and a further £3.1million of funding (held as a balance on our restricted funds at year-end) for distribution in 2022-23 to organisations providing support for the mental health of young people.

Operating income from Avon Tyrrell Outdoor Centre increased significantly as activities resumed after the pandemic.

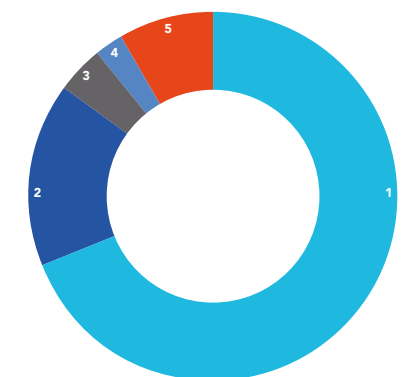
Donations and legacies grew by 32% compared with 2020/21, and income from fundraising events also increased as we were able to return to in-person events such as Art for Youth London, following the relaxation of Covid restrictions.

Only minimal income was received in 2021/22 from the Coronavirus Job Retention Scheme, as this source of support came to an end; however, the charity did receive £250,000 of insurance income from a Covid business interruption claim.

### Expenditure

In 2021/22 we spent £11.1 million in achieving our mission, an increase of 71% compared with the previous year (£6.5 million) as we increased our level of activity across all areas of the charity.

Where our money goes:



Expenditure on:	2021/22 £'000	2020/21 £'000	Change %
1 Youth work programmes	7,698	4,205	83%
2 Avon Tyrrell Outdoor Centre	1,791	1,224	46%
3 Other Movement support	451	296	52%
4 Advocacy and communication	280	270	4%
5 Raising income	913	506	80%
<b>Total expenditure</b>	<b>11,133</b>	<b>6,501</b>	<b>71%</b>



Expenditure on youth work programmes, including grant distribution within the sector, increased by more than 80%,

Costs in relation to the Avon Tyrrell Outdoor Centre also rose, in line with activity, as the centre was able to re-open following Covid restrictions.

Other Movement support and advocacy expenditure increased as our cross-sector work expanded, while expenditure on raising income rose from £506,000 in 2020/21 to £913,000, driving the increase in income achieved across all areas of the charity.

## Charitable funds

Total funds of the group were £7.2 million as at 31 March 2022.

Our restricted funds of £3.4 million are funds donated for a specific purpose which have not yet been expended. £3.1 million of these represent funds held for our Thriving Minds programme, which were disbursed to other youth organisations in 2022-23 to improve mental health support to young people. Other smaller restricted funds include donations given to provide bursaries and support our capital investment programme at Avon Tyrrell. Funds are also held representing our interest in two properties dedicated to supporting work with young people in specific geographical areas. Our intention is to sell these properties, when legal considerations and market conditions permit, and to use the proceeds to support youth work in the local communities by local organisations.

Our designated funds of £1.6 million are funds which the Trustees have committed for specific purposes. It comprises: our fixed asset fund of £0.9 million (i.e. the value of the capital assets we have already invested in, not including properties we are expecting to sell); funds ear-marked for strategic investments of £0.5 million (in particular related to our planned investment in digital systems); and unrestricted donations of £0.3 million that we plan to spend on programmatic delivery. We also have a fund of £0.1 million to support capital investment at Avon Tyrrell.

Our general funds of £2.2 million are funds available for the ongoing support and development of the Charity. These include funds of £0.2 million representing properties held by us as a result of the closure of youth clubs and which we expect to sell in due course when legal considerations and market conditions permit. As the timing of sale is uncertain, the value of these properties is not considered to be part of our free reserves. The remainder of our general funds, amounting to £1.9 million, are our free reserves and are held in line with our Reserves Policy, set out below.

Our total group funds as at 31 March 2022 included cash of £7.3 million (2021: £3.7 million) with the increase largely attributable to the receipt in March 2022 of the Thriving Minds grant income referred to above.

## Reserves Policy and going concern

The charity has recently gone through a rapid period of growth, increasing its turnover from £7.7m in 2020-21 to a figure of £14.6m in 2021/22. This expansion, together with an uncertain economic climate, emphasises the importance of UK Youth maintaining adequate reserves, and of monitoring closely our needs for such reserves on a regular basis.

In setting the Reserves Policy, the Board of Trustees has considered the financial position of the charity, the performance in recent years and expectations of future years, and the current and future liquidity cover.



This is with the goal of ensuring we have the funds required to safely and consistently carry on our activities through periods of uncertainty.

The key considerations of the Board of Trustees included:

- Sufficient working capital, in particular as major funding arrangements are uncertain and can include elements of payment by results;
- Support for innovative programmes which require a period of development and testing prior to seeking external funding;
- Investment in organisational development, strengthening our institutional infrastructure to support better delivery and boost long-term stability and sustainability;

- Investment in facilities at Avon Tyrrell to maintain and improve the quality of experience offered to young people visiting our centre; and
- The external environment, in particular our ability to raise funding to support our work and ongoing liabilities.

The Finance Committee annually reviews the Reserves Policy and the level of reserves, including free reserves, which are shown in the Financial Statements. This review is approved by the Board of Trustees.

Having regard to the guidance from the Charity Commission, the group's strategic plans and economic conditions, the Board of Trustees judge that free reserves of between £1.75 million and £2.0 million are required. This level is appropriate in order to ensure financial stability and act as a safeguard against volatile and unpredictable income streams or unforeseen expenditure and liabilities.

This represents an increase in the level of reserves expected by the Policy and was recommended by the Finance Committee before being approved by the Board of Trustees. This change in the year was as a result of the growing scale of activities of UK Youth and increased uncertainty in the external environment.

The Finance Committee monitors the reserves of the group on a quarterly basis as part of their review of the management accounts.

As at 31 March 2022, the Group's free reserves stood at £1.9 million (2021: £1.2 million) excluding properties valued at £0.2 million (2021: £0.2 million) held for resale by National Association of Clubs for Young People. The Group's unrestricted (general) funds are £2.2 million (2021: £1.4 million), with £1.6 million (2021: £2.0 million) held in designated funds. The increase in free reserves at the year-end reflects the continued commitment to maintaining the financial resilience of the Charity and is within the new range set out in the Reserves Policy.

Taking all the above into account, the Board of Trustees has a reasonable expectation that the Charity and the Group has adequate resources to continue operating for the foreseeable future. Accordingly, the Board of Trustees believe that the going concern basis remains the appropriate basis on which to prepare the annual report and financial statements.

## Investment Policy

The Board of Trustees considers that the appropriate balance of risk and return could best be achieved by investing free reserves in medium-term investments with a time horizon of 3-5 years, with the balance of free reserves to be invested in short term cash deposits. The Board of Trustees has taken the decision to make investments in socially responsible assets in line with the mission of the Charity and its responsibility to maximise the positive impact for young people in all the Charity work. The Finance Committee monitors the investments on a quarterly basis as part of their review of the management accounts.

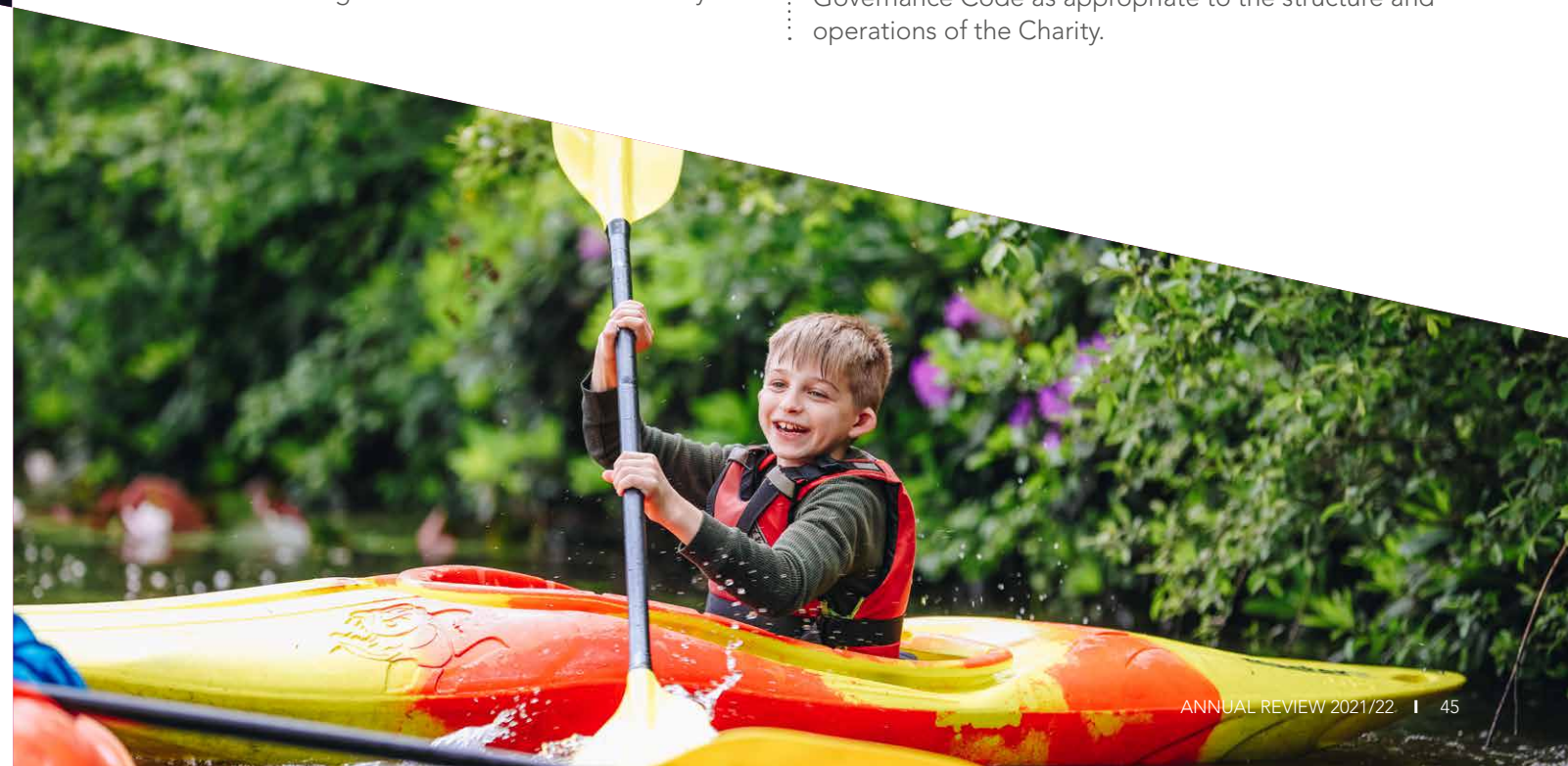
The investments were managed by the Cazenove Capital Responsible Multi-Asset Fund throughout 2021/22. At the end of the year, the value of these investment was £0.5 million (2021: £0.5 million)

All investments held by the Charity fall within those permitted by our Memorandum and Articles.

## Structure, governance and management

Trustees recognise the importance of good governance as fundamental to the success of UK Youth, promoting a culture where everyone works towards fulfilling the

Charity's vision and supporting compliance with relevant law and regulation. Trustees regularly review the governance and management of the Charity, considering the updated principles of the Charity Governance Code as appropriate to the structure and operations of the Charity.





## Governing document

UK Youth is a company limited by guarantee, registered in England and Wales, governed by its Memorandum and Articles of Association dated 16 March 2005 as amended on 7 December 2016. It is registered as a charity with the Charity Commission for England and Wales. Organisations or individuals who are nominated by the Charity's Advisory Councils can apply to become a Member of the Charity in the form required by the Trustees who will consider their application.

There are currently 28 Members (regional youth associations). Trustees are also members by virtue of their office.

## The Board of Trustees

Trustees consist of the Honorary Officers (Chair, Vice-Chair and Treasurer) and Ordinary Trustees. The minimum number of Trustees is six and there is no maximum number. Trustees are appointed by ordinary resolution at a general meeting of the members. Proposals to appoint Trustees are brought by recommendation of the Trustees or by a member submitted in writing in advance of the meeting. Trustees are appointed based on their expertise and experience whilst having regard for the desirability of maintaining within the Board of Trustees diversity and knowledge of the youth sector. Each year a third of the Board of Trustees retire by rotation and are eligible for re-election up to a maximum term of nine years unless otherwise approved by special resolution.

The Board of Trustees is responsible for the strategic direction of the Charity and meets together with the Senior Leadership team four times a year to review progress and to ensure that the Charity is on track to meet its objectives. Reporting to the Trustees is the Chief Executive who has direct responsibility for day-to-day management as well as the development and implementation of appropriate policies and strategies, assisted by their Senior Leadership team. New Trustees undergo an induction process and sign a Trustees' agreement.

The induction process includes a briefing on Trustees' legal responsibilities (under Charity and Company law), the content of the Memorandum and Articles of Association, the committee and decision-making processes, the work plan and recent financial performance of the Charity. During the induction new Trustees are encouraged to visit the offices of the Charity, meet key employees and discuss the work being undertaken. Trustees are encouraged to attend and participate in activities and events being organised by the Charity and attend appropriate training events where this will facilitate the undertaking of their role. Where necessary, UK Youth provides the appropriate resources for professional development and updating the capabilities of the Trustees – and the Chair and Chief Executive ensure that any new Trustees receive



appropriate induction on appointment. The Board of Trustees carries out regular governance reviews and skills audits of Trustee capabilities to assess its own operations. This is particularly important in terms of continuing to operate well to discharge key responsibilities for setting strategic goals, having the right balance in terms of experience and expertise and sufficient oversight and monitoring of the Charity's key risks. The Trustees are covered by Charity Trustee Assurance as provided by our insurers.

Trustees are required to declare any conflicts of interest annually and all committee and board meetings have declarations of conflicts of interest as a standing item and where any arise these are recorded and managed in line with the Charity Conflict of Interest Policy.

The Board of Trustees has delegated specific decisions to Board Committees via its formal Scheme of Delegation. Following a review of our governance, the sub-committees throughout the financial year were: Finance Committee, Impact and Risk Committee and People Committee.

The Board of Trustees responded to the challenges posed by the Covid pandemic by convening exceptional joint meetings of the Finance and Organisational Development Committees. Detailed scenarios of the potential impact of the pandemic were reviewed and action plans monitored. The results of these measures were incorporated into the cycle of reporting to the Committees and the Board of Trustees and were regularly updated, including through weekly cash balance reporting. Following the initial impact of the pandemic, the Board and sub-committees re-established normal practices.

## The Senior Leadership Team

To facilitate effective strategy implementation, the Chief Executive has delegated authority, within the terms of delegation, for operational matters. The Trustees regard the Senior Leadership team as the key management personnel of the Charity. During the year, following a restructure, the Senior Leadership team was made up of the Chief Executive, and six directors: the Director of External Relations; Director of Strategy, Research and Impact; Director of Collective Action; Chief Programme Officer; Chief Operating Officer; and Director of Outdoor Learning.

Remuneration of the Senior Leadership team is set by the People Committee who draw on a wide range of sources and establish ranges of remuneration giving an appropriate salary structure within the Charity comparable with similar organisations, as well as reviewing the performance of senior management.

## Safeguarding

The safeguarding of children, young people and adults at risk, as well as those who come into contact with the Charity, is paramount in all that we do as an organisation.

We recognise our responsibility to promote safe practice and to protect the young people we engage with from harm. All employees and volunteers receive safeguarding training as part of their induction, followed by regular refresher training. Safeguarding practice is regularly reviewed through our Quality and Risk Working Group, which is part of our internal governance structure and our Impact and Risk Committee.

We are committed to identifying and minimising safeguarding risks across all our activities through appropriate training, risk assessments, policies and processes. We have a strong ethos throughout the Charity to deliver good safeguarding practices and we take seriously any report of suspected harm, abuse or neglect and have a robust process to deal with an incident if it were to arise.

We operate safe and transparent recruitment practices, which incorporate appropriate Disclosure and Barring Service (DBS) checks. We risk assess criminal records and do not engage anyone who is deemed to present an unacceptable level of risk. We have a Safeguarding Policy, which sets out our mandatory standards and provides clear details of our reporting process. Safeguarding for the Charity is led by our Designated Safeguarding Officer who is supported by a small team, responsible for, amongst other responsibilities: regularly reviewing and enhancing the Safeguarding Policy and associated practices in line with legal and organisational developments; effective management of safeguarding incidents; providing advice and guidance; training; and reporting safeguarding incidents to the Charity's Impact and Risk Committee.

## Gender pay gap

Due to UK Youth's commitment to equity, diversity and inclusion, we have chosen to report our gender pay gap despite it not being a legal requirement for organisations under 250 members of staff.

**Average hourly rate for females at UK Youth = £19.39**  
**Average hourly rate for males at UK Youth = £17.32**

Note: The number of trans and non-binary staff was too low to report on without revealing the salary information of specific staff. 19 staff members also chose not to disclose gender information, so were not included in this analysis.

## Risk management

The Board of Trustees have a risk management strategy that comprises:

- Ongoing review of the risks the Charity may face;
- The establishment of systems and procedures to mitigate those risks identified; and,
- The implementation of procedures designed to minimise any potential impact on the Charity should those risks materialise.

Work to address the risks is carried out by the Senior Leadership team, supervised by the Impact and Risk Committee. Our risk register is reviewed on a regular basis by the Impact and Risk Committee and Board of Trustees.





*"If you've got a passion to help young people, then definitely get involved with UK Youth. The youth of today are tomorrow's leaders, so helping them and providing them with opportunities post-Covid is so important."*

– Calvin, Sales Rep, Coca-Cola Euro Pacific Partners, UK Youth corporate partner

Principal risks during 2021/22 and our approach to their management were:

#### Financial sustainability

- The pandemic and the charity's growth plans have required particularly careful financial risk management. Management accounts and income generation pipeline reports were reviewed each month by budget holders; quarterly financial health packs were regularly reviewed by Senior Leadership Team and trustees and used to reforecast expenditure & income; reserves were managed in line with a policy agreed by trustees; financial impact of the pandemic on operation of the Outdoor Learning social enterprise was partially offset by an existing insurance policy; investment was made in staff roles and major technology projects (such as the new CRM) which would increase income in the medium to long term and an audit tender process was undertaken and the auditors changed from Mazars to Buzzacott for the audit of this financial year.

#### Safeguarding

- We take our responsibility to safeguard young people and vulnerable adults very seriously. All staff received DBS checks, there is mandatory safeguarding training, and we have stringent policies to ensure that the work of partners and volunteers is safe and carefully supervised. An internal Quality & Risk working group was established in 2021 to convene subject matter experts across the organisation to carefully review compliance and discuss learning.

#### Workload & wellbeing of staff

- The pandemic has placed particular strains on staff wellbeing. The disruption of staff changes and recruitment challenges have also increased staff workload concerns. The charity's new People strategy sets out a comprehensive plan to

proactively protect staff wellbeing and also ensure there are strong support mechanisms in place (e.g. EAP; line manager training) when issues do occur. Workload is regularly reviewed at an organisation-wide and team level, and anonymous staff feedback is provided in regular Pulse surveys.

### Changes to legislation and regulation

Our operations are affected by many areas of regulation including those associated with fundraising and other aspects of charity and financial regulation. We regularly update and review our practices to ensure we meet the high standards of probity and transparency expected by our supporters, funders and regulators and comply with best practice guidance as well as regulatory requirements.

### Statement of Trustees' Responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the group and the charity, and of the income and expenditure of the group for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles of Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the United Kingdom and Republic of Ireland (FRS 102);
- Make judgements and accounting estimates that are reasonable and prudent;
- State whether applicable United Kingdom Accounting Standards have been followed, disclosing and explaining any departures therefrom in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and

explain the group's transactions and disclose with reasonable accuracy at any time the financial position of the group and charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

#### Disclosure of information to auditor

Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as the trustee is aware, there is no relevant audit information of which the Group's auditor is unaware, and
- the trustee has taken all the steps that they ought to have been taken as a trustee in order to be aware of any relevant audit information and to establish that the group's auditor is aware of that information.

Approved by the Board of Trustees on 22nd September 2022 and signed on their behalf by:

*DC Thomlinson*

David Thomlinson, Chair of Trustees







*“To see so many young people come together to discuss issues that are close to their heart and share tangible solutions, was nothing but inspiring.”*

– Kenya Lamb, Equality Policy Officer at Criminal Justice Alliance about the Hope Collective

## Independent auditor's report to the trustees and members of UK Youth

### Opinion

We have audited the financial statements of UK Youth (the 'charitable parent company') and its subsidiaries (the 'group') for the year ended 31 March 2022 which comprise the group statement of financial activities, group and charitable parent company balance sheets and statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group's and of the charitable parent company's affairs as at 31 March 2022 and of the group's income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are

further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and charitable parent company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

### Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report and Financial Statements, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and,

in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which is also the directors' report for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report, which is also the directors' report for the purposes of company law, has been prepared in accordance with applicable legal requirements.

### Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the charitable parent company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charitable parent company, or returns adequate for our audit have not been received from branches not visited by us; or

### Matters on which we are required to report by exception (continued)

- the charitable parent company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit or
- the trustees were not entitled to prepare the financial statements in accordance with the small

companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

### Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and the charitable parent company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the charitable parent company or to cease operations, or have no realistic alternative but to do so.

### Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

### How the audit was considered capable of detecting irregularities including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement director ensured that the



- engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified laws and regulations applicable to the charitable company through discussions with management, and from our commercial knowledge and experience of the sector;
  - we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Charities Act 2011, the Companies Act 2006, Financial Reporting Standard 102 (FRS 102), Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102, and legislation pertaining to safeguarding.
  - we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management, inspecting relevant legal correspondence (where applicable) and reviewing the minutes of trustee meetings;
  - identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships
- carried out substantive testing of expenditure including the authorisation thereof
- tested journal entries to identify unusual transactions
- assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of trustee meetings; and
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

#### Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

**Gumayel Miah (Senior Statutory Auditor)**  
**For and on behalf of Buzzacott LLP,**  
**Statutory Auditor**  
**130 Wood Street**  
**London**  
**EC2V 6DL**

Date: 28 October 2022



## Consolidated statement of financial activities

### Consolidated statement of financial activities (incorporating an income and expenditure account) for the year ended 31 March 2022

		2022				2021			
	Notes	Unrestricted Funds		Restricted Funds	Total 2022	Unrestricted Funds		Restricted Funds	Total 2021
		General	Designated			General	Designated		
		£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
<b>Income from:</b>									
Donations and legacies	2	1,267	-	954	2,221	919	-	760	1,679
Charitable activities - non formal education	3	1,330	-	10,414	11,744	658	-	4,794	5,452
Other trading activities - fundraising events	4	393	-	-	393	180	-	-	180
Investments	5	3	-	-	3	6	-	-	6
Other income	6	263	-	-	263	356	-	-	356
Total		3,256	-	11,368	14,624	2,119	-	5,554	7,673
<b>Expenditure on:</b>									
Raising funds	7	913	-	-	913	506	-	-	506
Charitable activities	8	1,529	476	8,215	10,220	1,740	-	4,255	5,995
Total		2,442	476	8,215	11,133	2,246	-	4,255	6,501
Net gains on investments		41	-	-	41	101	-	-	101
Net income/(expenditure)		855	(476)	3,153	3,532	(26)	-	1,299	1,273
Transfers between funds		(153)	153	-	-	196	975	(1,171)	-
Net movements in funds		702	(323)	3,153	3,532	170	975	128	1,273
<b>Reconciliation of funds:</b>									
Total funds brought forward		1,458	1,962	289	3,709	1,288	987	161	2,436
Total funds carried forward		2,160	1,639	3,442	7,241	1,458	1,962	289	3,709

This consolidated statement of financial activities includes all gains and losses during the year.

All amounts relate to continuing activities.

The consolidated statement of financial activities is for the Group as a whole. The total underlying surplus for the year for the Charity only was £3,538,000 (2021: surplus of £1,183,000).



## Consolidated and charity balance sheets

### Balance Sheets As at 31 March 2022

	Notes	Group 2022 £'000	Group 2021 £'000	Charity 2022 £'000	Charity 2021 £'000
<b>Fixed assets</b>					
Intangible fixed assets	13	94	-	94	-
Tangible fixed assets	14	1,114	1,241	794	921
Investments	16	493	452	492	451
		<u>1,701</u>	<u>1,693</u>	<u>1,380</u>	<u>1,372</u>
<b>Current assets</b>					
Stock		15	13	15	13
Debtors	17	607	409	711	513
Cash at bank and in hand		<u>7,275</u>	<u>3,717</u>	<u>7,179</u>	<u>3,616</u>
		<u>7,897</u>	<u>4,139</u>	<u>7,905</u>	<u>4,142</u>
<b>Creditors:</b> amounts falling due in less than one year	18	(2,357)	(2,082)	(2,351)	(2,076)
<b>Net current assets</b>		<u>5,540</u>	<u>2,057</u>	<u>5,554</u>	<u>2,066</u>
<b>Total assets less current liabilities</b>		<u>7,241</u>	<u>3,750</u>	<u>6,934</u>	<u>3,438</u>
<b>Creditors:</b> amounts falling due after more than one year	19	-	(41)	-	(41)
<b>Total net assets</b>		<u>7,241</u>	<u>3,709</u>	<u>6,934</u>	<u>3,397</u>
<b>The funds of the Charity:</b>					
Restricted income funds	20	3,442	289	3,273	120
Unrestricted funds:					
General funds	21	2,160	1,458	2,022	1,315
Designated funds	21	1,639	1,962	1,639	1,962
		<u>7,241</u>	<u>3,709</u>	<u>6,934</u>	<u>3,397</u>

The Charity's net movement in funds for the year was an increase of £3,538,000 (2021: deficit of £1,183,000).

The financial statements set out on pages 53-70 were approved by the Board of Trustees on 22nd September 2022 and signed on their behalf by:

DC Thomlinson

**David Thomlinson**  
Chair of Trustees

Company number 05402004  
Charity number 1110590

## Consolidated statement of cash flows

### Consolidated statement of cash flows for the year ended 31 March 2022

	Notes	2022 £'000	2021 £'000
<b>Cash flows from operating activities:</b>			
Net cash provided by/(used in) operating activities	23	3,690	(86)
<b>Cash flows from investing activities:</b>			
Dividends, interest and rents from investments		3	6
Purchase of intangible assets		(94)	-
Purchase of property, plant and equipment		-	(113)
Net cash (used in)/provided by investing activities		<u>(91)</u>	<u>(107)</u>
<b>Cash flows from financing activities:</b>			
Repayment of loans		(41)	(5)
Cash inflows from new borrowing		-	-
Net cash used in financing activities		<u>(41)</u>	<u>(5)</u>
<b>Change in cash and cash equivalents in the year</b>		<u>3,558</u>	<u>(198)</u>
Cash and cash equivalents at the beginning of the year	24	3,717	3,915
<b>Cash and cash equivalents at the end of the year</b>	24	<u>7,275</u>	<u>3,717</u>





# Notes to the financial statements

## Accounting policies

A summary of the more important accounting policies, which have been consistently applied, is set out below.

### 1.1. Charitable status

UK Youth is a company limited by guarantee incorporated in England and Wales and a charity registered with the Charity Commission for England and Wales.

### 1.2. Basis of accounting and consolidation

The Financial Statements have been prepared 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) (effective 1 January 2019) - (Charities SORP (FRS 102)) and the Companies Act 2006. The

Trustees have reviewed the going concern position and consider it is appropriate for these Financial Statements to be prepared on the going concern basis.

UK Youth meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policies.

The consolidated group Financial Statements include the Financial Statements of UK Youth (charity number 1110590, company number 05402004) ("the Charity") and its subsidiary undertakings, The National Association of Clubs for Young People and Youth Work (UK) Limited. The accounting year end for all undertakings is 31 March. There was an additional 100% owned subsidiary company, Youth Achievement Trust which was incorporated on 27 December 2013, and did not trade in the years ended 31 March 2022 or 31 March 2021 and so has been excluded from the consolidation on the grounds that it is not material. The Youth Achievement Trust was dissolved on 22nd June 2021.

On 15 September 2017, the Charity entered into a Strategic Alliance Agreement with The National Association of Clubs for Young People trading as Ambition. As a result of this agreement, UK Youth appointed the majority of the Board of Trustees of Ambition and it is therefore considered a subsidiary by virtue of deemed control. The

income and expenditure of Ambition for the periods from 1 April 2020 to 31 March 2021 and from 1 April 2021 to 31 March 2022 have been included in the Group Consolidated Statement of Financial Affairs and the net assets and funds of Ambition as at 31 March 2022 and 2021 have been included in the Group Balance Sheet.

### 1.3. Significant estimates and judgments

The following accounting estimates and judgments made in the preparation of these Financial Statements are considered significant because of their complexity and their impact on the Financial Statements:

Recognition of income on long-term performance related grants and contracts: In recognising income over the life of these contracts, judgments are made in connection with the expected overall performance on each contract and the progress made in the accounting period; and,

Valuation of property assets: Freehold properties held for resale were valued by an independent professionally qualified surveyor in September 2017. The valuations have been reviewed in the light of movements in relevant indices of property values since the date of the valuations and it has been concluded that there have been no significant changes to the fair value of the properties.

### 1.4. Funds

Following the requirements of the Charities SORP (FRS102) all the funds of UK Youth have been analysed over the different types of funds, which are:

Restricted funds are those where the donor has imposed restrictions on how the fund may be used, but which do not prevent the fund being spent.

Unrestricted funds are those which are not subject to any special restrictions and they can be used as the Trustees decide.

Designated funds are part of unrestricted funds set aside for a purpose specified by Trustees.

General funds are all other unrestricted funds.

### 1.5. Income

All income has been included in the Consolidated Statement of Financial Activities on

an accruals basis. Donations and grant income is only recognised where and to the extent that any terms and conditions have been met and there is unconditional entitlement to the income. In the case of performance related grants and contracts, income received in advance is deferred and released in line with performance. That part of the income which has been deferred is included in creditors.

### 1.6. Expenditure

All expenditure is included in the Consolidated Statement of Financial Activities on an accruals basis. Expenditure on charitable activities is all expenditure directly relating to the objects of the Charity. Expenditure on raising funds is expenditure incurred in seeking voluntary contributions to the Charity and organising activities to generate funds. Support costs are allocated based on the approximate time spent on each activity.

### 1.7. Grants payable

Grants payable are included in the Statement of Financial Activities as expenditure in the period in which the award is made. Grants which have been approved and agreed with other organisations but which are unpaid at the year-end are accrued. Grants where the beneficiary has not been informed or has to meet certain conditions before the grant is released are not accrued.

### 1.8. Intangible assets

Intangible assets consist of assets under construction and so are not subject to amortisation

### 1.9. Tangible assets

Tangible asses brought into use are depreciated over their estimated useful lives. Depreciation rates vary according to the class of asset and are principally:

Avon Tyrrell cabins and boathouse - straight line over 20 years

Avon Tyrrell equipment - straight line over 5-10 years

Computers - straight line over 3 years

Fixtures, fittings and office equipment - straight line over 5-10 years

Leasehold improvements of Avon Tyrrell - straight line over 20 years

Properties held for resale in the subsidiary the National Association of Clubs for Young People are not depreciated. These properties come

into ownership of the subsidiary when youth associations close down and the subsidiary is named in the constitutional documents of the association as the residual beneficiary on closure. The Trustees intend to dispose of these properties as soon as appropriate arrangements can be put in place.

### 1.10 Investments

Listed investments are included in the balance sheet at mid-market value. Gains and losses whether realised or unrealised are reflected in the Consolidated Statement of Financial Activities.

### 1.11 Stock

Stock is valued at the lower of cost on the first in first out method and net realisable value.

### 1.12 Debtors

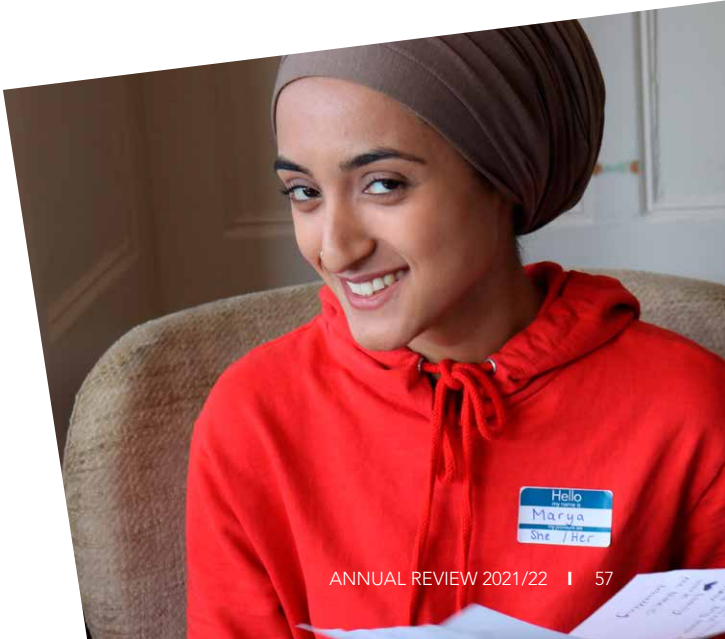
Trade and other debtors are recognised at the settlement amount due, less any provision for bad or doubtful amounts. Such provisions are specific and applied in a consistent manner based on aged debts and other factors affecting potential recoverability.

### 1.13 Creditors

Trade and other creditors are recognised at transaction price due, after allowing for any trade discounts. Deferred income represents invoices raised and cash receipts, for which income recognition criteria is not yet met, and will be satisfied in future accounting periods. Such amounts are not discounted. Deferred income relates to funding received from various sources in advance of the year end in respect of activities which were carried out after the year end.

### 1.14 VAT

The Charity and its subsidiary, the National Association of Clubs for Young People, are partially exempt for VAT. VAT incurred which cannot be recovered is written off as part of support costs.





# Notes to the financial statements

## 2 Income from donations and legacies

	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£'000	£'000	2022 £'000	£'000	£'000	2021 £'000
Donations from individuals and corporates	1,090	130	1,220	671	357	1,028
Legacies	9	-	9	-	-	-
Grants from trusts and foundations	168	824	992	248	403	651
	1,267	954	2,221	919	760	1,679

## 3 Income from charitable activities: non-formal education

	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£'000	£'000	2022 £'000	£'000	£'000	2021 £'000
Programme funding from public sector sources	-	889	889	208	2,167	2,375
Programme funding from other sources	-	9,525	9,525	56	2,627	2,683
Total programme funding	-	10,414	10,414	264	4,794	5,058
Income from Avon Tyrrell Outdoor Activity Centre	1,299	-	1,299	384	-	384
Other income from non-formal education	31	-	31	10	-	10
	1,330	10,414	11,744	658	4,794	5,452
Programme funding from public sector sources						
Cabinet Office - National Citizenship Service	-	-	-	207	-	207
Dept for Digital, Culture, Media & Sport	-	58	58	-	1,003	1,003
Sport England - Active Youth	-	773	773	-	726	726
Sport England - Outdoor Activators	-	58	58	-	94	94
National Lottery Community Fund	-	-	-	-	300	300
National Lottery Heritage Fund	-	-	-	-	44	44
National Health Service	-	-	-	1	-	1
	-	889	889	208	2,167	2,375

## 4 Income from other trading activities: fundraising events

	Unrestricted and total 2022 £'000	Unrestricted and total 2021 £'000
Art for Youth exhibition and auction	356	107
Fundraising activities	5	51
Sponsored challenge events	32	22
	393	180

# Notes to the financial statements

## 5 Income from investments

	Unrestricted and total 2022 £'000	Unrestricted and total 2021 £'000
Interest received	3	6
	3	6

## 6 Other income

	Unrestricted and total 2022 £'000	Unrestricted and total 2021 £'000
Insurance income	250	-
Coronavirus Job Retention Scheme (CJRS)	13	356*
	263	356

\* Income from the Coronavirus Job Retention Scheme has this year been included within “other income” and so prior year income has been reclassified.

## 7 Expenditure on raising funds

	2022 £'000	2021 £'000
Direct costs	583	347
Costs of fundraising events	220	68
Support costs (note 9)	110	91
	913	506

## 8 Expenditure on charitable activities

	Activities undertaken directly £'000	Grant funding of activities £'000	Support costs (note 9) £'000	Total 2022 £'000	Activities undertaken directly £'000	Grant funding of of activities £'000	Support costs (note 9) £'000	Total 2021 £'000
Non-formal educational programmes	3,704	2,961	1,033	7,698	2,388	952	865	4,205
Avon Tyrrell outdoor activity centre	1,541	-	250	1,791	1,014	-	210	1,224
Other non-formal education	326	-	125	451	191	-	105	296
Communications and policy	233	-	47	280	231	-	39	270
Total	5,804	2,961	1,455	10,220	3,824	952	1,219	5,995

## 9 Support costs

	Raising funds	Non-formal educational progs	Avon Tyrrell outdoor centre	Other non-formal education	Comms and policy	Total 2022	Total 2021
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
CEO, office & operations	27	250	60	31	11	379	339
Finance	32	299	72	36	14	453	429
Human Resources	19	177	43	21	8	268	248
Digital & IT	22	209	51	25	9	316	205
Strategy & research	9	85	21	10	4	129	73
Governance	1	13	3	2	1	20	16*
<b>Total</b>	<b>2022</b>						
	110	1,033	250	125	47	1,565	
<b>Total</b>	<b>2021</b>						
	91	865	210	105	39		1,310*

Support costs consist of the costs of the charity's head office, chief executive, finance, HR, IT, and strategy and research functions. Support costs are allocated based on the approximate time spent on each activity.

\* Governance costs have this year been included within “support costs”, rather than on a separate line and so prior year-support costs, and the allocation of these costs, have been adjusted in order to ensure comparability.



## Notes to the financial statements

### 10 Staff Costs

The average weekly number of people employed (Group and Charity) were:

	2022 number	2021 number
full time	95	85
part time	13	15
Total	108	100

Staff costs were made up as follows:

	2022 £'000	2021 £'000
Wages and salaries	3,600	2,831
Redundancy payments	33	28
Social security costs	364	270
Pension costs	140	109
	4,137	3,238

Redundancy payments were made to 4 employees during the year (2021: 9).

Trustees do not receive any remuneration for their services to UK Youth or any subsidiary.

During the year ended 31 March 2022 10 (2021: 10) key management personnel received remuneration totalling £567,347 (2021: £593,637).

During the year ended 31 March 2022 1 employee received remuneration between £60,000 and £69,000 (2021: 3), 4 employees received between £70,000 and £79,999 (2021: 0) 0 employees received between £80,000 and £89,999 (2021: 0); and 1 employee received between £90,000 and £99,999 (2021: 1).

During the year ended 31 March 2022, no trustees (2021: none) were reimbursed out-of-pocket expenses for their services to the charity.

### 11 Pension costs

The Charity contributes up to 5% matched funding into various stakeholder pension schemes. The amounts paid in respect of these were £140,000 (2021: £109,000).

### 12 Net movement in funds

Expenditure charged in arriving at the net movement in funds includes:

	2022 £'000	2021 £'000
Depreciation	127	114
Auditors' remuneration - audit services	15	14
- other services	-	3

## Notes to the financial statements

### 13 Intangible fixed assets

#### Group

#### Cost or valuation

At 1 April 2021	-	-
Additions	94	94
At 31 March 2022	94	94

#### Net book value

At 31 March 2022	94	94
At 31 March 2021	-	-

#### Charity

#### Cost or valuation

At 1 April 2021	-	-
Additions	94	94
Disposals	-	-
At 31 March 2022	94	94

#### Accumulated depreciation

At 1 April 2021	-	-
Charge for year	-	-
On disposals	-	-
At 31 March 2022	-	-

#### Net book value

At 31 March 2022	94	94
At 31 March 2021	-	-

The asset under construction is a new Customer Relationship Management system which will be completed during the financial year 2022-23. All intangible fixed assets are used for charitable purposes.

Assets under construction	Total
£'000	£'000
-	-
94	94
94	94

Assets under construction	Total
£'000	£'000
-	-
94	94
-	-
94	94
-	-
-	-
94	94
-	-



## Notes to the financial statements

### 14 Tangible fixed assets

	Freehold property	Outdoor activity centre property improvements	Outdoor activity centre equipment	Outdoor activity centre cabins and boathouse	Furniture, fixtures, fittings and IT	Total
	£'000	£'000	£'000	£'000	£'000	£'000
<b>Group</b>						
<b>Cost or valuation</b>						
At 1 April 2021	320	375	338	1,259	161	2,453
Additions	-	-	-	-	-	-
Disposals	-	(1)	-	(64)	-	(65)
At 31 March 2022	320	374	338	1,195	161	2,388
<b>Accumulated depreciation</b>						
At 1 April 2021	-	193	123	807	89	1,212
Charge for year	-	20	16	77	14	127
On disposals	-	(1)	-	(64)	-	(65)
At 31 March 2022	-	212	139	820	103	1,274
<b>Net book value</b>						
At 31 March 2022	320	162	199	375	58	1,114
At 31 March 2021	320	182	215	452	72	1,241

	Freehold property	Outdoor activity centre property improvements	Outdoor activity centre equipment	Outdoor activity centre cabins and boathouse	Furniture, fixtures, fittings and IT	Total
	£'000	£'000	£'000	£'000	£'000	£'000
<b>Charity</b>						
<b>Cost or valuation</b>						
At 1 April 2021	-	375	338	1,259	161	2,133
Additions	-	-	-	-	-	-
Disposals	-	(1)	-	(64)	-	(65)
At 31 March 2022	-	374	338	1,195	161	2,068
<b>Accumulated depreciation</b>						
At 1 April 2021	-	193	123	807	89	1,212
Charge for year	-	20	16	77	14	127
On disposals	-	(1)	-	(64)	-	(65)
At 31 March 2022	-	212	139	820	103	1,274
<b>Net book value</b>						
At 31 March 2022	-	162	199	375	58	794
At 31 March 2021	-	182	215	452	72	921

All tangible fixed assets are used for charitable purposes.

### 15 Capital commitments

As at 31 March 2022, there were capital commitments of £135,000 (2021: £nil) relating to the Customer Relationship Management system

## Notes to the financial statements

### 16 Investments

	Group 2022 £'000	Group 2021 £'000	Charity 2022 £'000	Charity 2021 £'000
Listed investments	493	452	492	451
Subsidiary undertakings	-	-	-	-
	493	452	492	451

Listed investments all comprise shares listed on a recognised stock exchange. Their value is determined by the mid-market value at the balance sheet date.

Movements during the year:

	Group 2022 £'000	Group 2021 £'000	Charity 2022 £'000	Charity 2021 £'000
At 1 April 2021	452	351	451	350
Acquired during the year	-	-	-	-
Change in market value	41	101	41	101
Disposals	-	-	-	-
At 31 March 2022	493	452	492	451

Investments held at 31 March 2022 (and 31 March 2021) wholly composed holdings in SULT Cazenove Charity Responsible Multi-asset Fund A Accumulation units.

The subsidiary undertakings are as detailed below:

	Holding	Country of Incorporation	Principal activity	Net assets / (liabilities) at 31 March 2022 £'000
Youth Work UK Limited (Limited by shares)	100%	UK	Dormant	(3)
National Association of Clubs for Young People trading as Ambition (Limited by guarantee)	Deemed Control	UK	Youth work	316

Details of transactions with subsidiaries during the year and balances at the year end are set out below. All transactions are removed on consolidation.

Subsidiary	Transactions	Income/ (expenditure) £'000	Debtor/ (creditor) £'000
Youth Work UK Limited	None	-	(3)
National Association of Clubs for Young People trading as Ambition	Current account financing	-	104



## Notes to the financial statements

### 17 Debtors

	Group 2022 £'000	Group 2021 £'000	Charity 2022 £'000	Charity 2021 £'000
Trade debtors	68	139	68	139
Other debtors	485	240	484	239
Prepayments	54	30	54	30
Amount owed by Subsidiaries	-	-	105	105
	607	409	711	513

### 18 Creditors: amounts falling due in less than one year

	Group 2022 £'000	Group 2021 £'000	Charity 2022 £'000	Charity 2021 £'000
Trade creditors	467	194	464	194
Other creditors	173	143	170	140
Accruals	399	488	399	485
Loan: Postcode Innovation Trust	-	8	-	8
Deferred income	1,318	1,249	1,318	1,249
	2,357	2,082	2,351	2,076
	Group 2022 £'000	Group 2021 £'000	Charity 2022 £'000	Charity 2021 £'000
Deferred income as at 1st April 2021	1,249	2,632	1,249	2,632
Released from previous years	(1,212)	(2,568)	(1,212)	(2,568)
Resources deferred in the year	1,281	1,185	1,281	1,185
Deferred income as at 31st March 2022	1,318	1,249	1,318	1,249

### 19 Creditors: amounts falling due after more than one year

Loan: Postcode Innovation Trust	-	41	-	41
The loan to the Postcode Innovation Trust was repaid during the year				
Amount repayable between 1 and 2 years	-	8	-	-
Amount repayable between 2 and 5 years	-	25	-	-
Amount repayable over 5 years	-	8	-	-

## Notes to the financial statements

### 20 Restricted income funds

Group	Funds at 1 April 2021 £'000	Income £'000	Expenditure £'000	Transfers £'000	Funds at 31 March 2022 £'000
<b>Non formal education programmes:</b>					
Spirit of 2012 and #iwill Fund - EmpowHER	-	432	432	-	-
UPS Foundation, Road Code	-	316	316	-	-
Coca Cola European Partners, Reach Up	-	266	266	-	-
Microsoft, Generation Code Accelerator	-	157	157	-	-
Google.org, Be Internet Citizens	-	226	226	-	-
Sport England, Outdoor Activators	-	58	58	-	-
Sport England, Active Youth	-	773	773	-	-
Spirit of 2012, Sound Creators	-	8	8	-	-
Spirit of 2012 - Inspire 2022	-	305	305	-	-
Spirit of 2012 - Legacy funding	-	250	250	-	-
Spirit of 2012 - Inspire Development Grant	-	10	10	-	-
Spirit of 2012- Wellbeing fund	-	2	2	-	-
Spirit of 2012, EmpowHER research	-	15	15	-	-
People's PostCode Lottery, Young Changemakers	-	205	205	-	-
Comic Relief, Young Changemakers	-	50	50	-	-
The Coach Foundation, Dream It Real	-	154	154	-	-
Monday Charitable Trust, Future Proof	-	231	231	-	-
Astra Foundation & Co-Op Foundation, Belong Collective	-	66	66	-	-
Clarion Housing, Housing Association Youth Network	-	23	23	-	-
Young Minds	-	13	13	-	-
Young Foundation/ Peer Action Collective	-	22	22	-	-
Citibank, Young and Black Awards	-	17	17	-	-
Knights of, Young and Black Awards	-	4	4	-	-
Garfield Weston	-	80	80	-	-
Guardian Pears, Covid Relief	-	1,347	1,347	-	-
Pears supplemental, Covid resilience	-	240	240	-	-
Rausing - Covid Resilience Grants	-	1,500	1,500	-	-
Rausing/Westminster Thriving Minds	-	3,091	14	-	3,077
ETTG - No limits	-	51	51	-	-
KFC - Hatch	-	82	82	-	-
#iwill Fund, #iwill beyond 2020	-	169	169	-	-
Youth Futures Foundation	-	31	31	-	-
<b>Other restricted funds</b>					
Bursary Fund	36	17	7	-	46
Donations and grants towards capital expenditure	84	81	51	-	114
Avon Tyrrell programmatic activity	-	71	35	-	36
Rausing trust, Youth Centre Recovery Fund	-	393	393	-	-
DCMS, Community Match Challenge	-	58	58	-	-
Clothworkers' Foundation, Your Space	-	70	70	-	-
IBM	-	48	48	-	-
NESTA , Covid rapid response challenge	-	64	64	-	-
Youth Futures Foundation, Hope Collective	-	147	147	-	-
Paul Hamlyn Foundation	-	30	30	-	-
Fidelity Foundation	-	173	173	-	-
<b>Restricted funds - Charity</b>	120	11,346	8,193	-	3,273
Ambition - Allendale Property	50	-	-	-	50
Ambition - Hetton Lyons Property	30	-	-	-	30
Ambition - Bridgnorth Fund	89	-	-	-	89
Ambition - Cumbria fund	-	22	22	-	-
<b>Restricted Funds - Group</b>	289	11,368	8,215	-	3,442



## Notes to the financial statements

- Non formal education programmes represent funding received from public sector sources and corporate supporters to carry out agreed programmes of non-formal education.
- Spirit of 2012 and #iwill Fund, EmpowHER encouraged young women and girls to use their voices for positive change.
- UPS Foundation, Road Code helped keep young people safe in and around cars and forms the UK arm of the UPS Foundation's global innovative programme.
- Coca Cola European Partners, Reach Up empowered young people with the confidence, skills and experience needed to feel ready for the workplace.
- Microsoft, Generation Code Accelerator addressed the lack of embedded, sustainable digital provision in the youth sector by inspiring and upskilling youth workers to become digital Changemakers.
- Google.org, Be Internet Citizens informed young people about media literacy, critical thinking and digital citizenship, with the aim of encouraging young people to have a positive voice online.
- Sport England, Outdoor Activators engaged young people in meaningful social action and physical activity in the outdoors allowing them to develop crucial skills to build bright futures.
- Sport England, Active Youth encouraged inactive young people to get involved in physical activity.
- Spirit of 2012, Sound Creators supported young female carers to engage in music activities with the aim of reducing loneliness and improving their mental health and wellbeing.
- Spirit of 2012 and #iwill Fund Inspire 2022 is a youth-led, events-based social action programme which uses national events as a springboard for young people to design positive activities for their own communities, bridging community divides and giving young people a voice in a year of national celebration.
- Spirit of 2012, EmpowHER Legacy takes the lessons from EmpowHER and tests new models of embedding best practice for delivering social action and wellbeing programmes in youth work.
- Spirit of 2012 Inspire Development Grant was provided to support our human centred approach to designing programmes with young people and youth workers at the heart of the process.
- Spirit of 2012 Wellbeing Fund supported the wellbeing of staff at UK Youth.
- Spirit of 2012, EmpowHER research supported a research project.
- People's PostCode Lottery and Comic Relief Young Changemakers empowered young people from racialised communities to influence mental health policy.
- The Coach Foundation, Dream It Real supported young people to have the confidence and skills to truly act on and follow their dreams across the world.
- Monday Charitable Trust, Future Proof improved the skills of youth workers so they can then use these to help young people navigate emerging safeguarding threats.
- Astra Foundation and Co-Op foundation, Belong Collective improved how the youth sector tackles youth loneliness.
- Clarion Housing, Housing Association Youth Network supported the evaluation, Youth Connectors and quality assurance training as part of the HAYN Academy programme.
- Young Minds fund supported the research, co-design and roll-out of training and resources to youth workers on mental health awareness.
- Young Foundation, Peer Action Collective enabled peer research and social action networks.
- Citibank funded the Young and Black Awards, distributing grant funded to youth led projects that directly engage with and benefit the black community in the UK.
- Knights of funded the Young and Black Awards, distributing grant funded to youth led projects that directly engage with and benefit the black community in the UK.
- Garfield Weston Foundation assisted with the allocation of funding to youth organisations via the Youth Support Fund.
- The Guardian Pears Covid Relief Fund supported youth organisations impacted by the pandemic.
- The Pears Supplemental Covid Resilience Fund supported youth organisations to build back resilience after the impact of Covid-19.
- The Rausing Covid Resilience Fund supported youth organisations to build back resilience after the impact of Covid-19.
- The Thriving Minds Fund provides funding to improve mental health support and provision to young people and youth workers.
- Ear To The Ground, No Limits works with youth organisations to increase young people's creativity and engagement through the provision of technology and training.
- KFC Hatch is an employability programme that aims to better support young people into long-term employment as well as building their work skills and confidence.
- #iwill Fund, #iwill beyond 2020 supported the development of the #iwill Movement, enabling more young people to take part in volunteering and social action and to have opportunities to engage in decision-making.
- Youth Futures Foundation funding enabled UK Youth to provide support, expertise and resources to the UK Youth Movement, ensuring young people have access to high quality youth services in their community that will support them to improve their life chances and career prospects.

## Notes to the financial statements

- The Bursary Fund represented donations and grants received to support our bursary programme enabling access for young people to non-formal educational opportunities.
- Donations and grants towards capital expenditure represented monies received to support our capital expenditure programme at Avon Tyrrell Outdoor Activity Centre.
- The Avon Tyrrell programmatic activity fund, supported by St. James' Place Foundation and South West Trains, supported programmes of work at our outdoor activity centre.
- The Rausing Trust Youth Centre Recovery Fund covered essential running costs at our outdoor activity centre.
- DCMS Community Match Challenge (supported by Pears Foundation and Paul Hamlyn Foundation) funded grants to grassroots organisations to address the most critical risks resulting from Covid-19.
- Clothworkers' Foundation, Your Space was a detached youth-work initiative which reaches vulnerable or disadvantaged young people on their own terms.
- IBM funded a programme focused on supporting the critical digital skills of youth workers and the organisations in which they work.
- NESTA's COVID Rapid Response Challenge funding supported us to design digital approaches which could be used to support financial education of young people through the pandemic and its aftermath.
- Youth Futures Foundation, Hope Collective supported the legacy campaign for Damilola Taylor, to establish real change in UK's most vulnerable communities.
- Paul Hamlyn Foundation supported UK Youth in distributing grants to youth organisations affected by the pandemic.
- Fidelity Foundation supported our digital transformation, improving our efficiency as a Movement.

### 21 Unrestricted funds

Group	Funds at 1 April 2021 £'000	Income £'000	Expenditure £'000	Net gains/ (losses) on investments £'000	Transfers £'000	Funds at 31 March 2022 £'000
<b>General funds</b>	1,458	3,256	2,442	41	(153)	2,160
<b>Designated funds</b>						
- Programmatic fund	335	-	197	-	-	138
- Priority projects fund	641	-	152	-	(223)	266
- Avon Tyrrell development fund	65	-	-	-	-	65
- Avon Tyrrell delivery fund	-	-	-	-	153	153
- Avon Tyrrell capital appeal (matching)	-	-	-	-	129	129
- Fixed assets fund	921	-	127	-	94	888
	3,420	3,256	2,918	41	-	3,799

### Charity

<b>General funds</b>	1,315	3,261	2,442	41	(153)	2,022
<b>Designated funds</b>						
- Programmatic fund	335	-	197	-	-	138
- Priority projects fund	641	-	152	-	(223)	266
- Avon Tyrrell development fund	65	-	-	-	-	65
- Avon Tyrrell capital appeal delivery fund	-	-	-	-	153	153
- Avon Tyrrell capital appeal matching fund	-	-	-	-	129	129
- Fixed assets fund	921	-	127	-	94	888
	3,277	3,261	2,918	41	-	3,661

Programmatic fund represents the amount set aside to invest in trialling new programmatic approaches for the benefit of young people.

Priority projects fund represents amounts expected to be spent on strategic investments, in particular digital infrastructure.

The Avon Tyrrell development designated fund represents funds set aside by the trustees to meet costs of developing the outdoor activity centre at Avon Tyrrell.

The Avon Tyrrell development designated fund represents funds set aside by the trustees to meet costs of developing the outdoor activity centre at Avon Tyrrell.

The Avon Tyrrell capital appeal delivery designated fund represents funds set aside for planning and fundraising expenditure on the appeal.

The Avon Tyrrell capital appeal matching designated fund represents funds set aside as a contribution towards the capital appeal.

The Fixed assets designated fund represents the net book value of the tangible fixed assets of the Charity and transfers into this fund have been made accordingly. Freehold properties held for resale by Ambition are not included in the value of this fund.



## Notes to the financial statements

### 22 Analysis of assets between funds

Group	Unrestricted Funds General £'000	Designated £'000	Restricted Funds £'000	Total 2022 £'000
Intangible fixed assets	-	94	-	94
Tangible fixed assets	240	794	80	1,114
Investments	493	-	-	493
Cash at bank and in hand	3,162	751	3,362	7,275
Other net current liabilities	(1,735)	-	-	(1,735)
Total net assets	2,160	1,639	3,442	7,241
<b>Charity</b>				
Intangible fixed assets	-	94	-	94
Tangible fixed assets	-	794	-	794
Investments	492	-	-	492
Cash at bank and in hand	3,155	751	3,273	7,179
Other net current liabilities	(1,625)	-	-	(1,625)
Total net assets	2,022	1,639	3,273	6,934

### 23 Reconciliation of net income to net cash flow from operating activities

	2022 £'000	2021 £'000
Net income for the reporting period as per the statement of financial activities	3,532	1,273
Adjustments for:		
Depreciation charges	127	114
(Gains) on investments	(41)	(101)
Dividends, interest and rents from investments	(3)	(6)
(Increase)/decrease in stocks	(2)	4
(Increase) in debtors	(198)	(44)
Increase/(decrease) in creditors	275	(1,326)
Net cash provided by/(used in) operating activities	3,690	(86)

### 24 Analysis of cash and cash equivalents

	2022 £'000	2021 £'000
Cash at bank and in hand	7,275	3,717
Cash at bank and in hand as at 31 March 2021	3,717	
Change in cash and cash equivalents in the year	3,558	
Cash at bank and in hand as at 31 March 2022	7,275	

## Notes to the financial statements

### 25 Related party transactions

During the year ended 31 March 2022, no payments (2021: £1,246) were made to trustees or related parties

Donations of £7,000 (2021: £607) were received from two trustees or related parties (2021: one trustee) during the year ended 31 March 2022.

### 26 Lease commitments

As at 31 March 2022, UK Youth had outstanding commitments under non-cancellable operating leases as follows:

	Land and Buildings	Other
	2022 £'000	2021 £'000
Amounts falling due;		
Within one year	112	13
Between 2 and 5 years	377	25
After more than 5 years	243	-
Total	732	60

### 27 Analysis of changes in net debt

	At 31st March 2021 £'000	Cashflows £'000	New loans £'000	At 31st March 2022 £'000
Cash	3,717	3,558	-	7,275
Loans falling due within one year	(8)	8	-	-
Loans falling due after more than one year	(41)	41	-	-
Total	3,668	3,607	-	7,275





# Charity Information

## Reference and administrative details:

Charity number:	1110590
Company number:	05402004
Principal Office:	Avon Tyrrell Bransgore Near Burley Hampshire BH23 8EE
Independent auditors:	Buzzacott LLP 130 Wood Street London EC2V 6DL
Bankers:	Barclays Bank plc 7th Floor United Kingdom House 180 Oxford Street London W1D 1EA
Solicitors:	Lodders Number 10 Elm Court Arden Street Stratford-upon-Avon Warwickshire CV37 6PA
Investment managers:	Cazenove Capital Schroder and Co 1 London Wall Place London EC2Y 5AU
Insurance advisors:	Gallagher The Walbrook Building 25 Walbrook London EC4N 8AW



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Find us on:



With thanks to contributors from across the UK Youth Network.

UK Youth Registered Charity Number: **1110590**

Company number: **05402004**