



UK YOUTH

Annual Report and Financial Statements

2022/23

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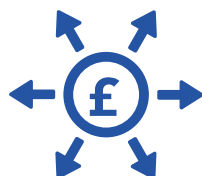
Funding

£14.2m

We raised over £14.2m income to unlock the **power of youth work**.



We partnered with **16 corporate organisations** who invested in our vision and activities.



We distributed nearly **£6m** to youth organisations to enable them to sustainably deepen their impact.

Our Networks



We brought together 153 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 engaged with over 50 MPs to **make the case for youth work**.

#iwill

117 organisations signed up to the **Power of Youth** charter, committing to embed youth social action and leadership opportunities for young people.



We enabled young people and youth workers to shape government policy through **65** roundtables, events, and meetings with politicians.

Young People

156,850

156,850 young people **benefited from our programmes, grants, and outdoor learning provision.**

1,110,350

Over **1,110,350** young people were supported by organisations in our network.



Almost 17,000 young people participated in opportunities to experience, learn, and develop through our **inclusive outdoor learning activities** at Avon Tyrrell.

346

We supported 190 #iwill Ambassadors and 156 #iwill Champions to **lead social action projects** nationally and locally.



We designed & delivered **11 targeted youth work programmes** in collaboration with 140 partners.

50

We worked with over 50 organisations from allied sectors supporting young people, including education, mental health, and physical activity, to share effective practice and improve collaboration with youth workers.

Outcomes

£3.2 billion

Our research shows that **youth work is currently saving society £3.2B** each year.

+46

Net Promoter Score

Youth workers join the UK Youth Network mainly for the support we offer, access to funding, and connecting with others.

+21%

Among grantees participating in Thriving Minds there was a **21% increase in those reporting strong mental health literacy** among staff.

83%

of youth workers **given opportunities to connect with organisations from other sectors** now feel more comfortable in doing so.



Our Cost-of-Living Fund enabled the delivery of nearly **33,000 hours of youth provision**.

#iwill



Corin, 15, #iwill Ambassador

Helping people is what I do: volunteering, fundraising, charity work, and motivating others to do the same by giving talks in schools.

That's why I'm part of #iwill, and it gives me a real sense of achievement.

School never felt right for me. When I found #iwill I knew this is what I should be doing. I've taken a different path. I find it very rewarding, and it gives me a sense of what I can achieve and focus on. I'd love to work with charities in the future.

One particularly important part of my work is Search and Rescue: being in the team that helps find people who've gone missing. There are units all over Northern Ireland. The person missing can be someone with dementia or someone our own age. We all have a pager, and if it bleeps, we're given the details and we go and look for them. I'm 15 and I know if a teenager has run away, they wouldn't want to talk to the police. They'd want to talk to someone their age who would understand.

Every January I choose a charity of the year and raise money with help from the group, through fun days, bingo, raffles, and sky days – that's sponsored parachute jumps. So far this year we've raised £12,000 and we're trying to get to £15,000. Our charity is the local hospice. We live in a small area and the hospice is such a large part of the community, used by a lot of people. Raising these funds is a great way of bringing everyone together.

To recognise the work #iwill has been doing throughout the year, I was invited over to London to a tea party in 10 Downing Street, to mark the King's coronation. When I heard I was going, I didn't believe it at first, but I was proud to represent #iwill there and tell the Prime Minister what charity I work for and what I do.

The #iwill group is like a family. It's hard to explain why it's so good to help someone else, but you know deep inside when you've achieved something. Everyone should give it a try. You couldn't pay for that feeling.



Statement from our Chair and CEO

The future of any country lies with its young, yet the cost-of-living and mental health crises are having a brutal impact on this generation. Lack of sustainable funding means that 10 million young people are currently unable to access the support they need.

This makes the work of UK Youth ever more vital, as we fight for systems change to improve services and transform lives all over the country. Last year saw us make real progress in many ways, with meaningful and strategic interactions with Government, employers, and other sectors. Our partnerships with Westminster Foundation, Julia Hans Rausing Trust and Pears Foundation, for the Thriving Minds and Cost-of-Living sector grants, have had a real impact.

We have made great strides in building a greater understanding of youth work across sectors and statutory bodies, as well as forging valuable strategic partnerships, building on the cross-sector understanding embedded in our strategy. This is vital to ensure the whole generation benefits from the support they need. Our game-changing Untapped research, with Frontier Economics, demonstrated the economic value of youth work, linking it to better outcomes in education, health, and community cohesion. It revealed groundbreaking research that proved billions of pounds can be saved by investing in our youth.

As a charity that has been on an extraordinary journey of transformation and growth, one of our strengths is that young people themselves are partners in the work

we do, and this year more than ever, their voices have been prominent and powerful. They are true experts and, guided and enabled by our teams, they have been supported to have clear influence.

From the voices of our Young Changemakers at our Thriving Minds mental health residential, to their presence at the People's Postcode Lottery Gala, to the work of #iwill Ambassadors across Power of Youth Day, young people have demonstrated that their input is equal to that of any other sector specialist.

They need to be heard more than ever. The pandemic may feel like the distant past, yet the ramifications of mental health issues, increasing inequality, and the ongoing cost-of-living crises continue. The numbers not in education or employment have risen by 100,000 in recent months, at the time of writing. More than one in four children in the UK are living in poverty, and mental health problems among the young have doubled in a decade.

We want to show them their voices can be heard. Young people have been present in our fundraising campaigns, in our visits to No 10 and political party conferences, and many other aspects of our work this year. They challenge us with their own perceptions and enlighten us with their own experiences, expanding our strength as an organisation.

Our two young Trustees who've recently joined our Board were chosen from an incredibly strong field, and regularly educate us with their humility around what they don't know and their insights about what they do. We recommend this kind of reverse mentoring to everyone.

We continue to be on a transformational journey as a charity, finding ways to involve others and increase our influence. Our goals for change have been internal, too. We are working hard to build the right culture,

environment, and capabilities this work needs. We are making slow but steady progress in our work to diversify all levels of the charity. We have made transformational change in the racial and gender diversity of our Board and in the gender make up of our leadership teams. However racial diversity across our management and leadership levels remains behind the targets we have set. This is not good enough and we continue to think creatively about how to ensure we see progress here.

Three years into our Unlocking Youth Work strategy, we are now seeking to accelerate our impact. We are focusing on scaling what we have tested and working with more partners to increase the numbers of lives we can reach. We have simplified our objectives into a clear mantra: 'Our ABCs'. Our goal is a) to impact 1 million young lives through our direct delivery and outdoor learning centre Avon Tyrrell; b) to convene 10,000 cross-sector professionals and young people to work together to solve key issues and scale effective solutions; and c) to ensure 100% of staff are effective in their roles. This clarity is what we need to ensure collective focus for the home stretch of this strategic period.

We may not have achieved our revenue goals for this year, but we knew they were intentionally ambitious targets as part of our bold growth strategy. We have succeeded in doubling our income from previous

years, which is a remarkable fundraising success on its own merit. Our people have developed exceptional strategic partnerships with organisations prepared to go 'beyond the cheque' with us, investing in us as a charity with pro bono support, advice, and of course funding. Our teams have continued to deliver great success at our own social enterprise, Avon Tyrrell – a magical place that is best in class in outdoor learning and at helping children and families navigate life through insights gleaned from physical challenges and teamwork. We are so proud of the work they do.

Being young right now may feel overwhelming to many, but at UK Youth we want to join in with the voices of hope. We hold ourselves to account for delivering true systems change for young people. Every significant historical evolution has seen young people playing their role, making an unmistakable impact. We continue to be hopeful and expectant for change. We walk with them, side by side. Confident that together we can not only handle, but shape what the year ahead will bring.



Ndidi Okezie OBE, CEO



David Thomlinson, Chair





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. Our values are:

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, and 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 support the delivery of youth work to tens of thousands of young people every year through our programmatic and grants work. Additionally, we directly deliver outdoor learning, supporting young people to experience, learn and develop life skills 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.





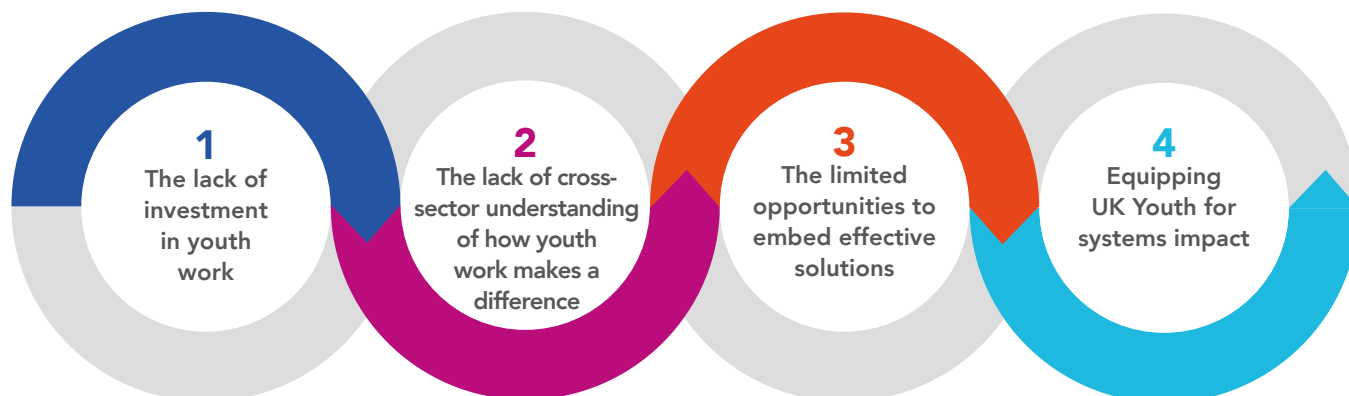
Our strategy

Unlocking Youth Work

Young people are growing up in an increasingly harsh and more challenging world, with severe pressures on their employment prospects, mental health, and even physical safety. Youth work is an essential tool to help them navigate these difficulties and build the skills they need to thrive. Despite this, inequalities of access mean that 10,000,000 young people in the UK cannot benefit from life-changing support.

At UK Youth we are honing our strategy, first drawn up in 2021, to build a movement for change. While our pilot schemes help us build effective solutions, we know youth workers by themselves will not be able to meet this need. Our wider approach is to link youth professionals with business leaders, teachers, doctors, therapists, and others, so we can have a greater, more profound impact.

Strategic challenges





"The Thriving Minds fund has been game changing. We've now been able to afford to increase our capacity for group and one-to-one clinical supervision for all our staff and this is already making a massive difference. Our staff are feeling more empowered and more equipped to support young people struggling with their mental health than ever before."

– Feedback from a Thriving Minds grantee

Our strategy allows us to champion youth work and find ways to scale up effective solutions for a generation; all of this despite a lack of investment, the long-term impact of the pandemic, and insufficient communication between professions. Central to these plans is input from younger people themselves.

Addressing our four strategic challenges, in the pages that follow, will help us deliver our goals. We will do this by focusing our work on mental health, employability, physical literacy, cost of living, and social action.

We want young people to feel empowered to transform their own lives and communities. When different professionals and those in authority work together to support them, we can build the pathways they need to flourish and grow.

This cross-sector movement will work together to:



Ensure youth organisations have access to sustained funding and quality provision for young people.



Bring cross-sector leaders and young people together to share learning, grow expertise and collaborate to solve key issues.



Grow the evidence base of what works; partnering with others to embed learning and scale quality provision.



Become an employer of choice; building a thriving culture of innovation, diversity, and expertise.



Strategic challenge 1: Investing in youth work

UK Youth donates grants to youth organisations to provide crucial support, a vital way to address the lack of investment in youth work.

Our three funds over the year have distributed a combined value of more than £4m and have impacted 156,850 young people. However, statutory funding for youth work is now a billion pounds a year less than it was ten years ago – a clear indication of our need to find ways for our money to work harder. One new approach we are working on is to provide multi-year, unrestricted funding to local youth organisations, allowing them to plan into the future and link with other partners in their areas, ensuring there is no duplication of work; and by providing training and support for them.

Our funds are:

Adventures Away from Home: a fund for disadvantaged young people who wouldn't otherwise be able to afford to take part in outdoor learning or residential. We give grants to outdoor learning organisations, to enable them to partner with youth groups, and reach those most in need. We received funding from the Department for Culture, Media, and

Sport, meaning that more than 3,000 young people can benefit from this work.

Cost-of-Living: providing funding to youth organisations struggling to deliver high quality work because of increased operating costs. The Pears Foundation generously launched our Cost-of-Living fund, with a multi-year donation of £5m to help local youth organisations navigate this crisis. This money is unrestricted: they can spend it in any way that supports their organisation, cutting down on unnecessary processes and holdups.

Thriving Minds: now in its third year, its purpose is to invest to support youth mental health. We held a residential in January to support youth organisations receiving our grants to improve connections and understanding between youth work and the wider mental health system, helping to spread ideas. We were awarded £10m from the Julia Hans Rausing Trust and £1m from the Westminster Foundation, enabling us to deliver multi-year funding support to ninety-nine organisations, over three years. This has helped build the capacity of youth workers and provide training to strengthen local partnerships and improve communication links with other mental health services.



“Meeting with and listening to people from all over the UK was a very uplifting experience.”

– Thriving Minds residential attendee

We began our partnership with the international law firm Osborne Clarke. They have committed £500,000 to UK Youth, £400,000 of which will be distributed in small grants to youth organisations in our network, to tackle minimal or no access to the internet, plus skills-based support to these organisations.

We have signed up to the Institute for Voluntary Action Research (IVAR) grant-making principles, and have been working and learning from a diverse range of models and with our previous grantees, to improve our processes and practice.

Institute for Voluntary Action Research (IVAR) grant-making principles



1

Don't waste time



2

Ask relevant questions



3

Accept risk



4

Act with urgency.



5

Be open.



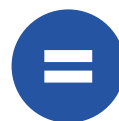
6

Enable flexibility.



7

Communicate with purpose.



8

Be proportionate.

“Having worked closely with UK Youth to deliver frontline support during Covid, we understood the value that they could offer in distributing funding and wraparound support to their unique and wide-ranging network. With the growing impact of the cost-of-living crisis, bringing the dual challenge of increasing demand and reduced capacity, we were pleased to be able to make a further commitment of £5m to offer multi-year, unrestricted funding to some of the grassroots youth organisations most affected.”

– Sir Trevor Pears CMG, Executive Chair, Pears Foundation

"The wraparound support we've gained through Thriving Minds has been invaluable to our organisation. It has offered an array of training and learning opportunities to all members of our team, as well as providing connections with organisations across the UK."

– Young Changemaker, Team Change





Strategic challenge 2: Building cross-sector understanding

Over the last year, our strategy has involved building key partnerships in different sectors; to build a greater understanding of youth work and how we can co-operate with other professions that support young people.

We've been successful in raising the profile of the issues young people are facing while proving the benefits of youth work. Untapped: The Economic Value of Youth Work, our recent report with Frontier Economics, showed that youth work's effect on the public purse covers health, mental health, employment, education, and the criminal justice system.

It prevents young people becoming unemployed or dropping out of education; improves mental health; and reduces their chance of becoming victims or perpetrators of crime. For every pound the Government invests in youth work, the benefit to the taxpayer is at least £3.20 and up to £6.40. If youth work was better integrated with other sectors, the benefits would be higher still.

Cross-sector partners and powerful young speakers helped us raise the profile of the value of the work at the report's launch and afterwards. We ensured the report encouraged local influence and the delivery of better services for young people.

This year we made the strategic decision to work with a smaller group of organisations to explore how to scale up effective youth work practice, based on the programmes we have already run or are still running.

And as the voice of the youth sector, we have created a growing movement of thousands of youth organisations, allied professionals, and young people. Together, we are transforming the system that supports young people. There are thousands of organisations in our movement, with a combined reach of millions of young people. Harnessing this collective power, beyond traditional sector boundaries, is the best way to create lasting change.

"I just wanted to drop you a note and thank you for what was a truly inspiring event. It was great to catch up with so many old friends and share our experiences of trying to run charities in changing times. I was inspired by your presentation of the #Untapped research and challenges our young people face and the proven role youth work has in solving them to bring about systemic change. A future in which a youth worker is as much a part of every child's life as a teacher, or their local GP, is a hugely worthwhile challenge."

– Chris Hindley, CEO, Youth Fed



Networks

In recent years, UK Youth has moved from a closed membership model to providing support to an open network of youth workers and youth organisations across the UK.

We also prioritise linking cross-sector partners with the youth sector to help position young people as equal partners in solving key issues. At our first Young Changemakers residential, young people developed social action projects to tackle mental health inequalities in their communities. Projects included creating culturally sensitive digital resources for GPs, and campaigning for teacher training to include information on microaggressions. Work led by young people always pinpoints vital areas for development.

Our Business Leaders for Youth Network brings together leading businesses - such as Microsoft, Coca Cola Euro-pacific Partners, and Co-op - to share ideas and influence their industries.

Our UK Youth Leaders' summit brought 75 CEOs and youth leaders together in workshops, leadership development and learning.

We are not just convening nationally. Our Building Connections programme, funded by Coca-Cola Euro Pacific Partners, funds youth workers to develop strong local connections with employers and community organisations. This helps to create stronger employment pathways for young people.

As part of the Belong Collective, we also launched the We Choose to Be Here research to tackle youth loneliness. The event featured a keynote from Mark Rowland, CEO of the Mental Health Foundation.

Because of the cuts in youth work, skilled youth workers have shifted to other sectors, and we have been looking at ways to ensure their expertise is not lost.

"This is the first time I have attended a UK Youth event and it was really enlightening and uplifting to meet so many incredible people. Thanks UK Youth for putting on such a brilliant event!"

– Youth worker and Innovator Network member

Our programmes have had a positive impact on youth organisations and youth workers.

83%

who received opportunities to connect with organisations from other sectors now feel more comfortable in doing so.

80%

who received training and professional development feel more confident about improving their services and embedding innovative solutions.

78%

who received support for youth leadership feel more comfortable about embedding youth leadership into service design, delivery, and evaluation.

71%

of those who received policy updates feel more confident in advocating for the sector and influencing policy.

CASE STUDY

Belong Collective:

I never felt part of anything before joining the Belong Collective. I didn't even recognise my isolation. Saying 'no' to social situations, lack of interest in doing things, sadness, and the feeling of disconnection I was experiencing were real.

In fact, I had no idea that loneliness existed, and that it is more common among young people than any other age group.

When I was applying to join the Belong Collective, the word 'loneliness' sent shivers down my spine. I immediately felt that this was the community in which I would thrive and be able to put my personal experience to good use.

Becoming a part of the Belong Collective allowed me to reclaim control of my voice and my choices in life. I have been able to break through walls I never thought were possible. It's been a catalyst for change.

Thanks to the collective, I've been able to recognise the significance of sharing space with other young people, to improve our lives collectively. I can now transform obstacles into change. The collective has empowered me to honour, represent, and recognise young people who confront loneliness daily, at a national level, and to drive a broader activism for good.

I've been further empowered by being recognised as an #iwill Ambassador, which has provided me with tools and possibilities I could never have anticipated a year ago, and most importantly connected me to other young people who, like me, are also transforming obstacles into change.

I realise now that inner drive and passion have always existed within me. They will continue to exist regardless of whether I am in a leadership position. I have heard and seen my fellow activists say this too. When young people organise events like 'Lonely, Not Alone' day on the campus of my university, it's our ideas, passion, life experience, instinctive compassion for others, hard work, and organisation that make them possible. It's then that the platform provided by the Belong Collective and #iwill allow me and others to truly elevate our voices.

We young people don't go through hardship for nothing. It's crucial that organisations follow in the footsteps of movements like those built by UK Youth and #iwill and enable us to reclaim our experiences to make a real difference in the world.

– Molly Taylor, Belong Collective Youth Leadership Group



Policy and Influencing

To improve the position of young people, we must ensure we are speaking the language of decision makers and opening the doors to those in the seats of power.

Through our relationship with the Minister at the Department of Culture, Media, and Sport responsible for youth, we were invited to discussions, as youth policy experts.

These included:

- Roundtable summits on loneliness and mental health.
- A roundtable discussion at No 10 at which our CEO spoke to the Prime Minister and others about antisocial behavior.
- Attending the Big Lunch with young representatives at No 10

Our Untapped report, alongside other influencing tools, has helped open doors with the Government. We have discussed apprenticeships with the Minister in the Department for Education and have talked with senior civil servants in the Home Office, and with the Parliamentary Under Secretary of State in the Department for Work and Pensions.

The policy team has advocated for UK Youth's specific funding programmes, leading to a successful campaign with MPs for Thriving Minds. We had an impressive 40% response rate from MPs from the seventy constituencies that have received Thriving Minds funding.

We have also established the Business Leaders for Youth Network and brought together these leading industry voices with government. We have also worked intensively with KFC to share learning from our employability programme, Hatch, with policy makers.

When UK Youth takes young people to the heart of government, these interactions benefit both sides. The young people tell us how empowered they feel. Politicians and civil servants tell us how important it is for them to hear first-hand from those affected by the issues. It is impossible to gain the same impact second-hand.

We have been involved in national conversations with Government at No 10 and its departments on key issues including loneliness, antisocial behaviour, and mental wellbeing. We have always ensured that the youth voice is there, helping us to make the case for youth work to bring safety, understanding and life skills for the future, when other services are under attack.

Young representatives have come with us to party conferences, where they were able to engage with a range of ministers and MPs, including sitting on panels and having their say. They have met with the special advisor with responsibility for civil society; some met the Prime Minister.

More than one has said that they did not think that Downing Street was a place they would feel welcome or able to speak. Now they know different.

Investment in youth work £[£]
is currently saving society **£3.2 BILLION** annually



Read the report:
ukyouth.org/Untapped

"I didn't believe it when I was told I was going to Downing Street to meet the Prime Minister. I told him about the charity work I did and that I worked with young people. I met President Biden's wife too and the Prime Minister's family. It was brilliant and made me feel good about what I do. Being chosen for something so special did boost us, but so does talking to younger children in school workshops about the volunteering we do. As soon as they start asking questions and engaging, we know it's going well. It makes you realise how easily you can make a difference. It's a good feeling helping others, especially when working with younger people. This opportunity with #iwill has improved my confidence and public speaking."

– Colt, 14, #iwill Ambassador

"I'm contacting you to give you all a little life update - I'm moving to London! It's a temporary change so from next week until the end of February, I'm going to be living in the big city :) During my time in London, I'm going to training as a journalist with the BBC!!! This is also why I wanted to contact you before posting it on LinkedIn.

As part of my application, I had to upload pieces of work that I worked on and of course I sent over the recording of our premiere event of the #iwill film. When my now-boss got in touch with me for the first time, she really complimented the work and I want to say a massive thank you to the entire #iwill team. This thank you isn't just for helping me land an amazing job but for your continued support – I would never have seen myself as a journalist or even had the thought to apply for a job like this if I hadn't been continually pushed, encouraged and challenged in my work with #iwill. To think the concept for the 2022 #iwill film originated from a chat with the amazing Cate on the train... wow!"

– Claire, 14, #iwill Ambassador

Strategic challenge 3: Embedding effective solutions

We have refined our ways of working to improve the impact our work has on young people and the experiences of grantees with our delivery model, based on three primary areas of focus:

- Facilitating funding, providing development opportunities, and connecting to youth organisations.
- Moving to a regional account management approach to provide better, streamlined support to youth organisations.
- Using an in-house design team to ensure the young people we work with, and youth workers, inform the design of our work. We created a design playbook, turning human-centered design into a set of resources colleagues can use.

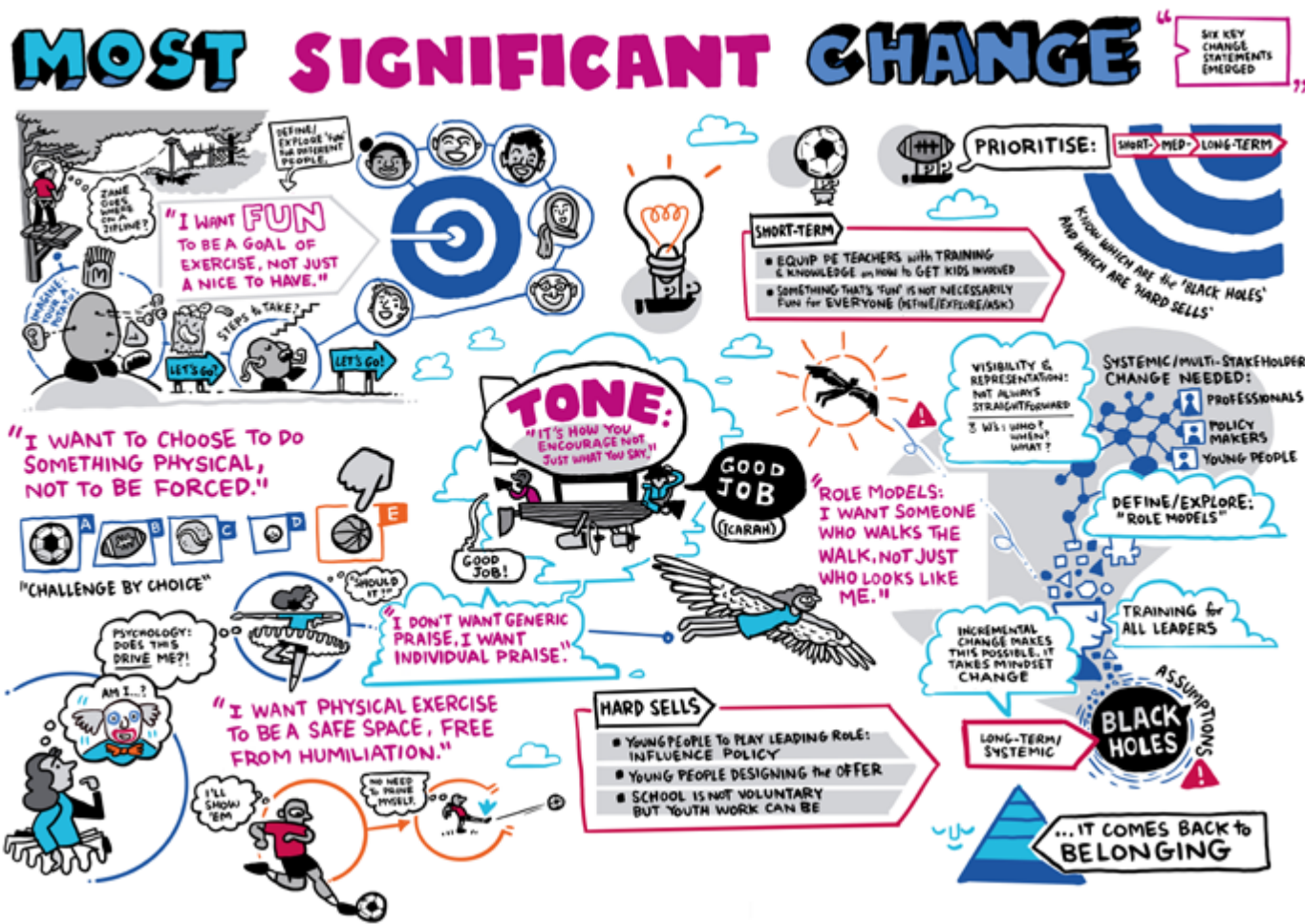
We delivered targeted youth work programmes in partnership with local youth organisations across the UK and our funders, in response to the urgent needs

of young people and youth workers. These included programmes on:

- Employability (Reach Up, Dream it Real)
- Mental health (Young Changemakers)
- Social action (EmpowHER, EmpowHER Legacy)
- Physical Literacy and outdoor learning (Sport England, Avon Tyrrell social enterprise)

Our work with the Hope Collective, involving hundreds of young people producing solutions to improve life for the most disadvantaged, has brought young people to the centre of our purposeful work.

Next year, we will launch a new initiative to bring together thousands of professionals working across sectors to learn from each other and improve the join up of support around young people.



Youth workers and Outdoor Learning Apprentices, aged 25 and under, shared the 'most significant change' they want to see in the country's approach to physical activity during a workshop at our outdoor learning social enterprise, Avon Tyrrell.

Employability

We have piloted a range of initiatives developed through our new employability approach; from Building Connections, which works on local partnerships between employers and the youth sector, to Hatch, which gives young people essential skills for the workplace, including teamwork, timekeeping and managing emotions in stressful situations.

Hatch also partners with employers to organise paid work experience to begin to put these skills into practice. Last year, the programme was funded by KFC, but involved a broader range of employers. After a successful pilot involving 100 young people, we now know we can support thousands, having learnt how to reach those let down by other employment interventions. We learnt how to build links between 8,000 youth organisations and their local employers, desperate for new staff. The pilot has also built up an understanding of good practice when working with young people with additional needs.

We offered free training to more than 700 youth workers during Youth Work Week in November, gaining hugely positive feedback, with sessions including LGBTQ+ inclusion, anti-racism, safeguarding, social action, and bid-writing.

CASE STUDY

Building Connections:

Through Building Connections, our cross-sector approach enables youth organisations to establish partnerships with local employers. This breaks down barriers that make it hard for young people to access employment. We are delivering this programme with four youth organisations.

One is Young Leicestershire, who have been looking for ways to tackle employment barriers for young people with additional needs.

After an accessible and successful event that allowed disabled and neurodivergent young people to connect with local employers, a group visited Shoe Zone's Leicester factory. This left them fully prepared to take advantage of opportunities with the company.

"The young people enjoyed looking around the warehouse and learning about the processing of orders and the machinery and technology the staff use to make their jobs easier," said Deb Such, Development Officer of Young Leicestershire. "The repetition and some of the technology really appealed to them, and they could imagine themselves working there or doing a similar type of job. This was a huge uplift for the young people as they would never have imagined what these roles looked like without this visit, or even that these roles existed."



Youth social action

Our work at the helm of #iwill, the youth social action movement jointly coordinated with Volunteering Matters, focuses on youth leadership and social action. This empowers young people to make positive change in their lives and communities, from volunteering, to campaigning, being a young carer, picking litter or any number of other ways. This is good for the young person, improving their confidence, self-esteem and employability, and their community. #iwill Ambassadors are at the forefront of this work, shedding light on the challenges faced by young activists and changemakers while highlighting what they achieve.

There's an additional benefit. Public attitudes towards young people changed if they knew young people were taking part. We found the top five words the public associated with young people are naive, lazy, rude, selfish, and arrogant. If they know a young person has taken part in social action in their community these words change to ambitious, progressive, sensitive,

"Working intergenerationally is important because it brings the understanding and knowledge from people who lived in different times and experiences together."

– #iwill Ambassador, Claire

innovative, and hardworking. Changemakers are having an impact in all directions.

One aspect of #iwill is the new #iwill-funded social action programme, Community Food Champions, co-delivered with Bite Back 2030. The programme aims to empower 750 young people to drive change in the food environment, increasing access to healthy and nutritious food.

During this period, 190 young people actively engaged in #iwill as Ambassadors and 156 as Champions inspiring other young people to get involved in social action.. Across the UK, #iwill Ambassadors have been mentoring students at risk of expulsion, tackling bullying, coaching young footballers, working to combat mental health issues, battling single-use

CASE STUDY

EmpowHER Legacy:

Sessions on body image, sexual harassment, social media, and puberty were delivered to young women and girls aged 12-16 as part of the EmpowerHER Legacy work to embed change.

One group ran a campaign to reduce sexual harassment in their area. This included protesting around Blackpool town centre, an immensely powerful experience that ensured their voices were heard. The participants also spoke at a local conference, entitled 'It Stops Here'.

Their Boathouse Youth worker said, "They now feel more confident in talking about sexual harassment and have learnt where they can go to report this, and how to keep safe. They are delighted about their voices being displayed throughout Blackpool on posters they've created."





"I feel strongly about being able to walk on the streets without worrying and I have gained a lot of knowledge about what others feel about this too. Not many women are open to talking about their experiences so I now start conversations with them to see what will improve our safety. I also feel confident to respectfully tell people on the streets to go away from me. I'd like to see more police and patrols to make us feel safer."

– EmpowerHER participant

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. They are included on interview panels, grant panels, and youth leadership groups advising networks and programmes, and have worked with us as peer researchers and more.

Our work with the Hope Collective, tackling poverty and inequality and improving outcomes for the most disadvantaged young people, is in partnership with Violence Reduction Units, the MCS Charitable Foundation and others. We helped to organise Hope Hacks that bring hundreds of young people together to find solutions to improve poverty and inequality. We also celebrated an incredible year of youth-led social action across all four UK nations, with the Inspire 2022 community action programme as partner of Spirit of 2012, the London Olympics Games legacy funder.



Thriving Minds:

Autism Family Support in Oxfordshire explained how Thriving Minds has supported its work. "Previously the Family Practitioner worked predominantly with parent/carers. The fund enabled the Family Practitioner to increase our direct work with young people.

"We targeted young people who require one-on-one work on complex issues such as negative thoughts, suicide risks, and risky and challenging behaviour. We worked with those vulnerable to exploitation and experiencing acute isolation, who had no other professional support. Often they were not eligible, had been rejected from, or were unable to engage with mental health services. The Family Practitioner was able to liaise between school, social care, health, and families."

Another organisation benefiting is Sister System in London, which works with girls who have been in care, ensuring they have the same opportunities as everyone else. The grant enabled 40 girls to have weekly peer-led mentoring, and supported their mental wellbeing, educational outcomes, positive relationships and sense of self. The most vulnerable received in-depth counselling through a partnership with Open Door.

These are just two ways Thriving Minds supports youth organisations tackling the growing mental health crisis for young people. The 3-year funded programme provides unrestricted funding and wraparound support to 99 youth organisations throughout the UK.

Mental health

Our Someone to Turn To research, commissioned by Young Minds, found 87% of adults working with under-25s in the community frequently support them with their mental health, but feel under-equipped to spot signs of distress. The report focuses on resources and training required to provide crucial, early responses. We brought professionals together at a residential to help connect them to local partnerships to better support young people.

Meanwhile our Young Changemakers – young people facing racial inequality – showcased their social action projects to decision makers, funders, and cross-sector professionals, presenting a reimagined, more equitable, mental health support system.

"I feel that I am now better informed on how to approach and deal with things we encounter as youth workers."

– Attendee at Young Changemakers event

Through #iwill, we created the Power of Youth Charter, a set of commitments that organisations can sign up to commit to sharing power with young people and convince others in their sector to do the same. One example is that we're supporting Ormiston Academies Trust to include social action in their curriculum.



Despite a difficult operating environment,

20,596

people attended the centre over the year



We supported

17,000

young people in outdoor learning

Physical literacy and outdoor learning

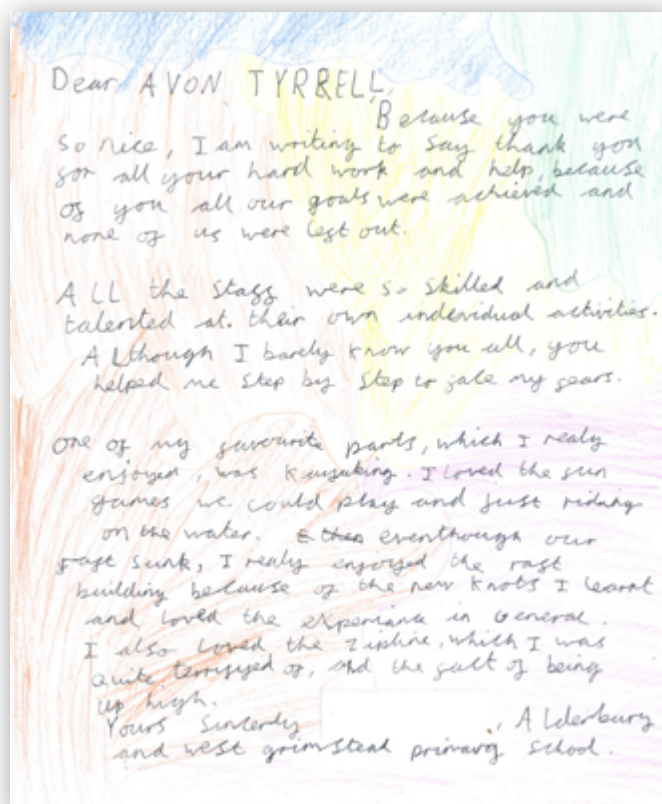
The end of national lockdowns was a time to embrace the outdoor world. UK Youth used this opportunity to inspire young people get active and make the most of what nature has to offer.

We were delighted to be selected as a long-term partner of Sport England. We are working hand in hand as 'systems partners' empowering young people and breaking down systemic barriers that impede access to physical activity, sport, and movement. Together, our programmatic work deepens the life-changing benefits of combining youth work and outdoor learning.

Avon Tyrrell enjoyed a strong and successful 12 months, bringing outdoor learning to 17,000 young people. At Avon Tyrrell, young people enjoyed the freedom of the outdoors, and their personal development was noticeable. Whether a day visit or a residential stay for several days we used our 'experience, learn, develop' model to support growth in areas such as teamwork, communication, supporting others, problem solving and other social skills.

Outdoor learning is a form of youth work and is a significant priority for the charity. David Watts, our Director of Outdoor Learning, says "We provide a holistic, all-round positive learning experience. Many on our programmes do not even realise how much they are understanding and how many new skills they are leaving with."

The charity has made inroads over the last 12 months towards our goal of bringing outdoor learning and youth work closer together by running workshops to support youth workers to use outdoor learning as a part of their practice. We are now looking at how our outdoor staff team can learn from the skills that youth workers show us. Our goal is to continually improve



We delivered

57,000

days of outdoor learning
for young people

our practice to improve young people's quality of experience and outcomes.

Because of the cost-of-living crisis we hear of more young people whose parents/guardians cannot afford to pay for them to come to our centre. Schools sometimes make up the shortfall, but youth organisations cannot afford to do this. We maintain a bursary fund, supported by donations, and where possible we give a small bursary to support young people who face inclusion barriers, so they get access to valued outdoor learning opportunities.

We were not as successful seeking donations from corporates and other partners as we had hoped, and are working hard across the charity to increase our Bursary Fund income as the positive outcomes achieved through outdoor learning make a real difference to young people's lives.

However, we had tremendous success with the UK Youth Adventures Away from Home (AAfH) in partnership with Department for Culture, Media and Sport (DCMS), for disadvantaged young people across England. This £600k grant fund, providing bursaries for young people facing disadvantage to access outdoor learning experiences, was 100% oversubscribed. This project provided a welcome opportunity to introduce adventures away from home through outdoor learning provision, building upon the inclusive and challenging practices that outdoor learning provides for young people, and which supports their development of life skills. From this we have seen that young people have taken on new challenges, exploring their capabilities, and continuing to take steps towards a bright future. It is clear the appetite is there for outdoor learning experiences for young people and the benefits are huge, supporting their development and social growth.

Our outdoor learning provision at Avon Tyrrell is a grade one listed house, based in the New Forest National Park, famous for a woodlands where horses, cows and even pigs roam free. We have a climbing

tower, high and low ropes courses, a lake for canoeing, kayaking and raft building, a tree top trail and much more in our 65-acre grounds. Our focus is on young people's personal development, wellbeing, the environment, and the overall importance of physical literacy. We want to encourage everyone to continue venturing into the outdoors after they leave.

The centre needs a great deal of upkeep, but we invest gradually to ensure it is as enjoyable and comfortable a space as possible. This year we replaced our Jacob's Ladder and have upgraded our zipwire as well as improving our facility block for campers. We have ensured our pathways and the doors in and out of the buildings are more accessible.

With over ten years of success, we extended our Accessible Adventure programme, originally designed to help young people with disabilities engage in the outdoors with their families. We have piloted this approach with young people and their families who are not engaging positively in education. Our approach is to take the family on a journey to support the young person and improve life chances.

We are hoping to continue this work with young people who face barriers, but it is dependent on maintaining a healthy bursary funding. The positive outcomes do outweigh costs, and society as a whole benefits from our work as it brings families together, improves communication, personal development and support that can improve life outcomes and self-reliance.

Excitingly, we have gained outline planning permission to build an experiential learning and sports centre, allowing us to run 'outdoor learning' indoors in harsh weather and provide better indoor facilities in the winter. The main house also requires repairs, with a total cost for both projects of £6.4m. A successful appeal, scheduled for launch at the end of 2023, would enable us to offer year-round support and facilities, as well as reduce the impact of our activities on our heritage building.

"It was the best experience of my life because I pushed myself to new limits."

– Attendee at Avon Tyrrell



"The best thing I did was seeing all my younger family members enjoy paddleboarding and all the older ones getting involved and having fun too."

— Attendee at Avon Tyrell



Strategic challenge 4: Equipping ourselves for systems impact

The scale and urgency of the challenges facing young people, and complexity of the response required, demand a lot from us. We need the people and processes to achieve change for young people. Alongside the honing of our strategy, we revised the structure of our organisation and have put in place a new Customer Relations Management system and an IT system from Microsoft Dynamics. These ensure we are organised in the most effective way for the work we do. We increased our focus on equity, diversity, and inclusion, aiming to be the employer of choice for the sector.

"We have big ambitions to unlock the benefits of youth work for all young people. The only way we make that happen is by excellent people doing excellent work - together! It was great to spend time getting to know colleagues better and planning ways to achieve more than the sum of our parts."

— Jacob Diggle, Director of Strategy, Research, and Impact



Equity, Diversity & Inclusion

UK Youth is aiming at leading the way in the youth sector with the strategic priority we give to equity, diversity, and inclusion. These concepts are central to our organisation, in terms of staff makeup and those we work with and support.

With help from our Board of Trustees, the leadership team, and external partners, we implement best practice gleaned from other organisations, covering race, neurodiversity, disability, and LGBTQ+. We have an EDI improvement plan setting out this strategy through 2025.

Our EDI Working Group consists of staff from different departments with personal experience of the issues we cover, bringing the strategy to life for our employees. On top of this, we have an LGBTQ+ affinity group, a neurodiversity group, and a Black staff network, who help us with specific initiatives in these priority areas.

We are proud to highlight the progress we have made in diversifying our Board of Trustees. Over the past year, our organisation has taken significant steps to enhance the composition of our board, reflecting our commitment to inclusivity and representing a broader spectrum of perspectives and backgrounds. Our expanded Board of Trustees now includes individuals from a wide array of backgrounds, experiences, and expertise, representing a broader cross-section of our community and stakeholders.

This diversification effort has not only been a catalyst for fresh ideas and approaches but has also fostered a more inclusive and dynamic governance structure. We believe that diversity at the leadership level is essential for UK Youth's continued growth and success, as it better equips us to navigate the complex and ever-changing landscape of the youth sector.



As we move forward, we remain committed to promoting equity, diversity and inclusion across all aspects of our organisation. This ongoing commitment will continue to be a cornerstone of our mission, ensuring that we remain a forward-thinking and inclusive organisation, capable of tackling the challenges and opportunities of the future.

We are also actively participating in the TRIUMPH and PIVOT network that aim to improve the diversity and inclusivity of the youth sector.

We are confident that this transformation will not only benefit our organisation but also the youth sector and our networks. We look forward to the continued collaboration, innovation, and success that a diverse Board brings to our mission.

Outdoor learning development

Cinolla, our commercial booking and management system, remains central in equipping Avon Tyrrell for systems impact. We use it for bookings, invoicing, processing grants, and other applications, ensuring we use the right resources and correctly qualified members of staff to deliver sessions. Avon Tyrrell is now a go-to organisation for those thinking of using the same system and we host them here.

In 2023, we began designing plans for outdoor training with youth workers, who would then deliver this in green spaces near where they are based. We continue to look for ways to build a model that identify the synergies between the two professions.

Learning out loud

As role models for the sector, and at a time of stress and crisis for young people, UK Youth believes it is vital that we do not use our Annual Report simply for a celebration of our achievements. We have made the decision to be more explicit about not just what we know but also what we do not. To grow and evolve to make the systems change we seek, we cannot hide away and research until we produce the perfect plan, or pretend to know the answers when we should openly allow our curiosity to drive our understanding of the issues to co-produce solutions.

By observing our successes and our struggles, we hope not only to free ourselves from the fear of 'not knowing' but to allow others to pick up ideas that might help them improve their own techniques and join us on our journey. For this inaugural section of our report, we asked members of staff what they feel could improve within our organisation, with our partners, and the changes they hope to see. Here is what they said:

Our organisation

"Without a clearer description of our USP it is harder for staff to really understand what they need to be doing, the value of youth work and our role in that space. We must be more intentional and explicit about this."

"We must look at how to prioritise, simplify and streamline what we do, reducing duplication, and maximising the impact, not bolting extra things on and changing things, complicating them."

"Sometimes we as an organisation don't see the positives. That's natural, because we have such a journey to go on, but we've made great inroads. The charity has developed substantially. We make a difference."

Our work

"We need to help people to connect to youth work on a human level, rather than a statistical one. Many people don't understand the value of youth work which makes it harder to go to funders. Untapped must be something more human than numbers on a spreadsheet."

"We must not forget the greater purposes of our programmes. For instance, Thriving Minds should be seen as a piece of work that's about learning how to build relationships between mental health and youth work. Our grants are not given to 'save organisations', but to expand the impact of the work they do."

"We are involving more young people than we ever have in the design and leadership of our programmes, especially through #iwill, but we need to make sure that everyone in the organisation is equipped to involve young people in the right way. We need to include young people in our internal decision-making in the best way we can. The two new Trustees are a great step forward."

Our funding

"Funders prefer to fund individual projects rather than the actual day-to-day work of the organisation. We must think internally about how to communicate our message about our role as an organisation, what our USP is, what we add uniquely to the sector, and why it's so crucial for our wider mission to receive funding of our own."

"Around 80% of our income comes from restricted partnership income, an exceedingly small proportion comes from things like event and individual giving. We need to focus on that."

"Traditionally, funders come to us and say, 'I want to give you some money to do this thing.' We've pushed back on some, but we're still working very much in a kind of programmatic way. We haven't sufficiently moved away into a more systemic funding model."

"It's explicit in our strategy that we're trying to change the system. We didn't then say, what does that really mean for how we get funding? And what changes do we need to make to how we work to enable that funding to be done differently? We must manage out some of these problems."

"I'm looking forward to seeing what the future holds for me in this industry. The skills and knowledge gained through this apprenticeship will enable me to further progress my career."

– Alex Coutts (started this year in February)

"Young people make up a large number of our staff and customers, so when UK Youth made their case for championing youth work all across the country, we knew this was the kind of life-changing impact we really wanted to support. They have been excellent stewards and together we have identified so many opportunities for Burger King UK to make a real difference in the communities in which we operate."

– Nicola Pierce, Director of Commercial Planning and ESG at Burger King

How we funded our work

In 2022/23, we raised £14.2m – less than last year and what we hoped but still double our total for 2020/21. This is despite the challenging economic environment and less funding available following the pandemic.

We are extremely grateful to everyone who has donated, fundraised, or supported us this year, enabling us to continue with our vital work. This includes individuals, trusts and foundations, Government, and corporate supporters, as well as our social enterprise Avon Tyrrell.

45 corporate partners, trusts and foundations, and public sector funders supported our work in 22/23. The total investment in youth work from partnerships, individuals and events was £12.2m.

This is the second year of our Hatch employment partnership with KFC and we received £1m this year. Our Building Connections partnership with Coca Cola Euro Pacific has also evolved.

Burger King selected UK Youth as its official charity partner and plans to raise at least £150,000 per annum



"I chose to run for UK Youth because I am a youth worker and I believe in the power of youth services across the country to transform the lives of young people."

– Ciaran Thapar, Author and Youth Worker, UK Youth London Marathon runner

for the charity, but we know that the value of its support will go far beyond fundraising - both in terms of potential reach from joint brand collaborations to the skills and expertise of Burger King colleagues given through volunteering

Our collective action approach has received support from funders, including Sport England, so the potential over coming years is exciting. This year we raised £1.1m from the #iwill Fund for our work in the #iwill movement for youth social action, a remarkable success.

The 34th Art for Youth London event raised over £100,000, and we had our biggest team yet in the London Marathon raising over £75,000. Television and radio presenter, Tyler West, ran for us, acquiring more than 400 media mentions.

Our campaign #LightsOnForYouth, highlighted the intensified pressure the cost-of-living crisis is having on youth services around the UK, and the ways they are needing to adapt to support young people. We were pleased to secure match funding from Cosy Club and The Childhood Trust, doubling the £11,440 we received from donors.



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 - **who supported our work** with young people and youth organisations;

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 2022/23. This has been identified as a **potential area to grow** in the future.



Our income 2022/23



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 2022/23 we did not receive any requests to stop communicating.

The charity continues to be compliant with the Code of Fundraising Practice and during 2022/23 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 complaints and no requests for removal of individuals' data from our databases during 2022/23.



Delivering
4th year of the



movement to support
youth social action
across the UK



Provide outdoor learning
experiences to

17,000

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 2023/24

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

- Provide millions of pounds of grants to increase young people's access to high-quality and sustainable youth work. We will continue to assess the effectiveness of our grant-making approach, aiming to deepen our impact in the youth sector.
- Provide high-quality outdoor learning experiences to young people at our Avon Tyrrell site, working with at least 20,000 young people, refining our development content, and building cross-sector understanding of the importance of this work.

Building cross-sector understanding

- Focus on scaling effective youth work practice, based on the programmes we have already piloted and evaluated.
- Convene a wide range of professionals supporting young people – such as those working in youth work, education, mental health, physical activity – to translate evidence into changes in practice and improve collaboration across sectors.
- Refresh our brand and audience strategy to increase the profile of UK Youth and youth work among key audiences and position ourselves more clearly with other organisations and funders.
- Work to influence all the major parties in the run up to the next general election and create resources for young people and youth organisations around the election to encourage engagement with the democratic process. Also build robust evidence to

deepen our policy and influencing work, reaching party manifestos.

Embedding effective solutions

- Establish events and programmes to convene professionals and young people in the youth sector and elsewhere to solve key issues based around collective actions, networks, and other learnings. Use these to influence policy and create change at a local level.
- Publish an outdoor learning model that explores the constructive collaboration between youth work and outdoor learning so that we advocate for the youth voice across the outdoor sector.
- Continue to develop youth sector innovation and pilot a Workforce Development Programme for future youth workers.

Equipping ourselves for system impact

- Prioritise staff wellbeing and people development, improving our appraisals processes and development plans.
- Remain at the forefront in equity, diversity, and inclusion.
- Begin moving from a programmatic funding model into a more mission-led funding model.
- Implement a new income generation strategy to increase the number of multi-year, multi-funder strategic partnerships, and convening multi-funder initiatives for long-term income sustainability.
- Launch fundraising for the Avon Tyrrell capital appeal with a target of £6.4m.

Thank you

Trusts and Foundations

- Astra Foundation
- Bite Back 2030
- Children in Need
- Clarion Housing
- Clothworkers Foundation
- Comic Relief
- Co-op Foundation
- Edgar Lee Foundation
- Esmée Fairbairn Foundation
- Fidelity Foundation
- GD Herbert Charitable Trust
- Gilbert Edgar Trust
- Julia and Hans Rausing Trust
- KKR
- Monday Charitable Trust
- Oak Foundation
- Paul Hamlyn Foundation
- Peacock Charitable Trust
- Pears Foundation
- Players of People's Postcode Lottery
- The Clothworkers' Foundation
- The Elizabeth Frankland Moore and Star Foundation
- Westminster Foundation
- Young Foundation
- Youth Futures Foundation
- YMCA George Williams College

Government / Public Sector

- #iwill Fund
- British Council
- DCMS - Adventures Away from Home Fund
- Spirit of 2012
- Sport England

Corporate

- Amazon
- Burger King
- Coach Foundation
- Coca Cola European Partners
- The Co-operative Group
- Cosy Club
- Ear to the Ground
- Google

- IP Integration
- KFC
- Oliver Bonas
- Osborne Clarke
- PPL Music
- Quadrature Capital Limited
- SQW Research
- UPS Foundation
- Ustwo Games
- VOXI

Individual Giving / Events

- Art for Youth London Committee:
President – Lady Griffiths, Patron – Lord Stevenson CBE, Vice Patrons – Nicholas Bonham, Prof. David Howell PPRSMA, June Mendoza OBE RP ROI, and Toby Ward NEAC. Main Committee: Sarah Austin (Chair), Sam Melliush MBE (Chair), Guy Allen, Arabella Atlee, Tim Begg, Charlie Brooks, Alex Campbell-Harris, Annabelle Elliott, Sam Fairbairn, Henry Foreman, Philippa Hogan-Hern, Kiersty Long, Jen MacDonald, Aran Matharu, Caitlin Mavroleon, Nick Melliush, Flora Stobart, Cecily Wynne, Anthony Yannaghas, Emily Younger.
- Art for Youth North Committee:
Antonia Consett, Susie Dugdale, Henrietta Graham, Fanny Green, Sarah Hall, John Hollins, Jayne Hopton, Victoria Hunt, Adam King, Caroline Lawson-Tancred, Rachel Lindley, Emma Manners, Anna Milbank, Sarah Pearson, Kate Preston, Morn Robson, Susan Wilmot.
- Big Give Appeals
- Childhood Trust
- Give it Away Hon Committee Members: Reggie Davies, Charlotte Hill, Norma Martin, Christopher Melliush, Elisabeth Rutherford, Meg Lady Thomas, Caroline Wentzel.
- Investors in Youth
- London Marathon team
- Sopley WI

We are incredibly grateful to all our supporters for helping us to unlock youth work for all. We want to give special thanks to those that have supported us with core and unrestricted funding. This type of funding is crucial because it allows for greater flexibility to respond to urgent need and helps build long-term financial stability. This investment in our mission is critical to driving long-term systems change. We celebrate all our individual donors and event participants, as well as these committed unrestricted investors in our mission: Esmée Fairbairn Foundation, Oak Foundation, Paul Hamlyn Foundation, Quadrature Capital Limited, UPS Foundation, Burger King, and Oliver Bonas.



Governance report

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 MBE

Trustees

Aaron D'Souza

Anna Hope (appointed October 2022)

Ben Jessup

Gabrielle Mathews (appointed September 2022)

Godfrey Atuahene Junior (appointed September 2022)

Iain McDougall

Jodie Lloyd-Jones (appointed October 2022)

John Yates (appointed September 2022)

Jolanta Lasota (appointed October 2022)

Kamara Bennett

Kira Wong (stepped down September 2022)

Lanai Collis-Phillips (appointed September 2022)

Obum Ekeke OBE

Rebecca MacDonald (stepped down September 2022)

Wayne Bulpitt (stepped down December 2022)

Standing committees

- **Finance Committee:** Daniel Chan (Chair), Anna Hope, Aaron D'Souza, Gabrielle Mathews, David Thomlinson
- **Impact and Risk Committee:** Iain McDougall (Chair), Obum Ekeke, Jon Yates, Godfrey Atuahene Junior, David Thomlinson, Jodie Lloyd-Jones
- **People Committee:** Matt Price (Chair), Lanai Collis-Phillips, Jolanta Lasota, Kamara Bennett, Ben Jessup, David Thomlinson

Chief Executive and Company Secretary

Ndidi Okezie OBE

Senior Leadership Team

David Watts

Elena Laguna (joined November 2022)

Frances Brown (resigned December 2022)

Jacob Diggle

Kayleigh Wainwright

Laura Badley (joined August 2022)

Leo Visconti (joined September 2022)

Maddie Dinwoodie





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 report

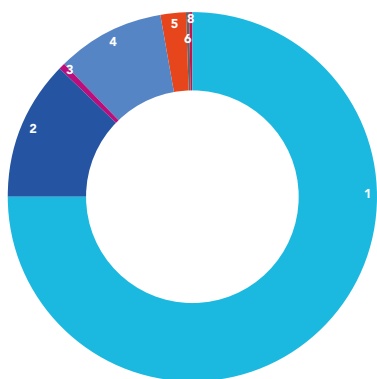
The charity's 2022/23 income of over £14.2m, while below target, was broadly in line with the previous year (£14.6m) and we sustained the exceptional growth we have seen over the past couple of years, nearly doubling our turnover from the figure of £7.7m in 2021/22.

Expenditure for the year was £13.6m, generating net income of £0.6m. Our restricted funds grew by £2.0m. As planned, we saw a reduction of £0.3m within our designated funds but suffered a net decrease of £1.0m in our unrestricted general funds due to the shortfall in income achieved compared with budget.

Income

In 2022/23, our income was £14.2m, of which £11.2m was restricted income (money given for a specific purpose). This income was achieved through the continued generosity of individuals, trusts and foundations, the Government, and corporate supporters, as well as our commercial activities at Avon Tyrrell.

Where our money comes from:



Income from:	2022/23 £'000	2021/22 £'000	Change %
1 Funding for youth work programmes	10,730	10,414	3%
2 Avon Tyrrell Outdoor Centre	1,733	1,299	33%
3 UK Youth Movement	56	31	81%
4 Donations and legacies	1,380	2,221	(38%)
5 Fundraising events	315	393	(20%)
6 Investments	14	3	467%
7 Insurance income	–	250	n/a
8 Other income	30	13	231%
Total income	14,258	14,624	(3%)

Our funding for youth work programmes rose slightly from the previous year and included significant funds raised for investing in youth work through our projects: Thriving Minds, Cost-of-Living Grants, and Adventures Away from Home.

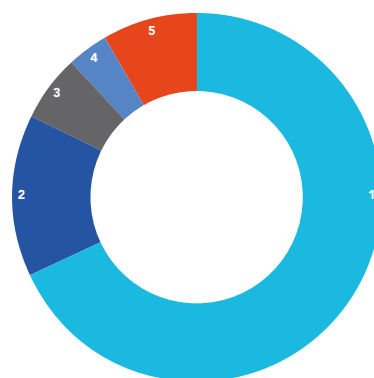
Operating income from Avon Tyrrell Outdoor Centre increased significantly as activities continued to grow post-pandemic.

Income from donations and legacies fell by 38% compared with 2021/22 as some significant one-off donations from corporates and trusts in the previous year were not replicated in 2022/23. Income from fundraising events also reduced, as our Art for Youth North event (which only takes place every other year) was not staged in 2022/23.

Expenditure

In 2022/23, we spent £13.6m achieving our mission, an increase of 22% compared with the previous year.

Where our money goes:



Expenditure on:	2022/23 £'000	2021/22 £'000	Change %
1 Youth work programmes	9,271	7,698	20%
2 Avon Tyrrell Outdoor Centre	1,932	1,791	8%
3 Other movement support	812	451	80%
4 Advocacy and communication	469	280	67%
5 Raising income	1,133	913	24%
Total expenditure	13,616	11,133	22%

Expenditure on youth work programmes, including grant distribution, increased by around 20%.

Costs in relation to the Avon Tyrrell Outdoor Centre also rose, in line with activity.

Other movement support and advocacy expenditure increased as our cross-sector work expanded, while expenditure on raising income rose from £0.9m in 2021/22 to £1.1m this year.

Our expenditure for the year is broken down in more detail in notes 7 to 9 of the accounts. These notes include an analysis of our support costs, which were £2.3m this year compared with £1.6m in 2021/22. An increase attributable to three main factors – inflation, an increase in headcount, and a change in cost allocation.

Charitable funds

Total funds of the group were £7.9m as of 31 March 2023.

Our restricted funds of £5.4m are funds donated for a specific purpose which have not yet been expended. This figure includes £3.2m held for our Thriving Minds programme and £1.3m held for our Cost-of-Living fund, both of which were disbursed to other youth organisations in 2022/23 to improve their 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 £1.3m are funds which the Trustees have committed for specific purposes. It comprises: our fixed asset fund of £1.0m (ie, the value of the capital assets we have already invested in, not including properties we are expecting to sell) plus a further £0.3m set aside to support other strategic investments.

Our general funds of £1.1m are funds available for the ongoing support and development of the charity. These include funds of £0.2m representing properties held by us because 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 £0.9m, are our free reserves and are held in line with our Reserves Policy, set out below.

Reserves Policy and going concern

The charity has expanded significantly over the past two years, almost doubling and maintaining this in 2022/23. 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 carry on our activities safely and consistently through periods of uncertainty.

The key considerations of the Board of Trustees included:

- Sufficient working capital, 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 have set a target level of free reserves of £1.7m, with a minimum of £1.2m required. These figures are considered appropriate to ensure financial stability and act as a safeguard against volatile and unpredictable income streams or unforeseen expenditure and liabilities.

As of 31 March 2023, the Group's unrestricted (general) funds stood at £1.1m (2022: £2.1m). Excluding properties valued at £0.2m (2022: £0.2m) held for resale by National Association of Clubs for Young People, our free reserves stood at £0.9m (2022: £1.9m), below the minimum level set out by our Trustees. UK Youth has therefore set a budget for 2023/24 with the aim of increasing our free reserves to at least £1.3m by March 2024. Progress against this is being monitored regularly by the Finance Committee as part of their review of the management accounts.

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 2022/23. At the end of the year, the value of these investments was £0.5 million (2022: £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 current 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 Officers (Chair, Vice-Chair and Honorary 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, Trustees at the end of their term retire 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 Senior Leadership Team

To facilitate effective strategy implementation, the Chief Executive has delegated authority, within the terms of delegation, for operational matters. Together with the Trustees, the Senior Leadership Team are 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 practise 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.

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. Principal risks during 2022/23 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; and 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.

Safeguarding

We are deeply committed to ensuring the safety and protection of young people and vulnerable adults within our organisation. As part of this commitment, we have taken several measures:

- Comprehensive background checks: All our staff members have undergone rigorous DBS (Disclosure and Barring Service) checks to ensure their suitability to work with young people and vulnerable adults.
- Mandatory safeguarding training level 1 and 2: We have established mandatory safeguarding training that equip our staff with the necessary knowledge and skills to identify, prevent, and respond to safeguarding concerns effectively.
- Policies: Our organisation has implemented stringent policies and procedures to guarantee the safety and wellbeing of all individuals involved with our programs. These policies ensure that the work of our partners and volunteers is conducted in a safe and carefully supervised manner.

We prioritise the welfare of young people and vulnerable adults, and these measures reflect our dedication to their protection.



"Young people have been supported through some terrible situations. This support (from UK Youth) is strengthening for our staff and organisation and is safety-making for our young people and youth workers alike."

– Johanna Morrell, Torbay Youth Trust

Workload & wellbeing of staff

- The legacy of the pandemic and cost of living crisis 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.
- Furthermore, during the fiscal year 2022/23, a group of 26 Mental Health First Aiders from various departments received training to ensure that our staff were adequately prepared to provide support for mental health concerns within the workplace. Additionally, we incorporated the implementation of wellbeing action plans into our appraisal process. As a part of our commitment to Mental Health Awareness Month, we collaborated with specialised wellbeing organisations to deliver training sessions for our staff on enhancing their overall wellbeing.

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 = £19.35.
- Average hourly rate for males at UK Youth = £19.47.

Note: The number of trans and non-binary staff was too low to report on without revealing the salary information of specific staff. 29 staff members also chose not to disclose gender information, so were not included in this analysis.

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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information

included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

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 7th December 2023 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 2023 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 2023 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
- 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;
- reviewed 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. 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: 15 December 2023

Consolidated statement of financial activities

Consolidated statement of financial activities (incorporating an income and expenditure account) for the year ended 31 March 2023

		2023				2022			
	Notes	Unrestricted Funds		Restricted Funds	Total 2023	Unrestricted Funds		Restricted Funds	Total 2022
		General Designated				General Designated			
		£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Income from:									
Donations and legacies	2	894	-	486	1,380	1,267	-	954	2,221
Charitable activities - non formal education	3	1,789	-	10,730	12,519	1,330	-	10,414	11,744
Other trading activities - fundraising events	4	315	-	-	315	393	-	-	393
Investments	5	14	-	-	14	3	-	-	3
Other income	6	30	-	-	30	263	-	-	263
Total		3,042	-	11,216	14,258	3,256	-	11,368	14,624
Expenditure on:									
Raising funds	7	1,071	62	-	1,133	913	-	-	913
Charitable activities	8	2,973	260	9,250	12,483	1,529	476	8,215	10,220
Total		4,044	322	9,250	13,616	2,442	476	8,215	11,133
Net (losses)/gains on investments	16	(10)	-	-	(10)	41	-	-	41
Net income/(expenditure)		(1,012)	(322)	1,966	632	855	(476)	3,153	3,532
Transfers between funds		-	-	-	-	(153)	153	-	-
Net movements in funds	12	(1,012)	(322)	1,966	632	702	(323)	3,153	3,532
Reconciliation of funds:									
Total funds brought forward		2,160	1,639	3,442	7,241	1,458	1,962	289	3,709
Total funds carried forward		1,148	1,317	5,408	7,873	2,160	1,639	3,442	7,241

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 £641,000 (2022: surplus of £3,538,000).

Consolidated and charity balance sheets

Balance Sheets As at 31 March 2023

	Notes	Group 2023 £'000	Group 2022 £'000	Charity 2023 £'000	Charity 2022 £'000
Fixed assets					
Intangible fixed assets	13	265	94	265	94
Tangible fixed assets	14	1,025	1,114	705	794
Investments	16	483	493	482	492
		<u>1,773</u>	<u>1,701</u>	<u>1,452</u>	<u>1,380</u>
Current assets					
Stock		23	15	23	15
Debtors	17	349	607	460	711
Cash at bank and in hand		<u>7,570</u>	<u>7,275</u>	<u>7,480</u>	<u>7,179</u>
		<u>7,942</u>	<u>7,897</u>	<u>7,963</u>	<u>7,905</u>
Creditors: amounts falling due in less than one year	18	(1,842)	(2,357)	(1,838)	(2,351)
Net current assets		<u>6,100</u>	<u>5,540</u>	<u>6,125</u>	<u>5,554</u>
Total assets less current liabilities		<u>7,873</u>	<u>7,241</u>	<u>7,577</u>	<u>6,934</u>
Total net assets		<u>7,873</u>	<u>7,241</u>	<u>7,577</u>	<u>6,934</u>
The funds of the Charity:					
Restricted income funds	19	5,408	3,442	5,239	3,273
Unrestricted funds:					
General funds	20	1,148	2,160	1,021	2,022
Designated funds	20	1,317	1,639	1,317	1,639
		<u>7,873</u>	<u>7,241</u>	<u>7,577</u>	<u>6,934</u>

The Charity's net movement in funds for the year was an increase of £641,000 (2022: increase of £3,537,000).

The financial statements set out on pages 51-67 were approved by the Board of Trustees on 07 December 2023 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 2023

	Notes	2023 £'000	2022 £'000
Cash flows from operating activities:			
Net cash provided by/(used in) operating activities	22	528	3,690
Cash flows from investing activities:			
Dividends, interest and rents from investments		14	3
Purchase of intangible assets		(247)	(94)
Net cash (used in)/provided by investing activities		(233)	(91)
Cash flows from financing activities:			
Repayment of loans		-	(41)
Net cash used in financing activities		-	(41)
Change in cash and cash equivalents in the year		295	3,558
Cash and cash equivalents at the beginning of the year	23	7,275	3,717
Cash and cash equivalents at the end of the year	23	7,570	7,275



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 periods ended 31 March 2023 or 31 March 2022 and so has been excluded from the consolidation on the grounds that it is not material.

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 2022 to 31 March 2023 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 2023 and 2022 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 are kept under close review and have been assessed 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 (FRS 102) all the funds of UK Youth have been analysed over the different types of funds:

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 represent costs of the Charity's Customer Relationship Management (CRM) system. These costs are being amortised on a straight line basis over 3 years.

1.9 Tangible assets

Tangible assets 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 5-20 years, depending upon the nature of the equipment

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. 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 current intention is to dispose of these

properties as soon as appropriate arrangements can be put in place, this will be kept under review.

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	2023 £'000	£'000	£'000	2022 £'000
Donations from individuals and corporates	686	255	941	1,090	130	1,220
Legacies	17	-	17	9	-	9
Grants from trusts and foundations	191	231	422	168	824	992
	894	486	1,380	1,267	954	2,221

3 Income from charitable activities: non-formal education

	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£'000	£'000	2023 £'000	£'000	£'000	2022 £'000
Programme funding from public sector sources	-	994	994	-	889	889
Programme funding from other sources	-	9,736	9,736	-	9,525	9,525
Total programme funding	-	10,730	10,730	-	10,414	10,414
Income from Avon Tyrrell Outdoor Activity Centre	1,733	-	1,733	1,299	-	1,299
Other income from non-formal education	56	-	56	31	-	31
	1,789	10,730	12,519	1,330	10,414	11,744
Programme funding from public sector sources						
DCMS - Community Match Challenge Fund	-	-	-	-	58	58
DCMS - Adventures Away from Home	-	508	508	-	-	-
Sport England - Active Youth	-	-	-	-	773	773
Sport England - Outdoor Activators	-	5	5	-	58	58
Sport England - Systems Partners	-	481	481	-	-	-
	-	994	994	-	889	889

4 Income from other trading activities: fundraising events

	Unrestricted and total 2023 £'000	Unrestricted and total 2022 £'000
Art for Youth exhibition and auction	229	356
Fundraising activities	-	5
Sponsored challenge events	86	32
	315	393

Notes to the financial statements

5 Income from investments

	Unrestricted and total 2023 £'000	Unrestricted and total 2022 £'000
Interest received	14	3
	14	3

6 Other income

	Unrestricted and total 2023 £'000	Unrestricted and total 2022 £'000
Insurance income	-	250
Coronavirus Job Retention Scheme (CJRS)	-	13
Income from properties	3	-
Income on conversion of foreign exchange	27	-
	30	263

* 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

	2023 £'000	2022 £'000
Direct costs	841	583
Costs of fundraising events	131	220
Support costs (note 9)	161	110
	1,133	913

8 Expenditure on charitable activities

	Activities undertaken directly £'000	Grant funding of activities £'000	Support costs (note 9) £'000	Total 2023 £'000	Activities undertaken directly £'000	Grant funding of activities £'000	Support costs (note 9) £'000	Total 2022 £'000
Non-formal educational programmes	3,684	4,072	1,513	9,269	3,704	2,961	1,033	7,698
Avon Tyrrell outdoor activity centre	1,565	-	367	1,932	1,541	-	250	1,791
Other non-formal education	628	-	184	812	326	-	125	451
Communications and policy	400	-	70	470	233	-	47	280
Total	6,277	4,072	2,134	12,483	5,804	2,961	1,455	10,220

9 Support costs

	Raising funds £'000	Non-formal educational £'000	Avon Tyrrell outdoor progs £'000	Other non-formal centre £'000	Comms and policy education £'000	Total 2023 £'000	Total 2022 £'000
CEO, office & operations	33	309	75	37	14	468	379
Finance	49	460	112	56	21	698	453
Human Resources	23	216	52	26	10	327	268
Digital & IT	21	196	48	24	9	298	316
Strategy & research	34	319	77	39	15	484	129
Governance	1	13	3	2	1	20	20
Total 2023	161	1,513	367	184	70	2,295	
Total 2022	110	1,033	250	125	47		1,565

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.

Notes to the financial statements

10 Staff costs

	2023 number	2022 number
The average weekly number of people employed (Group and Charity) were:		
full time	118	95
part time	16	13
Total	134	108
	2023 £'000	2022 £'000
Staff costs were made up as follows:		
Wages and salaries	4,440	3,600
Redundancy payments	6	33
Social security costs	466	364
Pension costs	182	140
	5,094	4,137

Redundancy and ex-gratia payments were made to 1 employee during the year (2022: 4)

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

During the year ended 31 March 2023, 9 (2022: 10) key management personnel received remuneration totalling £624,437 (2022: £631,744).

The number of employees whose emoluments as defined for taxation purposes excluding pension contribution amounted to £60,000 or more were as follows;

	2023	2022
£60,000 to £69,999	-	1
£70,000 to £79,999	4	4
£90,000 to £99,999	-	1
£100,000 to £109,999	1	-
	5	6

During the year ended 31 March 2023, no Trustees (2022: 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 £182,000 (2022: £140,000).

12 Net movement in funds

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

	2023 £'000	2022 £'000
Depreciation	89	127
Amortisation	76	-
Auditors' remuneration	16	15

Notes to the financial statements

13 Intangible fixed assets

	Assets under construction	Intangible assets	Total
Group and Charity	£'000	£'000	£'000
Cost or valuation			
At 1 April 2022	94	-	94
Additions	-	247	247
Transfers	(94)	94	-
At 31 March 2023	-	341	341
Accumulated amortisation			
At 1 April 2022	-	-	-
Charge for year	-	76	76
At 31 March 2023	-	76	76
Net book value			
At 31 March 2023	-	265	265
At 31 March 2022	94	-	94

The prior year asset under construction was a new Customer Relationship Management system which was completed during the financial year ended 31 March 2023.

All intangible fixed assets are used for charitable purposes.

Notes to the financial statements

14 Tangible fixed assets

	Freehold property £'000	Outdoor activity centre property improvements £'000	Outdoor activity centre equipment £'000	Outdoor activity centre cabins and boathouse £'000	Furniture, fixtures, fittings and IT £'000	Total £'000
Group						
Cost or valuation						
At 1 April 2022	320	374	338	1,195	161	2,388
At 31 March 2023	320	374	338	1,195	161	2,388
Accumulated depreciation						
At 1 April 2022	-	212	139	820	103	1,274
Charge for year	-	19	15	44	11	89
At 31 March 2023	-	231	154	864	114	1,363
Net book value						
At 31 March 2023	320	143	184	331	47	1,025
At 31 March 2022	320	162	199	375	58	1,114
	Freehold property £'000	Outdoor activity centre property improvements £'000	Outdoor activity centre equipment £'000	Outdoor activity centre cabins and boathouse £'000	Furniture, fixtures, fittings and IT £'000	Total £'000
Charity						
Cost or valuation						
At 1 April 2022	-	374	338	1,195	161	2,068
At 31 March 2023	-	374	338	1,195	161	2,068
Accumulated depreciation						
At 1 April 2022	-	212	139	820	103	1,274
Charge for year	-	18	15	45	11	89
At 31 March 2023	-	230	154	865	114	1,363
Net book value						
At 31 March 2023	-	144	184	330	47	705
At 31 March 2022	-	162	199	375	58	794

All tangible fixed assets are used for charitable purposes.

Notes to the financial statements

15 Capital commitments

As at 31 March 2023, there were capital commitments of £nil (2022: £135,000).

16 Investments

	Group 2023 £'000	Group 2022 £'000	Charity 2023 £'000	Charity 2022 £'000
Listed investments	483	493	482	492
	483	493	482	492

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 2023 £'000	Group 2022 £'000	Charity 2023 £'000	Charity 2022 £'000
At 1 April 2022	493	452	492	451
Change in market value	(10)	41	(10)	41
At 31 March 2023	483	493	482	492

Investments held at 31 March 2023 (and 31 March 2022) 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 2023 £'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	300

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	-	111

Notes to the financial statements

17 Debtors

	Group 2023 £'000	Group 2022 £'000	Charity 2023 £'000	Charity 2022 £'000
Trade debtors	113	68	113	68
Other debtors	183	485	183	484
Prepayments	53	54	53	54
Amount owed by Subsidiaries	-	-	111	105
	<u>349</u>	<u>607</u>	<u>460</u>	<u>711</u>

18 Creditors: amounts falling due in less than one year

	Group 2023 £'000	Group 2022 £'000	Charity 2023 £'000	Charity 2022 £'000
Trade creditors	171	467	171	464
Other creditors	207	173	203	170
Accruals	455	399	455	399
Deferred income (see below)	1,009	1,318	1,009	1,318
	<u>1,842</u>	<u>2,357</u>	<u>1,838</u>	<u>2,351</u>

	Group 2023 £'000	Group 2022 £'000	Charity 2023 £'000	Charity 2022 £'000
Deferred income as at 1st April 2022	1,318	1,249	1,318	1,249
Released from previous years	(1,318)	(1,212)	(1,318)	(1,212)
Resources deferred in the year	1,009	1,281	1,318	1,281
Deferred income as at 31st March 2023	<u>1,009</u>	<u>1,318</u>	<u>1,318</u>	<u>1,318</u>

Deferred income consists of income received in advance for bookings at the Avon Tyrrell outdoor learning centre plus amounts received for projects which do not meet the criteria for income recognition and which are being held to fund future project expenditure. Avon Tyrrell receipts are released to income when bookings mature; project funding is released to income when related activity and expenditure takes place.

Notes to the financial statements

19 Restricted income funds

Group	Funds at 1 April 2022 £'000	Income £'000	Expenditure £'000	Transfers £'000	Funds at 31 March 2023 £'000
Non formal education programmes:	-				-
Coca Cola European Partners, Reach Up	-	202	(202)	-	-
Google.org, Be Internet Citizens	-	56	(56)	-	-
Sport England, Outdoor Activators	-	5	(5)	-	-
Spirit of 2012 - Inspire 2022	-	969	(969)	-	-
Spirit of 2012 - Legacy funding	-	210	(210)	-	-
People's PostCode Lottery, Young Changemakers	-	501	(501)	-	-
Comic Relief, Young Changemakers	-	-	-	-	-
Coach Foundation, Dream It Real	-	194	(194)	-	-
Monday Charitable Trust, Future Proof	-	302	(302)	-	-
Biteback 2030	-	287	(287)	-	-
Joined Up, KKR	-	109	(109)	-	-
Sport England, Systems Partnership	-	481	(481)	-	-
British Council, Our Shared Cultural Heritage	-	20	(20)	-	-
Osborne Clarke, Digital Inclusion Fund	-	130	(122)	-	8
Pears Foundation, Cost-of-living	-	1,750	(441)	-	1,309
UsTwo Games, Cost-of-living	-	81	(81)	-	-
Astra Foundation & Co-Op Foundation, Belong Collective	-	181	(181)	-	-
Clarion Housing, Housing Association Youth Network	-	10	(10)	-	-
Young Foundation/ Peer Action Collective	-	27	(27)	-	-
Julia & Hans Rausing Trust/Westminster Foundation, Thriving Minds	3,077	3,419	(3,328)	-	3,168
Ear to the Ground - No limits	-	53	(53)	-	-
KFC - Hatch	-	1,117	(486)	-	631
#iwill Fund, #iwill beyond 2020	-	370	(370)	-	-
Youth Futures Foundation	-	16	(16)	-	-
YMCA George Williams College Grant,					
Data Ecosystems project	-	12	(12)	-	-
DCMS, Adventures Away From Home	-	508	(508)	-	-
Other restricted funds					
Bursary Fund	46	13	(38)	-	21
Donations and grants towards capital expenditure	114	-	(12)	-	102
Avon Tyrrell programmatic activity	36	-	(36)	-	-
Clothworkers' Foundation, Your Space	-	35	(35)	-	-
Fidelity Foundation, Digital Transformation	-	121	(121)	-	-
Paul Hamlyn Foundation	-	37	(37)	-	-
Restricted funds - Charity	3,273	11,216	(9,250)	-	5,239
Ambition - Allendale Property	50	-	-	-	50
Ambition - Hetton Lyons Property	30	-	-	-	30
Ambition - Bridgnorth Fund	89	-	-	-	89
Restricted Funds - Group	3,442	11,216	(9,250)	-	5,408

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
- 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
- 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
- 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
- People's Postcode Lottery and Comic Relief Young Changemakers empowered young people from racialised communities to influence mental health policy
- 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
- KKR Grants is a philanthropic giving programme established by KKR, the global investment firm, in response to the COVID-19 global pandemic. The KKR Grant is funding Joined Up, a cross-sector leadership programme for professionals working with young people
- Sport England Systems Partnership is a project to tackle the inequalities faced by young people in accessing physical and outdoor activity everyday through Youth Work and outdoor learning
- The British Council Our Shared Cultural Heritage Fund evaluates and demonstrates best practice for how the youth and heritage/cultural sectors can work together
- The Osborne Clarke Digital Inclusion fund provides 3 year funding to grassroots organisations to improve access to digital equipment and training for young people and youth workers
- The Pears Foundation Cost-of-Living Fund provided funding help youth organisations affected by the cost-of-living crisis
- UsTwo Games provided additional funding to support the Cost of Living Fund
- 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 Foundation, Peer Action Collective enabled peer research and social action networks
- 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 work 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
- The YMCA George Williams College Grant funds a collaboration between some of the youth sector's key infrastructure organisations and funders to promote common impact measurement tools, training and information-sharing in three deep dive regions in England
- The DCMS Adventures Away from Home fund focuses on removing financial barriers to accessing outdoor learning for young people experiencing disadvantage
- 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

Notes to the financial statements

- Clothworkers' Foundation, Your Space was a detached youth-work initiative which reaches vulnerable or disadvantaged young people on their own terms
- Fidelity Foundation supported our digital transformation, improving our efficiency as a movement
- Paul Hamlyn Foundation supported UK Youth in distributing grants to youth organisations affected by the pandemic
- The Allendale property fund represents the value of a property held in the Allendale area
- The Hetton Lyons property fund represents the value of a property held in the Hetton Lyons area
- The Bridgnorth fund represents funds held for future use to support young people in the Bridgnorth area

20 Unrestricted funds

Group	Funds at 1 April 2022 £'000	Income £'000	Expenditure £'000	Net losses on investments £'000	Transfers £'000	Funds at 31 March 2023 £'000
General funds	2,160	3,042	(4,044)	(10)	-	1,148
Designated funds						
- Programmatic fund	138	-	(76)	-	-	62
- Priority projects fund	266	-	(19)	-	(247)	-
- Avon Tyrrell development fund	65	-	(62)	-	153	156
- Avon Tyrrell delivery fund	153	-	-	-	(153)	-
- Avon Tyrrell capital appeal matching	129	-	-	-	-	129
- Fixed assets fund	888	-	(165)	-	247	970
	3,799	3,042	(4,366)	(10)	-	2,465

Charity

General funds	2,022	3,037	(4,028)	(10)	-	1,021
Designated funds						
- Programmatic fund	138	-	(76)	-	-	62
- Priority projects fund	266	-	(19)	-	(247)	-
- Avon Tyrrell development fund	65	-	(62)	-	153	156
- Avon Tyrrell capital appeal delivery fund	153	-	-	-	(153)	-
- Avon Tyrrell capital appeal matching fund	129	-	-	-	-	129
- Fixed assets fund	888	-	(165)	-	247	970
	3,661	3,037	(4,350)	(10)	-	2,338

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 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

21 Analysis of assets between funds

Group	Unrestricted Funds General £'000	Designated £'000	Restricted Funds £'000	Total 2023 £'000
Intangible fixed assets	-	265	-	265
Tangible fixed assets	240	705	80	1,025
Investments	483	-	-	483
Cash at bank and in hand	1,981	347	5,242	7,570
Other net current assets/(liabilities)	(1,556)	-	86	(1,470)
Total net assets	1,148	1,317	5,408	7,873

Charity

Intangible fixed assets	-	265	-	265
Tangible fixed assets	-	705	-	705
Investments	482	-	-	482
Cash at bank and in hand	1,894	347	5,239	7,480
Other net current liabilities	(1,355)	-	-	(1,355)
Total net assets	1,021	1,317	5,239	7,577

22 Reconciliation of net income to net cash flow from operating activities

	2023 £'000	2022 £'000
Net income for the reporting period as per the statement of financial activities	632	3,532
Adjustments for:		
Depreciation charges	89	127
Amortisation charges	76	-
Losses/(gains) on investments	10	(41)
Dividends, interest and rents from investments	(14)	(3)
(Increase) in stocks	(8)	(2)
Decrease/(increase) in debtors	258	(198)
(Decrease)/Increase in creditors	(515)	275
Net cash provided by/(used in) operating activities	528	3,690

23 Analysis of cash and cash equivalents

	2023 £'000	2022 £'000
Cash at bank and in hand	7,570	7,275

	At 31st March 2022 £'000	Cashflows £'000	New loans £'000	At 31st March 2023 £'000
Cash	7,275	295	-	7,570
Loans falling due within one year	-	-	-	-
Loans falling due after more than one year	-	-	-	-
Total	7,275	295	-	7,570

Notes to the financial statements

24 Related party transactions

During the year ended 31 March 2023, payments of £130 (2022: £nil) were made to Trustees or related parties. Donations of £7,200 (2022: £7,000) were received from two Trustees or related parties (2022: two Trustees) during the year ended 31 March 2023. Details of the remuneration paid to key management personnel is provided at note 10 and details of transactions and balances with subsidiary companies is provided at note 16. Other than the aforementioned, there were no other related party transactions during this year (2022: no other transactions.)

Details of the remuneration paid to key management personnel is provided at note 10 and details of transactions and balances with subsidiary companies is provided at note 16. Other than the aforementioned, there were no other related party transactions during this year (2022: no other transactions.)

25 Lease commitments

As at 31 March 2023, UK Youth had outstanding commitments under non-cancellable operating leases as follows:

	Land and Buildings		Other	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Amounts falling due;				
Within one year	113	112	7	13
Between 2 and 5 years	378	377	17	25
After more than 5 years	129	243	0	0
Total	620	732	24	38



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

Bransgore, Hampshire, BH23 8EE

Email: info@ukyouth.org

Telephone: 0203 1373 810

Find us on:



With thanks to contributors from across UK Youth.

UK Youth Registered Charity Number: **1110590**

Company number: **05402004**