

TEEN ACTION

England & Wales · Charity number 1120268

Details

Status Registered

Legal form Trust

Registered 2007-07-26

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

Contact

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London
N16 5TU

Phone 02088091753

Email info@teenaction.org.uk

Website <https://teenaction.org.uk/>

Activities

Objects: 1) TO PROMOTE AND ADVANCE THE EDUCATION OF CHILDREN AND YOUNG PEOPLE OF THE ORTHODOX JEWISH FAITH AND TO DEVELOP THEIR CAPACITY AND SKILLS, IN PARTICULAR, BUT NOT EXCLUSIVELY, BY THE PROVISION OF TRAINING COURSES, WITH A VIEW TO ENABLING THEM TO ENHANCE THEIR PROSPECTS OF EMPLOYMENT AND CONDITIONS OF LIFE AND TO PARTICIPATE MORE FULLY IN SOCIETY.2) THE PROVISION OF FACILITIES FOR RECREATION AND OTHER LEISURE TIME OCCUPATION FOR CHILDREN AND YOUNG PEOPLE WHO ARE IN NEED OF SUCH PROVISION BECAUSE OF THEIR YOUTH, AGE, INFIRMITY, POVERTY OR SOCIAL AND ECONOMIC CIRCUMSTANCES AND WITH THE OBJECT OF IMPROVING THEIR CONDITIONS OF LIFE.3) THE PROMOTION OF ANY OTHER EXCLUSIVELY CHARITABLE OBJECTS AND PURPOSES SUCH AS THE TRUSTEES SEE FIT, PROVIDED THAT THEY ARE REGARDED AS CHARITABLE BY THE LAW OF ENGLAND AND WALES.

Activities: Teen Action?s overarching aim is to improve the lives of disadvantaged young people. We do this by providing them with opportunities to develop their social and educational skills and talents. These new skills empower them with confidence and self-esteem, improving their career prospects and job opportunities and general conditions of life.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Amateur Sport, Economic/community Development/employment
- **Who:** Children/young People, People Of A Particular Ethnic Or Racial Origin, The General Public/mankind

Geography

- **Area of benefit:** NOT DEFINED IN PRACTICE, HACKNEY, HARINGEY (LONDON)
- Hackney
- Haringey

Finances

Period end	Income	Expenditure	Assets	Employees
2025-01-31	£342,202	£351,106	-	-
2024-01-31	£334,540	£326,356	-	-
2023-01-31	£337,288	£273,654	-	-
2022-01-31	£285,823	£242,066	-	-
2021-01-31	£194,518	£140,926	-	-

Trustees

Name	Role	Appointed
ABRAHAM FRIED		2014-09-01
FAIGY TAUB		2014-09-01
GOLDY ROSENBERG		2014-07-01
SARAH BARD		
Yocheved Yittel AUSTERLITZ		

TEEN ACTION

England & Wales - Charity number 1120268

Accounts

Annual Report



Pathways to Possibility

Opening doors.

Expanding horizons.

Realising potential.



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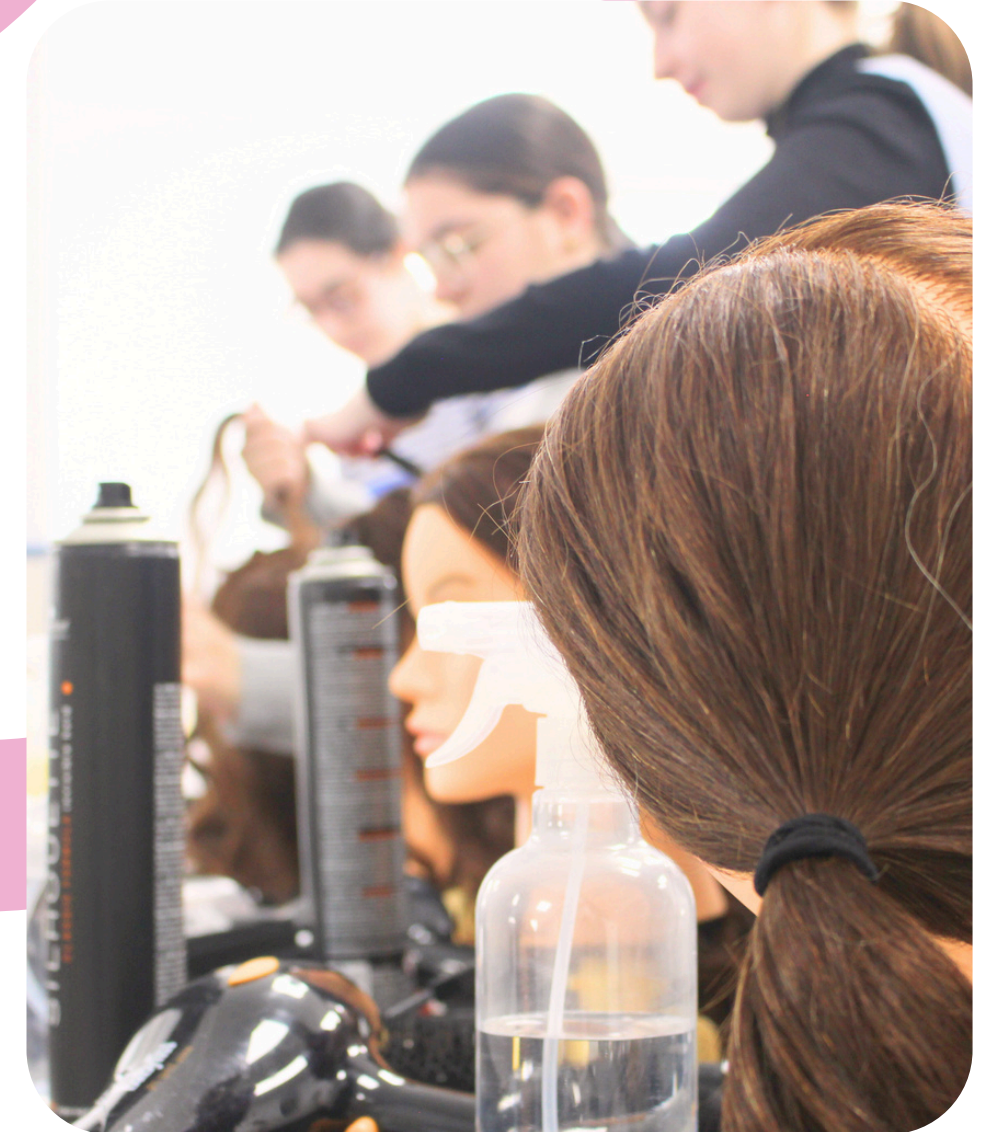
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Chair's Statement



This year, Teen Action has been all about **pathways** — new, evolving, and inspiring ones. We have continued to build the routes that help young women move from potential to purpose, and adolescence to adulthood; creating spaces where confidence grows, ambition takes shape, and possibility becomes reality.

At our core, we remain a vibrant youth and community organisation — led by young people, rooted in culture and community, and committed to nurturing personal growth. Through mentoring, residentials, creative arts, career guidance, and wellbeing programmes, we've helped young women explore who they are, what they can do, and where they want to go. Every activity has been a step along their pathway to possibility.

At the same time, we've begun extending those pathways further — reaching into new directions through partnerships with Propel, the Greater London Authority's Skills for Londoners programme, and training providers. These collaborations are opening doors into education, enterprise, and employment while keeping our hallmark sensitivity and community connection at the heart of every opportunity.

Our achievements this year reflect the shared commitment of everyone involved — our passionate staff, dedicated trustees, generous funders, inspiring volunteers, and most of all, the young women whose energy and vision continue to drive Teen Action forward.

Together, we are not just walking the path — we are creating it.

And every new route we build leads to more possibility for young women to learn, lead, and thrive.

Mrs Y Austerlitz

Chair of Trustees

Our Mission

To give marginalised young women access to bespoke programmes and support that help them reach their potential, easing the transition to adulthood, employment, and independent living.

Our Values

Inclusion

Ethnicity, background, or ability should never limit potential. Our programmes are culturally appropriate, inclusive, and accessible.

Independence

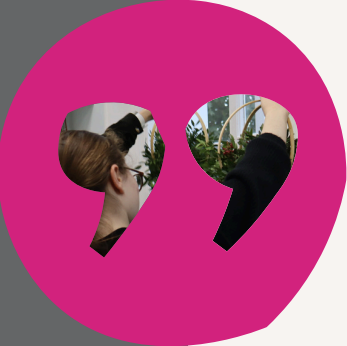
We nurture long-term growth. Our holistic approach enables young women to become self-sufficient and confident contributors to society.

Involvement

Young people lead the way. Our Youth Advisory Group ensures youth voice shapes direction, programmes, and decisions.

Innovation

We evolve with our community – responding creatively to changing needs with fresh ideas and bold partnerships.



There was an atmosphere of warmth and encouragement. The quality of relationships with young people came across very strongly.

Beth Williams

London Youth Quality Assurance Officer

Our R.E.A.C.H Framework

Teen Action supports young women to REACH higher through five core strands that build skills, wellbeing, and opportunity.

E - Education

Accredited and vocational training, digital skills, financial literacy, workshops, and core education support that open doors to further learning and achievement.



R - Recreation

Leisure opportunities, residentials, and trips that build confidence, friendships, and independence.



A - Arts

Creative workshops in crafts, media, and visual arts that nurture self-expression and alternative skills.



C - Career Guidance

Employment-focused sessions, work placements, mentoring, soft skills programmes and in-employment support that prepare young women for the world of work.



H - Health & Wellness

Sports, wellbeing coaching, mentoring, and resilience-building activities that support balance and long-term growth.



Pathways to opportunity

Every young woman's journey is unique.

At Teen Action, each one is supported through a connected and diverse set of pathways that help her grow, discover, and achieve.

Our Pathways to Possibility model builds directly on our core values and R.E.A.C.H Framework, turning its five strands – Recreation, Education, Arts, Career Guidance, and Health – into clear, progression-focused routes that young women can follow at their own pace.



Learning & Enterprise grows from **Education** and **Career Guidance**, opening doors to qualifications, skills, and employment.



Adulthood Pathways build on **Health & Wellness**, **Education**, and **Recreation**, supporting independence, resilience, and life skills.



Creative Pathways extend the **Arts** and **Employment** strands, giving young women space to explore identity, expression, and creative careers.



Youth Leadership Pathways evolve from **Involvement** and **Independence**, nurturing voice, agency, and community leadership.



Progression Pathways weave all strands together – connecting young women to further education, work, and wider systems change.



Learning & Enterprise Pathways

Creating pathways from learning to livelihood.

Teen Action’s Learning & Enterprise Pathways give young women the tools, qualifications, and confidence to take their next step – whether that’s further education, employment, or entrepreneurship.

Our integrated model combines foundations of learning, skills development, careers guidance, and mentoring to open up real-world opportunities.

Learning Foundations

Skills for the workplace

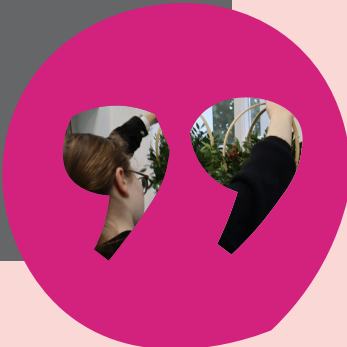
Employment & Enterprise



195
Beneficiaries

At Teen Action, learning is not just about qualifications, it's about skills, confidence and real pathways. I have gained so much more than all my schooling!

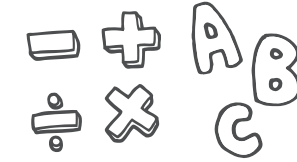
Raisy, 2024-25 participant



Learning Foundations

Every success story begins with strong foundations.

Teen Action's Learning Foundations create a supportive environment where young women rebuild confidence in learning, strengthen essential skills, and develop the self-belief to move forward. Through mentoring, foundational learning, and essential skill-building, participants rediscover their ability to learn, achieve, and thrive.



Champion Club – Functional Skills

Our cornerstone education programme supports young women without a pass in core GCSEs to achieve English and Mathematics Functional Skills qualifications through small-group tutoring to improve core learning and confidence. This opens routes to further study and reduces the number of NEET (not in employment, education or training) young women.



Personal Mentoring

Each learner is matched with a Youth Worker who helps them identify goals, overcome challenges, signpost to skills, learning & employment opportunities, and celebrate every achievement. Mentoring brings motivation and accountability, turning learning into a journey of growth and resilience.



91% Improved confidence in learning

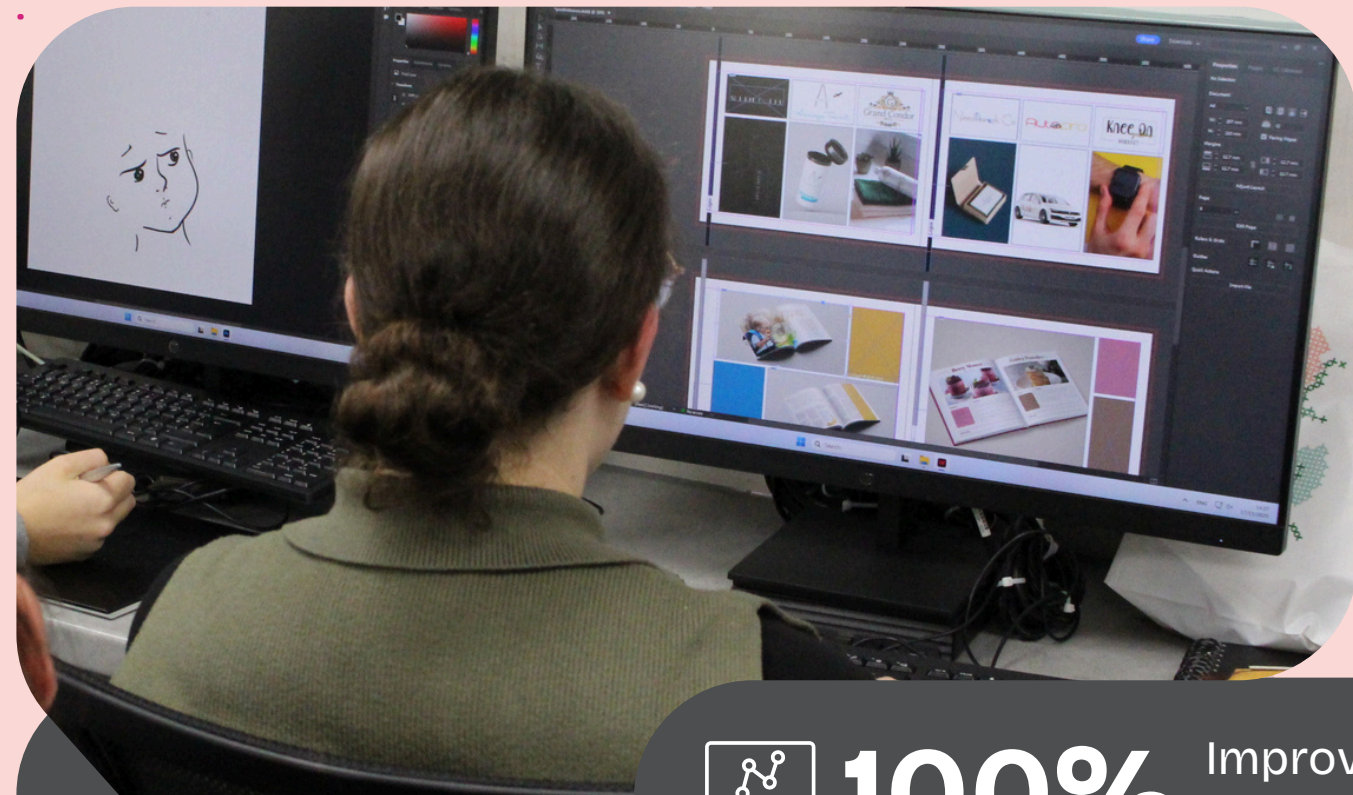


79% Progressed to further training

Skills for the workplace

Teen Action’s skills programmes give young women the tools, confidence, and experience to thrive in the modern world of work.

Whether developing digital confidence, essential skills, or understanding how to support children and young people, each pathway builds transferable skills and opens routes into real opportunity.



Digital Skills

From foundational computer use to advanced digital tools and software, E-Safety awareness, and an open-access Digital Hub, we prepare young women for work, study, and daily life in a connected world. Participants gain confidence using email, digital platforms, document creation, and collaborative tools – essential for both office and home settings. We target those far removed from digital advances in a safe and culturally appropriate setting.



People & Practice

Our Learning Support and Social Skills Development programmes explore how to engage and communicate effectively with children and young people – whether in classrooms, playgroups, or community settings. Participants learn the fundamentals of child development, inclusion, wellbeing, and positive behaviour, giving them a strong foundation for future work or volunteering with children.



Universal Essential Skills

We embed the Skills Builder Framework across many of our programmes to help young women strengthen eight essential workplace skills – from speaking and teamwork to problem-solving and leadership. These transferable skills underpin every successful career, in any sector.



100% Improved digital skills



99% Progressed to further training or employment



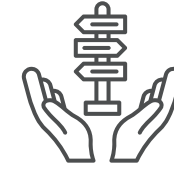
89% saw improvements in Essential Skills

Employment & Enterprise

Teen Action helps young women take confident steps into the world of work – whether that means gaining experience, starting a job, or building a business of their own.

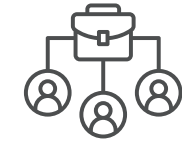
Through guidance, mentoring, and peer support, we create pathways that turn potential into progress.

Each journey looks different, but all lead toward confidence, independence, and possibility.



Career Guidance & Readiness

A series of group sessions helping young women explore their interests, understand their strengths, and plan their next steps. From CV writing and interview practice to discovering new career routes, our careers advisor builds confidence and direction.



Work & Volunteer Placements

Hands-on experience that brings learning to life. Through partnerships with local schools, nurseries, small businesses and community organisations, participants gain practical skills and a sense of purpose while contributing to their community.



In-employment Support (NEN Network)

The first steps into work can feel daunting. Our New Employee Network for young women offers monthly peer support and workshops to help new employees navigate workplace challenges and celebrate success together. It boosts employee retention and progression and supports workplace wellbeing.



Business Start-Up Bootcamp

Our entrepreneurship program opens new pathways for marginalised young women. Through the Business Start-Up Bootcamp, participants learn planning, budgeting, marketing, and pitching – with tailored mentoring and workshops from small businesses/freelancers.



99%

Employment/enterprise rate



95%

Improved job-related skills



31%

of NEN beneficiaries progressed in employment



Adulthood Pathways

Building confidence, independence, and resilience for life.

Growing up brings new challenges and responsibilities.

Teen Action's Pathways to Adulthood gives young women the tools and confidence to navigate independence – from managing money, developing independence and looking after themselves, to building healthy relationships, life skills and resilience for life's ups and downs. We actively support the monumental transition to adulthood in a safe and supportive manner, laying the foundations for solid futures.

Life skills ➤

Wellbeing ➤

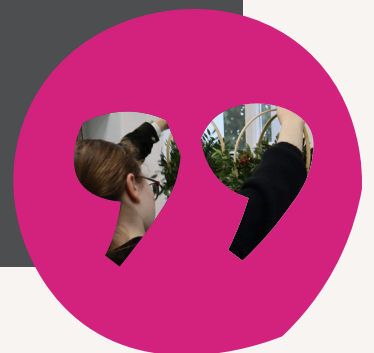
Relationships



98
Beneficiaries

Becoming an adult and being responsible for myself and others was quite daunting at first, but now I feel so ready to do this and I have a whole community of support along with me..

Miri, 2023-24 participant



Life Skills & Independence

Independence is built through practical skills, confidence, and real-life experience. Our Life Skills & Independence pathway gives young women the tools to navigate adulthood with resilience and self-assurance.

Through financial literacy, home management, health awareness, and youth-led residential, participants gain the competencies and confidence they need to step into adulthood ready and empowered.



BreakAway - Growth Residentials

Our bi-annual youth-led retreats are transformative experiences that build independence, self-awareness, and life skills. Away from city life, participants challenge themselves through teamwork, reflection, and adventure – returning more resilient & independent.



Financial Literacy

Interactive workshops on key financial literacy concepts such as budgeting, saving, investments, debt, assets, welfare support and smart money management, helps young women take control of their futures and make informed decisions.



Cooking & Home Management

Practical cooking and baking skills, kitchen health & safety, food and nutrition values, as well as organisation & basic home management, support young women to develop key life skills and competencies essential for independent living.



Health Awareness

Our medical science workshop series raises awareness of common medical emergencies, female health, and mental health. It incorporates simple strategies for prevention and personal health management.

NEW



91% Improved financial literacy



98% Improved home management skills



88% Increased independence

Relationships & wellbeing

Teen Action’s Wellbeing and Relationships programmes nurture the emotional strength, physical health, and self-awareness that young women need to thrive.

These pathways create the foundations for confident adulthood – where wellbeing, self-respect, and balance go hand in hand.



Wellbeing & Resilience

Our group Innate Health workshops support self-awareness, emotional regulation and mental resilience, allowing young women to get fully in touch with themselves and discover their inherent strength. Where needed, young women are referred to clinical psychotherapy through relevant community partners.



NEW

Women of Valour: Self-awareness & relationships

A personal development programme that helps young women understand themselves and others, strengthen communication, and set healthy, respectful boundaries. Through guided workshops and reflective discussions, participants explore emotional awareness, relationships, and values.



Female fitness

Our women-only fitness sessions promote movement, self-care, confidence, and healthy lifestyles in a safe, supportive space – helping participants feel stronger in body and mind. We focus on strengthening the core and making fitness and movement accessible to all.



84% Improved wellbeing



90% Improved fitness levels

Creative Pathways

Inspiring imagination & expression.

Creativity is a powerful tool for growth and expression. Teen Action's Creative Pathways give young women the freedom to explore art, design, and digital creativity as a way to celebrate personality/culture, develop skills, let imagination run wild, and open new personal and professional opportunities.



ArtWaves

A vibrant art program with a range of media including pyrography, photography, hair styling, paint and confectionery. The 16-week program fosters creativity, develops new skills, and opens pathways to the creative industries. Participants on the program lead our Creative Break provision - an arts-based summer school for high school girls which widens community access to arts and promotes youth leadership.



Digital Design

Blending art with technology, these sessions introduce participants to digital illustration, design software, and visual storytelling. Courses open pathways into the digital creative industries while building transferable, future-ready skills..



Music & Song

Our music programme opens new channels of expression through guitar, piano, and choral sessions designed for young women. Participants build confidence, creativity, and collaboration while co-creating culturally appropriate musical resources for local schools – bringing music and movement into a community where the arts are rarely explored.

107

Beneficiaries



17 young people secured jobs/launched businesses in the creative industries



96% saw improvements in Essential Skills

Youth Leadership Pathways

Young women shaping change from within.

We firmly believe that leadership begins with opportunity – and grows through trust, experience, and collaboration.

Our youth leadership model creates pathways for young women to shape decisions, lead peers, and contribute to their community. Whether through the YAG or our laddered leadership pathways, every young woman learns that her voice and actions have power.



Youth Advisory Group (YAG)

Our annually elected Youth Advisory Group are the central youth voice of the charity, acting in an advisory capacity to the board and senior team. They receive training commensurate with their roles, and develop key competencies in planning, sharing and communication which support their leadership capacity and prospects.



I loved being a part of the YAG and helping to make a difference for girls in my community. It was truly empowering and an experience that I will always take with me.

**Chaya,
2024-25**



Laddered Leadership Pathways

Young women step into leadership every day – as programme co-leaders, peer mentors, and changemakers.

Through this progressive model, participants gain experience and confidence at each stage: supporting peers, leading sessions, volunteering in the organisation, and contributing to youth social-action initiatives. Many of Teen Action’s staff began their journeys this way – including our CEO and Administrator, both former beneficiaries who embody the strength and continuity of our laddered leadership approach.



>70% of staff are aged under 30



5 young women aged 16-19 on our Youth Advisory Group

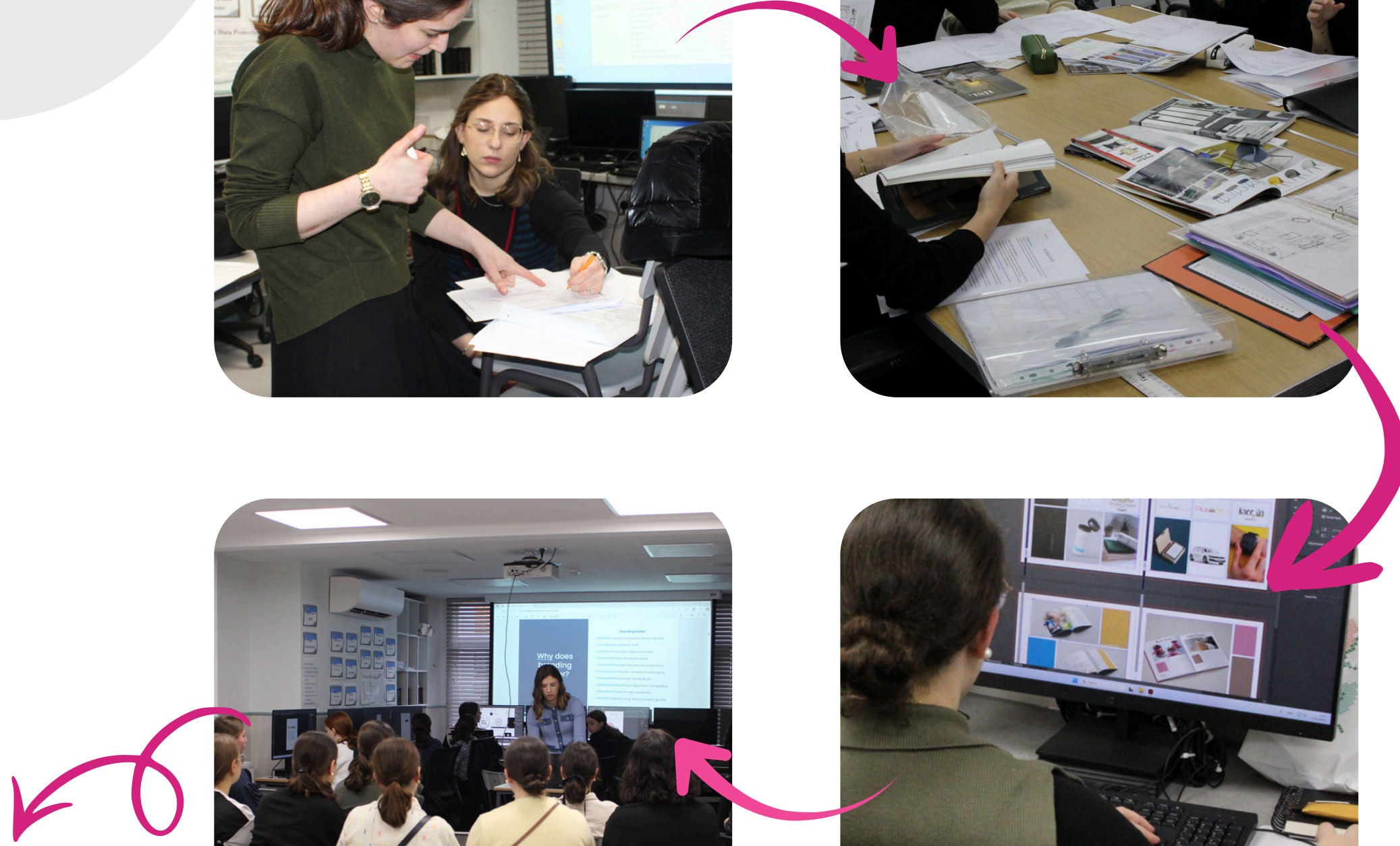
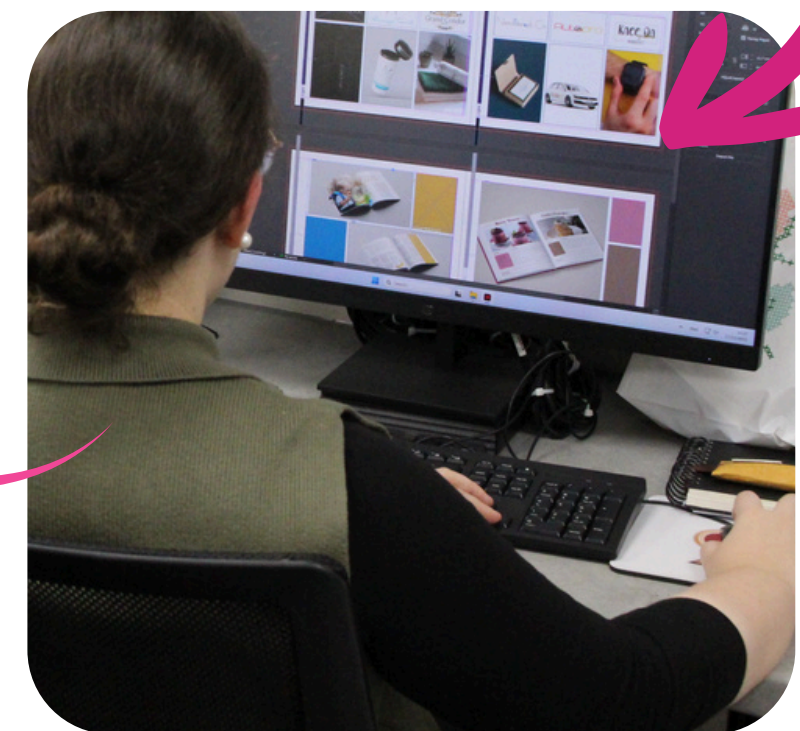
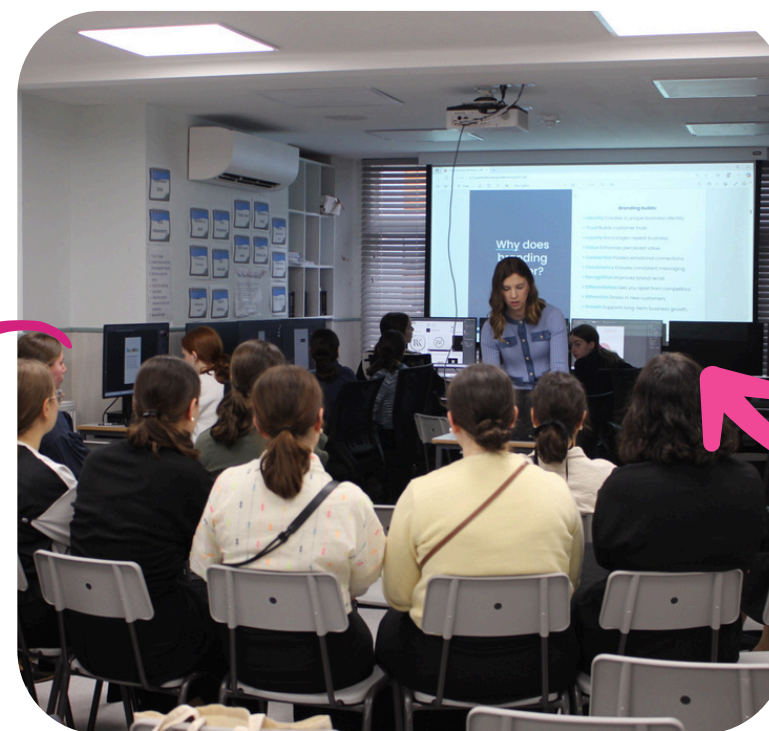


96% Felt their voices were heard

Progression Pathways

Opening doors to the future – for young women, the community, and the charity.

Teen Action’s progression pathways connect potential to opportunity – creating clear routes into education, employment, and independence for our young people, while strengthening the charity’s reach and sustainability through collaboration and innovation.



Progression Pathways for young women

Working together to open doors

Real opportunity takes teamwork.

Teen Action’s Progression Pathways bring together a network of referral, delivery, and progression partners – each playing a vital role in supporting young women’s journeys from first contact to future success.

By connecting local organisations, education providers, and employers, we ensure that every young woman who comes through Teen Action can access the right support at the right time – and take confident steps into learning, work, and adulthood.

Members of:



REFERRAL PARTNERS

Opening the Doors

We’re locally rooted and have established excellent referral pathways with local schools, further education (FE) establishments, and voluntary services.

DELIVERY PARTNERS

Building the Experience

We tap into the expertise of other providers to improve our offer for young people. We partner with Jewish Training Academy for Girls for certification, sessional staffing & resources; local C&YP providers as part of a wider consortia for the delivery of youth provisions; The Skills Builder Partnership for Essential Skills Development; AICS, Mesila, and Sunbeams as part of a group effort to address community poverty and unemployment; and The City & Hackney Wellbeing Network, Mind CHWF, Noa Girls, Bikur Cholim and Clapton Support & Advice for the delivery of welfare and mental health support.

PROGRESSION PARTNERS

Extending the Pathways

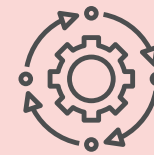
Once young women are ready to take their next step, we connect them with trusted progression partners – including colleges, adult learning providers, and employers.

These partnerships turn aspiration into action, ensuring that the skills and confidence gained at Teen Action translate into real opportunities for education, employment, and enterprise.

Progression pathways for the charity & community

Growing stronger through systems change & collaboration

As our young women progress, so too does Teen Action. This year marked a defining stage in our organisational journey – strengthening our partnerships, growing our capacity, and embedding systems learning to create more equitable, connected pathways for our community. We are evolving from a frontline youth organisation into a bridge between communities, education providers, and policymakers – amplifying voices that are often unheard.



NEW

Deepening our systems change practice

Through the Propel collaboration, Teen Action joined a London-wide network of organisations tackling systemic inequalities.

Propel has transformed how we think about our role – moving beyond service delivery to addressing the root causes of inequality through research, partnership, and advocacy.

(find out more on page 20)



NEW

Bridging Communities and Mainstream Systems

As a GLA Skills For Londoners Community Outreach Partner, Teen Action is working to bridge the gap between marginalised communities and mainstream adult education services. We are actively raising awareness among mainstream skills providers about the specific needs of Charedi women, influencing how training and progression opportunities are designed and delivered.



NEW

Building Organisational Capacity and Leadership

Teen Action’s internal growth is central to sustaining our impact and growing provision. During the year, Trustees and senior managers took part in the Spring Impact Scale Coaching programme, developing strategies for long-term sustainability, scaling, and systems change. Implementation will include expanding our team, diversifying funding streams through social enterprise, and scaling delivery via collaborative models.



4 Active partnerships across the education/skills sector



3 Cross-sector collaborations



5 Voluntary sector networks

Education Inequality: Insights from Propel

Exploring barriers. Informing change.

In 2024, Teen Action led a groundbreaking exploration into the barriers and opportunities surrounding education and employability for Charedi (Orthodox Jewish) women in Stamford Hill.

Supported by City Bridge Foundation through the Propel collaboration, this project combined community insight with data-led research – revealing the scale of inequality faced by women seeking to learn, work, and thrive.

The resulting report, Education and Employability in Charedi Stamford Hill, is the first of its kind to analyse these issues through a systems-change lens.

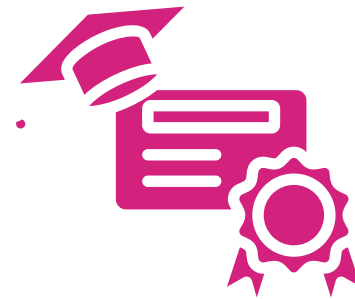


Understanding the Challenge

Our Youth Led Participatory Research research captured the voices and experiences of over 270 young women aged 18-30, highlighting persistent structural, financial, and cultural barriers that restrict access to further education, employment, and earning.

It found that despite excellent school performance, high motivation and ambition, many Charedi women remain excluded from further learning and decent work due to limited awareness of options, inflexible provision, and a lack of culturally appropriate opportunities.

NEW



Only 18% of respondents held qualifications at Level 4 or above (compared with 52% boroughwide)



80% of women earned below £20,000 annually, directly linked to lower qualification levels



89% expressed a desire to pursue higher education but 72% cited barriers and inequalities.



Many expressed a strong interest in learning if courses were community-based and culturally sensitive



What we learned:

This project confirmed what our youth work has shown for years: that potential exists in abundance, but opportunity does not.

It demonstrated that culturally relevant, flexible education is key to unlocking pathways into lifelong learning and economic inclusion.



Next steps:

- Pilot flexible community learning models
- Strengthen partnerships with skills providers
- Share evidence to influence policy
- Embed insights across all programmes
- Create an action plan





Pathways in Action

Ruchy's Journey: From Learner to Innovator

From Quiet Talent to Confident Voice

In 2016, a quietly creative 16-year-old named Ruchy joined Teen Action's **ArtWaves** programme. She had a natural flair for drawing and a deep love for art, but limited exposure to professional creative pathways that aligned with her faith and cultural values.

Through the ArtWaves **pyrography** stream, she explored her creativity and drawing skills in a safe, culturally sensitive environment — and for the first time, began to see art as something that could be both personal & powerful.

Discovering Leadership and Purpose

Recognising her emerging potential, Teen Action invited Ruchy to join our first **Youth Advisory Group**, a pioneering step for Orthodox Jewish young women at the time.

Through this role, she helped shape youth programmes, voiced her peers' experiences, and developed leadership, collaboration, and decision-making skills that gave her the confidence to think beyond existing possibilities — not only for herself, but for her community.

As Ruchy's confidence grew, so did her interest in digital illustration — an art form virtually absent from Orthodox Jewish spaces. She joined Teen Action's

Digital Skills course, where she learned to combine her artistic ability with futuristic digital tools, opening up a new world of creative expression. With no culturally appropriate training in this area, Ruchy continued to teach herself and soon envisioned something greater: a space where Orthodox girls could access high-quality creative education without compromising their values.

Turning Vision into Impact

In 2023, she founded the Berlinger Art Studio Digital Illustration Academy — an international, culturally aligned online and offline platform offering professional-standard training in digital art and portfolio development.

Inspired by her journey, Teen Action now offers its own **Digital Illustration** pathway, facilitated by one of the Academy's trained instructors — ensuring that Ruchy's legacy continues to empower future generations.

Ruchy's journey began at Teen Action — but her legacy lives on. She is proof that when young women are empowered with skills, voice, and vision, they don't just follow pathways — they create new ones.



2024/25 Highlights

2024/25 was a year of growth, innovation, and impact.

From digital inclusion to youth leadership, from wellbeing to entrepreneurship – Teen Action continued to create pathways that empower young women to learn, connect, and lead with confidence.

These highlights capture the difference we've made together.

Outputs:



321

young women supported



104

accredited and vocational qualifications achieved



68

young women mentored



13

Community & mainstream partners engaged

Outcomes:



99%

Progressed into further education or employment



88%

Evidenced improved Essential Skills



96%

Felt their voice was heard



92%

Reported increased confidence



85%

Improved health and/or wellbeing



72%

Felt more connected to their community

Structure, Governance & Management

We are committed to safe, effective, and quality youth work, maintaining the engagement of stakeholders.

Charitable Objectives

- 1) To promote and advance the education of children and young people of the Orthodox Jewish faith and to develop their capacity and skills, in particular, but not exclusively, by the provision of training courses, with a view to enabling them to enhance their prospects of employment and conditions of life and to participate more fully in society.
- 2) The provision of facilities for recreation and other leisure time occupation for children and young people who are in need of such provision because of their youth, age, infirmity, poverty or social and economic circumstances and with the object of improving their conditions of life.
- 3) The promotion of any other exclusively charitable objects and purposes such as the trustees see fit, provided that they are regarded as charitable by the law of England and Wales.

Public Benefit

The trustees confirm their compliance with the duty to have due regard to the public benefit guidance published by the Charity Commission as well as the Equalities Act 2010 when reviewing the Charity's aims and objectives and in planning future activities.

Safeguarding

We have robust Safeguarding and Child Protection procedures, led by our Designated Safeguarding Officer and regulated by our Responsible Officer, with the safety of our beneficiaries of prime importance. We have a framework of consents, controls, policies and reviews to mitigate risks. These are supported by our Health & Safety, Safer Recruitment, Whistle-blowing and Anti-bullying policies.

Structure, Governance and Management

The charity is governed by a trust deed dated 1 July 2006.

The charity is managed by the Trustees, who meet 5 times a year, supported by our YAG. Day-to-day operations are overseen by the CEO, who line manages staff and volunteers. During the year, the charity had 1 senior manager, 18 staff (7 FTE), 25 sessional workers and 13 volunteers.

Recruitment, Induction and Training

The Trustees recognise the need to diversify and strengthen the Board in line with the charity's continued growth. Over the coming period, they plan to open recruitment to bring in individuals with a wider range of skills, perspectives, and lived experiences. Recruitment and induction will follow best-practice governance standards and will be supported by appropriate external professionals to ensure a transparent, inclusive, and robust process. Existing Trustees continue to receive relevant governance and compliance training.

Risk management

The Trustees have identified and reviewed the major risks to which the charity is exposed. Both manual and automated checks are regularly invoked, particularly those relating to the operations, reputation & finance of the charity.

The Trustees are satisfied that these systems and procedures mitigate the potential effects of any perceived risks.

The Trustees who served during the year were:

Mrs. Yocheved Austerlitz (Chair),
Mr. Abraham Fried (Treasurer),
Mrs. Faigy Taub,

Mrs. Goldie Rosenberg,
Mrs. Sarah Bard,

Financial Review

The Trustees present their report and financial statements for the year ended 31 January 2025. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Financial Review

The Trustees are happy to report that income during the year slightly exceeded last year (2025: £342,202, 2024: £334,540) despite an increasingly difficult funding climate. Trustees gratefully acknowledge that the outstanding impact and achievement of the organisation are largely due to the generous support of our community and generous funders including, but not limited to, The Tudor Trust, The City Bridge Foundation (in partnership with Propel), The Henry Smith Foundation, UK Youth (in partnership with Osbourne Clark), The National Lottery Community Fund, the NCS Trust, KFC Foundation, the Masonic Charitable Foundation, Invesco Cares, the Marsh Charitable Trust, The People's Health Trust, Jewish Child's Day, London Youth, Hackney Giving, The Greater London Authority, The Children's Aid Committee, The Tottenham Grammar School Foundation, The Hackney Parochial Charity, and our generous community of supporters.

The charity's expenditure budget increased by 7% (2025: £351,106, 2024: £326,356) due to increases in staff & delivery. This led to a slight deficit <£10,000, our first since 2019, which was managed by drawing on restricted funds held over from the previous year.

Cost-Centred Budget

The Trustees recognise the importance of transparency to our donors, supporters, stakeholders and the public, and have therefore moved to a cost-centred budget, which provides a clearer picture of how we have spent funds in accordance with our charitable objectives and strategic aims. It is important to note that due to the holistic nature of our work, many provisions cross-cut our strategic aims, and therefore the income/expenses of one particular program may be split across 2 or more of our "cost centres" as appropriate. Support and governance costs are allocated between all the charitable activities as per the total direct expenses of each cost centre. This provides a better understanding of the full costs associated with the delivery of each of our areas and allows for better financial planning and full cost-recovery budgeting.

Reserves Policy

The Trustees aim to hold the equivalent of a minimum of 3 and a maximum of 6 months' running costs in free reserves at all times, barring extenuating circumstances. At the close of the financial year, Teen Action held £94,286 (2024: £97,923) in free reserves, equivalent to 3.2 months' running costs.

The Trustees were satisfied with the charity's position at the year-end.

The Trustees' report was approved by the Board of Trustees on 28 November 2025

Mrs. Yocheved Austerlitz, Trustee - Chairperson

Financial Statements

Independent Examiner's Report

I report to the Trustees on my examination of the financial statements of Teen Action (the Charity) for the year ended 31 January 2025.

Responsibilities and basis of report

As the Trustees of the Charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011.

I report in respect of my examination of the Charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

Since the Charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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

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

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the Charity as required by section 130 of the Charities Act 2011.
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Berish Hoffman FCA

Landau Morley LLP
325-327 Oldfield Lane North
Greenford
Middlesex
UB6 0FX

Date: 28 November 2025

Statement of Financial Activities

For the year ended 31 January 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total Unrestricted funds 2025 £	Restricted funds 2024 £	Total 2024 £
Income from:						
Donations and legacies	3	67,936	-	67,936	93,728	107,320
<u>Charitable activities</u>						
Art	4	-	74,704	74,704	67,504	67,504
Career support	4	-	34,384	34,384	750	92,990
Education	4	4,000	102,590	106,590	3,000	24,693
Health and wellness	4	3,500	47,458	50,958	2,000	37,585
Recreation	4	-	7,630	7,630	4,448	4,448
Total income		<u>75,436</u>	<u>266,766</u>	<u>342,202</u>	<u>99,478</u>	<u>334,540</u>
Expenditure on:						
Raising funds	5	8,326	-	8,326	311	6,993
<u>Charitable activities</u>						
Art	6	6,068	72,680	78,748	8,074	73,953
Career support	6	10,969	62,096	73,065	3,682	64,357
Education	6	15,757	89,820	105,577	24,235	87,984
Health & Wellness	6	15,777	40,014	55,791	9,519	54,254
Recreation	6	21,634	7,965	29,599	24,903	38,815
Total charitable expenditure		<u>70,205</u>	<u>272,575</u>	<u>342,780</u>	<u>70,413</u>	<u>319,363</u>
Total expenditure		<u>78,531</u>	<u>272,575</u>	<u>351,106</u>	<u>70,724</u>	<u>326,356</u>
Net income/(expenditure)		<u>(3,095)</u>	<u>(5,809)</u>	<u>(8,904)</u>	<u>28,754</u>	<u>8,184</u>
Transfers between funds		16,441	(16,441)	-	16,849	-
Net movement in funds		<u>13,346</u>	<u>(22,250)</u>	<u>(8,904)</u>	<u>45,603</u>	<u>8,184</u>
Reconciliation of funds:						
Fund balances at 1 February 2024		166,024	63,186	229,210	120,421	221,026
Fund balances at 31 January 2025		<u>179,370</u>	<u>40,936</u>	<u>220,306</u>	<u>166,024</u>	<u>229,210</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 28 to 36 form part of these financial statements.

Balance Sheet

As at 31 January 2025

	Notes	2025		2024	
		£	£	£	£
Fixed assets					
Tangible assets	11		85,084		81,051
Current assets					
Debtors	12	19,395		27,844	
Cash at bank and in hand		156,475		154,045	
		<u>175,870</u>		<u>181,889</u>	
Creditors: amounts falling due within one year	13	<u>(36,731)</u>		<u>(22,055)</u>	
Net current assets			139,139		159,834
Total assets less current liabilities			<u>224,223</u>		<u>240,885</u>
Creditors: amounts falling due after more than one year	14		<u>(3,917)</u>		<u>(11,675)</u>
Net assets			<u>220,306</u>		<u>229,210</u>
The funds of the Charity					
Restricted income funds	15		40,936		63,186
Unrestricted funds	16		179,370		166,024
			<u>220,306</u>		<u>229,210</u>

The notes on pages 28 to 36 form part of these financial statements.

The financial statements were approved by the Trustees on 28 November 2025.

.....
Mrs.Yocheved Austerlitz
Trustee

Notes to the financial statements

1 Accounting policies

Charity information

Teen Action is a charity constituted and governed by a Trust Deed dated 1 July 2006. The charity is managed and controlled by the trustees, who meet regularly.

1.1 Basis of preparation

The financial statements have been prepared in accordance with the Charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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). The Charity is a Public Benefit Entity as defined by FRS 102.

The Charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

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

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

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

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

1.4 Income

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

1.5 Expenditure

Expenditure is recognised once there is a legal obligation or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

1.6 Tangible fixed assets

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

Notes to the financial statements

1 Accounting policies

(Continued)

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

Leasehold land and buildings	10% Standard balance
Plant & Equipments	25% reducing balance
Fixtures and fittings	25% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

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

1.9 Financial instruments

The Charity has selected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument. Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

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

Basic financial liabilities

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

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Notes to the financial statements

1 Accounting policies

(Continued)

Derecognition of financial liabilities

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Government grants

Government grants are credited to the Statement of financial activities when there is evidence of entitlement to the grant, receipt is probable and its amount can be measured reliably.

2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	67,936	93,728	2,617	96,345
Other grants receivable	-	-	10,975	10,975
	<u>67,936</u>	<u>93,728</u>	<u>13,592</u>	<u>107,320</u>

Notes to the financial statements

4 Charitable activities

	Art 2025 £	Career support 2025 £	Education 2025 £	Health & wellness 2025 £	Recreation 2025 £	Total 2025 £
Income from charitable activities by activity	74,704	34,384	106,590	50,958	7,630	274,266
Analysis by fund						
Unrestricted funds	-	-	4,000	3,500	-	7,500
Restricted funds	74,704	34,384	102,590	47,458	7,630	266,766
	74,704	34,384	106,590	50,958	7,630	274,266

For the year ended 31 January 2024

	Art £	Career support £	Education £	Health & wellness £	Recreation £	Total 2024 £
Income from charitable activities by activity	67,504	92,990	24,693	37,585	4,448	227,220
Analysis by fund						
Unrestricted funds	-	750	3,000	2,000	-	5,750
Restricted funds	67,504	92,240	21,693	35,585	4,448	221,470
	67,504	92,990	24,693	37,585	4,448	227,220

5 Expenditure on raising funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Fundraising and publicity						
Other fundraising costs	-	-	-	311	-	311
Staff costs	8,326	-	8,326	-	6,682	6,682
	8,326	-	8,326	311	6,682	6,993

Notes to the financial statements

6 Charitable activities

	Art	Career support	Education	Health & Wellness	Recreation	Total 2025
	2025	2025	2025	2025	2025	
Direct project costs	£	£	£	£	£	£
Staff costs	41,738	51,333	74,945	25,258	2,017	195,291
Trainings & Workshops	600	4,651	1,906	10,937	510	18,604
Certificates	425	-	4,920	-	-	5,345
Volunteer costs	-	225	90	-	-	315
Professional fees	-	495	-	1,030	2,958	4,483
Subscription	78	102	185	-	-	365
Office costs	582	575	572	105	-	1,834
Equipment	962	-	-	-	780	1,742
Material & Supplies	9,576	959	909	555	82	12,081
Computer & Internet Expenditure	-	123	2,473	-	-	2,596
Travel	1,461	-	-	14	10,342	11,817
Food	1,796	4,515	2,103	7,116	1,599	17,129
Publicity	2,427	276	280	176	334	3,493
Rent	11,040	2,676	7,133	3,240	-	24,089
Facility hire	1,700	1,200	2,310	3,401	8,581	17,192
Insurance	250	-	-	-	-	250
Depreciation	3,806	3,525	4,510	1,832	424	14,097
Bank Fees	165	-	-	28	-	193
	<u>76,606</u>	<u>70,655</u>	<u>102,336</u>	<u>53,692</u>	<u>27,627</u>	<u>330,916</u>
Share of support costs (see note 7)	970	1,147	1,560	1,091	1,121	5,889
Share of governance costs (see note 7)	1,172	1,263	1,681	1,008	851	5,975
	<u>78,748</u>	<u>73,065</u>	<u>105,577</u>	<u>55,791</u>	<u>29,599</u>	<u>342,780</u>
Analysis by fund						
Unrestricted funds	6,068	10,969	15,757	15,777	21,634	70,205
Restricted funds	72,680	62,096	89,820	40,014	7,965	272,575
	<u>78,748</u>	<u>73,065</u>	<u>105,577</u>	<u>55,791</u>	<u>29,599</u>	<u>342,780</u>

Notes to the financial statements

7 Support costs allocated to activities

	2025 £	2024 £
Staff costs	752	4,014
Operating lease charges	-	309
Bank Charges	-	183
Training and workshop	-	45
Repairs and maintenance	-	24
Professional fees	870	-
Rent	910	8,938
Office costs	2,938	5,745
Interest payable	419	604
Publicity	-	47
Governance costs	5,975	3,490
	<u>11,864</u>	<u>23,399</u>
	<u><u>11,864</u></u>	<u><u>23,399</u></u>
Analysed between:		
Art	2,142	2,835
Career support	2,410	1,413
Education	3,241	7,994
Health & Wellness	2,099	3,257
Recreation	1,972	7,900
	<u>11,864</u>	<u>23,399</u>
	<u><u>11,864</u></u>	<u><u>23,399</u></u>
	2025	2024
	£	£
Governance costs comprise:		
Accountancy	5,975	3,490
	<u>5,975</u>	<u>3,490</u>
	<u><u>5,975</u></u>	<u><u>3,490</u></u>

8 Trustees

None of the Trustees (or any persons connected with them) received any remuneration, benefits or reimbursement of expenses from the Charity during the year. (2023 - £NIL)

9 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Part time staff	44	37
	<u>44</u>	<u>37</u>
	<u><u>44</u></u>	<u><u>37</u></u>

Notes to the financial statements

9 Employees (Continued)

Employment costs	2025 £	2024 £
Wages and salaries	204,369	182,607

Staff costs include amounts paid to senior management personnel comprising the CEO. The total employee benefits of the key management personnel were £24,990.

There were no employees whose annual remuneration was more than £60,000.

10 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

11 Tangible fixed assets

	Leasehold land and buildings £	Plant & Equipments £	Fixtures and fittings £	Total £
Cost				
At 1 February 2024	66,126	65,991	38,215	170,332
Additions	16,220	1,910	-	18,130
At 31 January 2025	82,346	67,901	38,215	188,462
Depreciation and impairment				
At 1 February 2024	6,613	47,299	35,369	89,281
Depreciation charged in the year	8,235	5,150	712	14,097
At 31 January 2025	14,848	52,449	36,081	103,378
Carrying amount				
At 31 January 2025	67,498	15,452	2,134	85,084
At 31 January 2024	59,513	18,692	2,846	81,051

12 Debtors

Amounts falling due within one year:	2025 £	2024 £
Trade debtors	-	9,094
Other debtors	19,395	18,750
	19,395	27,844

Notes to the financial statements

13 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Bank loans		7,781	7,591
Trade creditors		17,393	10,486
Other creditors		7,557	2,078
Accruals and deferred income		4,000	1,900
		<u>36,731</u>	<u>22,055</u>

14 Creditors: amounts falling due after more than one year

	Notes	2025 £	2024 £
Bank loans		<u>3,917</u>	<u>11,675</u>

15 Restricted funds

The funds of the charity include restricted funds comprising the following balances relating to various projects operated by the charity.

	At 1 February 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 January 2025 £
Restricted funds	<u>63,186</u>	<u>266,766</u>	<u>(272,575)</u>	<u>(16,441)</u>	<u>40,936</u>
Previous year:	At 1 February 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 January 2024 £
Restricted funds	<u>100,605</u>	<u>235,062</u>	<u>(255,632)</u>	<u>(16,849)</u>	<u>63,186</u>

16 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 February 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 January 2025 £
General unrestricted funds	<u>166,024</u>	<u>75,436</u>	<u>(78,531)</u>	<u>16,441</u>	<u>179,370</u>

Notes to the financial statements

16 Unrestricted funds

(Continued)

Previous year:	At 1 February 2023 £	Incoming resources £	Resources expended £	Transfers At 31 January 2024 £	At 31 January 2024 £
Designated funds	50,000	-	-	(50,000)	-
General unrestricted funds	70,421	99,478	(70,724)	66,849	166,024
	<u>120,421</u>	<u>99,478</u>	<u>(70,724)</u>	<u>16,849</u>	<u>166,024</u>

Designated funds represent amounts set aside by the trustees towards the renovation of premises.

17 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 January 2025:			
Tangible assets	85,084	-	85,084
Current assets/(liabilities)	98,203	40,936	139,139
Long term liabilities	(3,917)	-	(3,917)
	<u>179,370</u>	<u>40,936</u>	<u>220,306</u>
	<u><u>179,370</u></u>	<u><u>40,936</u></u>	<u><u>220,306</u></u>
	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 January 2024:			
Tangible assets	68,101	12,950	81,051
Current assets/(liabilities)	109,598	50,236	159,834
Long term liabilities	(11,675)	-	(11,675)
	<u>166,024</u>	<u>63,186</u>	<u>229,210</u>
	<u><u>166,024</u></u>	<u><u>63,186</u></u>	<u><u>229,210</u></u>

18 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).

Legal & Administrative Details

Charity Number

1120268

Trustees

Mrs. Yocheved Austerlitz

Mr. Abraham Fried

Mrs. Faigy Taub

Mrs. Sarah Bard

Mrs. Goldie Rosenberg

Address

Lower Ground

27 Stamford Hill

London N16 5TU

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Independent Examiner

Berish Hoffman FCA

Landau Morley LLP

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Greenford, Middlesex UB6 0FX



TEEN ACTION

England & Wales - Charity number 1120268

Accounts



Empowered Transitions

Annual Report and Financial Statements
Year Ended 31 January 2024



Empowered Transitions

Aiding transitions to employment, further education, independent living, and adulthood.

Trustees' Report

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“Teen Action is a movement. Its all about progression and development, for the beneficiaries and the organisation too. Leading this movement over the past year was the most empowering experience I’ve had.”

- Suri, age 18
Youth Advisory Group 2023



Chair’s Statement

Life is a series of milestones marked by key transitions.

Transition is tough. It requires skill mastery, bravery, resilience, and personal development. Arguably, the most complex challenge is the transition from childhood to adulthood, as it involves not only learning new skills but also navigating new responsibilities, relinquishing dependency, developing a sense of identity, and making key decisions that shape one’s future.

This year, our theme, Empowered Transitions, reflects the journey our young adults (ages 16+) make, guided by the support we provide at each critical stage. Like arrows pointing toward new horizons, we help school leavers chart a path forward—whether that means continuing their education, entering the workforce, moving into independent living, or stepping into adulthood with independence and purpose.

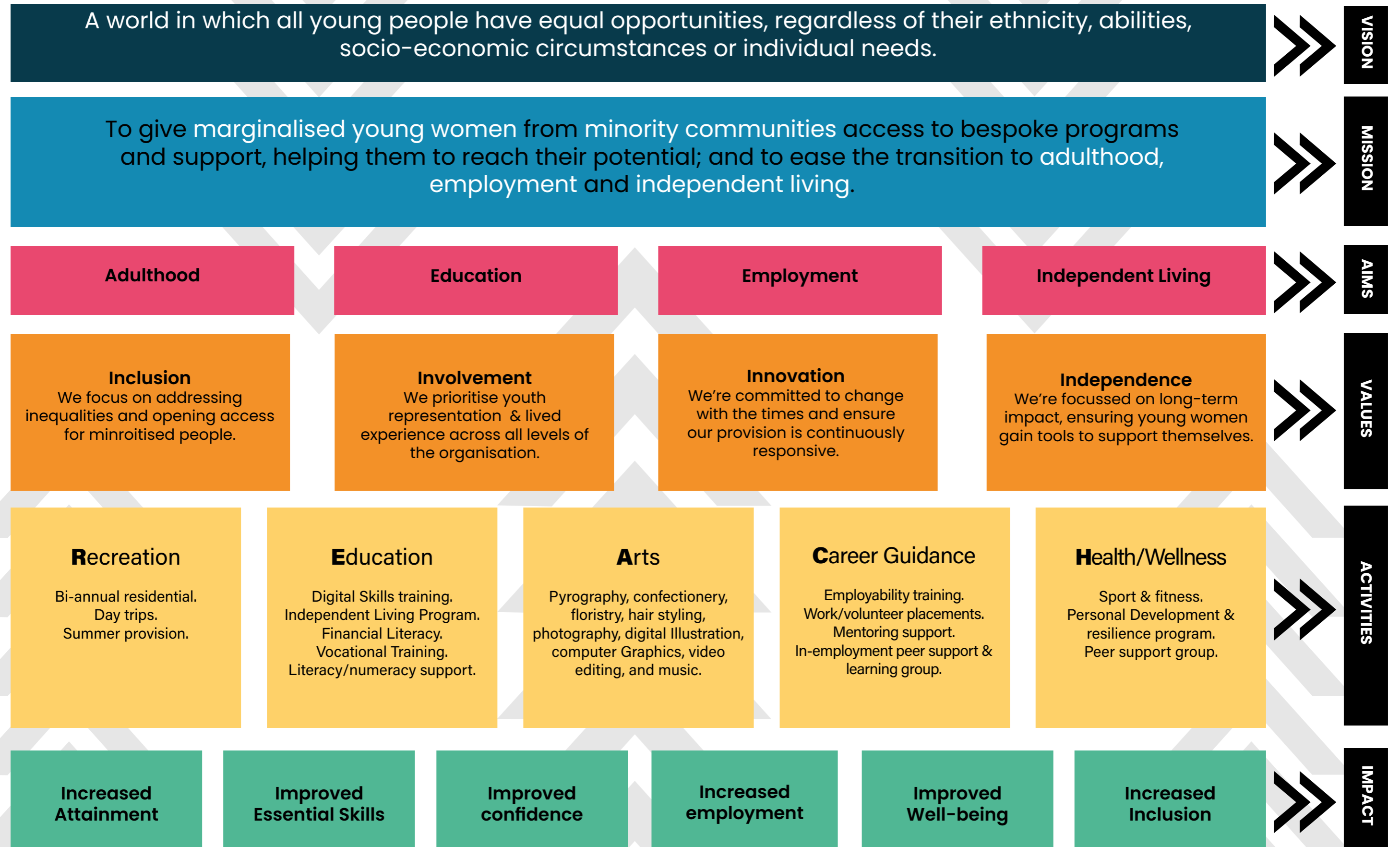
Our programs offer a lifeline during these pivotal moments, from mentoring and career development workshops to skills-building, personal growth work, and mental health support. As our young women grow, we grow alongside them, fostering a community where empowerment is more than a goal—it’s a way of life.

With each step forward, they are breaking down barriers, defying expectations, and carving their own unique paths to success. Teen Action is proud to be part of their journey, charting safe, healthy, prosperous, and positive futures.

A big shout-out to our dedicated staff, volunteers, Youth Advisory Group, and supporters—you all provide the power to empower and have been key to this year’s success.

Mrs. Yocheved Austerlitz
Chairperson

Change Framework





"It was a wonderful summer work experience that built on my art skills and really boosted my confidence. It [the experience] will help me with my teaching assistant job next year."

- Temmy, age 19
Creative Break Workshop Leader



Recreation

Recreation is the ideal way to support the emotional and social well-being of young people. Through recreation, people have new experiences, engage more fully in living, and develop key life skills.

We unlock opportunities for inner-city young women to access the countryside and engage in outdoor learning.

Key programs:

Break-Away

Break-Away is our bi-annual weekend/mid-week residential which engages upwards of 60 young women through outdoor learning and youth leadership opportunities. Meals are cooked, prepared and served by the young women, workshops are person-led and engaging, and participants work in teams to lead various aspects of the residential; increasing leadership, developing key life skills, and promoting team spirit.

Creative Break

Creative Break is our flagship summer scheme which draws our Recreation, Arts, and Career Support streams together. Graduates of our arts provision receive paid leadership opportunities during the summer break, leading art-based workshops for girls from marginalised communities and low-income homes.



Education

A well rounded education is essential when moving on in life and accessing employment. Education informs our learning, knowledge and skill and is the foundation for progression.

This is a central focus of our work, up-skilling young women and providing them with quality training and support at a core and advanced level.

Key programs:

PC Powered

PC Powered is our comprehensive digital skills provision which supports marginalised young women to gain core and vocational digital skills through a variety of courses, open-access digital facilities, and a culturally-specific Digital Literacy/E-Safety program. Beginners PC, ITQ Levels 2 and 3 Certificate/Diploma, Computer Graphics and Digital Illustration were delivered during the year in review. We are thankful to the Henry Smith Charity for our multi-year grant renewal, ensuring the sustainability and development of this key provision.

Champion Club

Our Champion Club provision supports learners who haven't achieved a minimum pass grade on core GCSEs to access further education, through mentoring support for resits and/or the achievement of a functional skills qualification. This provides a platform for further education and training.

Vocational Training

Our vocational training offer supports those in or out of employment to up-skill. Daytime and evening study

programmes provide flexibility for different schedules. We delivered accounting, bookkeeping, interior design, food & nutrition, and medical science training during the year.

Get Set Go

Our multi-dimensional Independent Living Program (ILP) for disadvantage adolescents, providing them with the foundation, knowledge and skills to make healthy & stable choices when moving to independent living; making them more resilient and independent. Through a series of informative sessions, hands on workshops, and post-program mentoring support, we empower young adults by developing their financial literacy, home management skills, civic responsibility, and societal inclusion.

Addressing Education Inequalities

As part of the Propel collaboration seeking to address inequalities in the capital, and supported by a grant from the City Bridge Foundation, we embarked on an exploration in conjunction with close to 300 young women, to analyse education inequalities in our community and its direct impact on low-level employment trends. The findings are revealing and due to be published by the end of 2024. It will inform our education work going forward and will open opportunities for collaboration and driving systems change.





Arts

Beyond formal education, there are a wealth of skills, artistic media, and vocational crafts which develop creativity, fine hand skills, confidence, expression, and alternative avenues to employment.

Our arts provision is growing, encompassing multiple disciplines of creative arts and music, with essential skills development embedded.

Key programs:

ArtWaves

Our ArtWaves provision combines arts engagement with vocational training and essential skills development. We offer short courses in pyrography, floristry, hairstyling, confectionery, and floristry, lead by freelance artists. This year, with funding from The NCS Trust, the program was developed to include measured essential skills progression in line with the Skills Builder Universal Framework. Teen Action have joined the Skills Builder Partnership, a global group of businesses, education institutions, and impact organisations committed to using the Skills Builder approach to transform how the world builds essential skills. We have achieved an Impact Level 4, evidencing recognition, application, and progression of Essential Skills through the ArtWaves programs.

Music Making

Our music delivery covers piano and guitar training, a weekly choral ensemble, and now the in-progress development of a culturally specific music, rhythm and movement training program being designed by young women in conjunction with music experts, and supported by a grant from Youth Music's Trailblazer Fund.



Career Support

Perhaps the biggest milestone a young person faces is the transition from education to employment. Some are fortunate to have a well charted path and many accessible job opportunities, whilst others struggle to secure employment.

We support young women experiencing systemic inequality, to enter and/or progress in employment through career guidance, work placements, mentoring and in-employment peer-support.

Key programs:

Career Guidance

We deliver the comprehensive Goldstar Employability & Soft Skills Program, designed to support minoritised young women into the workforce.

Mentoring

Young women are able to access 1:1 sessions with a youth worker to discuss individual qualities, challenges, goals, and aspirations; setting SMART targets with appropriate referrals to further training, jobs and support.

Work placements

We partner with local schools, charities, and businesses to provide young women with suitable work placements and/or volunteering opportunities.

New Employee Network (NEN)

Career guidance typically focusses on employment entry, yet if young women are to sustain employment & progress, they need in-work support. NEN welcomes young women in their first year of employment, offering monthly in-work training opportunities and moderated peer support.

Business Start-up

New for 2023-24, we piloted a business start-up program for those wishing to launch a small business to increase earnings and autonomy, and to support a family-centred lifestyle. The program consisted of training, workshops and practical applications. We seek to develop this in future, based on evaluation and learnings.



"The level of support provided on my job journey was unparalleled! The career guidance training, along with the mentoring, amazing work placements and now the monthly gatherings [New Employee Network] is all so amazing and helpful."

- Dina, age 19
Beneficiary 2022-2024



Health & Wellness

Physical and mental health is of paramount importance, and the foundations upon which we can exist, grow and reach higher.

We recognise the critical part health & well-being plays in a young person's development, opportunities, and future; and are committed to embed this as a core part of our holistic delivery. We focus on physical health, personal development, and mental health awareness to achieve this.

Key programs:

Mental Health Ambassadors (MHA)

MHA is a 3-dimensional mental health awareness program for young women, soon to be educators, childminders, or youth workers. It is delivered alongside Teachers Training/Childcare qualifications in conjunction with local colleges and merges our Health, Education and Career streams.

Social Talk-Shop

Bi-weekly peer-support and learning opportunity exploring personal development, resilience, communication, and emotional management.

Food provision

We addressed food poverty through the delivery of warm meals in a community setting, catered by young women on our Food and Nutrition training program.

Sport & movement

Delivery of regular fitness classes focussing on movement and strengthening the core. Funding from Go! London will develop our sports offer to be cross-cutting, varied and sustainable. in future.

Key Achievements 2023-24

Young People

239

beneficiaries

2,576

hours of delivery

6

community events

1

community consultation

1485*

indirect beneficiaries

11

volunteers engaged

32

programs delivered

52

jobs/employee progressions

The Organisation

11

new staff

89

staff training hours

174

work/volunteer placements

138

accreditations

2

awards achieved**

3

multi-year grants secured***

The Community

13

community partners

16

corporate partners

1

new youth centre

* Estimated.
** Skills Builder Impact Level 4 and 2023 Acquisition International Non-Profit awards.
*** Tudor Trust, NCS Trust, TNLCF



Strategy & Goals

As our young women grow, we grow alongside them. Below are our core strategies and goals going forward.

Skills Builder Roll-out

We've successfully embedded essential skills development in our ArtWaves provision, awarded the Skills Builder Impact Level 4. We now wish to develop a framework for inclusion of essential skills across all our provisions. This will be rolled out in measured steps.

Post-18 progression support

Traditionally we've focussed on 16-18 year-olds, preparing them for key transitions. We acknowledge that they often need follow-on support during transitions yet there is little available to them. We are steadily expanding our offer to include young adults up to 25 years, addressing a gap between children's and adult's services. This has been piloted with our New Employee Network and will be rolled out across our education streams too.

Education development

Building on our Propel explorative project, we are now looking to publish and act upon the findings, working in conjunction with local further education establishments to develop the community's further education (college) offer. We also wish to address the lack of progression opportunities and access to adult/higher education by working together with key policymakers, the GLA, OfS, and the ESFA to remove barriers to adult learning for minoritised women.

Fund diversification

To date more than 80% of our income is from grants. With this becoming more competitive as of late, we are seeking additional income streams, particularly focussing on building unrestricted income. We will be exploring corporate giving/sponsorship through reaching out to businesses within our catchment area, and will reinstate our dormant Employee Giving scheme, reaching out to past beneficiaries who are now earning and may wish to give back.





Structure, Governance & Management

We are committed to safe, effective, and quality youth work, maintaining the engagement of stakeholders.

Charitable Objects

- 1) To promote and advance the education of children and young people of the Orthodox Jewish faith and to develop their capacity and skills, in particular, but not exclusively, by the provision of training courses, with a view to enabling them to enhance their prospects of employment and conditions of life and to participate more fully in society.
- 2) The provision of facilities for recreation and other leisure time occupation for children and young people who are in need of such provision because of their youth, age, infirmity, poverty or social and economic circumstances and with the object of improving their conditions of life.
- 3) The promotion of any other exclusively charitable objects and purposes such as the trustees see fit, provided that they are regarded as charitable by the law of England and Wales.

Public Benefit

The trustees confirm their compliance with the duty to have due regard to the public benefit guidance published by the Charity Commission as well as the Equalities Act 2010 when reviewing the Charity's aims and objectives and in planning future activities.

Youth Leadership & Involvement

We have an elected Youth Advisory Group (YAG) who work alongside Trustees to chart the direction of the charity. They are chosen annually by their peers at a vote held in July and meet formally six times a year. Young people are also actively engaged in the planning, delivery and evaluation of programmes and have opportunities for youth leadership/volunteering within the charity.

Lived experience leadership

95% of our staff & volunteers and 80% of our board self-identify as female, with all sharing the same community identity, making them

best placed to deliver to this marginalised group. Just under 70% of our staff and volunteers are aged under 30 (including our CEO).

Safeguarding

We have robust Safeguarding and Child Protection procedures, led by our Designated Safeguarding Officer and regulated by our Responsible Officer, with the safety of our beneficiaries of prime importance. We have a framework of consents, controls, policies and reviews to mitigate risks. These are supported by our Health & Safety, Safer Recruitment, Whistle-blowing and Anti-bullying policies.

Accolades and Awards

We're holders of the London Youth Gold Quality Mark, a programme accredited by City & Guilds and a mark of excellence for quality youth provisions. We're also recipients of the London Faith & Belief Community Awards 2020 under the 'supporting women' category, and the 2023 Acquisition International Non-Profit awards; "Best Holistic Youth Sector Support Charity 2023 – London".

Partnerships and Networks

We recognise the value of working in partnership with others to advance our charitable purposes, and for the benefit of young women and the community as a whole. We engage with a broad scale of partners, networks, and stakeholders to achieve our mission. Our core networks are London Youth, UK Youth, Hackney CVS, The City & Hackney Well-being Network, the Faith & Belief Forum, The Propel Collaboration, and The Interlink Foundation. We deliver in partnership with, and alongside, local colleges, Goldstar Creative, Technology Awareness Group (TAG), a local network of CYP providers, mental health services and poverty relief organisations. We're proud to hold the trust and support of major funders including The National Lottery Community Fund, The Henry Smith Charity, Tudor Trust, NCS Trust, the Swire Charitable Trust, Youth Music and others.

Structure, Governance and Management

The charity is governed by a trust deed dated 1 July 2006. The charity is managed by the Trustees, who meet 5 times a year, supported by our YAG. Day-to-day operations are overseen by the CEO, who line manages staff and volunteers. During the year, the charity employed 15 staff (6 FTE), 22 sessional workers and 11 volunteers.

Recruitment, Induction and Training

It is not the intention of the Trustees of the charity to appoint any new

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trustees in the near future. Should the situation change, the Trustees will apply suitable recruitment and induction procedures. Existing Trustees were provided with relevant training.

Risk management

The Trustees have identified and reviewed the major risks to which the charity is exposed. Both manual and automated checks are regularly invoked, particularly those relating to the operations, reputation & finance of the charity.

The Trustees are satisfied that these systems and procedures mitigate the potential effects of any perceived risks.

The Trustees who served during the year were:

Mrs. Yocheved Austerlitz (Chair),
Mr. Abraham Fried (Treasurer),
Mrs. Faigy Taub,
Mrs. Sarah Bard,
Mrs. Goldie Rosenberg.



Financial Review

The Trustees present their report and financial statements for the year ended 31 January 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Financial Review

The Trustees are happy to report that income during the year was

almost equal to that of last year (2024: £334,542, 2023: £337,288) despite an increasingly difficult funding climate. Trustees gratefully acknowledge that the outstanding impact and achievement of the organisation are largely due to the generous support of our community and generous funders.

The charity incurred significant expenses related to capital works at our new premises. Funds were drawn from our designated building fund, capital grants, and free reserves and are currently held as fixed assets across our 10-year premises lease.

The charity had a higher expenditure budget (2024: 326,358, 2023: £273,654) due to increases in staff & delivery. The Trustees are satisfied that this was managed effectively, and acknowledge an ongoing need for income growth/diversification to fuel growing operations.

Cost-Centred Budget

The Trustees recognise the importance of transparency to our donors, supporters, stakeholders and the public, and have therefore moved to a cost-centred budget, which provides a clearer picture of how we have spent funds in accordance with our charitable objectives and strategic aims. It is important to note that due to the holistic nature of our work, many provisions cross-cut our strategic aims, and therefore the income/expenses of one particular program may be split across 2 or more of our "cost centres" as appropriate.

Support and governance costs are allocated between all the charitable activities as per the total direct expenses of each cost-centre. This provides a better understanding of the full costs associated with the delivery of each of our strategic aims and allows for better financial planning and full cost-recovery budgeting.

Reserves Policy

The Trustees aim to hold the equivalent of a minimum of 3, and a maximum of 6 months' running costs in free reserves at all times; barring extenuating circumstances. At the close of the financial year, Teen Action held £97,923 (2023: £66,127) in free reserves, equivalent to 3.6 months running costs. The Trustees are satisfied with the level of reserves held and aim to maintain this.

The Trustees' report was approved by the Board of Trustees on 29 November 2024

Mrs. Yocheved Austerlitz, Trustee - Chairperson

Dated:.....

Independent Examiner's Report

I report to the Trustees on my examination of the financial statements of Teen Action (the Charity) for the year ended 31 January 2024.

Responsibilities and basis of report

As the Trustees of the Charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the Charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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

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

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Berish Hoffman FCA

Landau Morley LLP
325-327 Oldfield Lane North
Greenford
Middlesex
UB6 0FX

Dated: 29 November 2024

Statement of Financial Activities

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income and endowments from:							
Donations and legacies	3	93,728	13,592	107,320	37,730	40,545	78,275
Charitable activities							
Art	4	-	67,504	67,504	100	17,262	17,362
Career support	4	750	92,240	92,990	2,000	34,689	36,689
Education	4	3,000	21,693	24,693	6,000	114,319	120,319
Health & wellness	4	2,000	35,585	37,585	3,501	58,005	61,506
Recreation	4	-	4,448	4,448	3,500	17,263	20,763
Government scheme	5	-	-	-	2,374	-	2,374
Total income		99,478	235,062	334,540	55,205	282,083	337,288
Expenditure on:							
Raising funds	6	311	6,682	6,993	852	8,210	9,062
Charitable activities							
Art	7	8,074	65,879	73,953	167	33,993	34,160
Career support	7	3,682	60,675	64,357	1,737	34,294	36,031
Education	7	24,236	63,749	87,985	3,956	93,268	97,224
Health & Wellness	7	9,519	44,735	54,254	5,450	67,522	72,972
Recreation	7	24,902	13,912	38,814	7,524	16,681	24,205
Total charitable expenditure		70,413	248,950	319,363	18,834	245,758	264,592
Total expenditure		70,724	255,632	326,356	19,686	253,968	273,654
Net incoming/(outgoing) resources before transfers		28,754	(20,570)	8,184	35,519	28,115	63,634
Gross transfers between funds		16,849	(16,849)	-	-	-	-
Net income/(expenditure) for the year/							
Net movement in funds		45,603	(37,419)	8,184	35,519	28,115	63,634
Fund balances at 1 February 2023		120,421	100,605	221,026	84,902	72,490	157,392
Fund balances at 31 January 2024		166,024	63,186	229,210	120,421	100,605	221,026

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities. The notes form part of these financial statements.

Year End Balance Sheet

	Notes	2024		2023	
		£	£	£	£
Fixed assets					
Tangible assets	12		81,051		21,561
Current assets					
Debtors	13	27,844		37,500	
Cash at bank and in hand		154,045		220,065	
		181,889		257,565	
Creditors: amounts falling due within one year	14	(22,055)		(38,951)	
Net current assets			159,834		218,614
Total assets less current liabilities			240,885		240,175
Creditors: amounts falling due after more than one year	15		(11,675)		(19,149)
Net assets excluding pension liability			229,210		221,026
Net assets			229,210		221,026
The funds of the Charity					
Restricted income funds	16		63,186		100,605
Unrestricted funds	17		166,024		120,421
			229,210		221,026

The notes on pages 10 to 20 form part of these financial statements.

The financial statements were approved by the Trustees on 29 November 2024

.....
Mrs. Yocheved Austerlitz
Trustee

Notes to the Financial Statements

1 Accounting policies

Charity information

Teen Action is a charity constituted and governed by a Trust Deed dated 1 July 2006. The charity is managed and controlled by the trustees, who meet regularly.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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). The Charity is a Public Benefit Entity as defined by FRS 102.

The Charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

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

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

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

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

1.4 Income

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

1.5 Expenditure

Expenditure is recognised once there is a legal obligation or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Notes to the Financial Statements

1 Accounting policies (Continued)

1.6 Tangible fixed assets

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

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

Leasehold land and buildings	10% Standard balance
Plant & Equipments	25% reducing balance
Fixtures and fittings	25% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

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

1.9 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

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

Notes to the Financial Statements

1 Accounting policies (Continued)

Basic financial liabilities

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

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Derecognition of financial liabilities

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Government grants

Government grants are credited to the Statement of financial activities when there is evidence of entitlement to the grant, receipt is probable and its amount can be measured reliably.

2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts	93,728	2,617	96,345	37,730	34,545	72,275
Other grants receivable	-	10,975	10,975	-	6,000	6,000
	<u>93,728</u>	<u>13,592</u>	<u>107,320</u>	<u>37,730</u>	<u>40,545</u>	<u>78,275</u>

Notes to the Financial Statements

4 Charitable activities

	Art 2024 £	Career support 2024 £	Education 2024 £	Health & wellness 2024 £	Recreation 2024 £	Total 2024 £
Income from charitable activities by activity	67,504	92,990	24,693	37,585	4,448	227,220
Analysis by fund						
Unrestricted funds	-	750	3,000	2,000	-	5,750
Restricted funds	67,504	92,240	21,693	35,585	4,448	221,470
	67,504	92,990	24,693	37,585	4,448	227,220

For the year ended 31 January 2023

	Art £	Career support £	Education £	Health & wellness £	Recreation £	Total 2023 £
Income from charitable activities by activity	17,362	36,689	120,319	61,506	20,763	256,639
Analysis by fund						
Unrestricted funds	100	2,000	6,000	3,501	3,500	15,101
Restricted funds	17,262	34,689	114,319	58,005	17,263	241,538
	17,362	36,689	120,319	61,506	20,763	256,639

5 Government scheme

	Total 2024 £	Unrestricted funds 2023 £
Government kickstart scheme	-	2,374

Notes to the Financial Statements

6 Expenditure on raising funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fundraising and publicity						
Other fundraising costs	311	-	311	852	920	1,772
Staff costs	-	6,682	6,682	-	7,290	7,290
	311	6,682	6,993	852	8,210	9,062

7 Charitable activities

	Art 2024 £	Career support 2024 £	Education 2024 £	Health & Wellness 2024 £	Recreation 2024 £	Total 2024 £
Direct project costs						
Staff costs	42,950	46,927	51,435	26,770	3,829	171,911
Trainings & Workshops	560	2,546	1,500	8,158	1,290	14,054
Certificates	117	1,870	12,482	-	-	14,469
Volunteer costs	-	-	-	2,340	-	2,340
Professional fees	450	50	2,258	920	4,033	7,711
Office costs	1,357	219	239	42	-	1,857
Equipment	2,040	-	-	1,095	-	3,135
Material & Supplies	9,774	130	463	-	388	10,755
Travel	101	369	74	1,321	6,016	7,881
Food	2,361	2,314	564	3,608	2,856	11,703
Publicity	1,459	771	137	-	269	2,636
Rent	6,193	3,067	7,090	1,111	-	17,461
Facility hire	-	1,100	-	3,150	11,407	15,657
Accountancy fees	170	271	162	-	-	603
Depreciation	3,586	3,310	3,586	2,482	827	13,791
	71,118	62,944	79,990	50,997	30,915	295,964
Share of support costs (see note 8)	2,521	1,413	6,739	2,803	6,503	19,909
Share of governance costs (see note 8)	314	70	1,256	454	1,396	3,490
	73,953	64,357	87,985	54,254	38,814	319,363
Analysis by fund						
Unrestricted funds	8,074	3,682	24,236	9,519	24,902	70,413
Restricted funds	65,879	60,675	63,749	44,735	13,912	248,950
	73,953	64,357	87,985	54,254	38,814	319,363

Notes to the Financial Statements

7 Charitable activities

(Continued)

For the year ended 31 January 2023

	Art £	Career support £	Education £	Health & Wellness £	Recreation £	Total 2023 £
Staff costs	21,826	20,770	61,379	36,121	1,356	141,452
Depreciation and impairment	821	934	2,488	1,969	976	7,188
Equipment	459	-	5,226	-	-	5,685
Rent	3,040	1,542	5,363	4,280	-	14,225
Trainings & Workshops	200	4,715	2,300	18,748	150	26,113
Certificates	148	3,262	7,554	-	-	10,890
Volunteer costs	140	410	723	205	353	1,831
Professional fees	-	300	625	575	-	1,500
Office costs	610	540	565	578	-	2,293
Material & Supplies	4,409	22	499	80	161	5,171
Maintenance & Repairs	-	-	575	-	-	575
Travel	43	300	670	1,093	10,570	12,676
Food	487	179	726	2,352	2,070	5,814
Publicity	506	855	1,096	1,500	273	4,230
Facility hire	-	100	2,000	500	4,448	7,048
	<u>32,689</u>	<u>33,929</u>	<u>91,789</u>	<u>68,001</u>	<u>20,357</u>	<u>246,765</u>
Share of support costs (see note 8)	1,328	1,668	4,381	3,710	2,340	13,427
Share of governance costs (see note 8)	143	434	1,054	1,261	1,508	4,400
	<u>34,160</u>	<u>36,031</u>	<u>97,224</u>	<u>72,972</u>	<u>24,205</u>	<u>264,592</u>
Analysis by fund						
Unrestricted funds	167	1,737	3,956	5,450	7,524	18,834
Restricted funds	33,993	34,294	93,268	67,522	16,681	245,758
	<u>34,160</u>	<u>36,031</u>	<u>97,224</u>	<u>72,972</u>	<u>24,205</u>	<u>264,592</u>

Notes to the Financial Statements

8 Support costs allocated to activities

	2024 £	2023 £
Staff costs	4,014	3,768
Operating lease charges	309	335
Bank Charges	183	-
Training and workshop	45	511
Repairs and maintenance	24	230
Professional fees	-	1,448
Rent	8,938	4,658
Travel	-	68
Office costs	5,745	967
Interest payable	604	711
Publicity	47	731
Governance costs	3,490	4,400
	<u>23,399</u>	<u>17,827</u>
Analysed between:		
Art	2,835	1,471
Career support	1,413	2,102
Education	7,995	5,435
Health & Wellness	3,257	4,971
Recreation	7,899	3,848
	<u>23,399</u>	<u>17,827</u>
	2024	2023
	£	£
Governance costs comprise:		
Staff costs	-	500
Accountancy	3,490	3,900
	<u>3,490</u>	<u>4,400</u>

9 Trustees

None of the Trustees (or any persons connected with them) received any remuneration, benefits or reimbursement of expenses from the Charity during the year. (2023 - £NIL)

10 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Part time staff	<u>37</u>	<u>26</u>

Notes to the Financial Statements

10 Employees (Continued)

Employment costs	2024 £	2023 £
Wages and salaries	182,607	153,010

Staff costs include amounts paid to senior management personnel comprising the CEO. The total employee benefits of the key management personnel were £24,990.

There were no employees whose annual remuneration was more than £60,000.

11 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

12 Tangible fixed assets

	Leasehold land and buildings £	Plant & Equipments £	Fixtures and fittings £	Total £
Cost				
At 1 February 2023	-	59,710	37,340	97,050
Additions	66,126	6,281	875	73,282
At 31 January 2024	66,126	65,991	38,215	170,332
Depreciation and impairment				
At 1 February 2023	-	41,068	34,420	75,488
Depreciation charged in the year	6,613	6,231	949	13,793
At 31 January 2024	6,613	47,299	35,369	89,281
Carrying amount				
At 31 January 2024	59,513	18,692	2,846	81,051
At 31 January 2023	-	18,641	2,920	21,561

13 Debtors

Amounts falling due within one year:	2024 £	2023 £
Trade debtors	9,094	-
Other debtors	18,750	37,500
	27,844	37,500

Notes to the Financial Statements

14 Creditors: amounts falling due within one year

Notes	2024 £	2023 £
Bank loans	7,591	7,501
Trade creditors	10,486	28,325
Other creditors	2,078	1,125
Accruals and deferred income	1,900	2,000
	22,055	38,951

15 Creditors: amounts falling due after more than one year

Notes	2024 £	2023 £
Bank loans	11,675	19,149

16 Restricted funds

The funds of the charity include restricted funds comprising the following balances relating to various projects operated by the charity.

	At 1 February 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 January 2024 £
Restricted funds	100,605	235,062	(255,632)	(16,849)	63,186
Previous year:	At 1 February 2022 £	Incoming resources £	Resources expended £	Transfers £	At 31 January 2023 £
Restricted funds	72,490	282,083	(253,968)	-	100,605

17 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 February 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 January 2024 £
Designated funds	50,000	-	-	(50,000)	-
General unrestricted funds	70,421	99,480	(70,726)	66,849	166,024
	120,421	99,480	(70,726)	16,849	166,024

Notes to the Financial Statements

17 Unrestricted funds

(Continued)

Previous year:	At 1 February 2022	Incoming resources	Resources expended	Transfers	At 31 January 2023
	£	£	£	£	£
Designated fund	-	-	-	50,000	50,000
General funds	84,902	55,205	(19,686)	(50,000)	70,421
	<u>84,902</u>	<u>55,205</u>	<u>(19,686)</u>	<u>-</u>	<u>120,421</u>

Designated funds represent amounts sent aside by the trustees towards the renovation of the charity's premises.

18 Analysis of net assets between funds

	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£
At 31 January 2024:			
Tangible assets	68,101	12,950	81,051
Current assets/(liabilities)	109,598	50,236	159,834
Long term liabilities	(11,675)	-	(11,675)
	<u>166,024</u>	<u>63,186</u>	<u>229,210</u>
	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	£	£
At 31 January 2023:			
Tangible assets	4,294	17,267	21,561
Current assets/(liabilities)	135,276	83,338	218,614
Long term liabilities	(19,149)	-	(19,149)
	<u>120,421</u>	<u>100,605</u>	<u>221,026</u>

19 Related party transactions

There were no disclosable related party transactions during the year.

**ANYTHING IS
POSSIBLE WHEN
YOU HAVE THE
RIGHT PEOPLE
THERE TO
SUPPORT YOU**



Charity Number

1120268

Trustees

Mrs. Yocheved Austerlitz
Mr. Abraham Fried
Mrs. Faigy Taub
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TEEN ACTION

England & Wales - Charity number 1120268

Accounts

Unlocking Opportunities

Annual Report and Accounts
Year ended 31 January 2023





Unlocking Opportunities

Handing young women the keys to unlock potential

Annual Report and Accounts
Year ended 31 January 2023



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Chair's Statement

In a fair society all should be able to access positive opportunities, but for some, inequality means that certain opportunities are locked away or inaccessible.

As an organisation led by and for minoritized young women, for us, high quality youth work primarily means person-centred work which addresses the individual needs of the young women we're supporting rather than providing generic youth work which may be inaccessible or wholly inappropriate to addressing unique challenges, such as religious needs, early onset adulthood, poor socio-economic standings, and unique familial circumstances.

We are laser focussed on unlocking opportunities for young women, and ensuring the longevity of our engagement through creating a lasting impact with the development of transferable skills.

During the year, we were privileged to support 261 young women on their individual journeys to personal development, adulthood, employment, and independent living. The Trustees were mindful of the wider economic, social and environmental challenges, providing emergency relief where needed, but most importantly continuing to challenge the status quo - developing our holistic offer and the charity's general capacity, infrastructure, and quality.

The Trustees are pleased to present "Unlocking Opportunities", our annual report for 2022-23. With much appreciation to our staff, volunteers, partners, and supporters for the key roles you've played.

Mrs Yocheved Austerlitz
Chairperson





“

The Gold QM [Quality Mark] is about showing that you are a real centre of excellence in the youth sector... What is really clear is your focus on true meaningful youth involvement in your organisation.

We were also impressed with your leadership and governance, with strong financial reporting, risk management, and funding.

”

Hayley Gleeson

Youth Sector Development Manager
London Youth

Mission Statement

To give marginalised young women, from minority communities, access to bespoke programs and support helping them to reach their potential; and to ease the transition to adulthood, employment and independent living.

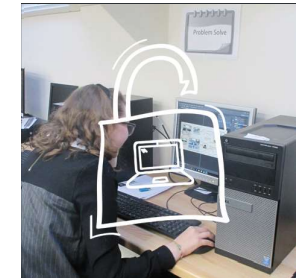
Charitable Objectives

- 1) To promote and advance the education of children and young people of the Orthodox Jewish faith and to develop their capacity and skills, in particular, but not exclusively, by the provision of training courses, with a view to enabling them to enhance their prospects of employment and conditions of life and to participate more fully in society.
- 2) The provision of facilities for recreation and other leisure time occupation for children and young people who are in need of such provision because of their youth, age, infirmity, poverty or social and economic circumstances and with the object of improving their conditions of life.
- 3) The promotion of any other exclusively charitable objects and purposes such as the trustees see fit, provided that they are regarded as charitable by the law of England and Wales.

Strategic Aims



RECREATION
To provide leisure opportunities, trips and bi-annual youth-led retreats.



EDUCATION
To provide a variety of vocational & accredited courses, programs and mentoring to increase educational attainment.

ARTS
To provide a range of creative arts programs designed to develop skills, creativity, and opportunities for employment.



Empowering young women to R.E.A.C.H. higher through offering a holistic approach to growth and development.



CAREER SUPPORT
To provide career guidance, work placements, and in-employment support.



HEALTH & WELLBEING
To promote healthy living through sport, healthy lifestyles and well-being initiatives.

Achievements 2022-23

RECREATION

86

beneficiaries

3

retreats

149

hours of delivery

9%

of budget

EDUCATION

159

beneficiaries

11

training programs

1023

hours of delivery

36%

of budget

ARTS

119

beneficiaries

6

art provisions

336

hours of delivery

12%

of budget

CAREER SUPPORT

100

beneficiaries

4

career support initiatives

276

hours of delivery

13%

of budget

HEALTH/WELLBEING

93

beneficiaries

6

health/wellbeing provisions

507

hours of delivery

27%

of budget

OVERVIEW

261

beneficiaries

3

Average number of provisions attended by each individual

2291

hours of delivery

97%

budget spent on charitable activities (includes relevant support & governance costs)

Recreation

Recreation is the ideal way to support the emotional and social well-being of young people. Through recreation, people have new experiences, engage more fully in living, and develop key life skills.

We unlock opportunities for inner-city young women to access the countryside and engage in outdoor learning. Our bi-annual residentials provide a unique opportunity for youth leadership, with participants managing the programs, workshops, food and itineraries.



Key Components

- 3 Residentials
- 1 day trip
- 86 young women engaged
- Youth leadership opportunities
- Youth-led workshops
- Developing skills whilst having fun
- Increased independence, confidence, teamwork, respite, and life skills



This was my first experience away from home, and my best experience yet! I enjoyed the challenge, the company, and the amazing scenery. I have learnt so much in just 66 hours, its truly amazing.



Chaya K.

Beneficiary 2022

Education

A well rounded education is essential when moving on in life and accessing employment. Education informs our learning, knowledge and skill and is the foundation for progression.

This is a central focus of our work, up-skilling young women and providing them with quality training and support at a core and advanced level.



- 11 unique programs; 4 streams
- 159 beneficiaries
- 197 certificates achieved
- AQA Unit Award Scheme; recognition for bite-size learning/skills
- Accredited, vocational, and informal learning
- Post-program mentoring and signposting support

What's Next?

Recognising the global shift to digital, we will be expanding our IT literacy training to include digital literacy and E-safety for young women. This will be done in conjunction with TAG (Technology Awareness Group) and Ofcom's Making Sense of Media resources and platform.



Key Programs

PC Powered

IT literacy training programs designed to challenge digital exclusion, support young women into higher-grade employment, and increase societal inclusion/function. We delivered Beginners PC, Touch typing, Computer Graphics, Digital Illustration, and ITQ Level 2 & 3 Certificate/Diploma.

Gateways

The Gateways program is an evening study program for young adults with low-level qualifications seeking additional training towards employment. We delivered 2 accredited Level 3 programs, in computerised accounting and financial management, as chosen by young women.

Champion Club

Our Champion Club provision supports learners who haven't achieved a minimum pass grade on core GCSEs to access further education, through mentoring support for resits and/or the achievement of a functional skills qualification.

Get Set Go

Our multi-dimensional Independent Living Program (ILP) for disadvantage adolescents, providing them with the foundation knowledge and skills to make healthy & stable choices when moving to independent living, making them more resilient and independent. Through a series of informative sessions, hands on workshops, and post-program mentoring support, we empower young adults by developing their financial literacy, home management skills, civic responsibility, and societal inclusion.

Arts

Beyond formal education, there are a wealth of skills, artistic media, and vocational crafts which develop creativity, fine hand skills, confidence, expression, and alternative avenues to employment.

Our ArtWaves program encompasses a selection of art provisions, chosen by young women, and designed to develop creativity, problem solving, team-working, and expression through a variety of mediums. Delivered by freelance artists in blocks of 16 sessions, it unlocks opportunities for marginalised young women to access arts.



Floristry



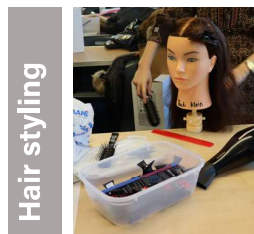
Pyrography



Confectionery



Photography



Hair styling



Creative Break

Summer camp

What's Next?

We'll be providing employment opportunities for alumnae of our arts provision at our Creative Break summer scheme. They will replace the freelance artists we've used to date, reducing costs, empowering young women, and providing relevant employment opportunities.

“

Joining the photography program was life changing for me. I learnt a new skill, made new friends, developed a new passion, and was able to express myself creatively without any limitations.

”



What's Next?

We'll be embedding Essential Skills recognition, measurement and progression across our arts provision, with the intent to scale this to encompass all our delivery. This will be done in line with the Universal Skills Builder Framework, as members of their Impact Academy.

Career Support

Perhaps the biggest milestone a young person faces is the transition from education to employment. Some are fortunate to have a well charted path and many accessible job opportunities, whilst others struggle to secure employment, with the prospect of unemployment looming.

We support underprivileged young women experiencing systemic inequality, to enter and/or progress in employment through career guidance, work placements, mentoring and in-employment peer-support and learning.



- 4 streams; Career guidance, mentoring, work placements, in-employment support
- 100 beneficiaries
- 99% employment success rate
- Co-ordinated 86 work placements with 11 employers, and supported 24 YP to access volunteering opportunities
- Spring Employment Seminar

What's Next?

Funded by The City Bridge Foundation, as part of London's Propel collaboration, we'll be exploring the multiple barriers to higher-grade employment for minoritised young women and how systemic inequality influences this. This will shape our response and intervention going forward.



Key Programs

Get a Job

We deliver the comprehensive Goldstar Employability & Soft Skills Program, designed to support minoritised young women into the workforce, taking into account culture and gender-specific needs.

Work & Volunteer Placements

We partner with local schools, design agencies, charities, and accountants to provide young women with suitable work placements and/or volunteering opportunities.

Mentoring - Career guidance

Young women are able to access 1:1 sessions with our youth worker to discuss individual qualities, challenges, goals, and aspirations; setting SMART targets and creating their very own action plan with appropriate referrals to further training/support.

New Employee Network (NEN)

Conventionally career guidance has focused on employment entry, yet if young women are to sustain employment & progress, they need in-work support. NEN, launched in 2022, welcomes young women in their first year of employment, offering monthly in-work training opportunities and moderated peer support.

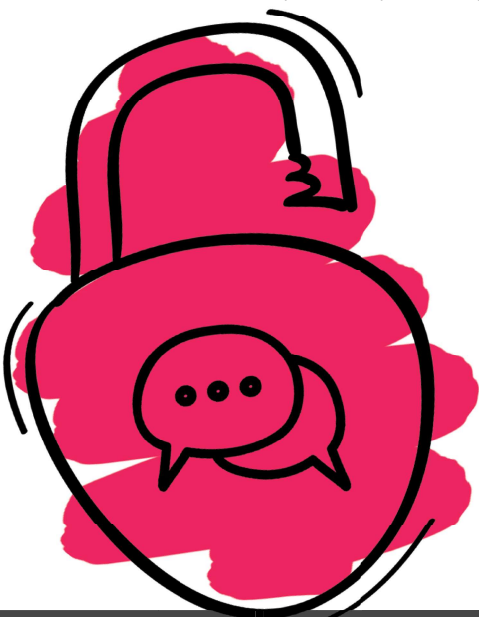
What's Next?

With more than 80% of local businesses owned by men, we wish to empower young women to launch their own enterprises through a business start-up/coaching program, addressing gender-inequality and providing flexibility around the commitments of raising a family.

Health & Wellbeing

Physical and mental health is of paramount importance, and the foundations upon which we can exist, grow and reach higher.

We recognise the critical part health & wellbeing plays in a young person's development, opportunities, and future; and are committed to embed this as a core part of our holistic delivery. We focus on physical health, personal development, peer-support, and counseling to achieve this.



- 📌 6 unique programs; 4 streams
- 📌 93 beneficiaries
- 📌 Emergency food provision
- 📌 New social skills training & mentoring program piloted as part of the City & Hackney Wellbeing Network, in conjunction with Happy Kids.
- 📌 Improved confidence, self-image, wellbeing, and general health.

What's Next?

Following the success of our Mentoring for Mental Health pilot, we will be looking to consolidate the program - refining the training program, bringing on board additional delivery partners, providing progression opportunities for trainees/mentors, and sourcing sustainable funding.



Key Programs

Social Talk-shop

Our Social Talk-Shop program is our earliest foray into mental health & wellbeing support, introduced in 2016. It is a weekly, informal personal development and peer-support group session, designed to provide a platform to explore effective communication, innate health & wellbeing, self-image, and self-introspection.

Psychotherapy

Launched in 2020, in response to the Pandemic's detrimental effect on mental health, we've been offering counseling to young women who often can't access mainstream mental health services due to cultural needs and general mistrust.

Mentoring for Mental Health (MMH)

The 9-month program was piloted in conjunction with Happy Kids, as part of the City & Hackney Wellbeing Network, as a means to address mild-moderate mental health concerns in children and young people through the development of social skills, which often underpins wellbeing. 17 young women signed up for a specialised social skills training program, mentoring children in need in a supervised environment, and acting as ambassadors for social skills as a core foundation for mental health.

Sport

We upheld the delivery of weekly female aerobics sessions, focusing on strengthening the core, and addressing high levels of inactivity in our community. We also provided a 12-week netball program during the summer months, much enjoyed by participants.

Emergency food provision

In response to growing levels of community food poverty, young women, participants on our confectionery and food & nutrition programmes, stepped up as change-makers; cooking & hosting community dinners for children in need.

Inclusion

We believe that ethnicity, background, ability and socio-economic factors should not dictate a young person's future. Our young people will enjoy similar opportunities as their peers in a culturally appropriate and inclusive manner.

Involvement

Young people are at the very heart of Teen Action. We encourage participation right from the top, through our Youth Advisory Group, down to the every-day delivery of provisions with young people involved in design, delivery and evaluation of programs.

Independence

Our programs are designed to accomplish more than just short term change. Our holistic support is ultimately designed to ensure our young women become self-sufficient, contributing members of society at this transitional period to adulthood, employment and independent living.

Innovation

We realise that what worked a few years ago may no longer be effective. We are committed to change with the times and ensure our provision is responsive. We do this by actively listening to beneficiaries and embedding awareness of the constantly changing social, economical, political and health environment.

Our Commitment to Quality Youth Work

We are committed to the delivery of quality youth work and maintaining the engagement and involvement of young stakeholders.

Youth Leadership & Involvement

We have an elected Youth Advisory Group (YAG) who work alongside Trustees to chart the direction of the charity. They are chosen annually by their peers at a vote held in July and meet formally six times a year. Young people are also actively engaged in the planning, delivery and evaluation of programmes and have opportunities for youth leadership/volunteering.

Safeguarding

We have robust Safeguarding and Child Protection procedures, led by our Designated Safeguarding Officer and regulated by our Responsible Officer, with the safety of our beneficiaries of prime importance. We have a framework of consents, controls, policies and reviews to mitigate risks. These are supported by our Health & Safety, Safer Recruitment, Whistle-blowing and Anti-bullying policies.

Accolades and Awards

We're holders of the London Youth Gold Quality Mark, a programme accredited by City & Guilds and a mark of excellence for quality youth provisions. We're also recipients of the London Faith & Belief Community Awards 2020 under the 'supporting women' category, and the 2023 Acquisition International Non-Profit awards; "Best Holistic Youth Sector Support Charity 2023 – London".



Our Partners & Networks

We recognise the value of working in partnership with others to advance our charitable purposes, and for the benefit of young women and the community as a whole. We engage with a broad scale of partners, networks, and stakeholders to achieve our mission.

We develop partnerships for the purposes of:

- reaching potential service users in order to help them,
- identifying gaps and designing services around existing provision,
- signposting service users to other charities,
- learning and sharing skills and resources,
- developing joint services,
- fundraising initiatives.

Referral partners

We're locally rooted and have established excellent referral pathways with local schools, further education (FE) establishments, and voluntary services. Likewise, we make onward referrals to voluntary/community organisations, employers, FE providers, and statutory services.

Networks

Our Networks with infrastructure organisations support us to improve practice, collaborate with other like-minded organisations, and keep abreast of sector developments. Our core networks are London Youth, UK Youth, the National Youth Association (NYA), Hackney CVS, The City & Hackney Wellbeing Network, and The Interlink Foundation.

Delivery Partners

We tap into the expertise of other providers to improve our offer for young people. We partner with Goldstar Creative Marketing to deliver their specific employability programme; Jewish Training Academy for Girls and the AQA Unit Award Scheme for certification & resources; local C&YP providers as part of a wider consortia for the delivery of youth provisions; AICS, Mesila, and Sunbeams as part of a group effort to address community poverty and unemployment; and The City & Hackney Wellbeing Network, Mind CHWF, and Happy Kids for the delivery of mental health services.

Funders

Our funders and donors underpin all we do. They provide the trust, funding, and oftentimes additional support. Special mention to the Tudor Trust, The Henry Smith Charity, The London Borough of Hackney, The National Lottery Community Fund, The Cherry Family Foundation, The People's Health Trust, Rosa, the Garfield Weston Charity, the Masonic Charitable Trust, UK Youth & Osbourne Clarke, Aviva Community Fund, Mind CHWF and many more for your generous support during the year.



New Developments

Maintained and Increased delivery

We were able to maintain and increase delivery reaching 261 individuals (2022: 235), despite the financial and global challenges. Most notably we launched our in-employment support (New Employee Network, Page 9), and piloted our Social Skills training and mentoring provision (Mentoring for Mental Health, Page 12) responding to the mental health and employment crisis.

Responded to the Cost of Living Crisis

Recognising the increased financial constraints on local households, especially those already experiencing poverty, we consulted with young people to see how we can support them during this time, and adapted provisions accordingly, primarily:

- (a) Engaging young women on our Confectionery and Food & Nutrition programs to prepare and host community dinners for young people in our networks, relieving food poverty and giving our beneficiaries a chance to be change-makers and actively contribute to alleviating the challenges of others.
- (b) Refocusing our Get Set Go, independent living and financial capability program, to support young women with effectively managing household expenses and budgeting during a time of economic crisis, as well as signposting to available support across our network of partner organisations, most notably Mesila UK;
- (c) Continuously ensuring that our provisions are at no cost to users, allowing those at the margins of society to engage in positive opportunities and high-quality youth work such as training, arts engagement, outdoor learning, and mentoring support.

Increased partnership working

In order to enhance our offer, we are actively developing partnerships with other local services so that we can collaborate, share resources, address cross-community needs, and increase impact.

During the year in review, we maintained existing partnerships and developed some new key networks. We worked in partnership with Happy Kids and the City and Hackney Wellbeing Network to deliver our Mentoring for Mental Health Program (Page 12).

We also joined a consortia of local organisations addressing poverty, allowing us to provide a more comprehensive offer, and post-program progression for young women accessing our career support, including strategic volunteer placements at Sunbeams, and further money advice from Mesila UK and AICS.

Renewed London Youth Gold Quality Mark

We renewed our London Youth Gold Quality Mark, a programme accredited by City and Guilds. This allowed us to review the quality of provisions, the charity governance & infrastructure, our impact, and youth leadership opportunities. We are proud to maintain the highest levels of quality youth work.

Secured rental premises

After close to 2 decades of operating out-of-hours in hired spaces, we've finally secured a lease on suitable premises, based in the heart of our community, and a space that young women can take ownership of, and where we can continue to grow our provision with the flexibility it allows. The Trustees are excited with the opportunities this presents and the sustainability provided. Trustees have set aside a £50,000 designated fund for capital works, which commenced in February 2023, and will be further expanded on next year.

Structure, Governance & Management

Public Benefit

The trustees confirm their compliance with the duty to have due regard to the public benefit guidance published by the Charity Commission as well as the Equalities Act 2010 when reviewing the Charity's aims and objectives and in planning future activities.

Structure, Governance and Management

The charity is governed by a trust deed dated 1 July 2006. The charity is managed by the Trustees, who meet 5 times a year, supported by our annually elected Youth Advisory Group (YAG). Day-to-day operations are overseen by the CEO, who line manages staff and volunteers. During the year, the charity employed 6 staff, 20 sessional/freelance workers and 9 volunteers to deliver our charitable work.

Recruitment, Induction and Training

It is not the intention of the Trustees of the charity to appoint any new trustees in the near future. Should the situation change, the Trustees will apply suitable recruitment and induction procedures. Existing Trustees were provided with relevant training.

Risk management

The Trustees have identified and reviewed the major risks to which the charity is exposed; in particular sustainability, safeguarding and

fraud. Both manual and automated checks are regularly invoked, particularly those relating to the operations & finance of the charity. The Trustees are satisfied that these systems and procedures mitigate the potential effects of any perceived risks.

The Trustees who served during the year and up to the date of signature of the financial statements were:
Mrs. Yocheved Austerlitz (Chair), Mr. Abraham Fried (Treasurer), Mrs. Faigy Taub, Mrs. Sarah Bard, Mrs. Goldy Rosenberg.



“

The committee was really impressed with the many ways in which Teen Action has grown and developed over the last few years... It's brilliant too that you're moving into areas where you're able to see a wider ripple effect from your work, as well as the direct impact you've long had in the lives of young women.

Jennifer Oatley

Grant Manager, Tudor Trust

”

Financial Review

The Trustees present their report and financial statements for the year ended 31 January 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Financial Review

The Trustees are happy to report that the charity had sufficient income of £337,288 (2022: £285,823) to cover its charitable expenditure fully. Securing funding in the current difficult financial climate has continued being challenging and the Trustees gratefully acknowledge that the outstanding impact and achievement of the organisation are largely due to the generous support of our community and generous funders (see page 14).

Cost-Centred Budget

The Trustees recognise the importance of transparency to our donors, supporters, stakeholders and the public, and have therefore moved to a cost-centred budget, which provides a clearer picture of how we have spent funds in accordance with our charitable objectives and strategic aims. It is important to note that due to the holistic nature of our work, many provisions cross-cut our strategic aims, and therefore the income/expenses of one particular program may be split across 2 or more of our "cost centres" as appropriate.

Support and governance costs are allocated between all the charitable activities as per the total direct expenses of each cost-centre. This provides a better understanding of the full costs associated with the delivery of each of our strategic aims and allows for better financial planning and full cost-recovery budgeting.

Reserves Policy

The Trustees aim to hold the equivalent of a minimum of 3, and a maximum of 6 months' running costs in free reserves at all times; barring extenuating circumstances. At the close of the financial year, Teen Action held £66,127 in free reserves, equivalent to just below 3 months running costs. There was also £50,000 in a designated fund, set aside for refurbishment works at our new premises. The Trustees are satisfied with the level of reserves held, even though it did not reach the required minimum of 3 months, as funds were drawn for our designated capital works fund, an extenuating circumstance for which this was justified.

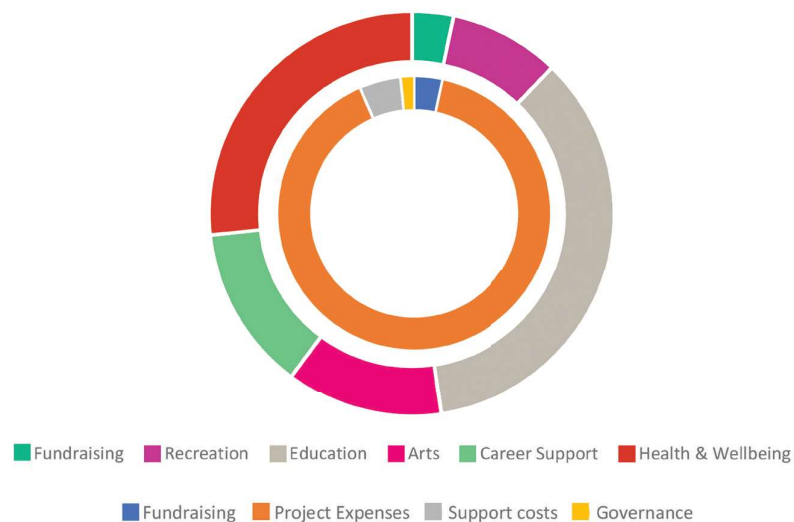
The Trustees' report was approved by the Board of Trustees on

Yocheved Austerlitz

Mrs. Yocheved Austerlitz, Trustee - Chairperson

Dated: 21 Nov 2023

Expenditure by "Cost centre" and Class



Independent Examiner's Report

I report to the Trustees on my examination of the financial statements of Teen Action (the Charity) for the year ended 31 January 2023.

Responsibilities and basis of report

As the Trustees of the Charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the Charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted

Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Berish Hoffman

Berish Hoffman FCA

Landau Morley LLP
325-327 Oldfield Lane North
Greenford
Middlesex
UB6 0FX

Dated: 21 Nov 2023
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Statement Of Financial Activities

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Income and endowments from:							
Donations and legacies	3	37,730	40,545	78,275	55,336	9,004	64,340
Charitable activities							
Art	4	100	17,262	17,362	-	38,050	38,050
Career support	4	2,000	34,689	36,689	3,597	20,262	23,859
Education	4	6,000	114,319	120,319	2,897	60,125	63,022
Health & wellness	4	3,501	58,005	61,506	10,482	40,820	51,302
Recreation	4	3,500	17,263	20,763	30,908	6,771	37,679
Government scheme	5	2,374	-	2,374	7,571	-	7,571
Total income		55,205	282,083	337,288	110,791	175,032	285,823
Expenditure on:							
Raising funds	6	852	8,210	9,062	1,504	7,500	9,004
Charitable activities							
Art	7	167	33,993	34,160	6,514	26,601	33,115
Career support	7	1,737	34,294	36,031	3,512	19,265	22,777
Education	7	3,956	93,268	97,224	7,485	61,919	69,404
Health & Wellness	7	5,450	67,522	72,972	5,127	50,434	55,561
Recreation	7	7,524	16,681	24,205	39,992	12,213	52,205
Total charitable expenditure		18,834	245,758	264,592	62,630	170,432	233,062
Total expenditure		19,686	253,968	273,654	64,134	177,932	242,066
Net income for the year/ Net movement in funds		35,519	28,115	63,634	46,657	(2,900)	43,757
Fund balances at 1 February 2022		84,902	72,490	157,392	38,245	75,390	113,635
Fund balances at 31 January 2023		120,421	100,605	221,026	84,902	72,490	157,392

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The notes on pages 20 to 25 form part of these financial statements.

Balance Sheet

	Notes	£	£	£	£
Fixed assets					
Tangible assets	12		21,561		28,750
Current assets					
Debtors	13	37,500		37,500	
Cash at bank and in hand		220,065		141,407	
		257,565		178,907	
Creditors: amounts falling due within one year	14	(38,951)		(23,561)	
Net current assets			218,614		155,346
Total assets less current liabilities			240,175		184,096
Creditors: amounts falling due after more than one year	15		(19,149)		(26,704)
Net assets			221,026		157,392
Income funds					
Restricted funds	16		100,605		72,490
Unrestricted funds					
Designated funds	17	50,000		-	
General unrestricted funds		70,421		84,902	
			120,421		84,902
			221,026		157,392

The notes on pages 20 to 25 form part of these financial statements.

21 Nov 2023

The financial statements were approved by the Trustees on

Yocheved Austerlitz

.....
Mrs. Yocheved Austerlitz
Trustee

Notes to Financial Statements

1 Accounting policies

Charity information

Ten Action is a charity constituted and governed by a Trust Deed dated 1 July 2006. The charity is managed and controlled by the trustees, who meet regularly.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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). The Charity is a Public Benefit Entity as defined by FRS 102.

The Charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

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

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

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

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

1.4 Income

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

1.5 Expenditure

Expenditure is recognised once there is a legal obligation or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

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

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

Computer equipment	25% reducing balance
Fixtures and fittings	25% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

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

1.9 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

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

Basic financial liabilities

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

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Derecognition of financial liabilities

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Government grants

Government grants are credited to the Statement of financial activities when there is evidence of entitlement to the grant, receipt is probable and its amount can be measured reliably.

2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2023	2023	2023	2022	2022	2022
	£	£	£	£	£	£
Donations and gifts	37,730	34,545	72,275	55,336	-	55,336
Other grants receivable	-	6,000	6,000	-	9,004	9,004
	<u>37,730</u>	<u>40,545</u>	<u>78,275</u>	<u>55,336</u>	<u>9,004</u>	<u>64,340</u>

4 Charitable activities

	Art	Career support	Education	Health & wellness	Recreation	Total
	2023	2023	2023	2023	2023	2023
	£	£	£	£	£	£
Income from charitable activities by activity	17,362	36,689	120,319	61,506	20,763	256,639
	<u>17,362</u>	<u>36,689</u>	<u>120,319</u>	<u>61,506</u>	<u>20,763</u>	<u>256,639</u>
Analysis by fund						
Unrestricted funds	100	2,000	6,000	3,501	3,500	15,101
Restricted funds	17,262	34,689	114,319	58,005	17,263	241,538
	<u>17,362</u>	<u>36,689</u>	<u>120,319</u>	<u>61,506</u>	<u>20,763</u>	<u>256,639</u>

For the year ended 31 January 2022

	Art	Career support	Education	Health & wellness	Recreation	Total
	£	£	£	£	£	£
Income from charitable activities by activity	38,050	23,859	63,022	51,302	37,679	213,912
	<u>38,050</u>	<u>23,859</u>	<u>63,022</u>	<u>51,302</u>	<u>37,679</u>	<u>213,912</u>
Analysis by fund						
Unrestricted funds	-	3,597	2,897	10,482	30,908	47,884
Restricted funds	38,050	20,262	60,125	40,820	6,771	166,028
	<u>38,050</u>	<u>23,859</u>	<u>63,022</u>	<u>51,302</u>	<u>37,679</u>	<u>213,912</u>

5 Government scheme

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Government kickstart scheme	2,374	7,571
	<u>2,374</u>	<u>7,571</u>

6 Raising funds

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2023	2023	2023	2022	2022	2022
	£	£	£	£	£	£
<u>Fundraising and publicity</u>						
Other fundraising costs	852	920	1,772	1,504	-	1,504
Staff costs	-	7,290	7,290	-	7,500	7,500
	<u>852</u>	<u>8,210</u>	<u>9,062</u>	<u>1,504</u>	<u>7,500</u>	<u>9,004</u>
Fundraising and publicity	852	8,210	9,062	1,504	7,500	9,004
	<u>852</u>	<u>8,210</u>	<u>9,062</u>	<u>1,504</u>	<u>7,500</u>	<u>9,004</u>

7 Charitable activities

	Art	Career support	Education	Health & Wellness	Recreation	Total 2023
Direct project costs	2023 £	2023 £	2023 £	2023 £	2023 £	£
Staff costs	21,826	20,770	61,379	36,121	1,356	141,452
Trainings & Workshops	200	4,715	2,300	18,748	150	26,113
Certificates	148	3,262	7,554	-	-	10,890
Volunteer costs	140	410	723	205	353	1,831
Professional fees	-	300	625	575	-	1,500
Office costs	610	540	565	578	-	2,293
Equipment	459	-	5,226	-	-	5,685
Material & Supplies	4,409	22	499	80	161	5,171
Maintenance & Repairs	-	-	575	-	-	575
Travel	43	300	670	1,093	10,570	12,676
Food	487	179	726	2,352	2,070	5,814
Publicity	506	855	1,096	1,500	273	4,230
Rent	3,040	1,542	5,363	4,280	-	14,225
Facility hire	-	100	2,000	500	4,448	7,048
Depreciation	821	934	2,488	1,969	976	7,188
	<u>32,689</u>	<u>33,929</u>	<u>91,789</u>	<u>68,001</u>	<u>20,357</u>	<u>246,765</u>
Share of support costs (see note 8)						
Share of governance costs (see note 8)	1,328	1,668	4,381	3,710	2,340	13,427
Share of governance costs (see note 8)	143	434	1,054	1,261	1,508	4,400
	<u>34,160</u>	<u>36,031</u>	<u>97,224</u>	<u>72,972</u>	<u>24,205</u>	<u>264,592</u>
Analysis by fund						
Unrestricted funds	167	1,737	3,956	5,450	7,524	18,834
Restricted funds	33,993	34,294	93,268	67,522	16,681	245,758
	<u>34,160</u>	<u>36,031</u>	<u>97,224</u>	<u>72,972</u>	<u>24,205</u>	<u>264,592</u>

7 Charitable activities

(Continued)

For the year ended 31 January 2022

	Art	Career support	Education	Health & Wellness	Recreation	Total 2022
	£	£	£	£	£	£
Staff costs	20,978	12,469	50,841	30,799	9,216	124,303
Depreciation and impairment	1,437	1,246	2,779	2,300	1,821	9,583
Equipment	438	-	65	-	-	503
Rent	2,582	2,363	4,770	3,787	193	13,695
Trainings & Workshops	-	88	487	5,435	1,299	7,309
Certificates	-	3,654	4,800	3,911	-	12,365
Volunteer costs	-	-	-	1,450	-	1,450
Professional fees	-	303	240	840	-	1,383
Subscriptions	-	89	204	-	-	293
Office costs	-	61	261	495	-	817
Material & Supplies	3,984	-	-	700	5,644	10,328
Maintenance & Repairs	-	-	800	-	-	800
Travel	300	-	70	94	21,357	21,821
Food	1,698	-	160	2,712	916	5,486
Publicity	-	484	645	321	-	1,450
Facility hire	-	550	-	-	9,609	10,159
	<u>31,417</u>	<u>21,307</u>	<u>66,122</u>	<u>52,844</u>	<u>50,055</u>	<u>221,745</u>
Share of support costs (see note 8)	1,308	1,134	2,531	2,095	1,658	8,726
Share of governance costs (see note 8)	390	336	751	622	492	2,591
	<u>33,115</u>	<u>22,777</u>	<u>69,404</u>	<u>55,561</u>	<u>52,205</u>	<u>233,062</u>
Analysis by fund						
Unrestricted funds	6,514	3,512	7,485	5,127	39,992	62,630
Restricted funds	26,601	19,265	61,919	50,434	12,213	170,432
	<u>33,115</u>	<u>22,777</u>	<u>69,404</u>	<u>55,561</u>	<u>52,205</u>	<u>233,062</u>

8 Support costs	Support costs	Governance costs	2023 Support costs		Governance costs	2022
	£	£	£	£	£	£
Staff costs	3,768	500	4,268	4,157	-	4,157
Trainings & Workshops	511	-	511	730	-	730
Professional fees	1,448	-	1,448	276	-	276
Subscriptions	335	-	335	309	-	309
Office costs	967	-	967	52	-	52
Maintenance & Repairs	230	-	230	-	-	-
Publicity	731	-	731	30	-	30
Rent	4,658	-	4,658	2,755	-	2,755
Interest	711	-	711	417	-	417
Travel	68	-	68	-	-	-
Accountancy fees	-	3,900	3,900	-	2,591	2,591
	<u>13,427</u>	<u>4,400</u>	<u>17,827</u>	<u>8,726</u>	<u>2,591</u>	<u>11,317</u>
Analysed between Charitable activities	<u>13,427</u>	<u>4,400</u>	<u>17,827</u>	<u>8,726</u>	<u>2,591</u>	<u>11,317</u>

9 Trustees

None of the Trustees (or any persons connected with them) received any remuneration, benefits or reimbursement of expenses from the Charity during the year. (2022 - £NIL)

10 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Part time staff	<u>26</u>	<u>23</u>
Employment costs	2023 £	2022 £
Wages and salaries	<u>152,510</u>	<u>135,960</u>

Staff costs include amounts paid to senior management personnel comprising the CEO. The total employee benefits of the key management personnel were £24,990.

There were no employees whose annual remuneration was more than £60,000.

11 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

12 Tangible fixed assets

	Computer equipment £	Fixtures and fittings £	Total £
Cost			
At 1 February 2022	59,710	37,340	97,050
At 31 January 2023	59,710	37,340	97,050
Depreciation and impairment			
At 1 February 2022	34,855	33,447	68,302
Depreciation charged in the year	6,214	973	7,187
At 31 January 2023	41,069	34,420	75,489
Carrying amount			
At 31 January 2023	18,641	2,920	21,561
At 31 January 2022	24,857	3,893	28,750

13 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Other debtors	<u>37,500</u>	<u>37,500</u>

14 Creditors: amounts falling due within one year

Notes	2023 £	2022 £
Bank loans	7,501	7,219
Trade creditors	28,325	13,217
Other creditors	1,125	1,125
Accruals and deferred income	2,000	2,000
	<u>38,951</u>	<u>23,561</u>

15 Creditors: amounts falling due after more than one year

Notes	2023 £	2022 £
Bank loans	<u>19,149</u>	<u>26,704</u>

16 Restricted funds

The funds of the charity include restricted funds comprising the following balances relating to various projects operated by the charity.

	Movement in funds			Movement in funds			Balance at 31 January 2023 £
	Balance at 1 February 2021 £	Income £	Expenditure £	Balance at 1 February 2022 £	Income £	Expenditure £	
Restricted funds	75,390	175,032	(177,932)	72,490	282,083	(253,968)	100,605

17 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds			Balance at 31 January 2023 £
	Income £	Balance at 1 February 2022 £	Transfers £	
Designated fund	-	-	50,000	50,000
	-	-	50,000	50,000

Designated funds represent amounts sent aside by the trustees towards the renovation of the charity's premises.

18 Analysis of net assets between funds

	Unrestricted fund 2023 £	Restricted funds 2023 £	Total Unrestricted 2023 £	Restricted fund 2022 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 January 2023 are represented by:						
Tangible assets	4,294	17,267	21,561	5,728	23,022	28,750
Current assets/(liabilities)	135,276	83,338	218,614	105,878	49,468	155,346
Long term liabilities	(19,149)	-	(19,149)	(26,704)	-	(26,704)
	120,421	100,605	221,026	84,902	72,490	157,392

19 Related party transactions

There were no disclosable related party transactions during the year.

Legal & Administrative Details

Charity Number
1120268

Trustees
Mrs. Yocheved Austerlitz
Mr. Abraham Fried
Mrs. Faigy Taub
Mrs. Sarah Bard
Mrs. Goldy Rosenberg

Address
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Online
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<https://teenaction.org.uk/>

Independent Examiner
Berish Hoffman FCA
Landau Morley LLP
325-327 Oldfield Lane North
Greenford
Middlesex
UB6 0FX



“

Teen Action have been part of our commissioned consortia for a number of years. They are a well-respected and popular organisation within the community and have proved their ability to deliver high-quality provision with good outcomes for young people.

”

Michele Luknar

Partnerships Manager
The Interlink Foundation

TEEN ACTION

England & Wales - Charity number 1120268

Accounts



Refocus

A year in focus, refocused.

Teen Action, registered charity 1120268

**Annual Report
and Financial
Statements**
YE Jan 2022

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Chair's Introduction

So much has changed, yet so much more has yet to change.

The title of our 2021-22 annual review is **Refocus**, a common theme across the year in review.

In the previous year, when Covid was a new term in our lexicon, it was about 'Stepping Up', emergency measures to help those most in need as the pandemic hit us all and changed the landscape within days. As we gradually acclimated, and as pandemic restrictions eased, it was time to **Refocus**; take a step back and work out which emergency measures were still needed for the short term and how to address the long-term fallout.

During the year in review, we continued to provide some remote telephone provisions, gradually making a return to group provisions in May 2021 in line with National Youth Association (NYA) guidelines. Upon return, we **refocused** our efforts on 2 core areas identified with young people - addressing gaps in education and tackling growing mental health concerns, including that of loneliness and social isolation. This is reflected in the financial statements, in the way of increased Health & Wellbeing, Education and Recreation budgets (and hours of delivery) to cover new and expanded provisions in these focus areas.

On the governance and management end we also made some key developments, most notably moving to a cost-centered budget, improving our CPD and wellbeing support offer for staff/volunteers, and renewing our London Youth Gold Quality Mark through revisiting all the core areas

of our operation and ensuring they continue to meet the highest standards of youth work and charity governance.

In line with the level of development and innovation happening at Teen Action we've come to realise the importance of this and have added 'Innovation' to our set of core values, something we will be mindful of going forward. What worked in the past may not always be suitable and/or effective in the present.

It feels strange writing this review, just as we are being faced with a new global challenge - the cost-of-living crisis and very possibly a national recession. This means that now our **Refocus** may just need to be **Refocused** once again as we address the Covid fallout whilst implementing emergency and preventative measures for the

challenges that lie ahead.

But more of that in our next review. Now I would like to celebrate and focus on the achievements of 2021-22 and thank all our staff, sessional workers, volunteers, youth leaders, donors and funders for your role(s) in making a difference to the lives of 235 young women in the past year!

A special thank you to our senior staff, in particular Ms E Phirer (CEO), for going above and beyond to ensure a smooth transition from emergency to recovery mode. All those extra hours, long nights and stressful periods bore results beyond what we could have expected.

- Mrs Yocheved Austerlitz
Chairperson



Leah In-Focus

Leah is 16, the eldest in a family of 9 where only one parent is employed and poverty has been a lifelong challenge.

As the eldest, she shoulders a lot of responsibility and has been thrust into an adult role from a young age, caring for siblings and doing a big share of household chores.

With the onset of Covid, Leah's dad lost his job and the family's financial situation deteriorated. With all the children home, Leah had to assume even more responsibilities, looking after her siblings, supporting them with their home learning, whilst trying to keep pace with her studies too. It was evident that the financial situation was also causing her a lot of anxiety.

Following conversations with Teen Action's youth worker, Leah was put on the waiting list for our psychotherapy support, which was launched at the start of the pandemic to address the increased challenges young people were facing.

Leah attended in total 9 sessions with the psychotherapist in 2021, reporting huge improvements in anxiety and low moods, including an 11 point difference on standardised PHQ-9 and GAD-7 scales.

Once we reopened our centre, we encouraged Leah to join our Innate Health group provision, which builds personal resilience through putting mind over matter. She thoroughly enjoyed the provision which she said, "went really well with the 1:1s (psychotherapy)".

We have heard back from her teachers that Leah is more focused and doing well in her studies, reflecting on the importance of mental health support in the greater picture of each individual, including how it effects personal development, learning outcomes and general performance.



Our Mission

To give marginalised young women, from minority communities, access to bespoke programs and support helping them to reach their potential; and to ease the transition to adulthood, employment and independent living.

Our Charitable Objectives

- 1) To promote and advance the education of children and young people of the Orthodox Jewish faith and to develop their capacity and skills, in particular, but not exclusively, by the provision of training courses, with a view to enabling them to enhance their prospects of employment and conditions of life and to participate more fully in society.
- 2) The provision of facilities for recreation and other leisure time occupation for children and young people who are in need of such provision because of their youth, age, infirmity, poverty or social and economic circumstances and with the object of improving their conditions of life.
- 3) The promotion of any other exclusively charitable objects and purposes such as the trustees see fit, provided that they are regarded as charitable by the law of England and Wales.

Our Strategic Aims

Empowering young women to R.E.A.C.H. higher through offering a holistic approach to growth and development.



Recreation

To provide leisure opportunities, trips and bi-annual youth-led retreats.



Education

To provide a variety of accredited courses, programs and mentoring/1:1 support to increase educational attainment.



Arts

To provide a range of creative arts programs designed to develop skills, creativity and opportunities for employment.



Career Guidance

To provide vocational training, career support and pathways towards employment.



Health & Well-being

To promote healthy living through sport, healthy lifestyles and well-being initiatives.

Our Values



Inclusion

We believe that ethnicity, background, ability and socio-economic factors should not dictate a young person's future. Our young people will enjoy similar opportunities as their peers in a culturally appropriate and inclusive manner.



Involvement

Young people are at the very heart of Teen Action. We encourage participation right from the top, through our Youth Advisory Group, down to the every-day delivery of provisions with young people involved in design, delivery and evaluation of programs.

Independence

Our programs are designed to accomplish more than just short term change. Our holistic support is ultimately designed to ensure our young women become self-sufficient, contributing members of society at this transitional period to adulthood, employment and independent living.



Innovation

Added Value!

We realise that what worked a few years ago may no longer be effective. We are committed to change with the times and ensure our provision is responsive. We do this by actively listening to beneficiaries and embedding awareness of the constantly changing social, economical, political and health environment.

Our Commitment to Quality

We are committed to the delivery of quality youth work and maintaining the engagement and involvement of young stakeholders at all levels.

Young peoples' Leadership & Involvement

We have an elected Youth Advisory Group (YAG) who work alongside trustees to chart the direction of the charity. They are chosen annually by their peers at a vote held in July. They meet formally six times a year, and more often where needed. Young people are also actively engaged in the planning, delivery and evaluation of programmes and have opportunities for youth leadership and volunteering opportunities at Teen Action.

Safeguarding

We have robust Safeguarding and Child Protection procedures, led by our Designated Safeguarding Officer and regulated by our Responsible Officer, with the safety of our beneficiaries of prime importance. We have a framework of consents, controls, policies and reviews to mitigate risks. These are supported by our Health & Safety, Safer Recruitment, Whistle-blowing and Anti-bullying policies.

Monitoring, Evaluation and Learning

We use Key Performance Indicators (KPIs) to set core outputs/outcomes for all our provisions and implement the 'Quad-F approach' (an improvement over our previous 'Triple F approach') to measure the progress against each of the KPIs. This includes:

- **Feedback forms** which track outcomes using a range of statements related to these which are rated by users at regular intervals and charted to identify trends.
- **Focus groups** held at regular intervals, with representation from a sampling of stakeholders.
- **Follow ups** with participants at 6-months to 1-year post intervention to measure long-term impact.
- The collection of **Finite data** through data-sheets, registers and logs to measure outputs.

Accolades and Awards

We have just renewed our London Youth Gold Quality Mark, a programme accredited by City & Guilds and a mark of excellence for quality youth provisions, one of only 11 current Gold Level youth centres across London. We are also honoured to have been a finalist of the London Faith & Belief Community Awards 2020 under the category of 'supporting women'; recognised for our work with young women from minority communities in London.

Our CEO, Ms Phirer, received the 2022 Gary Francis Achievement Award for Young People, recognised for her leadership and commitment to the youth sector whilst a young person herself - an example of the young female power we wish to champion!

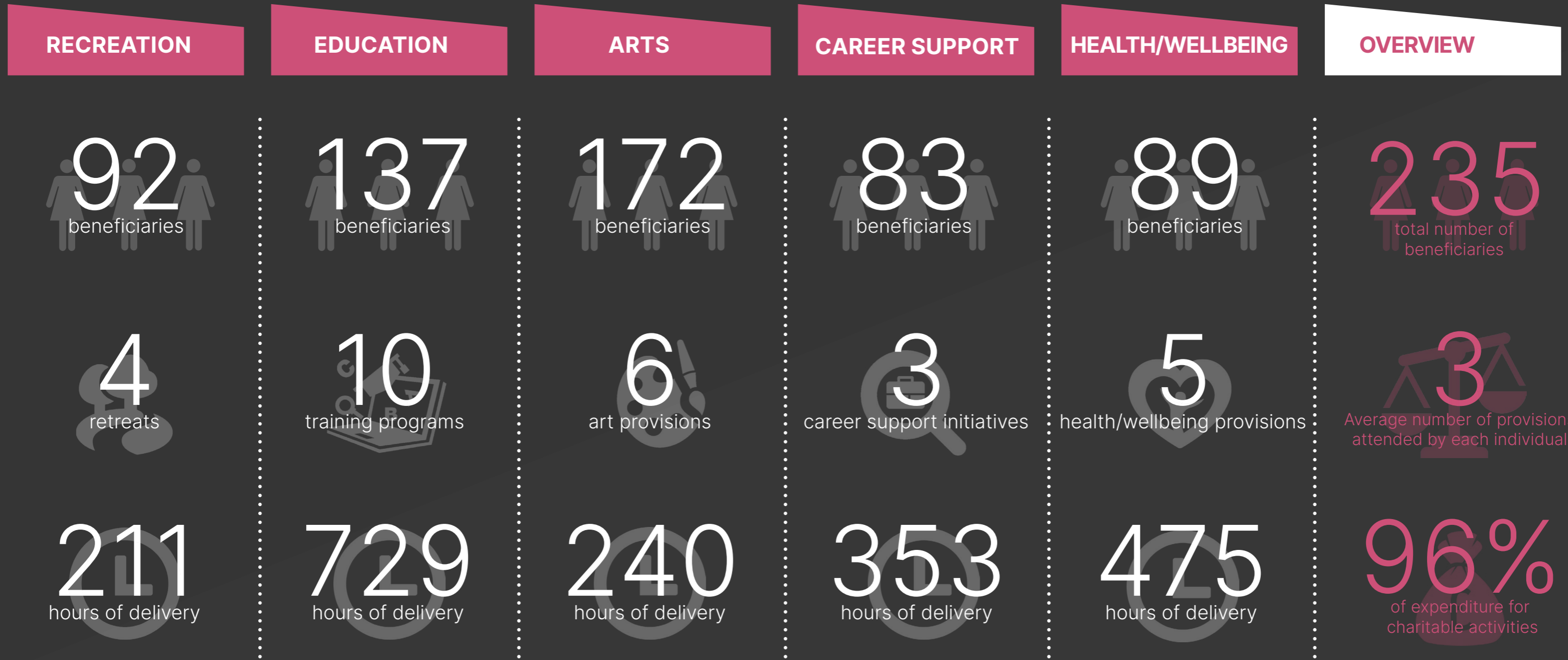


"THE GOLD QM IS ABOUT SHOWING THAT **YOU ARE A REAL CENTRE OF EXCELLENCE IN THE YOUTH SECTOR**, AND THERE IS CERTAINLY PLENTY OF EVIDENCE HERE THAT DEMONSTRATES THIS. WHAT IS REALLY CLEAR IS YOUR FOCUS ON **TRUE MEANINGFUL YOUTH INVOLVEMENT IN YOUR ORGANISATION...**

WE WERE ALSO IMPRESSED WITH YOUR **LEADERSHIP AND GOVERNANCE**, WITH STRONG FINANCIAL REPORTING, RISK MANAGEMENT, AND FUNDING STRATEGIES."

Hayley Gleeson
— Youth Sector Development
Manager, London Youth

2021/22 In Numbers



Teen Action have been part of our Hackney commissioned consortium for a number of years. They are a well-respected and popular organisation within the community and have proved their ability to deliver high-quality provision with good outcomes for young people.

Michele Luknar
— Partnerships Manager, The Interlink Foundation

Recreation

Recreation is the ideal way to support the emotional and social well-being of young people. Through recreation, people have new experiences, engage more fully in living, and develop healthy lifestyles.

In a typical year, we deliver 2 youth-led retreats, one in the autumn and the other in the spring.

In the previous year, lock-down restrictions greatly restricted the delivery of our residentials, and therefore we made a full comeback this year, using funds held over from the previous year as well as flexible funding from London Youth, to deliver a total of 4 youth-led retreats!

This was very important for mental health, after months of being cramped in overcrowded living conditions and not engaging with other teens.

Apart from the recreational and social intent of the retreats, they are designed to develop confidence, leadership skills, group-working and independence through ensuring every participant has an active role - be it the delivery of workshops, food preparation, theme or itinerary.

93% of participants strongly agreed that the experience developed their independence.

Sussex
27-29 May 2021



Prague
11-12 June 2021



Poland
5-7 July 2021



Derbyshire
28-31 Oct 2021



Education

A well rounded education is essential when moving on in life and accessing employment. Education informs our learning, knowledge and skill and is the foundation for progression.

This is a central focus of our work, upskilling young women and providing them with quality training and support at a core and advanced level. During the year in review we delivered the following training programs in line with this strategic aim:

PC Powered

Our PC Powered courses, consist of accredited IT courses and fast-track beginner programmes designed to tackle digital exclusion and upskill young women. During the year we delivered Beginners PC, Office skills, Computer graphics and ITQ Level 2 and 3 certificate.

Gateways

The Gateways program is a free study program for young adults who have left education with low-level qualifications and need training towards employment. During the year in review we delivered 2 accredited Level 3 programs, in the accounting and financial management fields.

Champion Club

Our Champion Club provision supports weaker learners who have not achieved a minimum pass grade on core GCSEs, through mentoring support for resits and/or the achievement of a functional skills qualification. We saw increased demand for this towards the year end, as formal GCSEs made a comeback after 2 years of predicated grades.

MoneyWise

We delivered a condensed version of our financial capability training program, which supports young women who are making the transition to independent living to better manage their personal finances.

Bridging Divides

The training program provided an introduction to supporting children with SEND needs, including an Eiklan accredited program and a range of complementary and alternative therapies workshops. During the latter part of the program, participants had opportunities to implement these skills at stay 'n' play days.



114
Certificates
(at Levels 2 and 3)

Creative Arts

Beyond formal education, there are a wealth of skills and vocational crafts which develop creativity, fine hand skills, confidence and alternative avenues to employment.

During the year in review we developed our arts provisions with funding from the Peoples Health Trust and Postcode Society Trust. We also embedded a mental health focus into all our arts provisions, using creativity, engagement in the arts, and group activities as a means for emotional healing.

For the first time ever, we delivered a year-long photography and media training program which was very well received, and was used as a platform for users to capture and share their unique culture(s) and stories; providing a voice for marginalised young women.

This was complemented by our regular art training programs, including confectionery, pyrography, food presentation and floristry, providing platforms for creative expression, the development of new hobbies and vocational training as a possible point of entry to the UK's £3.4 billion craft industries.

86%

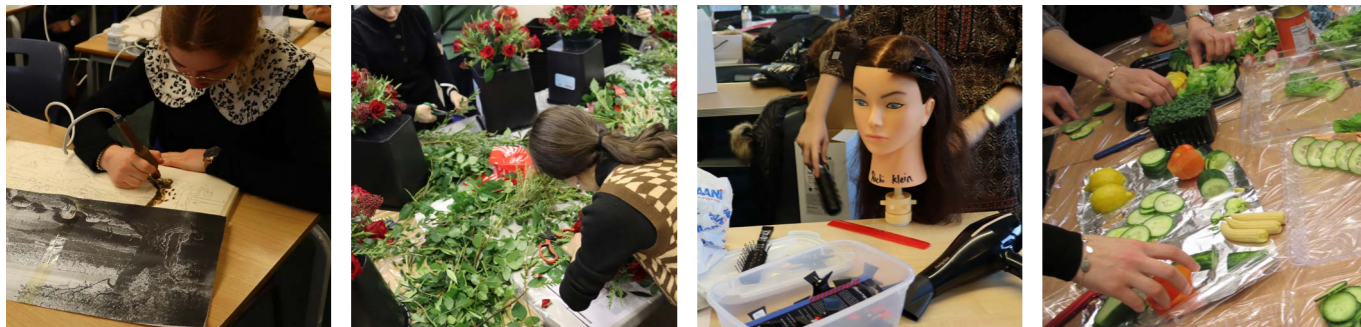
of participants indicated that they do not regularly have access to the arts.

97%

indicated that they developed new skills.

3/4

said that the program(s) had a positive effect on their mental health.



Creative Break

Creative Break is our flagship summer program which brings a condensed (taster) version of our acclaimed creative arts training programs to a younger audience during the summer break.

During the year in review we delivered crash courses in fruit creations, hairstyling, pyrography and confectionery during 2 weeks in August for high school girls, led by local freelance artists, supported by Teen Action members (volunteers), using the resources we have at hand from our annual arts provisions.

Acting upon feedback from our Youth Advisory Group, the program will be further developed to include employment and leadership opportunities for young women who engage in our annual arts provision(s), allowing them to lead the programs at Creative Break, replacing the freelance artists we've used to date, reducing running costs, and creating employment opportunities for our young women - something which is at the core of our strategy.



Career Guidance



Perhaps the biggest milestone a young person faces is the transition from education to employment. Some are fortunate to have a well charted path and many accessible job opportunities, whilst others struggle to secure employment, with the prospect of unemployment looming.

We support underprivileged young women, who experience historically high levels of unemployment and/or low-level employment, exacerbated by the Pandemic and its effect on youth unemployment.

During the year in review we delivered the following:

Get a Job

'Get a Job' is our employment entry spring-summer program, which provides an introduction to entering the workforce for young women transitioning to employment, and was developed to reflect the pandemic/post-pandemic work environment and the opportunities/challenges associated with this.

Career Guidance

Young women were able to receive individual career guidance support, delivered by a youth worker, encouraging them to identify potential career options based on their skills and interests, and to set measurable goals to achieve this.

Work placements

We partnered with local employers to offer young women work placements, coordinated by our youth worker who led on the career guidance sessions and matched young women accordingly. We endeavour to develop our partnerships with employers to expand the variety of work placement opportunities and possibly work closer together to provide suitable traineeships which will work together with our existing training programs.

151

career guidance
sessions

186

work placements

Health & Wellbeing

Physical and mental health is of paramount importance, and the foundations upon which we can exist, grow and reach higher.

The pandemic brought to the fore the inequalities with regards to mental health & well-being, and this was ultimately the focus of our recovery efforts during the year in review.

Psychotherapy & counselling

Supported by a grant from BBC Children In Need's Next Steps program, we introduced psychotherapy support for young women who find it challenging to access mainstream services. This was short-term intervention, designed to support young women with mild to moderate mental health needs over blocks of 6-8 sessions led by a qualified clinical psychotherapist. Where necessary, referrals were made to mental health organisations and statutory bodies who are better equipped to deal with complex mental health needs.

Innate Health

We delivered our Innate Health group provision, designed to develop personal resilience and to put 'mind over matter' using the very popular

IHeart principles. This was an effective tool for challenging mental health concerns during, and post pandemic, and developing resilience to cope with the challenges ahead.

Social Talk-shop

Our annual Social Talk-shop group provision explored effective communication and the development of soft skills in young women, something which is essential for personal development, relationships and the workforce.

Fitness classes

Upon return to group provisions, we delivered a fitness program with an emphasis on working core muscles, an important part of women's health.

LiveWell program

The LiveWell program, designed and led entirely by young women with funding they secured from the Hackney Youth Opportunity Fund, encouraged young women to live a healthy lifestyle through exploring optimum food, nutrition and movement strategies/lifestyles.



Trustees Report

The Trustees present their report and financial statements for the year ended 31 January 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016)

Public Benefit

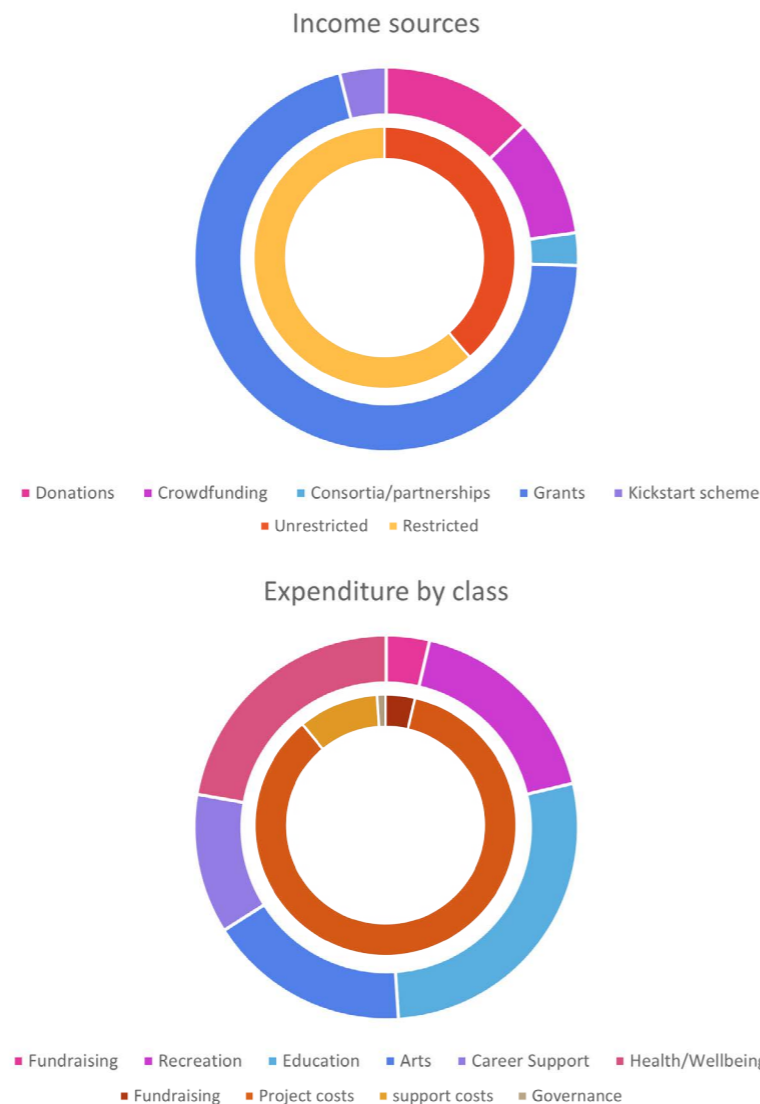
The trustees confirm their compliance with the duty to have due regard to the public benefit guidance published by the Charity Commission as well as the Equalities Act 2010 when reviewing the Charity's aims and objectives and in planning future activities.

Financial Review

The trustees are happy to report that we had sufficient income of £285,822 (2020: £194,518) to cover our charitable expenditure fully.

Securing funding in the current difficult financial climate has continued being challenging and the trustees gratefully acknowledge that the outstanding impact and

achievement of the organisation are largely due to the generous support of our community and the following charitable trusts and foundations (in no particular order): BBC Children in Need, The Tudor Trust, The Henry Smith Charity, London Youth (with funding from Burberry), Comic Relief, London Borough Of Hackney, Peoples Health Trust, Rosa, The Smallwood Trust, Arnold Clark, Jewish Child's Day, The Anthony Bourne Foundation, UK Youth, The Tottenham Grammar School Foundation, The National Lottery Community Fund, Aviva, The Assura Community Fund, Sport England, The Brother Jonathan Trust for Childrens Holidays, The Postcode Society Trust, Asda Foundation, The Green Hall Foundation, Invesco Cares, The Souter Charitable Trust, The Woodward Trust, The Marsh Charitable Trust, and other anonymous supporters.



New: Cost-Centred Budgets

We recognise the importance of transparency to our donors, supporters, stakeholders and the public, and have therefore moved to a cost-centred budget, which provides a clearer picture of how we have spent funds in accordance with our charitable objectives and strategic aims.

Support and governance costs are allocated between all the charitable activities as per the total direct expenses of each cost-centre. This provides a better understanding of the full costs associated with the delivery of each of our strategic aims and allows for better financial planning and full cost-recovery budgeting. The pie charts on the left summarise this information in a visual format and this can be further explored in the notes to the financial statements.

Note that the previous year's financial information does not provide figures for each individual cost-centre, as it follows our previous, simplified financial record-keeping.

Reserves Policy

In September 2019, Trustees agreed a new reserves policy, to be introduced over a 3-year period, with the ultimate goal of the equivalent of 3 months running costs to be held at all times; to ensure sustainability and a stable financial future.

At the close of the financial year, Teen Action held £79,174 in free reserves, equivalent to just under 4 months running costs. Trustees are satisfied with the level of reserves held.

Covid-19 and recovery

It has been a challenging year, managing the transition from remote delivery to socially distanced in-person provisions (where necessary, and in line with National Youth Association guidelines), and readjusting provisions so that they are current and responsive.

Trustees are satisfied with the increased level of support offered.

We acknowledge that the effects of the pandemic will live on for some time, and coupled with the looming economic instability, we are preparing the charity for increased delivery and budgets over the next 3 years.

We saw a 47% increase in income during this financial period. This adequately covered our higher expenditure, increased delivery hours and new provisions.

Structure, Governance and Management

The charity is constituted and governed by a trust deed dated 1 July 2006.

The charity is managed by the Trustees, who meet 5 times a year, supported by our annually elected Youth Advisory Group (YAG). Day-to-day operations are overseen by the CEO, who line manages staff and volunteers. During the year, the charity employed 9 staff, 14 sessional/freelance workers and 13 volunteers to deliver our charitable work.

Recruitment, Induction and Training

It is not the intention of the Trustees of the charity to appoint any new trustees in the near future. Should the situation change, the trustees will apply suitable recruitment and induction procedures. Existing Trustees were provided with relevant training during the year.

Risk management

The trustees have identified and reviewed the major risks to which the charity is exposed; in particular risks brought about by the Covid-19 pandemic and impeding cost-of-living crises. Both manual and automated checks are regularly invoked, particularly those relating to the operations and finance of the charity.

The Trustees are satisfied that these systems and procedures mitigate the potential effects of any perceived risks.

The Trustees who served during the year and up to the date of signature of the financial statements were:

Mrs. Faigy Taub

Mrs. Yocheved Austerlitz

Mrs. Sarah Bard

Mr. Abraham Fried

Mrs. Goldy Rosenberg

The Trustees' report was approved by the Board of Trustees on 30 November 2022.

Mrs. Yocheved Austerlitz

Trustee

Dated: 30 November 2022

Future Plans

Progress Against Targets

In our previous annual report we set 6 targets for the year in review. Below is our progress against targets.

Develop Fundraising Strategy

We developed a 5-year fundraising strategy which will diversify income streams and focus on additional sources of multi-year funding and unrestricted funding. Evidence of early implementation of diversified funding streams can be found in the pie chart visual on page 18.

Develop Business Plan

With support from the Interlink Foundation's Charity Development team, we drafted a 5-year business plan which works alongside our new fundraising strategy and seeks to address core emerging needs in the youth sector as well as eliminate risks.

Renew Quality Mark

During the year in review we renewed our Bronze and Silver Quality Marks, with Gold achieved after the year end, in June 2022.

Respond to Covid Fallout

We responded to the Covid fallout by increasing mental health and education support, 2 core identified areas.

Go Digital

We launched our website after more than a decade in operation and have begun exploring digital systems to better support charity management.

Increase Staff Capacity

We have yet to make progress against this target, primarily due to the lack of funding available for this.

Future Plans

We have identified 7 core targets for the year ahead, 1 of which has been carried over from the previous year.

Maintain & increase delivery

As always, we endeavor to maintain and increase the variety of provisions available to young women.

Address the cost-of-living crisis

We acknowledge that a new set of challenges lie ahead, and we will work with young people to best address economic concerns, as we did during the pandemic.

Increase Employment Support

In line with demand, we wish to develop & extend our employment support offer through introducing in-employment support, employee peer support networks and partnerships with local employers for traineeships and/or work placements.

Develop Partnerships

In order to enhance our offer, we will seek to develop partnerships with other local services and employers so that we can collaborate and increase impact.

Increase Sustainability

We will increase the sustainability of the charity through addressing actions as outlined in our new Fundraising Strategy and Business Plan.

Increase staff capacity

In line with growing provisions, and to reduce risk, we will increase our staff management team.

Secure premises

Our current premises arrangement is not able to facilitate our growing provisions, and therefore we will be looking for a suitable space which will enhance delivery, sustainability and allow for flexibility & growth.



*I am so grateful to Teen Action for giving me the opportunity to head one of the (retreat) workshops. **I have never been a team leader before** and never believed I would be capable of doing such a great job. **I gained so much confidence and made so many friends.** This was a wonderful chance for me to practice using my **communication skills.** It was so **rewarding** for me to see all Teen Action members participating in my workshop. I keep looking back to pictures and it still gives me joy every time again!*

Faigy K
— Teen Action beneficiary, 2021

Independent Examiners Report

I report to the Trustees on my examination of the financial statements of Teen Action (the Charity) for the year ended 31 January 2022.

Responsibilities and basis of report

As the Trustees of the Charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the Charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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

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

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Berish Hoffman ACA

Landau Morley LLP
325-327 Oldfield Lane North
Middlesex
UB6 0FX

Dated: 30 November 2022

Statement of Financial Activities

Including Income and Expenditure Account
for the Year Ended 31 January 2022

		Unrestricted funds	Restricted funds	Total Unrestricted funds	Restricted funds	Total
	Notes	2022	2022	2022	2021	2021
		£	£	£	£	£
Income and endowments from:						
Donations and legacies	3	55,336	9,004	64,340	33,179	194,518
Charitable activities						
Art		-	38,050	38,050	-	-
Career support		3,597	20,262	23,859	-	-
Education		2,897	60,125	63,022	-	-
Health & wellness		10,482	40,820	51,302	-	-
Recreation		30,908	6,771	37,679	-	-
Government kickstart scheme	5	7,571	-	7,571	-	-
Total income		110,791	175,032	285,823	33,179	194,518
Expenditure on:						
Raising funds	6	1,504	7,500	9,004	-	-
Charitable activities						
Art		6,514	26,601	33,115	-	-
Career support		3,512	19,265	22,777	-	-
Education		7,485	61,919	69,404	-	-
Health & Wellness		5,127	50,434	55,561	-	-
Recreation		39,992	12,213	52,205	-	-
Total charitable expenditure		62,630	170,432	233,062	4,118	140,926
Total expenditure		64,134	177,932	242,066	4,118	140,926
Net income/(expenditure) for the year/						
Net movement in funds		46,657	(2,900)	43,757	29,061	53,592
Fund balances at 1 February 2021		38,245	75,390	113,635	9,184	60,043
Fund balances at 31 January 2022		84,902	72,490	157,392	38,245	113,635

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The notes on pages 25 to 34 form part of these financial statements.

Balance Sheet

As at 31 January 2022

	Notes	2022		2021	
		£	£	£	£
Fixed assets					
Tangible assets	11		28,750		31,580
Current assets					
Debtors	12	37,500		37,500	
Cash at bank and in hand		141,407		102,518	
Creditors: amounts falling due within one year		178,907		140,018	
	13	(23,561)		(24,006)	
Net current assets			155,346		116,012
Total assets less current liabilities			184,096		147,592
Creditors: amounts falling due after more than one year					
	14		(26,704)		(33,957)
Net assets			157,392		113,635
Income funds					
Restricted funds	15	72,490		75,390	
Unrestricted funds		84,902		38,245	
			157,392		113,635

The notes on pages 25 to 34 form part of these financial statements.

The financial statements were approved by the Trustees on 30 November 2022

.....
Mrs. Yocheved Austerlitz
Trustee

Notes to the Financial Statements

For the Year Ended 31 January 2022

1 Accounting policies

Charity information

Teen Action is a charity constituted and governed by a Trust Deed dated 1 July 2006. The charity is managed and controlled by the trustees, who meet regularly.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's [governing document], the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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). The Charity is a Public Benefit Entity as defined by FRS 102.

The Charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

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

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

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

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

1.4 Income

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

1.5 Expenditure

Expenditure is recognised once there is a legal obligation or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Notes to the Financial Statements

For the Year Ended 31 January 2022

1 Accounting policies (Continued)

1.6 Tangible fixed assets

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

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

Computer equipment	25% reducing balance
Fixtures and fittings	25% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

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

1.9 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

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

Notes to the Financial Statements

For the Year Ended 31 January 2022

1 Accounting policies (Continued)

Basic financial liabilities

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

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Derecognition of financial liabilities

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Government grants

Government grants are credited to the Statement of financial activities when there is evidence of entitlement to the grant, receipt is probable and its amount can be measured reliably.

2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2022	2022	2022	2021	2021	2021
	£	£	£	£	£	£
Donations and gifts	55,336	-	55,336	27,179	-	27,179
Other grants receivable	-	9,004	9,004	6,000	161,339	167,339
	55,336	9,004	64,340	33,179	161,339	194,518

Notes to the Financial Statements

For the Year Ended 31 January 2022

4 Charitable activities

	Art	Career support	Education	Health & well-ness	Recreation	Total 2022	Total 2021
	2022	2022	2022	2022	2022		
	£	£	£	£	£	£	£
Income from charitable activities by activity	38,050	23,859	63,022	51,302	37,679	213,912	-
Analysis by fund							
Unrestricted funds	-	3,597	2,897	10,482	30,908	47,884	-
Restricted funds	38,050	20,262	60,125	40,820	6,771	166,028	-
	38,050	23,859	63,022	51,302	37,679	213,912	-

5 Government kickstart scheme

	Unrestricted funds 2022	Total 2021
	£	£
Government kickstart scheme	7,571	-

6 Raising funds

	Unrestricted funds 2022	Restricted funds 2022	Total 2022	Total 2021
	£	£	£	£
<u>Fundraising and publicity</u>				
Other fundraising costs	1,504	-	1,504	-
Staff costs	-	7,500	7,500	-
Fundraising and publicity	1,504	7,500	9,004	-
	1,504	7,500	9,004	-

(Continued on next page)

Notes to the Financial Statements

For the Year Ended 31 January 2022

7 Charitable activities

	Art	Career support	Education	Health & Wellness	Recreation	Total 2022	Total 2021
	2022	2022	2022	2022	2022		
	£	£	£	£	£	£	£
Direct project costs							
Staff costs	20,978	12,469	50,841	30,799	9,216	124,303	76,082
Trainings & Workshops	-	88	487	5,435	1,299	7,309	6,365
Certifications	-	3,654	4,800	3,911	-	12,365	5,674
Volunteer costs	-	-	-	1,450	-	1,450	-
Professional fees	-	303	240	840	-	1,383	-
Subscriptions	-	89	204	-	-	293	-
Office costs	-	61	261	495	-	817	2,745
Equipment	438	-	65	-	-	503	6,344
Material & Supplies	3,984	-	-	700	5,644	10,328	-
Maintenance & Repairs	-	-	800	-	-	800	-
Travel	300	-	70	94	21,357	21,821	248
Food	1,698	-	160	2,712	916	5,486	4,285
Publicity	-	484	645	321	-	1,450	2,034
Rent	2,582	2,363	4,770	3,787	193	13,695	6,555
Facility hire	-	550	-	-	9,609	10,159	800
Depreciation	1,437	1,246	2,779	2,300	1,821	9,583	10,528
Director	-	-	-	-	-	-	5,000
	31,417	21,307	66,122	52,844	50,055	221,745	126,660
Share of support costs (see note 8)	1,308	1,134	2,531	2,095	1,658	8,726	12,562
Share of governance costs (see note 8)	390	336	751	622	492	2,591	1,704
	33,115	22,777	69,404	55,561	52,205	233,062	140,926
Analysis by fund							
Unrestricted funds	6,514	3,512	7,485	5,127	39,992	62,630	4,118
Restricted funds	26,601	19,265	61,919	50,434	12,213	170,432	136,808
	33,115	21,307	69,404	55,561	52,205	233,062	140,926

Notes to the Financial Statements

For the Year Ended 31 January 2022

8 Support costs	Support costs	Governance costs	2022 Support costs		Governance costs	2021
	£	£	£	£	£	£
Staff costs	4,157	-	4,157	-	-	-
Trainings & Workshops	730	-	730	4,805	-	4,805
Professional fees	276	-	276	-	-	-
Subscriptions	309	-	309	-	-	-
Office costs	52	-	52	514	-	514
Maintenance & Repairs	-	-	-	657	-	657
Publicity	30	-	30	-	-	-
Rent	2,755	-	2,755	2,810	-	2,810
Interest	417	-	417	-	-	-
Sundry expenses	-	-	-	443	-	443
Accountancy fees	-	2,591	2,591	-	1,704	1,704
Director	-	-	-	3,333	-	3,333
	8,726	2,591	11,317	12,562	1,704	14,266
Analysed between Charitable activities	8,726	2,591	11,317	12,562	1,704	14,266

9 Trustees

None of the Trustees (or any persons connected with them) received any remuneration, benefits or reimbursement of expenses from the Charity during the year. (2021 - £NIL)

10 Employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Part time staff	23	21
Employment costs	2022 £	2021 £
Staff costs	135,960	76,082

Staff costs includes amounts paid to the Director (which was listed separately in the previous year) and there were no employees whose annual remuneration was more than £60,000.

Notes to the Financial Statements

For the Year Ended 31 January 2022

11 Tangible fixed assets

	Computer equipment	Fixtures and fittings	Total
	£	£	£
Cost			
At 1 February 2021	52,959	37,340	90,299
Additions	6,752	-	6,752
At 31 January 2022	59,711	37,340	97,051
Depreciation and impairment			
At 1 February 2021	26,569	32,149	58,718
Depreciation charged in the year	8,285	1,298	9,583
At 31 January 2022	34,854	33,447	68,301
Carrying amount			
At 31 January 2022	24,857	3,893	28,750
At 31 January 2021	26,389	5,191	31,580

12 Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Other debtors	37,500	37,500

13 Creditors: amounts falling due within one year

	2022 £	2021 £
Notes		
Bank loans	7,219	3,543
Trade creditors	13,217	17,788
Other creditors	1,125	1,125
Accruals and deferred income	2,000	1,550
	23,561	24,006

14 Creditors: amounts falling due after more than one year

	2022 £	2021 £
Notes		
Bank loans	26,704	33,957

Notes to the Financial Statements

For the Year Ended 31 January 2022

15 Restricted funds

The funds of the charity include restricted funds comprising the following balances relating to various projects operated by the charity.

	Balance at	Movement in funds		Balance at	Movement in funds		Balance at
	1 February 2020	Income	Expenditure	1 February 2021	Income	Expenditure	31 January 2022
	£	£	£	£	£	£	£
Restricted funds	50,859	161,339	(136,808)	75,390	175,032	(177,932)	72,490

16 Analysis of net assets between funds

	Unrestricted fund	Restricted funds	Total	Unrestricted fund	Restricted funds	Total
	2022	2022	2022	2021	2021	2021
	£	£	£	£	£	£
Fund balances at 31 January 2022 are represented by:						
Tangible assets	5,728	23,022	28,750	7,635	23,945	31,580
Current assets/(liabilities)	105,878	49,468	155,346	64,567	51,445	116,012
Long term liabilities	(26,704)	-	(26,704)	(33,957)	-	(33,957)
	84,902	72,490	157,392	38,245	75,390	113,635

17 Related party transactions

There were no disclosable related party transactions during the year.

Legal & Administrative Details

Charity Details

Teen Action
Registered with the Charity Commission
for England and Wales 1120268

Trustees

Mrs. Faigy Taub
Mrs. Yocheved Austerlitz
Mrs. Sarah Bard
Mr. Abraham Fried
Mrs. Goldy Rosenberg

Registered Address

179 Kyverdale Road
London
N16 6PS

Telephone

020 8809 1753

Online

info@teenaction.org.uk
<https://teenaction.org.uk/>

Independent Examiner

Berish Hoffman ACA
Landau Morley LLP
325-327 Oldfield Lane North
Greenford
Middlesex
UB6 0FX

TEEN ACTION

England & Wales - Charity number 1120268

Accounts

Annual Report and Accounts
Year End 31 January 2021



Stepping Up

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“Teen Action have been part of our Hackney commissioned consortium for a number of years. They are a well-respected and popular organisation within the community and have proved their ability to deliver high-quality provision with good outcomes for their young people. They have also successfully adapted their services during covid-19 allowing them to successfully and safely remain engaged with young people.”

Michele Luknar, Interlink Foundation Partnerships Manager

Y Austerlitz, Chairperson Message

In all of Teen Action's 15 years of operation, we never faced challenges as widespread and unexpected as those brought about by the Covid-19 pandemic, and subsequent disruption to life as we knew it.

Existing inequalities (which we've been challenging over the years) for those at the margins of society were exasperated, with BAME communities bearing the brunt in terms of higher death rates and the fallout of the pandemic; including rising poverty, unemployment, loneliness and health inequalities.

As a grassroots charity, best placed to deliver for young women who are often excluded by way of socio-economic factors and identity, we knew we had to **step it up**.

With the input of Teen Action's community – trustees, staff, volunteers, stakeholders and donors, we were able to support 237 young women with a mix of remote and socially distanced provisions; easing the devastating effects of the pandemic for these individuals.

Thank you to our staff and volunteers for **stepping up** and giving all you have, and often more, to be there for our beneficiaries during these trying times.

Thank you to our funders and donors for **stepping up** and providing the emergency funding so vital to the continuity and development of our provisions during this period.

And, last but not least, thank you to our amazing young women for **stepping up** and rising to the challenges; holding on when it was hardest and much seemed lost. I do not envy the volatile position you found yourselves in during this critical transitional period in each of your adolescent lives. Your bravery and determination to face the crisis head

on and come out stronger, can only be attributed to the strength and versatility of the younger generation, and we are privileged to have been able to aid you on this journey.

Read on to discover how we **stepped up** provisions for young women during this time and our plans for recovery and addressing the long-term Covid fallout for young women.

With this I conclude my opening statements for what has been a very successful and challenging year, and wish all our readers a healthy, happy and prosperous future. May the lessons of Covid be used to effect long-term change with regards to addressing inequalities and building a fairer society.

Mrs Yocheved Austerlitz
Chairperson



T Frischman, YAG (Youth Advisory Group) Message

It has been a hard year for everybody, but all the more for young people. We strive with structure, stability and social interactions, all of which fell apart very suddenly.

Some of us were completing our education and beginning the search for employment, others were still exploring our futures, whilst others were already transitioning. But for everyone, whatever they were doing, life ground to a halt in March 2020.

Our schools were shut, we were cooped up in inner-city, overcrowded homes, and employment opportunities for the coming year was totally off the cards, with millions on furlough and youth unemployment rising to unprecedented levels.

For young people at Teen Action, these problems were more keenly felt, as the rest of the population moved online, many parts of which we were excluded from. We are so thankful to Teen Action for supporting us during this time in ways we could easily access - primarily through phone provisions, 1:1 support and home packs.

Apart from keeping us in a good place mentally and physically; every effort was also made to continue, as much as possible, regular provisions and learning, so that we could hold onto that lifeline of structure and emerge from the pandemic without too much fallout.

It was a really positive and rewarding experience to work with Teen Action Trustees and Director to support my community over the past year – giving to others and making change in peoples' life is the most empowering act and I hope many more Gen Z will recognize the value of youth leadership and come on board to help the world be a better place.

Miss Tzippy Frischman
Youth Advisory Group

Trustees' Report

The Trustees present their report and financial statements for the year ended 31 January 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016)

Financial Review

The trustees are happy to report that we had sufficient income of £194,518 (2020: £125,541) to cover our charitable expenditure fully.

Reserves Policy

In September 2019, Trustees agreed a new reserves policy, to be introduced over a 3-year period, with the ultimate goal of the equivalent of 3 months running costs to be held at all times; to ensure sustainability and a stable financial future.

At the close of the financial year, Teen Action held £30,610 in free reserves, equivalent to just under 3 months running costs. Trustees are satisfied with the level of reserves held and will endeavour to increase this to a full 3 months by September 2022, in line with our reserves policy.

Impact of Covid-19

It has been a tough year, managing a mix of remote delivery and socially distanced in-person provisions (where necessary, and in line with National Youth Association guidelines), and supporting young women as they faced greater challenges presented by the pandemic; including

disruption to education, relationships and pathways to employment, as well as grievance, poverty and declining mental health.

Trustees are satisfied with the support offered to mitigate these unfortunate circumstances, and thank all staff and volunteers who pulled together during this time and went above and beyond their call of duty.

We acknowledge that the effects of the pandemic will live on for some time, and we are preparing the charity for increased delivery and budgets over the next 3 years.

On the financial front, we are grateful to all our funders and donors who stepped up, and provided emergency funding to cover additional Covid-related expenses during this time. We saw a 55% increase in income during this financial period. This adequately covered our higher expenditure, remote delivery and new provisions.

Structure, Governance and Management

The charity is constituted and governed by a trust deed dated 1 July 2006.

The charity is managed by the Trustees, who meet 5 times a year, with day-to-day operations overseen by the Director we contracted since November 2020.

Recruitment, Induction and Training

It is not the intention of the Trustees of the charity to appoint any new trustees in the near future. Should the situation change, the trustees will apply suitable recruitment and induction procedures. Existing Trustees were provided with relevant training during the year.

Risk management

The trustees have identified and reviewed the major risks to which the charity is exposed; in particular risks brought about by the Covid-19 pandemic. Both manual and automated checks are regularly invoked, particularly those relating to the operations and finance of the charity.

The Trustees are satisfied that these systems and procedures mitigate the potential effects of any perceived risks.

The Trustees who served during the year and up to the date of signature of the financial statements were:

Mrs. Faigy Taub
Mrs. Yocheved Austerlitz
Mrs. Sarah Bard
Mr. Abraham Fried
Mrs. Goldy Rosenberg

The Trustees' report was approved by the Board of Trustees on 29 November 2021.

Mrs. Faigy Taub
Trustee

.....
Dated: 29 November 2021





Our Vision

A world in which all young people have equal opportunities, regardless of their ethnicity, abilities, socio-economic circumstances or individual needs.

Our Mission

To give marginalised young women, from minority communities, access to bespoke programs and support, helping them to reach their potential; and to ease the transition to adulthood, employment and independent living.

Our Charitable Objectives

- 1) To promote and advance the education of children and young people and to develop their capacity and skills, in particular, but not exclusively, by the provision of training courses, with a view to enabling them to enhance their prospects of employment and conditions of life and to participate more fully in society.
- 2) The provision of facilities for recreation and other leisure time occupation for children and young people who are in need of such provision because of their youth, age, infirmity, poverty or social and economic circumstances and with the object of improving their conditions of life.
- 3) The promotion of any other exclusively charitable objects and purposes such as the trustees see fit, provided that they are regarded as charitable by the law of England and Wales.

Recreation

To provide leisure opportunities, trips and bi-annual youth-led retreats.



Education

To provide a variety of accredited courses, programs and mentoring/1:1 support to increase educational attainment.



Our Strategic Aims

REACH

Empowering young women
to REACH higher.

Health & Wellbeing

To promote healthy living through sport, healthy lifestyles and wellbeing initiatives.



Arts

To provide a range of creative arts programs, designed to develop skills.



Career Guidance

To provide support and pathways towards employment.



Our Commitment to Quality Youth Work


We are committed to the delivery of quality youth work and maintaining the engagement and involvement of young stakeholders at all levels.

We have an elected Youth Advisory Group (YAG) who work alongside trustees to chart the direction of the charity. Young people are also actively engaged in the planning, delivery and evaluation of programmes and have opportunities for youth leadership and volunteering.

We have robust Safeguarding and Child Protection procedures, led by our Designated Safeguarding Officer and regulated by our Responsible Officer, with the safety of our beneficiaries of prime importance.

We are currently in the process of renewing our London Youth Gold Quality Mark, a programme accredited by City and Guilds, and an award which we have held since 2017.

We are also honoured to have been a finalist of the London Faith & Belief Community Awards 2020 under the category of 'supporting women'; recognised for our work with young women from minority communities in London.



“We saw some lovely feedback that showed how valued the girls feel, how much they have gained from doing the courses and how they have personally developed and grown as a result. There was an atmosphere of warmth and encouragement. The quality of relationships with young people came across very strongly and we look forward to seeing them move up through the levels.”

*Beth Williams,
London Youth Quality Assurance Officer*

Achievements & Performance



90%
Spent on direct charitable delivery



926
Volunteering hours

237 Beneficiaries



5.2 Average number of provisions attended by each individual



182
Accreditations achieved



776
Hours of remote delivery



34
1:1 sessions

460 home packs delivered



912 hours of in-person delivery

Achievements & Performance

Charitable Activities

Recreation

Recreation is the ideal way to support the emotional and social well-being of young people. Through recreation, people have new experiences, engage more fully in living, and develop healthy lifestyles.

Due to the Pandemic we had to cancel our bi-annual retreats for 2020-21, however we were still able to deliver the following:

- Aerobics classes
- Nature hike

The above were delivered in a socially distanced manner and in line with NYA guidelines.

Education

A well rounded education is essential when moving on in life and accessing employment. Education informs our learning, knowledge and skill and is the base from which we can progress.

This is a central focus of our work, upskilling young women and providing them with quality training and support as follows:

- 5 accredited IT programs
- Cyber Safety education
- Post-18 Gateways study program
- Champion Club, GCSE support group
- Financial capability course

Our learning programs continued during Covid, with a mix of remote learning and socially distanced, small group provisions.

Creative Arts

Beyond formal education, there are a wealth of skills and vocational crafts which develop creativity, fine hand skills, confidence and alternative avenues to employment.

We delivered a variety of craft provisions, including:

- Pyrography
- Floristry
- Confectionery
- Hair styling
- Computer graphics
- Choral ensemble
- Creative Break summer scheme

Craft provisions were paused during lockdowns and resumed in a socially distanced manner as restrictions eased. Our annual Creative Break summer provision took place in a socially distanced manner, in line with NYA guidelines.

Career Guidance

Perhaps the biggest milestone a young person faces is the transition from education to employment. Some are fortunate to have a well charted path and many accessible job opportunities, whilst others struggle to secure employment, with the prospect of unemployment looming.

We supported underprivileged young women, with historically high levels of unemployment and/or low-level employment through the following:

- Introduction to employment workshop series
- 1:1 career guidance support
- Job placements
- First Aid at work course

Majority of our employment support continued during Covid, with a mix of remote learning and socially distanced, small group provisions. Job placements were suspended at the time.

Health & Wellbeing

Physical and mental health is of paramount importance, and the foundations upon which we can exist, grow and reach higher.

We supported young people to develop a healthy persona and life, through the following initiatives:

- IHeart, Innate Health program
- Social talk shop series
- Psychotherapy
- 1:1 Youth counselling
- Complementary and alternative therapies training

Mental health and wellbeing initiatives became the central focus of our Covid support and continued remotely and in-person, for vulnerable young women accessing 1:1 support.

Covid support

The pandemic disrupted daily living very suddenly and put a stop to our regular routines, support systems and networks; heavily impacting health, poverty and wellbeing.

Much of our support this year was refocused to tackle the growing challenges and support young women in the following manner:

- Phone hotline for delivery of remote provisions
- Delivery of home packs (food and/or learning materials)
- Regular phone 'check-ins' with beneficiaries
- Psychotherapy/youth counselling
- Staff wellbeing support

“I loved calling in on the phone during the lockdown – it gave structure to my day and motivated me to do other work as well.”

B Malik,

Teen Action beneficiary

Future Plans

Develop Fundraising Strategy

The pandemic has shown us that there is a need to diversify income streams and focus on more sustainable futures. We will be exploring different income streams and applying for more multi-year funding to consolidate provisions.

Develop Business Plan

In the aftermath of Covid, the youth sector will play an important role in rebuilding the lives of young people and supporting them on their journeys. We acknowledge the increased need and changed circumstances and will be working with external partners to review our provisions, operations and structure and put in place a business plan which will ensure we remain functional and focussed during London's recovery.

Renew Quality Mark

We will continue working on renewing our London Youth Quality Mark, up to Gold Level, ensuring quality youth work, MEL, governance and operations are maintained and evidenced.

Respond to Covid Fallout

The pandemic has exasperated existing, and brought new, challenges faced by young women from minority communities, including rising youth unemployment, declining mental health and huge gaps in education. We aim to work with young women to explore the extent of these issues and develop initiatives that will directly challenge and solve these problems.

Go Digital

The need for digital has been amplified, with this being the prime method of delivery for many during the pandemic. We will begin our digital journey through the launch of our website and exploring systems which could help us better manage data, MEL and streamline services.

Increase Staff Capacity

With delivery ever growing, we recognise the need for additional staff to manage specific roles within the charity, including finance, project management, HR and secretarial support. We will explore ways we can finance this.



"I have observed that their approach to project development and delivery is very thorough. Effective management and monitoring ensures excellent progress for beneficiaries. First-hand reports from the young people tell me that they benefit from a wide range of projects and training programmes and gain skills that equip them for employment and for life."

Mrs Toby Drenfeld, Happy Kids Trustee

Independent Examiner's Report

I report to the Trustees on my examination of the financial statements of Teen Action (the Charity) for the year ended 31 January 2021.

2 the financial statements do not accord with those records; or

3 the financial statements do not comply with the applicable requirements concerning

Responsibilities and basis of report

As the Trustees of the Charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the Charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Independent examiner's statement

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

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

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1 accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or

Berish Hoffman ACA

Landau Morley LLP
325-327 Oldfield Lane North
Middlesex
UB6 0FX

Dated: 29 November 2021

Statement of financial activity

Including income and expenditure account

For the year Ended 31 January 2021

		Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
	Notes						
Income from:							
Donations and legacies	3	33,179	161,339	194,518	9,131	116,410	125,541
Expenditure on:							
Charitable activities	4	4,118	136,808	140,926	5,679	107,896	113,575
Gross transfers between funds		-	-	-	(1,747)	1,747	-
Net income for the year/ Net movement in funds		29,061	24,531	53,592	1,705	10,261	11,966
Fund balances at 1 February 2020		9,184	50,859	60,043	7,479	40,598	48,077
Fund balances at 31 January 2021		38,245	75,390	113,635	9,184	50,859	60,043

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

Balance sheet

As at 31 January 2021

	Notes	2021		2020	
		£	£	£	£
Fixed assets					
Tangible assets	8		31,580		19,424
Current assets					
Debtors	9		37,500		-
Cash at bank and in hand			102,518		55,219
			<u>140,018</u>		<u>55,219</u>
Creditors: amounts falling due within one year	11		(24,006)		(14,600)
Net current assets			<u>116,012</u>		<u>40,619</u>
Total assets less current liabilities			<u>147,592</u>		<u>60,043</u>
Creditors: amounts falling due after more than one year	12		(33,957)		-
Net assets			<u>113,635</u>		<u>60,043</u>
Income funds					
Restricted funds	13		75,390		50,859
Unrestricted funds			<u>38,245</u>		<u>9,184</u>
			<u>113,635</u>		<u>60,043</u>

The financial statements were approved by the Trustees on 29 November 2021

Mrs. Faigy Taub

Trustee

Notes to the financial Statements

For the year Ended 31 January 2021

1 Accounting policies

Charity information

Teen Action is a charity constituted and governed by a Trust Deed dated 1 July 2006. The charity is managed and controlled by the trustees, who meet regularly.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's [governing document], the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The Charity is a Public Benefit Entity as defined by FRS 102.

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

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

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

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

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

1.4 Income

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

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

1.5 Expenditure

Expenditure is recognised once there is a legal obligation or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

1.6 Tangible fixed assets

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

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

Computer equipment	25% reducing balance
Fixtures and fittings	25% reducing balance

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

1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

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

1.9 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

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

Basic financial liabilities

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

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Derecognition of financial liabilities

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Government grants

Government grants are credited to the Statement of financial activities when there is evidence of entitlement to the grant, receipt is probable and its amount can be measured reliably.

2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Donations and gifts	27,179	-	27,179	2,731	5,000	7,731
Grants	6,000	161,339	167,339	6,400	111,410	117,810
	<u>33,179</u>	<u>161,339</u>	<u>194,518</u>	<u>9,131</u>	<u>116,410</u>	<u>125,541</u>

Grants receivable include (>£5000):	£		£
The Tudor Trust	25,000	Young Hackney	10,000
BBC Children In Need	21,610	Rosa Fund	9,320
London Borough of Hackney	14,897	East End Community Foundation	9,000
Henry Smith Charity	14,050	Greater London Authority	8,854
London Youth (Burberry)	12,000	The Clothworkers Foundation	6,600
The National Lottery Community Fund	10,488	Smallwood Trust	5,050

4 Charitable activities

	2021 £	2020 £
Director	5,000	-
Salaries	75,882	62,777
Depreciation and impairment	10,528	6,474
Equipment & materials	6,344	5,650
Project costs	22,351	28,414
Rent	6,555	260
	<u>126,660</u>	<u>103,575</u>
Share of support costs (see note 5)	12,562	9,250
Share of governance costs (see note 5)	1,704	750
	<u>140,926</u>	<u>113,575</u>
Analysis by fund		
Unrestricted funds	4,118	5,679
Restricted funds	136,808	107,896
	<u>140,926</u>	<u>113,575</u>

5 Support costs

	Support costs £	Governance costs £	2021 Support costs £	2020 Support costs £	Governance costs £	2020 £
Director	3,333	-	3,333	-	-	-
Accountancy Fees	-	1,704	1,704	-	750	750
Training	4,805	-	4,805	7,450	-	7,450
Maintenance and repairs	657	-	657	923	-	923
Rent	2,810	-	2,810	-	-	-
Sundry Expenses	443	-	443	201	-	201
Postage	514	-	514	676	-	676
	<u>12,562</u>	<u>1,704</u>	<u>14,266</u>	<u>9,250</u>	<u>750</u>	<u>10,000</u>
Analysed between Charitable activities	<u>12,562</u>	<u>1,704</u>	<u>14,266</u>	<u>9,250</u>	<u>750</u>	<u>10,000</u>

6 Trustees

None of the Trustees (or any persons connected with them) received any remuneration, benefits or reimbursement of expenses from the Charity during the year. (2020 - £NIL)

7 Employees

The average monthly number of employees during the year was:

	2021 Number	2020 Number
Staff	<u>21</u>	<u>20</u>
Employment costs	2021 £	2020 £
Wages and salaries	<u>75,882</u>	<u>62,777</u>

There were no employees whose annual remuneration was £60,000 or more.

8 Tangible fixed assets

	Computer equipment £	Fixtures and fittings £	Total £
Cost			
At 1 February 2020	30,275	37,340	67,615
Additions	22,684	-	22,684
At 31 January 2021	<u>52,959</u>	<u>37,340</u>	<u>90,299</u>
Depreciation and impairment			
At 1 February 2020	17,773	30,419	48,192
Depreciation charged in the year	8,797	1,730	10,527
At 31 January 2021	<u>26,570</u>	<u>32,149</u>	<u>58,719</u>
Carrying amount			
At 31 January 2021	<u>26,389</u>	<u>5,191</u>	<u>31,580</u>
At 31 January 2020	<u>12,503</u>	<u>6,921</u>	<u>19,424</u>

9 Debtors

	2021 £	2020 £
Amounts falling due within one year:		
Other debtors	<u>37,500</u>	<u>-</u>

10 Loans and overdrafts

	2021 £	2020 £
Bank loans	<u>37,500</u>	<u>-</u>
Payable within one year	3,543	-
Payable after one year	<u>33,957</u>	<u>-</u>

11 Creditors: amounts falling due within one year

	Notes	2021 £	2020 £
Bank loans	10	3,543	-
Trade creditors		17,788	11,925
Other creditors		1,125	1,125
Accruals and deferred income		1,550	1,550
		<u>24,006</u>	<u>14,600</u>

12 Creditors: amounts falling due within after more than one year

	Notes	2021 £	2020 £
Bank loans	10	33,957	-

13 Restricted funds

The funds of the charity include restricted funds comprising the following balances relating to various projects operated by the charity.

	Movement in funds				Movement in funds			Balance at 31 January 2021 £
	Balance at 1 February 2019 £	Income £	Expenditure £	Transfers £	Balance at 1 February 2020 £	Income £	Expenditure £	
Restricted funds	40,598	116,410	(107,896)	1,747	50,859	161,339	(136,808)	75,390

14 Analysis of net assets between funds

	Unrestricted fund 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted fund 2020 £	Restricted funds 2020 £	Total 2020 £
Fund balances at 31 January 2021 are represented by:						
Tangible assets	7,635	23,945	31,580	10,182	9,242	19,424
Current assets/(liabilities)	64,567	51,445	116,012	(998)	41,617	40,619
Long term liabilities	(33,957)	-	(33,957)	-	-	-
	<u>38,245</u>	<u>75,390</u>	<u>113,635</u>	<u>9,184</u>	<u>50,859</u>	<u>60,043</u>

15 Related party transactions

There were no disclosable related party transactions during the year.



“Thank you Teen Action for providing Get a Job.

I learned many new skills and created a professional CV. I am very prepared to sit through an interview and build professional relationships at work, all due to the great guidance I received.”

T Farber, Teen Action beneficiary

Charity name

Teen Action

Charity number

1120268

Trustees

Mrs. Faigy Taub
Mrs. Yocheved Austerlitz
Mrs. Sarah Bard
Mr. Abraham Fried
Mrs. Goldy Rosenberg

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