

# 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.

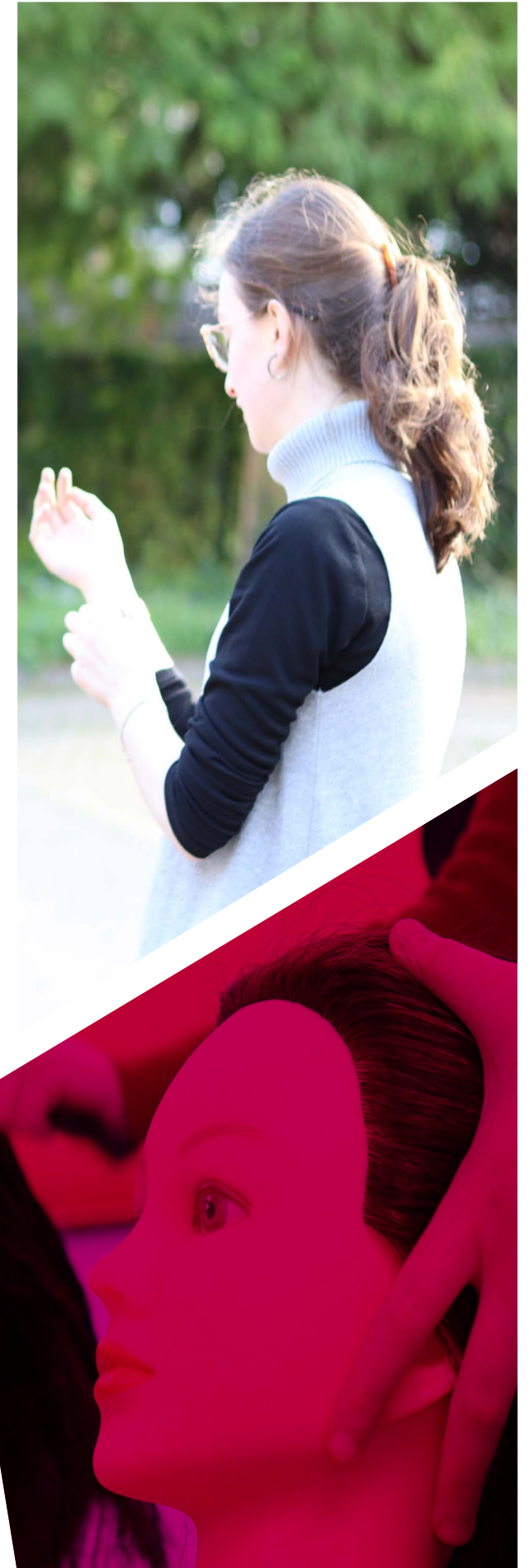
The Trustees who served during the year and up to the date of signature of the financial statements were:

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

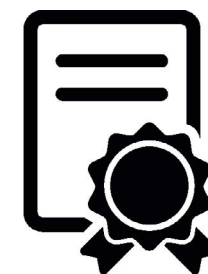


926  
Volunteering hours

237 Beneficiaries



5.2 Average number of provisions  
attended by each individual



182  
Accreditations  
achieved

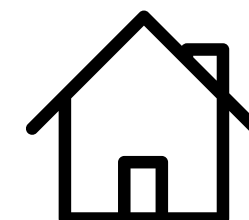


776  
Hours of remote  
delivery



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 refocussed 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.

Berish Hoffman ACA

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

Dated: 29 November 2021

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

## Statement of financial activity

Including income and expenditure account

For the year Ended 31 January 2021

	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
<b>Income from:</b>							
Donations and legacies	3	33,179	161,339	194,518	9,131	116,410	125,541
<b>Expenditure on:</b>							
Charitable activities	4	4,118	136,808	140,926	5,679	107,896	113,575
Gross transfers between funds		-	-	-	(1,747)	1,747	-
<b>Net income for the year/ Net movement in funds</b>		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
<b>Fund balances at 31 January 2021</b>		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 £	£
<b>Fixed assets</b>					
Tangible assets	8		31,580		19,424
<b>Current assets</b>					
Debtors	9	37,500		-	
Cash at bank and in hand		102,518		55,219	
		<u>140,018</u>		<u>55,219</u>	
<b>Creditors: amounts falling due within one year</b>	11	(24,006)		(14,600)	
Net current assets			116,012		40,619
<b>Total assets less current liabilities</b>			147,592		60,043
<b>Creditors: amounts falling due after more than one year</b>	12		(33,957)		-
<b>Net assets</b>			<u>113,635</u>		<u>60,043</u>
<b>Income funds</b>					
Restricted funds	13	75,390		50,859	
Unrestricted funds		38,245		9,184	
		<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	<u>6,555</u>	<u>260</u>
	126,660	103,575
Share of support costs (see note 5)	12,562	9,250
Share of governance costs (see note 5)	<u>1,704</u>	<u>750</u>
	140,926	113,575
<b>Analysis by fund</b>		
Unrestricted funds	4,118	5,679
Restricted funds	<u>136,808</u>	<u>107,896</u>
	140,926	113,575



## 5 Support costs

	Support costs £	Governance costs £	2021 Support costs £	Governance costs £	2020 £
Director	3,333	-	3,333	-	-
Accountancy Fees	-	1,704	1,704	-	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>10,000</u>
Analysed between Charitable activities	<u>12,562</u>	<u>1,704</u>	<u>14,266</u>	<u>9,250</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>
<b>Employment costs</b>	<b>2021 £</b>	<b>2020 £</b>
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

### Cost

At 1 February 2020

Additions

At 31 January 2021

### Depreciation and impairment

At 1 February 2020

Depreciation charged in the year

At 31 January 2021

### Carrying amount

At 31 January 2021

At 31 January 2020

	Computer equipment £	Fixtures and fittings £	Total £
At 1 February 2020	30,275	37,340	67,615
Additions	<u>22,684</u>	<u>-</u>	<u>22,684</u>
At 31 January 2021	<u>52,959</u>	<u>37,340</u>	<u>90,299</u>
At 1 February 2020	17,773	30,419	48,192
Depreciation charged in the year	<u>8,797</u>	<u>1,730</u>	<u>10,527</u>
At 31 January 2021	<u>26,570</u>	<u>32,149</u>	<u>58,719</u>
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

### Amounts falling due within one year:

Other debtors

	2021 £	2020 £
Other debtors	<u>37,500</u>	<u>-</u>

## 10 Loans and overdrafts

Bank loans

Payable within one year

Payable after one year

	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

Bank loans  
Trade creditors  
Other creditors  
Accruals and deferred income

Notes	2021 £	2020 £
10	3,543	-
	17,788	11,925
	1,125	1,125
	<u>1,550</u>	<u>1,550</u>
	<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 1 February 2019 £	Income £	Expenditure £	Transfers £	Balance at 1 February 2020 £	Income £	Expenditure £	Balance at 31 January 2021 £
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)	-	-	-
	38,245	75,390	113,635	9,184	50,859	60,043

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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