



# 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!

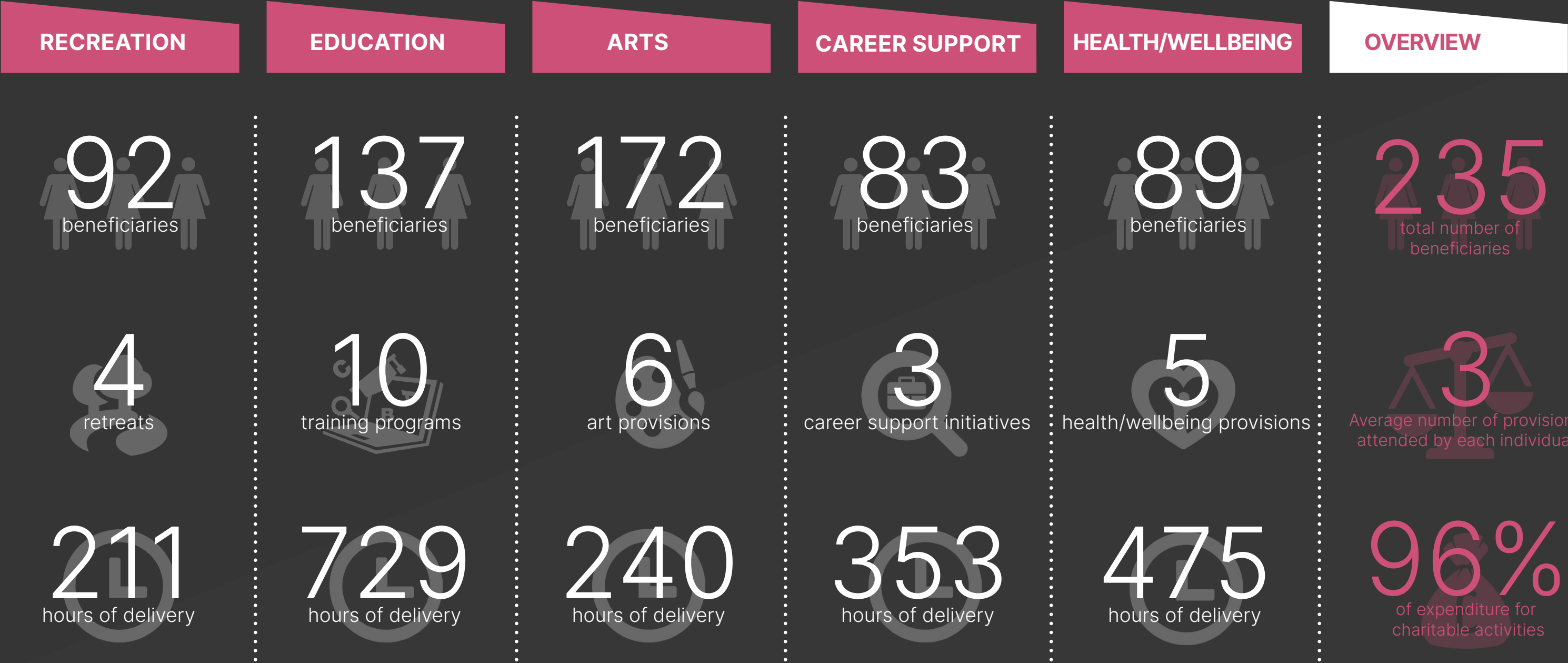


"THE GOLD QM IS ABOUT SHOWING THAT **YOU ARE A REAL CENTRE OF EXCELLENCE IN THE YOUTH SECTOR**, AND THERE IS CERTAINLY PLENTY OF EVIDENCE HERE THAT DEMONSTRATES THIS. WHAT IS REALLY CLEAR IS YOUR FOCUS ON **TRUE MEANINGFUL YOUTH INVOLVEMENT IN YOUR ORGANISATION...**

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.

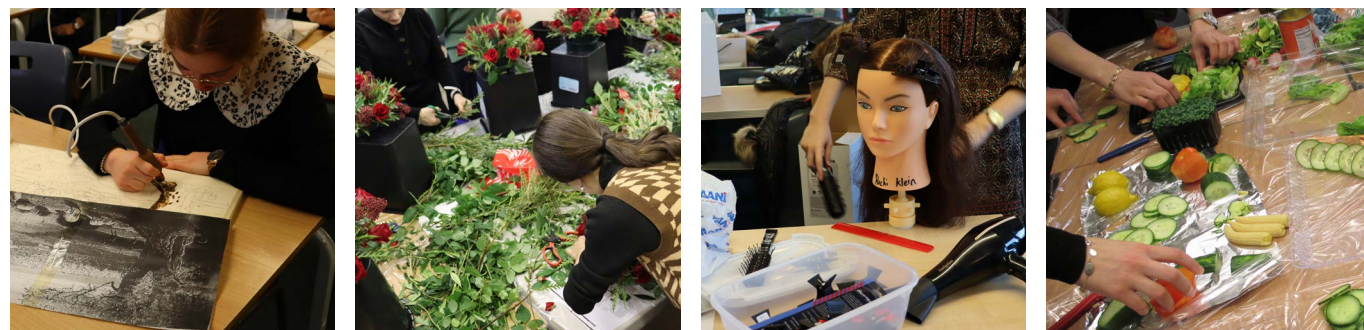
For the first time ever, we delivered a year-long photography and media training program which was very well received, and was used as a platform for users to capture and share their unique culture(s) and stories; providing a voice for marginalised young women.

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.



# 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

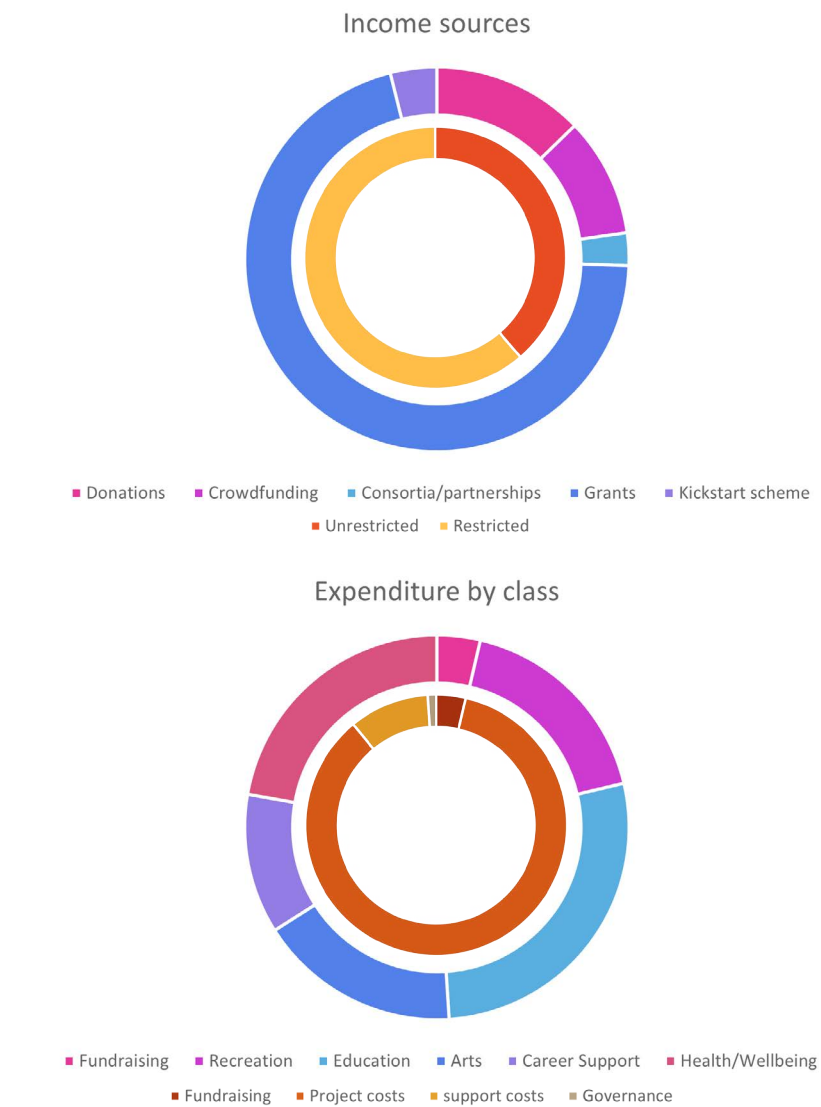
The trustees confirm their compliance with the duty to have due regard to the public benefit guidance published by the Charity Commission as well as the Equalities Act 2010 when reviewing the Charity’s aims and objectives and in planning future activities.

## 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	2021
		£	£	£	£	£	£
<b>Income and endowments from:</b>							
Donations and legacies	3	55,336	9,004	64,340	33,179	161,339	194,518
<b>Charitable activities</b>							
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	-	-	-
<b>Total income</b>		110,791	175,032	285,823	33,179	161,339	194,518
<b>Expenditure on:</b>							
Raising funds	6	1,504	7,500	9,004	-	-	-
<b>Charitable activities</b>							
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	-	-	-
<b>Total charitable expenditure</b>		62,630	170,432	233,062	4,118	136,808	140,926
<b>Total expenditure</b>		64,134	177,932	242,066	4,118	136,808	140,926
<b>Net income/(expenditure) for the year/</b>							
<b>Net movement in funds</b>		46,657	(2,900)	43,757	29,061	24,531	53,592
Fund balances at 1 February 2021		38,245	75,390	113,635	9,184	50,859	60,043
<b>Fund balances at 31 January 2022</b>		84,902	72,490	157,392	38,245	75,390	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 £	£
<b>Fixed assets</b>					
Tangible assets	11		28,750		31,580
<b>Current assets</b>					
Debtors	12	37,500		37,500	
Cash at bank and in hand		141,407		102,518	
<b>Creditors: amounts falling due within one year</b>		178,907		140,018	
	13	(23,561)		(24,006)	
Net current assets			155,346		116,012
<b>Total assets less current liabilities</b>			184,096		147,592
<b>Creditors: amounts falling due after more than one year</b>					
	14		(26,704)		(33,957)
<b>Net assets</b>			157,392		113,635
<b>Income funds</b>					
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		
	£	£	£	£	£	£	£
<b>Direct project costs</b>							
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
<b>Analysis by fund</b>							
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
	Director	-	-	-	3,333	3,333
		8,726	2,591	11,317	12,562	14,266
	Analysed between Charitable activities	8,726	2,591	11,317	12,562	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
		£	£	£
	<b>Cost</b>			
	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
	<b>Depreciation and impairment</b>			
	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
	<b>Carrying amount</b>			
	At 31 January 2022	24,857	3,893	28,750
	At 31 January 2021	26,389	5,191	31,580

## 12 Debtors

	2022 £	2021 £
<b>Amounts falling due within one year:</b>		
Other debtors	37,500	37,500

## 13 Creditors: amounts falling due within one year

	2022 £	2021 £
<b>Notes</b>		
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 £
<b>Notes</b>		
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 1 February 2020	Movement in funds		Balance at 1 February 2021	Movement in funds		Balance at 31 January 2022
	£	Income	Expenditure	£	Income	Expenditure	£
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.



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# 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

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## Online

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## Independent Examiner

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