

# 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



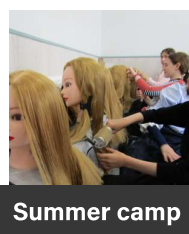
Photography



Hair styling



Creative Break



## 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.

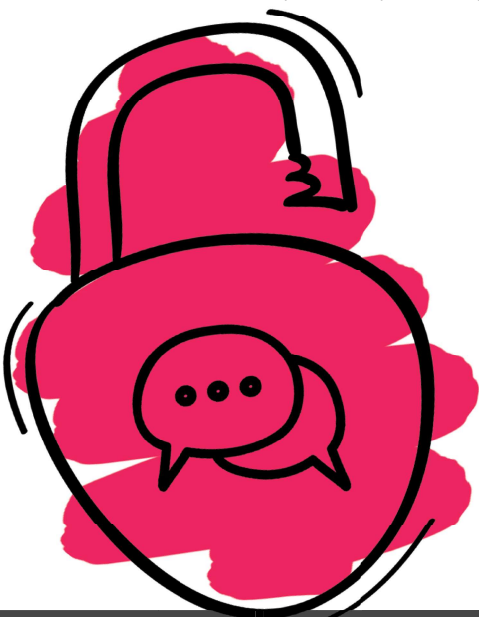
## What's Next?

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

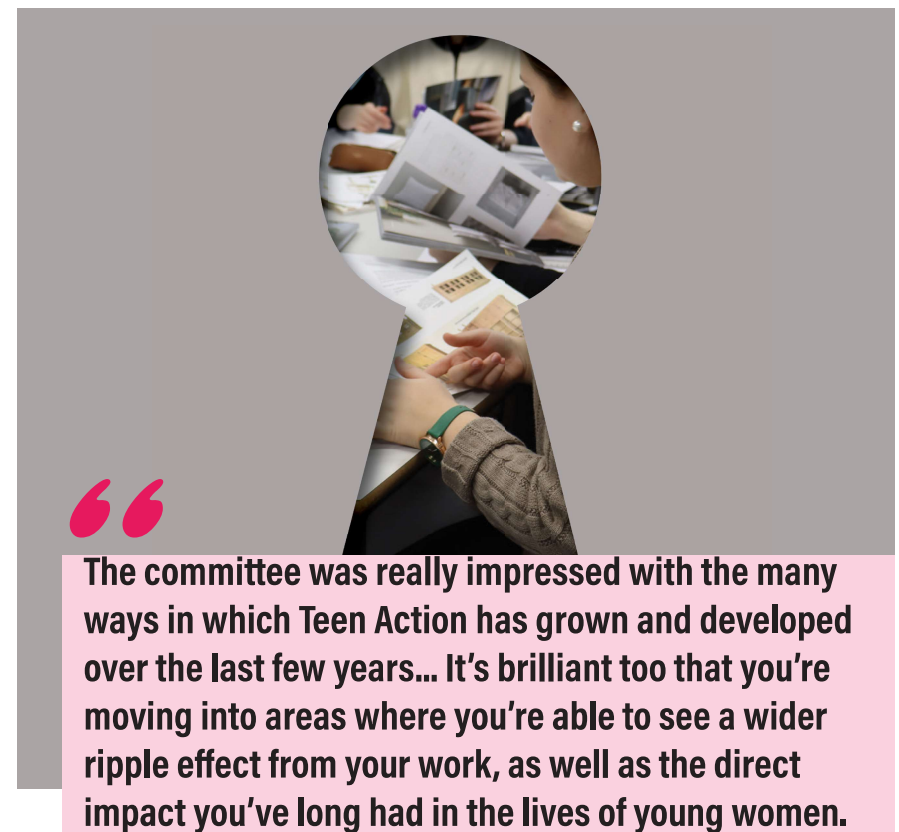
It is not the intention of the Trustees of the charity to appoint any new trustees in the near future. Should the situation change, the Trustees will apply suitable recruitment and induction procedures. Existing Trustees were provided with relevant training.

## 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.

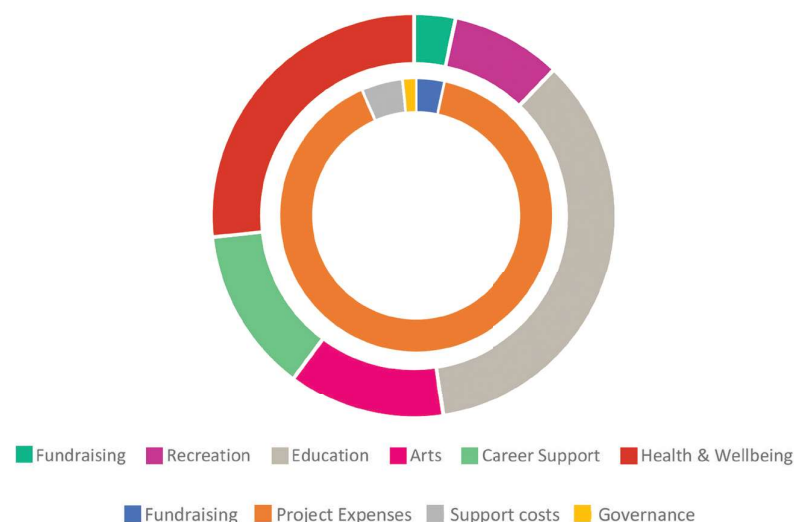
The Trustees' report was approved by the Board of Trustees on

*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  
.....



# Statement Of Financial Activities

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
<b>Income and endowments from:</b>							
Donations and legacies	3	37,730	40,545	78,275	55,336	9,004	64,340
<b>Charitable activities</b>							
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
<b>Total income</b>		<b>55,205</b>	<b>282,083</b>	<b>337,288</b>	<b>110,791</b>	<b>175,032</b>	<b>285,823</b>
<b>Expenditure on:</b>							
Raising funds	6	852	8,210	9,062	1,504	7,500	9,004
<b>Charitable activities</b>							
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
<b>Total charitable expenditure</b>		<b>18,834</b>	<b>245,758</b>	<b>264,592</b>	<b>62,630</b>	<b>170,432</b>	<b>233,062</b>
<b>Total expenditure</b>		<b>19,686</b>	<b>253,968</b>	<b>273,654</b>	<b>64,134</b>	<b>177,932</b>	<b>242,066</b>
<b>Net income for the year/ Net movement in funds</b>		<b>35,519</b>	<b>28,115</b>	<b>63,634</b>	<b>46,657</b>	<b>(2,900)</b>	<b>43,757</b>
Fund balances at 1 February 2022		84,902	72,490	157,392	38,245	75,390	113,635
<b>Fund balances at 31 January 2023</b>		<b>120,421</b>	<b>100,605</b>	<b>221,026</b>	<b>84,902</b>	<b>72,490</b>	<b>157,392</b>

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

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.

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
	£	£	£	£	£	2022
						£
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
	32,689	33,929	91,789	68,001	20,357	246,765
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
	34,160	36,031	97,224	72,972	24,205	264,592
<b>Analysis by fund</b>						
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
	34,160	36,031	97,224	72,972	24,205	264,592

## 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
	31,417	21,307	66,122	52,844	50,055	221,745
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
	33,115	22,777	69,404	55,561	52,205	233,062
<b>Analysis by fund</b>						
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
	33,115	22,777	69,404	55,561	52,205	233,062

## 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>11,317</u>
Analysed between Charitable activities	<u>13,427</u>	<u>4,400</u>	<u>17,827</u>	<u>8,726</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>
<b>Employment costs</b>	<b>2023 £</b>	<b>2022 £</b>
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
	£	£	£
<b>Cost</b>			
At 1 February 2022	59,710	37,340	97,050
At 31 January 2023	59,710	37,340	97,050
<b>Depreciation and impairment</b>			
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
<b>Carrying amount</b>			
At 31 January 2023	18,641	2,920	21,561
At 31 January 2022	24,857	3,893	28,750

## 13 Debtors

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

## 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	19,149	26,704



## 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		Transfers £	Balance at 31 January 2023 £
	Income £	Balance at 1 February 2022 £		
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 fund 2023 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 January 2023 are represented by:					
Tangible assets	4,294	17,267	21,561	5,728	28,750
Current assets/(liabilities)	135,276	83,338	218,614	105,878	155,346
Long term liabilities	(19,149)	-	(19,149)	(26,704)	(26,704)
	120,421	100,605	221,026	84,902	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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## Independent Examiner

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“

**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