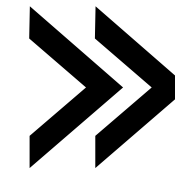




Empowered Transitions

Annual Report and Financial Statements
Year Ended 31 January 2024



Empowered Transitions

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

Trustees' Report

7	Opening Statement
8	Change Framework
10	Charitable Activities
20	Key achievements
22	Strategy and goals
24	Structure, governance and management
26	Financial Review



Financial Statements

28	Independent Examiner's statement
29	Statement of financial activities
30	Balance sheet
31	Notes to the financial statements
42	Legal and administrative details



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

- Suri, age 18
Youth Advisory Group 2023



Chair's Statement

Life is a series of milestones marked by key transitions.

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

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

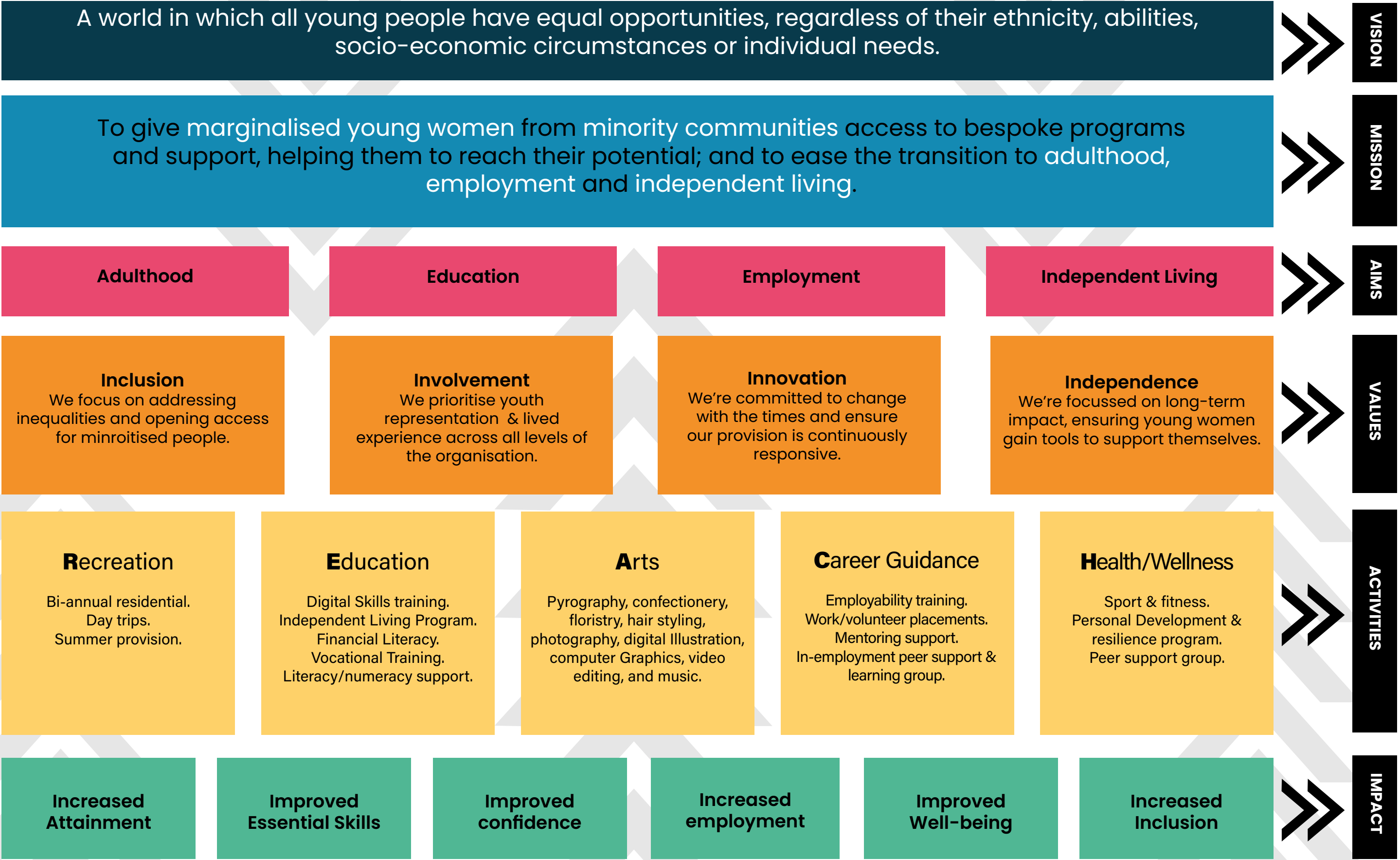
Our programs offer a lifeline during these pivotal moments, from mentoring and career development workshops to skills-building, personal growth work, and mental health support. As our young women grow, we grow alongside them, fostering a community where empowerment is more than a goal—it's a way of life.

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

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

Mrs. Yocheved Austerlitz
Chairperson

Change Framework





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

- Temmy, age 19
Creative Break Workshop Leader



Recreation

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

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

Key programs:

Break-Away

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

Creative Break

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



Education

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

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

Key programs:

PC Powered

PC Powered is our comprehensive digital skills provision which supports marginalised young women to gain core and vocational digital skills through a variety of courses, open-access digital facilities, and a culturally-specific Digital Literacy/E-Safety program. Beginners PC, ITQ Levels 2 and 3 Certificate/Diploma, Computer Graphics and Digital Illustration were delivered during the year in review.

We are thankful to the Henry Smith Charity for our multi-year grant renewal, ensuring the sustainability and development of this key provision.

Champion Club

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

Vocational Training

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

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

Get Set Go

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

Addressing Education Inequalities

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





Arts

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

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

Key programs:

ArtWaves

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

Music Making

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



Skills Builder
Progressing in
essential skills



Career Support

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

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

Key programs:

Career Guidance

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

Mentoring

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

Work placements

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

New Employee Network (NEN)

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

Business Start-up

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



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

- Dina, age 19
Beneficiary 2022-2024



Health & Wellness

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

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

Key programs:

Mental Health Ambassadors (MHA)

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

Social Talk-Shop

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

Food provision

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

Sport & movement

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

Key Achievements 2023-24

Young People

239
beneficiaries

32
programs delivered

174
work/volunteer placements

2,576
hours of delivery

52
jobs/employee progressions

138
accreditations

16
corporate partners

6
community events

1485*
indirect beneficiaries

1
community consultation

11
volunteers engaged

The Organisation

11
new staff

2
awards achieved**

1
new youth centre

89
staff training hours

3
multi-year grants secured***

The Community

13
community partners

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



Strategy & Goals

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

Skills Builder Roll-out

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

Post-18 progression support

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

Education development

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

Fund diversification

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





Structure, Governance & Management

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

Charitable Objects

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

Public Benefit

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

Youth Leadership & Involvement

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

Lived experience leadership

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

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

Safeguarding

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

Accolades and Awards

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

Partnerships and Networks

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

Our core networks are London Youth, UK Youth, Hackney CVS, The City & Hackney Well-being Network, the Faith & Belief Forum, The Propel Collaboration, and The Interlink Foundation.

We deliver in partnership with, and alongside, local colleges, Goldstar Creative, Technology Awareness Group (TAG), a local network of CYP providers, mental health services and poverty relief organisations.

We're proud to hold the trust and support of major funders including The National Lottery Community Fund, The Henry Smith Charity, Tudor Trust, NCS Trust, the Swire Charitable Trust, Youth Music and others.

Structure, Governance and Management

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

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

Recruitment, Induction and Training

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

(continued on next page)

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

Risk management

The Trustees have identified and reviewed the major risks to which the charity is exposed. Both manual and automated checks are regularly invoked, particularly those relating to the operations, reputation & finance of the charity.
The Trustees are satisfied that these systems and procedures mitigate the potential effects of any perceived risks.

The Trustees who served during the year were:
Mrs. Yocheved Austerlitz (Chair),
Mr. Abraham Fried (Treasurer),
Mrs. Faigy Taub,
Mrs. Sarah Bard,
Mrs. Goldie Rosenberg.



Financial Review

The Trustees present their report and financial statements for the year ended 31 January 2024.
The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity’s governing document, the Charities Act 2011 and “Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)” (effective 1 January 2019).

Financial Review

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

almost equal to that of last year (2024: £334,542, 2023: £337,288) despite an increasingly difficult funding climate. Trustees gratefully acknowledge that the outstanding impact and achievement of the organisation are largely due to the generous support of our community and generous funders.
The charity incurred significant expenses related to capital works at our new premises. Funds were drawn from our designated building fund, capital grants, and free reserves and are currently held as fixed assets accross our 10-year premises lease.
The charity had a higher expenditure budget (2024: 326,358, 2023: £273,654) due to increases in staff & delivery. The Trustees are satisfied that this was managed effectively, and acknowledge an ongoing need for income growth/diversification to fuel growing operations.

Cost-Centred Budget

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

Reserves Policy

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

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

Mrs. Yocheved Austerlitz, Trustee – Chairperson
Dated:.....

Independent Examiner’s Report

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

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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

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

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

Berish Hoffman FCA

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

Dated: 29 November 2024

Statement of Financial Activities

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

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

Year End Balance Sheet

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

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

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

.....
Mrs. Yocheved Austerlitz
Trustee

Notes to the Financial Statements

- 1

Accounting policies

Charity information

Teen Action is a charity constituted and governed by a Trust Deed dated 1 July 2006. The charity is managed and controlled by the trustees, who meet regularly.
- 1.1

Accounting convention

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

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

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

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

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.
- 1.2

Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.
- 1.3

Charitable funds

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

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.
- 1.4

Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.
- 1.5

Expenditure

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

Notes to the Financial Statements

1Accounting policies(Continued)

1.6Tangible fixed assets

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

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

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

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

1.7Impairment 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).

1.8Cash 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.

1.9Financial 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

1Accounting 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.

1.10Employee 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.

1.11Government 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.

2Critical 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.

3Donations and legacies

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

Notes to the Financial Statements

4 Charitable activities

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

For the year ended 31 January 2023

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

5 Government scheme

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

Notes to the Financial Statements

6 Expenditure on raising funds

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

7 Charitable activities

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

Notes to the Financial Statements

7Charitable activities(Continued)

For the year ended 31 January 2023

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

Notes to the Financial Statements

8Support costs allocated to activities

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

9Trustees

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

10Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Part time staff	37	26

Notes to the Financial Statements

10

Employees

(Continued)

Employment costs

2024
£

2023
£

Wages and salaries

182,607

153,010

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

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

11

Taxation

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

12

Tangible fixed assets

Leasehold
land and
buildings
£

Plant &
Equipments
£

Fixtures and
fittings
£

Total
£

Cost

At 1 February 2023

-

59,710

37,340

97,050

Additions

66,126

6,281

875

73,282

At 31 January 2024

66,126

65,991

38,215

170,332

Depreciation and impairment

At 1 February 2023

-

41,068

34,420

75,488

Depreciation charged in the year

6,613

6,231

949

13,793

At 31 January 2024

6,613

47,299

35,369

89,281

Carrying amount

At 31 January 2024

59,513

18,692

2,846

81,051

At 31 January 2023

-

18,641

2,920

21,561

13

Debtors

2024
£

2023
£

Amounts falling due within one year:

Trade debtors

9,094

-

Other debtors

18,750

37,500

27,844

37,500

Notes to the Financial Statements

14	Creditors: amounts falling due within one year		2024	2023		
		Notes	£	£		
	Bank loans		7,591	7,501		
	Trade creditors		10,486	28,325		
	Other creditors		2,078	1,125		
	Accruals and deferred income		1,900	2,000		
			<u>22,055</u>	<u>38,951</u>		
15	Creditors: amounts falling due after more than one year		2024	2023		
		Notes	£	£		
	Bank loans		<u>11,675</u>	<u>19,149</u>		
16	Restricted funds					
	The funds of the charity include restricted funds comprising the following balances relating to various projects operated by the charity.					
	At 1 February 2023	Incoming resources	Resources expended	Transfers	At 31 January 2024	
	£	£	£	£	£	
	Restricted funds	<u>100,605</u>	<u>235,062</u>	<u>(255,632)</u>	<u>(16,849)</u>	<u>63,186</u>
	Previous year:	At 1 February 2022	Incoming resources	Resources expended	Transfers	At 31 January 2023
		£	£	£	£	£
	Restricted funds	<u>72,490</u>	<u>282,083</u>	<u>(253,968)</u>	<u>-</u>	<u>100,605</u>
17	Unrestricted funds					
	The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.					
	At 1 February 2023	Incoming resources	Resources expended	Transfers	At 31 January 2024	
	£	£	£	£	£	
	Designated funds	50,000	-	-	(50,000)	-
	General unrestricted funds	<u>70,421</u>	<u>99,480</u>	<u>(70,726)</u>	<u>66,849</u>	<u>166,024</u>
		<u>120,421</u>	<u>99,480</u>	<u>(70,726)</u>	<u>16,849</u>	<u>166,024</u>

Notes to the Financial Statements

17 Unrestricted funds (Continued)

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

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

18 Analysis of net assets between funds

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

19 Related party transactions

There were no disclosable related party transactions during the year.

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



Charity Number

1120268

Trustees

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

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