

Annual Report



Pathways to Possibility

Opening doors.
Expanding horizons.
Realising potential.



Content Index

04

Chair's
Statement

05

Mission
& Values

06

Delivery
Framework

07

Pathways to
Opportunity

08

Learning & Enterprise
pathways

12

Adulthood
pathways

15

Creative
pathways

16

Youth
Leadership
pathways

17

Progression
pathways

21

Pathways in
Action

22

2024
Highlights

23

Structure,
Governance &
Management

24

Financial
Review



Chair's Statement



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

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

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

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

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

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

Mrs Y Austerlitz

Chair of Trustees

Our Mission

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

Our Values

● Inclusion

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

● Independence

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

● Involvement

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

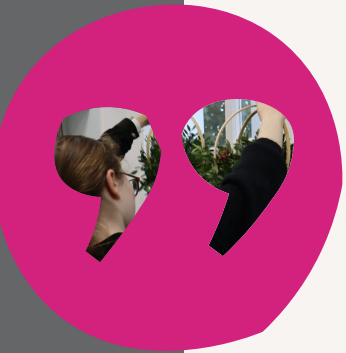
● Innovation

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

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

Beth Williams

London Youth Quality
Assurance Officer

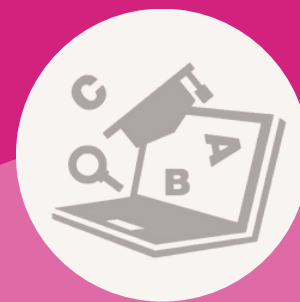


Our R.E.A.C.H Framework

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

E - Education

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



R - Recreation

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



C - Career Guidance

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



A - Arts

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



H - Health & Wellness

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



Pathways to opportunity

Every young woman's journey is unique.

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

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



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



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



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



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



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



Learning & Enterprise Pathways

Creating pathways from learning to livelihood.

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

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

**Learning
Foundations**



**Skills for the
workplace**



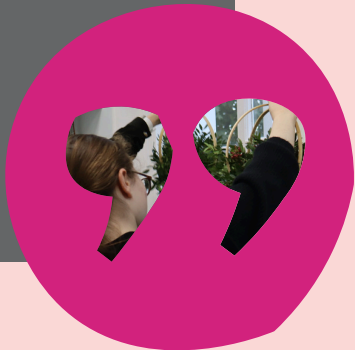
**Employment &
Enterprise**



195
Beneficiaries

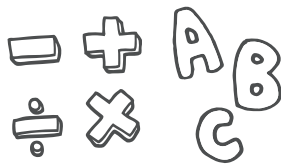
At Teen Action, learning is not just about qualifications, it's about skills, confidence and real pathways. I have gained so much more than all my schooling!

Raisy, 2024-25 participant



Learning Foundations

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



Champion Club – Functional Skills

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



Personal Mentoring

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



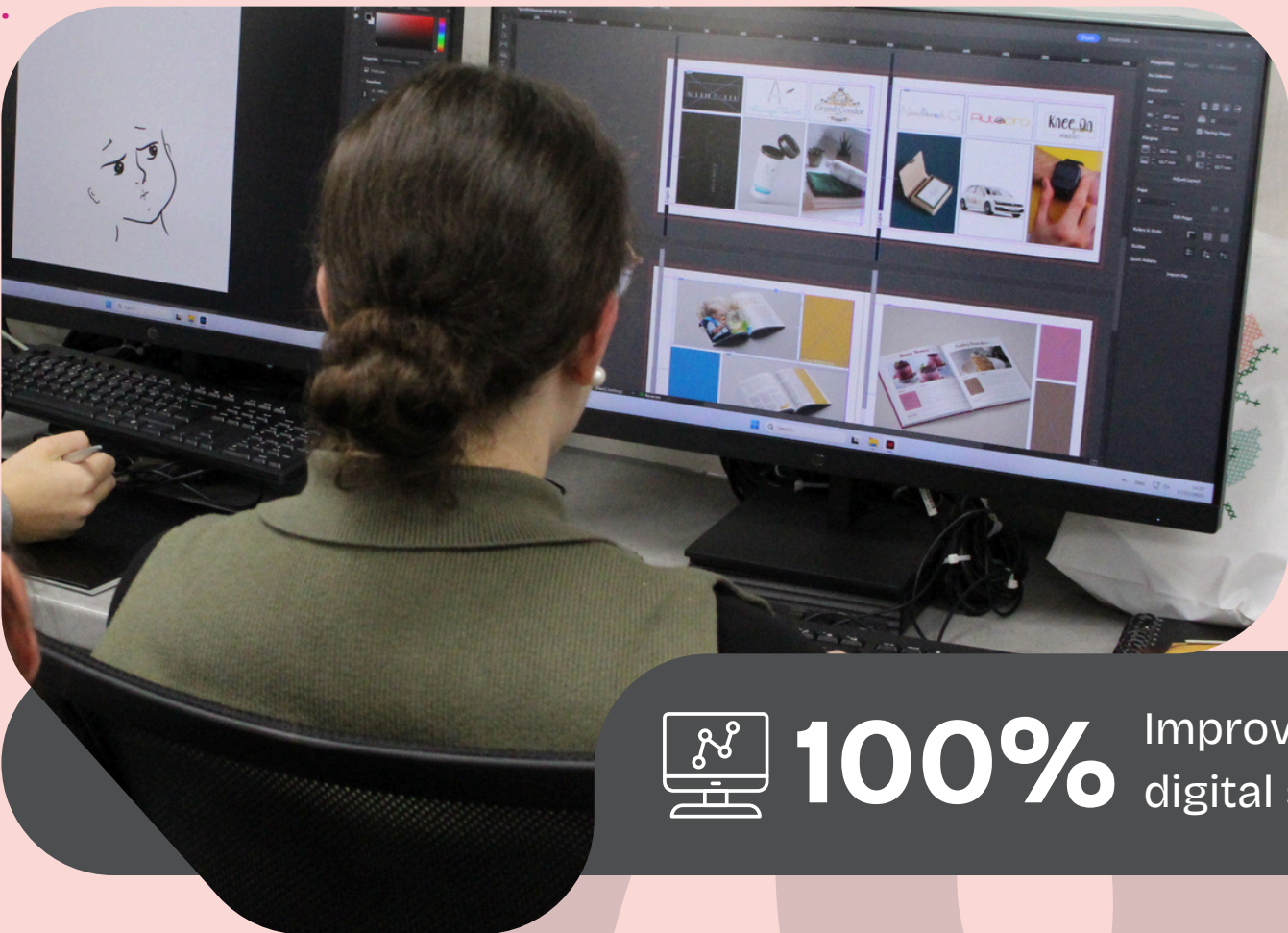
91% Improved confidence in learning



79% Progressed to further training

Skills for the workplace

Teen Action’s skills programmes give young women the tools, confidence, and experience to thrive in the modern world of work. Whether developing digital confidence, essential skills, or understanding how to support children and young people, each pathway builds transferable skills and opens routes into real opportunity.



Digital Skills

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



People & Practice

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



Universal Essential Skills

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



100% Improved digital skills



99% Progressed to further training or employment



89% saw improvements in Essential Skills

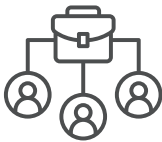
Employment & Enterprise

Teen Action helps young women take confident steps into the world of work – whether that means gaining experience, starting a job, or building a business of their own. Through guidance, mentoring, and peer support, we create pathways that turn potential into progress. Each journey looks different, but all lead toward confidence, independence, and possibility.



Career Guidance & Readiness

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



Work & Volunteer Placements

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



In-employment Support (NEN Network)

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



Business Start-Up Bootcamp

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



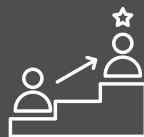
99%

Employment/
enterprise rate



95%

Improved job-
related skills



31%

of NEN beneficiaries
progressed in employment



Adulthood Pathways

Building confidence, independence, and resilience for life.

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

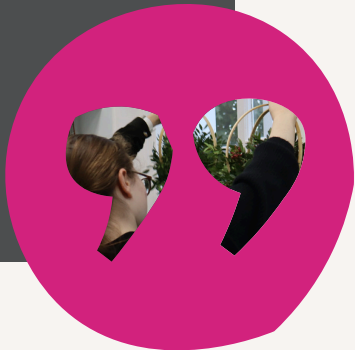
Life skills ➤ Wellbeing ➤ Relationships



98
Beneficiaries

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

Miri, 2023-24 participant



Life Skills & Independence

Independence is built through practical skills, confidence, and real-life experience. Our Life Skills & Independence pathway gives young women the tools to navigate adulthood with resilience and self-assurance. Through financial literacy, home management, health awareness, and youth-led residential, participants gain the competencies and confidence they need to step into adulthood ready and empowered.



BreakAway - Growth Residentials

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



Financial Literacy

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



Cooking & Home Management

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



Health Awareness

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



91%

Improved financial literacy



98%

Improved home management skills



88%

Increased independence

Relationships & wellbeing

Teen Action’s Wellbeing and Relationships programmes nurture the emotional strength, physical health, and self-awareness that young women need to thrive. These pathways create the foundations for confident adulthood – where wellbeing, self-respect, and balance go hand in hand.



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



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



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



84% Improved wellbeing



90% Improved fitness levels

Creative Pathways

Inspiring imagination & expression.

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



107

Beneficiaries



17

young people secured jobs/launched businesses in the creative industries



96%

saw improvements in Essential Skills



ArtWaves

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



Digital Design

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

NEW



Music & Song

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

Youth Leadership Pathways

Young women shaping change from within.

We firmly believe that leadership begins with opportunity — and grows through trust, experience, and collaboration. Our youth leadership model creates pathways for young women to shape decisions, lead peers, and contribute to their community. Whether through the YAG or our laddered leadership pathways, every young woman learns that her voice and actions have power.



Youth Advisory Group (YAG)

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



Laddered Leadership Pathways

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

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

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

**Chaya,
2024-25**



>70%

of staff are aged under 30



5

young women aged 16-19 on our Youth Advisory Group



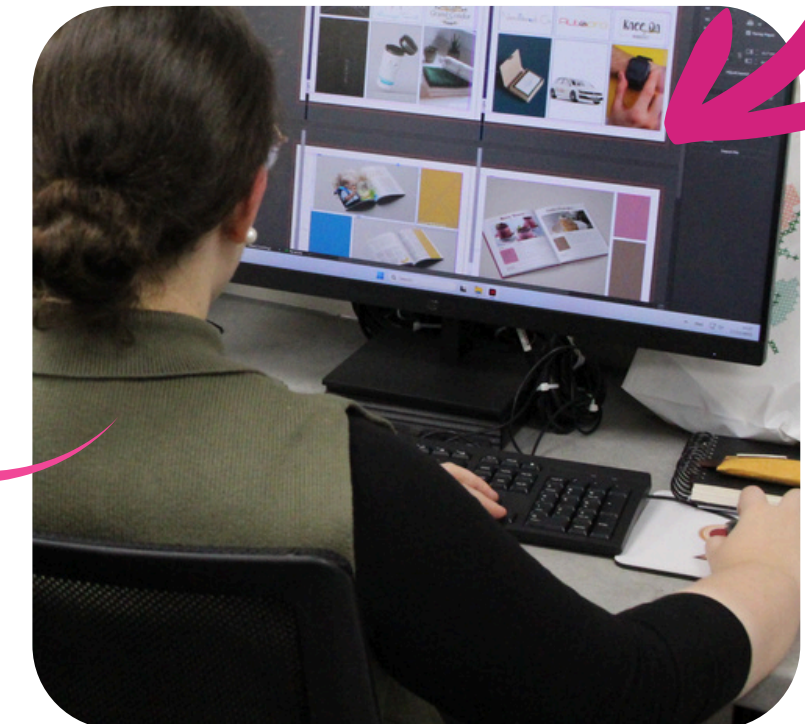
96%

Felt their voices were heard

Progression Pathways

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

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



Progression Pathways for young women

Working together to open doors

Real opportunity takes teamwork.

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

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

Members of:



REFERRAL PARTNERS

Opening the Doors

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

DELIVERY PARTNERS

Building the Experience

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

PROGRESSION PARTNERS

Extending the Pathways

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

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

Progression pathways for the charity & community

Growing stronger through systems change & collaboration

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



Deepening our systems change practice

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

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

(find out more on page 20)



Bridging Communities and Mainstream Systems

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



Building Organisational Capacity and Leadership

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



4 Active partnerships across the education/skills sector



3 Cross-sector collaborations



5 Voluntary sector networks

Education Inequality: Insights from Propel

Exploring barriers. Informing change.

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

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

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



Understanding the Challenge

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

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



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



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



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



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



What we learned:

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

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



Next steps:

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



Pathways in Action

Ruchy's Journey: From Learner to Innovator

From Quiet Talent to Confident Voice

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

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

Discovering Leadership and Purpose

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

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

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

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

Turning Vision into Impact

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

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

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



2024/25 Highlights

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

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

These highlights capture the difference we've made together.

Outputs:



321

young women supported



104

accredited and vocational qualifications achieved



68

young women mentored



13

Community & mainstream partners engaged

Outcomes:



99%

Progressed into further education or employment



88%

Evidenced improved Essential Skills



96%

Felt their voice was heard



92%

Reported increased confidence



85%

Improved health and/or wellbeing



72%

Felt more connected to their community

Structure, Governance & Management

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

Charitable Objectives

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

Public Benefit

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

Safeguarding

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

Structure, Governance and Management

The charity is governed by a trust deed dated 1 July 2006. The charity is managed by the Trustees, who meet 5 times a year, supported by our YAG. Day-to-day operations are overseen by the CEO, who line manages staff and volunteers. During the year, the charity had 1 senior manager, 18 staff (7 FTE), 25 sessional workers and 13 volunteers.

Recruitment, Induction and Training

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

Risk management

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

The Trustees who served during the year were:

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

Mrs. Goldie Rosenberg,
Mrs. Sarah Bard,

Financial Review

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

Financial Review

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

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

Cost-Centred Budget

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

Reserves Policy

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

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

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

Mrs. Yocheved Austerlitz, Trustee - Chairperson

Financial Statements

Independent Examiner's Report

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

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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

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

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

Berish Hoffman FCA

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

Date: 28 November 2025

Statement of Financial Activities

For the year ended 31 January 2025

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

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

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

Balance Sheet

As at 31 January 2025

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

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

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

.....
Mrs.Yocheved Austerlitz
Trustee

Notes to the financial statements

1 Accounting policies

Charity information

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

1.1 Basis of preparation

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

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

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

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

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

1.2 Going concern

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

1.3 Charitable funds

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

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

1.4 Income

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

1.5 Expenditure

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

1.6 Tangible fixed assets

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

Notes to the financial statements

1 Accounting policies

(Continued)

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

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

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

1.7 Impairment of fixed assets

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

1.8 Cash and cash equivalents

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

1.9 Financial instruments

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

Basic financial assets

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

Basic financial liabilities

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

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

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

Notes to the financial statements

1 Accounting policies (Continued)

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Government grants

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

2 Critical accounting estimates and judgements

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

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

3 Donations and legacies

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

Notes to the financial statements

4 Charitable activities

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

For the year ended 31 January 2024

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

5 Expenditure on raising funds

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

Notes to the financial statements

6 Charitable activities

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

Notes to the financial statements

7 Support costs allocated to activities

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

8 Trustees

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

9 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Part time staff	44	37

Notes to the financial statements

9 Employees

(Continued)

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

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

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

10 Taxation

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

11 Tangible fixed assets

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

12 Debtors

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

Notes to the financial statements

13 Creditors: amounts falling due within one year

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

14 Creditors: amounts falling due after more than one year

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

15 Restricted funds

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

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

16 Unrestricted funds

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

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

Notes to the financial statements

16 Unrestricted funds

(Continued)

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

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

17 Analysis of net assets between funds

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

18 Related party transactions

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

Legal & Administrative Details

Charity Number

1120268

Trustees

Mrs. Yocheved Austerlitz

Mr. Abraham Fried

Mrs. Faigy Taub

Mrs. Sarah Bard

Mrs. Goldie Rosenberg

Address

Lower Ground

27 Stamford Hill

London N16 5TU

Telephone

020 8809 1753

Web/Email

info@teenaction.org.uk

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

Independent Examiner

Berish Hoffman FCA

Landau Morley LLP

325-327 Oldfield Lane North

Greenford, Middlesex UB6 0FX

