

SOUTHSIDE YOUNG LEADERS ACADEMY

England & Wales · Charity number 1121717

Details

Status Registered

Legal form Charitable company

Company number [06228171](#)

Registered 2007-11-28

Register [View on the Charity Commission register](#)

Contact

Address Walworth Academy Upper School
Shorncliffe Road
London
SE1 5UJ

Phone 02077019055

Email info@syla.org.uk

Website syla.org.uk

Activities

Objects: IS TO ADVANCE THE EDUCATION OF CHILDREN, IN PARTICULAR YOUNG MALES OF AFRICAN AND CARIBBEAN ORIGIN, BETWEEN THE AGES OF EIGHT AND EIGHTEEN BY PROVIDING OR ASSISTING IN THE PROVISION OF EDUCATION AND TRAINING (INCLUDING VOCATIONAL TRAINING) FOR THE BENEFIT OF SUCH CHILDREN SO THAT THEY MAY DEVELOP THEIR CAPACITIES TO ACT AS ACTIVE CITIZENS AND THAT THEY MAY GROW TO FULL MATURITY AS INDIVIDUALS AND AS MEMBERS OF SOCIETY.

Activities: Leadership training for African and Caribbean boys aged 8 - 18. Saturday Academy offers study support, personal development, sports, drill and practical skills. Holiday activities include visits to businesses and institutions, arts and skills training, residential programmes. The Parents' Forum offering counseling and practical on parenting issues. Boys supported in school during week.

Classification

- **How:** Provides Services
- **What:** Education/training
- **Who:** Children/young People

Geography

- **Area of benefit:** NOT DEFINED. IN PRACTICE, LONDON BOROUGH OF SOUTHWARK AND LONDON BOROUGH OF LAMBETH
- Lambeth
- Southwark

Finances

Period end	Income	Expenditure	Assets	Employees
2024-08-31	£175,862	£163,116	-	-
2023-08-31	£196,493	£253,196	-	-
2022-04-30	£164,478	£150,803	-	-
2021-04-30	£241,608	£228,421	-	-
2020-04-30	£208,287	£170,675	-	-

Trustees

Name	Role	Appointed
Alfred Ayisi		2025-01-12
Ansumana Bai-Marrow		2023-12-05
Caren Onanda		2020-08-22
Dhosjan Greenaway-Dalini		2025-04-08
Justice Allotey		2025-01-12
Max Woodbridge		2021-07-20
Valentina Nnennaya Okoro		2023-05-16
Winston Davis		2019-04-25

SOUTHSIDE YOUNG LEADERS ACADEMY

England & Wales - Charity number 1121717

Accounts

Company registration number: 06228171

Charity registration number: 1121717

Southside Young Leaders Academy

(A company limited by guarantee)

Trustees' Report and Financial Statements

for the Year ended 31 August 2024

HFL Accountants Limited
Chartered Certified Accountants
HFL House
Saxon Way
Melbourn
Cambridgeshire
SG8 6DN

Southside Young Leaders Academy

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Southside Young Leaders Academy

Report of the Trustees for the year ended 31 August 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the unaudited financial statements of the charity for the year ended 31 August 2024.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number 06228171 (England and Wales)
Registered Charity number 1121717

Registered Office: Ark Academy Walworth
Shorncliffe Road
London
SE1 5UJ

TRUSTEES:

Winston Davis	Chairperson appointed April 2019
Veronica Johnstone	Treasurer appointed July 2021
Max Woodbridge	Secretary appointed July 2021
Caren Onanda	Appointed August 2020
Valentina Nnennaya Okoro	Appointed May 2023
Ansumana Bai-Marrow	Appointed May 2024
Justice Allotey	Appointed January 2025
Alfred Ayisi	Appointed January 2025
Samuel Osei-Sarkodie	Appointed February 2020 resigned May 2024

INDEPENDENT EXAMINER

HFL Accountants
HFL House,
1 Saxon Way,
Melbourn,
Royston
SG8 6DN

BANK

Lloyds Bank Plc
Canary Wharf Branch
Unit 3 Park Pavilion
40 Canada Square
Canary Wharf
London
E14 5FW

EXECUTIVE LEADERSHIP:

Charlotte Prendergast	CEO
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Southside Young Leaders Academy

Report of the Trustees for the year ended 31 August 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENT

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The organisation is a charitable company limited by guarantee, incorporated on 26th April 2007 and registered as a charity on 28th November 2007. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up every member of the charity undertakes to contribute such amount as may be required (not exceeding £1) and subject to any such resolution by the members, the Directors of the Charity may resolve that any net assets of the charity after all its debts and liabilities have been paid shall be applied or transferred in any of the following ways:

- (a) directly for the Objects; or
- (b) by transfer to any other Charity or Charities for purposes similar to the Objects; or
- (c) to any Charity for use for particular purpose that fall within the objects.

RECRUITMENT AND APPOINTMENT OF NEW TRUSTEES

Potential trustees are recruited by advertising through various channels including online recruitment platforms and word of mouth recommendations. Candidates are interviewed by the Chair and the Secretary and they are asked to provide two referees and subject to safeguarding checks. If formally approved by the other Board members, they will be invited to become Trustees.

ORGANISATIONAL STRUCTURE

The Southside Young Leaders Academy (SYLA) has a Board of Trustees who meet every 12 weeks and who are responsible for the strategic direction and policy of the charity. At the balance sheet date, the trustees consisted of seven members from a variety of professional backgrounds relevant to the work of the charity.

SYLA recruited a new full-time Chief Executive, Charlotte Prendergast, in January 2022. Charlotte attends the quarterly board meetings to provide operational updates, though she has no voting rights.

RISK MANAGEMENT

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The Board has a formal, written policy of internal financial control procedures which will continue to be monitored and updated to cover new risk areas as and when they are identified. Safeguarding the boys remains an utmost priority.

Southside Young Leaders Academy

Report of the Trustees for the year ended 31 August 2024

OBJECTIVES AND AIMS

The mission of SYLA is to nurture, develop, maximise and release the leadership potential of young men from the African and Afro-Caribbean community from disadvantaged backgrounds, especially those at risk of exclusion from school, empowering them to become positive active citizens and a new generation of business and community leaders.

SYLA'S CORE VALUES ARE:

- Excellence & Aspiration
- Team Work & Service
- Evidence-Based Practice & Learning
- Transparency & Accountability

STRATEGIC OBJECTIVES

1. To support each boy, through needs assessment and activities relevant to their transitional stages (such as counselling and mentoring and enhancement of the educational and leadership programmes), to identify and achieve their development goals, and develop as a young leader;
2. To strengthen current and develop new partnerships with key stakeholders, agencies, and experts, forming a support matrix that helps the boys attain their development goals;
3. To develop a knowledge base of what works in empowering boys to become young leaders, to share good practice, and to identify and promote effective education policies.

GUIDANCE ON PUBLIC BENEFIT

Trustees are aware of the Charity Commission guidance on this subject and confirm that they will read the PDF documents contained on the Commission's website.

Southside Young Leaders Academy

Report of the Trustees for the year ended 31 August 2024

ACHIEVEMENT AND PERFORMANCE

OVERVIEW OF THE YEAR

Black African and Caribbean boys continue to face multiple disadvantages that impact their educational and life outcomes. In 2023/24, SYLA continued its work to tackle these inequalities by supporting boys and young men living in Southwark and Lambeth.

Despite social and economic challenges, SYLA increased engagement by 25%, reaching 81 boys and young men.

This included:

- 60 boys attending the Young Leaders Programme,
- 16 boys receiving bursaries through the Scholars Programme,
- 5 alumni mentoring others through the Young Ambassador Programme,
- 32 parents engaged through our Parents Partnership.

Other achievements include delivering 406 hours of mentoring, tutoring, and enrichment activities.

We also strengthened our community presence by winning the Southwark Together Civic Award.

SYLA PROGRAMMES

- Young Leaders Programme: Continued delivery of academic support, leadership skills, sports, and wellbeing sessions.
- Scholars Programme: Supported boys through full bursaries at state or independent boarding schools in partnership with Royal National Springboard Foundation.
- Young Ambassadors Alumni Programme: Provided mentoring opportunities and leadership development for SYLA alumni.
- Parent Partnership Programme: Supported parents with workshops, summits, and fundraising activities, including raising £2,000 through a community walk.

OUTCOMES

- 100% of A-Level Scholars progressed to university.
- 93% of Young Leaders progressed by at least one grade in Maths.
- 85% improved public speaking skills.
- 78% reported enhanced teamwork through sports participation.

Further information can be found in our 2023-24 Impact Report which is attached to this report.

FUTURE PLANS

SYLA aims to continue to:

- Expand school referral models.
- Strengthen local partnerships with Southwark Council and schools.
- Develop a long-term alumni outcomes tracking system.
- Build a sustainable alumni mentoring pipeline.

Southside Young Leaders Academy

Report of the Trustees for the year ended 31 August 2024

Financial Review

Policy on reserves

The trustees have examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be sufficient to cover three months of operational expenditure. The Trustees regularly review the amount of reserves that are required to ensure that they are adequate to fulfil the charity's continuing obligations.

Going concern

The Trustees consider that there are no uncertainties about the charity's ability to continue for the future.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The annual report was approved by the Board of Trustees on 19 MAY 2025
and signed on its behalf by:



.....
Winston Davis
Chair and trustee

Southside Young Leaders Academy

Statement of Trustees' responsibilities

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006 are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards including FRS102 The Financial Reporting Standard applicable in the UK and Republic of Ireland. The report and accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

Company law requires the trustees to prepare financial statements for each financial year. Under company law, the trustees must not approve financial statements unless they are satisfied that they give a true and fair view of the state of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing their financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently
- Observes the methods and principles in the Charities SORP
- Make judgments and estimates that are reasonable and prudent
- State whether applicable accounting standards, comprising FRS102 have been followed, subject to any material departure disclosed and explained in the financial statements; and
- Prepare the financial statements on the ongoing concern basis unless it is inappropriate to presume that the charitable company will continue.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on19 MAY 2025..... and signed on its behalf by



.....
Winston Davis
Chair and trustee

Southside Young Leaders Academy

Independent Examiner's Report to the trustees of Southside Young Leaders Academy ("the Company")

I report to the charity trustees on my examination of the financial statements of Southside Young Leaders Academy for the year ended 31 August 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

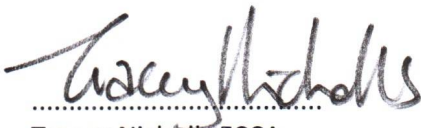
Having satisfied myself that the financial statement of Southside Young Leaders Academy are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's financial statements as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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:

1. accounting records were not kept in respect of Southside Young Leaders Academy as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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 accounts to be reached.



Tracey Nicholls FCCA
HFL Accountants Limited

HFL House
1 Saxon Way
Melbourn
Cambridgeshire
SG8 6DN

Date: 20 MAY 2025

Southside Young Leaders Academy

Statement of Financial Activities for the year ended 31 August 2024

	Note	Unrestricted Funds £	Restricted funds £	Total 2024 £
Income and Endowments from:				
Donations and legacies	3	49,339	126,293	175,632
Investment income		230	-	230
Other income	4	-	-	-
Total income		<u>49,569</u>	<u>126,293</u>	<u>175,862</u>
Expenditure on:				
Raising funds	5	(80)	-	(80)
Charitable activities	6	<u>(36,847)</u>	<u>(126,189)</u>	<u>(163,036)</u>
Total expenditure		<u>(36,927)</u>	<u>(126,189)</u>	<u>(163,116)</u>
Net income / (expenditure)		<u>12,642</u>	<u>104</u>	<u>12,746</u>
Net movement in funds		12,642	104	12,746
Reconciliation of funds				
Total funds brought forward		<u>77,805</u>	<u>577</u>	<u>78,382</u>
Total funds carried forward	15	<u><u>90,447</u></u>	<u><u>681</u></u>	<u><u>91,128</u></u>
		Unrestricted Funds £	Restricted funds £	Total 2023 £
Income and Endowments from:				
Donations and legacies	3	49,841	137,612	187,453
Investment income		92	-	92
Other income	4	<u>8,948</u>	-	<u>8,948</u>
Total income		<u>58,881</u>	<u>137,612</u>	<u>196,493</u>
Expenditure on:				
Charitable activities	6	<u>(26,438)</u>	<u>(226,758)</u>	<u>(253,196)</u>
Total expenditure		<u>(26,438)</u>	<u>(226,758)</u>	<u>(253,196)</u>
Net income / (expenditure)		<u>32,443</u>	<u>(89,146)</u>	<u>(56,703)</u>
Net movement in funds		32,443	(89,146)	(56,703)
Reconciliation of funds				
Total funds brought forward		<u>45,362</u>	<u>89,723</u>	<u>135,085</u>
Total funds carried forward	15	<u><u>77,805</u></u>	<u><u>577</u></u>	<u><u>78,382</u></u>

The notes on pages 10 to 16 form an integral part of these financial statements.

Southside Young Leaders Academy

(Registration number : 06228171)

Balance Sheet as at 31 August 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible Assets	12	-	204
Current assets			
Cash at bank and in hand		144,614	128,167
		144,614	128,167
Creditors: Amounts falling due within one year	13	(53,486)	(49,989)
Net current assets		91,128	78,178
Net assets		91,128	78,382
Funds of the charity:			
Restricted income funds			
Restricted funds		681	577
Unrestricted income funds			
Unrestricted funds		90,447	77,805
Total funds	15	91,128	78,382

For the financial year ending 31 August 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities

- The members have not required the charity to obtain and audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

These financial statements on pages 8 to 16 were approved by the trustees and authorised for issue and signed on their behalf by:



Winston Davis
Chair and Trustee

Date: 19 MAY 2025

Southside Young Leaders Academy

Notes to the Financial Statements for the year ended 31 August 2024

1 Charity Status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

Southside Young Leaders Academy meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern not any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have not included a cash flow statement in these financial statements.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received, and the amount of the income can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Investment income

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregates similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of the resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Southside Young Leaders Academy

Notes to the Financial Statements for the year ended 31 August 2024

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature to support them.

Governance costs

These include the costs attributable to the charity's compliance with the constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 of Schedule 6 of the Finance Act 2010 and meets the definition of a charitable company for UK corporation tax purposes. Therefore, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £300 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Computer and office equipment	3 years on cost

Trade Debtors

Trade debtors are amounts due from donors. They are initially recognised at transaction price. A provision for the impairment of trade debtors is established where there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short term high liquid investments that are readily convertible to a known amount of cash and subject to an insignificant risk of change in value.

Trade Creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at the amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furthering the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Southside Young Leaders Academy

Notes to the Financial Statements for the year ended 31 August 2024

Pension and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 Income from donations and legacies

	Unrestricted Funds £	Restricted funds £	Total funds £
Donations from companies, trusts and similar	37,344	126,293	163,637
Donations from individuals	11,995	-	11,995
Total for 2024	49,339	126,293	175,632
Total for 2023	49,841	137,612	187,453

4 Other income

	Unrestricted Funds £	Restricted funds £	Total funds £
	-	-	-
Total for 2024	-	-	-
Total for 2023	8,948	-	8,948

Southside Young Leaders Academy

Notes to the Financial Statements for the year ended 31 August 2024

5 Expenditure on raising funds

	Unrestricted Funds £	Restricted funds £	Total funds £
Fundraising costs	80	-	80
Total for 2024	80	-	80
Total for 2023	-	-	-

6 Expenditure on charitable activities

		Unrestricted Funds £	Restricted funds £	Total funds £
Charitable activities		5,240	8,128	13,368
Staff costs	9	26,463	113,002	139,465
Governance costs	7	5,144	5,059	10,203
Total for 2024		36,847	126,189	163,036
Total for 2023		26,438	226,758	253,196

7 Analysis of governance and support costs

		Unrestricted Funds £	Restricted funds £	Total funds £
Independent examiner fees		900	-	900
Legal fees		944	2,059	3,003
Other governance costs		3,300	3,000	6,300
Total for 2024		5,144	5,059	10,203
Total for 2023		600	12,999	13,599

8 Trustee remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

Southside Young Leaders Academy

Notes to the Financial Statements for the year ended 31 August 2024

9 Staff costs

The aggregate payroll costs were as follows:

	2024	2023
	£	£
Staff costs during the year were:		
Wages and salaries	115,325	165,906
Social security costs	6,301	15,878
Pension costs	3,289	4,122
Other staff costs	14,550	22,318
	<u>139,465</u>	<u>208,224</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year as full time equivalents was as follows:

	2024	2023
	No	No
Employees	<u>5</u>	<u>5</u>

No employees received emoluments of more than £60,000 during the year.

10 Independent examiner's remuneration

	2024	2023
	£	£
Examination of financial statements	<u>900</u>	<u>800</u>

11 Taxation

The charity is a registered charity and is therefore exempt from taxation

Southside Young Leaders Academy

Notes to the Financial Statements for the year ended 31 August 2024

12 Tangible fixed assets

	Computer Equipment	Total
	£	£
Cost		
As at 1 September 2023	4,422	4,422
As at 31 August 2024	4,422	4,422
Depreciation		
As at 1 September 2023	4,218	4,218
Charge for year	204	204
As at 31 August 2024	4,422	4,422
Net book value		
At 31 August 2023	204	204
At 31 August 2024	-	-

13 Creditors: amounts falling due within one year

	2024	2023
	£	£
Other taxation and social security	1,102	2,491
Other creditors	1,056	1,125
Accruals and deferred income	51,328	46,373
	53,486	49,989

14 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £3,289 (2023: £4,122).

Southside Young Leaders Academy

Notes to the Financial Statements for the year ended 31 August 2024

15 Funds

	Balance at 1 September 2023	Incoming Resources	Resources expended	Balance at 31 August 2024
Unrestricted funds				
General	77,805	49,569	(36,927)	90,447
Restricted funds	577	126,293	(126,189)	681
Total funds	<u>78,382</u>	<u>175,862</u>	<u>(163,116)</u>	<u>91,128</u>
	Balance at 1 May 2022	Incoming Resources	Resources expended	Balance at 31 August 2023
Unrestricted funds				
General	45,362	58, 881	(26,438)	77,805
Restricted funds	89,723	137,612	(226,758)	577
Total funds	<u>135,085</u>	<u>196,493</u>	<u>(253,196)</u>	<u>78,382</u>



Impact Report

2023/24



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Foreword

Black boys continue to face multiple challenges that affect their educational and life outcomes. School exclusions are still disproportionately high for Black boys, and they are often over-represented as victims of crime. This past year, SYLA has been dedicated to tackling these social and educational inequalities by providing opportunities for less advantaged Black boys in Southwark and Lambeth. Our mission is to help them build confidence, skills, and leadership so they can reach their full potential, fostering a sense of purpose and belonging along the way.

Despite the challenges, 2023/24 has been an incredible year for the SYLA community. We have embraced bold and ambitious goals, and together we have achieved some remarkable outcomes for our participants. This year, we proudly reported a 25% increase in engagement, reaching 81 boys and young men. Sixty boys took part in our Young Leaders Programme, and 16 participated in our Scholars Programme. Five SYLA alumni, aged 16 to 21, joined our new Young Ambassador Alumni Programme, where they served as mentors for our Young Leaders and Scholars. Additionally, we engaged 32 parents through our Southside Parents Partnership, offering practical workshops to help them support their sons effectively.

This year, we introduced some exciting new initiatives to our programme offer. We added three new curriculum topics to our Young Leaders Programme: Oracy, Black Leaders Studies, and Employability Skills. We launched a mid-week online mentoring project, participated in our first-ever debating competition (and won against Lewisham Young Leaders Academy!), and hosted our first Parent Summit and Open Day, creating a vibrant sense of community.

Collaboration remains at the heart of what we do at SYLA. We are incredibly grateful to our long-term partners – Elite Evolution, Leap, Team Up, and the Royal National Springboard Children's Foundation – who helped us deliver consistent and high-quality services this year, including our sports provision, conflict resolution project, academic tutoring, and transformative boarding school bursaries. Our programmes were enriched by working closely with our partners and our staff benefited from valuable training thanks to these collaborations.

As a community-focused organisation, serving our local community is our top priority. This year, we forged strong partnerships with St Francis RC Primary School and Haberdashers Borough Academy in Southwark, who have become key referral partners in our effort to reach boys in greatest need. We also strengthened our ties with Southwark Council and have been fortunate to receive enthusiastic support from the Mayor of Southwark, Michael Situ, who has been a great champion of SYLA's work in the borough.

One of the proudest moments of the year was winning the Southwark Together Civic Award, recognising SYLA's outstanding contribution to our community!

This impact report celebrates our community of young leaders, scholars, alumni, parents, delivery partners, schools, board of trustees, funders, and of course our dedicated staff team who work hard to improve opportunity and life outcomes for our young people.



Charlotte Prendergast
CEO





Our year in numbers

36

Saturday Academy sessions delivered

16

boys supported on full bursaries to attend boarding school

81

young people reached across Young Leaders & Scholars Programmes

406

hours of mentoring, tutoring, and enrichment activities delivered

32

parents engaged in parent programme

3-day

outbound residential at Hindleap Warren Activity Centre delivered

2

1-week holiday programmes delivered

5

SYLA alumni employed as mentors



SYLA 2023/24 Programmes

Young Leaders

Our Young Leaders Programme, offered through our Saturday Academy, is our flagship programme which aims to enhance academic success, build character, and develop leadership skills. We provide online mentoring every Wednesday and host week-long camps during Easter and summer. Additionally, we broaden our young leaders' horizons with career days, university visits, educational trips, and connections to corporate firms.

Scholars

Our Scholars Programme offers a unique opportunity for a select group of deserving boys, aged 11-16, to receive a full bursary for a state or independent secondary boarding school, paving the way for a life-changing education. This is delivered in partnership with the Royal National Children's Springboard Foundation.

Young Ambassadors

Our Young Ambassador Alumni Programme offers exceptional growth opportunities for young men who have excelled in our Young Leaders or Scholars Programmes. Ambassadors receive paid mentorships, guiding current young leaders and scholars, and gain access to valuable SYLA internships and exclusive experiences with our corporate partners.

Parent Partnership

We work closely with parents to equip them with the knowledge and resources to actively support their son's education and transition to adulthood. We offer expert-led workshops on various topics, creating an engaging environment for parents to learn and connect. Parents benefit from a vital support network, opportunities to influence community change, and trustee positions on our board.

Methodology for this report

Over the past year, we have evaluated the impact of our programmes by collecting data through a variety of methods. These included mid-year and end-of-year perception questionnaires, baseline assessments, and progress tests in English and math. We also conducted parent surveys and telephone consultations, staff observations, and case studies involving our current and former young leaders.



Outcomes for Young Leaders

We build character

Our tailored leadership curriculum supports boys to increase confidence, self-regulate, build resilience, and develop positive self-regard.

Conflict management

Eight young leaders attended a transformative residential trip to Hindleap Warren Outdoor Centre in Surrey, facilitated by Leap Confronting Conflict. Our young leaders developed skills in conflict management, self-awareness, and emotional intelligence through engaging workshops that foster a safe space for open discussions. Through a range of team building activities, participants stepped into leadership roles, confronted their fears, and forged strong connections while overcoming challenges together.



Online mentoring

We completed 24 weekly online mentoring sessions, fostering a safe space for our young leaders to engage with mentors and peers. They tackled weekly challenges, celebrated their accomplishments, and set ambitious goals for the week ahead. This ongoing support not only empowers our young leaders but also equips them with the skills and confidence to thrive.



Leadership through sports

We offered weekly sports sessions to 45 boys, empowering them to develop character, teamwork, and communication skills while enhancing their health and wellbeing. Each half-term, we introduced a new sport, including football, basketball, hockey, table tennis, and boxing, along with team-building exercises that inspired camaraderie and personal growth.



“Attending SYLA has helped me understand the importance of self-regulation. I have demonstrated self-regulation by paying attention in lessons a lot more.”

We improve academic achievement

We address educational inequalities by building academic confidence and raising attainment in English and maths through weekly intensive tutoring.

We are proud to continue our partnership with Team Up. This year we provided essential weekly academic tuition for 45 boys to foster increased aspirations while enhancing their skills in maths and English.

At the beginning of the programme, Team Up conducted thorough assessments for each boy. These results help us understand each boy's starting point and specific learning requirements, enabling us to craft individualised learning programmes.

The small group sizes – limited to three boys per tutor – allowed for personalised and intensive tutoring, directly addressing each boy's unique learning needs. Our tutoring sessions took place every Saturday morning from October to May. For those with special educational needs, we offered invaluable one-to-one tutoring to boost their learning experience.

We performed additional assessments midway through and at the end of the year to measure the boys' progress, highlighting the effectiveness of our tailored approach.

“Since I have joined SYLA, I have improved in my performance in subjects like Maths and English, thanks to the Team Up sessions”.

100%

progressed by at least one grade in English

83%

said attending SYLA is helping them make better progress at school

93%

progressed by at least one grade in Math

78%

said attending SYLA is helping them to set higher expectations



We develop leadership and life skills.

Our practical workshops led by business mentors, build employability skills and an entrepreneurial mindset.

Black leaders studies

To empower our participants in developing essential leadership skills, we launched an innovative curriculum centered on Black leaders specifically designed for our younger cohorts. A total of twenty-eight boys, aged 8 to 11, engaged in 34 interactive weekly sessions that highlighted the inspiring stories of influential Black leaders, past and present, enabling them to enhance their own leadership potential and confidence.

Public speaking

We launched an engaging debating project to empower boys to develop their public speaking skills while exploring topics that are significant to them. Over 8 weeks, 30 boys participated, culminating in an exciting competition in October 2023 with the Lewisham Young Leaders Academy on the motion "Should TikTok Be Banned for Teenagers," in front of an audience of over 100 people. We won! Our goal is to expand on this success by uniting young leaders from various academies across London, providing a platform to discuss the issues that matter most to them, amplifying their voices and encouraging meaningful social change.

Enterprising leaders

Our older cohort completed our 18-week business and enterprise programme, guided by a professional business mentor. They collaborated to build a business, secure funding from an investor, and create a product range of custom-designed mobile phone cases. They branded their product, developed a marketing strategy, and opened a company bank account. The project culminated in an exciting opportunity where they sold their products to the public at Portobello Market, turning their hard work into a profit

Entrepreneurship holiday camps

We filled thirty-seven spots in our holiday entrepreneurship programmes. In April, we held a one-week 'Dragon's Den'-themed Easter project, and in July, we ran a one-week summer project themed 'The Apprentice.' Participants engaged in workshops with real entrepreneurs to learn how to develop business ideas, brand and market products, and pitch to investors.

88%

feel more confident to present ideas and speak in public

85%

said SYLA has been a safe space to interact with their peers

74%

understand more about their personal strengths and challenges

78%

said the sports sessions improved their teamwork skills

Case study: meet Jason

Young Leader

“ My name is Jason Nkansah, and I am a young leader. I have been attending this programme for 4 and a half years and a lot has changed. Before I joined SYLA I would sometimes struggle with my attitude in general and I would occasionally get myself into trouble. But, over the past 4 and a half years, my attitude changed significantly. I can testify I have benefitted enormously since joining.

I enjoy the Young Enterprise project and I have gradually improved in my performance in subjects like Maths and English, thanks to the Team Up sessions we have. The things that I have learnt at SYLA have helped me to take more responsibility with what I do at school and at home.

From 8 years of age to 13, I went from a young boy who would often get into trouble, to a boy who is starting to be responsible with the actions that has happened, being a young leader, and ready for the future ahead of me.

Currently, my future goals are to be a research doctor or chemical engineer.



Outcomes for Scholars

Providing transformative bursaries

This year, through our long-standing partnership with Royal National Children's Springboard Foundation, we successfully assisted 16 boys in our boarding school programme and helped two more secure bursaries for September 2024. Our commitment to transformative education is clear as, this year, 100% of our Scholars progressed to university, attending prestigious institutions such as the University of Birmingham, and Queen Mary University of London. Three Scholars completed their A-Levels and are now pursuing their chosen subjects at their selected universities.

Eight Scholars benefited from the guidance of SYLA Alumni mentors who helped ensure their boarding experiences were impactful.

100%

of A-level scholars progressed to university

16

boys supported on full bursaries to attend boarding school



"My boarding school experience has greatly impacted me by developing my independence and readiness for university."

Case study: meet Daron

Scholar

“ My experiences with SYLA’s Scholars Programme have been very positive. I am enjoying my time at Royal Alexandra and Albert School (RAAS) where sports and a strong community spirit are prominent. The house system and rugby have helped me to communicate and bond with peers my age, foster healthy competition and help others.

My biggest achievements at RAAS include receiving the Founder’s Day Award in Year 7 for Chemistry, being named Year 7 Student of the Year, winning the Sum Dog Maths Competition in the local area, and earning bronze and silver medals in annual maths challenges.

My boarding school experience has greatly impacted me by developing my independence and readiness for university. My current aspiration is to attend Queen Mary University to study Maths, Accounting, and Finance. SYLA and boarding school have shaped this goal by providing a supportive environment that nurtured my academic and personal growth. My mindset now is one of preparedness and optimism for the future.





5

SYLA alumni
employed as
mentors

370

mentoring hours
delivered by SYLA
alumni

Young Ambassadors

Alumni engagement

Our Young Ambassador Alumni Programme offers development opportunities and progression routes for young men who have completed our Young Leaders or Scholars Programmes. Ambassadors gain access to professional development, paid mentorships, training to mentor current participants, paid SYLA internships, and exclusive work experiences with corporate partners.

This year, we welcomed five SYLA alumni as mentors, serving as positive role models for our young leaders and scholars.

“Without SYLA’s help I wouldn’t be in the great position I am in today. I have come back to work for SYLA on their Internship Programme to give back the support that I received, and to share my knowledge with the current young leaders”.

Case study: meet Favour

Young Ambassador

“ My journey with SYLA began in Year 6 when I was introduced through their outreach programme. Before SYLA, I wasn’t just lacking direction—I was grappling with the absence of role models and the sense of stability that so many take for granted. I grew up in a single-parent household, where my mother shouldered the burden of raising me and my two older sisters on her own. Being the only boy and having no male figure to guide me, I often felt isolated, searching for validation in the wrong places.

SYLA became a beacon of hope in those uncertain years. It provided me with role models who looked like me and saw in me what I couldn’t yet see in myself. Within SYLA’s walls, I found a space where I wasn’t the “disruptive kid” but rather a young leader in the making. SYLA opened doors I never imagined I could step through. From visiting law firms and banks in the city to entrepreneurial workshops, each experience broadened my horizons.

At 13, SYLA’s Scholars Programme gave me a life-changing opportunity—a bursary to attend a boarding school in Surrey. It was a completely unfamiliar



environment, removed from everything I had ever known but where I grew the most. I discovered resilience and learned the value of perseverance.

Today, I am a history graduate from the University of Warwick and a current law student—a journey that began with the encouragement and support of SYLA. For young people like me, SYLA can be a lifeline. It can and does shape our futures.

Outcomes for Parents

Building a stronger community

This year, we significantly enhanced our parent programme and integrated it into SYLA's offering. By consulting with parents, we tailored our training workshops to better meet their needs, resulting in impactful sessions.

We brought in an expert family therapist to lead a workshop on Understanding Your Child's Behaviour, providing parents with effective strategies to address behavioural challenges. Our Understanding School Policies workshop empowered parents to engage confidently with schools, while a Mind Health & Well-Being workshop offered essential support. Additionally, we hosted drop-in coffee mornings every six weeks to strengthen connections among parents.

In March, we collaborated with the Mayor of Southwark for our inaugural Parent Summit and Open Day, which brought together local families and raised awareness of SYLA. The event featured a panel discussion on Raising Boys to Be Future Leaders, attracting around 100 participants.

In July, our parent community organised a sponsored walk in Burgess Park, promoting community engagement and raising funds for SYLA. Their efforts resulted in £2,000 raised.

"SYLA didn't just help my son—it empowered me. Through the parent programme, I've gained skills that help me support my son's growth."



32

parents directly engaged

100

attendees at our parent summit

7

parent coffee mornings and expert-led training workshops delivered

£2K

raised from our parent community fundraiser walk

Case study: meet Mariam

Parent

“ Before joining SYLA, I was at my wits' end. My son and I were on the verge of losing our connection due to family challenges. I had tried everything but felt completely out of options. When I heard about SYLA, I knew it was my last hope to rebuild our relationship and guide my son toward his potential.

Tariq's growth has been incredible since joining SYLA. The Conflict Management workshops have made a huge difference. He now knows how to handle difficult situations calmly and doesn't let negativity from others affect his confidence. The Business Enterprise activities have also had a big impact. Tariq learned how to come up with ideas, work as part of a team, and stay committed even when things didn't go as planned. That shift in mindset has been incredible. It inspired him to choose business as one of his GCSE subjects, and he's now in the top 10 of his year group. He's even saving his pocket money to start his own small business.

The most profound change has been in my son's confidence and sense of belonging. SYLA has given him a safe space to thrive. He now sees the value of education and works hard to achieve his goals. The certificates and recognition he receives from SYLA boosts his self-esteem. Watching him grow into a focused, confident, and self-assured young man has been the greatest reward.

SYLA didn't just help my son—it empowered me. Through their workshops like 'Understanding School Policies and Knowing your Rights' and 'Admissions and Exclusions Appeals Training', I've gained the confidence to stand up for my son and help other children. I've become an Admissions Panellist, which has been an eye-opening experience. Sitting on panels and helping parents fight for their children's educational opportunities has been deeply rewarding.



Another workshop that stood out was on Building Resilience, which showed me how to guide Tariq in navigating challenges. Being surrounded by other parents on the same journey has also been incredibly reassuring and motivating.

I got the opportunity offer to volunteer with SYLA as a Parent Engagement Officer. I love communicating with parents and receiving their feedback and helping make a difference in their family lives. Volunteering with SYLA also gives me experience and strengthens my confidence and self-esteem.

I am eternally grateful for the impact SYLA has had on both our lives.

ACKNOWLEDGEMENTS

School Partners

Ark Walworth Academy
Haberdashers Borough Academy
St Francis RC Primary School

Delivery Partners

Elite Evolution
Leap Confronting Conflict
Royal National Children's Springboard Foundation
Team Up

Founders

Patricia Walker
Andy Walker

Funders

Alan & Babette Sainsbury Trust
Drapers Charitable Fund
Ironmongers Company
Launderers Company
National Lottery Community Fund
The Haberdashers' Foundation
Peter Minet Trust
Polus Capital
St James's Place Charitable Foundation
TPG Angelo Gordan
Tom ap Rhys Pryce Memorial Trust
United St Saviour's Charity

WE THANK YOU
FOR YOUR CONTINUED SUPPORT IN
OUR PROGRAMMES

Southside Young Leaders Academy
Ark Walworth Academy Shorncliffe Road
www.syla.org.uk
Registered charity number: 1121717

SOUTHSIDE YOUNG LEADERS ACADEMY

England & Wales - Charity number 1121717

Accounts

Company registration number: 06228171

Charity registration number: 1121717

Southside Young Leaders Academy

(A company limited by guarantee)

Annual Report and Financial Statements

for the Period ended 31 August 2023

HFL Accountants Limited
Chartered Certified Accountants
HFL House
Saxon Way
Melbourn
Cambridgeshire
SG8 6DN

Southside Young Leaders Academy

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Southside Young Leaders Academy

Report of the Trustees for the period ended 31 August 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the period ended 31 August 2023.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number 06228171 (England and Wales)
Registered Charity number 1121717

Registered Office: Ark Academy Walworth
Shornccliffe Road
London
SE1 5UJ

TRUSTEES:

Winston Davis	Chairperson appointed April 2019
Veronica Johnstone	Treasurer appointed July 2021
Max Woodbridge	Secretary appointed July 2021
Caren Onanda	Appointed August 2020
Samuel Osei-Sarkodie	Appointed February 2020
Valentina Nnennaya Okoro	Appointed May 2023
Ikenna Andrew Acholonu	Resigned May 2024
Shaida Kwapong	Resigned May 2023
Esme Shirley Berrington	Resigned May 2023
Jason Obahiagbon	Resigned May 2024
Timothy Oladineji	Resigned May 2024

INDEPENDENT EXAMINER

HFL Accountants
HFL House,
1 Saxon Way,
Melbourn,
Royston
SG8 6DN

BANK

Lloyds Bank Plc
Canary Wharf Branch
Unit 3 Park Pavilion
40 Canada Square
Canary Wharf
London
E14 5FW

EXECUTIVE LEADERSHIP:

Charlotte Prendergast	CEO
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Southside Young Leaders Academy

Report of the Trustees for the period ended 31 August 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENT

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The organisation is a charitable company limited by guarantee, incorporated on 26th April 2007 and registered as a charity on 28th November 2007. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up every member of the charity undertakes to contribute such amount as may be required (not exceeding £1) and subject to any such resolution by the members, the Directors of the Charity may resolve that any net assets of the charity after all its debts and liabilities have been paid shall be applied or transferred in any of the following ways:

- (a) directly for the Objects; or
- (b) by transfer to any other Charity or Charities for purposes similar to the Objects; or
- (c) to any Charity for use for particular purpose that fall within the objects.

RECRUITMENT AND APPOINTMENT OF NEW TRUSTEES

Potential trustees are recruited by advertising through various channels including online recruitment platforms and word of mouth recommendations. Candidates are interviewed by the Chair and the Secretary and they are asked to provide two referees and subject to safeguarding checks. If formally approved by the other Board members, they will be invited to become Trustees.

ORGANISATIONAL STRUCTURE

The Southside Young Leaders Academy (SYLA) has a Board of Trustees who meet every 12 weeks and who are responsible for the strategic direction and policy of the charity. At the balance sheet date, the trustees consisted of nine members from a variety of professional backgrounds relevant to the work of the charity. The board welcomed a number of new trustees over the period, which included a new Treasurer and Company Secretary.

Members of the Board of Trustees, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year (2021-22) and up to the date of this report are set out on page 1.

SYLA recruited a new full-time Chief Executive, Charlotte Prendergast, in January 2022. Charlotte attends the quarterly board meetings to provide operational updates, though she has no voting rights.

Southside Young Leaders Academy

Report of the Trustees for the period ended 31 August 2023

RISK MANAGEMENT

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The Board has a formal, written policy of internal financial control procedures which will continue to be monitored and updated to cover new risk areas as and when they are identified. Safeguarding the boys remains an utmost priority.

OBJECTIVES AND AIMS

The mission of SYLA is to nurture, develop, maximise and release the leadership potential of young men from the African and Afro-Caribbean community from disadvantaged backgrounds, especially those at risk of exclusion from school, empowering them to become positive active citizens and a new generation of business and community leaders.

SYLA'S CORE VALUES ARE:

- Excellence & Aspiration
- Team Work & Service
- Evidence-Based Practice & Learning
- Transparency & Accountability

STRATEGIC OBJECTIVES

1. To support each boy, through needs assessment and activities relevant to their transitional stages (such as counselling and mentoring and enhancement of the educational and leadership programmes), to identify and achieve their development goals, and develop as a young leader;
2. To strengthen current and develop new partnerships with key stakeholders, agencies, and experts, forming a support matrix that helps the boys attain their development goals;
3. To develop a knowledge base of what works in empowering boys to become young leaders, to share good practice, and to identify and promote effective education policies.

GUIDANCE ON PUBLIC BENEFIT

Trustees are aware of the Charity Commission guidance on this subject and confirm that they will read the PDF documents contained on the Commission's website.

Southside Young Leaders Academy

Report of the Trustees for the period ended 31 August 2023

ACHIEVEMENT AND PERFORMANCE

OVERVIEW OF THE YEAR

Black African and Caribbean boys continue to face multiple disadvantage that impacts their educational and life outcomes. School exclusions remain disproportionately high for Black boys, and they continue to be over-represented as victims of crime. Our beneficiaries come from families often experiencing poverty, poor physical or mental health, immigration problems, insecure housing, and over-crowded living conditions. Over 80% of our participants are in receipt of free school meals or are from low-income households. Ten percent of boys have a special educational need or a disability.

Over the past year, against the backdrop of the cost-of-living crisis and the lasting impact of the pandemic on the communities we service, SYLA continued to address social and educational inequalities. SYLA supported Black boys and their families residing in the boroughs of Southwark and Lambeth to build self-confidence, improve wellbeing, and connect with their communities which helped them to have a sense of purpose, belonging and raised aspirations. We achieved this through our flagship Young Leaders Programme, and three subsidiary programmes: Scholars, Parents and Alumni programmes.

Beneficiary numbers

In the year to August 2023, 67 boys and their families benefited from our services: forty-five 8–16-year-olds boys attended our Young Leaders Programme, 18 boys aged 11-18 were on our Scholars Programme, and four SYLA alumni, aged 16-21, benefited from our new Young Ambassador Alumni Programme. We reached 32 parents through a range of engagement activities designed to help them support their sons successfully and safely transition into manhood.

In total, 103 unique participants directly benefited from SYLA's services.

SYLA'S PROGRAMMES

Continuation Projects

Character Development and Conflict Management

In our second year partnering with Leap Confronting Conflict, between September and October 2022, we delivered a 6-week Leadership and Enterprise programme with 12 boys aged 13–16. The workshops provided a safe space for our boys to openly discuss issues that affect them including their vulnerability to gang association and peer pressure. The programme culminated in a 3-day residential to Hindleap Warren Outdoor Centre in Surrey where our young leaders participated in a range of conflict management, character building, and leadership activities.

At the end of the project, all SYLA staff, including management, participated in Leap training to learn strategies to continue to support boys to regulate their behaviour, desist confrontation, and act as positive role models to their peers.

Southside Young Leaders Academy

Report of the Trustees for the period ended 31 August 2023

English & Maths Tuition

We continued our partnership with Team Up to provide weekly academic tuition to 45 boys, Team Up works with young people across London to help raise aspirations and support them to progress within their Maths and English abilities. The small group sizes of up to three boys per tutor enabled intensive tutoring, tailored to the learning needs of each boy.

Leadership Through Sports

We offered weekly sports sessions to 45 boys to develop character, teamwork, and communication, and to improve health and wellbeing. We delivered a different sport each half-term including football, basketball, hockey, table tennis, boxing and team building through physical activities.

Scholars Programme: Boarding School Bursaries

We continued to strengthen our ongoing partnership with Royal National Springboard Foundation to offer our boys the opportunity to experience a transformational education at a state or independent boarding school on a full bursary. SYLA supported a total of 18 boys on our boarding school programme with termly school visits, one-to-one mentoring, access to our leadership curriculum during exeat weekends, and places on our holiday programmes.

New Projects

This was a year of innovation, where we piloted several new projects which we plan to embed into the core offering of our flagship Young Leaders Programme and subsidiary programmes.

Enterprising Leaders

In April 2023, we piloted a 1-week Dragon's Den themed Easter holiday project, and in July 2023, we ran a new 1-week summer holiday project themed The Apprentice. On both projects, boys participated in workshops delivered by real entrepreneurs to learn how to develop a business idea, brand and market a product, and pitch to investors. Our boys presented their business proposals to a panel of entrepreneurs at the end of each project and received professional feedback.

Thirty-seven places were filled on these entrepreneurship projects.

Let's Talk Money: Financial Literacy

To complement our Enterprising Leaders projects, we piloted an 8-week financial literacy project. Delivered by a portfolio analyst in a global investment management firm and founder of Let's Talk Money, our boys learnt about the fundamentals of financial planning and investing for generation wealth. By the end of the project, our young leaders gained a solid foundation in financial literacy. We plan to roll this out as a longer programme next year.

Southside Young Leaders Academy

Report of the Trustees for the period ended 31 August 2023

Black Leaders Studies

To support our participants to develop leadership characteristics, we devised and delivered a new Black Leaders curriculum for our younger cohorts. Twenty-eight boys aged 8-11 participated in 34 weekly sessions to learn about prominent Black leaders to help them cultivate their own leadership skills.

Careers Awareness

In May 2022 we held our first annual Careers Day to raise our young leaders' awareness to a range of career options and pathways. Both primary and secondary boys participated in employability skills workshops and met professionals from a range of industries, from construction to film making. We plan to build on the success of this event and invite corporate partners to deliver talks and workshops on employability skills and career pathways.

Activating Youth Voice

To support our boys to develop confidence in public speaking and presenting, we delivered a 3-week taster in public speaking and debating in partnership with the English-Speaking Union. Over the three weeks, our boys were introduced to techniques in reasoning and evidence, active listening and response, expression and delivery, and how to organise a thoughtful argument.

In 2023-24, we plan to hold a debating competition with Lewisham Young Leaders Academy to bring young people together from other Young Leaders Academies to constructively debate issues that matter to them.

Online Mentoring

We piloted online mentoring sessions, over 12 weeks, to provide a supportive space for our young leaders to connect with their mentors and peers, discuss issues that arise through the week, acknowledge their accomplishments, and set weekly goals. We plan to roll this out as a year-long programme next year.

Young Ambassadors Alumni Programme

We introduced the first phase of our SYLA Alumni Young Ambassador Programme to provide opportunities for boys that have successfully progressed through our Young Leaders Programme. We launched our first ever SYLA internship programme in September 2022, recruiting an alumnus to intern as Leadership Mentor on our Young Leaders Programme. We also recruited and trained a further two SYLA alumni, both in their first year at university, to work as mentors for boys on our Scholars Programme.

Parent Programme

Led by our new Community Engagement Lead, we launched a pilot Parent Programme to upskill, support and empower our parents to make positive changes for themselves and to support their sons to successfully transition through their education and into adulthood.

Southside Young Leaders Academy

Report of the Trustees for the period ended 31 August 2023

We delivered workshops in:

- Planning for Success
- Family Matters
- Investing for Generational Wealth
- School exclusion and admission panellist training
- Dads and Lads Day

We also delivered drop-in coffee mornings every six weeks to foster cohesion and strengthen relationships among our parent community.

In July 2023, we empowered our parent community to plan and lead their own community event. Working together, parents organised a sponsored walk in Burgess Park to strengthen community relationships, build awareness of SYLA, and raise funds for our charity. They raised over £3000 which contributed to additional enrichment activities for our boys. Around 60 people attended the event.

In response to the current cost of living crisis, SYLA coordinated a Community Giveback initiative to support the families we work with. In December 2022, we provided 22 families with an essential food hamper and children's gifts for the Christmas period. Through our local networks and social media channels, we recruited 10 volunteers from the local community to deliver the hampers.

OUR IMPACT

In September 2022, we developed a new Theory of Change and used this to develop a framework to measure the impact of our Young Leaders Programme. We gathered data using a range of methods including questionnaires, baseline assessments, parent surveys and telephone consultations, staff observations, and case studies of our current and former young leaders.

Some of the differences we made include:

Developing leadership and life skills

90% of young leaders said their teamwork and collaboration skills have improved.

85% said their public speaking abilities have improved.

80% said they can now apply financial knowledge and skills in real-life scenarios.

"SYLA has helped me with subjects and financial matters." – young leader

Building character and reducing youth violence

75% of our young leaders said their confidence has increased.

80% said they have learnt how to make better choices in difficult situations.

75% said they have become a positive role model to their peers.

"SYLA has helped me balance my life, it showed me how to control my actions and listen to other people". – young leader

Southside Young Leaders Academy

Report of the Trustees for the period ended 31 August 2023

Raising aspirations and improving academic achievement

83% of our young leaders met or exceeded their progress targets in English and maths.

95% said attending SYLA is helping them to make better progress at school.

"SYLA has helped me improve my math grades greatly. Before SYLA, I was struggling with math, but now I'm top three in my year group". – young leader

One participant that completed both our Young Leaders and Scholars Programmes, became SYLA's first ever intern in 2022 on our Young Ambassadors Alumni Programme.

"I have been with SYLA for eight years. Through my ranks at SYLA, I have learnt a lot about myself and about life. Being part of such an amazing organisation has taught me how others can positively affect your life and how that can propel you to new levels and among big names. One thing I've been brought up to believe is the importance of giving back. Without SYLA's help I wouldn't be in the great position I am in today - achieving things I never thought I would ten years ago. Therefore, I have chosen to come back to work for SYLA on their Internship Programme to give back the support that I received.

A quote from a parent –

"Before my sons joined SYLA, I was looking for an organisation that would assist me in boosting their confidence, improving their academics in school, and keeping them busy from distractions in my neighbourhood. I wasn't sure if I'd be able to get all these services from one organisation, but as time passes, I can confidently say that SYLA was the best option for my sons. This is because SYLA has met all my initial goals and added value to my sons' lives by broadening their horizons and developing their leadership skills."

FUTURE PLANS

We know that the learning lost during the pandemic widened the attainment gap, and the current cost of living crisis continues to exacerbate educational and social inequalities experienced by Black boys and their families. School exclusions remain high. SYLA's services continue to respond to these challenges by giving opportunities to boys through academic support, character building, and leadership and life skills training.

In 2023-24 we will:

Pilot a partner school referral model

We will pilot a referral model with at least one local primary school with the aim to engage boys from the age of eight as an early intervention measure. We know that early intervention results in better participant retention and engagement in SYLA's services.

Engage the local authority

We will leverage newly formed relationships with our local authority, including the Mayor of Southwark to forge closer links with schools, community organisations, and local services that can support SYLA to deliver our services.

Southside Young Leaders Academy

Report of the Trustees for the period ended 31 August 2023

Build SYLA's reputation in the community

We will embed host an Open Day and parent-led Community Day to further raise the profile of our organisation in the community, increase our reach, and strengthen our networks.

Strengthen partnerships

We will continue to strengthen our key partnerships, namely: Leap Confronting Conflict, Team Up, Young Enterprise, Elite Evolution, and Young Enterprise. We will explore strategies to sustainably embed services and practices into our core offer.

Create a pipeline of mentors

We will build our alumni programme so that we can create a pipeline of positive role models that we can employ as mentors to work on our Young Leaders and Scholars Programmes.

Measure long term outcomes

We will develop a system to monitor the longer-term impacts of our programmes by tracking our participants' progression and destinations into further education and training, employment, and civic life. We will do this through our new alumni engagement strategy.

Financial Review

Policy on reserves

The trustees have examined the charity's requirements in the light of the main risks to the organisation. It has established a policy whereby unrestricted funds held by the charity should cover operating costs for three months. The present level of reserves is adequate to cover anticipated operating costs. The trustees will regularly review this policy.

Going concern

The Trustees consider that there are no uncertainties about the charity's ability to continue for the future.

We will review the financial performance of the charity and improve financial controls, systems and efficiency to manage costs.

The annual report was approved by the trustees of the charity on **28th May 2024**
and signed on its behalf by



.....
Winston Davis
Chair and trustee

Southside Young Leaders Academy

Statement of Trustees' responsibilities

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006 are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards including FRS102 The Financial Reporting Standard applicable in the UK and Republic of Ireland. The report and accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

Company law requires the trustees to prepare financial statements for each financial year. Under company law, the trustees must not approve financial statements unless they are satisfied that they give a true and fair view of the state of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing their financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently
- Observes the methods and principles in the Charities SORP
- Make judgments and estimates that are reasonable and prudent
- State whether applicable accounting standards, comprising FRS102 have been followed, subject to any material departure disclosed and explained in the financial statements; and
- Prepare the financial statements on the ongoing concern basis unless it is inappropriate to presume that the charitable company will continue.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on **28th May 2024** and signed on its behalf by



.....
Winston Davis
Chair and trustee

Southside Young Leaders Academy

Independent Examiner's Report to the trustees of Southside Young Leaders Academy ("the Company")

I report to the charity trustees on my examination of the accounts of the Company for the period ended 31 August 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

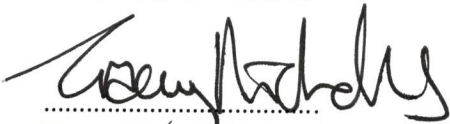
Having satisfied myself that the accounts of Southside Young Leaders Academy are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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:

1. accounting records were not kept in respect of Southside Young Leaders Academy as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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 accounts to be reached.



Tracey Nicholls FCCA

Association of Chartered Certified Accountants

HFL House
1 Saxon Way
Melbourn
Cambridgeshire
SG8 6DN

Date: 29/05/24

Southside Young Leaders Academy

Statement of Financial Activities for the period ended 31 August 2023

(including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted Funds £	Restricted funds £	Total 2023 £
Income and Endowments from:				
Donations and legacies	3	49,841	137,612	187,453
Investment income		92	-	92
Other income	4	<u>8,948</u>	<u>-</u>	<u>8,948</u>
Total income		<u>58,881</u>	<u>137,612</u>	<u>196,493</u>
Expenditure on:				
Charitable activities	5	<u>(26,438)</u>	<u>(226,758)</u>	<u>(253,196)</u>
Total expenditure		<u>(26,438)</u>	<u>(226,758)</u>	<u>(253,196)</u>
Net income / (expenditure)		<u>32,443</u>	<u>(89,146)</u>	<u>(56,703)</u>
Net movement in funds		32,443	(89,146)	(56,703)
Reconciliation of funds				
Total funds brought forward		<u>45,362</u>	<u>89,723</u>	<u>135,085</u>
Total funds carried forward	15	<u><u>77,805</u></u>	<u><u>577</u></u>	<u><u>78,382</u></u>

Southside Young Leaders Academy

Statement of Financial Activities for the period ended 31 August 2023

(including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted Funds £	Restricted funds £	Total 2022 £
Income and Endowments from:				
Donations and legacies	3	12,960	142,127	155,087
Investment income		2	-	2
Other income	4	9,389	-	9,389
Total income		22,351	142,127	164,478
Expenditure on:				
Charitable activities	5	(4,640)	(146,163)	(150,803)
Total expenditure		(4,640)	(146,163)	(150,803)
Net income / (expenditure)		17,711	(4,036)	13,675
Net movement in funds		17,711	(4,036)	13,675
Reconciliation of funds				
Total funds brought forward		27,651	93,759	121,410
Total funds carried forward	15	45,362	89,723	135,085

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown is shown in note 15

Southside Young Leaders Academy

(Registration number : 06228171)

Balance Sheet as at 31 August 2023)

	Note	2023 £	2022 £
Fixed assets			
Tangible Assets	11	204	1,116
Current assets			
Debtors	12	-	6,141
Cash at bank and in hand		<u>128,167</u>	<u>133,172</u>
		<u>128,167</u>	<u>139,313</u>
Creditors: Amounts falling due within one year	13	<u>(49,989)</u>	<u>(5,344)</u>
Net current assets		<u>78,178</u>	<u>133,969</u>
Net assets		<u><u>78,382</u></u>	<u><u>135,085</u></u>
Funds of the charity:			
Restricted income funds			
Restricted funds		77,805	89,723
Unrestricted income funds			
Unrestricted funds		577	45,362
Total funds	15	<u><u>78,382</u></u>	<u><u>135,085</u></u>

For the financial period ending 31 August 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities

- The members have not required the charity to obtain and audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

These financial statements on pages 12 to 21 were approved by the trustees and authorised for issue and signed on their behalf by:



Winston Davis
Chair and Trustee

Date: 28th May 2024

Southside Young Leaders Academy

Notes to the Financial Statements for the period ended 31 August 2023

1 Charity Status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

Southside Young Leaders Academy meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern not any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have not included a cash flow statement in these financial statements.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received, and the amount of the income can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Investment income

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregates similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of the resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Southside Young Leaders Academy

Notes to the Financial Statements for the period ended 31 August 2023

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature to support them.

Governance costs

These include the costs attributable to the charity's compliance with the constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 of Schedule 6 of the Finance Act 2010 and meets the definition of a charitable company for UK corporation tax purposes. Therefore, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £300 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Computer and office equipment	3 years on cost

Trade Debtors

Trade debtors are amounts due from donors. They are initially recognised at transaction price. A provision for the impairment of trade debtors is established where there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short term high liquid investments that are readily convertible to a known amount of cash and subject to an insignificant risk of change in value.

Trade Creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at the amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furthering the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Southside Young Leaders Academy

Notes to the Financial Statements for the period ended 31 August 2023

Pension and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 Income from donations and legacies

	Unrestricted Funds £	Restricted funds £	Total funds £
Donations and legacies			
Donations from companies, trusts and similar	34,000	137,612	171,612
Donations from individuals	15,841	-	15,841
Total for 2023	49,841	137,612	187,453
Total for 2022	12,960	142,127	155,087

4 Other income

	Unrestricted Funds £	Restricted funds £	Total funds £
Employment allowance	8,948	-	8,948
Total for 2023	8,948	-	8,948
Total for 2022	9,389	-	9,389

Southside Young Leaders Academy

Notes to the Financial Statements for the period ended 31 August 2023

5 Expenditure on charitable activities

	Unrestricted Funds £	Restricted funds £	Total funds £
Charitable activities	3,642	27,731	31,373
Staff costs	22,196	186,028	208,224
Governance costs	600	12,999	13,599
Total for 2023	26,438	226,758	253,196
Total for 2022	4,640	146,163	150,803

6 Analysis of governance and support costs

	Unrestricted Funds £	Restricted funds £	Total funds £
Independent examiner fees	-	800	800
Legal fees	600	3,399	3,999
Other governance costs	-	8,800	8,800
	600	12,999	13,599
Total for 2022	-	9,604	9,604

7 Trustee remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

Southside Young Leaders Academy

Notes to the Financial Statements for the period ended 31 August 2023

8 Staff costs

The aggregate payroll costs were as follows:

	2023 £	2022 £
Staff costs during the year were:		
Wages and salaries	165,906	90,112
Social security costs	15,878	4,032
Pension costs	4,122	2,160
Other staff costs	<u>22,318</u>	<u>18,588</u>
	<u>208,224</u>	<u>114,892</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year as full time equivalents was as follows:

	2023 No	2022 No
Employees	<u>5</u>	<u>5</u>

No employees received emoluments of more than £60,000 during the year.

9 Independent examiner's remuneration

	2023 £	2022 £
Examination of financial statements	<u>800</u>	<u>600</u>

10 Taxation

The charity is a registered charity and is therefore exempt from taxation

Southside Young Leaders Academy

Notes to the Financial Statements for the period ended 31 August 2023

11 Tangible fixed assets

	Computer Equipment £	Total £
Cost		
As at 1 May 2022	<u>4,422</u>	<u>4,422</u>
As at 31 August 2023	<u>4,422</u>	<u>4,422</u>
Depreciation		
As at 1 May 2022	3,306	3,306
Charge for year	<u>912</u>	<u>912</u>
As at 31 August 2023	<u>4,218</u>	<u>4,218</u>
Net book value		
At 30 April 2022	<u><u>1,116</u></u>	<u><u>1,116</u></u>
At 31 August 2023	<u><u>204</u></u>	<u><u>204</u></u>

12 Debtors

	2023 £	2022 £
Prepayments	<u>-</u>	<u>6,141</u>

13 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	-	2,411
Other taxation and social security	2,491	2,253
Other creditors	1,125	680
Accruals and deferred income	<u>46,373</u>	<u>-</u>
	<u><u>49,989</u></u>	<u><u>5,344</u></u>

Southside Young Leaders Academy

Notes to the Financial Statements for the period ended 31 August 2023

14 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £4,122 (2022: £2,160).

15 Funds

	Balance at 1 May 2022	Incoming Resources	Resources expended	Balance at 31 August 2023
Unrestricted funds				
General	45,362	58,881	(26,438)	77,805
Restricted funds	89,723	137,612	(226,758)	577
Total funds	<u>135,085</u>	<u>196,493</u>	<u>(253,196)</u>	<u>78,382</u>

	Balance at 1 May 2021	Incoming Resources	Resources expended	Balance at 30 April 2022
Unrestricted funds				
General	27,651	22,351	(4,640)	45,362
Restricted funds	93,759	142,127	(146,163)	89,723
Total funds	<u>121,410</u>	<u>164,478</u>	<u>(150,803)</u>	<u>135,085</u>

SOUTHSIDE YOUNG LEADERS ACADEMY

England & Wales - Charity number 1121717

Accounts

Company registration number: 06228171

Charity registration number: 1121717

Southside Young Leaders Academy

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 30 April 2022

HFL Accountants Limited
Chartered Certified Accountants
HFL House
Saxon Way
Melbourn
Cambridgeshire
SG8 6DN

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COMPANIES HOUSE

Southside Young Leaders Academy

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Southside Young Leaders Academy

Report of the Trustees for the year ended 30 April 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 April 2022. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) Accounting and Reporting by Charities' issued in March 2005.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number 06228171 (England and Wales)
Registered Charity number 1121717

Registered Office: Ark Academy Walworth
Shorncliffe Road
London
SE1 5UJ

TRUSTEES:

Winston Davis	Chairperson (appointed Chair in July 2020)
Annemarieke Murthi	Treasurer (resigned September 2021)
Veronica de Schot	Treasurer (appointed July 2021)
Ofei Kwafo-Akoto	Secretary (appointed April 2019, resigned March 2022)
Max Woodbridge	Secretary (appointed July 2021, Secretary March 2022)
Shaída Kwapong	Appointed February 2020
Samuel Osei-Sarkodie	Appointed February 2020
Caren Onanda	Appointed August 2020
Ikenna Andrew Acholonu	Appointed July 2021
Esme Shirley Berrington	Appointed July 2021
Jason Obahiagbon	Appointed July 2021
David Rowe-Francis	Resigned July 2021
Alan McDougall	Resigned July 2021
Claire Martin	Resigned July 2021

INDEPENDENT EXAMINER

HFL Accountants
HFL House,
1 Saxon Way,
Melbourn,
Royston
SG8 6DN

BANK

Lloyds Bank Plc
Canary Wharf Branch
Unit 3 Park Pavilion
40 Canada Square
Canary Wharf
London
E14 5FW

EXECUTIVE LEADERSHIP:

Charlotte Prendergast

CEO (January 2022)

Southside Young Leaders Academy

Report of the Trustees for the year ended 30 April 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENT

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The organisation is a charitable company limited by guarantee, incorporated on 26th April 2007 and registered as a charity on 28th November 2007. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up every member of the charity undertakes to contribute such amount as may be required (not exceeding £1) and subject to any such resolution by the members, the Directors of the Charity may resolve that any net assets of the charity after all its debts and liabilities have been paid shall be applied or transferred in any of the following ways:

- (a) directly for the Objects; or
- (b) by transfer to any other Charity or Charities for purposes similar to the Objects; or
- (c) to any Charity for use for particular purpose that fall within the objects.

RECRUITMENT AND APPOINTMENT OF NEW TRUSTEES

Potential trustees are recruited by advertising through various channels including online recruitment platforms and word of mouth recommendations. Candidates are interviewed by the Chair and the Secretary and they are asked to provide two referees and subject to safeguarding checks. If formally approved by the other Board members, they will be invited to become Trustees.

ORGANISATIONAL STRUCTURE

The Southside Young Leaders Academy (SYLA) has a Board of Trustees who meet every 12 weeks and who are responsible for the strategic direction and policy of the charity. At the balance sheet date, the trustees consisted of nine members from a variety of professional backgrounds relevant to the work of the charity. The board welcomed a number of new trustees over the period, which included a new Treasurer and Company Secretary.

Members of the Board of Trustees, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year (2021-22) and up to the date of this report are set out on page 1.

SYLA recruited a new full-time Chief Executive, Charlotte Prendergast, in January 2022. Charlotte attends the quarterly board meetings to provide operational updates, though she has no voting rights. She also attends the Finance and the Fundraising Sub-Committees which are chaired by trustees, and has acted as interim Chair of the Programme Sub-Committee (which has since been assumed by a trustee after the 30th April 2022).

Southside Young Leaders Academy

Report of the Trustees for the year ended 30 April 2022

RISK MANAGEMENT

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The Board has a formal, written policy of internal financial control procedures which will continue to be monitored and updated to cover new risk areas as and when they are identified. Safeguarding the boys remains an utmost priority.

OBJECTIVES AND AIMS

The mission of SYLA is to nurture, develop, maximise and release the leadership potential of young men from the African and Afro-Caribbean community from disadvantaged backgrounds, especially those at risk of exclusion from school, empowering them to become positive active citizens and a new generation of business and community leaders.

SYLA'S CORE VALUES ARE:

- Excellence & Aspiration
- Team Work & Service
- Evidence-Based Practice & Learning
- Transparency & Accountability

STRATEGIC OBJECTIVES

1. To support each boy, through needs assessment and activities relevant to their transitional stages (such as counselling and mentoring and enhancement of the educational and leadership programmes), to identify and achieve their development goals, and develop as a young leader;
2. To strengthen current and develop new partnerships with key stakeholders, agencies, and experts, forming a support matrix that helps the boys attain their development goals;
3. To develop a knowledge base of what works in empowering boys to become young leaders, to share good practice, and to identify and promote effective education policies.

GUIDANCE ON PUBLIC BENEFIT

Trustees are aware of the Charity Commission guidance on this subject and confirm that they will read the PDF documents contained on the Commission's website.

Southside Young Leaders Academy

Report of the Trustees for the year ended 30 April 2022

ACHIEVEMENT AND PERFORMANCE

OVERVIEW OF THE YEAR

During 2021/22, SYLA began to build back from the pandemic which had significantly impacted the boys and families we work with. Many of our boys had experienced isolation, had fallen behind with their learning and were becoming increasingly at risk of educational and social exclusion. Although we had been providing high-quality and accessible online services during lockdowns, our boys were desperate to return to in-person provision to re-engage in positive activities, regain their confidence, and reconnect with their peers and communities.

After a year of digital delivery, in July 2021, we transitioned to a blended service of digital and in-person activities. This coincided with our move to Ark Walworth Academy which is where our office is now based. The move to the new accommodation has provided much needed learning and recreational space where our boys have access to state-of-the-art facilities which supports their learning, safety and wellbeing.

SYLA's services

Beneficiary numbers

In the year to April 2022, 50 8-18-year-old boys and their families benefited from SYLA's services. Thirty-three boys attended our Saturday Leadership Academy, and 17 boys were on our boarding school programme in partnership with Royal National Children's Springboard Foundation (RNCSF). Thirty-seven places were filled across our three holiday programmes.

Leadership curriculum

In July 2021, we delivered a Leadership and Enterprise summer holiday programme in partnership with Leap Confronting Conflict. This comprised 30 hours of in-person workshops and a 3-day residential trip at Hindleap Warren Outdoor Activity Centre in Buckinghamshire. Twelve young people aged 13-16 participated in the course and were supported to engage in activities that tested their abilities in conflict resolution, teamwork and leadership. The programme provided a safe space for our older boys during the school holidays, a time when they are more vulnerable to gang association and isolation from their peers and social networks.

We successfully delivered a variety of business enterprise and entrepreneurship programmes. We continued to deliver our Young Enterprise programme, under the National Lottery Thriving & Striving project. Our boys worked collaboratively to learn about the fundamentals of setting up a business, securing funds from an investor, and designing and taking a product to market, under the guidance of a business mentor. The group gained business confidence and knowledge that will increase their employability and enterprise skills for the future.

Ten boys participated in our 12-week online Young Entrepreneur course, delivered by David Okoro, an entrepreneur and business owner, to gain insight into the skills, knowledge and

Southside Young Leaders Academy

Report of the Trustees for the year ended 30 April 2022

characteristics needed to become an entrepreneur.

In partnership with Peabody, we supported our secondary cohort to participate in the Level 2 accredited Young Ambassadors social action project. Exploring a practical form of leadership to identify and address a challenge in their community, the boys planned a podcast series to raise awareness to the issue of knife crime. They engaged community members, including a local filmmaker who had recently produced a documentary about youth violence and a Lambeth-based youth worker, who shared their insights on the causes and impact of knife crime on the community.

After over a year of no sports provision owing to the pandemic, we reinstated our sports and leadership programme, delivered by Elite Evolution. This has been a vital outlet for our boys who had spent months homebound, often in overcrowded conditions with little or no outdoor space, resulting in a decline in some boys' physical and mental health. The sports sessions helped to improve self-esteem, goal setting and leadership as well as rebuild bonds and connections that were lost during the pandemic. Staff reported a positive change in the boys' behaviour and engagement.

To support our boys' self-worth and identity, we also provided African cultural studies and Swahili language lessons, delivered by a volunteer graduate of the School of African and Oriental Studies.

Academic Support

We continued our partnership with Team Up to provide weekly online academic tuition to support 33 boys to develop confidence and capability in English. The small group sizes of up to three boys per tutor enabled intensive tutoring, tailored to the learning needs of each boy. Over the course of the year, the boys became more confident in using new online learning tools. Towards the end of the programme, attendance and engagement began to decline. Our boys fed back that they wanted to revert to in-person lessons for the following year because they missed interactions with their tutors. We reviewed this with Team Up and will be moving our programmes to in-person delivery from September 2022.

This year, we tested delivering our Maths provision at the Saturday Academy, separating the boys into two groups: Key Stage 2 and KS3 & 4, with one teacher per group. Engagement was high as the boys enjoyed the in-person interactions with the teachers, however, learning outcomes were inconsistent due to the mixing of ages and the demand on the teachers to teach different key stage curriculums. We reviewed the delivery model and will be making changes to Maths tuition in 2022/23.

Boarding school bursaries

We continued to strengthen our ongoing partnership with RNCSF to offer our boys the opportunity to experience a transformational educational experience at a boarding school on a full bursary. We supported our boarders with termly school visits, one-to-one mentoring, access to our leadership curriculum during exeat weekends, and places on our holiday programmes.

Southside Young Leaders Academy

Report of the Trustees for the year ended 30 April 2022

SYLA currently has a total of 17 boys at 11 boarding schools – an increase from 13 boys in the previous year. We are in the process of supporting a further four applicants to gain bursaries for a boarding school place in the 2022/23 academic year.

SYLA TEAM

In 2021, following the worst of the pandemic, we experienced changes to our staff team. Our core team did a commendable job of adapting to the changes and ensuring our services were seamlessly delivered.

Our Senior Programme Manager showed huge commitment in overseeing the planning and delivery of the leadership curriculum alongside coordinating our boarding school programme. Our Administrative Assistant stepped up to brilliantly support our online delivery, provide mentoring to our boarders, and act as our parent liaison to ensure parents were kept up to date on their son's participation and progress.

Our board of trustees played an instrumental role in supporting our back-end operations and contributing to our fundraising efforts. Our recently appointed CEO has brought further stability and leadership to the team.

Despite operating with a smaller staff team for much of 2021/22, we were still able to successfully deliver consistent, high-quality services in a safe and nurturing space that supported our boys to aspire, grow and achieve.

As we plan to further develop our programmes and extend our reach to more boys in 2022/23 and beyond, we also plan to increase our staff resources. We began a review of the roles needed to support our growth. This work will continue into 2022/23.

FUTURE PLANS

We are excited to move into 2022/23 under the leadership of our new CEO and a refreshed board of trustees. SYLA is committed to remaining embedded in the communities we serve, to provide continuing support to vulnerable black boys and their families. We know that the pandemic has exacerbated existing racial, educational and economic inequalities which will take time to rebalance. SYLA is well placed to help rebuild communities and level the playing field by supporting more black boys at risk of social and educational exclusion to thrive, make positive life choices and become active citizens.

Summary of Aims and Objectives:

Strategy: - *Set clearly defined goals for the growth and success of the charity.*

Our CEO has begun work on our new strategy which will be completed and launched in 2022/23.

Southside Young Leaders Academy

Report of the Trustees for the year ended 30 April 2022

We will hold a Board strategy day at the start of 2022/23 to harness new ideas to help set out our strategic vision for the next three years.

Services: - *Maximise opportunities for our boys and their families.*

We will carry out a consultation with our key stakeholders to determine what our community wants from SYLA services. We will review our partnerships to ensure that our services meet the needs and interests of our boys. We will continue to develop our programmes in co-design with our boys and parents.

Staff resources: - *Build our staff team and ensure policies and processes support recruitment and retention.*

We will complete the review of our staffing structure in line with SYLA's services. We will review pay, conditions, and continuous professional development and training opportunities for staff.

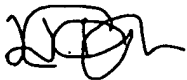
Governance: - *Ensure compliance with best practice in all areas of charity governance.*

We will focus on the skills of the Board and ensure that the Board provides effective leadership in line with best practice. We will also review safeguarding training for Trustees.

Financial sustainability: - *Ensure the financial sustainability of the charity.*

We will review the financial performance of the charity and improve financial controls, systems and efficiency to manage costs.

The annual report was approved by the trustees of the charity on 23/01/2023 and signed on its behalf by



.....
Winston Davis

Chairman and trustee

Southside Young Leaders Academy

Independent Examiner's Report to the trustees of Southside Young Leaders Academy ("the Company")

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 April 2022.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

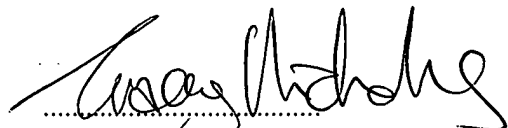
Having satisfied myself that the accounts of Southside Young Leaders Academy are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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:

1. accounting records were not kept in respect of Southside Young Leaders Academy as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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 accounts to be reached.



Tracey Nicholls FCCA
Association of Chartered Certified Accountants

HFL House
1 Saxon Way
Melbourn
Cambridgeshire
SG8 6DN

Date: 23/01/23

Southside Young Leaders Academy

Statement of Financial Activities for the Year Ended 30 April 2022 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2022 £
Income and Endowments from:				
Donations and legacies	3	12,960	142,127	155,087
Investment income		2	-	2
Other income	4	9,389	-	9,389
Total income		<u>22,351</u>	<u>142,127</u>	<u>164,478</u>
Expenditure on:				
Charitable activities	5	(4,640)	(146,163)	(150,803)
Total expenditure		<u>(4,640)</u>	<u>(146,163)</u>	<u>(150,803)</u>
Net income/(expenditure)		<u>17,711</u>	<u>(4,036)</u>	<u>13,675</u>
Net movement in funds		17,711	(4,036)	13,675
Reconciliation of funds				
Total funds brought forward		<u>27,651</u>	<u>93,759</u>	<u>121,410</u>
Total funds carried forward	15	<u>45,362</u>	<u>89,723</u>	<u>135,085</u>
	Note	Unrestricted funds £	Restricted funds £	Total 2021 £
Income and Endowments from:				
Donations and legacies	3	57,532	184,069	241,601
Investment income		7	-	7
Total income		<u>57,539</u>	<u>184,069</u>	<u>241,608</u>
Expenditure on:				
Charitable activities	5	(38,887)	(189,534)	(228,421)
Total expenditure		<u>(38,887)</u>	<u>(189,534)</u>	<u>(228,421)</u>
Net income/(expenditure)		<u>18,652</u>	<u>(5,465)</u>	<u>13,187</u>
Net movement in funds		18,652	(5,465)	13,187
Reconciliation of funds				
Total funds brought forward		<u>8,999</u>	<u>99,224</u>	<u>108,223</u>
Total funds carried forward	15	<u>27,651</u>	<u>93,759</u>	<u>121,410</u>

The notes on pages 12 to 20 form an integral part of these financial statements.

Southside Young Leaders Academy

**Statement of Financial Activities for the Year Ended 30 April 2022
(Including Income and Expenditure Account and Statement of Total Recognised Gains and
Losses)**

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2021 is shown in note 15.

The notes on pages 12 to 20 form an integral part of these financial statements.

Southside Young Leaders Academy

**(Registration number: 06228171)
Balance Sheet as at 30 April 2022**

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	11	1,116	8,666
Current assets			
Debtors	12	6,141	16,600
Cash at bank and in hand		<u>133,172</u>	<u>99,823</u>
		139,313	116,423
Creditors: Amounts falling due within one year	13	<u>(5,344)</u>	<u>(3,679)</u>
Net current assets		<u>133,969</u>	<u>112,744</u>
Net assets		<u>135,085</u>	<u>121,410</u>
Funds of the charity:			
Restricted income funds			
Restricted funds		89,723	93,759
Unrestricted income funds			
Unrestricted funds		<u>45,362</u>	<u>27,651</u>
Total funds	15	<u>135,085</u>	<u>121,410</u>

For the financial year ending 30 April 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 9 to 20 were approved by the trustees, and authorised for issue on 23/01/2023 and signed on their behalf by:



.....
Winston Davis
Chairman and trustee

The notes on pages 12 to 20 form an integral part of these financial statements.

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2022

1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

Ark Academy Walworth
Shorncliffe Road
London
SE1 5UJ

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with 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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

Southside Young Leaders Academy meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2022

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Investment income

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees's meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2022

Tangible fixed assets

Individual fixed assets costing £300.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Motor Vehicles	25% on a reducing balance
Computer and Office Equipment	3 years on cost

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2022

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total funds £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	1,979	142,127	144,106
Donations from individuals	10,981	-	10,981
Total for 2022	12,960	142,127	155,087
Total for 2021	57,532	184,069	241,601

4 Other income

	Unrestricted funds General £	Total funds £
Gains on sale of tangible fixed assets for charity's own use	9,389	9,389
Total for 2022	9,389	9,389

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2022

5 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total funds £
Charitable activities		3,778	22,529	26,307
Staff costs		862	114,030	114,892
Governance costs	6	-	9,604	9,604
Total for 2022		4,640	146,163	150,803
Total for 2021		38,887	189,534	228,421
				Total expenditure £

6 Analysis of governance and support costs

Governance costs

	Restricted funds £	Total funds £
Independent examiner fees		
Examination of the financial statements	600	600
Legal fees	2,404	2,404
Other governance costs	6,600	6,600
Total for 2022	9,604	9,604
Total for 2021	7,200	7,200

7 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2022

8 Staff costs

The aggregate payroll costs were as follows:

	2022 £	2021 £
Staff costs during the year were:		
Wages and salaries	90,112	114,908
Social security costs	4,032	5,842
Pension costs	2,160	3,059
Other staff costs	18,588	17,242
	<u>114,892</u>	<u>141,051</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2022 No	2021 No
Employees	<u>5</u>	<u>6</u>

No employee received emoluments of more than £60,000 during the year.

9 Independent examiner's remuneration

	2022 £	2021 £
Examination of the financial statements	<u>600</u>	<u>600</u>

10 Taxation

The charity is a registered charity and is therefore exempt from taxation.

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2022

11 Tangible fixed assets

	Motor vehicles £	Computer equipment £	Total £
Cost			
At 1 May 2021	10,000	3,498	13,498
Additions	-	924	924
Disposals	(10,000)	-	(10,000)
At 30 April 2022	<u>-</u>	<u>4,422</u>	<u>4,422</u>
Depreciation			
At 1 May 2021	3,000	1,832	4,832
Charge for the year	-	1,474	1,474
Eliminated on disposals	(3,000)	-	(3,000)
At 30 April 2022	<u>-</u>	<u>3,306</u>	<u>3,306</u>
Net book value			
At 30 April 2022	<u>-</u>	<u>1,116</u>	<u>1,116</u>
At 30 April 2021	<u>7,000</u>	<u>1,666</u>	<u>8,666</u>

12 Debtors

	2022 £	2021 £
Prepayments	6,141	6,600
Accrued income	-	10,000
	<u>6,141</u>	<u>16,600</u>

13 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	2,411	1,617
Other taxation and social security	2,253	1,306
Other creditors	680	686
Accruals	-	70
	<u>5,344</u>	<u>3,679</u>

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2022

14 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £2,160 (2021 - £3,060).

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2022

15 Funds

	Balance at 1 May 2021 £	Incoming resources £	Resources expended £	Balance at 30 April 2022 £
Unrestricted funds				
General	27,651	22,351	(4,640)	45,362
Restricted funds	<u>93,759</u>	<u>142,127</u>	<u>(146,163)</u>	<u>89,723</u>
Total funds	<u>121,410</u>	<u>164,478</u>	<u>(150,803)</u>	<u>135,085</u>
	Balance at 1 May 2020 £	Incoming resources £	Resources expended £	Balance at 30 April 2021 £
Unrestricted funds				
General	8,999	57,539	(38,887)	27,651
Restricted funds	<u>99,224</u>	<u>184,069</u>	<u>(189,534)</u>	<u>93,759</u>
Total funds	<u>108,223</u>	<u>241,608</u>	<u>(228,421)</u>	<u>121,410</u>

SOUTHSIDE YOUNG LEADERS ACADEMY

England & Wales - Charity number 1121717

Accounts

Company registration number: 06228171

Charity registration number: 1121717

Southside Young Leaders Academy

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 30 April 2021



HFL Accountants Limited
Chartered Certified Accountants
HFL House
Saxon Way
Melbourn
Cambridgeshire
SG8 6DN

Southside Young Leaders Academy

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Southside Young Leaders Academy

Report of the Trustees

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 April 2021. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) Accounting and Reporting by Charities' issued in March 2005.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number 06228171 (England and Wales)

Registered Charity number 1121717

Registered Office: Ark Academy Walworth
Shorncliffe Road
London
SE1 5UJ

TRUSTEES:

Francis Evans	Chairman (resigned August 2020)
Annemarieke Murthi	Treasurer (resigned September 2021)
Winston Davis	Appointed April 2019 (appointed Chair in July 2020)
Ofei Kwafo-Akoto	Appointed April 2019 (appointed Secretary April 2020)
David Rowe-Francis	Resigned July 2021
Alan McDougall	Resigned July 2021
Claire Martin	Resigned July 2021
Shaida Kwapong	Appointed February 2020
Samuel Osei-Sarkodie	Appointed February 2020
Caren Onanda	Appointed August 2020
Veronica De Schot	Treasurer (appointed July 2021)
Max Woodbridge	Appointed July 2021
Ikenna Andrew Acholonu	Appointed July 2021

INDEPENDENT EXAMINER

HFL Accountants
HFL House,
1 Saxon Way,
Melbourn,
Royston
SG8 6DN

BANK

Lloyds Bank Plc
Canary Wharf Branch
Unit 3 Park Pavilion
40 Canada Square
Canary Wharf
London
E14 5FW

CHIEF EXECUTIVE AND SENIOR STAFF MEMBERS:

Divanio Crooks	Acting CEO (April 2020-June 2021) and Leadership Delivery Manager
Uviena Walters	Senior Programme Manager (March 2020 - present)

Southside Young Leaders Academy

Report of the Trustees

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENT

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The organisation is a charitable company limited by guarantee, incorporated on 26th April 2007 and registered as a charity on 28th November 2007. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up every member of the charity undertakes to contribute such amount as may be required (not exceeding £1) and subject to any such resolution by the members, the Directors of the Charity may resolve that any net assets of the charity after all its debts and liabilities have been paid shall be applied or transferred in any of the following ways:

- (a) directly for the Objects; or
- (b) by transfer to any other Charity or Charities for purposes similar to the Objects; or
- (c) to any Charity for use for particular purpose that fall within the objects.

RECRUITMENT AND APPOINTMENT OF NEW TRUSTEES

Potential trustees are recruited by advertising through various channels including online recruitment platforms and word of mouth recommendations. Candidates are interviewed by the Chair and the Secretary and they are asked to provide two referees and subject to safeguarding checks. If formally approved by the other Board members, they will be invited to become Trustees.

ORGANISATIONAL STRUCTURE

The Southside Young Leaders Academy (SYLA) has a Board of Trustees who meet every six weeks and who are responsible for the strategic direction and policy of the charity. At the balance sheet date, the trustees consisted of nine members from a variety of professional backgrounds relevant to the work of the charity. In 2019, the board made efforts to reintroduce trustee rotation, to ensure fresh ideas and energy would be injected into SYLA. After the 30th April, several trustees have resigned from the board as part of this rotation mechanism, and have been replaced by other professionals, bringing a wide variety of skillsets to the board.

Members of the Board of Trustees, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year (2019-20) and up to the date of this report are set out on page 1.

The Chief Executive attends Board meetings but has no voting rights. Following the departure of Mark Hughes as the volunteer Chief Executive in March 2020, the Leadership Delivery Manager stepped up to act as Chief Executive on a voluntary basis. In doing so, he attended the board for an interim period to present an operational report. Where trustee meeting times clashed with SYLA activities, the Leadership Delivery Manager prepared the operational update report, which was presented to the board by the trustee acting as his line manager.

RISK MANAGEMENT

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Southside Young Leaders Academy

Report of the Trustees

The Board has a formal, written policy of internal financial control procedures which will continue to be monitored and updated to cover new risk areas as and when they are identified. Given the significant delivery changes this year due to the Covid-19 pandemic, there has been significant review and redesign of risk assessments as SYLA has navigated switching from in person delivery, to virtual delivery, and back to in person delivery. Safeguarding both the boys and SYLA staff has been the utmost priority, and SYLA was able to procure laptops and data support from emergency grant funding to enable boys to continue participating in SYLA programmes and staff to work remotely from home.

OBJECTIVES AND AIMS

The mission of SYLA is to nurture, develop, maximise and release the leadership potential of young men from the African and Afro-Caribbean community from disadvantaged backgrounds, especially those at risk of exclusion from school, empowering them to become positive active citizens and a new generation of business and community leaders.

SYLA'S CORE VALUES ARE:

- Excellence & Aspiration
- Team Work & Service
- Evidence-Based Practice & Learning
- Transparency & Accountability

STRATEGIC OBJECTIVES

1. To support each boy, through needs assessment and activities relevant to their transitional stages (such as counselling and mentoring and enhancement of the educational and leadership programmes), to identify and achieve their development goals, and develop as a young leader;
2. To strengthen current and develop new partnerships with key stakeholders, agencies, and experts, forming a support matrix that helps the boys attain their development goals;
3. To develop a knowledge base of what works in empowering boys to become young leaders, to share good practice, and to identify and promote effective education policies.

GUIDANCE ON PUBLIC BENEFIT

Trustees are aware of the Charity Commission guidance on this subject and confirm that they will read the PDF documents contained on the Commission's website.

Southside Young Leaders Academy

Report of the Trustees

ACHIEVEMENT AND PERFORMANCE

OVERVIEW OF THE YEAR

2020-21 continued to build on the transition started in 2018/19 for SYLA. In a moment where Black Lives Matter came to the fore, and the Covid-19 pandemic exacerbated challenges experienced by the families we work with, it became more important than ever to continue our services and prioritise the lives of our beneficiaries – the young people of south London.

Throughout the year, we have been cognisant of the impact of the pandemic on our boys' families – the additional challenges they bear with falling behind in school, without devices to effectively study from home, and the impact on their mental wellbeing. Challenges around isolation also had a negative impact on levels of self-esteem, emotional intelligence, confidence and leadership skills. This has led to changes in our delivery model in some areas and strengthening and reinforcement in others.

SYLA's service offering comprised:

- Our leadership-focused Saturday Academy, had a dip in attendance this year, driven by the pandemic and remote joining. Attendance ranged from 15-32 boys, and since the year end and in person delivery has restarted, this has increased to 40+ boys again. Alongside our usual blend of leadership-focused activities, we also:
 - Delivered the *Let's Talk About Knives* project, designed to provide an understanding of the law, develop emotional intelligence and resilience, and provide the boys with the tools to deal with conflict resolution and make positive lifestyle choices. This has included working with spoken word artists to provide alternative mechanisms of expressing or articulating feelings and fears.
 - Started our Young Enterprise programme, under the National Lottery Thriving & Striving programme. Boys are coming together to learn work skills, business confidence and knowledge to better equip them with the tools they need to increase their employability, enterprise skills and fulfil their potential.
 - Started a nine-month programme focused on the black experience during *World War One*. This kicked off with a visit to the Imperial War Museum, with further events planned for 2019/20 – including a visit for boys to the battlefields of northern France.
- Our after-school education programme, which is focused on supporting boys develop capability in English and Maths. 22 boys took part in this programme, which is less than prior years due to the drop out from remote learning. Given the challenges of the pandemic and disruption caused to school education, our ambitions shifted to be more realistic and to maintain grade levels so far as possible. However, we continued to develop building on the delivery experience we gained in previous years. In the Spring term, where the focus was on English, pupils were from Key Stage 2, KS3 and KS4. In addition to the after-school education programme, SYLA has also decided to embed English language learning across the projects we run during our Saturday Leadership Academy and holiday programme. This has included creative writing sessions, as well as spoken word workshops, with the latter being a particular success with our boys.
- Our ongoing partnership with Royal National Children's Springboard Foundation, which gives our boys access to boarding school bursaries. SYLA currently has a total of 13 boys at seven boarding schools. We will continue to support new applicants, as well as existing boarders, to harness the transformational experience on offer from Royal Springboard and our Senior Programme Manager has done a great job at providing more in person support as the year has progressed.

Southside Young Leaders Academy

Report of the Trustees

We are also delighted to have been awarded the Bronze Youth Quality Mark from London Youth. Significant efforts have been made in the last two years to bring SYLA's policies and procedures to a higher standard, and it is amazing to see this recognised by London Youth. This could not have been achieved without the sustained efforts from members of the board, and our dedicated SYLA team.

SYLA TEAM

The SYLA team is at the heart of everything the Academy does. Divanio Crooks, the Leadership Delivery Manager and volunteer acting CEO has been instrumental in helping SYLA put in place the programmes that were re-engineered to deliver our services in 2021 virtually, and revolutionised SYLA's paper-based operations to a fully digital, accessible model. This included securing significant funding to enable our boys to have laptops to access educational materials, connect with SYLA virtually and remain within the programme. At a potential moment of crisis, Divanio provided steady leadership and solid foundations to enable a new CEO to take SYLA forward.

Following the departure of Amanda Johannson, who set SYLA up brilliantly and improved the management of services to our boys in the boarder programme, as well our ongoing partnership with Royal National Children's Springboard Foundation, SYLA welcomed Uviene Walters, who has carried this mantle forward with aplomb. Uviene is also managing our flagship National Lottery: Thriving & Striving programme with great energy.

The board would like to thank both Divanio and Uviene for their huge commitment and resilience through such a difficult year, and we are excited about the opportunities our skilled staff can unlock under a new CEO.

Divanio leads a refreshed team of Leadership Instructors, who bring new energy and perspectives to our work.

Volunteers make a significant contribution to our fund-raising efforts and to our office administration. We would also like to thank our many volunteers who have supported SYLA across the year, both in working directly with the boys, and in helping with SYLA's back office operations, to whom we are tremendously grateful. We are particularly thankful for the ongoing engagement from our founders – Andy and Pat Walker – whose energy, commitment and enthusiasm remain an inspiration for all the team, as well as a major practical help in everything from running events to raising funds.

WIDER ENGAGEMENT

The issue of youth violence sadly remains pertinent and rarely out of the news. Following the BBC produced film dedicated to the work of SYLA (<https://www.bbc.co.uk/news/av/stories-47378990/can-knife-crime-be-stopped-before-it-starts>), which was shown at a special screening in Camberwell, we have also worked to build an online presence. SYLA now has an up-to-date Instagram and Facebook account, as well as a refreshed website to keep funders, parents and the community up to date with the impact of programmatic interventions.

Sadly our plans to partake in future media films about youth crime have been put on hold due to the pandemic, but we hope future opportunities will arise so that we will continue this wider engagement. As London opens up again, we hope to engage our alumni in a more strategic way and host an event to bring the boys together again.

FUTURE PLANS

2020/21 is another developmental year for SYLA. With demand for our services still strong, exacerbated by the global Covid-19 pandemic which has deepened the inequalities in society, but funding remaining a

Southside Young Leaders Academy

Report of the Trustees

challenge for us as for the sector, our service offering and delivery model will continue to evolve. We remain confident that SYLA is still relevant to the needs of our local community, and so it remains our ambition to grow and reach larger numbers of young people in deep and meaningful ways.

To help with this, we will continue to expand our network of partners both in south London and across the city as a whole and look forward to the new opportunities this will offer us in the year ahead.


Significant efforts to strengthen and develop our team, including the Board of Trustees will continue, as we particularly look for trustees with fundraising experience. As some trustees step down from SYLA in 2021, we are grateful for their efforts over the last years, and are excited to welcome new energy, ideas and skillsets. In particular, the Board of Trustees are thankful to David Rowe-Francis, who has served as a trustee of SYLA since its inception and Alan McDougall, who has provided educational and safeguarding expertise, as well as stepping in to support SYLA families as the Parent Liaison Officer throughout staffing gaps. We wish them well in future endeavours and look forward to their continued friendship and support.

We go into 2021/22 thinking about the challenges that Covid-19 presents to our beneficiaries, and how best to adapt our strategy to meet their unique needs. Whilst cases of the virus are falling, we know that the impacts of the pandemic, multiple lockdowns, school disruption and periods of isolation will have long lasting impacts. Now more than ever, we are committed to supporting the welfare, emotional intelligence, self-esteem and confidence of our boys.

Outside of core delivery, we continue to strive for operational efficiencies that will allow us to adapt at speed to the changes to our operating environment and the needs of the boys we serve. They continue to be the centre and focus of our decision making.

We believe that the difference that services like SYLA can make to the lives of young people and their families is profound, and we continue to be proud of all that SYLA achieves. But above all else we are proud of the achievements of our young people, whose energy, optimism and commitment gives us hope for a better future.

The annual report was approved by the trustees of the charity on 25.1.22 and signed on its behalf by


.....

Winston Davis
Chairman and trustee

Southside Young Leaders Academy

Independent Examiner's Report to the trustees of Southside Young Leaders Academy ("the Company")

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 April 2021.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

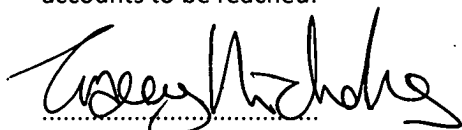
Having satisfied myself that the accounts of Southside Young Leaders Academy are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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:

1. accounting records were not kept in respect of Southside Young Leaders Academy as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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 accounts to be reached.



Tracey Nicholls FCCA

Association of Chartered Certified Accountants

HFL House
Saxon Way
Melbourn
Cambridgeshire
SG8 6DN

Date: 26/01/22.....

Southside Young Leaders Academy

**Statement of Financial Activities for the Year Ended 30 April 2021
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)**

	Note	Unrestricted funds £	Restricted funds £	Total 2021 £
Income and Endowments from:				
Donations and legacies	3	57,532	184,069	241,601
Investment income		<u>7</u>	<u>-</u>	<u>7</u>
Total income		<u>57,539</u>	<u>184,069</u>	<u>241,608</u>
Expenditure on:				
Charitable activities	5	<u>(38,887)</u>	<u>(189,534)</u>	<u>(228,421)</u>
Total expenditure		<u>(38,887)</u>	<u>(189,534)</u>	<u>(228,421)</u>
Net income/(expenditure)		<u>18,652</u>	<u>(5,465)</u>	<u>13,187</u>
Net movement in funds		<u>18,652</u>	<u>(5,465)</u>	<u>13,187</u>
Reconciliation of funds				
Total funds brought forward		<u>8,999</u>	<u>99,224</u>	<u>108,223</u>
Total funds carried forward	15	<u>27,651</u>	<u>93,759</u>	<u>121,410</u>
	Note	Unrestricted funds £	Restricted funds £	Total 2020 £
Income and Endowments from:				
Donations and legacies	3	35,919	172,362	208,281
Investment income		<u>6</u>	<u>-</u>	<u>6</u>
Total income		<u>35,925</u>	<u>172,362</u>	<u>208,287</u>
Expenditure on:				
Raising funds	4	(1,500)	(3,756)	(5,256)
Charitable activities	5	<u>(44,209)</u>	<u>(121,209)</u>	<u>(165,418)</u>
Total expenditure		<u>(45,709)</u>	<u>(124,965)</u>	<u>(170,674)</u>
Net (expenditure)/income		<u>(9,784)</u>	<u>47,397</u>	<u>37,613</u>
Transfers between funds		<u>10,594</u>	<u>(10,594)</u>	<u>-</u>
Net movement in funds		<u>810</u>	<u>36,803</u>	<u>37,613</u>
Reconciliation of funds				
Total funds brought forward		<u>8,190</u>	<u>62,420</u>	<u>70,610</u>

The notes on pages 11 to 20 form an integral part of these financial statements.

Southside Young Leaders Academy

**Statement of Financial Activities for the Year Ended 30 April 2021
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)**

	Note	Unrestricted funds £	Restricted funds £	Total 2020 £
Total funds carried forward	15	<u>9,000</u>	<u>99,223</u>	<u>108,223</u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2020 is shown in note 15.

The notes on pages 11 to 20 form an integral part of these financial statements.

Southside Young Leaders Academy

(Registration number: 06228171)

Balance Sheet as at 30 April 2021

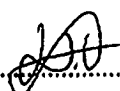
	Note	2021 £	2020 £
Fixed assets			
Tangible assets	11	8,666	8,332
Current assets			
Debtors	12	16,600	19,868
Cash at bank and in hand		<u>99,823</u>	<u>119,991</u>
		116,423	139,859
Creditors: Amounts falling due within one year	13	<u>(3,679)</u>	<u>(39,968)</u>
Net current assets		<u>112,744</u>	<u>99,891</u>
Net assets		<u>121,410</u>	<u>108,223</u>
Funds of the charity:			
Restricted income funds			
Restricted funds		93,759	99,223
Unrestricted income funds			
Unrestricted funds		<u>27,651</u>	<u>9,000</u>
Total funds	15	<u>121,410</u>	<u>108,223</u>

For the financial year ending 30 April 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 8 to 20 were approved by the trustees, and authorised for issue on 25.1.22 and signed on their behalf by:


.....
Winston Davis
Chairman and trustee

The notes on pages 11 to 20 form an integral part of these financial statements.

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2021

1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

Ark Academy Walworth
Shorncliffe Road
London
SE1 5UJ

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with 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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

Southside Young Leaders Academy meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2021

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Investment income

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees's meetings and reimbursed expenses.

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2021

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £300.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Motor Vehicles	25% on a reducing balance
Computer and Office Equipment	3 years on cost

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2021

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total funds £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	53,861	184,069	237,930
Donations from individuals	3,671	-	3,671
Total for 2021	57,532	184,069	241,601
Total for 2020	35,919	172,362	208,281

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2021

4 Expenditure on raising funds

a) Costs of generating donations and legacies

	Note	Unrestricted funds General £	Restricted funds £	Total funds £
Total for 2020		<u>1,500</u>	<u>3,756</u>	<u>5,256</u>
				Total costs £

5 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total funds £
Charitable activities		15,977	64,193	80,170
Staff costs		22,910	118,141	141,051
Governance costs	6	-	7,200	7,200
Total for 2021		<u>38,887</u>	<u>189,534</u>	<u>228,421</u>
Total for 2020		<u>44,209</u>	<u>121,209</u>	<u>165,418</u>

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2021

6 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Restricted funds £	Total funds £
Independent examiner fees			
Examination of the financial statements	-	600	600
Other governance costs	-	6,600	6,600
Total for 2021	-	7,200	7,200
Total for 2020	5,199	6,675	11,874

7 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2021

8 Staff costs

The aggregate payroll costs were as follows:

	2021 £	2020 £
Staff costs during the year were:		
Wages and salaries	114,908	42,472
Social security costs	5,842	258
Pension costs	3,059	906
Other staff costs	17,242	34,169
	<u>141,051</u>	<u>77,805</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2021 No	2020 No
Employees	<u>6</u>	<u>5</u>

No employee received emoluments of more than £60,000 during the year.

9 Independent examiner's remuneration

	2021 £	2020 £
Examination of the financial statements	<u>600</u>	<u>600</u>

10 Taxation

The charity is a registered charity and is therefore exempt from taxation.

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2021

11 Tangible fixed assets

	Motor vehicles £	Computer equipment £	Total £
Cost			
At 1 May 2020	10,000	1,998	11,998
Additions	-	1,500	1,500
At 30 April 2021	<u>10,000</u>	<u>3,498</u>	<u>13,498</u>
Depreciation			
At 1 May 2020	3,000	666	3,666
Charge for the year	-	1,166	1,166
At 30 April 2021	<u>3,000</u>	<u>1,832</u>	<u>4,832</u>
Net book value			
At 30 April 2021	<u><u>7,000</u></u>	<u><u>1,666</u></u>	<u><u>8,666</u></u>
At 30 April 2020	<u><u>7,000</u></u>	<u><u>1,332</u></u>	<u><u>8,332</u></u>

The charity had decided to sell the motor vehicle before the end of the financial year and were actively seeking buyers. The vehicle was sold in August 2021.

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2021

12 Debtors

	2021	2020
	£	£
Prepayments	6,600	9,000
Accrued income	10,000	10,868
	<u>16,600</u>	<u>19,868</u>

13 Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	1,617	6,539
Other taxation and social security	1,306	-
Other creditors	686	1,410
Accruals	70	32,019
	<u>3,679</u>	<u>39,968</u>

14 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £3,060 (2020 - £906).

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2021

15 Funds

	Balance at 1 May 2020	Incoming resources	Resources expended	Balance at 30 April 2021
	£	£	£	£
Unrestricted funds				
General	8,999	57,539	(38,887)	27,651
Restricted funds	<u>99,224</u>	<u>184,069</u>	<u>(189,534)</u>	<u>93,759</u>
Total funds	<u>108,223</u>	<u>241,608</u>	<u>(228,421)</u>	<u>121,410</u>
	Balance at 1 May 2019	Incoming resources	Resources expended	Transfers
	£	£	£	£
Unrestricted funds				
General	8,190	35,925	(45,709)	10,594
Restricted funds	<u>62,420</u>	<u>172,362</u>	<u>(124,965)</u>	<u>(10,594)</u>
Total funds	<u>70,610</u>	<u>208,287</u>	<u>(170,674)</u>	<u>-</u>
	Balance at 30 April 2020			£
				£
				£

SOUTHSIDE YOUNG LEADERS ACADEMY

England & Wales - Charity number 1121717

Accounts

Company registration number: 06228171

Charity registration number: 1121717

Southside Young Leaders Academy

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 30 April 2020

HFL Accountants Limited
Chartered Certified Accounts
HFL House
Saxon Way
Melbourn
Cambridgeshire
SG8 6DN

Southside Young Leaders Academy

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Southside Young Leaders Academy

Reference and administrative details

Registered Company number 06228171 (England and Wales)
Registered Charity number 1121717

Registered Office: Ark Academy Walworth
Shorncliffe Road
London
SE1 5UJ

TRUSTEES:

Francis Evans	Chairman (resigned August 2020)
Jennifer Hall	Treasurer until June 2019 (resigned September 2019)
Annemarieke Murthi	Treasurer (appointed June 2019)
Chris Davies	Board Secretary (resigned May 2020)
Winston Davis	Appointed April 2019 (appointed Chair in July 2020)
Ofei Kwafo-Akoto	Appointed April 2019 (appointed Secretary April 2020)
David Rowe-Francis	
Alan McDougall	Appointed January 2019
Claire Martin	Appointed April 2019
Neil Fosberry	Appointed
Shaida Kwapong	Appointed February 2020
Samuel Osei-Sarkodie	Appointed February 2020
Mark Hughes	(Resigned July 2019)
Nat Miller	(Resigned July 2019)

Southside Young Leaders Academy

Reference and administrative details

INDEPENDENT EXAMINER

HFL Accountants
HFL House,
1 Saxon Way,
Melbourn,
Royston
SG8 6DN

BANK

Lloyds Bank Plc
Canary Wharf Branch
Unit 3 Park Pavilion
40 Canada Square
Canary Wharf
London
E14 5FW

CHIEF EXECUTIVE AND SENIOR STAFF MEMBERS:

Mark Hughes

Volunteer CEO (July 2019 – March 2020)

Divanio Crooks

Acting CEO (April 2020-present) and
Leadership Delivery Manager

Amanda Johansson

Programme Manager (to April 2020)

Uviena Walters

Senior Programme Manager (March 2020 -
present)

Trustees' report

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The organisation is a charitable company limited by guarantee, incorporated on 26th April 2007 and registered as a charity on 28th November 2007. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up every member of the charity undertakes to contribute such amount as may be required (not exceeding £1) and subject to any such resolution by the members, the Directors of the Charity may resolve that any net assets of the charity after all its debts and liabilities have been paid shall be applied or transferred in any of the following ways:

- (a) directly for the Objects; or
- (b) by transfer to any other Charity or Charities for purposes similar to the Objects; or
- (c) to any Charity for use for particular purpose that fall within the objects.

Recruitment and appointment of new trustees

Potential trustees are recruited by advertising through the local volunteer centres or by word of mouth. They are interviewed by the Secretary and one other trustee and the Chief Executive and they are asked to provide two referees. If they are found to be suitable, they will be invited to attend a meeting of the Board. If approved by the other Board members, they will be invited to become Trustees.

Induction and training of new trustees

A formal induction and training programme was agreed by the trustees in October 2009.

Members of the Board are educated as trustees by their attendance and participation at Board meetings and participation in sub-committees and working parties, whilst also attending external meetings with experienced trustees and trustee training programmes.

Organisational structure

The Southside Young Leaders Academy (SYLA) has a Board of Trustees who meet every six weeks and who are responsible for the strategic direction and policy of the charity. At the balance sheet date, the trustees consisted of ten members from a variety of professional backgrounds relevant to the work of the charity.

Members of the Board of Trustees, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year (2019-20) and up to the date of this report are set out on page 1.

Trustees' report

The Chief Executive attends Board meetings but has no voting rights. Following the departure of Ros Griffiths, both the Programme Manager (Amanda Johansson) and Leadership Delivery Manager attended the board for an interim period, prior to Mark Hughes stepping down as a Director and Trustee on 1st July 2019 and acting as a volunteer Chief Executive.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The Board has a formal, written policy of internal financial control procedures which will continue to be monitored and updated to cover new risk areas as and when they are identified. Given the significant staff changes this year, there has been no use of the company debit card. On-line banking procedures are carefully monitored and recorded every month by the Treasurer.

OBJECTIVES AND AIMS

The mission of SYLA is to nurture, develop, maximise and release the leadership potential of young men from the African and Afro-Caribbean community from disadvantaged backgrounds, especially those at risk of exclusion from school, empowering them to become positive active citizens and a new generation of business and community leaders.

SYLA's core values are:

- Excellence & Aspiration
- Team Work & Service
- Evidence-Based Practice & Learning
- Transparency & Accountability

Strategic objectives

1. To support each boy, through needs assessment and activities relevant to their transitional stages (such as counselling and mentoring and enhancement of the educational and leadership programmes), to identify and achieve their development goals, and develop as a young leader;
2. To strengthen current and develop new partnerships with key stakeholders, agencies, and experts, forming a support matrix that helps the boys attain their development goals;
3. To develop a knowledge base of what works in empowering boys to become young leaders, to share good practice, and to identify and promote effective education policies.

Trustees' report

Guidance on public benefit

Trustees are aware of the Charity Commission guidance on this subject and confirm that they will read the PDF documents contained on the Commission's website.

ACHIEVEMENT AND PERFORMANCE

Overview of the year

2019-20 continued to build on the transition started in 2018/19 for SYLA. A number of changes to key personnel prompted a review of SYLA's service offerings, with the aim of ensuring we continued to make a difference to the lives of our beneficiaries – the young people of south London. This review concluded that the core of SYLA's service offering – the focus on leadership and education – remained relevant and threw up several ideas about different ways to deliver those services. This has led to changes in our delivery model in some areas and strengthening and reinforcement in others.

SYLA's service offering comprised:

- Our leadership-focused Saturday Academy, attended by 40+ boys over the year. Alongside our usual blend of leadership-focused activities, we also:
- Delivered the *Let's Talk About Knives* project, designed to provide an understanding of the law, develop emotional intelligence and resilience, and provide the boys with the tools to deal with conflict resolution and make positive lifestyle choices.
- Expanded our sports offering as part of a new project - *Active Lives! Making a difference thru' sports* – which promoted an active lifestyle - essential to mental and emotional well-being – as a key component for young people's development, alongside academic attainment and skills development. This work led SYLA to join the Sports & Serious Youth Violence Steering Group set up by the London Mayor's Office.
- Started a nine-month programme focused on the black experience during *World War One*. This kicked off with a visit to the Imperial War Museum, with further events planned for 2019/20 – including a visit for boys to the battlefields of northern France.
- Our holiday programme, which complements the Saturday Academy by providing activities for boys throughout the half-term and summer holidays. SYLA again benefitted from the support of the UK Sailing Academy in the Isle of Wight, meaning we were able to take a group of boys sailing during the summer holidays. We also delivered part of the Active Lives! programme through the holiday programme, bringing total participation on that programme to 40.
- Our after-school education programme, which is focused on supporting boys develop capability in English and Maths. 30 boys took part in this programme, which we continued to develop building on the delivery experience we gained

Trustees' report

in previous years. In the Spring term, where the focus was on English, pupils were from Key Stage 2, KS3 and KS4. They were base line tested and monitored for performance improvement against that baseline and for effort. For KS2 pupils, in reading the average baseline measure was "emerging" ..ie less than 50% of expected. At the end of the course the average grade achieved was "advancing" ie above 50% but less than 70%. For KS3 and KS4 pupils using the GCSE grading structure, the average baseline grade in writing was 1.7 but had moved up to 2.4 on topic tests...significant progress. In addition to the after-school education programme, SYLA has also decided to embed English language learning across the projects we run during our Saturday Leadership Academy and holiday programme. This has included creative writing sessions, as well as spoken word workshops, with the latter being a particular success with our boys.

- Our ongoing partnership with Royal National Children's Springboard Foundation, which gives our boys access to boarding school bursaries. Four of our Young Leaders' received full boarding school bursaries this year, meaning SYLA went into the 20/21 academic year with a total of 17 boys at seven boarding schools. We will continue to support new applicants, as well as existing boarders, to harness the transformational experience on offer from Royal Springboard.
- We continue to work directly also with the parents of SYLA's boys, in a programme that has changed shape over the year. In March 2020, 15 parents attended parental training course: About Boys. The course provided parents with more insight into understanding of their son's development and behaviour to supporting them through difficulties they might encounter. The course also consisted of parental discipline techniques to help parents establish boundaries to improve parent and child relationship. We go into 2020/21 with a stronger relationship with parents, illustrated through the growing role that families have played in fundraising for SYLA.

SYLA TEAM

The SYLA team is at the heart of everything the Academy does. Amanda Johansson has been instrumental in helping SYLA put in place the programmes that were re-engineered to deliver our services in 2019. This included improving our management of services to our boys in the boarder programme in our ongoing partnership with Royal National Children's Springboard Foundation. Divanio Crooks, who has been with SYLA for several years, stepped into the position of Leadership Delivery Manager and at the end of the year, also volunteered to act up as CEO for an interim period. Divanio and Amanda have played a critical role in developing and delivering our services over the course of the year and the Trustees are grateful for the energy and commitment they have shown to SYLA and to its boys.

Divanio leads a refreshed team of Leadership Instructors, who bring new energy and perspectives to our work.

Trustees' report

We said goodbye at the end of this year to Amanda Johansson and Mark Hughes, and the Trustees deeply thank them again for all their service and wish them every success in the next stages of their career.

Volunteers make a significant contribution to our fund-raising efforts and to our office administration. We would also like to thank our many volunteers who have supported SYLA across the year, both in working directly with the boys, and in helping with SYLA's back office operations, to whom we are tremendously grateful. We are particularly thankful for the ongoing engagement from our founders – Andy and Pat Walker – whose energy, commitment and enthusiasm remain an inspiration for all the team, as well as a major practical help in everything from running events to raising funds.

SYLA has also extended its network of delivery partners this year. This year we have formed new relationships to help with our programmes:

- We have worked with Tutors United and Team Up in delivering the education programme, bringing in specialist teaching capability which has complemented our own session staff this year
- LEAP Confronting Conflict were our partners in delivery of the About Knives programme
- Elite Evolution have helped us to deliver the Active Lives! Programme
- Rainbow Collective and Poetic Unity were partners in delivery of the MOPAC VRU programme.

WIDER ENGAGEMENT

The issue of youth violence sadly remains pertinent and rarely out of the news. Following the BBC produced film dedicated to the work of SYLA (<https://www.bbc.co.uk/news/av/stories-47378990/can-knife-crime-be-stopped-before-it-starts>), which was shown at a special screening in Camberwell, we have also worked to build an online presence. SYLA now has an up-to-date Instagram and Facebook account, as well as a refreshed website to keep funders, parents and the community up to date with the impact of programmatic interventions. We have plans in 2020/21 to partake in future media films about youth crime which we hope will continue this wider engagement.

FUTURE PLANS

2020/21 is another developmental year for SYLA. With demand for our services still strong, exacerbated by the global Covid-19 pandemic which has deepened the inequalities in society, but funding remaining a challenge for us as for the sector, our service offering and delivery model will continue to evolve. We remain confident that SYLA is still relevant to the needs of our local community, and so it remains our ambition to grow and reach larger numbers of young people in deep and meaningful ways.

To help with this, we will continue to expand our network of partners both in south London and across the city as a whole and look forward to the new opportunities this will offer us in the year ahead.

Trustees' report

Significant efforts to strengthen and develop our team, including the Board of Trustees will continue, as we particularly look for trustees with fundraising experience. Towards the end of the 19/20 year, we added 2 parents to the Board, and we look to continue adding board members with appropriate skills to replace longstanding trustees who are preparing to step down after more than a decade of service. In particular, the Board of Trustees are thankful to Francis Evans and Chris Davies, who have served as Chairman and Secretary of SYLA since its inception. We wish them well in future endeavours and look forward to their continued friendship and support.

We go into 2020/21 thinking about the challenges that Covid-19 presents to our beneficiaries, and how best to adapt our strategy to meet their unique needs. To build upon the success of our core delivery, we will rapidly digitise our programming to enable remote delivery. This will allow us to maintain relationships and support with boys during isolating lockdowns and periods of school closure. Now more than ever, we are committed to supporting the welfare, emotional intelligence, self-esteem and confidence of our boys.

Outside of core delivery, we continue to strive for operational efficiencies that will allow us to adapt at speed to the changes to our operating environment and the needs of the boys we serve. They continue to be the centre and focus of our decision making.

We believe that the difference that services like SYLA can make to the lives of young people and their families is profound, and we continue to be proud of all that SYLA achieves. But above all else we are proud of the achievements of our young people, whose energy, optimism and commitment gives us hope for a better future.

FINANCIAL REVIEW

Reserves Policy

SYLA needs reserves to be maintained at a level which

- ensures our responsibilities to staff, beneficiaries and partners could be met during a period of unforeseen difficulty
- underpins long term commitments, expansion possibilities and organisational development
- provides transparency to donors and other stakeholders; and
- need to meet the Trustees duty to apply our financial resources towards SYLA's charitable objectives.

Considering each of these in turn, SYLA

- Has some of the current liabilities in the form of salaries. The notice period for key staff is one month
- Is committed to a 5 year strategy of growth and sustainability
- Needs sufficient reserves to provide security, reliability and confidence in the organisation's on-going sustainability to potential partners and
- Needs to meet expenditure commitments, not only to staff and stakeholders but ultimately to beneficiaries

Trustees' report

Following the assessment of SYLA's reserves requirements, the Trustees consider that SYLA currently requires over three months of unrestricted reserves at the current level of expenditure. SYLA will take steps to establish and maintain reserves at this level if possible, given funding constraints. Of this, one month should be maintained in a readily realisable form, with the remainder subject to one month's notice.

At 30 April 2020, general (unrestricted) reserves stood at £8,999 (2019: £8,187) whilst our current liabilities were £39,969 (2019: £12,725). SYLA holds £99,223 (2019: £62,422) reserves of restricted funds at the balance sheet date. SYLA has taken significant steps since the balance sheet date to increase the level of unrestricted reserves.

This reserve policy is monitored by the Board to provide us with an early warning indicator to take measures to reduce expenditure and/or increase resources dedicated to raising new funds and that we do this in a projected framework.

Principal funding sources

The principal funding sources for the charity are currently from charitable work and foundations.

Incoming resources for the year were £208,207 (2019: £163,174) and resources expended were £170,675 (2019: £150,582) and the net surplus during the year was £37,612 (2019: £12,592).

Statement of Responsibilities

The trustees (who are also the directors of Southside Young Leaders Academy for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:


- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

Southside Young Leaders Academy

Trustees' report

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The annual report was approved by the trustees of the charity on 21.12.20 and signed on its behalf by:



.....

Winston Davis
Chair

Southside Young Leaders Academy

Independent Examiner's Report to the trustees of Southside Young Leaders Academy

I report to the charity trustees on my examination of the accounts of the charity for the year ended 30 April 2020 which are set out on pages 12 to 24.

Respective responsibilities of trustees and examiner

As the charity's trustees of Southside Young Leaders Academy (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

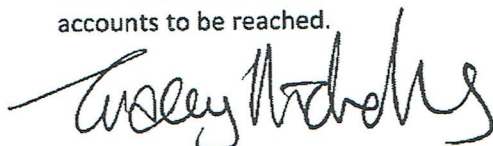
Having satisfied myself that the accounts of Southside Young Leaders Academy are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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:

1. accounting records were not kept in respect of Southside Young Leaders Academy as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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 accounts to be reached.



Tracey Nicholls FCCA
Association of Chartered Certified Accountants

HFL House
Saxon Way
Melbourn
Cambridgeshire
SG8 6DN

Date: 18/01/2021

Southside Young Leaders Academy

Statement of Financial Activities for the Year Ended 30 April 2020 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2020 £
Income and Endowments from:				
Donations and legacies	3	35,919	172,362	208,281
Investment income		<u>6</u>	<u>-</u>	<u>6</u>
Total income		<u>35,925</u>	<u>172,362</u>	<u>208,287</u>
Expenditure on:				
Raising funds	4	(1,500)	(3,756)	(5,256)
Charitable activities	5	<u>(44,210)</u>	<u>(121,209)</u>	<u>(165,419)</u>
Total expenditure		<u>(45,710)</u>	<u>(124,965)</u>	<u>(170,675)</u>
Net (expenditure)/income		(9,785)	47,397	37,612
Transfers between funds		<u>10,594</u>	<u>(10,594)</u>	<u>-</u>
Net movement in funds		809	36,803	37,612
Reconciliation of funds				
Total funds brought forward		<u>8,190</u>	<u>62,420</u>	<u>70,610</u>
Total funds carried forward	16	<u>8,999</u>	<u>99,223</u>	<u>108,222</u>
	Note	Unrestricted funds £	Restricted funds £	Total 2019 £
Income and Endowments from:				
Donations and legacies	3	25,253	137,913	163,166
Investment income		<u>11</u>	<u>-</u>	<u>11</u>
Total income		<u>25,264</u>	<u>137,913</u>	<u>163,177</u>
Expenditure on:				
Raising funds	4	(9,638)	-	(9,638)
Charitable activities	5	(30,797)	(109,750)	(140,547)
Other expenditure	6	<u>-</u>	<u>(399)</u>	<u>(399)</u>
Total expenditure		<u>(40,435)</u>	<u>(110,149)</u>	<u>(150,584)</u>
Net (expenditure)/income		<u>(15,171)</u>	<u>27,764</u>	<u>12,593</u>

Southside Young Leaders Academy

Statement of Financial Activities for the Year Ended 30 April 2020 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2019 £
Net movement in funds		(15,171)	27,764	12,593
Reconciliation of funds				
Total funds brought forward		<u>23,361</u>	<u>34,656</u>	<u>58,017</u>
Total funds carried forward	16	<u>8,190</u>	<u>62,420</u>	<u>70,610</u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2019 is shown in note 16.

Southside Young Leaders Academy

(Registration number: 06228171)

Balance Sheet as at 30 April 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	12	8,332	9,333
Current assets			
Debtors	13	19,868	23,647
Cash at bank and in hand		<u>119,991</u>	<u>50,288</u>
		139,859	73,935
Creditors: Amounts falling due within one year	14	<u>(39,969)</u>	<u>(12,658)</u>
Net current assets		<u>99,890</u>	<u>61,277</u>
Net assets		<u>108,222</u>	<u>70,610</u>
Funds of the charity:			
Restricted funds		99,223	62,420
Unrestricted income funds			
Unrestricted funds		<u>8,999</u>	<u>8,190</u>
Total funds	16	<u>108,222</u>	<u>70,610</u>

For the financial year ending 30 April 2020 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Southside Young Leaders Academy

**(Registration number: 06228171)
Balance Sheet as at 30 April 2020**

The financial statements on pages 12 to 24 have been approved by the trustees, and authorised for issue on
21.11.20 and signed on their behalf by:



.....
Winston Davis
Chair

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2020

1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

Ark Academy Walworth
Shorncliffe Road
London
SE1 5UJ

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with 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 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

Southside Young Leaders Academy meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2020

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Gift aid

Incoming resources from tax reclaims are included in the Statement of Financial Activities at the same time as the gift to which they relate.

Investment income

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2020

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees's meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £300.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Motor Vehicles	25% on a reducing balance
Computer and Office Equipment	3 years on cost

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2020

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees's discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

3 Income from donations and legacies

	Unrestricted funds	Restricted funds	Total 2020	Total 2019
	General £	£	£	£
Donations and legacies;				
Donations from companies, trusts and similar proceeds	21,980	172,362	194,342	160,593
Donations from individuals	13,939	-	13,939	2,320
Other income from donations and legacies	-	-	-	253
	<u>35,919</u>	<u>172,362</u>	<u>208,281</u>	<u>163,166</u>

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2020

4 Expenditure on raising funds

a) Costs of generating donations and legacies

		Unrestricted funds		Total 2020	Total 2019
	Note	General £	Restricted funds £	£	£
Marketing and publicity		1,500	3,756	5,256	9,638
					Total 2020 £

5 Expenditure on charitable activities

		Unrestricted funds		Total 2020	Total 2019
	Note	General £	Restricted funds £	£	£
Charitable activities		23,947	51,792	75,739	30,351
Staff costs		15,064	62,742	77,806	95,890
Governance costs	7	5,199	6,675	11,874	14,306
		<u>44,210</u>	<u>121,209</u>	<u>165,419</u>	<u>140,547</u>

6 Other expenditure

		Total 2020	Total 2019
	Note	£	£
Other resources expended		-	399
		<u>-</u>	<u>399</u>

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2020

7 Analysis of governance and support costs

Governance costs

	Unrestricted funds	Restricted funds	Total 2020	Total 2019
	General £	£	£	£
Independent examiner fees				
Examination of the financial statements	-	600	600	554
Other governance costs	5,199	6,075	11,274	13,752
	5,199	6,675	11,874	14,306

8 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

9 Staff costs

The aggregate payroll costs were as follows:

	2020 £	2019 £
Staff costs during the year were:		
Wages and salaries	42,472	58,168
Social security costs	453	1,124
Pension costs	712	1,057
Other staff costs	34,169	35,541
	77,806	95,890

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2020

The monthly average number of persons (including senior management team) employed by the charity during the year expressed as full time equivalents was as follows:

	2020 No	2019 No
Employees	<u>5</u>	<u>7</u>

No employee received emoluments of more than £60,000 during the year.

10 Independent examiner's remuneration

	2020 £	2019 £
Examination of the financial statements	<u>600</u>	<u>554</u>

11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

12 Tangible fixed assets

	Motor vehicles £	Computer equipment £	Total £
Cost			
At 1 May 2019	10,000	-	10,000
Additions	<u>-</u>	<u>1,998</u>	<u>1,998</u>
At 30 April 2020	<u>10,000</u>	<u>1,998</u>	<u>11,998</u>
Depreciation			
At 1 May 2019	667	-	667
Charge for the year	<u>2,333</u>	<u>666</u>	<u>2,999</u>
At 30 April 2020	<u>3,000</u>	<u>666</u>	<u>3,666</u>
Net book value			
At 30 April 2020	<u>7,000</u>	<u>1,332</u>	<u>8,332</u>
At 30 April 2019	<u>9,333</u>	<u>-</u>	<u>9,333</u>

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2020

13 Debtors

	2020	2019
	£	£
Trade debtors	-	624
Prepayments	9,000	23,023
Accrued income	10,868	-
	<u>19,868</u>	<u>23,647</u>

14 Creditors: amounts falling due within one year

	2020	2019
	£	£
Trade creditors	6,539	8,032
Other taxation and social security	-	1,208
Other creditors	1,411	278
Accruals	32,019	3,140
	<u>39,969</u>	<u>12,658</u>

15 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £712 (2019 - £1,057).

Southside Young Leaders Academy

Notes to the Financial Statements for the Year Ended 30 April 2020

16 Funds

	Balance at 1 May 2019 £	Incoming resources £	Resources expended £	Transfers £	Balance at 30 April 2020 £
Unrestricted funds					
General	(8,190)	(35,925)	45,710	(10,594)	(8,999)
Restricted funds	<u>(62,420)</u>	<u>(172,362)</u>	<u>124,965</u>	<u>10,594</u>	<u>(99,223)</u>
Total funds	<u>(70,610)</u>	<u>(208,287)</u>	<u>170,675</u>	<u>-</u>	<u>(108,222)</u>
	Balance at 1 May 2018 £	Incoming resources £	Resources expended £	Balance at 30 April 2019 £	
Unrestricted funds					
General	(23,361)	(25,264)	40,435	(8,190)	
Restricted funds	<u>(34,656)</u>	<u>(137,913)</u>	<u>110,149</u>	<u>(62,420)</u>	
Total funds	<u>(58,017)</u>	<u>(163,177)</u>	<u>150,584</u>	<u>(70,610)</u>	