

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
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#### **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
- Observe 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 on 19 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').

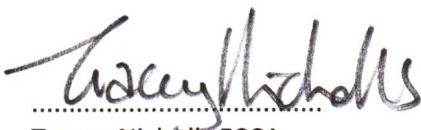
Having satisfied myself that the financial statement of Southside Young Leaders Academy are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's financial statements as carried out under section 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

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

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 £
<b>Fixed assets</b>			
Tangible Assets	12	-	204
<b>Current assets</b>			
Cash at bank and in hand		144,614	128,167
		144,614	128,167
<b>Creditors: Amounts falling due within one year</b>	13	(53,486)	(49,989)
<b>Net current assets</b>		91,128	78,178
<b>Net assets</b>		91,128	78,382
<b>Funds of the charity:</b>			
<b>Restricted income funds</b>			
Restricted funds		681	577
<b>Unrestricted income funds</b>			
Unrestricted funds		90,447	77,805
<b>Total funds</b>	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
<b>Total for 2024</b>	<u>49,339</u>	<u>126,293</u>	<u>175,632</u>
<b>Total for 2023</b>	<u>49,841</u>	<u>137,612</u>	<u>187,453</u>

#### 4 Other income

	Unrestricted Funds £	Restricted funds £	Total funds £
	-	-	-
<b>Total for 2024</b>	<u>-</u>	<u>-</u>	<u>-</u>
<b>Total for 2023</b>	<u>8,948</u>	<u>-</u>	<u>8,948</u>



## 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
<b>Total for 2024</b>	<u>80</u>	<u>-</u>	<u>80</u>
<b>Total for 2023</b>	<u>-</u>	<u>-</u>	<u>-</u>

#### 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
<b>Total for 2024</b>		<u>36,847</u>	<u>126,189</u>	<u>163,036</u>
<b>Total for 2023</b>		<u>26,438</u>	<u>226,758</u>	<u>253,196</u>

#### 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
<b>Total for 2024</b>		<u>5,144</u>	<u>5,059</u>	<u>10,203</u>
<b>Total for 2023</b>		<u>600</u>	<u>12,999</u>	<u>13,599</u>

#### 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 £
<b>Staff costs during the year were:</b>		
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 No	2023 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 £
<b>Cost</b>		
As at 1 September 2023	<u>4,422</u>	<u>4,422</u>
As at 31 August 2024	<u>4,422</u>	<u>4,422</u>
<b>Depreciation</b>		
As at 1 September 2023	4,218	4,218
Charge for year	<u>204</u>	<u>204</u>
As at 31 August 2024	<u>4,422</u>	<u>4,422</u>
<b>Net book value</b>		
At 31 August 2023	<u><u>204</u></u>	<u><u>204</u></u>
At 31 August 2024	<u><u>-</u></u>	<u><u>-</u></u>

#### 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	<u>51,328</u>	<u>46,373</u>
	<u><u>53,486</u></u>	<u><u>49,989</u></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 £3,289 (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
<b>Unrestricted funds</b>				
General	77,805	49,569	(36,927)	90,447
<b>Restricted funds</b>	577	126,293	(126,189)	681
<b>Total funds</b>	<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
<b>Unrestricted funds</b>				
General	45,362	58,881	(26,438)	77,805
<b>Restricted funds</b>	89,723	137,612	(226,758)	577
<b>Total funds</b>	<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**

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Registered charity number: 1121717