SAYes Mentoring

England & Wales · Charity number 1127701

Details

Other names	OFF THE STREET KIDS LTD, OTSK, SOUTH AFRICAN YOUTH EDUCATION FOR SUSTAINABILITY LTD, SA-YES, SAYes
Status	Registered
Legal form	Charitable company
Company number	06693065
Registered	2009-01-26
Register	View on the Charity Commission register

Contact

Address	Sanford House 81 Skipper Way St. Neots PE19 6LT
Phone	+270218300795
Email	michelle.potter@sayesmentoring.org
Website	www.sayesmentoring.org

Activities

Objects: TO ACT AS A RESOURCE FOR CHILDREN AND YOUNG PEOPLE LIVING IN SOUTH AFRICA, THE UK AND ELSEWHERE, BY PROVIDING ADVICE AND ASSISTANCE AND ORGANISING PROGRAMMES OF PHYSICAL, EDUCATIONAL AND OTHER ACTIVITIES AS A MEANS OFA ADVISING IN LIFE AND HELPING YOUNG PEOPLE BY DEVELOPING THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALSB ADVANCING EDUCATIONC RELIEVING UNEMPLOYMENTD PROVIDING RECREATIONAL AND LEISURE TIME ACTIVITY IN THE INTERESTS OF SOCIAL WELFARE FOR PEOPLE LIVING IN THE AREA OF BENEFIT WHO HAVE NEED BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABILITY, POVERTY OR SOCIAL AND ECONOMIC CIRCUMSTANCES WITH A VIEW TO IMPROVING THE CONDITIONS OF LIFE OF SUCH PERSONS.

Activities: The SAYes Transition to Independent Living (TIL) Programme provides guidance, advocacy and support to under-served young people, in particular care leavers, through evidence based one-to-one mentoring, in the UK, South Africa & elsewhere.Our person-centred programme focuses on developing: education & life-long learning, work & money, citizenship & identity, sport & recreation, family & community

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Classification

- **How:** Makes Grants To Individuals, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, The Prevention Or Relief Of Poverty, Overseas Aid/famine Relief, Accommodation/housing, Economic/community Development/employment
- **Who:** Children/young People

Geography

- South Africa
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£350,053	£349,454	-	-
2023-12-31	£270,556	£228,193	-	-
2022-12-31	£103,655	£76,354	-	-
2021-12-31	£81,210	£50,870	-	-
2020-12-31	£33,803	£38,956	-	-

Trustees

Name	Role	Appointed
Akili Dara		2025-12-19
Chris Wild		2025-12-09
Christopher Sharpe		2022-07-18
Lawrence Watson		2025-12-09

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SAYes Mentoring

England & Wales - Charity number 1127701

Accounts

Company registration number: 6693065
Charity registration number: 1127701

SAYes Mentoring Ltd

(A company limited by guarantee)
Annual Report and Financial Statements
for the Year Ended 31 December 2024

Barnett Ravenscroft Limited
Chartered Accountants
13 Portland Road
Edgbaston
Birmingham
B16 9HN

SAYes Mentoring Ltd

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SAYes Mentoring Ltd

Reference and Administrative Details

Trustees	Christopher Paul Francis Sharpe, Chair Marlon Bruce, Treasurer Abigail Shapiro Peter Stevens (appointed 10 April 2024)
Secretary	Michelle Potter
Principal Office	Sanford House 81 Skipper Way St Neots PE19 6LT
	The charity is incorporated in United Kingdom.
Company Registration Number	6693065
Charity Registration Number	1127701
Bankers	NatWest Bank Westminster 57 Victoria Street London SW1H 0HN
Independent Examiner	Ben Eley F.C.A. Barnett Ravenscroft Limited Chartered Accountants 13 Portland Road Edgbaston Birmingham B16 9HN

SAYes Mentoring Ltd

Strategic Report for the Year Ended 31 December 2024

The trustees, who are directors for the purposes of company law, present their strategic report for the year ended 31 December 2024, in compliance with s414C of the Companies Act 2006.

BACKGROUND

SAYes Mentoring is a Charitable Company, registered with the Charity Commission and Companies House, with the aim of improving life outcomes for young people affected by social poverty and inequality since 2008 in South Africa and since 2021 in the UK. We believe every young person should have access to high quality relational support, regardless of chance differences of background, geography or circumstance. In 2020, we changed our programme delivery to online (e-mentoring), allowing us to recruit independent volunteers and business teams from around the world as mentors.

THE NEED

The UK has one of the highest income inequalities of any developed nation. This is a problem because inequality is known to impact a range of societal outcomes, quite separately from direct material disadvantage. Examples include, trust, homicide, incarceration, teenage pregnancy, drug use, school bullying, life expectancy, obesity, mental illness as well as overall quality of life (see Wilkinson & Picket, 2010 & 2019). Status anxiety underlying differences in social access and position, may ultimately explain the widespread effects indexed by measures of income inequality. Therefore, in addition to material interventions, ensuring that access to empowering adult relationships is equitable, may be fundamental to the creation of stable societies. Inequalities in the quality relational support (social poverty) is especially problematic during adolescence, where rapid developmental changes set behavioural and cognitive pathways long into the future. The resultant instability in decision-making, behavioural practices and subjective experience across key life areas can be devastating. The SAYes model is designed to target these challenges directly, by putting high quality and professionally supported relationships at the heart of social change.

THE MODEL

We offer a model of mentoring and transition planning that is designed to improve the impact of evidence-based interventions for behavioural and perspective change, especially in the context of social poverty and inequality. We recruit, screen and train mentors and mentees, who are then individually matched, contracted and professionally supported through a 7 to 9-month transition programme cycle of weekly 1-hour, one-to-one mentoring sessions, and monthly group classes. All sessions are online-first (i.e., carried out online via video call). Each match is assigned a Transition Specialist who provides personalised support throughout the 7 to 9-month contract, including Individual Transition Planning (ITP) sessions, match mediations, and resourcing matches as they pursue and navigate various projects and services together. In addition, each match is assigned a Mentee Liaison (recruited from our youth alumni), to ensure regular touchpoints for amplifying youth voices throughout the mentorship, as well as supporting engagement with our alumni networks, and providing pathways and training to paid advisory and ambassador roles (i.e., converting lived experience into policy, research and service design).

Strategic Report for the Year Ended 31 December 2024

SAYes mentors and mentees are introduced to best practice and innovations in mentoring and transition planning. Throughout the mentorship, matches are introduced to evidence-based tools, tactics and strategies from the behavioural and social sciences (including cognitive neuroscience) delivered through workgroups, support sessions, masterclasses, and where appropriate, personal protocol sessions/interventions with our Transition Specialists. After their graduation, post-programme support is available to mentees (through our alumni groups and engagement opportunities), and, where possible, mentees are offered a new mentor and another programme cycle to continue expanding and enriching perspective, social capital and secure social bonds. Likewise, mentors are offered another social change mentorship opportunity, and potentially offered training pathways to Transition Specialist roles.

SAYes managed 131 matches during 2024; 117 of which were contracted in 2024, the remaining 14 were contracted in 2023, and rolled over into 2024. 18 matches graduated in 2024.

SAYes received 474 mentee referrals in 2024; 307 self-referred after seeing social media advertorials, and 167 were referred by statutory and charity partner organisations.

IMPACT

Of the 18 graduating mentees, 17 responded to our post-programme surveys. Here's what they told us: all 17 of them said that having a mentor positively affected their life (29% 'life changing', 53% 'much positive impact', 18% 'some positive impact'). 100% of respondents would recommend SAYes to other young people (76% 'yes, a lot', 24 'yes, a little').

2024 mentee testimonials:

'I would never had done all that I have accomplished if I didn't have a mentor'

'Very helpful having someone to talk to, being heard, having them reflect what you are saying, giving their point of view and offering guidance.'

'I was able to learn new techniques and methods. It was an experience that left me more open minded, with new perspectives as well. There is a positively noticeable difference in who I was and who I am now.'

'I was able to accomplish a lot of new stuff which has helped me in my future'

'He helped me to realise what I am doing with my life, what I need to do for my future. Having someone being like an older is something nice.'

'When [my mentor] focuses on SAYes structure that brings me back to what matters - I focus more'

'I feel like I can go to my mentor and tell her what's wrong, and tell her about my day - she breaks it down for me and asks me questions about my day. I've never really had that. I know your parent's meant to do that but my parents don't do that. My mum is on the phone 24/7. I've not really been asked about my day that much. 9/10 they ignore me, or they don't care when they ask. But when I speak to my mentor, it's different. She makes me realise what's wrong with my life. I always said I don't think talking really helps, but I think it does.'

'Having a mentor gave me someone to talk to and to plan goals with, I had a rocky road ahead of me and having a mentor grounded me as a person and made me realise what was most important and that was to put myself first which is something I always struggled to do'

'Because now I am able to embrace life and have fun, even though sometimes sad feelings do come up, I can just have fun and be happy. Being able to process the feelings, so they're not allowed to ruin everything.'

'[My mentor also] has a disability and is a little bit older than me. There were lots of ways that they knew what this is like, for example, 'I happen to have also been in this situation', and could give examples quite a lot - perspective - that was really nice. I'd not spoken to anyone - I didn't really know anyone with systemic, widespread physical issues. I really didn't know anyone - so that was really nice.'

'SAYes had a positive impact on my life. I feel like it lifted me out of a bad part of my life, a bit of a low part of my life, and it really did pull me out of that. It's a good segue between proper mental health services and being able to rely on yourself.'

'It made me feel like I was prompted in a positive way. It made me go out more and do things on my own. I got to know myself in ways I hadn't before.'

Independence

100% of respondents reported that SAYes mentoring positively improved their choices related to independence (12.5% 'life-changing', 50% 'much positive impact', 37.5% 'some positive impact'). The independence domains that mentees felt were most positively impacted were Work & Money (47%), followed by Home & Family (17.5%) and finally Community & Citizenship, Sports & Recreation and Education & Learning (all just under 12%).

Mentees:

'Mentor did interview prep with [me]. I haven't had many interviews, so the prep helped me and I landed the job.'

'I left my job and looked for a job that suited me better.'

'I opened a savings account so that I could start budgeting for all the holiday plans that I had.'

'Working out whether my business idea would be a good fit, whether I have the time commitment and whether I have the confidence were all explored.'

'I learned, when interacting with my family, that I shouldn't let my emotions control my reactions.'

'Applying for student finance and deciding which University I wanted to go to.'

Wellbeing

100% of respondents reported that having a mentor positively improved their practices related to wellbeing (19% 'life changing', 44% 'much positive impact', 38% 'some positive impact'). The wellbeing domains that mentees felt were most positively impacted were Emotional Health (47%), followed by Physical Health and Identity Health (both 23.5%), and Social Health (6%).

Below are examples mentees gave of healthy practices put in place because of the work they did with their mentor:

'Looked at de-motivation (not reaching ideals) - we can look at what we have achieved (even if it a little) and can acknowledge that, those accumulative things and integrate those into my daily life so I don't get so daunted when my day doesn't go to plan or I don't achieve what I set out to achieve in a day'

'There are multiple methods and techniques that were given to me. To help me rewire the way I was thinking. Then mindfulness practice, and forms of selfcare for the mind and body.'

'Having a mentor made me realise that I need to put my emotional health first which is something I didn't do much of before.'

'1. Researching healthy food options 2. Created a target for sleep hours per night for 2 x days of the week. I was tracking this.'
'Yoga, meditation & journalling. I am more enthusiastic and positively minded. I'm more active now, doing more exercise.'

'I started sleeping earlier'

'Reading'

Strategic Report for the Year Ended 31 December 2024

Financial review

During 2024 the charity met all its expenses from donations with a surplus of £599.

The total income was £350,053 which includes claims for recovery from Gift Aid of £1,739.

Government grants received were £164,950 (restricted income).

Expenditure increased by £121,261 to £349,454.

Unrestricted reserves as at 31 December 2024 were £49,798. This equates to 2 1/2 months operating costs.

Reserve policy

The purpose of this reserve policy is to build and maintain an adequate level of net assets without donor restrictions to support the organisation's day-to-day operations in the event of unforeseen shortfalls. The reserve may also be used for one-time, non-recurring expenses that will build long-term capacity, such as staff development, research and development, of investment in infrastructure. Reserves are not intended to replace a permanent loss of funds or eliminate an ongoing budget gap. The organisation intends for the reserves to be used and replenished within a reasonable period of time. This reserves policy will be implemented in conjunction with the other financial policies of the organisation and is intended to support the goals and strategies in those related policies and in strategic and operational plans.

The target Operating Reserve Fund is equal to six month's average operating costs. In addition to calculating the actual operating reserve at the fiscal year end, the target will be calculated each year after the approval of the annual budget, and reported to the Board in the regular financial reports. We have factored into the budget additional income to reach this target over the next two years.

SAYes Mentoring Ltd

Trustees' Report

Objectives and activities

Public benefit

The trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

The objects of the charity are:

To act as a resource for marginalised children and young people living in South Africa, the UK and elsewhere, by providing advice, assistance and organising programmes of physical, educational and other activities as a means of:

advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;

advancing education;

relieving unemployment;

providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

The strategy employed to achieve the charity’s objectives are:

To provide effective one to one remote mentoring programmes :

UK 2025: 285 young people

UK 2026: 300 young people

South Africa 2025 150 young people

South Africa 2026 165 young people

South Africa 2025: 500 engagements with children in child and youth care centres (children's homes) through our South African ambassador programme.

South Africa 2026: 1000 engagements with children in child and youth care centres (children's homes) through our South African ambassador programme.

To guide the programme beneficiaries towards life in society as independent, self-sustaining adults

To provide support with family and community reintegration

To build an effective resource bank in order to provide access to employment, education, skills training and bursary opportunities, and information on housing

To continually develop our model and carry out research to substantiate effectiveness

To incorporate a broader connection with the academic and civil society sector locally, nationally and internationally, to conduct research on the SAYes programme to ensure continued development and improvement, and to assist in providing the necessary research on youth mentoring.

Medium to Long Term Objectives

To provide an effective youth mentoring programme and organisational model that is scalable, impactful, sustainable, tractable, accountable and serving a neglected youth population.

SAYes Mentoring Ltd

Trustees' Report

Structure, governance and management

Governing Document

SAYes Mentoring Ltd is a company limited by guarantee and was incorporated on 9 September 2008. It is governed by its Memorandum and Articles of Association dated 9 September 2008 and amended to allow for current governance on 5 December 2008. It is registered as a charity with the Charity Commission. On 11 April 2011, the name was officially changed from Off The Street Kids to South African Youth Education for Sustainability (SAYes) and on 9 September 2021 was changed to SAYes Mentoring Ltd.

SAYes is a registered Trust, PBO, NPO and Section 18A organisation in South Africa.

Appointment of Directors

As set out in the Articles of Association the chair of the Board of Directors is nominated by vote.

Organisation

The board of trustees, which can have up to 15 members, administers the charity. The board meets four times each year and the Executive Director is appointed to manage the day to day operations of the charity. To facilitate effective operations, the Executive Director has delegated authority, within terms of delegation approved by the directors, for operational matters. The Board approves the Executive Director the responsibility of implementing it.

Risk Management

The directors have a risk management strategy which comprises:

• an quarterly review of the risks the charity may face

• the establishment of systems and procedures to mitigate those risks identified in the plan: and

• the implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

A key element in the management of financial risk is the setting of a reserves policy and its regular review by directors.

Financial instruments

Objectives and policies

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

Cash flow risk

The charity's activities expose it primarily to the financial risks of changes in foreign currency exchange rates.

This is minimised by transferring funds when the exchange rate seems favourable as determined by the Executive Director. There are no interest bearing assets or liabilities.

Credit risk

The charity's principal financial assets are bank balances and cash, and tax recoverable on donations under Gift Aid. The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies.

The charity has no significant concentration of credit risk.

Liquidity risk

In order to maintain liquidity to ensure that sufficient funds are available for ongoing operations and future developments, the charity only uses short term deposits.

The annual report was approved by the trustees of the charity on 6 May 2025 and signed on its behalf by:

Chris Sharpe

.....

Christopher Paul Francis Sharpe

Trustee

SAYes Mentoring Ltd

Statement of Trustees' Responsibilities for the Year Ended 31 December 2024

The trustees (who are also the directors of SAYes Mentoring Ltd 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.

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.

Approved by the trustees of the charity on 6 May 2025 and signed on its behalf by:

Chris Sharpe

.....

Christopher Paul Francis Sharpe

Trustee

SAYes Mentoring Ltd

Independent Examiner's Report to the trustees of SAYes Mentoring Ltd

I report on the accounts of the charity for the year ended 31 December 2024 which are set out on pages 13 to 23.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales .

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

• examine the accounts under section 145 of the 2011 Act;
• to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
• to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission.

An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

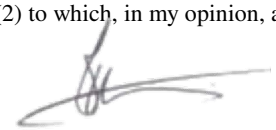
In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

• to keep accounting records in accordance with section 386 of the Companies Act 2006; and

• to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



.....

Ben Eley F.C.A.

Barnett Ravenscroft Limited
Chartered Accountants
13 Portland Road
Edgbaston
Birmingham
B16 9HN
Date 6 May 2025

SAYes Mentoring Ltd

Statement of Financial Activities for the Year Ended 31 December 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £
Income and Endowments from:				
Donations and legacies	2	185,103	164,950	350,053
Total Income		185,103	164,950	350,053
Expenditure on:				
Charitable activities	3	(119,260)	(230,194)	(349,454)
Total Expenditure		(119,260)	(230,194)	(349,454)
Net income		65,843	(65,244)	599
Net movement in funds		65,843	(65,244)	599
Reconciliation of funds				
Total funds brought forward	12	(16,045)	121,153	105,108
Total funds carried forward	11	49,798	55,909	105,707

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £
Income and Endowments from:				
Donations and legacies		58,477	212,079	270,556
Total Income		58,477	212,079	270,556
Expenditure on:				
Charitable activities	3	(137,267)	(90,926)	(228,193)
Total Expenditure		(137,267)	(90,926)	(228,193)
Net income		(78,790)	121,153	42,363
Net movement in funds		(78,790)	121,153	42,363
Reconciliation of funds				
Total funds brought forward		62,745	-	62,745
Total funds carried forward	11 & 12	(16,045)	121,153	105,108

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

The funds breakdown for 2024 is shown in note 11.

SAYes Mentoring Ltd

(Registration number: 6693065)
Balance Sheet as at 31 December 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	7	2,814	4,547
Current assets			
Debtors	8	2,531	49,660
Cash at bank and in hand		101,733	64,748
		104,264	114,408
Creditors: Amounts falling due within one year	9	(1,371)	(13,847)
Net current assets		102,893	100,561
Net assets		105,707	105,108
Funds of the charity:			
Restricted income funds		55,909	121,153
Unrestricted income funds			
Unrestricted income funds		49,798	(16,045)
Total funds	11	105,707	105,108

For the financial year ending 31 December 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 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.

The financial statements on pages 13 to 23 were approved by the trustees, and authorised for issue on 6 May 2025 and signed on their behalf by:

Chris Sharpe

.....

Christopher Paul Francis Sharpe

Trustee

Notes to the Financial Statements for the Year Ended 31 December 2024

1 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) and the Companies Act 2006.

Basis of preparation

SAYes Mentoring Ltd 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 cashflow statement in these financial statements.

Exemption from preparing group accounts

The charity has taken advantage of the exemption in section 398 of the Companies Act 2006 from the requirement to prepare consolidated financial statements, on the grounds that it is a small sized group.

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.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

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.

Grant provisions

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

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.

Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue
are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

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 £0.00 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:

Research and development

Research and development expenditure is written off as incurred.

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.

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

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.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

2 Income from donations and legacies

	Unrestricted funds General	Restricted funds	Total 2024	Total 2023
	£	£	£	£
Donations and legacies;				
Donations from companies, trusts and similar proceeds	118,466	-	118,466	42,637
Donations from individuals	64,898	-	64,898	15,725
Gift aid reclaimed	1,739	-	1,739	115
Grants, including capital grants;				
Government grants	-	164,950	164,950	212,079
	185,103	164,950	350,053	270,556

3 Expenditure on charitable activities

	Note	Unrestricted funds General	Restricted funds	Total 2024	Total 2023
		£	£	£	£
Grants to South African Trust		-	-	-	27,637
Fundraising and development expenses		412	13,087	13,499	20,546
Salary and pension contributions		83,170	160,413	243,583	128,357
Office costs		21,106	3,009	24,115	9,388
Sundry expenses		6,265	1,038	7,303	30,012
Bank charges		7	159	166	953
Travel, etc		3,968	1,830	5,798	9,429
Mentee costs		3,677	48,925	52,602	104
Depreciation, amortisation and other similar costs		-	1,733	1,733	652
Grant funding of activities		-	-	-	460
Governance costs	4	655	-	655	655
		119,260	230,194	349,454	228,193

4 Analysis of governance and support costs

Governance costs

	Unrestricted funds General	Restricted funds	Total 2024	Total 2023
	£	£	£	£
Independent Examiner's remuneration	642	-	642	642
Legal fees	13	-	13	13
	655	-	655	655

Notes to the Financial Statements for the Year Ended 31 December 2024

5 Trustees remuneration and expenses

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

No trustees have received any reimbursed expenses from the charity during the year.

6 Taxation

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

7 Tangible fixed assets

	Furniture and equipment	Total
	£	£
Cost		
At 31 December 2023	5,199	5,199
At 31 December 2024	5,199	5,199
Depreciation		
At 31 December 2023	652	652
Charge for the year	1,733	1,733
At 31 December 2024	2,385	2,385
Net book value		
At 31 December 2024	2,814	2,814
At 31 December 2023	4,547	4,547

8 Debtors

	2024	2023
	£	£
Trade debtors	-	47,129
Prepayments	1,037	1,037
Other debtors	1,494	1,494
	2,531	49,660

9 Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	1,371	13,847
Other creditors	-	-
	1,371	13,847

10 Charity status

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

11 Funds

		Balance at 1 January 2024	Incoming resources	Resources expended	Balance at 31 December 2024
		£	£	£	£
Unrestricted funds					
General	12	(16,045)	185,103	(119,260)	49,798
Restricted funds		121,153	164,950	(230,194)	55,909
Total funds		105,108	350,053	(349,454)	105,707

	Balance at 1 January 2023	Incoming resources	Resources expended	Balance at 31 December 2023
	£	£	£	£
Unrestricted funds				
General	62,745	58,477	(137,267)	(16,045)
Restricted funds	-	212,079	(90,926)	121,153
Total funds	62,745	270,556	(228,193)	105,108

12 Unrestricted Funds

General

An overspend on unrestricted funding in 2023 was a pre-expenditure on 2024 mentorship programme activities, and has been consolidated into the 2024 annual financial statements.

Notes to the Financial Statements for the Year Ended 31 December 2024

13 Analysis of net assets between funds

	Unrestricted funds General	Restricted funds	Total funds
	£	£	£
Tangible fixed assets	2,814	-	2,814
Current assets	48,355	55,909	104,264
Current liabilities	(1,371)	-	(1,371)
Total net assets	49,798	55,909	105,707

14 Analysis of net funds

	At 1 January 2024	Cash flow	At 31 December 2024
	£	£	£
Cash at bank and in hand	64,748	36,985	101,733
Net debt	64,748	36,985	101,733

SAYes Mentoring

England & Wales - Charity number 1127701

Accounts

Company registration number: 6693065
Charity registration number: 1127701

SAYes Mentoring Ltd

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 December 2023

David Dixie F C A
Dixie Associates
167 Black Haynes Road
Selly Oak
Birmingham
B29 4RE

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COMPANIES HOUSE

SAYes Mentoring Ltd

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SAYes Mentoring Ltd

Reference and Administrative Details

Trustees	Christopher Paul Francis Sharpe, Chair Marlon Bruce, Treasurer Charlotte Twyning (resigned 17 August 2023) Abigail Shapiro (appointed 17 August 2023)
Secretary	Michelle Potter
Principal Office	Sanford House 81 Skipper Way St Neots PE19 6LT The charity is incorporated in United Kingdom.
Company Registration Number	6693065
Charity Registration Number	1127701
Bankers	NatWest Bank Westminster 57 Victoria Street London SW1H 0HN
Independent Examiner	David Dixie F C A Dixie Associates 167 Black Haynes Road Selly Oak Birmingham B29 4RE

SAYes Mentoring Ltd

Strategic Report for the Year Ended 31 December 2023

The trustees, who are directors for the purposes of company law, present their strategic report for the year ended 31 December 2023, in compliance with s414C of the Companies Act 2006.

BACKGROUND

SAYes Mentoring (established 2008 in South Africa) is a Charitable Company, registered with the Charity Commission and Companies House, with the aim of improving life outcomes for young people affected by social poverty and inequality. We believe every young person should have access to high quality relational support, regardless of chance differences of background, geography or circumstance. In 2020, we changed our programme delivery to online (e-mentoring), allowing us to connect independent volunteers and business teams from around the world, with young people in South Africa and in the United Kingdom. In what follows we describe a pilot programme carried out in the UK in 2023, detailing the need, model, and impact of our work. We engaged government and local authorities, youth focused non-profit and voluntary organisations, as well as schools, colleges and universities, and socially minded business to deliver a successful mentorship offer for a small group of care experienced young people in the UK. The pilot provided confirmation of the SAYes model in yet another setting, and has positively impacted our position to scale mentoring support in the UK.

THE NEED

The UK has one of the highest income inequalities of any developed nation. This is a problem because inequality is known to impact a range of societal outcomes, quite separately from direct material disadvantage. Examples include, trust, homicide, incarceration, teenage pregnancy, drug use, school bullying, life expectancy, obesity, mental illness as well as overall quality of life (see Wilkinson & Picket, 2010 & 2019). Status anxiety underlying differences in social access and position, may ultimately explain the widespread effects indexed by measures of income inequality. Therefore, in addition to material interventions, ensuring that access to empowering adult relationships is equitable, may be fundamental to the creation of stable societies. Inequalities in the quality relational support (social poverty) is especially problematic during adolescence, where rapid developmental changes set behavioural and cognitive pathways long into the future. The resultant instability in decision-making, behavioural practices and subjective experience across key life areas can be devastating. The SAYes model is designed to target these challenges directly, by putting high quality and professionally supported relationships at the heart of social change.

THE MODEL

We offer a model of mentoring and transition planning that is designed to improve the impact of evidence-based interventions for behavioural and perspective change, especially in the context of social poverty and inequality. We recruit, screen and train mentors and mentees, who are then individually matched, contracted and professionally supported through a 7 to 9-month transition programme cycle of weekly 1-hour, one-to-one mentoring sessions, and monthly group classes. All sessions are online-first (i.e., carried out online via video call). Each match is assigned a Transition Specialist who provides personalised support throughout the 7 to 9-month contract, including Individual Transition Planning (ITP) sessions, match mediations, and resourcing matches as they pursue and navigate various projects and services together. In addition, each match is assigned a Mentee Liaison (recruited from our youth alumni), to ensure regular touchpoints for amplifying youth voices throughout the mentorship, as well as supporting engagement with our alumni networks, and providing pathways and training to paid advisory and ambassador roles (i.e., converting lived experience into policy, research and service design).

SAYes mentors and mentees are introduced to best practice and innovations in mentoring and transition planning. Throughout the mentorship, matches are introduced to evidence-based tools, tactics and strategies from the behavioural and social sciences (including cognitive neuroscience) delivered through workgroups, support sessions, masterclasses, and where appropriate, personal protocol sessions/interventions with our Transition Specialists. After their graduation, post-programme support is available to mentees (through our alumni groups and engagement opportunities), and, where possible, mentees are offered a new mentor and another programme cycle to continue expanding and enriching perspective, social capital and secure social bonds. Likewise, mentors are offered another social change mentorship opportunity, and potentially offered training pathways to Transition Specialist roles.

THE IMPACT

For the UK pilot, matches were contracted as a rolling cohort, between August of 2021 and Dec of 2022. The pilot was generously funded by a private donor and by a business partnership (InverRE UK), allowing us to test our programmes in this region, and to develop and refine our sustainability and partnership strategy. Of the 23 matches in this group 15 have graduated (65%), 2 had an early closure (9%) and 6 have yet to graduate (26%). We report on 12 of the 15 graduating mentees. In addition to the pilot cohort reported here - an additional 6 UK matches were contracted in 2023 and are currently active.

Mentees approached SAYes directly (in response to social media advertorials) (39%) or were referred through statutory partners (e.g., care leaver social work teams) (26%) or community non-profit partners (35%). Mentors were drawn from independent volunteers (responding to social media advertorials), (73%) as well as from InverRe staff - a UK business partner (27%).

The UK pilot mentorships lasted between 7 and 9 months in duration (Mean, 8.7 months, Median, 9 months, Max, 9.5 months, Min, 7 months). Matches carried out 376 hours of mentoring and 375 (45 min+) sessions. Weekly session attendance (meetings over 45 minutes) attendance was high (Mean 70%, Median 75%, Min 42%, Max 97%).

100% of mentees said that having a mentor ***positively affected their life*** (42% 'life-changing', 50% 'much positive impact', 8% 'some positive impact').

"I have grown in confidence and as a person, I felt supported by the mentor when I felt like I had nobody in my life to support me, I changed my life goals such as moving home, changing job, social activities and making new friends. It has been such a huge support to my life."

"It was great to have my mentor give me constructive criticism, Something I've never had before and it definitely improved my way of living."

"It helped me a lot. It was helpful in my case because I was completely alone and just knowing that there was someone to talk and to help me with any type of questions I had. Just knowing that."

"Allowed me to have an outlet at times when I haven't been able to outlet with the people around me. I'm not fully where I want to be yet but when I think about last year I'm in a much better position than I was last year. There has been such a big turning point since speaking to my mentor as I have realised how much more open I can be with my friends. The mentoring has helped me but it's also helped my relationships."

100% of mentees thought that having a mentor positively improved their choices related to independence (33% 'life-changing', 58% 'much positive', 8% 'some positive').

Mentees thought the area where having a mentor most improved their independence was **Work & Money** (60%), followed by **Education & Learning** (30%) and **Home & Family** (10%). Ratings of **92% positive impact** were achieved for **Education & Learning** (including 9% 'Life changing', 55% 'Much positive'), **Work & Money** (50% 'Life changing', 40% 'Much positive'), **Home & Family** (20% 'Life changing', 40% 'Much positive') and **Community and Citizenship** (18% 'Life changing', 36% 'Much positive'). **Sport & Recreation** received an **83% positive impact** rating (30% 'Life changing', 60% 'Much positive').

Mentees felt the largest impact in their decision-making process was in focus (100% at the highest ordinal response, "yes - I am a lot more focused now than before"). **Similarly, ratings for improvements in consciousness were equally high** ("I am more aware (and accepting) of factors affecting independence now than before") (100% at the highest ordinal response, "yes - a lot more aware now than before"). **Adjusting to feedback/setbacks achieved a 100% positive impact rating** (*"When it comes to your independence do you feel you can cope with challenges/ setbacks/ changes now more than before?"*) (40% "Yes a lot", 60% "Yes - a little"). **Ratings for options explored were on the whole positive** (i.e., "I see more options and have explored more options now than before") (70% "Yes - a lot", 10 "Yes – a little"). However, in the UK pilot this was the only decision-making factor to receive a "No impact" response (20%). Expanding the base of options explored in various life domains is essential to creative mentoring, and is the core of the SAYes approach to advocacy (scaffolding and building affordances). In the UK context, the range of services and support is immense, and confidently navigating these with the support of a mentor is a teaching point we will work to improve in our mentor training as well as through our transition specialist support.

"Work and career I had mentors support to move my business. She made me think of the pros and cons."

"Helped me put a lot into perspective about where I was and where I want to go. We don't talk enough and we don't realise how important it is and how much better you feel when you've had that conversation with someone. It's positively impacted all of the areas for me. Better at work, finances and saving. I've grown the most in having an open mindset. Making new friends, contemplating a new relationship and meeting new people and through the mentorship this has changed and I'm thankful for where I am right now."

"To go ahead and start my own business and not be scared of rejection."

"My mentor helped me work through how I can find a way to do something I enjoy while being stable."

"Thanks to [MENTOR] I had the motivation to go for a walk or take care of myself. I wasn't on my path at this time. [MY MENTOR] helped me understand that I am able and can do everything I want and I don't have to be so tough on myself. She gave me the focuses for the week. First thing for the week. My mind was more organised for the week. We did all of them together all the domains. Every week."

"I changed jobs after realising I was very unhappy in my job. I moved house when I realised where I was living was impacting my mental health."

"I opened my beauty business and I decorated the room the way I wanted and I have started advertising."

"We focused quite a bit on that area a lot of work things and to do with my housing and things like that. We talked about quite a lot and now there are some things I would think of doing. Even with bills and things like that, it's made me feel more mature about things now."

100% of mentees thought that having a mentor positively improved their practices related to well-being (27% 'life-changing', 72% 'much positive impact'). Mentees thought the area in which having a mentor most improved their well-being was **Emotional Health** (selected by 45% mentees), followed by **Identity Health** (18%), **Cognitive Health** (18%), **Social Health** (9%) and **Physical Health** (%). **Ratings of 100% positive impact were achieved across Identity Health** (18% 'Life changing', 72% 'Much positive'), **Cognitive Health** (27% 'Life changing', 54% 'Much positive'), **Social Health** (27% 'Life changing', 55% 'Much positive') and **Emotional Health** (40% 'Life changing', 40% 'Much positive'). **Physical health** impact was positive (30% 'Life changing', 30% 'Much positive' and 30% 'Some positive' ratings) however it was also the only well-being domain to receive a 'No positive' rating from one respondent. **Mentees felt that there was a positive impact in all aspect of healthy practices**. The highest **improvements were in self-awareness and self-acceptance** (70% "yes – a lot", 30% "yes - a little"), **focus** (60% "yes – a lot", 30% "yes – a little") and **options explored** (60% "Yes – a lot" and 40% "yes – a little"). **Coping with challenges** was positive though proportionally inverted compared to other aspects of well-being practices (i.e., 40% said "yes – I am a lot more able to cope with challenges/setbacks/changes now than before", while 60% said "yes – a little").

"I'm a lot more self-aware of my emotions now. Even with food and stuff. Every week I eat salad. I love the veg and trying new things. My mindset is the biggest and this is my outlook on things. I have learnt so much in a short space of time and that's changed my outlook on things. Letting negative thoughts flow through as they will not be forever. Worst thing is to stay in a negative place."

"It was more just having someone to talk to Quite a big impact from mentoring but also changes in life like not being with my boyfriend because he didn't help with my mental health. So I am surrounding myself with better people who care and this is a lot to do with the mentoring as well because I could talk to [MY MENTOR] about this and it made me realise what wasn't good for me."

"I started focussing on my fitness and diet as a result of having my mentor."

"It all comes down to me and I need to take responsibility. She told me lots of stories but now I need to decide what to do with them. I am limiting myself at the moment especially with friends."

"In struggle I tend to know how to make myself a bit more relaxed that way I can take information in easier."

100% (12 of 12) mentees of mentees would recommend SAYes to other young people (83% 'yes - a lot', 17% 'yes a little'). **100% of mentees say SAYes gives them a good feeling** (including 53% "I love SAYes", 23% "Really good feeling", and 23% "Good feeling").

"As I don't know perfectly English, so we had to explain every word. It's difficult to find the right word to describe how I feel. I don't know if it's about SAYes or about the time and everything together. It was like a melody."

"It has been life changing for me to receive this support."

"I have had a positive experience and every time I bump into a young person or people ask me at work, I talk about you and recommend you. It was less than a week and I was matched with a mentor. So as well as being fast acting SAYes work to build relationship with me."

"Really passionate and energetic about the work they do and you can see that in everything they do - not just lip service but they really do have a core passion for support."

"This organisation has made me feel heard and that my input matters. The mentorship, from the application to the actual calls, was smooth and I met so many great people through it!"

"I feel like I have real support from not just my mentor but also SAYes as a whole."

We are confident of the efficacy of formal one-to-one mentorship and transition planning. We are encouraged by the pathways to sustainability we have discovered, tested and leveraged. We are determined to ensure access to high quality relational support is available at scale, throughout the UK. Indeed, the UK pilot has allowed us to;

- Validate and refine the SAYes model in the UK, and especially with care experienced young people in the UK
- Secure funding through the *Greater London Authority* and *National Citizen Service* to support 250 disadvantaged young Londoners on SAYes mentorships
- Establish trusted relationships with local authorities and non-profit partners in the UK (central to coordinating services and support and to ensuring inclusive and diverse youth referrals)
- Secure social change partnerships with purpose driven businesses based in the both the UK and abroad (central to sustainability and inclusive community building)
- Engage mentees & mentors in a new round of mentorship (creating multi-year impact and inspiring future leaders of social change)
- Employee mentee alumni in SAYes advisory and youth engagement teams (ensuring youth led programming and community)

Financial review

During 2023 the charity met all its expenses from donations with a surplus remaining of £42,363. The income from donation, trusts and fundraising was £58,362 which was 40% less than the previous year, and claims for tax recovery from Gift Aid were £115, much less than 2022. New government grants received were £212,079 (restricted income). Expenditure increased by £151,829 to £228,193, mainly due to salaries and costs for work in the UK, funded by government grants, and an increase in grants to South Africa. Reserves as at 31 December 2023 were £105,108.

Reserve policy

The purpose of this reserve policy is to build and maintain an adequate level of net assets without donor restrictions to support the organisation's day-to-day operations in the event of unforeseen shortfalls. The reserve may also be used for one-time, non-recurring expenses that will build long-term capacity, such as staff development, research and development, ot investment in infrastructure. Reserves are not intended to replace a permanent loss of funds or eliminate an ongoing budget gap. The organisation intends for the reserves to be used and replenished within a reasonable period of time. This reserves policy will be implemented in conjuction with the other financial policies of the organisation and is intended to support the goals and strategies in those related policies and in strategic and operational plans.

The target minimum Operating Reserve Fund is equal to six month's average recurring costs. In addition to calculating the actual operating reserve at the fiscal year end, the target minimum will be calculated each year after the approval of the annual budget, and reported to the Board in the regular financial reports.

SAYes Mentoring Ltd

Trustees' Report

Objectives and activities

Public benefit

The trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

The objects of the charity are:

To act as a resource for marginalised children and young people living in South Africa, the UK and elsewhere, by providing advice, assistance and organising programmes of physical, educational and other activities as a means of:

advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;

advancing education;

relieving unemployment;

providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

The strategy employed to achieve the charity's objectives are:

To provide a Transition to Independent Living (TIL) Youth Mentoring Programme for one to one mentoring:

UK 2024: 280 young people

UK 2025: 285 young people

South Africa 2024: 105 young people

South Africa 2025 140 young people

South Africa 2024: 500 engagements with children in child and youth care centres (children's homes) through our South African ambassador programme.

South Africa 2025: 1000 engagements with children in child and youth care centres (children's homes) through our South African ambassador programme.

To guide the programme beneficiaries towards life in society as independent, self-sustaining adults

To provide support with family and community reintegration

To build an effective resource bank in order to provide access to employment, education, skills training and bursary opportunities, and information on housing

To continually develop our model and carry out research to substantiate effectiveness

To incorporate a broader connection with the academic and civil society sector locally, nationally and internationally, to conduct research on the TIL programme to ensure continued development and improvement, and to assist in providing the necessary research on youth mentoring.

Medium to Long Term Objectives

To provide an effective youth mentoring programme and organisational model that is scalable, impactful, sustainable, tractable, accountable and serving a neglected youth population.

SAYes Mentoring Ltd

Trustees' Report

Structure, governance and management

Governing Document

SAYes Mentoring Ltd is a company limited by guarantee and was incorporated on 9 September 2008. It is governed by its Memorandum and Articles of Association dated 9 September 2008 and amended to allow for current governance on 5 December 2008. It is registered as a charity with the Charity Commission. On 11 April 2011, the name was officially changed from Off The Street Kids to South African Youth Education for Sustainability (SAYes) and on 9 September 2021 was changed to SAYes Mentoring Ltd.

SAYes is a registered Trust, PBO, NPO and Section 18A organisation in South Africa.

Appointment of Directors

As set out in the Articles of Association the chair of the Board of Directors is nominated by vote.

Organisation

The board of directors, which can have up to 15 members, administers the charity. The board meets four times each year and the Executive Director is appointed to manage the day to day operations of the charity. To facilitate effective operations, the Executive Director has delegated authority, within terms of delegation approved by the directors, for operational matters. The Board approves an annual budget and gives the Executive Director the responsibility of implementing it.

Risk Management

The directors have a risk management strategy which comprises:

• an quarterly review of the risks the charity may face

• the establishment of systems and procedures to mitigate those risks identified in the plan: and

• the implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

A key element in the management of financial risk is the setting of a reserves policy and its regular review by directors.

Financial instruments

Objectives and policies

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

Cash flow risk

The charity's activities expose it primarily to the financial risks of changes in foreign currency exchange rates. This is minimised by transfering funds when the exchange rate seems favorable as determined by a comprising the Chair, Treasurer and Chief Executive.There are no interest bearing assets or liabilities.

Credit risk

The charity's principal financial assets are bank balances and cash, and tax recoverable on donations under Gift Aid. The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies.
The charity has no significant concentration of credit risk.

Liquidity risk

In order to maintain liquidity to ensure that sufficient funds are available for ongoing operations and future developments, the charity only uses short term deposits.

The annual report was approved by the trustees of the charity on 30 August 2024 and signed on its behalf by:

.....
Christopher Paul Francis Sharpe
Trustee

SAYes Mentoring Ltd

Statement of Trustees' Responsibilities

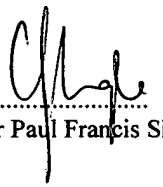
The trustees (who are also the directors of SAYes Mentoring Ltd for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable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

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.

Approved by the trustees of the charity on 30 August 2024 and signed on its behalf by:



.....

Christopher Paul Francis Sharpe
Trustee

SAYes Mentoring Ltd

Independent Examiner's Report to the trustees of SAYes Mentoring Ltd

I report on the accounts of the charity for the year ended 31 December 2023 which are set out on pages 13 to 23 .

Respective responsibilities of trustees and examiner
The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales .
Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report
My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

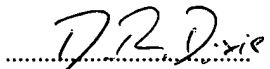
Independent examiner's statement
In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



David Dixie FCA

Dixie Associates
167 Black Haynes Road
Selly Oak
Birmingham
B29 4RE

30 August 2024

SAYes Mentoring Ltd

Statement of Financial Activities for the Year Ended 31 December 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		58,477	212,079	270,556
Total Income		58,477	212,079	270,556
Expenditure on:				
Charitable activities	3	(137,267)	(90,926)	(228,193)
Total Expenditure		(137,267)	(90,926)	(228,193)
Net (expenditure)/income		(78,790)	121,153	42,363
Net movement in funds		(78,790)	121,153	42,363
Reconciliation of funds				
Total funds brought forward		62,745	-	62,745
Total funds carried forward	11	(16,045)	121,153	105,108

	Note	Unrestricted funds £	Total 2022 £
Income and Endowments from:			
Donations and legacies		103,655	103,655
Total Income		103,655	103,655
Expenditure on:			
Charitable activities	3	(76,354)	(76,354)
Total Expenditure		(76,354)	(76,354)
Net income		27,301	27,301
Net movement in funds		27,301	27,301
Reconciliation of funds			
Total funds brought forward		35,444	35,444
Total funds carried forward	11	62,745	62,745

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

The funds breakdown for 2022 is shown in note 11.

SAYes Mentoring Ltd

(Registration number: 6693065)
Balance Sheet as at 31 December 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	7	4,547	-
Current assets			
Debtors	8	49,660	25,864
Cash at bank and in hand		64,748	37,198
		114,408	63,062
Creditors: Amounts falling due within one year	9	(13,847)	(317)
Net current assets		100,561	62,745
Net assets		105,108	62,745
Funds of the charity:			
Restricted income funds		121,153	-
Unrestricted income funds			
Unrestricted income funds		(16,045)	62,745
Total funds	11	105,108	62,745

For the financial year ending 31 December 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 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.

The financial statements on pages 13 to 23 were approved by the trustees, and authorised for issue on 30 August 2024 and signed on their behalf by:

.....
Christopher Paul Francis Sharpe
Trustee

1 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) and the Companies Act 2006.

Basis of preparation
SAYes Mentoring Ltd 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.

Exemption from preparing group accounts
The charity has taken advantage of the exemption in section 398 of the Companies Act 2006 from the requirement to prepare consolidated financial statements, on the grounds that it is a small sized group.

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.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

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.

Grant provisions

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

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.

Government grants
Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

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 £0.00 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:

Research and development
Research and development expenditure is written off as incurred.

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.

Borrowings
Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

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.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.
Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

2 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2023 £	Total 2022 £
Donations and legacies;				
Donations from companies, trusts and similar proceeds	42,637	-	42,637	76,000
Donations from individuals	15,725	-	15,725	21,701
Gift aid reclaimed	115	-	115	5,954
Grants, including capital grants;				
Government grants	-	212,079	212,079	-
	58,477	212,079	270,556	103,655

3 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total 2023 £	Total 2022 £
Grants to South African Trust		27,637	-	27,637	19,822
Fundraising and development expenses		5,719	14,827	20,546	328
Salary and pension contributions		82,416	45,941	128,357	47,227
Office costs		6,196	3,192	9,388	3,031
Sundry expenses		6,301	23,711	30,012	-
Bank charges		665	288	953	227
Travel, etc		7,574	1,855	9,429	5,064
Mentee costs		104	-	104	-
Depreciation, amortisation and other similar costs		-	652	652	-
Grant funding of activities		-	460	460	-
Governance costs	4	655	-	655	655
		137,267	90,926	228,193	76,354

4 Analysis of governance and support costs

Governance costs

	Unrestricted funds		
	General	Total 2023	Total 2022
	£	£	£
Independent Examiner's remuneration	642	642	642
Legal fees	13	13	13
	655	655	655

5 Trustees remuneration and expenses

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

No trustees have received any reimbursed expenses from the charity during the year.

6 Taxation

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

7 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
Additions	5,199	5,199
At 31 December 2023	5,199	5,199
Depreciation		
Charge for the year	652	652
At 31 December 2023	652	652
Net book value		
At 31 December 2023	4,547	4,547

8 Debtors

	2023 £	2022 £
Trade debtors	47,129	-
Prepayments	1,037	738
Other debtors	1,494	25,126
	49,660	25,864

9 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	13,847	264
Other creditors	-	53
	13,847	317

10 Charity status

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

11 Funds

	Balance at 1 January 2023 £	Incoming resources £	Resources expended £	Balance at 31 December 2023 £
Unrestricted funds				
General	62,745	58,477	(137,267)	(16,045)
Restricted funds	-	212,079	(90,926)	121,153
Total funds	62,745	270,556	(228,193)	105,108

	Balance at 1 January 2022 £	Incoming resources £	Resources expended £	Balance at 31 December 2022 £
Unrestricted funds				
General	35,443	103,655	(76,354)	62,744

12 Analysis of net assets between funds

	Unrestricted funds General £	Total funds £
Tangible fixed assets	4,547	4,547
Current assets	112,914	112,914
Current liabilities	(13,847)	(13,847)
Total net assets	103,614	103,614

13 Analysis of net funds

	At 1 January 2023 £	Cash flow £	At 31 December 2023 £
Cash at bank and in hand	37,198	27,550	64,748
Net debt	37,198	27,550	64,748

SAYes Mentoring

England & Wales - Charity number 1127701

Accounts

Company registration number: 6693065

Charity registration number: 1127701

SAYes Mentoring Ltd

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 December 2022

David Dixie F C A
Dixie Associates
167 Black Haynes Road
Selly Oak
Birmingham
B29 4RE

SAYes Mentoring Ltd

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SAYes Mentoring Ltd

Reference and Administrative Details

Trustees	Christopher Paul Francis Sharpe, Chair (appointed 18 July 2022) Mary Ann Mulready, Chair (resigned 18 July 2022) Marlon Bruce, Treasurer David Jackson (resigned 24 May 2022) Charlotte Twyning
Secretary	Michelle Potter
Principal Office	Sanford House 81 Skipper Way St Neots PE19 6LT The charity is incorporated in United Kingdom.
Company Registration Number	6693065
Charity Registration Number	1127701
Bankers	NatWest Bank Westminster 57 Victoria Street London SW1H 0HN
Independent Examiner	David Dixie F C A Dixie Associates 167 Black Haynes Road Selly Oak Birmingham B29 4RE

SAYes Mentoring Ltd

Strategic Report for the Year Ended 31 December 2022

The trustees, who are directors for the purposes of company law, present their strategic report for the year ended 31 December 2022, in compliance with s414C of the Companies Act 2006.

Background

SAYes Mentoring was founded in 2008 to improve personal, social and employment outcomes for under-served young people through mentoring. We partner with local authorities, charities, community-based organisations and schools, providing 9 months of one-to-one mentorship to the young people in their programmes.
In 2020, in response to Covid-19, we transitioned to remote mentoring, allowing us to match under-served young people with trained and supported volunteer mentors from around the globe, this has led to an increase in our corporate partnerships where partner employees are SAYes mentors.

The Need

Formal mentorships, especially for under-served youth, have been shown to improve outcomes across a range of domains relevant to a young person's independence and well-being. These include a more positive vision of themselves and their future, positive schooling outcomes, workplace placement and retention, and a range of positive impacts on the community and peer groups in which they interact. This entails a poverty of perspective, of social capital and of secure social bonds which impact the quality of decision making and healthy practices among young people. This is especially problematic during adolescence, where such disadvantages compound the challenge of rapid developmental changes, and set behavioural pathways long into the future. The resultant instability in housing and family relationships, in educational attainment, and in risk behaviour (including crime and drug taking) can further destabilise communities already fragile due to unreliable, inadequate or expensive infrastructure (e.g., water, sanitation, transport, digital access, informal economies, unemployment) and high levels of physical and mental health burden. This vulnerability is especially stark for young people facing significant life transitions, like the transition from high school into tertiary study or employment. In this context, many young people leave education with poor skills and poor career decision making and are at the same time ill-equipped to navigate the complex social structures that determine access to employment. This transition also takes place at a time when young people age out of the social protection they may have accessed when they were younger. Many fall out of the social and economic systems entirely. Young NEETs then become especially vulnerable and at risk of long term economic and social exclusion during their transition into adulthood.

How We Meet This Need

At SAYes we design, deliver and support mentorships for under-served young people. We recruit, screen and train volunteer mentors, who are individually matched with a same self-identified gender mentee and are supported throughout their mentorship by our transition specialist team. Mentors meet for one hour a week for a nine month cycle, providing guidance, advocacy and support in the context of transition planning and behavioural design. During weekly video call meetings mentors and mentees work through a transition planning and implementation process focussing on goals across ten domains: education & learning, home & family, community & citizenship, work & money, and sport & recreation; as well as physical health, social health, identity health, emotional health and cognitive health. Each match is assigned a Transition Specialist, who provides extensive support to the mentors and mentees throughout the 9 month contract. This support involves formal Individual Transition Plan (ITP) meetings, interventions, and match resourcing through access to information, experiential opportunities (e.g., job shadowing), and where appropriately vetted, material/resource support.

SAYes Mentoring Ltd

Strategic Report for the Year Ended 31 December 2022

Our Impact

SAYes was founded with the intention of improving life outcomes for young people through mentorship. What started as a trip to South Africa to coach football in 2005, led to a sponsored tour to the UK for a group of care experienced young South Africans (who got to meet Nelson Mandela), which then led to the curiosity and compassion behind an award winning dissertation (comparing support for care experienced young people in the UK and SA in 2007), which then led to the founding of SAYes Mentoring in Cape Town, South Africa (and a move to South Africa for our founder Michelle Potter in 2008). Now, some 15 years later, we see the arrival of SAYes Mentoring in the UK. As active citizens, communities, businesses and governments have increasingly prioritised meaningful human connection, and authentically inclusive societies, mentorship has found its resonance. We are especially grateful to a single social investor, whose belief in SAYes has allowed us to move with this tide.

For youth everywhere, since 2010, mental health has seriously declined, especially among young women. A recent 64-country ranking of mental health finds that the UK has the lowest average mental health score and the second highest proportion of people distressed or struggling (more than a third). While youth unemployment rates are low in the UK, these estimates are complicated by a sudden rise in economically inactive people (i.e., those not seeking work) due to poor health (2.5 million) as well as worker discouragement. Likewise, while extreme poverty in the UK (by global standards) is at less than 1 percent, by National Poverty Lines just over 20% of the country lives in relative poverty, including just over 30% of the UK's children. The trend (for almost all groups) appears to be negative, with levels now approaching the peaks of the 1990s. In education, there are recent drops in number of 18-to-24-year old's in full time education, and the disadvantage attainment gap continues to grow, and to vary substantially by ethic status. Social poverty and social inequality (in addition to material inequality) may explain these effects. Indeed, inequality in the UK relative to other developed economies is high and correlates, as it does in developing countries, with a higher proportion of health and social problems both within (by region) and across countries. Far too many young people around the world do not have access to positive adult relationships focused on improving their life chances. As each generation prepares the soil for the next, this is a clear call to action. We know that mentorship can profoundly change life outcomes for young people, in South Africa, in the UK, indeed everywhere where humans seek out one another to flourish.

Beyond 2022

July 2023 will see the completion of our rolling UK pilot programme and the evaluation of the impact of mentorship for a number of different groups of young people throughout the UK. Early results, for both mentors and mentees, are very promising. As is the vision and dedication of government, local authorities and youth organisations that we are working with. Impact ratings and comments from graduating UK based mentees are included in the outcomes section of the current annual report. Although a small number thus far, all assessments are consistent with positive findings seen in other SAYes Programmes. We look forward to sharing more.

"When I was joining the program, I really didn't know what to expect - I was just craving to do something meaningful, something that I would consider important. It turned out to be an unforgettable experience. A whole beautiful journey of building a connection with someone who is not my family member, or my friend, or my colleague - basically a complete stranger at first. No agenda as such. Just exploring someone else's world and their ideas, being present, being supportive. At the same time, being welcomed to share my own thoughts and stories - always keeping in mind that whatever I'm saying, it's best if it adds value and contributes to the connection between us two. In the world of meaningless content and shallow chats just for the sake of having a chat, I found our meetings really soul-nourishing - because they always had a meaning. Even if it was about something really small. Even if we just talked about what it's like to have a puppy. Especially when we talked about a puppy! This safe space full of meaning is what I've already started missing a lot. And it's only been a week or so! But also I just got really lucky because my mentee is the most incredible powerhouse of a person." – (Mentor, UK Programmes)

Financial review

During 2022 the charity met all its expenses from donations with a surplus remaining of £27,301. All donations received are unrestricted funds. The income from donation, trusts and fundraising was £97,701 which was 45% more than the previous year, but claims for tax recovery from Gift Aid were £8,042 less than 2022 which was an exceptional year. Expenditure increased by £25,484 to £76,354, mainly due to salaries, travel (which had been possible previously due to Covid) and an increase in grants to South Africa. Reserves as at 31 December 2022 were £62,745.

Reserve policy

The purpose of this reserve policy is to build and maintain an adequate level of net assets without donor restrictions to support the organisation's day-to-day operations in the event of unforeseen shortfalls. The reserve may also be used for one-time, non-recurring expenses that will build long-term capacity, such as staff development, research and development, ot investment in infrastructure. Reserves are not intended to replace a permanent loss of funds or eliminate an ongoing budget gap. The organisation intends for the reserves to be used and replenished within a reasonable period of time. This reserves policy will be implemented in conjuction with the other financial policies of the organisation and is intended to support the goals and strategies in those related policies and in strategic and operational plans.

The target minimum Operating Reserve Fund is equal to six month's average recurring costs. In addition to calculating the actual operating reserve at the fiscal year end, the target minimum will be calculated each year after the approval of the annual budget, and reported to the Board in the regular financial reports.

SAYes Mentoring Ltd

Trustees' Report

Objectives and activities

Public benefit

The trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

The objects of the charity are:

To act as a resource for marginalised children and young people living in South Africa, the UK and elsewhere, by providing advice, assistance and organising programmes of physical, educational and other activities as a means of:

advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;

advancing education;

relieving unemployment;

providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

The strategy employed to achieve the charity's objectives are:

To provide a Transition to Independent Living (TIL) Youth Mentoring Programme for:

South Africa 2023: 54 young people

South Africa 2024: 175 young people

UK 2023: 110 young people

UK 2024 185 young people

To guide the programme beneficiaries towards life in society as independent, self-sustaining adults

To provide support with family and community reintegration

To build an effective resource bank in order to provide access to employment, education, skills training and bursary opportunities, and information on housing

To continually develop our model and carry out research to substantiate effectiveness

To incorporate a broader connection with the academic and civil society sector locally, nationally and internationally, to conduct research on the TIL programme to ensure continued development and improvement, and to assist in providing the necessary research on youth mentoring.

Medium to Long Term Objectives

To provide an effective youth mentoring programme and organisational model that is scalable, impactful, sustainable, tractable, accountable and serving a neglected youth population.

SAYes Mentoring Ltd

Trustees' Report

Structure, governance and management

Governing Document

SAYes Mentoring Ltd is a company limited by guarantee and was incorporated on 9 September 2008. It is governed by its Memorandum and Articles of Association dated 9 September 2008 and amended to allow for current governance on 5 December 2008. It is registered as a charity with the Charity Commission. On 11 April 2011, the name was officially changed from Off The Street Kids to South African Youth Education for Sustainability (SAYes) and on 9 September 2021 was changed to SAYes Mentoring Ltd.

SAYes is a registered Trust, PBO, NPO and Section 18A organisation in South Africa.

Appointment of Directors

As set out in the Articles of Association the chair of the Board of Directors is nominated by vote.

Organisation

The board of directors, which can have up to 15 members, administers the charity. The board meets whenever needed and the Executive Director is appointed to manage the day to day operations of the charity. To facilitate effective operations, the Executive Director has delegated authority, within terms of delegation approved by the directors, for operational matters. The Board approves an annual budget and gives the Executive Director the responsibility of implementing it.

Risk Management

The directors have a risk management strategy which comprises:

- an annual review of the risks the charity may face
- the establishment of systems and procedures to mitigate those risks identified in the plan: and
- the implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

A key element in the management of financial risk is the setting of a reserves policy and its regular review by directors.

Financial instruments

Objectives and policies

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

Cash flow risk

The charity's activities expose it primarily to the financial risks of changes in foreign currency exchange rates. This is minimised by transfering funds when the exchange rate seems favorable as determined by a comprising the Chair, Treasurer and Cheif Executive.There are no interest bearing assets or liabilities.

Credit risk

The charity's principal financial assets are bank balances and cash, and tax recoverable on donations under Gift Aid. The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies.
The charity has no significant concentration of credit risk.

Liquidity risk

In order to maintain liquidity to ensure that sufficient funds are available for ongoing operations and future developments, the charity only uses short term deposits.

The annual report was approved by the trustees of the charity on 15 May 2023 and signed on its behalf by:

.....
Christopher Paul Francis Sharpe
Trustee

SAYes Mentoring Ltd

Statement of Trustees' Responsibilities

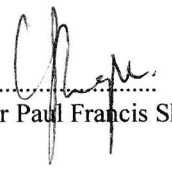
The trustees (who are also the directors of SAYes Mentoring Ltd for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable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

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.

Approved by the trustees of the charity on 15 May 2023 and signed on its behalf by:



.....

Christopher Paul Francis Sharpe
Trustee

SAYes Mentoring Ltd

Independent Examiner's Report to the trustees of SAYes Mentoring Ltd

I report on the accounts of the charity for the year ended 31 December 2022 which are set out on pages 10 to 18 .

Respective responsibilities of trustees and examiner
The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.
Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report
My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement
In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



David Dixie FCA

Dixie Associates
167 Black Haynes Road
Selly Oak
Birmingham
B29 4RE

15 May 2023

SAYes Mentoring Ltd

Statement of Financial Activities for the Year Ended 31 December 2022 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Total 2022 £
Income and Endowments from:			
Donations and legacies		103,655	103,655
Total Income		103,655	103,655
Expenditure on:			
Charitable activities	3	(76,354)	(76,354)
Total Expenditure		(76,354)	(76,354)
Net income		27,301	27,301
Net movement in funds		27,301	27,301
Reconciliation of funds			
Total funds brought forward		35,444	35,444
Total funds carried forward	10	62,745	62,745

	Note	Unrestricted funds £	Total 2021 £
Income and Endowments from:			
Donations and legacies		81,210	81,210
Total Income		81,210	81,210
Expenditure on:			
Charitable activities	3	(50,870)	(50,870)
Total Expenditure		(50,870)	(50,870)
Net income		30,340	30,340
Net movement in funds		30,340	30,340
Reconciliation of funds			
Total funds brought forward		5,104	5,104
Total funds carried forward	10	35,444	35,444

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

The funds breakdown for 2021 is shown in note 10.

SAYes Mentoring Ltd

(Registration number: 6693065)
Balance Sheet as at 31 December 2022

	Note	2022 £	2021 £
Current assets			
Debtors	7	25,864	-
Cash at bank and in hand		37,198	35,615
		63,062	35,615
Creditors: Amounts falling due within one year	8	(317)	(171)
Net assets		62,745	35,444
Funds of the charity:			
Unrestricted income funds			
Unrestricted income funds		62,745	35,444
Total funds	10	(62,745)	(35,444)

For the financial year ending 31 December 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.

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

The financial statements on pages 10 to 18 were approved by the trustees, and authorised for issue on 15 May 2023 and signed on their behalf by:

.....
Christopher Paul Francis Sharpe
Trustee

1 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) and the Companies Act 2006.

Basis of preparation
SAYes Mentoring Ltd 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.

Exemption from preparing group accounts
The charity has taken advantage of the exemption in section 398 of the Companies Act 2006 from the requirement to prepare consolidated financial statements, on the grounds that it is a small sized group.

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.

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.

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.

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

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.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.
Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

2 Income from donations and legacies

	Unrestricted funds General £	Total 2022 £	Total 2021 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	76,000	76,000	5,000
Donations from individuals	21,701	21,701	62,214
Gift aid reclaimed	5,954	5,954	13,996
	103,655	103,655	81,210

3 Expenditure on charitable activities

	Note	Unrestricted funds General £	Total 2022 £	Total 2021 £
Grants to South Afican Trust		19,822	19,822	12,126
Fundraising and development expenses		328	328	1,530
Salary and pension contributions		47,227	47,227	33,466
Office costs		3,031	3,031	2,791
Bank charges		227	227	295
Travel, etc		5,064	5,064	-
Governance costs	4	655	655	662
		76,354	76,354	50,870

4 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Total 2022 £	Total 2021 £
Independent Examiner's remuneration	642	642	642
Legal fees	13	13	21
Other governance costs	-	-	(1)
	655	655	662

5 Trustees remuneration and expenses

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

No trustees have received any reimbursed expenses from the charity during the year.

6 Taxation

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

7 Debtors

	2022 £
Prepayments	738
Other debtors	25,126
	25,864

8 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	264	171
Other creditors	53	-
	317	171

9 Charity status

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

10 Funds

	Balance at 1 January 2022 £	Incoming resources £	Resources expended £	Balance at 31 December 2022 £
Unrestricted funds				
General	(35,443)	(103,655)	76,354	(62,744)

Notes to the Financial Statements for the Year Ended 31 December 2022

	Balance at 1 January 2021 £	Incoming resources £	Resources expended £	Balance at 31 December 2021 £
Unrestricted funds				
General	(5,104)	(81,210)	50,870	(35,444)

11 Analysis of net assets between funds

	Unrestricted funds General £	Total funds £
Current assets	63,062	63,062
Current liabilities	(317)	(317)
Total net assets	62,745	62,745

12 Analysis of net funds

	At 1 January 2022 £	Cash flow £	At 31 December 2022 £
Cash at bank and in hand	35,615	1,583	37,198
Net debt	35,615	1,583	37,198

SAYes Mentoring

England & Wales - Charity number 1127701

Accounts

Company registration number: 6693065
Charity registration number: 1127701

SAYes Mentoring Ltd

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 December 2021

David Dixie F C A
Dixie Associates
167 Black Haynes Road
Selly Oak
Birmingham
B29 4RE

SAYes Mentoring Ltd

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SAYes Mentoring Ltd

Reference and Administrative Details

Trustees	Mary Ann Mulready, Chair (appointed 7 June 2021) Marlon Bruce, Treasurer (appointed 7 June 2021) David Jackson (appointed 7 June 2021 and resigned 24 May 2022) Charlotte Twyning (appointed 7 June 2021) Alexia Deleigne (resigned 7 June 2021) Adil Jiwa (resigned 7 June 2021) Rebecca Le Flufy (resigned 7 June 2021) Paul McHale (resigned 19 March 2021) John Pinkerton (resigned 7 June 2021) Simon Warren (resigned 7 June 2021)
Secretary	Michelle Potter
Principal Office	Sanford House 81 Skipper Way St Neots PE19 6LT The charity is incorporated in United Kingdom.
Company Registration Number	6693065
Charity Registration Number	1127701
Bankers	NatWest Bank Westminster 57 Victoria Street London SW1H 0HN
Independent Examiner	David Dixie F C A Dixie Associates 167 Black Haynes Road Selly Oak Birmingham B29 4RE

SAYes Mentoring Ltd

Strategic Report for the Year Ended 31 December 2021

The trustees, who are directors for the purposes of company law, present their strategic report for the year ended 31 December 2021, in compliance with s414C of the Companies Act 2006.

Background

SAYes Mentoring was founded in 2008 to improve personal, social and employment outcomes for under-served young people through mentoring. We partner with local authorities, charities, community-based organisations and schools, providing 9 months of one-to-one mentorship to the young people in their programmes.
In 2020, in response to Covid-19, we transitioned to remote mentoring, allowing us to match under-served young people with trained and supported volunteer mentors from around the globe, this has led to an increase in our corporate partnerships where partner employees are SAYes mentors.

The Need

Formal mentorships, especially for under-served youth, have been shown to improve outcomes across a range of domains relevant to a young person's independence and well-being. These include a more positive vision of themselves and their future, positive schooling outcomes, workplace placement and retention, and a range of positive impacts on the community and peer groups in which they interact. This entails a poverty of perspective, of social capital and of secure social bonds which impact the quality of decision making and healthy practices among young people. This is especially problematic during adolescence, where such disadvantages compound the challenge of rapid developmental changes, and set behavioural pathways long into the future. The resultant instability in housing and family relationships, in educational attainment, and in risk behaviour (including crime and drug taking) can further destabilise communities already fragile due to unreliable, inadequate or expensive infrastructure (e.g., water, sanitation, transport, digital access, informal economies, unemployment) and high levels of physical and mental health burden. This vulnerability is especially stark for young people facing significant life transitions, like the transition from high school into tertiary study or employment. In this context, many young people leave education with poor skills and poor career decision making and are at the same time ill-equipped to navigate the complex social structures that determine access to employment. This transition also takes place at a time when young people age out of the social protection they may have accessed when they were younger. Many fall out of the social and economic systems entirely. Young NEETs then become especially vulnerable and at risk of long term economic and social exclusion during their transition into adulthood.

How We Meet This Need

At SAYes we design, deliver and support mentorships for under-served young people. We recruit, screen and train volunteer mentors, who are individually matched with a same self-identified gender mentee and are supported throughout their mentorship by our transition specialist team. Mentors meet for one hour a week for a nine month cycle, providing guidance, advocacy and support in the context of transition planning and behavioural design. During weekly video call meetings mentors and mentees work through a transition planning and implementation process focussing on goals across ten domains: education & learning, home & family, community & citizenship, work & money, and sport & recreation; as well as physical health, social health, identity health, emotional health and cognitive health. Each match is assigned a Transition Specialist, who provides extensive support to the mentors and mentees throughout the 9 month contract. This support involves formal Individual Transition Plan (ITP) meetings, interventions, and match resourcing through access to information, experiential opportunities (e.g., job shadowing), and where appropriately vetted, material/resource support.

SAYes Mentoring Ltd

Strategic Report for the Year Ended 31 December 2021

Our Impact

Our primary objectives are improvements in independence and well-being, measured through improvements in the quality of decision making and the consistency of healthy practices. Additional impact measures include a selection of psychometric indicators (e.g., executive function and emotion regulation) as well as community level indicators (school attendance, drop out, grade progression, drug use, unplanned pregnancy, and conflict with the law). In collaboration with the Children's Institute we have carried out a rigorous evaluation of the impact of our programmes, demonstrating significant improvements in decision making and healthy practices across all ten domains. We also recently published on our transition to e-mentoring due to COVID in order to share knowledge and insight with community organisations and other non-profits in South Africa whose programming was affected by the pandemic.

SAYes is aligned with the following UN Sustainable Development Goals: Goal 1: No Poverty; Goal 3: Good Health & Well-Being; Goal 4: Quality Education: Goal 5: Gender Equality: Goal 10: Reduced Inequalities.

During 2021 we launched our UK pilot programme. We partnered with Cambridgeshire and Southwark local authorities, in addition to signing up some young care leavers who are now living independently. These young people are now being mentored and will graduate in 2022.

Beyond 2021

On completeion of our pilot programme we will continue to match UK-based under-served youth with mentors globally.

We will explore mentee applications from outside the UK, and where funding and resources allow, we will source local partners to expand overseas.

Financial review

During 2021 the charity met all its expenses from donations with a surplus remaining of £30,339. All donations received are unrestricted funds. The income from donation, trusts and fundraising was £67,200 which was more than double that of the previous year, with a corresponding rise in tax recovery from Gift Aid to £13,996. Expenditure increased by £11,915 to £50,871, mainly due to salaries with a reduction in grants to South Africa, reflecting a change in allocation of funds. Reserves as at 31 December 2021 were £35,444.

Reserve policy

The purpose of this reserve policy is to build and maintain an adequate level of net assets without donor restrictions to support the organisation's day-to-day operations in the event of unforeseen shortfalls. The reserve may also be used for one-time, non-recurring expenses that will build long-term capacity, such as staff development, research and development, ot investment in infrastructure. Reserves are not intended to replace a permanent loss of funds or eliminate an ongoing budget gap. The organisation intends for the reserves to be used and replenished within a reasonable period of time. This reserves policy will be implemented in conjuction with the other financial policies of the organisation and is intended to support the goals and strategies in those related policies and in strategic and operational plans.

The target minimum Operating Reserve Fund is equal to six month's average recurring costs. In addition to calculating the actual operating reserve at the fiscal year end, the target minimum will be calculated each year after the approval of the annual budget, and reported to the Board in the regular financial reports.

SAYes Mentoring Ltd

Trustees' Report

Objectives and activities

Public benefit

The trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

The objects of the charity are:

To act as a resource for marginalised children and young people living in South Africa, the UK and elsewhere, by providing advice, assistance and organising programmes of physical, educational and other activities as a means of:

advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;

advancing education;

relieving unemployment;

providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

The strategy employed to achieve the charity's objectives are:

To provide a Transition to Independent Living (TIL) Youth Mentoring Programme for:

South Africa 2022: 150 young people

South Africa 2023: 165 young people

UK 2022: 30 young people

UK 2023 45 young people

To guide the programme beneficiaries towards life in society as independent, self-sustaining adults

To provide support with family and community reintegration

To build an effective resource bank in order to provide access to employment, education, skills training and bursary opportunities, and information on housing

To continually develop our model and carry out research to substantiate effectiveness

To incorporate a broader connection with the academic and civil society sector locally, nationally and internationally, to conduct research on the TIL programme to ensure continued development and improvement, and to assist in providing the necessary research on youth mentoring.

Medium to Long Term Objectives

To provide an effective youth mentoring programme and organisational model that is scalable, impactful, sustainable, tractable, accountable and serving a neglected youth population.

SAYes Mentoring Ltd

Trustees' Report

Structure, governance and management

Governing Document

SAYes Mentoring Ltd is a company limited by guarantee and was incorporated on 9 September 2008. It is governed by its Memorandum and Articles of Association dated 9 September 2008 and amended to allow for current governance on 5 December 2008. It is registered as a charity with the Charity Commission. On 11 April 2011, the name was officially changed from Off The Street Kids to South African Youth Education for Sustainability (SAYes) and on 9 September 2021 was changed to SAYes Mentoring Ltd.

SAYes is a registered Trust, PBO, NPO and Section 18A organisation in South Africa.

Appointment of Directors

As set out in the Articles of Association the chair of the Board of Directors is nominated by vote.

Organisation

The board of directors, which can have up to 15 members, administers the charity. The board meets whenever needed and the Executive Director is appointed to manage the day to day operations of the charity. To facilitate effective operations, the Executive Director has delegated authority, within terms of delegation approved by the directors, for operational matters. The Board approves an annual budget and gives the Executive Director the responsibility of implementing it.

Risk Management

The directors have a risk management strategy which comprises:

• an annual review of the risks the charity may face

• the establishment of systems and procedures to mitigate those risks identified in the plan: and

• the implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

A key element in the management of financial risk is the setting of a reserves policy and its regular review by directors.

Financial instruments

Objectives and policies

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

Cash flow risk

The charity's activities expose it primarily to the financial risks of changes in foreign currency exchange rates. This is minimised by transfering funds when the exchange rate seems favorable as determined by a comprising the Chair, Treasurer and Cheif Executive.There are no interest bearing assets or liabilities.

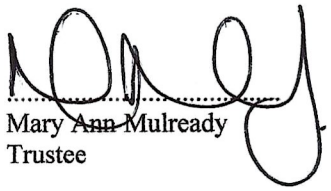
Credit risk

The charity's principal financial assets are bank balances and cash, and tax recoverable on donations under Gift Aid. The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies.
The charity has no significant concentration of credit risk.

Liquidity risk

In order to maintain liquidity to ensure that sufficient funds are available for ongoing operations and future developments, the charity only uses short term deposits.

The annual report was approved by the trustees of the charity on 19 May 2022 and signed on its behalf by:



Mary Ann Mulready
Trustee

SAYes Mentoring Ltd

Statement of Trustees' Responsibilities

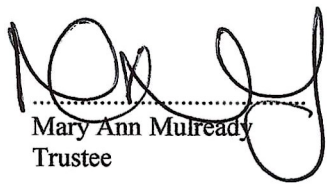
The trustees (who are also the directors of SAYes Mentoring Ltd for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable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

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.

Approved by the trustees of the charity on 19 May 2022 and signed on its behalf by:



Mary Ann Mulready
Trustee

SAYes Mentoring Ltd

Independent Examiner's Report to the trustees of SAYes Mentoring Ltd

I report on the accounts of the charity for the year ended 31 December 2021 which are set out on pages 9 to 16 .

Respective responsibilities of trustees and examiner
The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.
Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report
My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement
In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

D.R. Dixie

David Dixie FCA

Dixie Associates
167 Black Haynes Road
Selly Oak
Birmingham
B29 4RE

19 May 2022

SAYes Mentoring Ltd

Statement of Financial Activities for the Year Ended 31 December 2021 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Total 2021 £
Income and Endowments from:			
Donations and legacies		81,210	81,210
Total Income		81,210	81,210
Expenditure on:			
Charitable activities	3	(50,870)	(50,870)
Total Expenditure		(50,870)	(50,870)
Net income		30,340	30,340
Net movement in funds		30,340	30,340
Reconciliation of funds			
Total funds brought forward		5,104	5,104
Total funds carried forward	9	35,444	35,444

	Note	Unrestricted funds £	Total 2020 £
Income and Endowments from:			
Donations and legacies		33,803	33,803
Total Income		33,803	33,803
Expenditure on:			
Charitable activities	3	(38,956)	(38,956)
Total Expenditure		(38,956)	(38,956)
Net expenditure		(5,153)	(5,153)
Net movement in funds		(5,153)	(5,153)
Reconciliation of funds			
Total funds brought forward		10,257	10,257
Total funds carried forward	9	5,104	5,104

All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2020 is shown in note 9.

SAYes Mentoring Ltd

(Registration number: 6693065)
Balance Sheet as at 31 December 2021

	Note	2021 £	2020 £
Current assets			
Cash at bank and in hand		35,615	5,105
Creditors: Amounts falling due within one year	7	(171)	-
Net assets		35,444	5,105
Funds of the charity:			
Unrestricted income funds			
Unrestricted income funds		35,444	5,104
Total funds	9	(35,444)	(5,104)

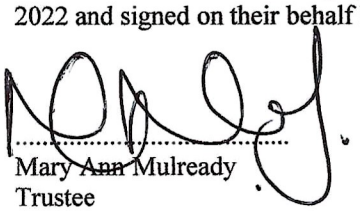
For the financial year ending 31 December 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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.

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

The financial statements on pages 9 to 16 were approved by the trustees, and authorised for issue on 19 May 2022 and signed on their behalf by:



Mary Ann Mulready
Trustee

1 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) and the Companies Act 2006.

Basis of preparation
SAYes Mentoring Ltd 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.

Exemption from preparing group accounts
The charity has taken advantage of the exemption in section 398 of the Companies Act 2006 from the requirement to prepare consolidated financial statements, on the grounds that it is a small sized group.

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.

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.

Research and development
Research and development expenditure is written off as incurred.

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.

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

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.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.
Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

2 Income from donations and legacies

	Unrestricted funds General £	Total 2021 £	Total 2020 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	5,000	5,000	-
Donations from individuals	62,214	62,214	31,538
Gift aid reclaimed	13,996	13,996	2,265
	81,210	81,210	33,803

3 Expenditure on charitable activities

	Note	Unrestricted funds General £	Total 2021 £	Total 2020 £
Grants to South Afican Trust		12,126	12,126	33,000
Fundraising and development expenses		1,530	1,530	51
Salary and pension contributions		33,466	33,466	4,833
Office costs		2,791	2,791	382
Sundry expenses		-	-	137
Bank charges		295	295	30
Governance costs	4	662	662	523
		50,870	50,870	38,956

4 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Total 2021 £	Total 2020 £
Independent Examiner's remuneration	642	642	510
Legal fees	21	21	13
Other governance costs	(1)	(1)	-
	662	662	523

5 Trustees remuneration and expenses

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

No trustees have received any reimbursed expenses from the charity during the year.

6 Taxation

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

7 Creditors: amounts falling due within one year

	2021 £
Trade creditors	171

8 Charity status

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

9 Funds

	Balance at 1 January 2021 £	Incoming resources £	Resources expended £	Balance at 31 December 2021 £
Unrestricted funds				
General	(5,104)	(81,210)	50,870	(35,444)

	Balance at 1 January 2020 £	Incoming resources £	Resources expended £	Balance at 31 December 2020 £
Unrestricted funds				
General	(10,257)	(33,803)	38,956	(5,104)

10 Analysis of net assets between funds

	Unrestricted funds General £	Total funds £
Current assets	35,615	35,615
Current liabilities	(171)	(171)
Total net assets	35,444	35,444

11 Analysis of net funds

	At 1 January 2021 £	Cash flow £	At 31 December 2021 £
Cash at bank and in hand	5,105	30,510	35,615
Net debt	5,105	30,510	35,615

SAYes Mentoring

England & Wales - Charity number 1127701

Accounts

Company registration number: 6693065
Charity registration number: 1127701

South African Youth Education for Sustainability Ltd

known as

SAYes

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 December 2020

David Dixie F C A
Dixie Associates
167 Black Haynes Road
Selly Oak
Birmingham
B29 4RE

South African Youth Education for Sustainability Ltd

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South African Youth Education for Sustainability Ltd

Reference and Administrative Details

Trustees	Diana Gerald (resigned 6 July 2020) Marit Mohn (resigned 6 July 2020) Gillian Anderson (resigned 6 July 2020) Lisa Bryer (resigned 6 July 2020) John Pinkerton (resigned 7 June 2021) Andrew Planting (resigned 20 March 2020) Joy Hatwood (resigned 7 July 2020) Rebecca Le Flufy (appointed 14 July 2020 and resigned 7 June 2021) Alexia Deleigne (appointed 14 July 2020 and resigned 7 June 2021) Paul McHale (appointed 14 July 2020 and resigned 19 March 2021) Simon Warren (appointed 15 July 2020 and resigned 7 June 2021) Adil Jiwa (appointed 15 July 2020 and resigned 7 June 2021) Mary Anne Mulready, Chair (appointed 7 June 2021) Marlon Bruce, Treasurer (appointed 7 June 2021) Charlotte Twyning (appointed 7 June 2021) David Jackson (appointed 7 June 2021)
Secretary	Michelle Potter
Principal Office	Sanford House 81 Skipper Way St Neots PE19 6LT The charity is incorporated in United Kingdom.
Company Registration Number	6693065
Charity Registration Number	1127701
Bankers	NatWest Bank Westminster 57 Victoria Street London SW1H 0HN
Independent Examiner	David Dixie F C A Dixie Associates 167 Black Haynes Road Selly Oak Birmingham B29 4RE

South African Youth Education for Sustainability Ltd

Strategic Report for the Year Ended 31 December 2020

The trustees, who are directors for the purposes of company law, present their strategic report for the year ended 31 December 2020, in compliance with s414C of the Companies Act 2006.

Background

SAYes Mentoring was founded in 2008 to improve personal, social and employment outcomes for under-served young people through mentoring. We partner with community-based organisations, high schools, non-profit organisations, and child and youth care centres throughout South Africa, providing 9 months of one-to-one mentorship to the young people in their programmes. We also work directly with independent NEETs (not in education, employment or training) aged between 18 and 25. In Hout Bay, our community programmes in Hangberg and Imizamo Yethu include learners, interns and CBO volunteers at Sakhisizwe Youth Development, Waves for Change, Silikmava High School and Hangberg High School. We also work directly with a number of school leavers and independents who have graduated from these programmes previously.

In 2020, in response to Covid-19, we transitioned to remote mentoring, allowing us to match under-served young people with trained and supported volunteer mentors from around the globe.

The Need

Formal mentorships, especially for at-risk youth, have been shown to improve outcomes across a range of domains relevant to a young person's independence and well-being. These include a more positive vision of themselves and their future, positive schooling outcomes, workplace placement and retention, and a range of positive impacts on the community and peer groups in which they interact. We know in South Africa young people face not only material inequalities, but also a history of segregation and oppression which has resulted in considerable social poverty. This entails a poverty of perspective, of social capital and of secure social bonds which impact the quality of decision making and healthy practices among young people. This is especially problematic during adolescence, where such disadvantages compound the challenge of rapid developmental changes, and set behavioural pathways long into the future. The resultant instability in housing and family relationships, in educational attainment, and in risk behaviour (including crime and drug taking) can further destabilise communities already fragile due to unreliable, inadequate or expensive infrastructure (e.g., water, sanitation, transport, digital access, informal economies, unemployment) and high levels of physical and mental health burden. This vulnerability is especially stark for young people facing significant life transitions, like the transition from high school into tertiary study or employment. In this context, many young people leave education with poor skills and poor career decision making and are at the same time ill-equipped to navigate the complex social structures that determine access to employment. This transition also takes place at a time when young people age out of the social protection they may have accessed when they were younger. Many fall out of the social and economic systems entirely. Young NEETs then become especially vulnerable and at risk of long term economic and social exclusion during their transition into adulthood.

How We Meet This Need

At SAYes we design, deliver and support mentorships for underserved young people. We recruit, screen and train volunteer mentors, who are individually matched with a same gender mentee and are supported throughout their mentorship by a specialist team. Mentors meet for one hour a week for a nine month cycle, providing guidance, advocacy and support in the context of transition planning and behavioural design. In March 2020 we transitioned all mentorship meetings to remote (WhatsApp Video call), and provided cell phones and a weekly (1 GIG) data allowance to over 100 mentees in our programmes. During weekly meetings mentors and mentees work through a transition planning and implementation process cumulating in goals across ten domains. These include education & learning, home & family, community & citizenship, work & money, and sport & recreation; as well as physical health, social health, identity health, emotional health and cognitive health. Each match is assigned a Transition Specialist, who provides extensive support to the mentors and mentees throughout the 9 month contract. This support involves formal Individual Transition Plan (ITP) meetings, interventions, and match resourcing through access to information, experiential opportunities (e.g., job shadowing), and where appropriately vetted, material/resource support (e.g., transport, scholarships, food parcels). "[O]ne recent study showed that every dollar invested in quality youth mentoring programs yields a $3 return in benefits to society at a minimum" David Shapiro, President and CEO, MENTOR (USA).

Our Impact

Our primary objectives are improvements in independence and well-being, measured through improvements in the quality of decision making and the consistency of healthy practices. Additional impact measures include a selection of psychometric indicators (e.g., executive function and emotion regulation) as well as community level indicators (school attendance, drop out, grade progression, drug use, unplanned pregnancy, and conflict with the law). In collaboration with the Children's Institute we have carried out a rigorous evaluation of the impact of our programmes, demonstrating significant improvements in decision making and healthy practices across all ten domains. We also recently published on our transition to e-mentoring due to COVID in order to share knowledge and insight with community organisations and other non-profits in South Africa whose programming was affected by the pandemic

SAYes is aligned with the following UN Sustainable Development Goals:

Goal 1: No Poverty; Goal 3: Good Health & Well-Being; Goal 4: Quality Education: Goal 5: Gender Equality: Goal 10: Reduced Inequalities.

Achievements and performance

Report from the Operations Director 2020

In 2020, social change programming throughout the world encountered the immediate and severe impact of the COVID-19 health crisis and associated containment measures. At SAYes Mentoring *in-person meetings* across all our programmes were restricted, requiring us to transition to *e-mentoring* in order to continue providing mentorship support. In addition, a range of familiar yet seriously compounded challenges emerged for the young people we work with, especially with respect to education, employment, health, mental health, citizenship, safety and security, and food and housing. Without a rapid and dynamic adaptation in our programming we would not have been able to support SAYes mentees in 2020, who in turn would not have been able to support the families, community organisations and institutions they are part of. Happily, with the help of donors, corporate partners and volunteer mentors from all over the world, we successfully transitioned all stages of our programming to online and contracted ***105 mentors and mentees in 2020***. This compared to 122 matches in 2019 is an impressive outcome. Below we give a brief overview of the challenges we encountered, describe the adjustments made to our organisation and programming, and report on mentee feedback on and community level indictors of mentoring impact.

The challenges

Child and Youth Care Centres (CYCCs): As managed group care settings, CYCCs were one of the first groups to have on-site access legally restricted (including for volunteers and support programmes). This effectively closed in person programming to SAYes, and led us to anticipate likely disruptions throughout the year and beyond. In addition, digital resources among many of our partners are limited (i.e., the majority of young people did not have phones and very few homes had computing or internet access available to young people). Further, there were reasonable concerns with safeguarding in the context of cellular communication and access to the internet. There were also equity considerations, where for example, some but not all young people had (or might be given) devices. During 2020, many of our CYCC partners faced high staff turnover and disruptions in staffing due to illness and quarantine periods. In most cases holiday/ home placements were disallowed leaving young people frustrated and deeply isolated from their families and communities. Likewise, with school closures, the burden of home schooling fell to CYCC staff, with limited digital resources or teaching experience.

Care leavers: Young people transitioning out of care during this period (and care leavers in our *Independent programmes*) encountered a context of food insecurity, grief, illness, including caring for sick relatives, job and income loses (especially in the informal economy and hospitality, entertainment and tourism sectors) and limited employment opportunities. Combined with disrupted tertiary options, frustrated access to social grants and documentation (especially for asylum seekers and refugees) and increases in crime and domestic violence (especially related to the prohibition and then sale of alcohol) the need for support was especially pressing.

Community Partners: With the closure of recreational and after-school facilities (and public spaces such as beaches) many of our community-based partners were required to cease group programming. For some grassroots organisations this left their young staff/volunteers (our mentees) without an organisational structure or affiliation. In other cases young mentees felt the impact of being unable to meaningfully support their direct beneficiaries (e.g., school children) as their programming was curtailed or diluted. At the same time community organisations that were positioned to provide local emergency relief (such as food parcel delivery) found themselves having to rapidly adapt to new roles, with shifting demands and uncertainties then felt by their staff/volunteers (our mentees). Perhaps most difficult for these community organisations and the mentees within them (as for other non-profits more generally) was the extremely long working hours and demand to maintain focus and motivation in the face of month-to-month funding uncertainty.

High Schools: Interruptions in schooling, especially for students in their final year of secondary school was especially challenging in 2020. We know that disruptions to schooling disproportionately affect more vulnerable students. This is true both with respect to educational attainment as well as employment outcomes. Young people in South Africa face a job market where youth unemployment is at all time high levels (59% in the first Quarter of 2020, 52% in the second Quarter of 2020, Statistics South Africa). The effects of transitioning out of high school, during a pandemic, with limited preparation for tertiary education, will be felt for many years and will further highlight the obvious inequalities between private, fee-paying and no/low fee-paying schools. The capacity of no/low fee-paying schools to deliver online teaching was understandably poor. Indeed, remote teaching for young people in our programmes was near impossible given a range of considerations associated with digital inequalities in historically disadvantaged schools and/or schools serving historically disadvantaged areas. For example, most young people did not have fully functioning or reliable mobile devices, let along computing, even at the household level (i.e., devices with cameras and whatsapp). Further, school records are unreliable given historically limited access to landline numbers, frequent cellular number changes (i.e., phones not on contracts) as well as limited access and adoption of technology such as broadband internet and email. Home environments cannot also be assumed to afford private space for study and school work, especially during lockdowns. Indeed, even assuming young people would have had ready access to device charging (i.e., electricity) is presumptions. Limited knowledge (or access to adults with knowledge) of word processing software and cloud platforms (i.e., google hangouts, gmail, google drive) is another consideration. Perhaps most debilitating for schooling under COVID has been the absurdly high cost of cellular data and shameful cell network coverage provided to poorer areas in South Africa. Lastly, schools faced more the usually high rates of staff turnover during 2020.

Our response

At SAYes our philosophy is to ensure that effective and meaningful transition support is available to all, irrespective of chance differences of background or circumstance. In 2020, more than ever, we turned this lens inward, dynamically adjusting our organisation and our programming, so that we could continue to powerfully effect social change.

First, we transitioned our digital systems to support 100% remote work: SAYes as an organization has been cloud based (Office 365, SharePoint online) for some time. Combined with the shift to flexitime work for programme staff (made in January 2020) we were well situated to shift to 100% remote operations in mid-March. Doing so however required overhauling our internal workflows and relationship management system (CRM). As a fully remote organisation, we are no longer limited by geographic location in staff recruitment. Office meetings, administration and project collaborations now take place online and we have experienced improvements in efficiencies across all organisational and programme functions. External meetings with national and international partners, attendance at forums and capacity training have all improved due to the shift to remote work. The teams are reporting high job satisfaction (work life balance, meaningful work time) and productivity. Prioritising remote work and online collaboration infrastructure has also reduced our carbon footprint.

Second, we carried out COVID-19 related mental and physical health interventions immediately: In mid-March our team began calling all past mentees over 18 under 25 (living in the community) using a structured discussion script (updated daily as developments unfolded). These calls provided mental and physical health interventions targeting the pandemic and its associated effects (e.g., virus and policy (lockdown) education, resourcing options, hygiene practices, emotion regulation strategies, social connection strategies, and informational discernment). We also included information from ministerial briefings on proposed plans for access to social grants, including the Social Relief of Distress Grant designed for such emergencies. We also used this time to determine capacity for video calls and updated records on the location and current situation of the mentees. For mentees we were unable to reach, we enlisted the support of our alumni to use a snowball sampling technique across social media platforms to locate past mentees. Updated records have been transferred to the Dynamics 365 CRM system. This information will prove invaluable in engaging otherwise hard to reach past mentee populations (e.g., care leavers).

Third, we contracted with our partners for remote mentorships, established new procedures and provided digital safeguarding protocols and training: We contracted with both established and new partners to carry out online mentoring, allowing us to extend our reach to sites throughout South Africa, to connect communities across inequalities during the pandemic and to partner with local community organisations and volunteer networks in identifying food insecure households, making health referrals, gauging community perception and unrest (e.g., xenophobia) and oversight/advocacy of suspected corruption (e.g., in food distribution). In addition to establishing new standard operating procedures to accommodate remote mentorships, we developed (and delivered) online safeguarding training and protocols based on international best practice (including the creation of a new role at the partner sites of an Online Safeguarding Officer). This training is essential in ensuring digital literacy and safety in the online space, especially in Child and Youth Care centers and grassroots organisations where additional protections are required in working with vulnerable youth. We have also worked with our partners to accelerate the adoption of digital infrastructure (e.g., fibre connections and Wi-Fi) and to further support access to online programming and the internet.

Fourth, we trained 150 young people in transition mentorship and are providing data and devices to support online mentorships: We adapted mentee training into one-to-one structured interviews carried out via video call (1 hour). In 2020 we trained over 150 young people for online mentoring using one-to-one calls. We sourced, purchased and delivered smart phones to mentees where their devices where not suitable for video calls. Dual sim smart phones were sourced to allow mentees to retain previous numbers if required and to allow us to use different network providers depending on the network coverage at the mentees home location. In 2020, we provided 1 GIG of data per week per mentee (500mb on Monday, 500mb on Thursday) to allow for video calls and additional online transition work (e.g., school work, attending group meetings, background research, applications, and communicating with their beneficiaries, families and organisations).

Fifth, we recruited, screened and trained mentors from all over the world: We created and drove campaigns for the recruitment of mentors for remote mentoring. In parallel, we began exploring safeguarding concerns surrounding remote mentoring in the context of potential institutional failures (including but not limited to the health care system). We carried out our first online mentor interview on the 23rd March and continued to receive applications to mentor from all over the world, carrying out over 140 prospective mentor interviews in 2020 (1 ½ hours each). We adapted mentor training for online delivery (using Zoom) and extended the length of training (to 18 hours over a series of classes). Recording of video lectures has allowed us to use classroom training to focus specifically on refining mentoring and transition planning skills. We have maintained 100% 5-star reviews for both our training and interviews (read reviews here).

Sixth, we contracted 105 mentor-mentee matches and providing ongoing transition support through our specialist teams: We had 4 early closures (1 mentor initiated, 3 mentee initiated) in 2020, with 101 matches active at the end of 2020. As we contracted matches throughout the year, and the mentorship contract is for 9 months, 30% of our matches will graduate in Feb/March 2021 (and will be rematched with new mentors) while the rest will have staggered graduations throughout 2021 depending on their contracting date. Those who were matched met weekly at percentages higher than we have ever seen. Our team meets to review match cases weekly, checking weekly logs, reviewing required interventions and intervention content, and considering resourcing options for the matches (e.g., information, experiential opportunities and material resources). Our alumni liaison engages with mentees directly to ensure youth voice is represented in team meetings and our transition team have carried out a schedule of Individual Transition Planning meetings with matches (in first 6 weeks, at 3 months, at 6 months, at 9 months).

Seventh, we carried out process and impact evaluations: We engaged research partners at *Queens University Belfast* and *The Children's Institute, University of Cape Town* to do a desk review on remote mentoring and to carry out empirical work with our pilot cohort of online mentor mentee matches (34, March - June). Research teams carried out one-to-one interviews and focus groups with the mentors and mentees. We have published one peer-reviewed article on this work to date (see, MacDonald, M., Dellis, A., Mathews, S., & Marco, J. (2020). *Implementing E-mentoring with care-experienced youth under "lock-down"- a South African Experience.* Journal of Children's Services. Emerald Publishing Limited, DOI 10.1108/JCS-07-2020-0032.)

Eighth, we engaged and organised our alumni to effect policy: In partnership with policy and advocacy experts we engaged our alumni to work on policy for care leavers and to translate research findings from formal evaluations on the impact of mentorship into a child friendly format of key messages. As part of this work the alumni submitted a proposed amendment to the Children's Act, requesting transition support in the form of mentorships be provided to care leavers as a matter of policy. All these meetings have been carried out remotely.

Our Impact

SAYes mentoring targets improvements in the quality of decision making and the consistency of healthy practices. In 2020, the SAYes team of staff and mentors guided young people in navigating health information and services (including mental health services), grants, food parcels, UIF, and benefit payments and housing, and helped them to connect to existing and new networks of support that they have previously not felt empowered to access. The role of mentors as advocates was especially salient. For example, many mentees were employed outside of formal contracts in hospitality and catering and were not guided in clarity from employers on next steps due to COVID-19 layoffs. Our team managed and supported many interventions during the year, including those related to housing, hunger, grief, illness, trauma, suicidality, depression and anxiety. By digitally provisioning mentees, we have supported schools and organisations in continuing their work, while also capacitating organisations for a digital transformation in their programming. In response to the pandemic and with the support of their mentors, mentees have been involved in various civic initiatives in support of their communities (e.g., rebuilding houses, food parcel delivery, advocacy for foreign nationals). Mentees have also been instrumental in articulating concerns about the food distribution strategies among inexperienced NGOs and volunteers, adding accountability to support initiatives. This in addition to the transition work carried out by matches during weekly meetings focused on independence and well-being domains.

We were encouraged by the overwhelmingly positive response to our programming (both locally and internationally) in 2020. Mentors reached out through their networks and companies to get more people involved. Our partner organisations were exceptionally pleased with the mentorships as reflected below;

"Our guys have told us that this is the best thing Waves for Change has ever done for them" – Robyn Cohen (National Director Waves for Change)

"Connection to the outside world has been invaluable during this time" - (Dawie Marias, Manager, SA Children's Home).

Feedback from SAYes mentees on e-mentoring has also been positive and constructive as gauged by our mentee liaison officer as well by evaluations carried out by an independent research team. Examples of reflections from mentees on international e-mentoring include;

"We have also been saying that it's like we have met already but we haven't, that's how cool it is between me and her".

"I feel like when you meet people from different parts of the world and different cultures that have different lifestyles, you learn so much. You feel like ... I personally feel like I've travelled with other people to those places. So that's what I like the most about meeting different people and learning about cultures, lifestyles and also being able to be in pyjamas and in my bed".

Mentee Feedback

We surveyed (42) mentees from across our programmes who graduated in early 2021, and asked them to reflect back on the impact of their work with a mentor. Surveys were carried out by Transition Specialists who had supported the mentee throughout their match, and occurred at least one week after match graduation via video call. In some cases mentees completed the survey themselves via an electronic survey link.

96% of mentees said having a mentor positively affected their life (48% 'life-changing', 48% 'much positive impact' and 3% 'some positive impact'). When asked to give reasons for this rating themes emerged related to the role of mentorship in guidance (building perspective), advocacy (building social capital and affordances), and support (building a secure bond). Examples of these are organised below.

Perspective

"He helped with the change in mindset after leaving the children's home and being able to get back on track and be more motivated and determined"

"I felt a change on my personal outlook on life, after and during"

"I manage to find my true purpose. It made it clear the path I wanted to follow. I also gained the skills to set realistic goals to follow them daily"

"It was my first time having a mentor. She helped me grow so much personally and professionally. I am more clear about what I want out of my career."

"I got my mentor at the beginning of lockdown - I got to know a lot more about myself through my mentor. I initially thought I could live on a day-to-day job, but realised quickly that I would have to dig deep."

"I used to think life was boring and expensive. After I met my mentor I quickly realised that all I need to do was get out of my comfort zone and take chances."

"I am prioritising more. I am more focused on my choices."

"I have more direction now and the way forward is clear."

"I did not know where I was going and now I do. I know how to set goals and work on them and I have a better understanding of life"

"I am generally a negative thinker and now I look at things more positively"

"I learnt how to plan goals and time frames - life lessons and planning - setting deadlines - being more social and involved in the community and working in groups. I am now able to look at things from a broader perspective"

"I had been struggling with what to do with life and with accomplishing goals but now I have learnt how to structure goals and find ways to reach them. And how to be in control of myself and be more aware of things that can be challenging through the journey and how to attack those things."

"There were certain things and choices I was making and doing that I realised were not good choices. He helped to move on and to be able to face the working world and be more emotionally stable"

"Having a mentor makes you want to do more so you can concentrate more in class and it is someone to look up to"

Social capital

"It equipped me with practical tools to go out into the world and build myself."

"My mommy didn't know some stuff but she always knew the answers and she gave me motivation and so without her I wouldn't have got the bursary I got. The Rotary bursary"

"I would not have thought about my future plans and applied for certain things, and being supported in achieving goals"

"Exams - I never had a mentor before who could help me like that if I feel overwhelmed. She helped me through the whole of last year and she just helped me"

"I learnt about time management and communication"

"He helped with getting solutions and looking at career choices"

"He made sure I was on time and helped me with what I need to do and I got into Wynberg because of my mentor. He also helped me get a bike and laptop"

"Got a bursary through her guidance and worked very hard"

"It opened my eyes and do research and get guidance on what career path."

"Before I did not have anyone to talk to and be pushed forward. She gave me motivation and information and opened up thinking to possibilities."

"It's a great opportunity to talk to a new voice that has no bias, someone that isn't a family member - that can guide you with school work and personal issues."

Secure bonds

"I always felt comfortable with my mentor. She understood me better than my own family understands me"

"If it wasn't for the program I don't know how I would have dealt with some things in my life."

"She supported me when my mom died"

"Having someone there for me in every way"

"The mentorship program was a very positive outlet for me by having someone to talk to about my situations that I was in at the time. My mentor also gave me good advice to follow during those times and he also shared his past experiences with me."

"Because there was some who support me in everything I do and makes sure I'm doing well"

"I was very conscious about talking about my feelings and stuff. It was great to have had someone like my mentor to help me. I used to keep to myself a lot and never spoke about my feelings. Having my mentor really helped me grow."

"She helped with my confidence and to learn how to choose what I want in life. I realised I am able to live alone and finish my course as a chef"

"She helped me get through my emotions and do the right thing."

"With all the challenges of last year it was great to have someone to talk to, and focus on positive things."

"If I did not have a mentor things would have been stressful and challenging"

"It was someone I could depend on when I need help, with college and work frustrations."

"Having someone talk to about anything - and always supports you"

"I would say mentally, my mental health, I think that's been one of the biggest improvements for me out of the whole thing because I think I had to focus on what I had control over and that was how I was going to look at life differently and how I was going to confront that in terms of my mental health"

We asked further questions concerning the specific impact on independence (informed choices) and well-being (healthy practices).

100% of mentees thought that having a mentor positively improved their choices related to independence (56% 'life-changing', 37% "much positive", 7% "some positive"). 44% of mentees thought that the biggest impact area for independence was Work & Money, followed by Education & Learning (27%) and Home & Family (15%). Ratings of more than 80% positive impact where achieved across all independence domains, with especially high impact ratings occurring within Education & Learning (100% positive including 36% 'Life changing'), Home and Family (90% positive including 44% 'life-changing') and Work & Money (88% positive and 36% 'life-changing'). In terms of how decision making improved, mentees felt the largest impact (yes - a lot) was in improved *focus* (85% 'yes – a lot', 31% 'yes – a little'), though 100% of mentees also felt they had explored more options now than before. We asked for examples of making more informed choices due to mentorship. Consistent with the rankings above mentees gave examples of choices with respect to money (especially saving and budgeting), career/work and education, as well as home & family.

Money

"I have savings and money in my account which has never happened before. My mentor helped me to understand that value of budgeting"

"My mentor helped me start a savings plan. She gave me options of how I could do it and then I got on it myself"

"I worked to my budget. I used to get paid and then the following day I would be broke. After my mentor taught me to budget I became more frugal and now I have savings."

"I used to be someone that spends a lot - she made me realise that I could make money work for me and budget"

Work

"My mentor encouraged me to be more serious about finding a holiday job than I have ever been and l am glad l was lucky enough to find one."

"At some point I wanted to be a social worker - it was when my mentor and SAYes made me realize that I can help people in whatever industry I work in. I learned a lot about the power of marketing as I went and investigated and interned in the industry"

"When I started I was only working with one organisation and wanted to go on a business venture and get a second job. I needed to sustain my lifestyle and with that positivity I got a second job and keep both"

"Able to network with people in my area and build relationships with the community and start my business. Talk to older people"

"Decision on staying or leaving job - the pay was great but environment not good - chose to go with less money but better environment and look for other ways to earn additional money. To follow my heart and not the money"

"Got a promotion but I am still looking to what is happening over the next 5 years"

Education

"I'm studying"

"Applying for honours at UCT"

"I am studying - events management - because of having a mentor"

"During lockdown I had to do course to gain the skills so that I could live better with the money that I earned. I did three courses that helped me a lot including a barista course, because of guidance and advocacy from my mentor"

"Going back to school"

"Last year I was last for applying for university - but then my mentor set me up with someone that has experience - and now I can contact that person"

"To go further into studies - I stopped at level 3 and was going to not go back but now realised that going back to complete it makes sense - will give me much more opportunity"

"Education - to make better choices and get the process going."

"For the past 6 years I kept saying I will apply but didn't but this year I applied to a number of universities around the country because my mentor broadened my mind to the possibilities"

Home & Family

"When it comes to cooking I won't just let my mother do the cooking. It's mainly on weekends as I work in the week"

"I had challenges at home with my mom and I was able to reconnect and forgive her"

"Being nice and friendly to people. Look at things from all angles. Respect others"

"Moved out of home and living with a friend"

"Putting down the boundaries and being ok with that and how saying no is no problem. Communicating with family better."

"Me and baby mama had a fall out for 1 year and not seeing eye to eye but we kept in contact but now I have decided to talk through everything and figure out what when wrong. I was able to look inwards first and work on myself and now we are happy and strong"

97% of mentees thought that having a mentor positively improved their practices related to well-being (45% 'life-changing', 45% 'much positive impact', 7% 'some positive impact'). 32% of mentees thought that the biggest impact area on well-being was Emotional health, followed by Identity health (20%) and Social health (20%). Ratings of more than 85% positive impact where achieved across all well-being domains, with especially high impact ratings occurring within Cognitive health (97% positive including 29% 'life changing'), Emotional health (96% positive including 38% 'life changing'), Physical Health (93% positive including 34% 'life-changing'), Identity health (88% positive including 34% 'life-changing') and Social health (86% positive, including 32% 'life-changing'). In terms of how healthy practices improved, mentees felt that the largest impact was in options explored (74% yes – a lot, 21% yes – a little), although awareness and acceptance was also highly impacted (73% yes – a lot, 22% yes – a little). We asked for examples of healthy practices due to mentorship. Mentees gave examples of practices related to all of the domains.

Physical health

"I started running"

"I eat better, I joined the lifesaving club so I am training a lot now and feel healthy"

"I started hiking with groups of strangers to improve my network"

"I used to catch public transport to work even though work is quite close to where I live. I now jog or walk to work depending on how much time I have and get to save some money."

"Exercise and meditation more regularly"

"She introduced me to yoga and drinking lots of water - been working on sleep"

"Eating healthier and exercising and being more confident after weight loss"

"Drink more water and avoid taking public transport, to walk more"

Social Health

"I know there are more options than just sucking it up - I need to speak out"

"Respecting others"

"I know I need to be around others because that is who I am and it is important to embrace who you are"

"Make new friends and it felt great being with other people - and even last week for the first time in a long time I mingled with new and familiar friends"

"I did food distribution parcels for foreign nationals who were not being looked after. I built my aunt two houses with the help of SAYes and my mentor"

"Talking to people more - connecting more and growing my network - being open"

Emotional Health

"There were times when I stayed in bed because I didn't know what to do. Having to pull myself up and get going because I had to get up and get going. My mentor would give me tasks to do to keep me from getting bored and depressed."

"Learning to deal with emotions and conflict situations and thinking before acting - controlling emotions"

"I knew my worth after a while. I used to bring myself down. Through my mentor I was able to gain my confidence"

"Understanding we are all different and accepting that, putting myself in someone else's shoes, controlling emotions better, managing emotions and being rational especially around money."

"It is easy to be social but I won't go out of my way to start a conversation but I learned it is important to speak to people and connecting with others can change your life and uplift you, and to speak to someone when you are faced with challenges"

"I really worked on my music this year and channelled my emotions through his music. I got my own equipment"

"I used to focus on my mother not being around anymore but what I learnt was to focus on the happy moments and memories it makes things easier for you"

"My uncle died and my mentor helped me cope with the grief"

"Last year I had problems at campus when writing exams which took a toll on my mental health and I suffered from depression. Seeing a shrink helped - which was guided by my mentor because I did not understand what was going on"

"They helped my positive side to come out and I did things in a more positive way and look forward to everyday"

Cognitive Health

"Thinking about making a decision before saying no and thinking about what my needs are first"

"I had been trying to think about what I wanted to do and now I know and I know what steps to take - having clarity"

Identity Health

"I developed a lot in self this last year. I am more consistent, committed and eager for growth everyday"

"Last year I was under a lot of pressure on what to do next year and now I better understand my strengths and weaknesses and know myself better"

"Being a parent makes it sometimes harder to work on myself but having the encouragement from my mentor helped, around healthy eating - remembering to focus on myself and not just my kids. My awareness of my physical health increased. I loved the check in and the motivation"

Community Indicators

While community level indicators are not the most reliable or valid predictors of outcomes for either independence or well-being, for completeness we include the following indictors based on the mentee self-report survey described above.

- 64% of mentees were in formal education during 2020
- 74% of these passed a grade or level in 2020
- 22% are still currently doing a course
- 4% did not pass a grade or level
- 30% of mentees were in their final school year during 2020
- 50% obtained a Bachelors pass
- 25% obtained a Diploma pass
- 13% obtained a Higher Certificate Pass
- 13% did not pass matric.
- The national matric pass rate for 2020 was 76.2% with a 36.7% Bachelors Pass)
- 40% of mentees gained work experience during the mentorship
- 57% of mentees are currently employed (note the current sample is skewed upwards by a large proportion of employed interns at one of our NPO partner programmes)
- 23% of the mentees are still living in residential care, with a further 8% in hostel/alternative care.
- Of those living independently
- 81% are in stable accommodation ("living in a place and I know I can stay here for a while")
- 19% are un unstable accommodation ("living in a place but I am not sure how long I can stay here")
- None are currently homeless
- 7% (3) of mentees became or had a partner become pregnant in 2020
- All pregnancies resulted from consensual intercourse though pregnancy was unplanned in each case

- 2 pregnancies are planned for term
- 1 pregnancy was aborted
- 78% of mentees are South Africa citizens with required documentation
- 5% are South African citizens without documentation
- 13% are not South African citizens though they have documentation in support of residency
- 5% are not South Africa citizens and they do not have documentation in support of residency
- One mentee was in conflict with the law in 2020 (for not wearing a mask)
- 73% of mentees never used cigarettes in 2020
- 15% did so daily
- 88% of mentees never used cannabis in 2020
- 5% did so daily
- 31% of mentees never used alcohol in 2020
- 22% less than a few times a year
- 17% every few months
- 9% monthly
- 9% every few weeks
- 7% weekly
- 2% every few days
- 100% of mentees would ('yes - a lot') recommend SAYes mentoring to other young people
- 93% of mentees felt they can now more easily cope with setbacks, challenges and changes related to their well-being
- 95% of mentees felt they can now more easily cope with setbacks, challenges and changes related to their independence

Beyond 2020

The year 2020 has tested our '*menos*' - our mental strength and resilience in almost ancient greek proportions. Indeed, there is not much about the past year that would not find a place in Homer's Odyssey, with the wise and strong Athena garbed as *Mentor*, steadying our ever so mortal resolve. Yet, we have been inspired once again by the goodness and generosity of people, and impressed by the tenacity of the mentors and mentees who took on e-mentoring under extraordinary conditions. The potential for vastly extending the sustainability and reach of our programming, as well as for improving the impact of existing grass roots organisations and other NPOs, is of course promising. As is the potential for building robust and supportive international partnerships. We have not however forgotten what it means to meet in person, and we do look forward to old familiarities, renewed and invigorated by yes, we will say it, a 'new normal'.

Financial review

During 2020, the Charity met all its expenses from donations with a small deficit arising from transfering the surplus from 2019 to South Africa. All donations received are unrestricted funds.The income from donations, trusts and foundations, and fundraising activities around the globe amounted to £33,803 of which £11,733 was from donations,and £22,070 from fundraising. Expenditure on charitable activities amounted to £38,433 with governance costs of £523. This left a deficit of £5,153 which was transfered to reserves. Gift Aid tax refunds on donations were £2,265. Reserves as at 31 December 2020 were £5,104.

Reserves policy

All reserves and income historically donated to support SAYes South Africa operations will be transferred to the SAYes South Africa charity to support activity in South Africa. The reserves historically agreed for supporting the UK charity will be maintained within the UK charity (about £2,000), as will future donations from 1 August 2020.

Plans for Future Periods

Fulfilling our commitment to diversify, we are continuing to work with under-served youth groups through a variety of programmes (in and leaving Care, Sport for Development, Mental Health, NEETs) in South Africa.

These programmes will run remotely, so that we can support our beneficiaries via video phone, while in-person mentoring is not an option while restrictions are still in place.

In addition, we will pilot our Transition to Independent Living Programme in the UK supporting Care Experienced People aged 18-29. This will require us to revise our Charitable Objects and our charity name.

The strategic report was approved by the trustees of the charity on 11/03/21 and signed on its behalf by:

.....
Marlon Bruce
Trustee

South African Youth Education for Sustainability Ltd

Trustees' Report

Objectives and activities

Public benefit

The trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

The objects of the charity are:

To act as a resource for marginalised children and young people living in South Africa, by providing advice, assistance and organising programmes of physical, educational and other activities as a means of:

advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;

advancing education;

relieving unemployment;

providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

The strategy employed to achieve the charity's objectives are:

To provide a Transition to Independent Living (TIL) Youth Mentoring Programme for:

2020: 105 youths

2021: 150 youths

2022: 160 youths

as they make the transition to self-sustaining, independent living.

To guide the programme beneficiaries towards life in society as independent, self-sustaining adults

To provide support with family and community reintegration

To build an effective resource bank in order to provide access to employment, education, skills training and bursary opportunities, and information on housing

To continually develop our model and carry out research to substantiate effectiveness

To incorporate a broader connection with the academic and civil society sector locally, nationally and internationally, to conduct research on the TIL programme to ensure continued development and improvement, and to assist in providing the necessary research on youth mentoring.

Medium Term Objectives

To provide an effective youth mentoring programme and organisational model that is scalable, impactful, sustainable, tractable, accountable and serving a neglected youth population.

South African Youth Education for Sustainability Ltd

Trustees' Report

Long Term Objectives

To provide an effective youth mentoring programme and organisational model that is scalable, impactful, sustainable, tractable, accountable and serving a neglected youth population.

Structure, governance and management

Governing Document

South African Youth Education for Sustainability (SAYes) is a company limited by guarantee and was incorporated on 9 September 2008. It is governed by its Memorandum and Articles of Association dated 9 September 2008 and amended to allow for current governance on 5 December 2008. It is registered as a charity with the Charity Commission. On 11 April 2011, the name was officially changed from Off The Street Kids to South African Youth Education for Sustainability (SAYes).

SAYes is a registered Trust, PBO, NPO and Section 18A organisation in South Africa.

Appointment of Directors

As set out in the Articles of Association the chair of the Board of Directors is nominated by vote.

Organisation

The board of directors, which can have up to 15 members, administers the charity. The board meets whenever needed and the Executive Director is appointed to manage the day to day operations of the charity. To facilitate effective operations, the Executive Director has delegated authority, within terms of delegation approved by the directors, for operational matters. The Board approves an annual budget and gives the Executive Director the responsibility of implementing it.

Risk Management

The directors have a risk management strategy which comprises:

- an annual review of the risks the charity may face
- the establishment of systems and procedures to mitigate those risks identified in the plan: and
- the implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

A key element in the management of financial risk is the setting of a reserves policy and its regular review by directors.

Financial instruments

Objectives and policies

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

Cash flow risk

The charity's activities expose it primarily to the financial risks of changes in foreign currency exchange rates. This is minimised by transfering funds when the exchange rate seems favorable as determined by a comprising the Chair, Treasurer and Cheif Executive.There are no interest bearing assets or liabilities.

Credit risk

The charity's principal financial assets are bank balances and cash, and tax recoverable on donations under Gift Aid. The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies.
The charity has no significant concentration of credit risk.

Liquidity risk

In order to maintain liquidity to ensure that sufficient funds are available for ongoing operations and future developments, the charity only uses short term deposits.

The annual report was approved by the trustees of the charity on 11/02/21 and signed on its behalf by:

.....
Marlon Bruce
Trustee

South African Youth Education for Sustainability Ltd

Statement of Trustees' Responsibilities

The trustees (who are also the directors of South African Youth Education for Sustainability Ltd 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.

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.

Approved by the trustees of the charity on 11/08/21 and signed on its behalf by:

.....

Marlon Bruce
Trustee

South African Youth Education for Sustainability Ltd

Independent Examiner's Report to the trustees of South African Youth Education for Sustainability Ltd

I report on the accounts of the charity for the year ended 31 December 2020 which are set out on pages 21 to 29 .

Respective responsibilities of trustees and examiner
The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.
Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report
My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement
In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

D L Dixie

David Dixie FCA

Dixie Associates
167 Black Haynes Road
Selly Oak
Birmingham
B29 4RE

Date: 24/08/21

South African Youth Education for Sustainability Ltd

Statement of Financial Activities for the Year Ended 31 December 2020 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Total 2020 £
Income and Endowments from:			
Donations and legacies	11	33,803	33,803
Total Income		33,803	33,803
Expenditure on:			
Charitable activities	3	(38,956)	(38,956)
Total Expenditure		(38,956)	(38,956)
Net expenditure		(5,153)	(5,153)
Net movement in funds		(5,153)	(5,153)
Reconciliation of funds			
Total funds brought forward		10,257	10,257
Total funds carried forward	8	5,104	5,104

	Note	Unrestricted funds £	Total 2019 £
Income and Endowments from:			
Donations and legacies	11	31,199	31,199
Total Income		31,199	31,199
Expenditure on:			
Charitable activities	3	(24,808)	(24,808)
Total Expenditure		(24,808)	(24,808)
Net income		6,391	6,391
Net movement in funds		6,391	6,391
Reconciliation of funds			
Total funds brought forward		3,866	3,866
Total funds carried forward	8	10,257	10,257

All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2019 is shown in note 8.

South African Youth Education for Sustainability Ltd

(Registration number: 6693065)
Balance Sheet as at 31 December 2020

	Note	2020 £	2019 £
Current assets			
Cash at bank and in hand		5,105	10,257
Funds of the charity:			
Unrestricted income funds			
Unrestricted income funds		5,104	10,257
Total funds	8	(5,104)	(10,257)

For the financial year ending 31 December 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.

The financial statements on pages 21 to 29 were approved by the trustees, and authorised for issue on 1.8.21 and signed on their behalf by:

.....
Marlon Bruce
Trustee

1 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) and the Companies Act 2006.

Basis of preparation
South African Youth Education for Sustainability Ltd 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.

Exemption from preparing group accounts
The charity has taken advantage of the exemption in section 398 of the Companies Act 2006 from the requirement to prepare consolidated financial statements, on the grounds that it is a small sized group.

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.

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.

Research and development

Research and development expenditure is written off as incurred.

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.

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

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.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.
Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

2 Income from donations and legacies

	Unrestricted funds General £	Total 2020 £	Total 2019 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	-	-	7,500
Donations from individuals	22,070	22,070	11,962
Gift aid reclaimed	2,265	2,265	1,996
Regular giving and capital donations	9,468	9,468	9,741
	33,803	33,803	31,199

3 Expenditure on charitable activities

	Note	Unrestricted funds General £	Total 2020 £	Total 2019 £
Grants to South Afican Trust		33,000	33,000	20,000
Fundraising and development expenses		51	51	217
Salary and pension contributions		4,833	4,833	3,600
Office costs		382	382	420
Sundry expenses		137	137	-
Bank charges		30	30	60
Governance costs	4	523	523	511
		38,956	38,956	24,808

4 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Total 2020 £	Total 2019 £
Independent Examiner's remuneration	510	510	498
Legal fees	13	13	13
	523	523	511

5 Trustees remuneration and expenses

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

No trustees have received any reimbursed expenses from the charity during the year.

6 Taxation

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

7 Charity status

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

8 Funds

	Balance at 1 January 2020 £	Incoming resources £	Resources expended £	Balance at 31 December 2020 £
Unrestricted funds				
General	(10,257)	(33,803)	38,956	(5,104)

	Balance at 1 January 2019 £	Incoming resources £	Resources expended £	Balance at 31 December 2019 £
Unrestricted funds				
General	(3,866)	(31,199)	24,808	(10,257)

9 Analysis of net assets between funds

	Unrestricted funds General £	Total funds £
Current assets	5,105	5,105

10 Analysis of net funds

	At 1 January 2020 £	Cash flow £	At 31 December 2020 £
Cash at bank and in hand	10,257	(5,152)	5,105
Net debt	10,257	(5,152)	5,105

11 Income from donations and legacies

	Unrestricted funds	Total	Total
	General	2020	2019
	£	£	£
Donations and legacies;			
Donations from companies, trusts and similar proceeds	-	-	7,500
Donations from individuals	22,070	22,070	11,962
Gift aid reclaimed	2,265	2,265	1,996
Regular giving and capital donations	9,468	9,468	9,741
	33,803	33,803	31,199