

# CITY YEAR UK

England & Wales · Charity number 1131350

## Details

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**Other names** CITY YEAR LONDON, CITY YOUTH LIMITED

**Status** Registered

**Legal form** Charitable company

**Company number** [06965846](#)

**Registered** 2009-08-25

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

## Contact

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**Website** [www.cityyear.org.uk](http://www.cityyear.org.uk)

## Activities

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**Objects:** TO PROMOTE THE EDUCATION (INCLUDING SOCIAL AND PHYSICAL TRAINING) OF PEOPLE UNDER THE AGE OF 25 YEARS IN HE UNITED KINGDOM IN SUCH WAYS AS THE DIRECTORS THINK FIT, INCLUDING BY ORGANISING AND ASSISTING WITH THE PROVISION OF VOLUNTEERS TO SCHOOLS TO ACT AS TUTORS, MENTORS AND ROLE MODELS TO STUDENTS

**Activities:** For the public benefit to promote the education (including social and physical training) of people under the age of 25 years in the UK, including by organising and assisting with the provision of volunteers to schools to act as tutors, mentors and role models to students.

## Classification

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

## Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, LOCAL.
- Throughout England

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£1,651,566	£2,117,235	£6,458	32
2024-07-31	£2,639,983	£2,617,839	£472,127	50
2023-07-31	£2,617,220	£2,594,529	£449,983	48
2022-07-31	£3,103,857	£3,070,412	£427,292	69
2021-07-31	£2,768,608	£2,686,389	£393,847	45
2020-07-31	£2,676,173	£2,654,683	£311,968	42

## Trustees

Name	Role	Appointed
<b>Matthew Davies</b>	Chair	2020-06-02
ANNMAURA CONNOLLY		2011-10-18
James Terry		2022-12-08
Kasey Elizabeth Hooper		2021-04-20
Michael Lynas		2023-03-07
Rodney Williams		2018-12-11
Sachin Jogia		2021-04-20
Stephanie Wu		2021-12-07

**CITY YEAR UK**

England & Wales - Charity number 1131350

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# Accounts

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**Not all heroes wear capes;  
some help children  
find theirs**



**CITY YEAR UK**



**Report and Financial Statements  
for the Year Ended 31 July 2025**

**CHARITY NUMBER: 1131350 | COMPANY NUMBER: 06965846**

# THE TRANSFORMATIVE POWER OF YOUTH SOCIAL ACTION

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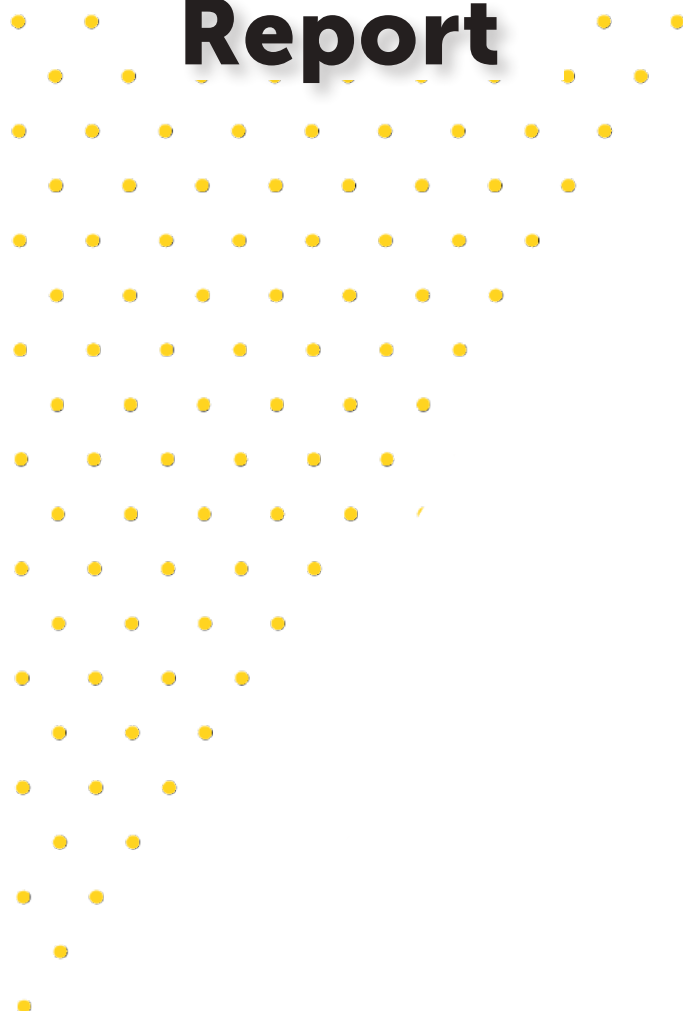
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# Trustees' Report





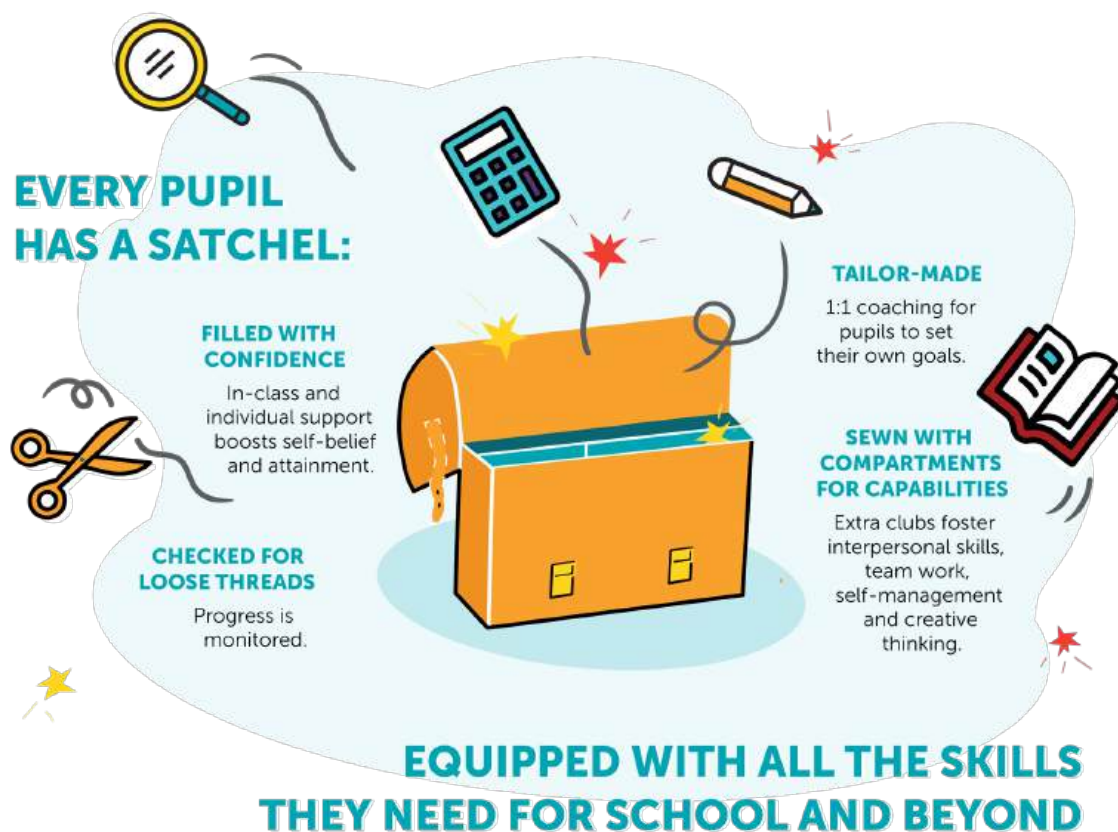
**Who We Are**

# Our approach to tackling educational inequality

City Year UK (CYUK) is an award-winning youth and education mentoring charity with a mission to create an equitable future for all. Founded in 2009, we improve the life chances of children furthest from opportunity, while empowering young people from different walks of life to be future leaders and exemplars of the power of social action. We do this by:

- › Recruiting, training and providing skills, leadership and career development opportunities to young people (aged 18-25), who commit to volunteering with us for a full year as City Year mentors in some of the most underserved schools and communities across the UK.
- › Supporting these City Year mentors to deliver additional 1-to-1 and group support to school children (aged 5-16) who are facing socio-economic, social, emotional and academic barriers to learning, and provide wider enrichment activities to the whole school population.

Our work is underpinned by the power of youth-led social action and results in the children and young people we work with developing the skills, networks and confidence they need to thrive in school, employment and beyond.



## ONE BRAVE STEP

### AYSHA'S STORY

**City Year Mentor, 2024-2025**

*"When looking at options for my placement year, City Year kept cropping up but it felt unattainable. I didn't think I could do it but **one of the best decisions I've ever made was to get over that fear and dive in headfirst.**"*

*"City Year is a programme designed to help children in schools whilst training young people to become mentors. The support around the programme makes it feel like a community: there are other mentors in the same position as you, there are programme leaders who completed City Year themselves, who offer guidance and different perspectives, and there's a purpose. Putting on the red jacket feels like a responsibility. There's an excitement in being a part of something bigger, where you not only help students academically but become a supporting presence they can rely on."*

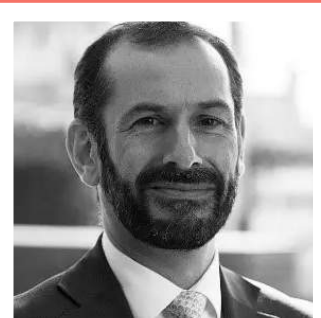
*"Going into school feels like your first day all over again. You have no idea how everyone will react but after a week, children were already running up to me with news about their day or asking me to play tag. It can get emotional as the connections you build are meaningful. Despite your service only being a year, the things you teach these children in that short time will stick with them. The laughs, the fun moments, the maybe not-so-fun moments; they're all experiences that the children will learn from, as well as yourself."*

***"City Year volunteering isn't just something you do, it's something you feel, live and carry with you long after your year of service is over. It's a demanding role but it's also one of the most rewarding experiences you can have. Thank you to everyone who makes City Year happen."***



## EVERY CITY YEAR MENTOR HAS A BRIEFCASE:





# Chair and Acting Chief Executive's Introduction

Over the course of this year, our incredible City Year mentors have 'saved the day' not through grand gestures, but through countless small acts of care and commitment. Their heroism shows up in the quiet words of encouragement, in moments that gently lift children's self-belief and stretch their sense of what's possible. As a headteacher at one of our partner schools so powerfully explained:

*"Through small but mighty moments, the relationship between City Year mentors and the children they support develops and grows and so does the children's confidence and resilience. Those moments that the City Year team deliver - that's what these children need."*

Because of our mentors' dedication, children from some of our most disadvantaged communities were able to find their feet, or sometimes put themselves back on track. In this report, you'll read how one child discovered confidence through chess, while another was captivated by a whole new world of books. You'll also see just how personal this year was for the mentors themselves, as they witnessed those changes unfolding day by day:

*"I've had the opportunity to grow in ways I never imagined. I was challenged, stretched, and inspired - personally and professionally. This chapter may be closing, but the impact will stay with me forever."*

Many of our young adults joined City Year UK to build employability skills, complete a placement, or strengthen their CVs. They finished the year as different people altogether, shaped and reshaped by the children they supported and the relationships they built. These stories of impact carry real hope for the future, but we are also clear-eyed about the challenges we face. The fundraising environment remains tough, and school budgets are under immense pressure, with pupil premium funding still being used to plug gaps while need continues to grow<sup>12</sup>. We met this reality head-on, choosing to double down on the quality of our support for the children who need it most and sharpening our interventions. We worked in three fewer schools, but successfully embedded City Year within an alternative education provider and piloted a part-time model for primary schools whose falling pupil rolls might otherwise have put us out of reach.

In our 15th year, innovation remained just as central to our work as it was when we began. Our anniversary gave us a welcome chance to pause and reflect on how far we've come. A real highlight was our Summer Fair, where we celebrated alongside more than 100 supporters, from children and their families to corporate partners. On a sadder note, we also said goodbye to our CEO, Kevin Munday, who after seven incredible years moved on to a new role as CEO of the KPMG Foundation.

1 Sutton Trust, School Funding and Pupil Premium, 2025

2 Action for Children, Above and beyond. How teachers fill gaps in the system to keep children learning, 2024



We are deeply grateful for his tireless service, and for the leadership he provided through significant organisational change and meaningful improvements to our programme and impact measurement.

As we look ahead to 2025–2026, we want to sincerely thank all our partners who have walked this journey with us, whether this year or across the last 15. We hope this report continues to inspire many more to join us. Our mentors are everyday heroes, helping to unlock children’s potential, but they do not do this alone. It is teachers and school staff, alongside our funders and wider community of supporters, who make this work possible and set the stage for change.

Our ambition is simple, but urgent: that no child who needs support feels alone. That every child knows there is someone in their corner, ready to listen, to help, and

to believe in them when they are struggling to believe in themselves. This is what City Year UK exists to do, and this is the standard we continue to hold ourselves to as need grows.

Our mentors continue to ‘save the day’ in the ways that matter most. As one pupil said, because of City Year UK:

*“When I feel sad or unsure about something I can get help.”*

We want this to be true for all children and young people, no matter what their background, and we will continue to strive to deliver it.

Yours in service,  
Matthew Davies, Chair of the Board of Trustees  
Chandni Radia, Acting Chief Executive

## 15 YEARS OF CITY YEAR UK: 2009–2024



**1,800**

CITY YEAR MENTORS



**2.5 MILLION**

VOLUNTEER HOURS  
TO TACKLE  
EDUCATIONAL  
INEQUALITY

**12,000**



CHILDREN MENTORED 1:1

**17,000**



CHILDREN COACHED  
IN SMALL GROUPS

CONTRIBUTED TO  
A POSITIVE SCHOOL  
CULTURE FOR OVER

**136,000**



SCHOOL CHILDREN  
IN LONDON, THE WEST  
MIDLANDS AND  
GREATER MANCHESTER

**1 IN 3 MENTORS**



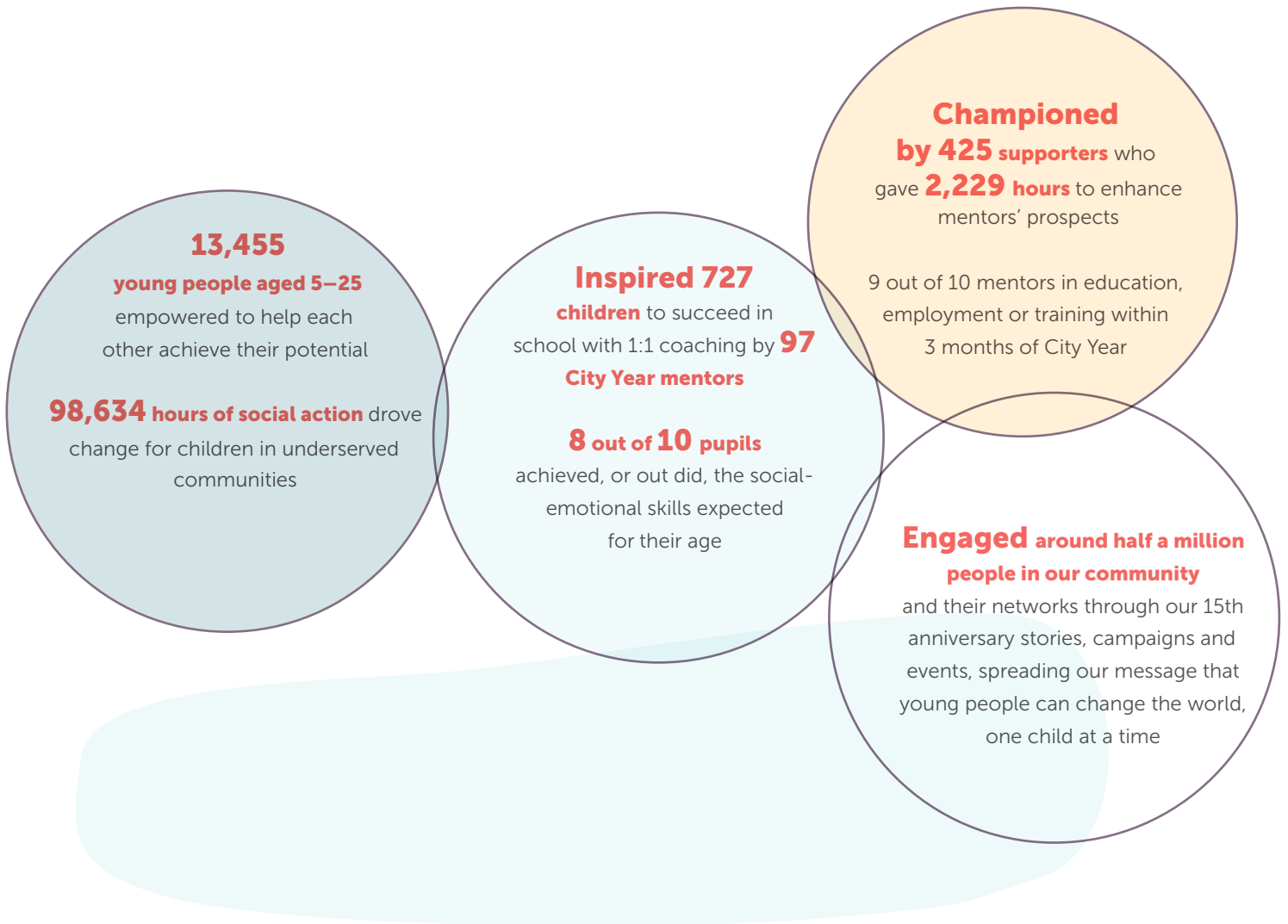
WENT ON TO WORK IN EDUCATION

# A Global Movement

- 1988 City Year was founded in the US.
- 2005 Nelson Mandela invited City Year to Johannesburg leading to City Year South Africa, the first international affiliate.
- 2009 The City Year London pilot followed...
- 2013 to later become City Year UK

More than 43,000 young people have now played their part in the global City Year movement - built on the belief that diverse teams of young people can be united to take on some of our most difficult challenges

# An Overview of Our Impact 2024-2025



**13,455**

**young people aged 5–25** empowered to help each other achieve their potential

**98,634 hours of social action** drove change for children in underserved communities

**Inspired 727**

**children** to succeed in school with 1:1 coaching by **97 City Year mentors**

**8 out of 10 pupils**

achieved, or out did, the social-emotional skills expected for their age

**Championed**

**by 425 supporters** who gave **2,229 hours** to enhance mentors' prospects

9 out of 10 mentors in education, employment or training within 3 months of City Year

**Engaged around half a million people in our community**

and their networks through our 15th anniversary stories, campaigns and events, spreading our message that young people can change the world, one child at a time

# Celebrating the Small Acts that Leave a Lasting Mark

*"Few of us will have the greatness to bend history; but each of us can work to change a small portion of the events... Each time a person stands up for an ideal, or acts to improve the lot of others, or strikes out against injustice, he sends forth a tiny ripple of hope..."*

Robert F Kennedy, University of Cape Town, 1966

In 2024, a new mentor forum asked us to shine a light on the human dimension of their impact. Inspired by one of our founding stories, we're proud to interweave their 'ripples of hope' throughout this report, alongside the moments that still matter to our alumni, retold to celebrate our 15th anniversary year.

## JOEY'S STORY

**City Year mentor, 2011-2012, team leader 2012-13**



*"One of my school's main priorities was having City Year mentors run a breakfast club - to engage pupils and get them into the building early. The first morning we had a toaster, a loaf of bread, a box of cornflakes and cheerios and that was about it. I remember this one Year 8 lad turning up, really quiet, He didn't want to make eye contact. I sat opposite him, introduced myself and all he said was, 'Sir, I haven't got any friends and that's why I've come.' He ate his cereal and walked out. It was heartbreaking.*

*For the first interaction you have with a student at a school with 1000 pupils to be, 'I don't have a friend in this place,' it was really hard to hear.*

*"He wasn't on my mentoring list but I always kept an eye out for him. When I saw him, I'd ask how his day was, about his interests and how it was going in class. Slowly, he began to find a bit of trust in me and opened up. After several months he said, 'I really like chess.' There was a lunchtime chess club so I said, 'Brilliant, could you teach me?' Perhaps six months in, we'd agreed to meet at chess club as usual, same time, same place but when I got there, he walked past me with another student. He said, 'Sorry Sir, I can't make it today.' He had made a friend. I was smiling inside.*

*"It got to the point in the summer term where he'd bring his chessboard up to the playground where the older kids hung out. We would play chess with these big Year 11 lads gathered round, cheering him on to beat the City Year. **His journey showed me what City Year can do. I went back several years later when he was a Year 11 and he came up to me. He was now taller than me and he shook my hand and said, 'Thank you Sir, thank you for the time you spent with me.'**"*

# Fighting for Children's Futures

**2.1 million children in state-funded schools categorised as disadvantaged<sup>1</sup>**

- **19 months behind their better off peers by age 16<sup>2</sup>**
- **21 school days missed on average in a year<sup>3</sup>**

**1 in 6 living in households in financial strain had low life satisfaction<sup>4</sup>**

# The Children Who Counted on Us

**727 children** were chosen with teachers and support staff to receive 1:1 mentoring from City Year UK:

**59%** eligible for pupil premium

**39%** special educational needs

**54%** eligible for free school meals

**19%** English as a second language

## In one school alone, pupils were dealing with:

family breakdown

sudden bereavement

self-harm

low self-esteem

truancy

harmful online content



## How mentoring mattered to pupils:

*"Sometimes I have a hard time talking to people and my mentor helps me open up and talk."*

*"They help me with panic attacks, make school less lonely, push me but also don't push me too far."*

*"I have a person that I can vent to without feeling ashamed. I can put a lot of trust in my City Year."*

*"My mentor makes me feel safe and cared about"*

*"Mentors help me with my learning which makes me feel smart."*

**//**  
***My mentor is understanding and gave me a chance even though I felt people had written me off."***

**Pupil**



# Here, There, Everywhere: A Day In The Life Of A City Year Mentor

***"All of the team seem to be on it. Supporting pupils, anticipating. They all just seem to be about at the right time."* Teacher**

Like all superheroes, our mentors are ALWAYS READY. In school four days a week for a year, they are someone for pupils to turn to; someone who is there just for them.

## In the classroom



*"Students I teach, and in my year group, have shown good progress in their academic attainment as well as their attitude to learning and that is a huge testament to the work that the City Year mentors are doing on a day-to-day basis."* Maths Teacher

## With individual pupils

*"I used to struggle to make friends and wasn't confident in lessons. I felt worried and thought I might get bullied for who I am. With my mentor, I finally had someone I could trust and who is always there to listen to my worries and feelings. Mentoring has helped me make friends and finally get less detentions. I feel better about coming into school, I'm able to concentrate more and can face setbacks. I'd like to thank my mentor for her support, it means a lot to me."* Pupil



## At breaktime



*"The City Years have had a really positive presence in the playground. They're approachable, calm and consistently supportive, helping to resolve minor conflicts and encourage inclusive play. Children are drawn to them and feel safe and listened to. Their involvement has improved the overall atmosphere, especially for those who sometimes struggle with social interactions. They've made a real difference in creating a more positive and respectful playground culture."* Year 3 Teacher

## Organising extra-curricular clubs

*"For all the City Year mentors that have helped run games club at lunch as a safe space for our more vulnerable students. Thank you - it has made a massive difference."* SENCO manager



## Beyond the school gates

"The consistent encouragement and support from City Year has made a noticeable difference to Jamie's\* attitude. He seems more confident and willing to engage, which is a big step forward. Homework has become less of a struggle. Most importantly, his outlook on attending school has improved. While there are still occasional challenges, he's heading into school more positively and with a greater sense of purpose. It's clear the City Year team is having a real impact." Parent



\*Name has been changed

**WATCH Freya's day in the life as a City Year mentor on our [YouTube channel](#).**

## Time to Make a Difference

Children supported 1:1 by a City Year mentor felt:

**93%** listened to

**92%** valued

**76%** their mentor helped them enjoy school



**// Children need time. They need people to spend time with them. City Year mentors give them that.** They don't have to have all the answers - just being a sounding board makes the children they support feel empowered and heard. It's about the children seeing that red City Year jacket every time they head out to the playground - a red jacket worn by a person that they know and someone they can trust. It's about there being a familiar face waiting at the school gates for them every morning. It's about knowing that there is someone in that classroom who understands them and can help them navigate the lesson."

Headmaster

**76,000 hours given to schools serving some of our most disadvantaged communities in 2024-2025 meant time to...**



#### **support stretched school staff**

*"As a Head of Year, having the City Year team in school has been invaluable to not only the students but staff too. The extra support that they have been able to provide has helped students to stay in class, enjoy and want to come into school and provided support that staff in school unfortunately do not have time to give."* Teacher



#### **watch over wellbeing**

*"Ever since I've been supported by my City Year mentor I feel so much more stable, both physically and mentally with my emotions. She is not only someone I trust, she is someone who feels like a friend."* Pupil



#### **enrich education**

*"A massive shout out and thank you goes to the City Years. Your hard work, planning, and support were felt in every moment. You've helped bring the spirit of the creative arts to life across the school!"* Curriculum leader, creative arts



#### **set a child on a path of self-discovery**

*"My mentor helped me discover things about me I didn't even know."* Pupil

# Building the super-skills children need

At the heart of our programme are strong, trusting mentoring relationships. These relationships allow our young adult volunteers to focus first on nurturing children's social and emotional learning - the foundational "super-skills" that help children engage, persist and ultimately succeed in school. Through consistent coaching, both in and out of the classroom, mentors support pupils to develop confidence, resilience and self-belief, and then translate those life skills into improved academic attainment, attendance and behaviour, including for those pupils who are hardest to reach.

This link between social-emotional development and academic progress is well evidenced. Large-scale studies of City Year in the US have found that making gains in social-emotional skills is equivalent to gaining an entire school year of achievement growth in maths or English (across Grades 3-10, ages 8-16)<sup>3</sup>.

## How Dani\* found her confidence

**"Before City Year, Dani had got into a rut and believed everyone was against her.** She had low self-esteem and confidence and would just put her head down in lessons if she found a task difficult. Through working with the City Years, she has grown in confidence and genuinely tries her best in every lesson. Dani has become more resilient and is really back on track."

Head of Year 10

Between the start and end of the year, Dani's negative behaviour incidents fell by 93%.

\*Name has been changed

Our wider data reflects this same pattern of impact. 8 out of 10 children (82%) mentored 1:1 felt challenged, agreeing that their City Year Mentor had high expectations of them and encouraged them to try things that are difficult - a critical driver of both confidence and academic engagement.

## How we measure social-emotional skills

Academic performance is routinely measured and widely understood, but social and emotional development is just as critical to children's success. The Devereux Student Strengths Assessment (DESSA) is an internationally recognised, evidence-based platform that allows us to measure progress in these areas with the same rigour<sup>4</sup>. Used in partnership with schools, teachers and parents, the DESSA helps us to 'see' and develop pupils' strengths across eight measures of social skills and emotional wellbeing. By strengthening these capabilities, we support children to build positive behaviours that underpin learning now and serve them for a lifetime.

<sup>3</sup> The Everyone Graduates Centre and City Year, Connecting Academic Achievement, Interpersonal Skill Development and Student Outcomes, 2022 and 2023

<sup>4</sup> [apertureed.com](http://apertureed.com)



# From barriers to breakthroughs

## Our impact on pupils mentored 1:1

### Social-emotional learning

Pupils learnt the positive power of:

<b>Self-belief</b> 83% optimistic thinkers, up from 37%	<b>People skills</b> 81% had relationship skills, up from 40%	<b>Self-control</b> 76% could self-manage, up from 31%	<b>Insight</b> 84% self-aware, up from 42%
<b>Empathy</b> 82% socially aware, up from 41%	<b>Good judgement</b> 79% could make constructive decisions, up from 36%	<b>Accountability</b> 79% took personal responsibility, up from 37%	<b>Purpose</b> 82% capable of goal-directed behaviour, up from 35%

### Taken together, they saw their social-emotional skills improve:

Only <b>1 in 3 pupils</b> started the year at their expected level - the lowest baseline at City Year UK for three years	<b>84% improved their skills</b> (3% maintained them) achieving the highest rate of progress seen at City Year UK	<b>By the end of the year, 82%</b> met (73%) or exceeded (9%) the expected level for their age
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\*Data from DESSA assessments measured against expected benchmark for each pupil's age

### How Jack\* discovered his inner superhero

**"Jack, 11, has ADHD and autism. He struggles to make friends and I saw him being left out. During our early sessions he'd be disengaged and mess about. I tried my best, organising games with classmates and slowly, he began to enjoy our 1:1s. He started to share more about himself and even began to ask how I was. I saw another side of Jack, bubbly and funny, but the highlight was during a game of tennis. Another child was frustrated and Jack comforted her, explaining it's ok to fail - he made her feel better. From being disengaged to helping others is a huge improvement and he's playing more sports with children he likes, taking steps to making more friends."**

City Year Mentor

\*Name has been changed

## Academic Attainment

In 2024-2025 pupils chosen for mentoring in:

Maths	Reading	Writing
<b>87%</b> improved (60%) or maintained (27%) their level	<b>93%</b> improved (53%) or maintained (40%) their level	<b>96%</b> improved (50%) or maintained (46%) their level

## How Hannah\* found hope

*"When I started with Hannah she was struggling with attendance and losing hope of passing most of her GCSEs. She was either distracted or had her head down. We talked about the importance of taking part and her exams. I told her she's not doing it for anyone but herself. She'd started with a U in maths but I helped her in class and once Hannah was comfortable with me, I suggested after school sessions. She was very against the idea but I persisted and two weeks later she agreed!"*

City Year UK mentor

**"I'd like to recognise Hannah's mentor for her incredible work.** Hannah is often withdrawn in lessons but the rapport her mentor has built is being used so effectively to encourage participation; after-school study sessions are a huge step for her."

Hannah's maths teacher

## How Alex\* learnt a love of reading

*"Alex, 12, began the year with a reading age of six, battled with confidence with schoolwork and spent afternoons in detention. After a four week programme with a City Year mentor, he found an interest in fiction, discussing the plots and becoming immersed in stories, and his reading age increased to nine. He continued to meet with mentors when they could fit in extra reading and **this June**, when they took his end of year assessment, **he achieved a reading age of 11.2 years.**"*

*"Without City Year mentors offering their time, experience and guidance, these opportunities would not happen and we are fortunate that they can reach at least 60 of our weakest readers every year through intensive interventions. New parents often tell us that the library is the heart of the Academy, but it's our committed City Year mentors' ongoing support for the reading intervention programme, who keep it beating."* School librarian

\*Names have been changed

## Attendance

**66%** of pupils across our London schools with attendance below 90% came into school more.

Our impact was strongest in schools where City Year mentors were fully embedded in attendance initiatives such as breakfast club or morning greetings.

### How mentoring supported the step up to secondary school

*"The transition from primary to secondary school is different for every student. For some it is an exciting fresh start and for others it can be the most daunting and scary time in their lives so far. As a City Year mentor working with Year 7 students, I had the chance to support this transition, watch them become comfortable in their new school and even begin to thrive.*

*"It was important to work closely with school staff. The Head of Year 7 eloquently described the students' transition as being similar to experiencing sea-sickness - when you are advised to focus on the land. My role was to be that steady point, providing stability for the Year 7s while everything else around them changes. I have been a person to talk to, lean on and support them in an unfamiliar environment. While mentoring has been a big part of this, I have run lunchtime clubs, particularly art and wellbeing, giving a space to have some calm time and make friends."*

City Year UK mentor

Year 7 pupils chosen for 1:1 City Year mentoring at this London secondary school had average attendance of 92.7% in 2024-2025 up from 86.5% in 2023-2024.

## Behaviour

Of all pupils mentored 1:1:

**86%** agreed they'd been given clear boundaries on unacceptable behaviour

**82%** said they'd been shown how to learn from their mistakes

**70%** of our Greater Manchester pupils targeted for extra help with behaviour showed a measurable improvement.

### How Nathan\* turned his behaviour around

*"When asked to support Nathan, 14, I felt a wave of anxiety. How was I going to support a child who struggles so much with anger? The next time I saw him in class, I didn't press him to work. I sat quietly beside him and asked how he was. To my surprise, he replied. From that day on, I focused on creating a bond. Our conversations were light, never about schoolwork, just moments to help him feel at ease. Slowly, I saw a change. He began to open up and ask if I could join him in lessons. And then something remarkable happened. He received a reward for positive behaviour. His attitude in school had visibly improved and so had his confidence.*

*"One afternoon, a teacher said: 'This is the first time we've seen him smile.' At that moment I felt something shift inside me. It wasn't just about helping Nathan with behaviour or lessons. It was about connection, trust, and being the one safe, consistent presence in his day."* City Year Mentor

**Over the year, Nathan achieved a 300% increase in lessons rated 'good' for behaviour. He improved his grades in 9 lessons and maintained them in his other 5.** \*Name has been changed

# Our impact on pupils mentored 1:1

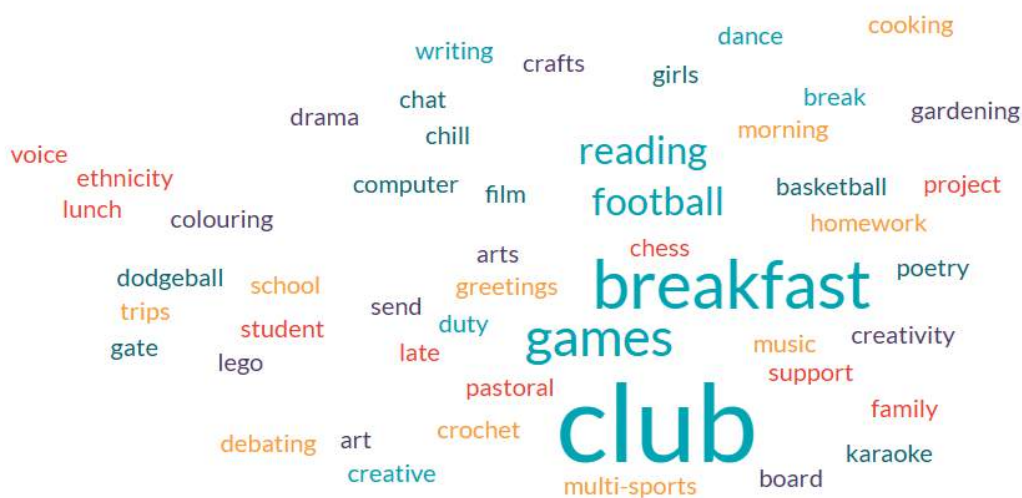
In 2024-2025 City Year UK provided teams of mentors to:

4 primary schools

10 secondary schools

1 alternative education provider

Alongside 1:1 support for individual children, our mentors dedicated **14,532 hours** to extra enrichment activities, open to pupils across our school communities:



## How Ahmed\* found a place to belong

**“Ahmed, 14, is a refugee. We started off by creating a space where he felt safe to speak.**

I shared a little about my own journey to the UK and he began opening up, especially when we talked about things familiar to him - Iraqi food and language. I made sure I was genuinely interested and in return, he shared more. He told me about struggling to make friends and feeling left out. I knew he loved gaming, so I encouraged him to try gaming club. He was hesitant, unsure how he'd fit in, but with encouragement, he gave it a try. Now he regularly chats and plays with boys who welcomed him in. Watching Ahmed go from quiet, withdrawn moments to laughing and feeling part of something has been one of the most meaningful experiences of my year.” City Year Mentor

\*Name has been changed

## Days of discovery

In 2024-2025, in partnership with our corporate supporters, we offered over **420 pupils** outstanding opportunities to explore new frontiers for their future careers.

### Thank you to:

**Bain Capital** for welcoming pupils to their office to learn about law, banking, IT and HR

**Ardian Foundation** for sparking pupils' imaginations with its app design challenge, testing teamwork and creativity

**DHL** for careers sessions on the logistics, AI and tech sectors. Workshops fostered employability through transferable skills

**Akin** for a day of STEM inspiration, with a cyber challenge, AI training and career stories

*"It was really, really fun. The teamwork made me more creative and the pitch built my confidence."* Pupil

*"The session was incredibly beneficial as it helped me understand advancements in AI and the skills required to become successful."* Pupil

**Mastercard** for a journey into tech careers, exploring algorithms, cryptology and fraud detection through **Girls4Tech** and taking **Mic Drop** to two of our schools. They hosted music industry professionals and an up-and-coming singer to inspire interest in the creative industries.

*"My favourite part was the performance from Young Athena, her vocals were insane! The event was great because I'm interested in backstage tech, lighting and sound and it was so enjoyable!"* Year 11 pupil

*"Thank you for bringing such a fantastic event to the school. The pupils had an incredible experience and were truly engaged. I am certain it will have left a lasting impact. We have careers week next week and this will have been a perfect way to kick things off."* Teacher

## Championing the hardest to reach children

### Mentoring at an alternative education provider

*"City Year is fully embedded with us - not as a separate intervention or external support, but as part of the core team. This speaks volumes about the mutual respect, collaboration, and shared commitment between staff and mentors. We are all in this together, supporting our students, sharing responsibility, and celebrating their progress. That kind of integration doesn't just happen - it's a reflection of the culture we've built together. I'm so proud of that."* Executive Headteacher

## By the year end, mentored pupils:

93% felt listened to

91% felt valued

75% had the social-emotional skills expected for their age

## How Alfie\* found the courage to come into school

**“Alfie, 14, hadn't attended a lesson all year.** I was asked to support him in maths but he was very apprehensive. I explained that I'd be sitting right next to him the whole time. I showed him the classroom, he chose a desk, put his things down, and immediately left the room. It was too overwhelming. I encouraged him to sit down with me in another room. We talked through what was making him anxious and did deep breaths. Once he was ready, we went back to the classroom. The lesson went very well. Even when he got some answers incorrect he didn't get upset, instead he asked me to show him where he went wrong.” City Year Mentor

**Alfie started the year with 25% attendance. By the summer, it had improved to 80%.**

\*Name has been changed

## SAKSHI'S STORY

### City Year mentor, 2024-2025

“From the beginning, I was thrust into situations that required adaptability, empathy and creativity. The environment was intense at times, especially when students shared traumatic experiences, but it was also incredibly rewarding. I've learned how to hold space for vulnerable young people while not carrying that emotional burden home, a skill I continue to work on but one that has undoubtedly made me more resilient.

“Some of the most impactful experiences have been with individual students who taught me just as much as I helped them. One 14-year-old was quiet and reserved but over time she opened up. Working with her required creativity; I developed Billie Eilish-themed worksheets to help her concentrate during English lessons. The most powerful affirmation of my work came when her EHCP\* was approved and I was mentioned as her trusted adult. It was a deeply moving moment that encapsulated everything this role has meant to me. The trust that students place in us, especially when they struggle to connect with others, is something I will never take for granted.

“This year has been a profound journey of mutual growth, trust-building, and personal development. I've come to understand that the smallest connections - shared jokes, personalised worksheets or just being a consistent adult presence - can make the biggest difference. This role has confirmed my desire to pursue a career supporting young people with additional needs and I'm incredibly grateful for the chance to have played even a small part in their journey.”

\*Education, health and care plan



Hear more from Sakshi on our podcast, **'Satchels of Success: Young Leaders Making a Difference'**



# Programme Innovation

## Part-time delivery model

City Year UK has long championed full-time, year-long social action as a powerful way for young people to make a difference while developing their own skills and confidence. As our context continues to evolve, we have been equally committed to designing models that respond thoughtfully to the realities facing both schools and young adults, without compromising on quality or impact.

Alongside sustained financial pressures on schools, particularly primary schools with lower pupil rolls, we also recognise that a full-time volunteering model is not accessible to everyone. Many potential mentors bring valuable lived experience but have caring responsibilities, need to earn alongside volunteering, or wish to continue part-time study. Broadening our delivery model allows us to reach these individuals and build mentor teams that better reflect the diversity of the communities we serve.

In 2023–2024, we introduced a part-time mentor option as an addition to existing school teams. This year, we took a more intentional step forward, successfully piloting part-time partnerships in two primary schools. These mentors were in school for two days a week rather than four, enabling us to continue supporting children in their vital early years while offering a more flexible and inclusive route into City Year UK. A particular highlight was the strength of the teams themselves, with part-time mentors bringing experience, focus and commitment that allowed them to hit the ground running.

- **Content with the level of 1:1 support mentors were able to give children**
- **Met the goals that were agreed at the start of the academic year**
- **Effectively integrated as part of the school body**

***"If you can afford it, there is substantial impact."***  
**SENCO, Primary School**

**10/10**

**Rating given by 2  
pilot primary schools**





# Empowering Young People Through Purpose



*"It's hard to find the chance to develop oneself, as well as make a difference to people's lives." City Year Mentor*

"Careers education, work experience, volunteering, social action and employer engagement are the bridges into work. Each one is in decline. Students eligible for free school meals, those with additional needs, Black, African, Black British or Caribbean students and NEET young people are consistently the least supported, leaving the young people who most need opportunity with the least access to it." Youth Voice Census 2025<sup>5</sup>

## Anyone can be a hero with City Year UK

*"If you want 'to be the change', then join. I was neglected and almost put into foster care when I was younger. I went through separation and grief. I had the same role as many daughters in immigrant families but my school didn't know, they didn't care, the counselling was never personal. I never felt heard or understood, so I wanted to be that change, I wanted to be that person for someone else and I can confidently say I was. That's my biggest achievement by far."* City Year Mentor

### The 18 to 25-year-olds, from all backgrounds, who volunteered in 2024-2025:

<b>63</b> full-time mentors	<b>30</b> part-time mentors	<b>30</b> school service leaders*
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\*Year-long paid placements with UK Year of Service starting in April 2024

<b>Ethnicity</b>	<b>Background and education</b>	<b>14%</b> with a disability, learning support or well-being requirements
Asian 37%	<b>4 in 10</b> had been eligible for free school meals	<b>16</b> mentors received enhanced support to overcome barriers to volunteering
Black 38%	<b>8 in 10</b> placement students	
Dual 4%	<b>1 in 10</b> graduate	
Other 6%	<b>1 in 10</b> school leaver	
White 14%		
Prefer not to say 1%		

**1 in 8 young people aged 16 to 24 are not in education, employment or training (NEET)<sup>6</sup>**

**61% were economically inactive; they weren't working, weren't seeking work and / or were not available to start work<sup>7</sup>**

**Less than half (47%) of 18 to 24-year-olds feel ready for work after education<sup>8</sup>**

<sup>5</sup> Youth Employment UK, Youth Voice Census, 2025,

<sup>6</sup> Department for Work and Pensions, Rising youth inactivity independent investigation to be launched, 2025

<sup>7</sup> House of Commons Library, NEET: young people not in education, employment or training, 2025

<sup>8</sup> IPPR, Towards universal opportunity for young people, 2025



# Side by Side with Our Mentors



**170 hours** of dedicated skills building



**242 supporters** from **12 partner organisations** provided professional insight and experience

**Opportunity to take a nationally recognised management qualification**

**8 out of 10 (81%)** mentors completed their City Year

## Development and support for in-school role

<b>11 days of comprehensive training</b> to start	A supportive City Year staff member in every school	Ongoing coaching and learning sessions to grow in-school skills	<b>CMI Level 3</b> in coaching and mentoring
Access to digital mental health support platform with network of accredited therapists	<b>3 wellbeing days</b> for mentors to do something just for them	Workshops on wellbeing, resilience, self care and protective boundaries	

## Preparation for life beyond City Year UK

### Employability skills forged in the real world

Time management	Project management	Stakeholder management	Public speaking
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### Creating pathways to opportunity

Cross sector career exploration: office visits, industry insight days, internships		Workshops: job applications, CV writing, interview techniques, problem solving
'Learning from leaders' events spanning business, public sector and charities	Enterprise challenge: product design, market research, budgeting, presenting	'Career Ready' day; careers advice panel and keynote speakers

### Underpinned by mentoring for our mentors

Own career mentor for 10 months	Individual development plans
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## A mentor-informed programme

As part of our commitment to putting mentors at the centre of City Year UK - shaping decisions and driving change - we translated their feedback from our new forum into action:

- Refined training on safeguarding, SEND, conflict resolution and for alternative provision schools
- Revisited school guidance on mentor role, particularly around break arrangements
- Increased the number of 'in person' leadership and development sessions by five days in 2024-2025



## How Changing Children's Lives Changed Mentors' Own

**In 2025, our mentors said:**

**100%** gained skills likely to apply to future roles

**95%** felt they made an impact on pupils' lives

**88%** had new experiences

**8 out of 10** likely to recommend City Year UK

**More than 9 out of 10** were in education, employment or training within three months of finishing their 'City Year'

**A reason to live:**



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**What I've learnt this year is invaluable** - my other work experience hasn't developed me like this. It is so rewarding and it has given me a reason to live. If you aren't sure if you want to go to uni or do an apprenticeship, this year will open your eyes to so many types of opportunities and so many people. I recommend it to anyone and everyone. The people you meet will be irreplaceable, the tears you shed for your students' sake will pay off and you won't regret taking this year out. Starting the programme at 18 and it now coming to a close, I have changed for the better in so many ways!" City Year Mentor



## Not only changed but stronger:



**Compared to when I first started, I've seen a transformation, not just as a leader, but as a team member.** I've learned how to listen, communicate, and allow others to support me when I need it. Despite moments where I felt challenged, I stayed focused on what mattered: the children and the difference I could make. I adapted to changing situations, pushed through difficult periods and continued to give my best. I leave this experience not only changed, but stronger, more self-aware, and better equipped to take on future challenges with purpose and confidence." City Year Mentor

## The Powers They'll Take with Them

The world of work is changing fast. Employers increasingly tell us that young people are entering the workforce without the essential skills they need to thrive - skills like communication, teamwork, problem solving and leadership. Rapid technological change, fewer face-to-face interactions and disrupted education and employment pathways have all played a part. While technical knowledge remains important, it is these human, transferable skills that employers consistently say are hardest to find and most valuable in the long term.

City Year's full-time social action model directly addresses this gap. By volunteering in schools every day, mentors are immersed in real-world, people-focused challenges that stretch them far beyond a classroom or training room. They are required to communicate clearly, build relationships, adapt quickly and lead with empathy - often in complex and high-pressure environments.

As one mentor reflected: "Volunteering full-time for a year has not been easy, in fact it's probably the most difficult thing I've ever done but if I could do that, I can now do anything."

## How mentors enhanced their essential skills\*

City Year UK's impact on mentors' essential skills is not accidental. Alongside the learning that happens every day in schools, we intentionally deepen and refine these capabilities through our structured Leadership Development Programme, delivered to mentors each Friday. This dedicated time allows mentors to step back from practice, reflect on their experiences, and deliberately strengthen the skills they are using in real time. The programme focuses on the development of eight essential skills, giving mentors a shared language, clear progression pathways and practical tools they can carry forward into employment and life beyond City Year.

While the importance of essential skills has long been recognised, there has historically been no consistent way of measuring, building or even naming them. In 2019, City Year UK joined the pilot of the Skills Builder Universal Framework, designed to do just that. The framework clarifies what essential skills are and provides a model for progression across the four areas routinely recognised as the core, transferable skills for employment: communication, creative problem solving, self-management and collaboration. This approach enables us to combine real-world experience with structured development and robust measurement.

### % of mentors working at 'advanced level' by year end

- > **Speaking** > **99% (up from 17%)** speaking engagingly using facts, visual aids, expression and gesture
- > **Creativity** > **96% (up from 21%)** applying creativity to their work and wider life, developing ideas, questioning and considering different perspectives
- > **Leadership** > **82% (up from 14%)** aware of their own strengths and weaknesses and those of their teams, building skills to mentor, coach and motivate others
- > **Problem solving** > **81% (up from 12%)** exploring complex solutions, thinking about causes and effects and generating and evaluating options
- > **Across 8 skills** (composite measure) > **88%** up from 9%

\*Measured by the Skills Builder Universal Framework

## How we measure essential skills



By 2025, the Skills Builder Universal Framework had been used by nearly 10 million people in more than 20 countries. In 2021 City Year UK was delighted to be awarded its highest level 4 for our impact on young people's essential skills.

## Bridging the Gap between Education and Work

Each of our mentors is also given their own career mentor. Known as a 'Bridge Builder', and often drawn from our corporate partners, they provide personal and career support over 10 months.

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**What sets my mentor apart is how deeply she listens.** She doesn't just hear you, she truly listens; with empathy, patience and without judgment. Her thoughtful, tailored advice has been some of the most valuable I've ever received. I carry her words with me in everything I do, whether it's preparing for an interview, writing my Master's applications, or just navigating the challenges of everyday life. My mentor truly embodies what it means to be a 'Bridge Builder'. She builds people up. She bridges gaps - not just between City Year and the future, but between self-doubt and self-belief." City Year Mentor



## Top 3 skills mentors gained from their 'Bridge Builders' in 2024-2025

> **CV writing**

> *"Rather than making me feel self-conscious or overwhelmed, her suggestions made me feel empowered and motivated. My applications became more focused, polished, and reflective of my strengths - and I felt more confident submitting them."*

> **Career planning**

> *"When I started, I was lost but a common hobby with my mentor has transformed into pursuing a career in the video game and e-sports industry. It's unlikely I'd have figured out how to break into the industry, or where to begin, without his guidance and advice."*

> **Interview skills**

> *"They have pushed me out of my comfort zone and have helped massively with skill building. Our sessions have included mock interviews and presenting a talk in front of colleagues from around the UK. The feedback was very useful!"*

## Insightful internship

Thanks to the support of J Leon - a London-based Investment organisation, eight mentors completed a four-day internship, exploring a wide range of career paths and learning from cross-sector leaders.

### A few mentor takeaways:

*"To network harder and not be afraid to try something new."*

*"Learn from failure and how many ways there are to reach your own success."*

*"An insight into careers I wouldn't have been interested in before."*



# Preparing a Pipeline of Teachers and School Staff

## Top 3 mentor career aspirations:

**5 out of 10** education and teaching

**3 out of 10** human resources

**3 out of 10** social care

“

***As the year has gone on and I've developed amazing relationships -***

*seeing my students grow, learn and break their personal glass ceilings, I've developed a zeal for teaching, pastoral care, safeguarding, working with SEND pupils and helping students realise and achieve their fullest potentials. This zeal is one I plan to nurture and grow and I am truly grateful to have had this year to be able to gain clarity on my professional purpose.”* City Year Mentor





# Developing Destinies

**Fifteen years on, City Year UK has established itself as a powerful launch pad for more than 1,800 young people. To mark our anniversary, we reconnected with some of our earliest mentors to hear what City Year still means to them today and where their journeys have taken them since.**



## **Zipporah**

*"At City Year if you give, you also gain. They are invested in you - in your career journey and your development as a person. I know a year is a long time and it can feel very hard during the dark days but when you get to August, you can say, 'I did this, I made a difference to a child's life, that possibly wouldn't have got through the hard times without me.'*

*"My City Year experience didn't end with volunteering as a mentor. I then applied for different roles inside the organisation and ended up working for City Year UK for 12 years, making lifelong friends and gaining experience across different departments. At our ten year anniversary I was on a panel talking about my experience and another Black young woman was on the panel. She said, 'seeing Zipporah in leadership inspires me to know I can do the same.' It even gives me shivers now, remembering that moment, because it really highlights social mobility for me. You can't always be what you can't see. I'm now an ambassador of sorts and being able to come back and share my story with the mentors who've come after me is gratifying."*



**A City Year mentor in 2010-2011, Zipporah is now Head of Talent and Engagement at 20/20 Levels, a social mobility organisation empowering Black and racially underrepresented young people through opportunities to maximise their potential.**



**Hear more from Zipporah, Joey and Amna on our podcast, 'Satchels of Success: Young Leaders Making a Difference'**



## Joey

*"What resonated with me at City Year was the feeling, wow, I belong to this team, we had the matching red jackets, we were all doing the same thing, we were in this together. Even when times were challenging we were able to support each other to achieve the goals we were working towards in school every day. That's what helped me really enjoy the experience and the reason I stayed on.*

*"We also had these little sayings that you could bring into your team meeting every day, like 'always communicate' and 'always put your front foot forward.' They were little lessons in how to approach things in a collaborative way. What stuck with me most was 'ubuntu' - it takes a village to raise a child - that mentality that you have to bring people with you on the journey. I've been able to apply those, particularly in my volunteering beyond City Year."*



**A City Year UK mentor in 2011-2012, Joey works in regeneration for a borough council and was previously at East London Business Alliance, building connections between businesses and local communities to support young people.**

## Amna

*"Growing up, I wasn't used to seeing women being asked about their ideas and opinions - it just wasn't the norm. People say that when you've never had something, even the bare minimum of it can feel like everything. For me, joining City Year UK in 2013 was that moment. As a volunteer I found myself surrounded by an extraordinary team of women leaders."*

**A City Year mentor in 2013-2014, Amna is a Forbes 30 under 30 honouree, TEDx speaker, and co-founder of GirlDreamer, an award-winning non-profit dedicated to breaking systemic barriers for women of colour. Read more about Amna's story at [cityyear.org.uk/about/blog](https://cityyear.org.uk/about/blog)**



# Our Commitment to Our Communities



# Taking social action

City Year UK is built on youth social action and that extends beyond the school gates and into our communities. Alongside their mentoring role, each team of young people developed their own social action project to support a cause they care about. Here's a snapshot:

Helped refurbish The River Manchester, a charity supporting women who've experienced domestic abuse and provided food parcels for families in need.

Fundraised for Birmingham Children's Hospital: *"As we work with children daily we would wish for them to get the best treatment should anything affect their health."*

Volunteered at Burnage Foodbank, reorganising its storage space to make food donations more accessible and improve its efficiency to better serve the local community.

## Steps to Togetherness

Last year, we became part of [Steps to Togetherness](#), a grassroots movement dedicated to reducing isolation and loneliness by strengthening connections within and between communities. The movement has identified 32 practical, evidence-informed actions that help people build meaningful relationships and drive wider, systemic change.

Civil Society Consulting, the not-for-profit organisation behind the initiative, delivered a training session for City Year UK mentors, introducing them to the steps and exploring how they could be brought to life in school settings. One mentor reflected on the impact of one particular step:



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**My favourite step is 'joining a club'.** We've seen the computer games club really take off at our school. It's taking something which can be quite isolating - gaming at home - and bringing it into a school environment where pupils from different age groups can sit around the same game and bond. It's been our most popular club and we've had to expand it into a second classroom. It's really clear that that interest is a really good way for those children to build a little gaming community." City Year mentor

Civil Society Consulting also partnered with one of our teams to bring the Steps to Togetherness approach directly into a school for the first time. Around 60 Year 9 pupils took part in workshops exploring what community means to them and why it matters. Together, they mapped their own 'villages', identifying the people, places and spaces where they find belonging, connection and support.



## Connecting with our corporate community

Across six days of community action in 2024–2025, mentors and corporate partners worked side by side to support children in local communities. Alongside the immediate benefit for pupils, mentors had the chance to connect with professionals, develop teamwork and communication skills, and talk directly about the difference they see every day in schools

THANK YOU to the 150 volunteers from Akin, Ardian and Vertex who together:

**Gave 646 hours**

**Created 400 resource packs and pencil cases for pupils in our schools**

**Painted murals and storage carts** and built bench boxes and buildings for a community centre and adventure playground

Regenerated a community rooftop garden

Service days were delivered in collaboration with Care Force™, a division of City Year Inc.





***It was a fun and creative day. The Ardian volunteers spoke to us about their jobs and what their daily life looks like. It was nice hearing their insights about different roles and I was, in turn, able to outline how we coach, support and inspire the children within our remit to enhance their life chances.***

City Year Mentor

## Pitching in

Our thanks also goes to Alvarez & Marsal's Financial & Operational Restructuring and Insolvency teams for hosting a five-a-side charity football tournament in aid of City Year UK and Campaign Against Living Miserably in summer 2025.

Our mentors joined over 75 players from across the restructuring and investment community. We're grateful to everyone who participated, cheered from the sidelines, and gave so generously.





**Spreading  
our Message**

Only one in three people have the perception that young people are making a contribution to their communities<sup>9</sup>. We used our 15th anniversary to spread our message that they can change the world, they just need the opportunity.

In 2024-2025 we:

### Launched a podcast



Listen to 'Satchels of Success: Young Leaders Making a Difference' to hear how young people are impacting their communities; turning bags of potential into satchels of success

### Revamped our animation explaining City Year UK's model

Watch it on our [YouTube channel](#) at @TVCityYearUK

### Reached out to our alumni

We invited former mentors to an alumni dinner hosted by Rodney and Zipporah, two of our earliest mentors and now long-term supporters and we reconnected through a fundraising campaign, 15for15.

"Will stand by City Year always."  
"City Year I owe you so much."



"City Year was where my career began... thank you for the opportunities that were so formative."

## Held a Summer Fair

With special thanks to City of London Academy Islington for hosting our celebration, bringing together over 100 people drawn from corporate partners, trustees, teachers, pupils and their families, City Year staff and our mentors.



City Year alumnus, Big Zuu, sent a video of support, touching on how wearing the red jacket had changed him as a person, and two students took to the stage, alongside a mentor, to share their personal stories of progression.

We were delighted to raise over £80,000 to tackle educational inequality.

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<sup>9</sup> The #iWill Movement, "Can you see us?" Understanding public perceptions of young people and youth social action, 2024

Our 15th Anniversary Summer Fair was made possible with the generous support of our sponsors and individual donors. THANK YOU TO:



<b>Akin</b>				
<b>HarbourVest</b>		<b>Bank of America</b>		
<b>Jennifer Eplett Reilly &amp; Sean Reilly</b>	<b>Peter Wilson</b>	<b>Aliza Blachman O'Keeffe</b>	<b>Lisa Grattan</b>	<b>Gretchen Bergstresser</b>
<b>Jonathan Beebe</b>	<b>Caroline Clark</b>	<b>Matthew Davies Candice Sammeroff</b>	<b>Patrick Flaherty</b>	<b>Stephen Greene</b>
<b>Colin Hely- Hutchinson</b>	<b>Kevin Munday</b>		<b>Sue Sherring</b>	<b>James Terry</b>
<b>Suzanne Bonk in memoriam</b>	<b>Bill Bonk &amp; AnnMaura Connolly</b>	<b>Kanna &amp; Jill Kunchala</b>		<b>John &amp; Alice Scardino</b>
<b>Phyllis Segal</b>		<b>Tom Sheridan</b>	<b>Stephanie Wu &amp; Frank Campagna</b>	



**Partnering  
to Unlock  
Potential**



Meaningful partnerships are fundamental to the breadth and depth of difference we make to children and young people.

In 2024-2025:

**242 volunteers inspired and guided the next generation**

Sharing insights, advice and expertise on cross-sector careers and skills development through talks, panels, networking, workshops and mentoring

**61 volunteers supported us as ambassadors, advocates and advisers**

Spreading our message, shaping our strategy and celebrating our mentors.

**We are proud to share our impact with:**

- Akin
- Ardian
- Bain Capital
- Bank of America
- Baron Davenport's Charity
- BGF Foundation
- CVC Capital Partners Limited
- DHL UK Foundation
- E B M Charitable Trust
- Garfield Weston Foundation
- Gowling WLG (UK) Charitable Trust
- HarbourVest
- The Christopher and Henry Oldfield Trust
- Howden
- Jefferies
- John Scott Charitable Trust
- Lillie Johnson Charitable Trust
- Mastercard
- National Citizen Service Trust
- Souter Charitable Trust
- St James's Place Charitable Foundation
- The Drapers' Charitable Fund
- The John Armitage Charitable Trust



The Joseph Strong Frazer Trust  
The Merriman Charitable Foundation  
The Pamela Barlow Charitable Trust  
The Roger & Douglas Turner Charitable Trust  
The W O Street Charitable Foundation  
Vertex Pharmaceuticals

**THANK YOU.**

## Teaming Up to Transform Tomorrow

### City Year UK and the DHL UK Foundation

#### 2016-2025

**Over £1 million in funding:** boosting education, skill development and employment opportunities for the next generation growing up in disadvantaged communities

**8,981 children** in underserved areas impacted, with careers education delivered in and out of class. 63 GoTeach sessions since 2021

**1,230 young adults** empowered as mentors and equipped for the future, with 500 achieving accredited leadership and management qualifications

**THANK YOU to over 600 DHL employees who gave their time and expertise**

**Mentors to our mentors**

**Careers talks**

**Skills workshops**

**Industry exploration days**

// **Without a doubt, a key component of our special partnership has been City Year UK's collaboration with DHL employees.** Through various activities, DHL employees have shared their skills and experience, offering guidance to City Year UK mentors, whether through the Bridge Builder mentoring programme, panel events or mock interviews. We know the significant impact of employer interactions for young people's development and career trajectory and are proud that our partnership has provided these opportunities.

"City Year's approach was always, 'What more can we do, what are the opportunities available?' It wasn't just about ticking a box but about what we could do together to shift the needle. It was about having the shared ambition to build a beautiful programme." Caroline Courtois, CEO, DHL UK Foundation



**Hear more from Caroline and her inspiring perspective on partnering for social impact in episode 6 of our podcast, 'Satchels of Success: Young Leaders Making a Difference'**



# Financial Review

The charity sector continues to operate within a challenging economic environment, with increased costs and pressure on fundraising income. Schools have also faced sustained financial pressures, limiting capacity for discretionary external programmes. During the year, City Year UK delivered its programme in 15 schools across three sites.

City Year UK reported net outgoing resources for the year ended 31 July 2025. This position had been identified early in the financial year through updated forecasting and regular financial monitoring. Total incoming resources were £1,651,566 and total resources expended were £2,117,235, as shown in the Statement of Financial Activities on page 67.

The position arose primarily from a reduction in programme and fundraising income, while the organisation's cost base had been structured for a larger scale of delivery in previous years. During the year, the trustees and senior leadership team undertook a comprehensive organisational review. This included a restructuring process and a reduction in staffing levels through redundancy and natural attrition, resulting in a reduction of 12 roles, approximately 32 per cent of the workforce, and a leaner organisational structure.

The net outgoing resources were met from reserves accumulated in prior years. At 31 July 2025, unrestricted reserves stood at £6,458. Restricted funds were fully expended in accordance with funder requirements and stood at nil at the year-end.

The restructuring actions taken during the year have reduced the ongoing cost base and positioned the organisation to operate on a more sustainable footing going forward.

## **Reserves**

Trustees' policy is to retain a prudent level of reserves from unrestricted income to:

- Ensure that the charity can continue to provide a stable and high quality service to our beneficiaries
- Provide sufficient working capital for the planned activities for the following year
- Meet unexpected costs such as loss of key personnel, staff cover for illness, maternity or paternity leave, or the legal costs defending the charity's interest
- Invest in organisational development to support long-term stability and sustainability
- Meet all contractual liabilities, and in the event of the closure have provision set aside for redundancy costs, liabilities to creditors and any existing lease commitments
- Replace equipment as it wears out and which is not funded by restricted funds.

## **Amount of reserves**

At 31 July 2025, unrestricted reserves stood at £6,458 compared to £472,127 at 31 July 2024. The reduction reflects the net outgoing resources reported for the year and the utilisation of previously accumulated reserves to support the organisation through a period of transition and restructuring.

The trustees' reserves policy is to hold unrestricted reserves equivalent to two to three months of operating expenditure. Based on the approved budget for the current year, this equates to between £327,000 and £491,000.

Unrestricted reserves at the year-end are significantly below this target range. The trustees have therefore implemented a recovery plan which includes operating within a reduced cost base and a focused fundraising strategy to rebuild reserves. Cashflow forecasts and reserve levels are reviewed at each Board meeting, with the committees meeting more frequently to monitor financial performance and cashflow and report regularly to the Board.



## Assessment of going concern

The Trustees have considered the appropriateness of preparing the financial statements on a going concern basis. In doing so, they have reviewed the charity's current financial position, updated cash flow forecasts, fundraising pipeline, reserves position, committed expenditure, and the key risks and mitigating actions available to the organisation.

The assessment covers a period of at least twelve months from the expected date of approval of the financial statements. As the approval of the financial statements has been deferred, the Trustees have also considered the organisation's projected position across the 2026/27 financial year.

The charity continues to operate with minimal unrestricted reserves, which remain below the target range set out in the reserves policy. This limits the organisation's ability to absorb unexpected reductions or delays in income. The Trustees also recognise that the charity remains reliant on the successful conversion of fundraising opportunities in order to meet its financial obligations and support delivery in the next financial year.

For the current financial year ending 31 July 2026, management's latest forecast indicates that the charity is expected to remain cash positive to the year end, subject to the receipt of income from donors that has been committed but not yet paid.

Looking ahead to 2026/27, approximately 47% of the organisation's income for the financial year is derived from school partnership income relating to programme delivery with partner schools. This provides an underlying level of recurring operational income across the academic year. At the date of this assessment, 100% of target partner schools have committed to the 2026/27 programme, reflecting the strength of existing school relationships and continued demand for the organisation's programme delivery.

The remaining income for FY27 is reliant on external donors. The Trustees recognise that fundraising income forecasts in the prior period did not convert in full within the anticipated timeframe. As a result, additional scrutiny has been applied during the current assessment to the maturity, probability weighting and expected timing of pipeline opportunities. The Trustees have focused particularly on opportunities assessed as having a higher likelihood of conversion within the assessment period. The Trustees have considered the progress made in strengthening fundraising oversight during the year. This has included more structured pipeline monitoring, probability weighting of opportunities, more frequent reporting to Trustees and closer review of the timing and maturity of individual prospects.

The Trustees have reviewed the current cash flow forecast and fundraising pipeline. At the date of this assessment, secured income for 2026/27 remains limited and the organisation is dependent on the conversion of both existing funder renewals and new fundraising opportunities. While the pipeline includes a number of opportunities across corporate partnerships, trusts and foundations, individual giving and philanthropic networks, a significant proportion remains unconfirmed and subject to funder decision-making and timing.

Whilst based on current funding opportunities within the pipeline the organisation would be fully funded for 2026/27 if all opportunities converted to committed funding, Trustees note that the overall value of the pipeline at this stage of the year is lower than at comparable points in previous years, and there remains an immediate requirement to secure material additional funding during the remainder of 2026.

Given the challenging fundraising environment in the UK, the organisation has been working closely with City Year Inc (US) who have been providing support to the organisation both in terms of supporting engagement with US-based donors who have a global perspective, plus providing additional fundraising resources. Given the challenges facing private sector fundraising, the Trustees have also identified a strategy of income diversification through partnerships with the public sector, given the strong focus of the education sector on improving English and Maths in schools, and the growing issue of NEET youth in the UK. Both of which are central to the mission and work undertaken by the organisation.

The Trustees have also considered the impact of leadership stability on the organisation's fundraising and external engagement activity. The organisation has operated without a permanent Chief Executive for a prolonged period during the current year, but a new permanent Chief Executive has recently been appointed and will join the organisation shortly. The new Chief Executive has many years of experience in delivering youth services that meet local needs and support our communities. The Trustees consider that this appointment provides greater organisational stability and strengthens the charity's leadership capacity, external engagement and fundraising capability going forward, including the development of relationships with existing and prospective funders and supports the Trustees' strategy of diversification of income in the public sector.

The Trustees have also considered the mitigating actions available to the organisation should income not be secured in line with current forecasts. These include close monitoring of cash flow, continued control of discretionary expenditure, review of staffing and programme delivery assumptions, active management of creditor and payment timings where appropriate, and further Trustee oversight of financial decision points. The organisation has also previously taken action to reduce its cost base and align expenditure more closely with current levels of activity.

Notwithstanding these actions, the Trustees recognise that there is a material uncertainty relating to the charity's ability to secure sufficient income during 2026/27 to meet its obligations as they fall due without requiring significant further action. This uncertainty arises principally from the current level of unsecured fundraising income required for 2026/27, the reliance on successful conversion of elements of the fundraising pipeline, the limited level of unrestricted reserves, the timing of funder decisions, and the implementation of the organisation's public sector income diversification strategy.

The Trustees have concluded that these conditions indicate the existence of a material uncertainty which may cast doubt on the charity's ability to continue as a going concern. The financial statements do not include any adjustments that would result if the charity were unable to continue as a going concern.

However, given the status of current fundraising opportunities, the level of secured school income, and the confirmation of all target partner schools for the 2026/27 programme, the actions already taken to strengthen fundraising and financial oversight, the appointment of a permanent Chief Executive, and the strategic actions available to the organisation, the Trustees consider that there remains a reasonable expectation that the charity will have adequate resources to continue in operational existence for the foreseeable future.

For this reason, the Trustees have concluded that it remains appropriate to prepare the financial statements on a going concern basis.

## **Our funders**

We thank all our supporters during the year, to whom we are deeply grateful:

**Akin**  
**Ardian**  
**Bain Capital**  
**Bank of America**  
**Baron Davenport's Charity**  
**BGF Foundation**  
**CVC Capital Partners Limited**  
**DHL UK Foundation**  
**E B M Charitable Trust**  
**Garfield Weston Foundation**  
**Gowling WLG (UK) Charitable Trust**  
**HarbourVest**  
**The Christopher and Henry Oldfield Trust**  
**Howden**  
**Jefferies**

**John Scott Charitable Trust**  
**Lillie Johnson Charitable Trust**  
**Mastercard**  
**National Citizen Service Trust**  
**Souter Charitable Trust**  
**St James's Place Charitable Foundation**  
**The Drapers' Charitable Fund**  
**The John Armitage Charitable Trust**  
**The Joseph Strong Frazer Trust**  
**The Merriman Charitable Foundation**  
**The Pamela Barlow Charitable Trust**  
**The Roger & Douglas Turner Charitable Trust**  
**The W O Street Charitable Foundation**  
**Vertex Pharmaceuticals**

## **Principal risks and risk management**

City Year UK's trustees have considered the major risks to which the charity is exposed and have reviewed those risks and established policies, systems and procedures to manage them. A risk register is updated at least annually and this is regularly reviewed to mitigate the risks the charity faces.

The principal risks are:

- Loss of funding or inability to secure sufficient funding
- Safeguarding failure for volunteers and children
- Inability to recruit sufficient schools or young people
- Reputational damage
- Breach of data security or compliance
- Loss of key personnel
- Fraud or financial mismanagement

City Year UK has a safeguarding policy that covers all our interactions with pupils and all volunteers undertake child protection training before being permitted to volunteer in schools or work with children. In a review of the safeguarding policy, the NSPCC noted that it was 'fit for purpose' and made recommendations for further improvement which have been implemented. Volunteers and staff undergo a DBS check before they can take up a paid or voluntary role with City Year UK. Policies and procedures are in place to ensure compliance with the health and safety of our staff, volunteers and visitors. There are internal policies and procedures covering HR, IT, GDPR/data protection, privacy and security as well as internal financial controls for the authorisation of all financial transactions and projects.



**Plans for  
2025 - 2026**

## Measurement

At City Year UK we use measurement to drive programme design, inform our interventions and improve outcomes for children in need. Looking forward, we continue to hone our approach and explore the potential for more precise evaluation of the link between pupil engagement and progress.

Following our acceptance onto Sainsbury's Data Philanthropy Programme, our team took part in a two day hackathon-style event with data analysts. A key insight from our 2024-2025 data showed that pupils with significantly improved social-emotional skills (measured using DESSA) improved their attendance by 3.5%.

In 2025-2026, City Year mentors will use our own 'Areas of Focus' model, bringing together research, best practice and proven high-impact strategies to sharpen delivery of interventions. At its heart is social and emotional learning, reinforced by the opportunity for schools to target three other areas for improvement per pupil: attendance, behaviour and maths or English. Taken together, these pillars create the conditions for children to thrive.

Where schools have chosen maths or English support, each child will be enrolled onto IXL Learning, a leading educational platform aligned to the National Curriculum. Offering personalised maths and English practice, the platform will also help us maintain consistency in our academic support and improve data insights. A diagnostic assessment gives a clear picture of where pupils are in their own learning journey and the skills they need to develop. An interactive dashboard tracks real-time progress, also enabling school staff to receive intervention updates. There are dedicated GCSE and SATs skills plans and for maths, pupils with English as an additional language can practise skills using translation.

## Our 'Areas of Focus' Model for 2025-2026

Pupils chosen for individual mentoring in consultation with school			
Identify which <b>social-emotional skills</b> will benefit each child. Weekly sessions to develop:			
<b>Optimistic thinking</b>	<b>Self-management</b>	<b>Relationship skills</b>	<b>Social awareness</b>
<b>Self-awareness</b>	<b>Personal responsibility</b>	<b>Goal-directed behaviour</b>	<b>Decision making</b>
Tailored strategies for individual pupils Activities integrated into daily routines Social-emotional learning fostered within class		Focus on positive behaviours Track progress to inform next steps Close collaboration with teachers and staff	

**PLUS opportunity for schools to target:**

<b>Maths or English</b>		<b>Behaviour</b>	<b>Attendance</b>
Personalised plan Real-time progress tracker SATs and GCSE options	Coaching in and out of class Skills development, lesson recap or exam preparation	In-lesson support Attention to learning Check-ins	Morning meet and greet Phone calls home Walking to lessons

Support for all pupils before, during and after school

<b>New opportunities and innovative activities</b>			<b>Promoting positive, welcoming communities</b>	
Running extra clubs	Helping on class trips	Staging events	Extra 'eyes and ears' at breaktime	Someone to talk to who isn't a teacher

# Structure, Governance and Management



## **Governing document**

City Year UK is a registered company limited by guarantee, incorporated on 17 July 2009 and registered as a charity (number 1131350) on 25 August 2009. It was established under a Memorandum of Association, which defines its objects and powers and is governed under its Articles of Association. In the event of the company being wound up, members (who are currently solely the trustees of the charity) are required to contribute an amount not exceeding £10. The board of trustees, together with the senior management team, are set out at the end of this document.

## **Recruitment and appointment of trustees**

The directors of the company are also charity trustees for the purposes of charity law. Under the requirements of the Memorandum and Articles of Association, trustees serve a three-year term. They can be re-elected and generally serve a maximum of three terms. The articles make provision for trustees to serve additional terms in exceptional circumstances and with the unanimous agreement of all other trustees. One existing trustee was re-elected for a new term, and one trustee resigned from the board. All trustees gave their time voluntarily and received no benefits from the charity.

## **Trustee induction and training**

An induction pack for trustees is in place, and all new trustees are invited to meet with the chair and chief executive to discuss the work of the charity and in particular to be informed of:

- The obligations of trustees;
- The main documents which set out the operational framework for the charity including the Memorandum and Articles;
- Resourcing and the current financial position; and
- Future plans and objectives.

Trustees' needs are assessed on an individual basis, and training is provided if required. During the year, all trustees engaged in development sessions covering educational policy changes, trends in volunteer engagement and building a culture of equity, diversity and inclusion.

## **Organisational structure**

City Year UK has a board of trustees who meet quarterly, as well as delegating specialist matters to committees where appropriate. Collectively, they are responsible for the strategic direction, policy and financial sustainability of the charity. At present, the board has ten trustees from a variety of professional backgrounds relevant to City Year UK's work.

Recommendations on strategic direction, financial progress and day-to-day management of the charity's activities are delivered by the senior leadership and wider staff team.

## **Arrangements for setting pay and remuneration of key management personnel**

Pay and remuneration of the senior leadership team are set by the chief executive by reference to both internal pay scales and external benchmarking. This process is conducted by the trustees for the remuneration of the chief executive.

## **Relationship with related parties**

City Year UK operates under an international affiliation agreement with City Year Inc., a not-for-profit registered in the US. The technical assistance and affiliation agreement gives City Year UK the rights to use the proven City Year Inc. programme design. The affiliation agreement came up for renewal in December 2019 and has since gone through two successful bi-annual recertification processes.

## **Statement of trustees' responsibilities**

The trustees (who are also the directors of City Year UK for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charity SORP
- Make judgements and estimates that are reasonable and prudent
- 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 proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

## **Public benefit**

In developing the objectives for the year and in planning our activities, the trustees have considered the Charity Commission's guidance on public benefit.

City Year UK's purpose (as set out in the Objects of the Charity in the Articles of Association) is to promote the education of young people under the age of 25 years in the UK and to advance citizenship by the development of

volunteering opportunities. The work we do in pursuit of our mission is illustrated throughout this report. City Year contributes to public benefit through both coaching students furthest from opportunity in school and supporting young adults to develop skills for life and work.

## **Fundraising**

City Year UK is registered with the Fundraising Regulator and is committed to fundraising in line with the Code of Fundraising Practice in a way that is open, honest and respectful. During the year, City Year UK did not make use of any external consultants to undertake its fundraising activities. No data was shared with, or sold to, any external agencies. We did not undertake direct mail shots, send any unsolicited newsletters or approach any vulnerable individuals to support our work. A complaints policy is in place, but we received no complaints during the year about any of our fundraising activities.

This report was approved by the Trustees on 29/05/2026 and signed by order of the Board



**Matthew Davies (Chair of Trustees)**

29/05/2026





# **Independent Auditors' Report and Financial Statements**

## Opinion

We have audited the financial statements of City Year UK (the 'charitable company') for the year ended 31 July 2025 which comprise the statement of financial activities, the balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2025 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Material uncertainty relating to going concern

We draw attention to the accounting policy on Going concern in the Financial Statements which sets out the challenges the charity has faced in converting its fundraising pipeline into secured income in a challenging fundraising environment and whilst the charity has been without a permanent Chief Executive. The accounting policy sets out the steps the charity is taking to address these issues. As stated in the accounting policy these conditions indicate that a material uncertainty exists that may cast significant doubt on the charity's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Our evaluation of the Trustees' assessment of the charity's ability to continue to adopt the going concern basis of accounting included review of the fundraising pipeline and cashflow forecasts to July 2027. Our key observations are that the charity is working closely with City Year Inc who are providing additional fundraising resources and supporting engagement with US-based donors and with the appointment of a new permanent Chief Executive the charity has identified a strategy of income diversification.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

## Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditors report thereon. The trustees are responsible for the other information.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine

whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

## **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions from the requirement to prepare a Strategic Report or in preparing the Report of the Directors.

## **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement set out on page 59, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

## **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line

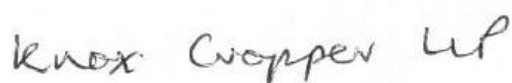
with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- The Charitable Company is required to comply with both company law and charity law and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding of how the charitable company complied with its legal and regulatory framework, including the requirement to properly account for restricted funds, through discussions with management and a review of the documented policies, procedures and controls.
- The audit team, which is experienced in the audit of charities, considered the charitable company's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that all restricted income was properly identified and separately accounted for and to ensure that only valid and appropriate expenditure was charged to restricted funds. This included reviewing journal adjustments and unusual transactions.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

### **Use of the audit report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken, so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report or for the opinions we have formed.



**Simon Goodridge (Senior Statutory Auditor)**

For and on behalf of Knox Cropper LLP, Statutory Auditor  
65 Leadenhall Street  
London  
EC3A 2AD

29/05/2026

# **Statement of Financial Activities**

**CITY YEAR UK**  
STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 JULY 2025

	Notes	Unrestricted Funds	2025 Restricted Funds	Total Funds	Unrestricted Funds	2024 Restricted Funds	Total Funds
<b>Income and endowments from</b>							
<b>Donations and legacies</b>							
Grants and Donations	2	563,910	307,116	871,026	1,486,075	179,682	1,665,757
Investment Income		5,064	-	5,064	656	-	656
<b>Charitable activities</b>							
School Fees		775,476	-	775,476	973,570	-	973,570
<b>Total Income</b>		<u>1,344,450</u>	<u>307,116</u>	<u>1,651,566</u>	<u>2,460,301</u>	<u>179,682</u>	<u>2,639,983</u>
<b>Expenditure on</b>							
<b>Raising funds</b>							
Costs of Generating Voluntary Income		275,687	-	275,687	296,939		296,939
<b>Charitable Activities</b>							
Programme Expenses		1,534,432	307,116	1,841,548	2,141,218	179,682	2,320,900
<b>Total Expenditure</b>	3	<u>1,810,119</u>	<u>307,116</u>	<u>2,117,235</u>	<u>2,438,157</u>	<u>179,682</u>	<u>2,617,839</u>
<b>Net income/(expenditure)</b>		<u>(465,669)</u>	<u>-</u>	<u>(465,669)</u>	<u>22,144</u>	<u>-</u>	<u>22,144</u>
<b>Net Movement in funds</b>		<u>(465,669)</u>	<u>-</u>	<u>(465,669)</u>	<u>22,144</u>	<u>-</u>	<u>22,144</u>
<b>Reconciliation of funds</b>							
<b>Total Funds Brought Forward</b>		<u>472,127</u>	<u>-</u>	<u>472,127</u>	<u>449,983</u>	<u>-</u>	<u>449,983</u>
<b>Total Funds Carried Forward</b>		<u>6,458</u>	<u>-</u>	<u>6,458</u>	<u>472,127</u>	<u>-</u>	<u>472,127</u>

All incoming resources and resources expended derive from continuing activities.

# **Balance Sheet**

**CITY YEAR UK**  
BALANCE SHEET  
AS AT 31 JULY 2025

	<b>Notes</b>	<b>2025</b> <b>£</b>	<b>2024</b> <b>£</b>
<b>Fixed Assets</b>			
Investments	9	-	1
		-	1
<b>Current Assets</b>			
Debtors	10	17,275	202,271
Cash at Bank and in Hand		225,673	397,945
		242,948	600,216
<b>Liabilities</b>			
Creditors: amounts falling due Within One Year	11	236,490	128,090
<b>Net Current Assets</b>			
		6,458	472,126
<b>Total Net Assets</b>			
	13	6,458	472,127
<b>The Funds of the Charity:</b>			
<b>Unrestricted Funds</b>			
General Funds	12	6,458	472,127
<b>Restricted Funds</b>			
	12	-	-
<b>Total Funds</b>			
		6,458	472,127

Approved by the Board of Trustees on 29/05/2026 and signed on its behalf by:



.....  
Matthew Davies

Chair of Trustees

Registered Company Number: 06965846

Registered Charity Number: 1131350

# **Statement of Cashflows**

**CITY YEAR UK**  
STATEMENT OF CASHFLOWS

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Net cash flows provided by (used in) operating activities	(172,272)	(57,474)
	(172,272)	(57,474)
<b>NET CHANGE IN CASH AND CASH EQUIVALENTS</b>		
	(172,272)	(57,474)
	(172,272)	(57,474)
Cash and cash equivalents at the start of the year	397,945	455,419
	225,673	397,945
<b>Cash and cash equivalents at the end of the year</b>	<b>225,673</b>	<b>397,945</b>
<b>RECONCILIATION OF OPERATING SURPLUS TO NET CASH INFLOW FROM OPERATING ACTIVITIES</b>		
	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
<b>Net Income / (expenditure) for the financial year</b>	(465,668)	22,144
<b>Adjustments for:</b>		
(Increase)/decrease in debtors	184,997	(69,530)
Increase/(decrease) in creditors	108,339	(10,087)
	(172,272)	(57,473)
<b>Net cash provided by (used in) investing activities</b>	<b>(172,272)</b>	<b>(57,473)</b>

**Notes Forming Part  
of the Financial  
Statements**

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2025

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**1. ACCOUNTING POLICIES**

**a. Basis of Accounting**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 second edition) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

**b. Going concern**

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements in respect of a period of one year from the date of approval. In making this assessment, the trustees have reviewed detailed cashflow forecasts, expected school income, secured funding, the weighted fundraising pipeline, current reserves and the risks associated with future fundraising income.

The trustees have concluded that these conditions indicate the existence of a material uncertainty which may cast significant doubt on the charity's ability to continue as a going concern. However, having considered the level of expected school income, current fundraising opportunities, the appointment of a new permanent Chief Executive, and the actions taken to strengthen fundraising and financial oversight, the trustees consider that there remains a reasonable expectation that the charity will have adequate resources to continue in operational existence for the foreseeable future.

Accordingly, the trustees continue to adopt the going concern basis in preparing the financial statements. The financial statements do not include any adjustments that would result if the charity were unable to continue as a going concern.

**c. Income**

Income consists of grants and donations and bank interest receivable. These are dealt with on a receivable basis, i.e., income is recognised when it becomes legally receivable. Where income has been used specifically for funding fixed assets, the income is recognised in the Statement of Financial Activities and depreciation on the fixed assets is charged against the relevant fund as it arises.

**d. Donations in Kind**

Donations in kind are recognised both as income and expenditure where their value can be ascertained with reasonable certainty.

**e. Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is recognised on an accruals basis. Whenever possible, expenditure is allocated direct to the activity to which it relates on an actual basis. Where actual allocation is not possible the costs are apportioned on the basis of staff costs.

**f. Restricted Funds**

Where income is given for a specific purpose or project, the funds are treated as restricted and any surplus or deficit will be carried forward as a restricted fund until it is fully applied for the specified purposes.

**g. Value Added Tax**

The Charitable Company is not registered for value added tax (VAT) and input tax is not recoverable. Expenditure is therefore recorded inclusive of VAT.

**h. Pension costs**

The charity has a defined contribution pension scheme. Employer contributions are charged to the statement of financial activities in the period to which they relate.

**i. Financial instruments**

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. These are initially recognised at transaction value and subsequently valued at their settlement value.

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2025

**2. GRANTS AND DONATIONS**

	<b>Unrestricted</b>	<b>Restricted</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>	<b>Total</b>	<b>Total</b>
			<b>£</b>	<b>£</b>
<b>Grants</b>				
London	-	101,888	101,888	35,833
West Midlands	-	20,000	20,000	17,833
Greater Manchester	-	72,499	72,499	75,094
Central costs	-	112,729	112,729	50,922
<b>Other grants and donations</b>	-	307,116	307,116	179,682
Unrestricted	554,540	-	554,540	1,467,435
	<u>554,540</u>	<u>307,116</u>	<u>861,656</u>	<u>1,647,117</u>
<b>Donations in Kind</b>				
Staff training funded through transfer of Apprenticeship Levy	9,370		9,370	18,640
	<u>9,370</u>		<u>9,370</u>	<u>18,640</u>
	<u>563,910</u>	<u>307,116</u>	<u>871,026</u>	<u>1,665,757</u>

There were £9,370 in value donations in kind during FY25 (FY24: £18,640). In addition to this Akin provided space to run our Leadership Development Programme for our London based volunteer mentors on Fridays, generously giving us conference room space and breakout rooms.

Several of our funders restrict their giving either to a region or to a specific team of volunteers. We have grouped these together by region for reporting purposes and have separately shown any other restricted funds not defined by region, but by other purpose

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2025

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**3. TOTAL RESOURCES EXPENDED**

	<b>Cost of Generating Funds</b>	<b>Charitable Expenditure</b>	<b>Support Costs</b>	<b>2025 Total</b>	<b>2024 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Direct Programme Staff		771,677		771,678	855,076
Non Programme Staff	266,721	-	222,666	489,387	604,308
Volunteer Expenses		452,585	-	452,585	613,830
Volunteer Recruitment- Salaries		118,257		118,257	137,730
Volunteer Recruitment- Other		18,884		18,884	65,580
Programme Costs		43,382		43,382	56,917
Training		44,810		44,810	84,538
Property & Maintenance		-	42,199	42,199	49,563
Staff Recruitment		-	2,944	2,944	3,469
IT & Telecoms		-	43,525	43,525	55,676
Staff Travel & Accommodation		6,697	424	7,121	11,724
Communications		17,271	-	17,271	17,759
Legal & Professional		13,872	16,334	30,206	24,055
Other Overheads			2,263	2,263	8,052
Fundraising Events	8,966			8,966	2,460
Affiliation Fee		23,757		23,757	27,101
	275,687	1,511,192	330,356	2,117,235	2,617,839
Reallocation of support Costs		330,356	(330,356)		
	275,687	1,841,548	-	2,117,235	2,617,839

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2025

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**4. NET INCOMING RESOURCES FOR THE YEAR**

	<b>Year Ended 31 July 2025 £</b>	<b>Year Ended 31 July 2024 £</b>
This is stated after charging/(crediting):		
Auditors Remuneration	13,872	12,285

**5. STAFF COSTS**

Salaries and Wages	1,214,961	1,412,273
Social Security Costs	119,430	129,658
Pension Costs	44,929	55,184
Redundancy Costs	27,262	-
	1,406,582	1,597,115

Employees who received benefits, excluding pension contributions in excess of £60,000 during the current period:

	<b>No.</b>	<b>No.</b>
£60,001 to £70,000	1	-
£70,000 to £80,000	1	1
£80,001 to £90,000	-	-
£90,001 to £100,000	1	-
£100,001 to £110,000	1	1
	1	1

The average number of employees during the year was as follows:-

	<b>No.</b>	<b>No.</b>
Programme Staff	15	25
UK Year of Service: School service Leaders	4	4
Fundraising, Administration and Support	13	21
	32	50

The charity has a defined contribution pension scheme for its employees. Since 1 April 2017 the charity has operated this on an auto enrolment basis. In the current year contributions were paid on behalf of 26 employees (2024:41). As at the year end, £5,712 was outstanding (2024: £9,383).

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2025

**6. KEY MANAGEMENT PERSONNEL**

The key management personnel of the Charity are those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any trustee of the entity. For City Year UK they comprise the Trustees and senior management team. The total employee benefits, including employer pension contributions, payable to key management personnel during the year amounted to £459,327 (2024: £291,386).

**7. TRUSTEE REMUNERATION AND RELATED PARTY TRANSACTIONS**

None of the Trustees received any remuneration or were reimbursed expenses during the period (2024: none).

The following Trustees also have senior roles with some of the charity's key funders:

Matthew Davies	Managing Director, Treasury Services, Global Banking Markets, Bank of America
Merary Soto-Saunders	Former Global Head of Diversity @ CVC Capital Partners   HR & Talent Expertise
James David Terry	Partner at Akin

We received £22,788 (2024: £29,922) from Bank of America and £20,000 from Akin (FY24: £60,000) and £78,116 from CVC Capital Partners (FY24: £87,289). There were no amounts due to or from these funders at the year end.

Nine trustees also made personal donations to the charity during the year which amounted to £33,430 in total (2024: Seven Trustees totalling £39,731).

Trustees AnnMaura Connolly and Stephanie Wu are also the Chief Strategy Officer of City Year Inc and Chief Transformation Officer, respectively. City Year UK has an affiliation agreement with City Year Inc. under the terms of which the schools programme operates.

**8. TAXATION**

As a charity City Year UK is exempt from tax on income and gains to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity in the current period.

**9. INVESTMENTS**

	<b>As at 31 July 2025</b>	<b>As at 31 July 2024</b>
	£	£
Investment in unquoted subsidiary undertaking		
At cost	-	1
	<hr/>	<hr/>
	-	1
	<hr/>	<hr/>

The wholly-owned trading subsidiary, City Year London Trading Limited, which was incorporated in the United Kingdom on 3 November 2010, operated all commercial trading operations carried out by the Charity. The Charity owns the entire issued share capital of 1 share with a nominal value of £1. The company has been dormant since September 2019. The company was dissolved on 15 April 2025.

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2025

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**10. DEBTORS**

	<b>As at 31 July 2025</b>	<b>As at 31 July 2024</b>
	<b>£</b>	<b>£</b>
Trade Debtors	(570)	14,871
Accrued Income	-	172,706
Other Debtors	1,000	1,600
Prepayments	16,845	13,094
	<u>17,275</u>	<u>202,271</u>

**11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>As at 31 July 2025</b>	<b>As at 31 July 2024</b>
	<b>£</b>	<b>£</b>
Trade Creditors	20,895	11,841
Taxes and Social Security	173,548	32,348
Other Creditors	5,712	9,383
Accruals and Deferred Income	36,335	74,518
	<u>236,490</u>	<u>128,090</u>

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2025

**12. MOVEMENTS IN FUNDS**

	<b>At 1 August 2024</b>	<b>Incoming Resources</b>	<b>Outgoing Resources</b>	<b>Transfers</b>	<b>At 31 July 2025</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Restricted Funds:</b>					
London		101,888	(101,888)		
West Midlands		20,000	(20,000)		
Greater Manchester		72,499	(72,499)		
Central Costs		112,729	(112,729)		
		307,116	(307,116)		
<b>Unrestricted funds:</b>					
General Funds	472,127	1,344,450	(1,810,119)		6,458
	472,127	1,651,566	(2,117,235)		6,458

	<b>At 1 August 2023</b>	<b>Incoming Resources</b>	<b>Outgoing Resources</b>	<b>Transfers</b>	<b>At 31 July 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Restricted Funds:</b>					
London	-	35,833	(35,833)	-	-
West Midlands	-	17,833	(17,833)	-	-
Greater Manchester	-	75,094	(75,094)	-	-
Central Costs	-	50,921	(50,921)	-	-
	-	179,682	(179,682)	-	-
<b>Unrestricted funds:</b>					
General Funds	449,983	2,460,301	(2,438,157)	-	472,127
	449,983	2,639,983	(2,617,839)	-	472,127

Restricted funds:

The application of these funds is subject to restrictions imposed by the funders with the grants available being allocated to certain categories of payroll and administration costs or to specific activities or events as specified in the grant agreements.

**CITY YEAR UK**  
 NOTES TO THE FINANCIAL STATEMENTS  
 FOR THE YEAR ENDED 31 JULY 2025

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**13. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	<b>General Funds</b>	<b>Restricted Funds</b>	<b>Total Funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Fixed Assets	-		-
Net Current Assets	6,458		6,458
Net Assets at 31 July 2025	6,458		6,458

For comparative period:

	<b>General Funds</b>	<b>Restricted Funds</b>	<b>Total Funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Fixed Assets	1	-	1
Net Current Assets	472,126	-	472,126
Net Assets at 31 July 2024	472,127	-	472,127

# Additional Information



# Reference & administrative details

## Board of Trustees

Matthew Davies	Chair of the Board
AnnMaura Connolly	
Patrick Flaherty	
Kasey Hooper	
Sachin Jogia	
Michael Lynas	
Bethia McNeil	Resigned 31 March 2025
Merary Soto-Saunders	
James Terry	Chair of the Finance Committee
Rodney Williams	
Stephanie Wu	

## Senior management team

Kevin Munday	Chief Executive (Left 18 July 2025)
Chandni Radia	Director of Development and External Relations / Acting Chief Executive
Alison Vaughan	Director of Finance (Left 31 July 2025)
Sophie Fanning-Tichborne	Associate Director of Development (Left 20 May 2025)
Louisa Hopkins	Associate Director of School Partnerships and Volunteer Recruitment
Dean Thomas-Lowde	Associate Director of Programmes

## Auditors

Knox Cropper LLP  
Chartered Accountants  
65 Leadenhall St  
London  
EC3A 2AD

## Bankers

CAF Bank  
25 Kings Hill Avenue  
Kings Hill  
West Malling  
Kent  
ME19 4TA

## Solicitors

Ashurst LLP  
Broadwalk House  
5 Appold Street  
London  
EC2A 2HA

Akin  
Eighth Floor  
Ten Bishops Square  
London E1 6EG

## GET INVOLVED

### Join us to tackle educational inequality

More than 1,800 young people have already given around 2.5 million hours in 284 schools through City Year UK but there is still so much more we could achieve. See how you could get involved with fundraising and volunteering at [cityyear.org.uk/get-involved](https://cityyear.org.uk/get-involved).

### Make a donation

We are grateful for any donation you'd like to make. Visit [cityyear.org.uk/get-involved/make-a-donation](https://cityyear.org.uk/get-involved/make-a-donation) to find out more.

### Partner with us

Could your school – primary or secondary – benefit from an integrated team of dynamic, young City Year mentors? Email [schools@cityyear.org.uk](mailto:schools@cityyear.org.uk) or call 020 7014 2680.

### Support us

Are you interested in funding children to succeed at school and developing a future talent pool of diverse young people? Email [development@cityyear.org.uk](mailto:development@cityyear.org.uk) or call 020 7014 2680.

### Have a question or feedback?

Get in touch at [cityyear.org.uk/contact-us](https://cityyear.org.uk/contact-us)

**CITY YEAR UK**

**A COMPANY LIMITED BY GUARANTEE**

**CHARITY NUMBER: 1131350**

**COMPANY NUMBER: 06965846**



## Contact us

### London (Headquarters)

City Year UK  
200a Pentonville Road  
London  
N1 9JP  
020 7014 2680



/cityyearuk

### Other Offices:

Greater Manchester, West Midlands

[cityyear.org.uk](http://cityyear.org.uk)  
[info@cityyear.org.uk](mailto:info@cityyear.org.uk)

City Year UK is a registered charity  
(1131350) and company registered in  
England and Wales (06965846)

**CITY YEAR UK**

England & Wales - Charity number 1131350

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# Accounts

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# CITY YEAR UK



**15 Years**

**2.5 million hours tackling educational inequality**

A group of four City Year staff members, two men and two women, are smiling and looking towards the right. They are wearing red jackets. The background is a dark wall with a grid of small white dots.

## **Report and Financial Statements for the Year Ended 31 July 2024**

**CHARITY NUMBER: 1131350 | COMPANY NUMBER: 06965846**

# CREATING A COMMUNITY THAT EMPOWERS CHILDREN AND YOUNG PEOPLE TO SUCCEED

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# Trustees' Report





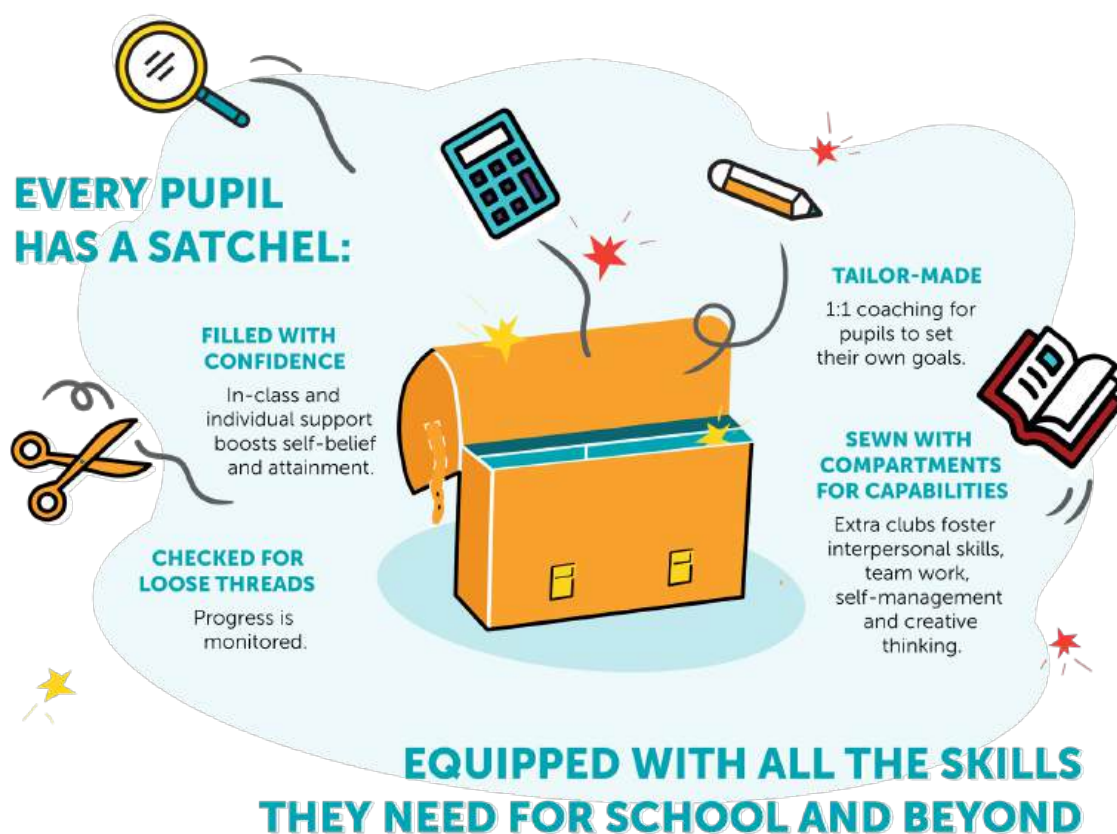
**Who We Are**

# Our approach to tackling educational inequality

City Year UK (CYUK) is an award-winning youth and education mentoring charity with a mission to create an equitable future for all. Founded in 2009, we improve the life chances of children furthest from opportunity, while empowering young people from different walks of life to be future leaders and exemplars of the power of social action. We do this by:

- Recruiting, training and providing skills, leadership and career development opportunities to young people (aged 18-25), who commit to volunteering with us for a full year as City Year mentors in some of the most underserved schools and communities across the UK.
- Supporting these City Year mentors to deliver additional 1-to-1 and group support to school children (aged 5-16) who are facing socio-economic, social, emotional and academic barriers to learning, and provide wider enrichment activities to the whole school population.

Our work is underpinned by the power of youth-led social action and results in the children and young people we work with developing the skills, networks and confidence they need to thrive.



## A Word From Will City Year Mentor, 2023-2024

Since the pandemic, our role as mentors has become even more crucial with children facing isolation, uncertainty and disruption to their education. **One of my pupils captured the essence of what City Year brings. He said, 'It's the first time I've felt part of something.'**

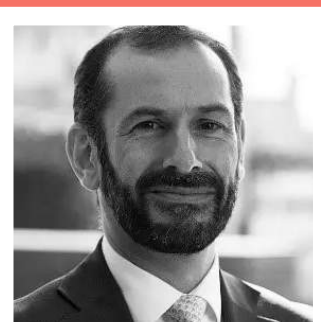


"Through the power of connection and belonging, City Year mentors create a sense of community that empowers children to succeed. We not only help them to improve academically but also build social and emotional skills that will benefit them for years to come. Whether running revision sessions or coaching girls' football, we help create supportive environments that enable children to discover their passions. It is about fostering a culture of belief in the potential of every child we work with and in this act we, as mentors, find fulfilment and a sense of shared community.

"We must remember that this annual report is merely the tip of the iceberg - a glimpse into the transformative power of mentorship and the ripple effects that extend far beyond what meets the eye. As we strive to create a brighter future for the children we work with, let us remember that our impact goes beyond numbers and statistics - it lies in the connections we forge, the lives we touch and the legacy of support and understanding that we leave behind. Together, I believe, that as City Year mentors, we can continue to make a difference, one child at a time."



# Chair and Chief Executive's Introduction



City Year UK was founded 15 years ago in the wake of the financial crash. Since then, the children and young people that we serve have been hit hard by austerity, COVID-19 and the cost of living crisis. Headlines highlight devastating levels of absenteeism, exclusions and mental health issues, while pressures on schools remain unprecedented. To them, these aren't faceless statistics, they represent individual stories of pupils who need more help than teachers have the time to give.<sup>1</sup>

This report showcases City Year UK's ability to partner with schools across some of our most disadvantaged communities so that together, we can pass those children a lifeline. We'll introduce you to some of the extraordinary young people who join us as mentors and who, like Will, enable those children to succeed through *"the power of connection and belonging"*. As tutors and role models they volunteer every day to make a difference to children furthest from opportunity and over a year, that commitment adds up. In 2023 to 2024, 140,000 extra hours of resource and capacity from our mentors resulted in happier children, better behaviour, higher attendance and stronger academic and social and emotional skills across 18 schools in London, Greater Manchester and the West Midlands.

As Will alludes to, our volunteers also benefit from our work. At a time when young people's interest in social action appears to be in decline, our mentors, drawn from all backgrounds, are bucking the trend. They recognise that giving back gives them a feeling of fulfilment, while front-line experience, together with our leadership and development programme, expands their sense of who they are and what they want to be. They leave City Year

UK not only work-ready but with the knowledge that they can change the world. The proof is in the difference they have already made; to children, their community and their own lives.

Since 2009, more than 1,800 young people have dedicated over 2.5 million hours through City Year UK. They've coached and mentored 17,000 children to improve their life chances and have had an impact on thousands more; in class and extra-curricular clubs, offering a welcoming smile at the school gate or simply being someone to talk to at breaktime. Typically, over 90% of our mentors are in work or education within three months of finishing City Year UK, and continue to be so for at least 12 months more.

Behind this immense achievement is a broad community of supporters and donors who are vital to our impact. This is our opportunity to say a heartfelt thank you to you all and to encourage more to join us. 15 years on, the need for our work remains evermore urgent and we have ambitious plans to reach many more children and young people across more cities in the UK. We hope the talent, passion and dedication of our young people shines through this report and inspires a new generation of partners as, in Will's words, *"we strive to create a brighter future"* through *"the transformative power"* of mentoring,

Yours in service,

Matthew Davies, Chair of the Board of Trustees  
Kevin Munday, Chief Executive

<sup>1</sup> Action for Children, *Above and Beyond*, 2024



# 15 years of City Year UK 2009-2024



From **7** trailblazing young adult volunteers on a pilot programme to over **1,800** mentors



From Shoreditch to **London, Birmingham, the West Midlands and Greater Manchester**



From **64,500 hours** volunteered in our first full year to over **2.5 million hours**

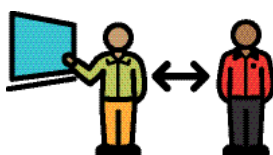
From **6 primary schools** to **284 primary and secondary schools**



From **667 children** in extracurricular activities to over **12,000 mentored 1:1** and **17,000 coached** in small groups

From **1,038 pupils** to over **136,000** reached across school communities, supported through welcoming, positive and engaging learning environments

Since 2009, **a third of mentors have gone on to work in education** as trainee teachers, teaching assistants or pastoral support workers



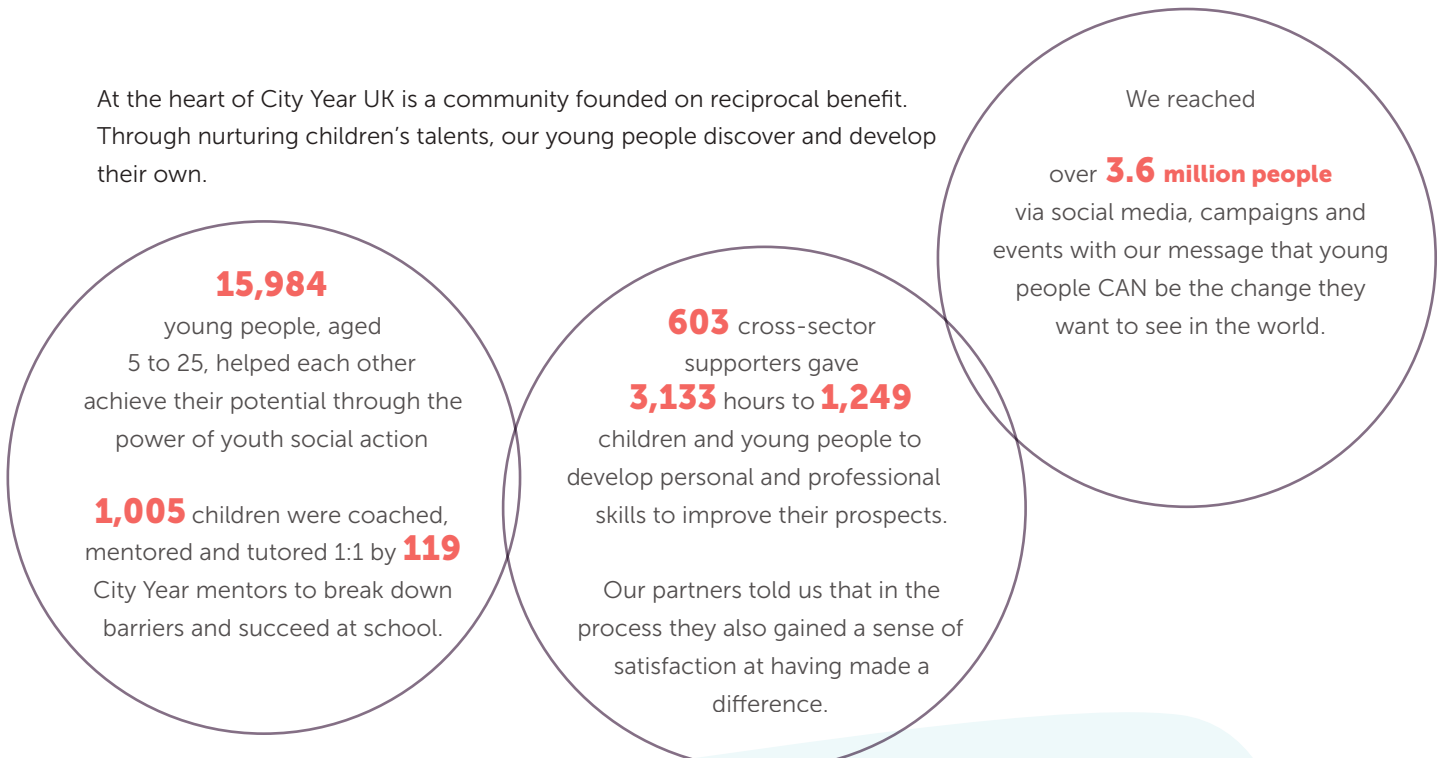
On average over **90% of mentors were in education, employment or training** within three months of finishing City Year UK

# A Global Movement

1988	City Year was founded in the US.	More than 40,000 young people have now played their part in the global City Year movement - a movement built on the core belief that uniting and empowering diverse teams of young people to tackle some of our most difficult challenges can change the world for the better
2005	Nelson Mandela invited City Year to Johannesburg leading to City Year South Africa, the first international affiliate.	
2009	The City Year London pilot followed...	
2013	to later become City Year UK	

## An Overview of Our Impact 2023-2024

At the heart of City Year UK is a community founded on reciprocal benefit. Through nurturing children’s talents, our young people discover and develop their own.



**Being a mentor is such an immersive and impactful role:** *running clubs, break duties, supervising on trips and managing interventions. It's made me more confident in a variety of transferable skills: being a self-starter, collaborating on projects, as well as being open-minded to feedback and creativity, plus so much more! I'm now considering working in the education sector and helping more students reach their potential."*

- City Year mentor, 2023-2024

# Empowering Children to Succeed



# Our role in schools

## HANNAH'S STORY

**City Year Mentor, 2023-2024**

**I had a student in Year 11 who at the start of the year did not say a single word to me.** At our first mentoring session I got nothing, just a nod of the head at one point. I thought, ok, this is going to be hard but I persisted. I found some common ground with her; TV shows. We bonded over Big Bang Theory and Young Sheldon. She started opening up to me about her anxiety and how coming to school really brings her a lot of stress. She has a lot going on at home. She told me that in Year 9 and 10 her attendance was below 50%. Towards the end of the year, she did make it in by Period 1, which I'm going to take as a win, and her attendance was above 90% so she did absolutely amazingly. On her last day, she sent me an email."



*Thank you for always giving me someone to talk to, supporting me always, giving me the best advice and always trying to understand me, always pushing me to my full potential without putting pressure on me. You've made me so much stronger and confident. You've guided me through the most stressful year*

*of school. You've made me motivated to come in and go to lessons. I credit a lot of the growth and maturing I've done this year to you. You've made me change my perspective on things, helping me see the positive in negative situations. The help you've given me is inspiring. I'll always remember the help and advice. Thank you for everything you've done for me.*

### The "rising tide of need"

A 2024 survey of 7,000 teachers reported that in every class of 25 pupils, 9 face barriers to their education, ranging from living in an unstable family environment and behavioural or emotional issues, to mental health challenges, school refusal and poor attendance. Teachers felt "support on offer was insufficient to deal with the rising tide of need" and just 2% believed these pupils will achieve their expected grades.<sup>2</sup>

### Absenteeism - the facts

More than 1 in 3 pupils (36%) who were eligible for free school meals in England were persistently absent in 2023-2024, missing at least 10% of possible school sessions<sup>3</sup>

Source: Department for Education

<sup>2</sup> Action for Children, Above and Beyond, 2024

<sup>3</sup> Department for Education, Pupil Attendance in School, 21 November 2024



# Why Mentoring Matters

2023-2024 was the year that...



Isla\*, age 11, found **her confidence**:

*"I was very shy when I started Year 7 and was actually scared in lessons. I am now fully settled into the school and do not feel shy at all. When I look back, it was my City Year that helped me with this soooo much. I am going to miss her next year."*

Oscar\*, age 12, found **someone who was there for them**:

*"Talking to my mentor about things no one else understands makes me feel normal."*



Noah\*, age 14 found they **could control their outbursts**:

*"Before my City Year sessions I found it hard to control my temper. My mentor has helped me be calm. She has given me advice I can use in the future."*

Fatima\*, age 15, found a **reason to attend class**

*"My mentor's lovely. She gives so much advice. When I don't want to go to a lesson, I used to spend too long getting in, Miss Hooper tells me straight, I listen to her. It works."*



Oscar\*, age 16, found he **could excel**

*"I've become a school star and do really well grade wise."*

\*All names have been changed



# Our Impact in Schools 2023-2024

## WHO DID WE HELP?

### Pupils furthest from opportunity

In 2023-24, we partnered with 18 schools serving some of the UK's most disadvantaged communities across London, the West Midlands and Greater Manchester.

*City Years have the patience and time that is sometimes hard for students to spot in their teachers so they feel they can go to them."*

Teacher

*The City Year mentors brought something different - a real youthful intensity. They developed extra capacity, made a significant difference to the students and made a positive contribution to school life. The whole partnership from start to finish was excellent and added something extra to our school."*

Headteacher

**1,005 children** chosen with teachers and school staff to receive extra 1:1 support:

<b>63%</b> eligible for pupil premium	<b>46.5%</b> struggled with maths
<b>62%</b> eligible for free school meals	<b>42%</b> struggled with English
<b>31%</b> special educational needs	<b>39%</b> had a social, emotional or mental health need
<b>22.5%</b> English as a second language	<b>37%</b> struggled with attendance

**14,860 pupils** reached across all school communities

*The City Year mentors know the students they are working with well and are building the confidence of students."*

Ofsted feedback to a partner school<sup>4</sup>

**119 young adults** were recruited as City Year mentors to complement the work of teachers. Serving in teams, they became an integral part of everyday school life for an academic year.

**Trained and supported to help children pull together social, emotional and academic learning.**

**Ran 298 clubs and initiatives:**

- **47%** curriculum support
- **32%** extra-curricular activities
- **14%** school community support
- **7%** 1:1 coaching

**Contributed to welcoming, safe and engaging learning environments across school communities.**

**Integral to the school day:**

- provided **140,000 hours** of extra resource and capacity
- supported **breakfast club** in two-thirds of schools

## HOW DID WE MAKE A DIFFERENCE?

### Mentoring, coaching, tutoring, inspiring

At the heart of City Year UK is the connection our mentors form with children underpinned by trust, genuine care and belonging. A child might feel lonely, anxious or disengaged but over days, weeks and months, our volunteers work their magic. They become someone to talk to, coaching children to solve problems, work with others, express ideas and build friendships. Mentors support children to build and integrate academic, social and emotional skills, laying the foundations for success in and out of school. Progress is measured and recorded weekly, enabling us to not only track the impact of our interventions but to refine them over the year.

*City Year has been particularly helpful and made an impact during the exam period, working with targeted pupils.*

*They've been able to get Years 10 and 11 focused and have talked to them about life experiences. Being mainly undergraduates, the City Year mentors are the perfect role models to motivate pupils who need support and inspiration from people like themselves, who can share their own success stories."*

Year 11 Director of Learning

<sup>4</sup> Hatch End High School, Ofsted Success!, 26 April 2024

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Year 11 Director of Learning



**How pupils rated their support from City Year mentors**

**95%**

'my mentor listens to what I have to say'

**91%**

'my mentor makes me feel valued'; 'my mentor makes it clear what behaviours are, and are not, acceptable'

**90%**

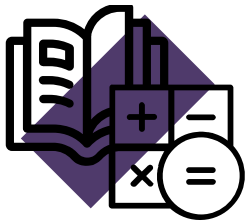
'my mentor has high expectations of me'

**87%** 'my mentor encourages me to try things that are difficult for me'

**SURVEY OF 521 PUPILS SUPPORTED 1:1, 2023-2024**

*"The relationship mentors are able to build through their age and reliability enables issues to be tackled in a different way."*

Teacher



**WHAT DID WE ACHIEVE?**

**Better life chances**

Our mentors have the greatest impact on children growing up in disadvantaged communities, who are behind for their age but, given the chance, can catch up. They might be disruptive but rarely excluded, the 'quiet one' who is being bullied but not considered 'at risk', or the child who has too much going on at home for school to matter any more but seldom attracts attention.

**City Year mentors supported 1,005 children 1:1. A snapshot of data from across our partner schools found:**

**Nearly three-quarters (73%) of children who started the year with the lowest level of social and emotional skills improved to reach the average (70%) or above average (3%) standard of skills development for their age group \***

**69% improved or maintained attainment in maths and English.**

**Over two-thirds (68%) boosted or maintained attention to learning in maths and English.**

**Schools recorded a 44% improvement in behaviour, while negative incidents were cut by more than half (56%).**

**Despite the growing challenge of absenteeism, 42% improved or maintained their attendance.**

\*Mentors are trained to observe the pupils they support 1:1 across eight social and emotional competencies using the Devereux Student Strengths Assessment (DESSA). They are self-awareness, self-management, social awareness, relationship skills, goal-directed behaviour, personal responsibility, decision making and optimistic thinking.

**City Year has made a massive difference at our school on many levels...** *They've also undertaken training in Numicon [numeracy programme] which has been delivered to a high standard, evident in the large number of learners who graduated from the intervention much earlier than expected. Learners became much more confident in mainstream maths and some said maths is not as hard as they thought because there was someone to explain it. Overall, we are incredibly lucky to have had the City Year team supporting us to provide our students with the interventions they needed which otherwise would not have taken place. Thank you for all your amazing work!"*

Assistant Special Education Needs Coordinator



# Stories of Impact

*"When I started mentoring Ava\* she always told me about her depression, low self-esteem and self-consciousness. She could only see her negative points, rarely the positive ones. We focussed on improving her mood and changing the way she saw herself. Over the weeks and months, Ava's progress has been phenomenal! She has become a lot nicer to herself and will now happily tell me the things she is proud of. Her behaviour in class has improved dramatically. She would constantly disrupt lessons and be offensive but that has completely stopped. She is responsive to teachers, eager to answer questions and is always happy to help others. Her effort ratings in English and maths are now both on green and her attendance is up!"*

\*Not her real name

City Year mentor, 2023-2024

## Belonging and loneliness - the facts

The proportion of pupils who said they felt they belonged at school 'every day' decreased from 30% in June 2022 to 25% in May 2023. 20% of pupils in England said they felt lonely 'often', 39% said they felt lonely 'some of the time.'<sup>6</sup>

Source: Department for Education

*"One of the things I really admire about City Year mentors is the relationships they form with students. The students trust them and they can break down concepts for students to understand. Having them there is really effective for many of the students but especially the SEN (Special Educational Needs) students who can't learn in a large classroom. They require a lot of one-to-one and, depending on the class, it's difficult to give them that. If I have a City Year mentor they can take the student out for that one-to-one and strengthen whatever they are learning. I believe they are doing an excellent job."*

Teacher

## Special Educational Needs and Disabilities (SEND) - the facts

Between 2015-2016 and 2023-2024, the number of children identified for SEND support has grown by 25%, while the number of pupils in schools has grown by 6%.<sup>7</sup>

Source: The Institute for Public Policy Research (IPPR)

*"When I first started supporting in lessons, I was shocked by how disruptive and disrespectful Leo\* was to both teachers and classmates. I became his mentor and was determined to uncover the root cause. He was lacking confidence; both in keeping friends and keeping up in class. We set goals but it soon became apparent that he just needed someone to listen to him - really listen! I made myself available at all break times for when he wanted to vent or talk about what was bothering him. I am so proud to say that he has one of the highest number of proud points in the year as of now."*

\*Not his real name

City Year mentor, 2023-2024

## Behaviour - the facts

Children growing up in poverty have behaviour points which are twice as high as their peers - one of the early signs of struggle. Those eligible for free school meals were nearly 5x more likely to be permanently excluded and 4x more likely to be suspended than their non-eligible peers in 2022-2023.<sup>8</sup>

Source: The Institute for Public Policy Research (IPPR)

*"We had a student in year 8, the loveliest, kindest, hard working young lady. She wasn't on our list of pupils to mentor but unfortunately she was the victim of a lot of bullying and really unkind behaviour. At the start of the year she'd join homework club and would become really upset, saying how much she hated school. We spoke to her Head of Year and began to work with her 1:1 on her self-esteem and how to turn a blind eye to the nasty comments. We got her to rebuild herself and really start enjoying school. Over the course of eight months her confidence was up and she was making and keeping a really good, healthy group of friends. She gave me a beautiful memento at the end of the year which read, 'A truly great mentor, hard to find, difficult to part with, impossible to forget.'"*

City Year mentor, 2023-2024

## Bullying - the facts

In May 2023, 26% of pupils in England said that they had been a victim of bullying for any reason in the past 12 months, compared to 22% in June 2022.<sup>9</sup>

Source: Department for Education

6 Department for Education, National Behaviour Survey, 2024

7 IPPR, Who is Losing Learning?, 2024

8 IPPR, Who is Losing Learning?, 2024

9 Department for Education, National Behaviour Survey, 2024



## New Developments

### Exploring part-time delivery models

According to a 2024 survey by the Sutton Trust, half of senior leaders in primary schools reported using the pupil premium to 'plug gaps' in their school's budget rather than support disadvantaged pupils.<sup>10</sup> This strained funding environment is making it particularly challenging for schools with low pupil rolls to commit to City Year UK but we are determined to find an effective solution that supports children in the vital primary years. In 2023 to 2024, we successfully offered a part-time mentor option as an add-on to existing teams and in 2024 to 2025, will explore part-time partnerships with mentors in pilot primary schools for two days a week instead of four.

#### **Funding - the facts**

**Support for socio-economic deprivation in the school funding system has fallen. There has been a 14% real-terms reduction in the value of the Pupil Premium since 2015.<sup>11</sup>**

**Source: Institute for Fiscal Studies (IFS)**



<sup>10</sup> The Sutton Trust, Sharp increase in school leaders reporting spending cuts, with primary schools hit hardest by funding pressures, 19 April 2024

<sup>11</sup> IFS, Schools serving disadvantaged children have faced the biggest funding cuts, 11 December 2023

# Empowering Young People to Succeed



# Our role in developing the talent pool of the future

## MABINTY'S STORY

City Year mentor, 2023-2024

**As I had just finished school and wasn't yet sure what I wanted to do before university, I decided that City Year would be an excellent opportunity. I loved the organisations' priorities, goals and values.** Although I didn't have a mentor, I did experience City Year in my school. Their value was clear through the way students chose to approach them and I wanted to be a part of that. I was also keen to champion for students like me to be their best selves.

*"My City Year experience has had a significant impact. It has pushed me beyond my comfort zone. As a recent student, I didn't believe that I could be a successful role model but the opportunities to develop my confidence and speaking skills have been vast - I even delivered a Red Talk (City Year's version of a TED Talk) to over 50 people. At the start of the year, I struggled with managing unexpected situations, finding them extremely anxiety-inducing but now take*

*them in my stride. Having dealt with the chaotic nature of working with children, I feel prepared to handle any workplace situation.*

*"I was also daunted by working as an adult. Being younger and less experienced, I felt inadequate and insecure and I found building relationships with school staff intimidating. However, the way City Year has a range of young*

*people and hands-on activities made me interact. I have created strong friendships and now see myself as a valued team member. In particular, without City Year, I would never have seen myself as a leader but leading discussions, networking and organising a social action project have given me support, community and encouragement. My leadership skills have grown and I can delegate, ask others for their opinions and advocate on my team's behalf.*

*"Looking back, returning to my own school and becoming a confident City Year mentor, coaching other students to believe in themselves, feels like a powerful full circle moment and I am very grateful for this opportunity."*

### Workplace barriers

**Four in ten young people (41%) said a lack of training, skills or work experience is the biggest barrier to entering the workforce. It was the most commonly cited reason in a poll of over 2,500 16 to 25-year-olds.<sup>12</sup>**

**Source: Youth Futures Foundation**

### Confidence - the facts

**Confidence with people in positions of power is lower for those from less affluent backgrounds, which could hold them back when building relationships. Less than half (49%) of 15 to 21-year-olds who had been eligible for free school meals agreed they felt confident joining in conversations with people in positions of authority.<sup>13</sup>**

**Source: Social Market Foundation**

<sup>12</sup> Youth Futures Foundation, Youth Employment 2024 Outlook, 2024

<sup>13</sup> Social Market Foundation, Things Worth Knowing, 2024



# A Life Changing Experience

2023-2024 was the year that...

Akanksha found **a purpose**:

*"I signed up for City Year because I wanted to make a tangible difference in my community. The chance to inspire positive change and be part of a dedicated team working towards a common goal fueled my sense of purpose. One of my highlights was being told by one of my students that I was his 'first listening ear' and that I made him feel very confident."*



Sobia found **pride as part of a team**:

*"My team and the amazingly supportive City Year staff were much more than colleagues; supporting me with wellbeing and being a lovely team to rely on. Working together brought me joy and I was proud to be a part of it."*

Bill found **a career**:

*"There was a period when I was particularly stressed about what I might do next. I asked my career mentor\* for advice, working with her to develop my CV and explore different pathways. With her suggestions, I was confident to apply for a position at Lammas School and was fortunately accepted as a Learning Support Assistant. I look forward to taking what I've learnt to collaborate with and support the new City Year team starting in school in September."*



\*Every City Year mentor is given their own career mentor from a professional background to help them progress on to further education or employment.

# Our Impact on Young People 2023-2024

## Who Did We Recruit for the City Year UK Programme?

**119 diverse 18 to 25-year-olds**

**96** full-time mentors

**19** mentors on part-time pilot

**4** school service leaders\*

\*on paid placements with UK Year of Service (starting April 2024)



### Ethnicity

**49.5%** Asian

**23.5%** White

**22.5%** Black

**3.5%** Dual

**1%** Other

### Background and education

**33%** had been eligible for free school meals

**80%** university placement

**10%** graduates

**10%** school / college leavers



"Something about the placement description really connected with me. **When I was at school I struggled to keep up and just as I received support, City Year gave me the opportunity to support children who need it.** It's a lovely organisation that aims to give every child the chance to succeed and I'm really grateful to be a part of that."

City Year mentor, 2023-2024

## How Did We Make a Difference to Our Mentors?

### Real world experience, new networks and **170 hours** of dedicated skills development

<b>Hands on experience</b>	Year-long mentoring in school supported by City Year staff	Leadership of social action projects
<b>Specialist training</b>	11 days of expert tuition before starting in school	Ongoing coaching / sessions to grow classroom skills
<b>Career exploration and skills building</b>	Industry visits, networking, 'learning from leaders' events	Public speaking, interview / CV workshops, careers day
<b>CMI level 3 qualifications</b>	Leadership and Management	Coaching and Mentoring
<b>Personalised feedback</b>	Individual development plans	Own career mentor



"Over our City Year there have been so many wonderful speakers, so many experiences and so much advice. It has been positive and inspiring."

City Year Mentor, 2023-2024



*"I learnt the importance and adaptability of the City Year experience that can be used no matter the career I choose."*

City Year Mentor, 2023-2024

## What Did Our Young People Gain?



### An understanding of the skills they have developed:

#### Staying positive

**96%**

*'I can learn from my mistakes'*

#### Teamwork

**95%**

*'I can work well with others in a team'*

#### Problem solving

**93%**

*'I can carry out research to help solve a problem'*

#### Speaking

**93%**

*'I can give a formal presentation'*

*"This experience from City Year has opened lots of doors for the future."*

City Year Mentor, 2023-2024

### A clear idea of where those skills could take them:

#### Purpose

**96%**

*'I can choose a career that fits with what I'm good at'*

#### Job-ready

**98%**

*'I can write a good CV' / 'I will be successful at job interviews'*

### Career ambitions:

**28% education and teaching**

**19% social care**

**14% marketing, advertising & PR**

**13% healthcare**

**12% human resources**

**10% business consultancy and management**

**10% law & legal**

**8% accounting, banking & finance**

**8% charities & voluntary sector**

End of year survey of 99 City Year mentors 2023-2024

### Endorsement of City Year UK

Ranked as a RateMyPlacement

**Best Student Employer 2023-2024**

Skills Builder Partnership **top level 4 rating** for our

impact on young people's essential skills since 2021

# Closing the Skills Gap

The Skills Builder Universal Framework, the world's leading tool for measuring and building essential skills, has been a key part of our offer to young people since we joined the pilot in 2019.<sup>14</sup> Eight skills are broken down into steps starting with absolute beginner through to mastery.



## Improved prospects

Research by Skills Builder Partnership has found a correlation between people with higher skills and improved social mobility, employment, earnings, job and life satisfaction.<sup>15</sup> Using their calculator, we can estimate potential life outcomes for specific age groups, linked to the skills they gained during their City Year.<sup>16</sup>

### Progress made by City Year mentors in 2023 to 2024 could equate to:

**16 % less likely to be unemployed\***

**15 % improved life and job satisfaction\***

**10 % wage premium\***

\*for 21-year-old mentors controlling for basic skills, education level, health and prior social advantage

### City Year mentors who showed the biggest improvement in skills development:

**18 years old**

**from minority backgrounds**

**previously NEET**

**had gained 2 CMI Level 3 qualifications**

*"City Year UK has taught me to be more sure and confident in my skills and abilities. I am more capable than I sometimes think."*

City Year mentor, 2023-2024

### Soft skills - the facts

**Research found that only a third (29%) of 15 to 21-year-olds knew what soft or transferable skills are, raising questions about how well they will be able to 'sell themselves'.<sup>17</sup>**

**Source: The Social Market Foundation**

<sup>14</sup> [www.skillsbuilder.org](http://www.skillsbuilder.org)

<sup>15</sup> Skills Builder Partnership, Essential Skills Tracker, 2023

<sup>16</sup> Skills Builder Partnership, Essential Skills Tracker, 2023

<sup>17</sup> Social Market Foundation, *Things Worth Knowing*, 2024

# Wellbeing

Promoting wellbeing is part of our commitment to creating an organisation where everyone feels valued and supported. In 2023 to 2024, alongside the day-to-day help our young people receive from City Year staff, we ran workshops on stress management and resilience, creating healthy boundaries and staying positive. Three 'wellbeing days' gave our mentors the opportunity to do something just for them, with 94% agreeing the days were an appropriate way to say 'thank you'.

## Mental health - the facts

**One in five young people said they have missed school or work in the past year due to their mental health and more than a third worry their mental health will stop them achieving their career goals.<sup>18</sup>**

**Source: The Prince's Trust Natwest Youth Index 2024**



*"City Year cares about my wellbeing. It has provided me with resources for my mental health such as Plumm\* and given me 'wellbeing days' which other placements would not do."*

City Year mentor, 2023-2024

\*All City Year mentors and staff are given free access to Plumm, a digital mental health support platform with a global network of accredited therapists



## New Developments

### Improved recruitment of mentors

In 2022 to 2023, the cost of living crisis, combined with a buoyant labour market made recruitment of full-time, year-long volunteers particularly challenging so this year, we improved our offer to young people.

#### What we did:

- > **A behavioural insight study deepened our understanding of who volunteers and why.**
- > **Piloted a part-time option to enable mentors to study or work alongside volunteering.**
- > **Increased expenses by 25% .**
- > **Launched a 'mentor feedback committee' to give volunteers a voice in decision making.**

**The impact:** 25% year-on-year uplift in the number of young people recruited.

#### Youth social action - the facts

**Participation in social action projects in the UK has seen a significant drop decreasing from 24% in 2023 to 17% in 2024.<sup>19</sup>**

**Source: Youth Employment UK**

18 Prince's Trust, The Prince's Trust Natwest Youth Index, 2024

19 Youth Employment UK, Youth Voice Census, 2024



## Enhanced support for young people who need it most

This year, we created a comprehensive programme for 21 SEET (seeking education, employment or training) young people to help them realise their potential while volunteering with us. Building on lessons learned from our 2022 to 2023 pilot extra funding enabled us to actively support mentors who face additional challenges ranging from caring and parental responsibilities, to mental health and wellbeing.

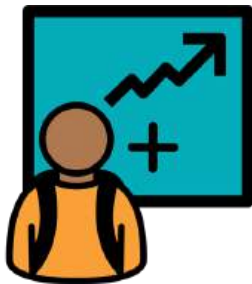
### Who we supported:

- 75% year-on-year increase in SEET young people supported.
- 92% of our mentors who were school college / leavers joined our SEET programme.
- 38% of participants had been eligible for free school meals.

### What we did:

- 110 hours of additional holistic and personal coaching. Dedicated induction.
- Doubled the size of our hardship fund and provided extra mental health support.
- Enhanced careers offer. Partnered with our most experienced career mentors.

**The impact: 95% of SEET young people completed their City Year, up from 33% in 2022 to 2023.**



### Youth worklessness - the facts

**In July to September 2024, the percentage of 18 to 24-year-olds not in full-time education or employment rose to 19% or 1.2 million young people, risking long term damage to their career prospects and the economy.<sup>20</sup>**

**Source: Learning and Work Institute**

<sup>20</sup> Learning and Work Institute, Labour Market Analysis, November 2024

# Empowering a Social Action Journey



## NEIL'S STORY

### City Year UK alumnus

I finished at City Year in July 2022 and started my own Social Enterprise called "Talk Less Do More" (TLDM) Ltd a month later. Our mission is to tackle knife crime and youth violence beginning in the borough of Croydon, my home town. I'm only 22, I'm still a university student and yet I'm making this dream happen. *City Year's volunteering programme and all the support you get within that year has helped me create this life changing project.* The experience of working with incredibly challenging young people, in an area with such negative forces, defined the main mission for me. I saw that the need for young people to focus on their mental health, physical health, lifestyle and dreams wasn't being fulfilled in school. Many young people were just lost.

"At first, being a City Year mentor was a challenging dynamic. The last time I stepped into a school, I was a student myself! But, give or take a month, I was comfortable in the role and thriving thanks to City Year's mentorship training. Developing leadership skills, improving self-confidence, and strengthening discipline, were not only areas of growth that I helped my mentees with, but also areas of growth I wanted for myself. One skill I really wanted was public speaking. I wanted to be able to effectively articulate myself and know how to code-switch when speaking to different audiences. With the support of City Year, I took part in lots of public speaking opportunities that helped me develop my ability to communicate.



"At TLDM, we work with 11 to 17-year-olds and focus on issues such as mental health, poor family structure and support, involvement in gangs, crime and those with a track record of poor behaviour in school. Growing up in Croydon myself was a big driving factor to get this project moving. I grew up similar to the kids I work with, having little or no opportunities

available to me. But what defined my childhood was that we still dreamed of being footballers, lawyers, pilots, you name it. Nowadays, I feel it's a different story. Young people are lacking true role models and this has a significant impact on their life chances. This is a crucial factor that we need to change in today's society."

### Young people from disadvantaged backgrounds show greater interest in social action

A young people's census found that 42% of those eligible for free school meals would consider doing social action / volunteering, compared to 29% of those ineligible. The top benefits cited were; it helps people (67%), it looks good on a CV (56%) and it helps build skills (55%).<sup>21</sup>

Source: Youth Employment UK

<sup>21</sup> Youth Employment UK, Youth Voice Census, 2024



# Part of Our Communities

We are proud to be part of a bigger picture of social action within our local communities. Nearly half (49%) of this year's mentors had volunteered before joining us and many, like Neil, continue to give back after they've left, equipped with new skills with which to make a difference. All our young people develop and lead their own social action project during their City Year, alongside their role in school.

**Youth social action and community - the facts**  
Young people who were eligible for free school meals were **9% more likely to say that social action or volunteering made them feel part of a community.**  
Source: Youth Employment UK



**"The Social Action Project was really rewarding, being able to give back to the community is really humbling. One homeless person we gave one of our care packages to became very emotional and couldn't thank us enough. They said it was the first Christmas card they had received in years."**

City Year mentor, 2023-2024

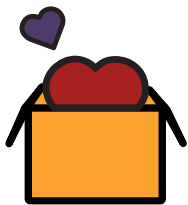


**"Our team initiated a letter writing project called 'Power of Words'. Students came to the library to write letters and cards to the elderly residents at a local care home. It was a resounding success because of participation from students we don't normally interact with. About 100 took part. It went so well that school would like us to do it again."**

City Year mentor, 2023-2024

## Tackling loneliness

In 2023 to 2024, we joined the Jo Cox Foundation's 'More in Common Network', working to bridge community divides and, as part of our collaboration, joined its 'Great Get Together' campaign to tackle loneliness. Mentors also took part in a workshop on youth loneliness which explored proactive ways to tackle the issue in school.



**"The personal touch of having handmade Christmas cards from the children really helped to brighten the residents' day. We would love to say a big thank you to City Year and the primary school."**

Care Home Manager

### A snapshot of social action projects, 2023-2024

- Delivered handmade Christmas cards from pupils to a care home and organised a morning of bingo.
- Volunteered at a community centre, organising food deliveries.
- Sponsored walk with pupils to raise money for a youth homeless charity.



## Corporate Community Days

Thanks to our collaboration with Care Force™, a division of City Year Inc., we have been involved in three corporate volunteer days. Bringing together our mentors with individuals from across our supporters, the community-focused activities benefitted the children we help. These days also provided access to professionals, as well as key opportunities to develop relationship building and team working skills, for our young people.

### In 2023-2024, our corporate community days brought together:

#### 100+ corporate volunteers

##### Vertex Global Day of Service

Vertex volunteers created over 200 resource packs for partner schools and we joined forces to work on a rooftop garden at a community centre supporting young people.

#### 40 City Year UK mentors

##### Akin in Action Community Service Day

We joined Akin to help construct buildings for an adventure playground for children in our communities.

#### 5 schools

##### Salesforce Service Day

City Year staff and young people joined Salesforce to help make 1,200 stationary kits and 50 menstruation packs for our partner schools.



# Engaging Partnerships

## KACIA'S STORY

**City Year mentor, 2023-2024**

**When I first found out about the career mentoring programme that City Year offers, I was both excited and nervous at the prospect of having the opportunity.**

*Going into City Year I knew I had a passion for education and helping others but I did not have a clear idea of what I wanted my future to look like and I felt overwhelmed by the thought of entering the working world. I was soon lucky enough to be paired with Clare.*



*"Clare has been absolutely amazing at helping me through my initial anxieties and from the outset was both honest and supportive. She spent the initial meetings learning about me and my interests to help me explore careers I would be suited to and would also send me resources on careers that suited my degree. We have spent sessions on structuring my CV and tips on how to write cover letters for prospective internships. Even outside our sessions she went above and beyond to help research internship opportunities and programmes that I could apply to.*

*"Clare has also offered her time to help prepare me for public speaking opportunities - which is something I struggle with - running through presentations with me. Recently, she has worked with her company, Vertex, to help organise a work shadowing opportunity for me to gain experience of HR, a career area I have a lot of interest in.*

*"Overall, I am extremely grateful to Clare and City Year for all the planning and effort that goes into the career mentoring programme. All their support has had a lot of impact on my confidence going into future employment and a career."*

## Thank you to all our partners

As Kacia explains, at City Year UK our partners are integral to our impact on children and young people. The funding they provide is crucial, while their professional insights and the personal development opportunities they offer change young lives.



We are grateful to all those who visit schools, organise exceptional experiences, invite pupils and mentors into their workplaces, take time out to talk about their jobs, explain the many paths that lead to a career and, like Clare, volunteer as a mentor to our mentors.

Thank you.



# Our supporters in numbers

## Inspired

**60 volunteers inspired our 119 young people** with invaluable insights into the world of work. They shared advice and their own career journeys through panel discussions, virtual networking sessions and attending ceremonies in celebration of our mentors.

## Immersed

**275 volunteers helped our young people become 'work ready'**, offering career mentoring, skills sessions and introducing them to jobs they might never have considered.

## Ignited

**268 people supported us as ambassadors, advocates and advisers**, spreading our message and assisting in the shaping of our strategy. Hands-on help through community-focused activities and in-school workshops benefited the children we work with. 23 careers education initiatives broadened horizons for 1,130 pupils.



"I first came across City Year in the autumn of 2023 at a "Lunch & Learn" session in my workplace and the organisation's vision and mission strongly resonated with me. The career mentoring programme really stood out as something I'd like to get involved in so I signed up straight away. **Working with my mentee over the year was incredibly rewarding and I was able to share skills and knowledge that I've accumulated over my 30 year career - things that I take for granted but which are so valuable for young people starting their professional journeys.** I've also arranged bespoke work experience to help guide future career choices.

"It hadn't occurred to me how much I would be able to give back and the outcomes for both me and my mentee were definitely disproportionate to the amount of time invested. I'm still supporting my first mentee and am enjoying getting to know the student that I'll be working with over this coming year. I'm thrilled that I've even encouraged more of my colleagues to sign up!"

Clare McGowne, Senior Director, Commercial Strategy, Vertex Pharmaceuticals

## Just a few examples of the many ways our supporters share our impact

<p><b>The Vertex Foundation</b> Mentor recruitment / career pathway development</p>	<p><b>CVC</b> Governance and Equality, Diversity and Inclusion advice</p>	<p><b>Bain and Company</b> Community Impact Day focused on future strategy</p>	<p><b>Akin</b> Pro bono legal advice</p>
<p><b>Bain Capital Europe Children's Fund</b> Funded 24 hour mental health support for mentors through the Plumm digital platform</p>	<p><b>Bank of America and NCS</b> Co-funded our School Service Leaders</p>	<p><b>Garfield Weston Foundation</b> Support for our long-term strategic plans</p>	<p><b>DHL UK Foundation</b> Funded Level 3 CMI qualifications in Coaching and Mentoring for mentors</p>

# Partnering

## To broaden children's horizons

Thanks to City Year UK's cross-sector supporters, we were able to offer children outstanding opportunities in school and beyond.



### Learning from leading women in aviation

Thanks to DHL UK Foundation and AeroZone, City Year mentors and female Year 10 students learnt about careers in aviation and got a tour of Manchester Airport as part of International Women's Day.

### Girls just want to have STEM

Together with Mastercard, we held a Girls 4 Tech workshop for Year 7 students. Problem solving and creative sessions introduced STEM-based career opportunities.

### Delivering careers education in school

78 engagements from DHL colleagues who delivered 178 hours of careers sessions to 1,209 pupils from Years 8, 9, 10 and 12 at City Year UK partner schools. Sessions included the varied careers within DHL, a logistics challenge testing teamwork, problem solving and critical thinking through global transportation and workshops on CV writing, networking and communication skills.

### Opening doors to the working world

Bain Capital Europe Children's Fund supported a City Year UK school team for the year and invited 30 Year 9 pupils to their offices for a speed networking event and insight into the world of work.

### Encouraging curiosity

City Year mentors and their pupils were invited to the University of Manchester's Social Anthropology Department to pique their interest in what makes us human.

*"The pupils were very interested in the museum and handling the objects but also about being in a university environment. Bringing them to campus has sparked their interest in university life, something which they had not spent much time considering before this trip."*

City Year member of staff





## To break down barriers to employment

**The Vertex Foundation** partnered with us to deliver a Careers Ready Day for mentors from all our sites, featuring talks from public and private sector leaders and in-depth feedback on crafting applications.

Mentors were also invited to Vertex's offices for an industry exploration day, covering medical research and technology, as well as general career tips and guidance.

**The DHL UK Foundation** hosted mentors at their sites to explore the field of logistics, delivered workshops on effective problem solving techniques and public speaking and also invited mentors to join their float at the Lord Mayor's Show!

**J Leon Group** gave 11 mentors places on their 4 day internship programme featuring expert speakers from business, the arts, government, entrepreneurs and charities.

**Sky and Sky Up** hosted us at their campus. Mentors flexed their presenting skills, the Harlequins Rugby Foundation tested their teamwork and Sky staff provided inspiration with stories of their own career journeys. .

**Bain Capital and Bain Capital Europe Children's Fund** gave our young people the chance to network with private investment experts, tour their European HQ and even facilitated work experience placements.

**Bank of America** invited mentors to their offices to learn about successful project management and offered insights into their own careers.

*"This internship was an amazing opportunity and the industry insight into multiple careers was invaluable. It gave exposure to certain jobs and careers I had not previously considered and reassured me on multiple things about the workplace."*

City Year mentor 2023-2024

### Benefit to employers from engaging in careers education - the facts

**91% of the most engaged employers say it is helping them develop new talent pipelines and supporting young people to take up careers in their industry.<sup>23</sup>**

**Source: The Careers and Enterprise Company**

<sup>23</sup> The Careers and Enterprise Company, *Now and Next*, 2024





## Widening Participation with UK Year of Service

Since 2009, City Year UK has been committed to demonstrating the power of youth social action to change lives through 'a year of service'. In 2021, we joined forces with the National Citizen Service (NCS), UK Year of Service, Bank of America and 13 voluntary sector organisations to further prove the concept of a year of service. Our ambition is to secure political commitment to, and Government funding for, an initiative akin to the USA's Americorp programme or national service initiatives in France and Germany where young people are able to participate in a year-long paid placement within their local communities to help tackle some of our most pressing societal challenges.

In 2023-2024, we were delighted to receive further funding from NCS and Bank of America to enable us to offer four paid placements for 18 to 24-year-olds furthest from the labour market, to work as school service leaders from April 2024. In line with the UK Year of Service's mission and its current geographical focus, the nine month programme is targeted at young people not in education, employment or training (NEET) who are based in the North West of England.

School service leaders support a team of City Year mentors, help liaise with the school and coach their own small group of children across social, emotional and academic skills. They also take part in, and help with, City Year UK's weekly leadership and development days.



*"During this year, I'm hoping to develop a lot of personal and professional skills to better my life, both in and out of the workplace. I'm hoping to work on my professionalism and find new confidence in work. I've already seen myself stepping out of my comfort zone, speaking in front of groups and to lots of new people which I would never have seen happening so fast. **I also think it's interesting to see how everything we do at City Year is smartly planned and intentional to develop a specific skill and how what we focus on can be applicable to any aspect of your life.**"*

Katrina, School Service Leader, 2024



# Financial Review

This year, we have delivered City Year UK's programme in 21 schools across three sites and although the fundraising context remains challenging, we were successful in continuing to grow our reserves.

The Statement of Financial Activities on page 52 of these financial statements show the impact of our careful financial management, with a surplus for the year ended 31 July 2024 of £22,144. This is the result of total incoming resources of £2,639,983 net of total resources expended of £2,617,839. Unrestricted funds at the year end were £472,127 and restricted funds were nil.

## Reserves

Trustees' policy is to retain a prudent level of reserves from unrestricted income to:

- Ensure that the charity can continue to provide a stable and high quality service to our beneficiaries
- Provide sufficient working capital for the planned activities for the following year
- Meet unexpected costs such as loss of key personnel, staff cover for illness, maternity or paternity leave, or the legal costs defending the charities interest
- Invest in organisational development to support long-term stability and sustainability
- Meet all contractual liabilities, and in the event of the closure have provision set aside for redundancy costs, liabilities to creditors and any existing lease commitments
- Replace equipment as it wears out and which is not funded by restricted funds

## Amount of reserves

The reserves at 31 July 2024 stand at £472,127 compared to £449,983 in FY23. The unrestricted reserves after adjusting for those reserves that can only be realised by disposal of tangible fixed assets (free reserves) amount to £472,127 compared to £449,983, an increase of £22,144.

The trustees estimate that a prudent level of unrestricted reserves required for the charity to comply with its reserves policy is 2 to 3 months of total expenditure. Based on budgeted expenditure for the current year, a prudent level of reserves would be between £399,866 and £599,799.

As in previous years, the trustees have set a surplus budget and fundraising plan to continue building the reserves.

## Assessment of going concern

In considering the likely going concern of the charity, trustees have assessed both the prospect of there being sufficient cash flow over the next twelve months to support operations, and the likelihood of being able to complete the next academic year with sufficient reserves based on current fundraising prospects. After assessing these risks the trustees feel confident that our current fundraising strategy will result in sufficient income to remain a going



concern. The trustees have also set clear budgets and goals to make operating surpluses and grow the reserves over the next two years.

## Principal funding sources

We thank all our supporters during the year, to whom we are deeply grateful:

### **Akin**

**Bain Capital**

**Bank of America**

**Baron Davenport Charity**

**The BKL Foundation**

**CVC Capital Partners Limited**

**Danaher Foundation**

**DHL UK Foundation**

**EBM Charitable Trust**

**The Eveson Charitable Trust**

**Garfield Weston Foundation**

**Goldman Sachs Gives**

**Henry Oldfield Trust**

### **Howden**

**John Armitage Trust**

**John Scott Charitable Trust**

**Joseph Strong Frazer Trust**

**Michael Marsh Charitable Trust**

**National Citizens Service**

**The Portal Trust**

**Souter Charitable Trust**

**St James's Place Charitable Foundation**

**Swire Charitable Trust**

**The Roger & Douglas Turner Charitable Trust**

**The Vertex Foundation**

**UBS Group**

## Principal risks and risk management

City Year UK's trustees have considered the major risks to which the charity is exposed and have reviewed those risks and established policies, systems and procedures to manage them. A risk register is updated at least annually and this is regularly reviewed to mitigate the risks the charity faces.

The principal risks are:

- Loss of funding or inability to secure sufficient funding
- Safeguarding failure for volunteers and children
- Inability to recruit sufficient schools or young people
- Reputational damage
- Breach of data security or compliance
- Loss of key personnel
- Fraud or financial mismanagement

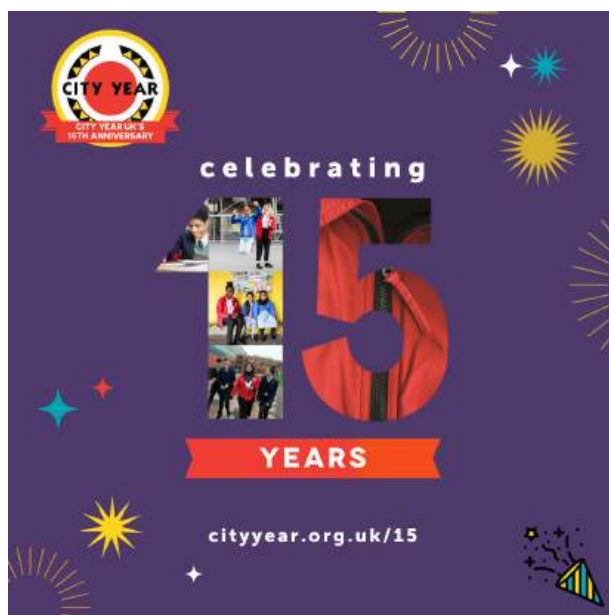
City Year UK has a safeguarding policy that covers all our interactions with pupils and all volunteers undertake child protection training before being permitted to volunteer in schools or work with children. In a review of the safeguarding policy, the NSPCC noted that it was 'fit for purpose' and made recommendations for further improvement which have been implemented. Volunteers and staff undergo a DBS check before they can take up a paid or voluntary role with City Year UK. Policies and procedures are in place to ensure compliance with the health and safety of our staff, volunteers and visitors. There are internal policies and procedures covering HR, IT, GDPR/data protection, privacy and security as well as internal financial controls for the authorisation of all financial transactions and projects.



**Plans for  
2024 - 2025**

The life-changing potential of 'near peer' mentoring runs through this report. Every day, we see how our mentors are uniquely placed to coach children to overcome the issues that come between them and their education; building self-confidence and inspiring success in school. Our plans for the future have a simple ambition: to reach more children to move the needle on educational inequality.

Sadly, there's a cohort who face even more barriers than those our mentors normally support. According to a recent report from the Children's Commissioner, children in alternative provision often have lower levels of self-belief, have experienced disrupted education and face personal issues which make it harder for them to engage.<sup>24</sup> Nearly a third did not sustain a positive destination after leaving Year 11, compared to 5% from mainstream schools.<sup>25</sup> In 2024 to 2025, we will seek to widen our work in Pupil Referral Units and alternative provision, learning what works for these children who are the very furthest from opportunity. From our previous experience, we already understand some of the challenges involved, but we will fully investigate the extra mentor support and programme adaptations required to work at scale in these settings.



Another priority will be to assess affordability for primary schools and the feasibility of part-time teams. In 2023 to 2024, we successfully trialled the introduction of part-time mentors into full-time teams, benefiting participation. However, this approach will go a step further, exploring delivery of a part-time programme for small schools that's cost-effective while maintaining our impact on pupils and mentors. The offer will focus on social and emotional learning and pastoral support.

Finally, in line with our vision of a society where full-time social action in schools is an integral part of growing up in the UK, we remain committed to advocacy and growth. Nearly one in three children (32%) live in poverty in Liverpool and we are scoping a pilot in the city in 2025 to 2026.

We will also continue to champion youth social action, advancing our campaign for a nationally recognised UK Year of Service and engaging the new government. We are sad to see the National Citizen Service (NCS) being closed down and hope a focus on supporting young people to take social action is retained within the future National Youth Strategy. Bringing together young people from all backgrounds to tackle some of Britain's biggest problems gives them a stake in their society and develops essential skills, creating the talent pipeline business needs.

We look forward to using City Year UK's 15th anniversary as a platform to celebrate our long term impact and excite and inspire supporters who recognise that young people have the energy, idealism and commitment to change the world; they just need the opportunity.

<sup>24</sup> Children's Commissioner, *An Alternative Route: Post-16 support for young people attending Alternative Provision*, 10 May 2024

<sup>25</sup> Children's Commissioner, *An Alternative Route*, 10 May 2024

# Structure, Governance and Management



## Governing document

City Year UK is a registered company limited by guarantee, incorporated on 17 July 2009 and registered as a charity (number 1131350) on 25 August 2009. It was established under a Memorandum of Association which defines its objects and powers and is governed under its Articles of Association. In the event of the company being wound up, members (who are currently solely the trustees of the charity) are required to contribute an amount not exceeding £10. The board of trustees together with the senior management team, are set out at the end of this document.

## Recruitment and appointment of trustees

The directors of the company are also charity trustees for the purposes of charity law. Under the requirements of the Memorandum and Articles of Association, trustees serve a three-year term. They can be re-elected and generally serve a maximum of three terms. The articles make provision for trustees to serve additional terms in exceptional circumstances and with the unanimous agreement of all other trustees.

During the year, we said goodbye to our chair, Jonathan Beebe, who served almost ten years on the board. Following a review of the role, which included an external search, Matthew Davies was appointed as the new chair. One existing trustee was re-elected for a new term. All trustees gave their time voluntarily and received no benefits from the charity.

## Trustee induction and training

An induction pack for trustees is in place, and all new trustees are invited to meet with the chair and chief executive to discuss the work of the charity and in particular to be informed of:

- The obligations of trustees;
- The main documents which set out the operational framework for the charity including the Memorandum and Articles;
- Resourcing and the current financial position; and
- Future plans and objectives.

Trustees' needs are assessed on an individual basis, and training is provided if required. During the year, all trustees engaged in development sessions covering educational policy changes, trends in volunteer engagement and building a culture of equity, diversity and inclusion.

## Organisational structure

City Year UK has a board of trustees who meet quarterly, as well as delegating specialist matters to committees where appropriate. Collectively they are responsible for the strategic direction, policy and financial sustainability of the charity. At present, the board has twelve trustees from a variety of professional backgrounds relevant to City Year UK's work.

Recommendations on strategic direction, financial progress and day to day management of the charity's activities are delivered by the senior leadership and wider staff team.

## Arrangements for setting pay and remuneration of key management personnel

Pay and remuneration of the senior leadership team are set by the chief executive by reference to both internal pay scales and external benchmarking. This process is conducted by the trustees for the remuneration of the chief executive.

## Relationship with related parties

City Year UK operates under an international affiliation agreement with City Year Inc., a not for profit registered in the US. The technical assistance and affiliation agreement gives City Year UK the rights to use the proven City Year Inc. programme design. The affiliation agreement came up for renewal in December 2019 and has since gone through two successful bi-annual recertification processes.

## Statement of trustees' responsibilities

The trustees (who are also the directors of City Year UK for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing those financial statements, the trustees are required to;

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charity SORP
- Make judgements and estimates that are reasonable and prudent
- 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 proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

## Public benefit

In developing the objectives for the year and in planning our activities, the trustees have considered the Charity Commission's guidance on public benefit.

City Year UK's purpose (as set out in the Objects of the Charity in the Articles of Association) is to promote the education of young people under the age of 25 years in the UK and to advance citizenship by the development of volunteering opportunities. The work we do in pursuit of our mission is illustrated throughout this report. City Year contributes to public benefit through both coaching students furthest from opportunity in school and supporting young adults to develop skills for life and work.

## Fundraising

City Year UK is registered with the Fundraising Regulator and is committed to fundraising in line with the Code of Fundraising Practice in a way that is open, honest and respectful. During the year, City Year UK did not make use of any external consultants to undertake its fundraising activities. No data was shared with, or sold to, any external agencies. We did not undertake direct mail shots, send any unsolicited newsletters or approach any vulnerable individuals to support our work. A complaints policy is in place but we received no complaints during the year about any of our fundraising activities.

This report was approved by the Trustees and signed by order of the Board.



.....  
Matthew Davies (Chair of Trustees)

13 May 2025





# **Independent Auditors' Report and Financial Statements**



## Opinion

We have audited the financial statements of City Year UK (the 'charitable company') for the year ended 31 July 2024 which comprise the statement of financial activities, the balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2024 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

## Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditors report thereon. The trustees are responsible for the other information.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

## Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions from the requirement to prepare a Strategic Report or in preparing the Report of the Directors.

## Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 44, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

## Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- The Charitable Company is required to comply with both company law and charity law and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding of how the charitable company complied with its legal and regulatory framework, including the requirement to properly account for restricted funds, through discussions with management and a review of the documented policies, procedures and controls.
- The audit team, which is experienced in the audit of charities, considered the charitable company's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that all restricted income was properly identified and separately accounted for and to ensure that only valid and appropriate expenditure was charged to restricted funds. This included reviewing journal adjustments and unusual transactions.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## Use of the audit report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken, so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report or for the opinions we have formed.

Simon Goodridge (Senior Statutory Auditor)



For and on behalf of Knox Cropper LLP, Statutory Auditor

65 Leadenhall Street

London

EC3A 2AD

16/05/2025

# **Statement of Financial Activities**

**CITY YEAR UK**  
STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 JULY 2024

	Notes	Unrestricted Funds	2024 Restricted Funds	Total Funds	Unrestricted Funds	2023 Restricted Funds	Total Funds
<b>Income and endowments from</b>							
<b>Donations and legacies</b>							
Grants and Donations	2	1,486,075	179,682	1,665,757	1,161,634	441,194	1,602,828
<b>Investment Income</b>		656	-	656	804	-	804
<b>Charitable activities</b>		973,570	-	973,570	-	-	-
School Fees		-	-	-	1,013,588	-	1,013,588
<b>Total Income</b>		<u>2,460,301</u>	<u>179,682</u>	<u>2,639,983</u>	<u>2,176,026</u>	<u>441,194</u>	<u>2,617,220</u>
<b>Expenditure on</b>							
<b>Raising funds</b>							
Costs of Generating Voluntary Income		296,939	-	296,939	306,839	-	306,839
<b>Charitable Activities</b>		2,141,218	179,682	2,320,900	-	-	-
Programme Expenses		-	-	-	1,846,496	441,194	2,287,690
<b>Total Expenditure</b>	4	<u>2,438,157</u>	<u>179,682</u>	<u>2,617,839</u>	<u>2,153,335</u>	<u>441,194</u>	<u>2,594,529</u>
<b>Net income/(expenditure)</b>		<u>22,144</u>	<u>-</u>	<u>22,144</u>	<u>22,691</u>	<u>-</u>	<u>22,691</u>
<b>Net Movement in funds</b>		<u>22,144</u>	<u>-</u>	<u>22,144</u>	<u>22,691</u>	<u>-</u>	<u>22,691</u>
<b>Reconciliation of funds</b>		<u>449,983</u>	<u>-</u>	<u>449,983</u>	<u>427,292</u>	<u>-</u>	<u>427,292</u>
<b>Total Funds Brought Forward</b>		<u>449,983</u>	<u>-</u>	<u>449,983</u>	<u>427,292</u>	<u>-</u>	<u>427,292</u>
<b>Funds Brought Forward</b>		<u>449,983</u>	<u>-</u>	<u>449,983</u>	<u>427,292</u>	<u>-</u>	<u>427,292</u>
<b>Total Funds Carried Forward</b>		<u>472,127</u>	<u>-</u>	<u>472,127</u>	<u>449,983</u>	<u>-</u>	<u>449,983</u>

All incoming resources and resources expended derive from continuing activities.

# **Balance Sheet**

**CITY YEAR UK**  
BALANCE SHEET  
AS AT 31 JULY 2024

	<b>Notes</b>	<b>2024</b> <b>£</b>	<b>2023</b> <b>£</b>
<b>Fixed Assets</b>			
Tangible Assets	10	-	-
Investments	11	1	1
		<u>1</u>	<u>1</u>
<b>Current Assets</b>			
Debtors	12	202,271	132,742
Cash at Bank and in Hand		397,945	455,419
		<u>600,216</u>	<u>588,161</u>
<b>Liabilities</b>			
Creditors: amounts falling due Within One Year	13	128,090	138,179
<b>Net Current Assets</b>		472,126	449,982
<b>Total Net Assets</b>		<u>472,127</u>	<u>449,983</u>
<b>The Funds of the Charity:</b>			
<b>Unrestricted Funds</b>			
General Funds	14	472,127	449,983
<b>Restricted Funds</b>			
	14	-	-
<b>Total Funds</b>		<u>472,127</u>	<u>449,983</u>

Approved by the Board of Trustees and signed on its behalf by:



.....  
Matthew Davies Chair of Trustees

13 May 2025

Registered Company Number: 06965846

Registered Charity Number: 1131350

# **Statement of Cashflows**

**CITY YEAR UK**  
STATEMENT OF CASHFLOWS

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Net cash flows provided by (used in) operating activities	(57,474)	124,922
	(57,474)	124,922
<b>NET CHANGE IN CASH AND CASH EQUIVALENTS</b>		
	(57,474)	124,922
Cash and cash equivalents at the start of the year	455,419	330,497
	397,945	455,419
<b>Cash and cash equivalents at the end of the year</b>		
	397,945	455,419
<b>RECONCILIATION OF OPERATING SURPLUS TO NET CASH INFLOW FROM OPERATING ACTIVITIES</b>		
	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Net Income / (expenditure) for the financial year</b>	22,144	22,691
<b>Adjustments for:</b>		
(Increase)/decrease in debtors	(69,530)	161,494
Increase/(decrease) in creditors	(10,087)	(59,263)
	(57,473)	124,922
<b>Net cash provided by (used in) investing activities</b>	(57,473)	124,922

**Notes Forming Part  
of the Financial  
Statements**

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2024

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## **1. ACCOUNTING POLICIES**

### **a. Basis of Accounting**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 second edition) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

### **b. Going concern**

In assessing the charity's ability to continue as a going concern, trustees have reviewed cash flow forecasts and fundraising prospects for the next twelve months. In a tough fundraising environment for the charity sector in general, we have on-going strategies in place to mitigate risk whilst recognising that uncertainties remain around future income. Nonetheless, the trustees believe that with active fundraising and tight cost control, it remains appropriate to prepare the accounts on a going concern basis. The trustees have set clear budgets and goals to make operating surpluses and grow the reserves over the next two years.

### **c. Income**

Income consists of grants and donations and bank interest receivable. These are dealt with on a receivable basis, i.e., income is recognised when it becomes legally receivable. Where income has been used specifically for funding fixed assets, the income is recognised in the Statement of Financial Activities and depreciation on the fixed assets is charged against the relevant fund as it arises.

### **d. Donations in Kind**

Donations in kind are recognised both as income and expenditure where their value can be ascertained with reasonable certainty.

### **e. Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is recognised on an accruals basis. Whenever possible, expenditure is allocated direct to the activity to which it relates on an actual basis. Where actual allocation is not possible the costs are apportioned on the basis of staff costs.

### **f. Restricted Funds**

Where income is given for a specific purpose or project, the funds are treated as restricted and any surplus or deficit will be carried forward as a restricted fund until it is fully applied for the specified purposes.

### **g. Value Added Tax**

The Charitable Company is not registered for value added tax (VAT) and input tax is not recoverable. Expenditure is therefore recorded inclusive of VAT.

### **h. Pension costs**

The charity has a defined contribution pension scheme. Employer contributions are charged to the statement of financial activities in the period to which they relate.

### **i. Financial instruments**

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. These are initially recognised at transaction value and subsequently valued at their settlement value.

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2024

**2. GRANTS AND DONATIONS**

	<b>Unrestricted</b>	<b>Restricted</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>Total</b>	<b>Total</b>
			<b>£</b>	<b>£</b>
<b>Grants</b>				
London	-	35,833	35,833	24,338
West Midlands	-	17,833	17,833	60,280
Greater Manchester	-	75,094	75,094	70,394
Central costs	-	50,922	50,922	275,000
<b>Other grants and donations</b>	-	179,682	179,682	430,012
Gala Dinner		-		500
Government Kickstarter Scheme				11,182
Unrestricted	1,467,435	-	1,467,435	1,136,036
	<u>1,467,435</u>	<u>179,682</u>	<u>1,647,117</u>	<u>1,577,730</u>
<b>Donations in Kind</b>				
Staff training funded through transfer of Apprenticeship Levy	18,640	-	18,640	25,098
	<u>18,640</u>	<u>-</u>	<u>18,640</u>	<u>25,098</u>
	<u>1,486,075</u>	<u>179,682</u>	<u>1,665,757</u>	<u>1,602,828</u>

There were £18,640 in value donations in kind during FY24 (FY23: 25,098). In addition to this Akin provided space to run our Leadership Development Programme for our London based volunteer mentors on Fridays, generously giving us conference room space and breakout rooms.

Several of our funders restrict their giving either to a region or to a specific team of volunteers. We have grouped these together by region for reporting purposes and have separately shown any other restricted funds not defined by region, but by other purpose.

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2024

**3. COMMERCIAL TRADING OPERATIONS AND INVESTMENT IN TRADING SUBSIDIARY**

The wholly-owned trading subsidiary, City Year London Trading Limited, which was incorporated in the United Kingdom on 3 November 2010, operates all commercial trading operations carried out by the Charity. The Charity owns the entire issued share capital of 1 share with a nominal value of £1. The company has been dormant since September 2019. In July 2023 the bank account was closed and the balance transferred to the charity in settlement of the intercompany balance. The company was dissolved on 15 April 2025.

A summary of the trading results is shown below:

	<b>2024 Total £</b>	<b>2023 Total £</b>
<b>Summary Profit and Loss Account</b>		
Turnover	0	(57)
Administration expenses	0	(57)
Management fee paid to parent charity	0	(57)
Profit before taxation	-	-
Tax	-	-
Retained earnings	1	56
Retained earnings brought forward	-	-
Gift Aid Donation to Parent Charity	-	-
Retained earnings carried forward	0	1
	<b>As at 31 July 2024 £</b>	<b>As at 31 July 2023 £</b>
<b>Summary Balance Sheet</b>		
Current Assets	0	1
Creditors: Amounts falling due within one year	-	-
Total Net Assets	1	1
Aggregate Share Capital and Reserves	1	1

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2024

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**4. TOTAL RESOURCES EXPENDED**

	<b>Cost of Generating Funds</b>	<b>Charitable Expenditure</b>	<b>Support Costs</b>	<b>2024 Total</b>	<b>2023 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Direct Programme Staff		855,076		855,076	937,548
Non Programme Staff	294,479		309,829	604,308	614,705
Volunteer Expenses		613,830		613,830	430,097
Volunteer Recruitment- Salaries		137,730		137,730	129,804
Volunteer Recruitment- Other		65,580		65,580	68,992
Programme Costs		56,917		56,917	57,459
Training		84,538		84,538	84,681
Property & Maintenance			49,563	49,563	47,804
Staff Recruitment			3,469	3,469	48,224
IT & Telecoms			55,676	55,676	71,898
Staff Travel & Accommodation		10,350	1,374	11,724	12,893
Communications		17,759		17,759	21,439
Legal & Professional		12,285	11,770	24,055	22,196
Other Overheads			8,052	8,052	10,679
Fundraising Events	2,460			2,460	7,870
Affiliation Fee		27,101		27,101	28,240
	296,939	1,881,167	439,733	2,617,839	2,594,529
Reallocation of support Costs		439,733	(439,733)		
	296,939	2,320,900	-	2,617,839	2,594,529

**CITY YEAR UK**  
 NOTES TO THE FINANCIAL STATEMENTS  
 FOR THE YEAR ENDED 31 JULY 2024

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**5. NET INCOMING RESOURCES FOR THE YEAR**

	<b>Year Ended 31 July 2024 £</b>	<b>Year Ended 31 July 2023 £</b>
This is stated after charging/(crediting):		
Auditors Remuneration	12,285	11,700

**6. STAFF COSTS**

Salaries and Wages	1,412,273	1,489,495
Social Security Costs	129,658	141,508
Pension Costs	55,184	50,774
	1,597,115	1,681,777

Employees who received benefits, excluding pension contributions in excess of £60,000 during the current period:

	<b>No.</b>	<b>No.</b>
£60,000 to £70,000	-	-
£70,001 to £80,000	1	1
£89,001 to £100,000	2	2
	2	2

The average number of employees during the year was as follows:

	<b>No.</b>	<b>No.</b>
Programme Staff	25	24
UK Year of Service: School service Leaders	4	9
Fundraising, Administration and Support	21	15
	50	48

The charity has a defined contribution pension scheme for its employees. Since 1 April 2017 the charity has operated this on an auto enrolment basis. In the current year contributions were paid on behalf of 41 employees (2023:42). As at the year end, £9,383 was outstanding (2023: £9,278).

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2024

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**7. KEY MANAGEMENT PERSONNEL**

The key management personnel of the Charity are those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any trustee of the entity. For City Year UK they comprise the Trustees and senior management team. The total employee benefits, including employer pension contributions, payable to key management personnel during the year amounted to £291,386 (2023: £309,282).

**8. TRUSTEE REMUNERATION AND RELATED PARTY TRANSACTIONS**

None of the Trustees received any remuneration or were reimbursed expenses during the period (2023: none).

The following Trustees also have senior roles with some of the charity's key funders:

Patrick Flaherty	Managing Director of Credit Suisse, Global Markets Division
Matthew Davies	Managing Director, Treasury Services, Global Banking Markets, Bank of America
Sachin Jogia	General Manager, Alexa Smart Home International, Amazon
Merary Soto-Saunders	Global Head of Diversity @ CVC Capital Partners   HR & Talent Expertise
James David Terry	Partner at Akin

We received £352,000 (2023: £179,532) from Credit Suisse, £29,922 (2023: £65,107.26) from Bank of America and £60,000 from Akin (FY23: £30,000) and £87,289 from CVC Capital Partners (FY23: £160,245). There were no amounts due to or from these funders at the year end.

Seven trustees also made personal donations to the charity during the year which amounted to £39,731 in total (2023: Six Trustees totalling £72,650).

Trustees, AnnMaura Connolly and Stephanie Wu are also the Chief Strategy Officer of City Year Inc and Chief Transformation Officer, respectively. City Year UK has an affiliation agreement with City Year Inc. under the terms of which the schools programme operates.

**9. TAXATION**

As a charity City Year UK is exempt from tax on income and gains to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity in the current period.

**10. TANGIBLE FIXED ASSETS**

At the end of July 2024, all leasehold improvements, IT equipment and software and furniture and fittings were fully depreciated and disposed of. The Charity did not capitalise any IT purchases or furniture and fittings during the year.

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2024

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**11. INVESTMENTS**

	<b>As at 31 July 2024 £</b>	<b>As at 31 July 2023 £</b>
Investment in unquoted subsidiary undertaking		
At cost	£1	£1

See note 3 for further information.

**12. DEBTORS**

	<b>As at 31 July 2024 £</b>	<b>As at 31 July 2023 £</b>
Due from Group Undertaking	-	
Trade Debtors	14,871	98,315
Accrued Income	172,706	6,671
Other Debtors	1,600	1,275
Prepayments	13,094	26,481
	202,272	132,742

**13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>As at 31 July 2024 £</b>	<b>As at 31 July 2023 £</b>
Trade Creditors	11,841	48,729
Taxes and Social Security	32,348	35,689
Other Creditors	9,383	9,278
Accruals and Deferred Income	74,518	44,483
	128,091	138,179

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2024

**14. MOVEMENTS IN FUNDS**

	<b>At 1 August 2023</b>	<b>Incoming Resources</b>	<b>Outgoing Resources</b>	<b>Transfers</b>	<b>At 31 July 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Restricted Funds:</b>					
London	-	35,833	(35,833)	-	-
West Midlands	-	17,833	(17,833)	-	-
Greater Manchester	-	75,094	(75,094)	-	-
Central Costs	-	50,921	(50,921)	-	-
	-	179,682	(179,682)	-	-
<b>Unrestricted funds:</b>					
General Funds	449,983	2,460,301	(2,438,157)	-	472,127
	449,983	2,639,983	(2,617,839)	-	472,127

	<b>At 1 August 2022</b>	<b>Incoming Resources</b>	<b>Outgoing Resources</b>	<b>Transfers</b>	<b>At 31 July 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Restricted Funds:</b>					
London	-	24,338	(24,338)	-	-
West Midlands	-	60,280	(60,280)	-	-
Greater Manchester	-	70,394	(70,394)	-	-
Central Costs	-	286,182	(286,182)	-	-
	-	441,194	(441,194)	-	-
<b>Unrestricted funds:</b>					
General Funds	427,292	2,176,026	(2,153,335)	-	449,983
	427,292	2,617,220	(2,594,529)	-	449,983

Restricted funds:

The application of these funds is subject to restrictions imposed by the funders with the grants available being allocated to certain categories of payroll and administration costs or to specific activities or events as specified in the grant agreements.

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2024

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**15. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	<b>General Funds</b>	<b>Restricted Funds</b>	<b>Total Funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Fixed Assets	1	-	1
Net Current Assets	472,126	-	472,126
Net Assets at 31 July 2024	472,127	£-	472,127

For comparative period:

	<b>General Funds</b>	<b>Restricted Funds</b>	<b>Total Funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Fixed Assets	1	-	1
Net Current Assets	449,982	-	449,982
Net Assets at 31 July 2023	449,983	£-	449,983

# Additional Information



# Reference & administrative details

## Board of Trustees

Matthew Davies	Chair of the Board
Jonathan Beebe	Chair of the Board (tenure ended on 8 July 2024)
AnnMaura Connolly	
Patrick Flaherty	
Kasey Hooper	
Sachin Jogia	
Michael Lynas	
Bethia McNeil	
Merary Soto-Saunders	
James Terry	
Rodney Williams	
Stephanie Wu	

## Senior management team

Kevin Munday	Chief Executive
Craig Burgess	Chief Operating Officer (left 10 May 2024)
Chandni Radia	Director of Development and External Relations
Alison Vaughan	Director of Finance, appointed 13 May 2024
Sophie Fanning-Tichborne	Associate Director of Development, appointed 13 May 2024
Louisa Hopkins	Associate Director of School Partnerships and Volunteer Recruitment, appointed 13 May 2024
Dean Thomas-Lowde	Associate Director of Programmes, appointed 13 May 2024

## Auditors

Knox Cropper LLP  
Chartered Accountants  
65 Leadenhall St  
London  
EC3A 2AD

## Bankers

CAF Bank  
25 Kings Hill Avenue  
Kings Hill  
West Malling  
Kent  
ME19 4TA

## Solicitors

Ashurst LLP  
Broadwalk House  
5 Appold Street  
London  
EC2A 2HA

Akin  
Eighth Floor  
Ten Bishops Square  
London  
E1 6EG



## GET INVOLVED

### Join us to tackle educational inequality

More than 1,800 young people have already given around 2.5 million hours in 284 schools through City Year UK but there is still so much more we could achieve. See how you could get involved with fundraising and volunteering at [cityyear.org.uk/get-involved](https://cityyear.org.uk/get-involved).

### Make a donation

We are grateful for any donation you'd like to make. Visit [cityyear.org.uk/get-involved/make-a-donation](https://cityyear.org.uk/get-involved/make-a-donation) to find out more.

### Partner with us

Could your school – primary or secondary – benefit from an integrated team of dynamic, young City Year mentors? Email [schools@cityyear.org.uk](mailto:schools@cityyear.org.uk) or call 020 7014 2680.

### Support us

Are you interested in funding children to succeed at school and developing a future talent pool of diverse young people?

Email [development@cityyear.org.uk](mailto:development@cityyear.org.uk) or call 020 7014 2680.

### Have a question or feedback?

Get in touch at [cityyear.org.uk/contact-us](https://cityyear.org.uk/contact-us)

## CITY YEAR UK

A COMPANY LIMITED BY GUARANTEE

CHARITY NUMBER: 1131350

COMPANY NUMBER: 06965846



CITY YEAR UK  
celebrating



YEARS

[cityyear.org.uk/15](http://cityyear.org.uk/15)

### Contact us

#### London (Headquarters)

City Year UK  
200a Pentonville Road  
London  
N1 9JP  
020 7014 2680

#### Other Offices:

Greater Manchester, West Midlands

[cityyear.org.uk](http://cityyear.org.uk)  
[info@cityyear.org.uk](mailto:info@cityyear.org.uk)

City Year UK is a registered charity  
(1131350) and company registered in  
England and Wales (06965846)



[/cityyearuk](https://www.instagram.com/cityyearuk)

CITY YEAR






# City Year UK annual report 2023-24 Signed and dated

Final Audit Report

2025-05-16

Created:	2025-05-16
By:	James Hunt (hrsupport@cityyear.org.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAAMYC5jl9bovtk2PCs_m_nMt28EXImG1hF

## "City Year UK annual report 2023-24 Signed and dated" History

-  Document created by James Hunt (hrsupport@cityyear.org.uk)  
2025-05-16 - 10:36:39 AM GMT
-  Document emailed to Simon Goodridge (simon.goodridge@knoxcropper.com) for signature  
2025-05-16 - 10:37:00 AM GMT
-  Email viewed by Simon Goodridge (simon.goodridge@knoxcropper.com)  
2025-05-16 - 10:47:27 AM GMT
-  Document e-signed by Simon Goodridge (simon.goodridge@knoxcropper.com)  
Signature Date: 2025-05-16 - 10:48:23 AM GMT - Time Source: server
-  Agreement completed.  
2025-05-16 - 10:48:23 AM GMT

**CITY YEAR UK**

England & Wales - Charity number 1131350

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# Accounts

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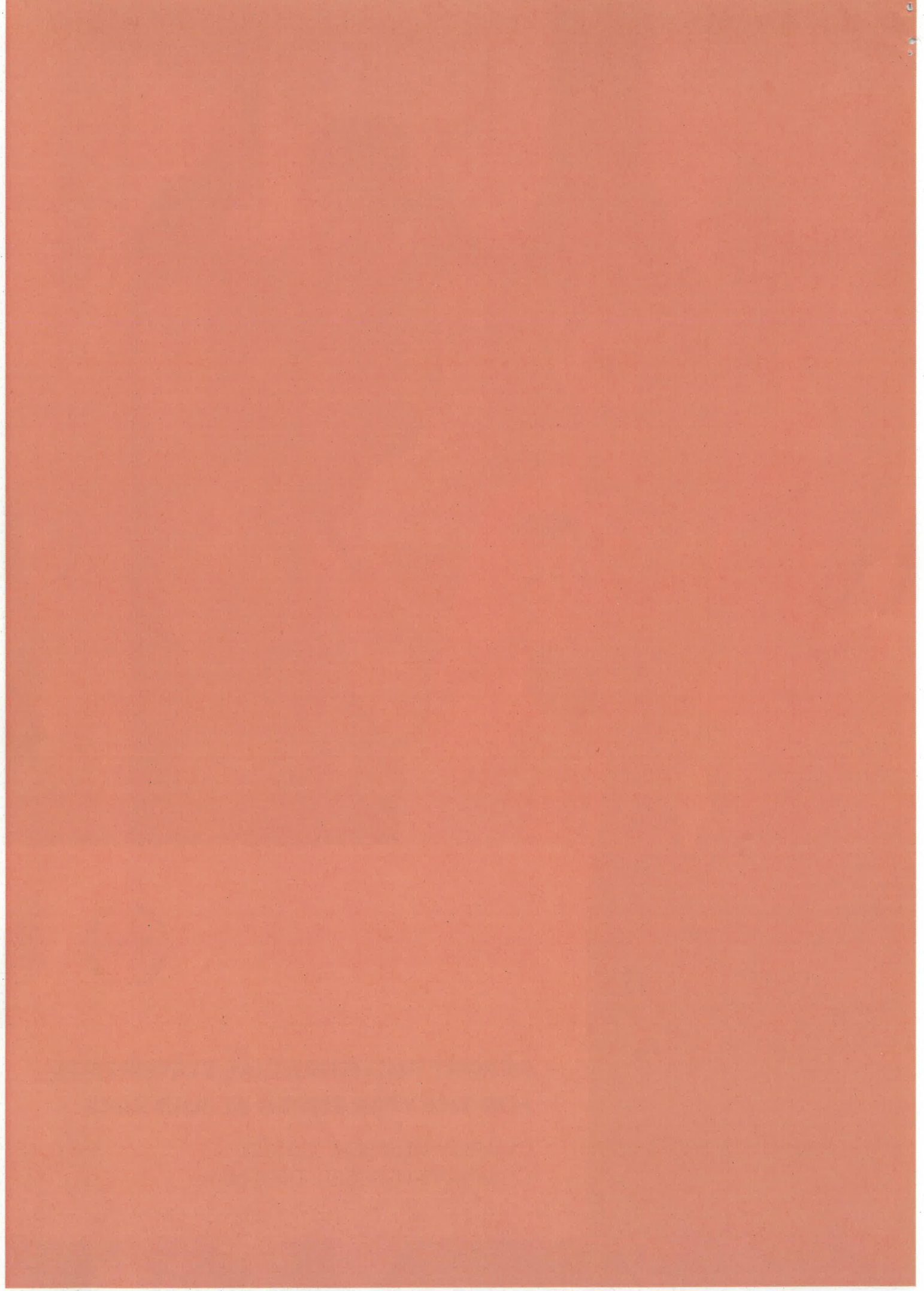
**City Year UK**



**REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2023**

CHARITY NUMBER: 1131350

COMPANY NUMBER: 06965846



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# **Trustees' Report**



**WHO WE ARE**

**CITY YEAR UK**  
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FOR THE YEAR ENDED 31 JULY 2023

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## **ABOUT CITY YEAR UK**

### **Our vision**

City Year UK's vision is of a society where the transformative power of full-time social action in schools is an integral part of growing up in the UK; supporting every child and young person to achieve their full potential.

### **Our mission**

- To give every pupil the chance to succeed, by partnering with schools to coach those furthest from opportunity to achieve the social, emotional and academic results they need to progress at every stage of their education; and
- To tap into the talent, energy and idealism of diverse young adults to drive social change in education and develop the standout experience, leadership skills and networks to launch any career.

### **Our Approach**

We enable diverse young adults to volunteer full-time, for a year, in schools with a high proportion of pupils eligible for free school meals. They are trained and supported to inspire, mentor and tutor children of all ages to overcome social, emotional and academic barriers to learning and, by realising pupils' potential, realise their own.

Often volunteering in their own communities, our young adults gain real world experience and over 170 hours of dedicated leadership and development training. They leave with the skills and networks that set them up for life.



## CHAIR AND CHIEF EXECUTIVE'S INTRODUCTION

In its 2023 manifesto, the Fair Education Alliance stated: "Our current system isn't giving young people from all backgrounds the skills employers need and it's not giving them a positive experience of school either."<sup>1</sup> Youth social action offers a blueprint for a holistic response. By harnessing the talent and energy of diverse young adults as mentors, coaches and tutors, City Year UK empowers them to tackle educational inequality and bring enjoyment to learning, while serving as a launch pad for their careers. It's a win-win that builds extra capacity into our stretched schools and gives 18 to 25-year-olds real-world experience, underpinned by training and networking.

In this report, we will look at the difference City Year makes to pupils furthest from opportunity and to young adults about to start work. We'll share our progress codifying 'student success coaching' as an integrated in-school programme and how delivering that coaching provides a skills boost, with implications for improved social mobility, earnings and job and life satisfaction. Last but not least, we will show how our donors, supporters and partners amplify our impact and without whom our programme would not be possible.

Having pioneered youth citizen service in the UK since 2010, our two year pilot with UK Year of Service, offering paid work that pays back, is a perfect example. In the words of its Executive Director, Clara Goldsmith, it demonstrated "the effectiveness of the scheme through a deep understanding of what it means to empower young people to find jobs with purpose." Thanks to the partnership we've been able to employ 31 school service leaders in pivotal roles; creating life changing opportunities vital in the context of the cost of living crisis.

With many young adults worried about the affordability of giving a year, volunteer recruitment has been challenging. In response, we've continued to focus on enabling participation and ensuring that the capabilities mentors gain open up new possibilities and transform prospects. This year, we've enhanced both our careers pathway and wellbeing programmes, as well as trialled wrap-around support to mentors previously not in education, employment or training (NEET). We were truly honoured to be one of just 20 recipients of the Queen Elizabeth II Platinum Jubilee Volunteering Award for our work.

Aged 5 or 25, youth social action builds positive relationships, encourages a growth mindset, gives a sense of belonging, reveals strengths and breaks down barriers to opportunity. Mariyah reflects on "the immeasurable growth that occurs when someone feels seen, heard and valued." That relationship is reciprocal at City Year UK. It is because our mentors 'see' the pupils they support and pupils 'see' their mentors that both can achieve their potential.

Yours in service,

Jonathan Beebe, Chair of the Board of Trustees  
Kevin Munday, Chief Executive

//

*As I reflect on this experience, I am reminded of the tremendous impact that one person can have on another's life... it is the immeasurable growth that occurs when someone feels seen, heard and valued."*

–Mariyah, City Year mentor, 2021-2022  
and school service leader, 2022-2023

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<sup>1</sup> [www.faireducation.org.uk/fair-education-manifesto](http://www.faireducation.org.uk/fair-education-manifesto)



## MARIYAH AND X'S CITY YEAR STORY

**Mariyah explains how she mentored, coached and tutored a Year 10 student, X, to believe that he can succeed at school. In the process, she has become a leader.**

**"When I first met X, he was getting detentions and often suspended for persistent disruptive behaviour.** He had given up on his education and didn't have any aspirations. His attendance was dropping, leading to frustration in lessons as he didn't understand what was being taught. His behaviour was causing issues for the rest of the class and frustration and anger led to difficulties at home, as well as school.

**"Initially, we did a lot of work 1:1 and in small groups** to help with classroom expectations and to catch up on all the missed work, as well as helping with self-reflection and managing his reaction to stressful situations. Fidget toys have worked really well and he attended voluntary after-school sessions with me.

"X is much more engaged in his learning now. He comes to me with questions and advice on what he needs to do to develop further. **He is finally proud of what he is achieving, recognises his growth and looks forward to sharing his report with teachers or telling mum about the work he is doing in school.** He is a lot more positive. In the past, our Monday morning conversations were around something stressful or frustrating over the weekend but he is able to recognise and share positive experiences much more now."

### What X's teachers said:

**"X has gone from a student I felt was, to be honest, 'unteachable' to someone who we have a fighting chance with.** He has tried so, so hard with his BTEC controlled assessments and this is entirely down to the hard work and determination of Mariyah."

**"I've seen a huge improvement in his engagement in lessons and general behaviour as a result of Mariyah's hard work.** Constant communication with home, having high expectations and giving him strategies to manage his behaviours when he is being distracted have all really helped and we have started to see a huge improvement in how X is tackling school work."

### Mariyah adds:

"I started my journey with no work experience, lacking employability skills, no university degree and an overwhelming feeling of imposter syndrome. At first, my intention was simply to give back to the community and support the students with their education. Little did I know that this opportunity would become a catalyst for my own growth as a leader.

"I am grateful for the opportunity City Year has provided me to make a meaningful impact on young lives, to be a beacon of hope and to show them that they are not alone."

### City Year UK's double benefit

The support and connection that pupils need - the positive relationships, growth mindset and sense of belonging - correspond to those that help mentors to be and feel successful. As Mariyah's experience shows, by establishing a rapport with pupils and discovering their strengths, mentors often reveal their own.

**In September 2023, Mariyah started as a pastoral assistant at the same school.**



"I really like that Miss Mariyah has moved from being with City Year to now being staff. She listens to me."

-Year 9 pupil

## **THE WIDENING ATTAINMENT GAP IN SCHOOL AND BEYOND**

### **The Social Mobility Commission, State of the Nation, 2023**

*'Socio-economic disparities start early in life, before a child starts compulsory schooling and continue during those years. This is also the case for a person's career in the labour market.'*<sup>2</sup>

Evidence shows that disadvantaged children may have been more severely impacted by disruptions in learning due to the pandemic than their better off peers:

#### At age 11

- In 2021-2022, more than half (57%) of disadvantaged pupils didn't achieve the expected standard in reading, writing and maths, compared to around a third of non-disadvantaged pupils (34%)
- This gap has widened since before the pandemic from 20% in 2018-19 to 23%<sup>3</sup>

#### At age 16

- In 2021-2022, 70% of disadvantaged pupils didn't achieve a 5 or above in maths and English, compared to 43% of all other pupils
- Since 2018-2019, the gap has widened from 25% to 27%<sup>4</sup>

#### Post 16

- There is a 30% gap in Higher Education participation between those from the higher professional (51%) and the lower working classes (21%). This is one of the largest class inequalities that the Social Mobility Commission reports
- Among young people with similar educational levels, there are significant socio-economic background pay gaps. Those from higher-professional backgrounds earn 18% more than those from a lower working-class background who have the same level of education<sup>5</sup>



<sup>2</sup> Social Mobility Commission, 2023, State of the Nation 2023: People and places  
<sup>3</sup> Social Mobility Commission, 2023, State of the Nation 2023: People and places  
<sup>4</sup> Social Mobility Commission, 2023, State of the Nation 2023: People and places  
<sup>5</sup> Social Mobility Commission, 2023, State of the Nation 2023: People and places

## A YEAR OF SOCIAL ACTION WITH CITY YEAR UK

### An overview

In 2021-2022, we reported how City Year UK is **empowering** young adult mentors to tackle educational inequality; **connecting** social, emotional and academic learning in schools; **developing** the talent pool of the future; and **partnering** with donors, schools and universities to enhance our impact. That vital work continues, so this year we've retained those themes but have shifted the emphasis to highlight the interconnections that are at the heart of our programme and the synergy they create.

In the words of a former mentor, "When you work to change the life of another, it inevitably changes you."

||

*Being a City Year mentor means having a voice that matters."*

–Mushtaq, City Year mentor

#### 01 EMPOWERING

diverse children and young adults through youth social action



#### 02 CONNECTING

mentors and mentees to build trust and rapport



||

*My mentor helped me feel like I'm not alone."*

–Year 11 pupil

||

*I've enjoyed my mentoring sessions with my City Year. He has helped me to learn responsibility for myself and understand when I'm doing the wrong thing."*

–Year 11 pupil

#### 03 DEVELOPING

and interweaving skills and social and emotional capabilities to overcome barriers to education and the labour market



#### 04 PARTNERING

with the public, private and voluntary sectors to deliver stand out opportunities in schools and career-enhancing experiences



||

*I did not expect my journey and growth to be as rewarding and profound. I joined City Year with minimal confidence and I am now leaving feeling more empowered. The leadership development programme has given me multiple opportunities."*

–Simran, City Year mentor

## CITY YEAR UK 2022-2023 A SUMMARY OF OUR IMPACT

### THE NEED

*"Before City Year, I was at a critical juncture in my life where I was extremely unsure about the future. City Year presented the opportunity to be part of something so special and purposeful."*

-Mutsa Ashley, City Year mentor

*"I would like more support with my anger, social anxiety and emotions."*

-Year 9 pupil

*"I'm nervous for exams and not confident to pass."*

-Year 11 pupil



### EMPOWERING

City Year UK gave **16,216 young people**, aged 5 to 25, the opportunity to help each other achieve their potential through youth social action.

#### YOUNG ADULTS

**103** diverse 18-25 year olds **signed up to tackle educational inequality and gain skills for their future careers:**

- **96** volunteered as mentors
- **7** school service leaders on placements with UK Year of Service

#### PUPILS

From **21** schools across London, the West Midlands and Greater Manchester

**868 focus list pupils** aged 5-16 chosen by schools to receive regular 1:1 support

**16,113 pupils** benefited from mentors' wider contribution to a positive learning environment



#### ABOUT CITY YEAR MENTORS:

**19%** had been eligible for free school meals

**10%** were not previously in education, employment or training

#### Education

**75%** university placement

**15%** graduates

**10%** school / college leavers



#### Ethnicity

**39.5%** Asian

**38%** White

**18%** Black

**3%** Dual

**1.5%** Other



#### ABOUT FOCUS LIST PUPILS:

**58%** eligible for free school meals

**65%** eligible for pupil premium

**37.5%** special educational needs

**24%** English as a second language

**2.5%** looked after children

**41%** struggled with English

**38%** had a social, emotional or mental health need

**37%** struggled with maths

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**CONNECTING**

By serving full time for a year in classrooms, corridors, clubs and playgrounds, mentors built a trusting, professional rapport with pupils. That relationship was the secret to their success in school and provided the foundation for their own personal and professional growth.

Each mentor typically gave **1,365 hours** of service in school over the 2022-2023 academic year.



*My mentor is a very good and nice person. He helps me with my work and to behave a lot. He takes me out of lessons when I'm struggling and comes into my lessons when I need help with my work and behaviour."*

–Year 8 pupil

*"My role as a mentor has allowed me to play an instrumental role in the lives of my students. I have challenged them to be the best version of themselves, imbued them with self-belief, been there to make a safe space and encouraged them to fulfil their potential. While it has sometimes been an uphill battle, seeing my mentees succeed has been a fantastic reward. I have not just changed my students but this experience has changed me for the better."*

–Mutsa Ashley, City Year mentor



**DEVELOPING**

Pupils were tutored, coached and mentored to develop and integrate social, emotional and academic skills while mentors gained the transferable skills for any career.

**MENTORS:**

Each mentor received:

- **11 days** of training to get them started
- **year-long** support and development from City Year staff in school
- **170 hours** dedicated to their personal and professional development:

- a personal development plan
- own career mentor
- cross-sector career exploration
- access to new networks
- CMI Level 3 opportunities in Leadership and Management and Coaching and Mentoring



**PUPILS:**

Together, City Year mentors ran **347** different school-based clubs or initiatives encompassing:

- curriculum support: **47%**
- extra curricular activities: **30%**
- school community support: **16%**
- 1:1 coaching: **7%**

Mentors were integral to the school day from breakfast clubs to breaktime duty; coding to catch up; multi-sports to maths; school trips to study club; and parent engagement to pastoral support.

*"I had no idea how much I could change in a single year. I have gained numerous talents and matured as a person. If you asked me if I would recommend anyone to do a placement, I would say yes, GO FOR IT!"*

–Nazia, City Year mentor





*Students enjoy the trust and the input from City Years. There have been strong relationships formed which have helped students both academically and pastorally."*

–Year 10 teacher

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<b>OUR IMPACT</b> End of year outcomes	
<b>MENTORS</b> <b>Transferable skills:</b> <b>self-motivated: 98%</b> 'can set their own goals' <b>teamwork: 95%</b> 'work well with others' <b>recognise strengths: 95%</b> 'can choose a career that fits with what they're good at' <b>reflective: 90%</b> 'can learn from mistakes'	<b>FOCUS LIST PUPILS</b> <b>Progress by key indicator</b> Of focus list pupils categorised as at risk of not realising their potential because of: <b>attendance*: 43%</b> improved <b>behaviour: 66%</b> reduction in negative incidents <b>curriculum attainment: 75%</b> improved or maintained in maths and English
<b>CAREER READY:</b> <b>97%</b> believe they 'will be successful at interviews' <b>92%</b> 'can write a strong CV' <b>89%</b> 'can give a formal presentation' <b>95%</b> of mentors in further education, employment or training within 3 months of completing City Year UK	<b>PUPILS' PERSPECTIVE ON CITY YEAR:</b> <b>94%</b> 'mentors help me understand school work' <b>92%</b> 'mentors help me build good relationships with teachers' <b>90%</b> 'mentors help me build good relationships with other students' <b>90%</b> 'mentors help me enjoy school'

\*Studies have highlighted how the rate of absence in schools has increased significantly since the pandemic.<sup>6</sup>

 <b>PARTNERING</b> Our partners make City Year UK possible. Thank you			
<b>21 schools</b> across London, the West Midlands and Greater Manchester	68 placement students from <b>32 universities</b> served as mentors	<b>7</b> school service leaders on placements with <b>UK Year of Service</b>	
<p><i>"UK Year of Service unlocks the power of the next generation to help solve some of our toughest challenges, putting them into paid positions of work and helping communities where the needs are greatest. The school service leaders who completed their UK Year of Service with City Year UK provided invaluable coaching and support to students within the schools where they were placed. City Year UK has been a vital partner for UK Year of Service during this pilot phase, demonstrating the effectiveness of the scheme through a deep understanding of what it means to empower young people to find jobs with purpose."</i></p> <p>–Clara Goldsmith, Executive Director, UK Year of Service</p>			
 <b>53</b> corporates, trusts, foundations, individual and family donors provided financial support and engagement critical to our impact			
<b>1,619</b> pro bono hours in support of <b>mentors</b>		<b>299</b> pro bono hours to provide <b>pupils</b> with outstanding opportunities	
industry exploration days	interview and CV skills workshops	mini marathon running	art with the National Gallery
learning from leaders	a mentor for each of our mentors	digital skills and app design	employability skills workshops
<p><i>"The City Year mentors truly are an inspiration, the work they do has a real impact on young people and it's a privilege to watch them make a difference."</i></p> <p>–Ana Carolina Santos, Vertex Foundation Board Member</p>			

<sup>6</sup> House of Commons Education Committee, 2023, Persistent absence and support for disadvantaged pupils



**WHAT  
WE'VE  
ACHIEVED**

## DEVELOPING THE WORKFORCE OF THE FUTURE

Despite the tight labour market, securing a positive first step on the job ladder is still a challenge for many young people. Earlier this year, the Institute for Employment Studies found that around a fifth of employers did not hire from the 22-25 age group and two-fifths didn't hire anyone aged 18-21. Just over a quarter hired younger workers because it's more affordable, with interviews recording that it was often into low-skilled and low-paid jobs. Obstacles were identified as a lack of skills (42%), lack of experience (36%) and a lack of confidence (34%).<sup>7</sup>

Too many young people continue to face the catch 22: no skills, no job; no job, no skills but for others, the danger has become: no skills, dead-end job; dead-end job, no skills. According to the Skills Builder Partnership, once in work, 46% of young people felt able to regularly build their essential skills but nearly the same proportion (45%) did not.<sup>8</sup>

### Making the case for youth social action

*"Challenges with recruitment were one of the key issues facing employers in 2022... investing in the young workforce is an intrinsic part of the solution."*

–Institute for Employment Studies<sup>9</sup>



The urgent need for programmes like City Year UK, which help diverse young adults bypass the 'skills trap' of low pay and low prospects and lead to 'good jobs', is clear. However in 2022-2023, the cost of living crisis hit our mentor recruitment. We dipped from 105 full-time volunteers in 2021-2022 to 96 and of those not completing the programme, nearly 1 in 5 gave finances as the reason.

*"The cost-of-living crisis was the biggest concern for students, with 7 in 10 students (69%) worrying about money either daily or weekly."*

–Cibyl, September, 2023<sup>10</sup>

In response, we've:

 <p>introduced new approaches to broaden participation and increased financial support available, including hardship grants</p>	<p>widened our range of university partnerships; working with 32 higher education institutions to offer student placements</p> 	<p>incorporated feedback from mentors to inform our leadership and development programme and careers pathway</p> 
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<sup>7</sup> Institute for Employment Studies, 2023, Bridging the Gap: Making young people a vital part of every workforce

<sup>8</sup> Skills Builder Partnership, 2021, Better Prepared, Essential skills and employment outcomes for young people

<sup>9</sup> Institute for Employment Studies, 2023, Bridging the Gap: Making young people a vital part of every workforce

<sup>10</sup> <https://www.cibyl.com/cibyl-insights/how-is-the-cost-of-living-crisis-impacting-student-and-graduate-choices>

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**Developing our Careers Pathway programme**

*"City Year gave me the chance to grow both personally and professionally and it was clear from my first interview that they were willing to invest in my development as a leader. This was exactly what I wanted: to develop more well-rounded skills and build my confidence."*

–Hope, City Year mentor, 2021-2022 and school service leader, 2022-2023

Our aim is to ensure that City Year is accessible to diverse young people and that giving a year is worth their investment. Our mentors need to have the confidence that they'll gain the right skills and opportunities for their journey into worthwhile employment.

<p><b>Steps to improve take up of the mentor role</b></p>	<ul style="list-style-type: none"> <li>- deepened our understanding of the target market</li> <li>- re-stated our case for City Year as a stand out option post-18, post-university or for a student placement</li> <li>- piloted targeted, holistic support for NEET young people</li> </ul>
<p><b>Value added to accelerate career progression</b></p>	<ul style="list-style-type: none"> <li>- goal not just to get a job but to get a better job</li> <li>- additional CMI Level 3 qualification</li> </ul>
<p><b>Improved access to business and employer engagement</b></p>	<ul style="list-style-type: none"> <li>- focused post-pandemic on providing in-workplace visits</li> <li>- partnered with a broader range of industries</li> <li>- introduced paid internship opportunities post City Year</li> </ul>
<p><b>Future plans</b></p>	<p><b>In 2023-2024, in response to the cost of living crisis:</b></p> <ul style="list-style-type: none"> <li>- increasing mentor expenses by 25%</li> <li>- piloting part-time service model</li> </ul> <p><b>Longer term:</b></p> <ul style="list-style-type: none"> <li>- aspire to provide end of programme grants to support mentors' progression</li> <li>- continue to campaign for better recognition of UK Year of Service and provision of minimum wage</li> </ul>

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**Measuring our impact with the Skills Builder Partnership**

*"The mission of the Skills Builder Partnership is to ensure everyone builds the essential skills to succeed. Higher levels of essential skills means people are less likely to be unemployed and they have higher levels of wellbeing. But we also know that opportunities to build these skills effectively are limited, particularly for individuals starting from a position of disadvantage and from underserved groups.*

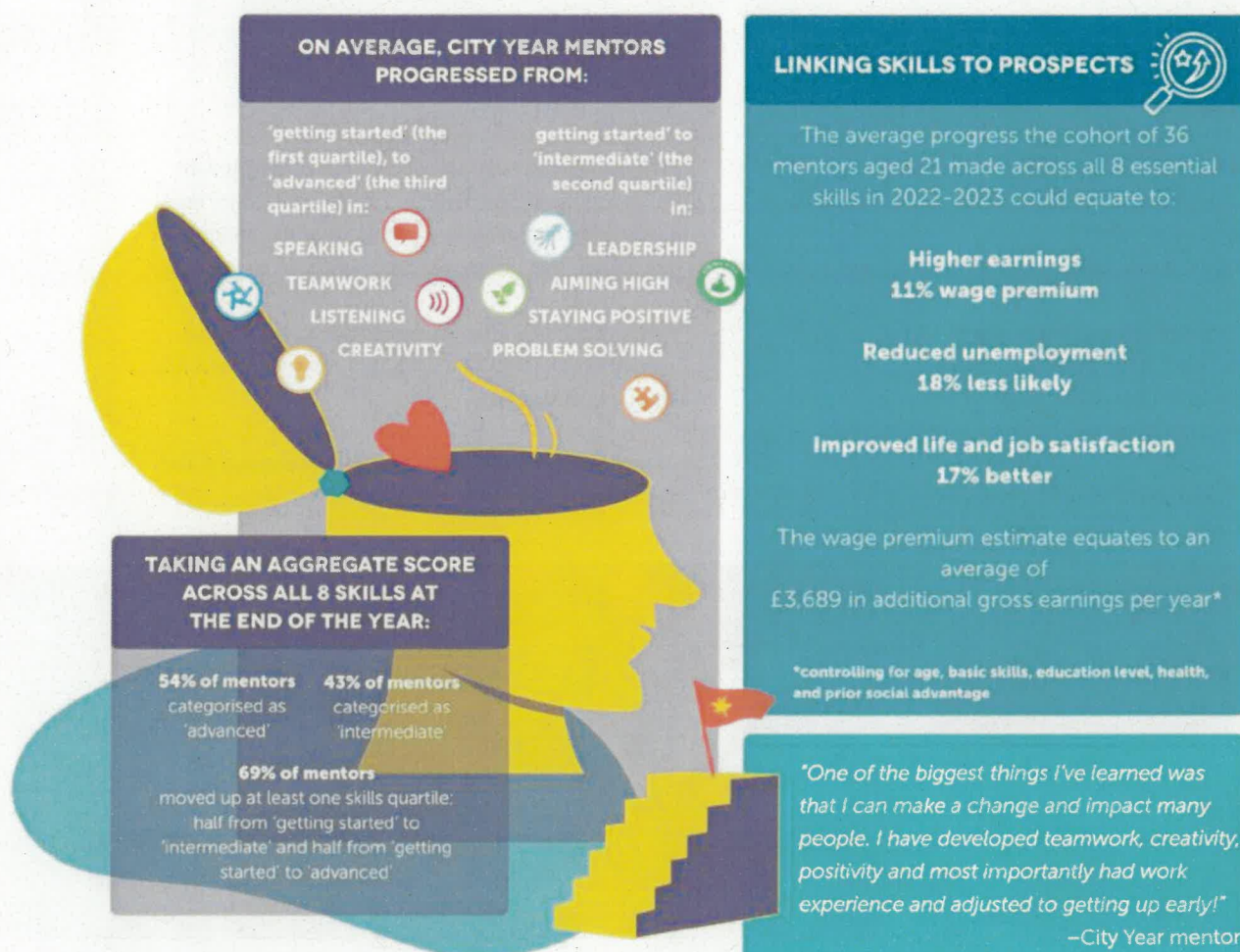
*"Skills Builder are delighted to be working with City Year UK to provide mentors with opportunities to effectively build essential skills. These young people are supported brilliantly to identify their strengths and areas for development, to reflect on the essential skills they are building throughout the programme, and to track and celebrate the progression they are making. The leadership and development programme has achieved a Skills Builder Impact Level 4, the highest level that can be achieved, because it supports the mentors in setting goals for the skills they want to develop and, after the programme, to track and quantify the progress they have made."*

–Tom Varley, Impact Organisations Manager, Skills Builder Partnership

In 2022-2023, our mentors made significant gains across all 8 essential skills defined by the Skills Builder Partnership as the highly transferable skills that you need to do almost any job. 'Listening' showed the highest overall rating and 'speaking' registered the greatest improvement. The measurement tool is based on self-assessment but every mentor cross references their scores with their school's City Year staff member to ensure a robust rating.

**Linking skills to prospects**

Research by the Skills Builder Partnership has correlated those with higher skills with improved social mobility, employment, earnings, job and life satisfaction.<sup>11</sup> Using their calculator<sup>12</sup>, we can estimate potential life outcomes for specific age groups, linked to the skills they gained during their City Year.



11 Skills Builder Partnership, 2023, Essential Skills Tracker  
 12 Skills Builder Partnership, 2023, Essential Skills Tracker

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**Leadership and development programme highlights 2022-2023**

**Activity**

**Career ready day**

84% enjoyed it 'a lot'

**Interview with a corporate partner**

83% found it very useful for personal and professional development

**CMI Level 3 in Leadership and Management**

94% passed

74% agreed it had enhanced their skills

**What mentors said:**

*"A really well organised and enjoyable day with plenty of opportunities to network, learn, set goals and reflect."*

*"Insightful and gave me a greater awareness of the best approaches to interviews."*

*"I have learnt a lot about the theories of leadership and management. I used to think that I wouldn't be able to lead because of my shyness but I think that I could use these going forward."*

*"Communication skills, leadership and management, independence and initiative, creativity, persistence and dedication, time management, attendance and punctuality are all strengths now thanks to City Year."*

–City Year mentor



**New additions for 2022-2023**

**CMI Level 3 in Coaching and Mentoring**

91% agreed that the qualification would help them in their role

80% felt it was relevant to their future career aspirations

**New networks and internships**

70% learnt 'a lot' at their industry visit

66% said it 'exceeded' expectations

3 mentors benefitted from summer internships

*"I've gained new ways of dealing with situations with focus list pupils, how feedback works both ways, how to set goals and different coaching and mentoring techniques that I otherwise wouldn't have known about."*

*"I enjoyed the fact that we got to talk to the people working in the field, that we got to explore the industry through discussion."*

*"The internship went super well. I really enjoyed it and will definitely take a lot away from it."*



## OUR HOLISTIC IMPACT IN SCHOOLS

### The case for coaching more than catch up

*"The Fair Education Alliance is clear that our education system is not working for every child and needs longer-term systemic changes. If the core purpose of education is to prepare every young person, no matter their background, for work and life, we believe we must value their wellbeing, skills and inclusion alongside academic attainment."*

–The Fair Education Alliance<sup>13</sup>

The Fair Education Alliance highlights how education should be fostering "a sense of belonging and opportunities to develop... passions." Instead, we are seeing worsening wellbeing and disengagement as social and emotional needs go unmet<sup>14</sup>. In the autumn term of 2022, persistent absence rose to 24%<sup>15</sup> and focus groups conducted by the Centre for Social Justice (CSJ) found that anxiety is the biggest driver<sup>16</sup>.

Over 1 in 6 children aged 7-16 had a probable mental health disorder in 2022, up from 1 in 9 in 2017. They are less likely to feel safe at school, report enjoyment of learning or having a friend for support.<sup>17</sup> The CSJ heard the need for a greater focus on mental health and wellbeing and the value of a whole-school approach, which puts the child at the centre. Focus group participants added: "Young people need an adult to confide in who they can trust." They highlighted the benefits of a third party, separate from school and home.

City Year UK's role in school has always been to provide just such holistic support and our programme is evolving to ensure that we provide an intentional counter to the attainment gap in the context of these broad and magnified challenges.

Based on feedback and experiences of practitioners and partners in the UK and US, we have developed a *student success coaching* framework so that our mentors continue to be embedded in schools and remain central to creating welcoming, safe and engaging learning environments where all pupils can thrive.

### Student success coaching

*"I have seen clearly that children aren't absent from school because they don't want to learn. On the contrary they are desperate to learn but every day thousands of children find themselves without the support that they need to engage in education and attend school."*

–Dame Rachel de Souza, Children's Commissioner for England<sup>18</sup>

Key to student success coaching is the connection between mentor and pupil. All other drivers contribute directly or indirectly to this developmental relationship, underpinned by trust, genuine care and belonging. Mentors challenge pupils to take accountability for their own growth, involve them in decision making and expand their sense of what is possible, while providing support and understanding. Crucially, a mentor is someone to talk to who isn't a teacher and can elevate pupil voice to school staff.

*"[Pupil] speaks openly with her mentor about her worries and struggles. They are working on her aspirations and giving her purpose behind what she is doing. [Pupil] trusts her mentor and this support helps her to engage more positively in her lessons."* –Teacher

<sup>13</sup> Fair Education Alliance, 2023, Fair Education Manifesto: achieving a fair education in England

<sup>14</sup> Fair Education Alliance, 2023, Fair Education Manifesto: achieving a fair education in England

<sup>15</sup> House of Commons Education Committee, 2023, Persistent absence and support for disadvantaged pupils

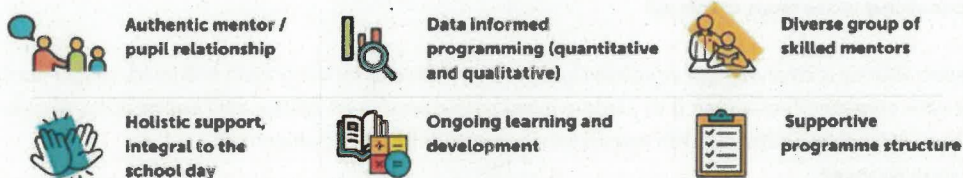
<sup>16</sup> Centre for Social Justice, 2023, Lost and Not Found; How severe absence became endemic in England's schools

<sup>17</sup> Centre for Social Justice, 2023, Lost and Not Found; How severe absence became endemic in England's schools

<sup>18</sup> House of Commons Education Committee, 2023, Persistent absence and support for disadvantaged pupils

## Student success coaching with City Year UK

### THE 6 COMPONENTS



### THE 3 FUNDAMENTALS



### Additional key programme developments in 2022-2023

Tailoring our model to best meet need	Timely data to inform provision
Updated menu of support for schools to ensure we offer the right interventions for their pupils and fill gaps in provision	Improved reporting; termly sharing of data on the difference we make to pupils, to inform planning for subsequent terms

### School snapshot: Bolton St Catherine's Academy

Our partnership highlights how mentors combine support for the whole school community and individual pupils.



#### WHOLE SCHOOL SUPPORT

*"I would just like to say thank you to the City Year team for getting involved in the whole academy life, rather than only completing their own activities. It makes a difference every day. It builds the profile of City Year and ensures the students see the City Year team as members of staff. Their input is invaluable, and we love having them around!"*  
 –Samantha Cass, Headteacher's PA

Alongside supporting focus list pupils, City Year mentors:

- helped with breakfast club
- were a presence in corridors between classes
- ran study groups
- supported the pastoral team to meet the needs of specific year groups
- engaged with parents through phone calls and parents' evenings



The City Year team organised an event in collaboration with the [Collective Futures Project](#)<sup>19</sup>, giving all Year 10 pupils the chance to attend talks and workshops on topics ranging from gender equality to diversity and representation.

*"[City Year mentor] has consistently reinforced classroom expectations. He will often encourage and support positive behaviour whilst I continue to teach. He makes a huge difference to the lesson."*  
 –Teacher

**100%** of teachers agreed or strongly agreed that the Year 7 focus list pupils had shown improved behaviour in lessons with their mentor's support.

<sup>19</sup> <https://www.thecollectivefuturesproject.com/>

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**INDIVIDUAL PUPILS**

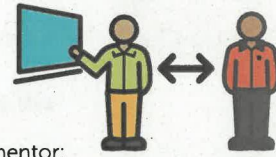
**Aiding attendance**



A was shy and reserved. She had been persistently absent due to issues last year and refused to commit to coming back full time despite a lot of school support.

A's City Year mentor:

- initiated 1:1 check-ins every morning
- supported her in, and between, all lessons



*"The support A has received has encouraged her to attend school more frequently and she is now back to full time. This is hugely helping her maths progress."* –Teacher

Between the end of the 1st term and end of the 2nd, A's attendance improved by **44%**.

**Encouraging engagement**

*"When I first met B, he was shy, spoke quietly and had little to say in class or 1:1. He wouldn't ask for help. He doubted his abilities."*

–City Year mentor

B took part in activities through City Year's partnerships:

- attended an employability skills workshop delivered by DHL. Spoke to visitors and in front of the group
- was invited to join an app design project. Did extra work at home, liaised with other pupils and presented to judges

B's mentor paired him with other pupils for mentoring sessions, working on **relationship skills** and **social awareness**



*"A big thank you for all the support you have given B. We really appreciate it and can see his confidence growing."*

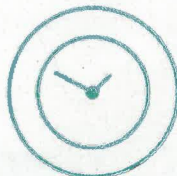
–B's parent

**Measuring social and emotional skills**

Student success coaching integrates social and emotional skills building from the beginning. Mentors offer broad provision during lessons, clubs and at break time and are trained to observe pupils across 8 competencies using the Devereux Student Strengths Assessment (DESSA). The appropriate support is then tailored to each child depending on whether they are rated as showing 'strength', are 'typical' or in 'need.'



Self-Awareness



Self-Management



Social Awareness



Relationship Skills



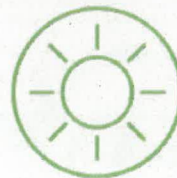
Goal-Directed Behavior



Personal Responsibility




Decision Making




Optimistic Thinking

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 <b>446 focus list pupils observed during 2022-2023, with strongest progress made in:</b>				
	<b>self awareness</b>	<b>optimistic thinking</b>	<b>personal responsibility</b>	<b>relationship skills</b>
<b>'typical'</b>	71% (up from 47%)	70% (up from 44%)	66% (up from 46%)	70% (up from 52%)
<b>'strength'</b>	9%	10%	7%	12%

Research in the US also points to the importance of the composite measure to pupil outcomes<sup>20</sup>.

 <b>Focus list pupils' composite outcomes by band, 2022-2023:</b>		
<b>'need'</b> fell from 233 to 94 pupils (21% of focus list)	<b>'typical'</b> up from 179 to 327 pupils (73% of focus list)	<b>'strength'</b> up from 4 to 25 pupils (6% of focus list)

<sup>20</sup> [https://www.cityyear.org/wp-content/uploads/2020/05/EGC\\_CityYearReport\\_BalfanzByrnes.pdf](https://www.cityyear.org/wp-content/uploads/2020/05/EGC_CityYearReport_BalfanzByrnes.pdf)



## OUR ORGANISATION



### Key achievements in 2022-2023

Investment in staff	Investment in systems
20 staff engaged in apprenticeships and other training to achieve work-based qualifications ranging from Level 3 in finance to postgraduate degrees in business administration.	Ongoing investment in improved data systems, including the appointment of an additional performance analyst. Initiated implementation of new fundraising and finance systems.

*"Between April and June 2023 I had the opportunity to complete a very insightful Mini MBA in Marketing course that not only validated my strategic thinking but also provided me with new tools and knowledge applicable in my day to day work. I am thankful to City Year for creating the space for me to take this online course, ensuring that I have the flexibility needed for a healthy work-study-life balance."*

–Ruxandra Connolly, Head of Marketing and Communications



### Focus on mental health and wellbeing

City Year has been described as 'a challenge like no other' and we recognise that it's often the hardest thing our mentors have ever done. Equally, our staff work extremely hard, in and out of school, to support them.

Since 2021, we've made significant progress against our objective to have a responsive and diverse wellbeing programme where specific factors such as inclusion, team dynamics and manager support have an impact:

<p><b>Monitoring wellbeing</b></p> <p>Annual staff and mentor surveys have delivered robust data showing strengths and signposting gaps requiring provision.</p>	<p><b>Wellbeing training and support</b></p> <p>Adapted according to needs identified by survey. Initiated a variety of interventions including workshops on wellbeing and resilience.</p>
<p><i>"It was great to hear about new strategies to use for myself, like refocusing your mind, but also for my focus list pupils in 'check ins'."</i> –City Year mentor</p>	
<p><b>Self-care days</b></p> <p>2 self-care days a year for staff and mentors.</p>	<p><b>Connection</b></p> <p>Additional staff 'get togethers' and monthly 'drop in' sessions.</p>
<p><b>4 out of 5</b> mentors said their self-care day recharged their energy</p>	
<p><b>Work / life balance</b></p> <p>Supported working practices that encourage better boundaries.</p>	<p><b>Access to Plumm for mentors and staff</b></p> <p>Introduced a digital mental health support platform with a global network of accredited therapists.</p>

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We believe that by genuinely promoting wellbeing, we are more likely to create an organisation where everyone is able to give their best, to be committed to our vision, to feel valued and supported and to have a positive sense of their own wellbeing.

<b>Staff and mentor satisfaction with City Year UK in 2023:</b>		
<b>Mentors:</b>	<b>School based staff</b>	<b>Non-school based staff</b>
<b>90%</b> satisfied with their City Year (up from 82%)	<b>89%</b> satisfied with their job (up from 73%)	<b>75%</b> job satisfaction had improved or stayed the same (up from 59%)
<i>"[City Year staff] are always reminding us that they are there for us and... will happily help us with any issues we have."</i>	<i>"My line manager is always supportive of my work and regularly thanks me for what I put in."</i>	<i>"The well-being sessions have been brilliant... the techniques, plus the monthly check-ins, have enabled me to keep on top of my mental health. I'm very grateful."</i>





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## PARTNERSHIPS WITH PURPOSE

City Year UK is built on partnerships. Alongside financial support, shared connections and skills lead to collaborations that can be transformative for our young adult mentors and the pupils they support.

### Raising our profile and partnering for change in 2022-2023:

<p>The Rt Hon. Lord Blunkett hosted a reception at the House of Commons on behalf of City Year UK. The theme, 'Investing in Young People', shone a spotlight on sector partnerships and our collective impact with UK Year of Service.</p>	<p>53 corporates, trusts, foundations, individual and family donors provided financial support and engagement critical to our impact. Thank you.</p>
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### Building bridges between business and young people

A key part of City Year UK's role is to bring businesses together with young adults to open doors to opportunity. One way we do that is by pairing each mentor with their own mentor (known as a Bridge Builder) from a professional background, who offers a sounding board throughout the year on everything from career options and goals to CV development and interview skills.

Bridge Builders 	Companies represented 	Total hours volunteered 
89	15	1,157

### Kev and James' Bridge Builder story

<p><b>Kev O'Shea, Senior QRA Manager at DHL and City Year Bridge Builder:</b></p> <p><i>"Visiting James at his school and seeing him in action was a real eye opener. He is full of empathy and the kids he works with really listen to him, plus he has the patience of a saint. We also visited a DHL site where James got to see first hand how we operate. He was given so much time by the site leaders and impressed them with his professionalism and values."</i></p> <p><i>"The real highlight of the year was being invited to attend and be part of the UK DHL conference with James, to promote the amazing work City Year UK and DHL do. He came across exactly how he is. He really made a lasting impression... It was a very proud day for me to be part of it with him."</i></p>	<p><b>James, City Year mentor:</b></p> <p><i>"Kev has been a key part of my City Year. From the first, he has gone above and beyond to guide and support me through challenges, as well as preparing me for my career. The site visit grew my network and opened my eyes to different opportunities."</i></p> <p><i>"Not only has Kev cared about me but he has also supported the pupils I work with. He delivered an excellent employability skills workshop at school and signed up for two more. We meet regularly, covering help with CMI or my university assignment, discussing careers and building my skills in the workplace. Thanks to him, I have built my confidence, have a clearer idea of my career path and am better prepared with my CV and interview skills. His support has been invaluable."</i></p>
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**CITY YEAR UK**  
**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
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**Introducing internships**

This year, we were delighted to introduce paid summer internship opportunities for our mentors post City Year. The first three were thanks to our partnership with M7 Real Estate and ran for eight weeks within the company's legal, finance and IT departments. The invaluable experience gave mentors an insight into the job application process, from submitting their CV to a face-to-face interview, as well as the world of work.

//

It's been really good, very insightful and the people are all very friendly! It has been a great experience and I've enjoyed learning about property investment, I even got to visit a few of the retail parks that they own which was great."

–City Year mentor and intern with M7 Real Estate

**Delivering on wider participation**

City Year UK is committed to recruiting mentors drawn from all backgrounds and we have been collaborating with DHL UK Foundation on a project offering a more personalised experience to a small group who were previously NEET (not in education, employment or training). The young adults were given access to additional one-to-one support from a dedicated City Year member of staff, ranging from learning and wellbeing to career advice to help them progress post City Year. Learnings have helped us shape provision in 2023-2024, including a bespoke induction and onboarding process before they join the full cohort, extra support during the year from our most experienced Bridge Builders and a supplemented professional development offer.

**Partnering to provide paid works that pays back**



Since we started in 2010, City Year UK has been committed to demonstrating the power of youth social action to change lives through 'a year of service' and in 2021, we joined a two year pilot with NCS and 13 other charities to develop the concept through 'UK Year of Service'<sup>21</sup>.

Our partnership has enabled us to create school service leader placements across London, the West Midlands and Greater Manchester, offering 'paid work that pays back'. 24 young adults were employed in 2021-2022 and a further 7 in 2022-2023. Each supported a team of mentors and their own small focus list, as well as taking part in, and helping with, weekly leadership and development days.

 <b>Our partnership in numbers</b>			
<b>31</b> school service leaders	<b>87%</b> completed the year	<b>10%</b> have gone on to in-school roles with City Year	<b>1</b> employed as a pastoral assistant by their school

City Year UK also attended the Labour and Conservative Party Conferences in autumn 2022 in association with UK Year of Service. School service leader, Cory Tomlinson, joined a panel alongside MPs at the Labour Party Conference on how 'levelling up' can help to build a more socially connected Britain, while AnnMaura Connolly from City Year Inc. in the US, spoke on the importance of a year of service at the Conservative Party Conference.

<sup>21</sup> <https://www.ukyear.com/>

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**Making change happen with UK Year of Service: Riya's story**

School service leader, Riya, felt there was something missing in her school. Despite the cultural diversity and staff's hard work, festivals and celebrations were going unacknowledged. Having had the same experience at school, she realised her role meant she could influence change. Riya planned and led two major projects and the result was phenomenal. Through food tasting and sharing, games and competitions, dance exhibitions and music, she encouraged and enabled young people and staff to celebrate and share their heritage and culture.

<p><i>"I experienced the feeling of inclusion and that I wasn't alone... being encouraged to celebrate your culture is very validating."</i>        –Year 10 pupil</p>	<p><i>"I have learnt that we are all special, even though we are from other countries."</i>        –Year 7 pupil</p>	<p><i>"I got to see teachers who looked like and dressed like me and I loved how the academy came together to celebrate how diverse our school is."</i>        –Year 9 pupil</p>
<p>Riya's achievements were recognised at the NCS UK Year of Service Future Makers Awards, 2022, where she was runner up in the Inspiring Change category and awarded 'highly commended for inclusivity aimed to promote and enhance DEI in every part of the workplace'.</p>		



**CITY YEAR UK**  
TRUSTEES' REPORT AND FINANCIAL STATEMENTS  
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**AWARDS**

In 2022-2023, we were delighted that our mentors were celebrated for their contribution to tackling educational inequality and that City Year UK was recognised for its supporting role.

<b>Student Social Mobility Awards 2023</b>	
<b>Shortlisted for Volunteer of the Year</b> Thomas Other City Year mentor	<b>Shortlisted for Highest Impact Widening Participation Organisation</b> For City Year UK's support of disadvantaged students

*"My shining moment was being selected to represent City Year UK at a Royal Garden Party at Buckingham Palace. We were invited after winning the Queen Elizabeth II Platinum Jubilee Volunteering Award. I will savour it for the rest of my life.*

*"All of my work, success and progress have been made possible by City Year's commitment to establishing a safe environment where I felt confident to be my authentic bubbly self and share my mental health journey and my perspective as a woman of colour."*

–Mutsa Ashley, City Year mentor



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## **FINANCIAL REVIEW**

This year, we have delivered City Year UK's programme in 21 schools across three sites and, although the fundraising context remains challenging, we were successful in continuing to grow our reserves.

The Statement of Financial Activities on page 43 of these financial statements show the impact of our careful financial management, with a surplus for the year ended 31 July 2023 of £22,691. This is the result of total incoming resources of £2,617,220 net of total resources expended of £2,594,529. Unrestricted funds at the year end were £449,983 and restricted funds were nil.

### **Reserves**

Trustees' policy is to retain a prudent level of reserves from unrestricted income to;

- Ensure that the charity can continue to provide a stable and high quality service to our beneficiaries
- Provide sufficient working capital for the planned activities for the following year
- Meet unexpected costs such as loss of key personnel, staff cover for illness, maternity or paternity leave, or the legal costs defending the charity's interest
- Invest in organisational development to support long-term stability and sustainability
- Meet all contractual liabilities, and in the event of the closure have provision set aside for redundancy costs, liabilities to creditors and any existing lease commitments
- Replace equipment as it wears out and which is not funded by restricted funds

### **Amount of reserves**

The reserves at 31 July 2023 stand at £449,983 compared to £427,292 in FY22. The unrestricted reserves after adjusting for those reserves that can only be realised by disposal of tangible fixed assets (free reserves) amount to £449,983 compared to £427,292, an increase of £22,691.

The trustees estimate that a prudent level of unrestricted reserves required for the charity to comply with its reserves policy is eight to twelve weeks of total expenditure. Based on budgeted expenditure for the current year, a prudent level of reserves would be between £421,637 and £632,455.

As in previous years, the trustees have set a surplus budget and fundraising plan to continue building the reserves.

### **Assessment of going concern**

In considering the likely going concern of the charity, trustees have assessed both the prospect of there being sufficient cash flow over the next twelve months to support operations, and the likelihood of being able to complete the next academic year with sufficient reserves based on current fundraising prospects. After assessing these risks the trustees feel confident that our current fundraising strategy will result in sufficient income to remain a going concern. The trustees have also set clear budgets and goals to make operating surpluses and grow the reserves over the next two years.

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**Principal funding sources**

We thank all our supporters during the year, to whom we are deeply grateful:

Alan Edward Higgs Charity  
Allan & Nesta Ferguson Charitable Trust  
Akin  
Bain Capital EU Children's Foundation  
Bank of America  
Credit Suisse EMEA Foundation  
CVC Capital Partners Limited  
Danaher Foundation  
DHL UK Foundation  
EBM Charitable Trust  
The Eveson Charitable Trust  
Goldman Sachs Gives  
Henry Oldfield Trust  
M7 Real Estate Ltd  
St James's Place Charitable Foundation  
Swire Charitable Trust  
The Roger & Douglas Turner Charitable Trust  
The Rosemarie Nathanson Charitable Trust  
The Shears Foundation  
The Vertex Foundation  
WPP

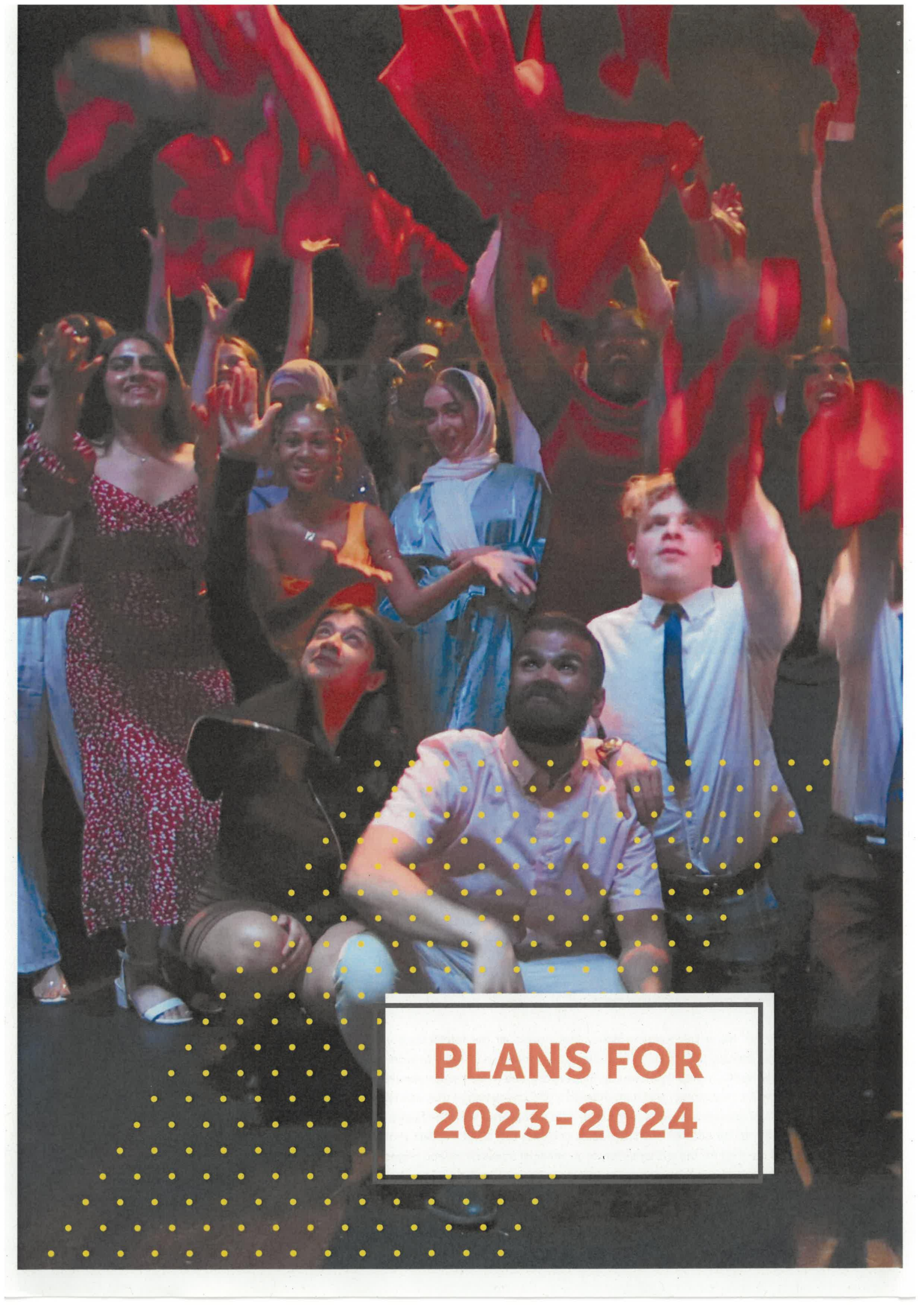
**Principal risks and risk management**

City Year UK's trustees have considered the major risks to which the charity is exposed and have reviewed those risks and established policies, systems and procedures to manage them. A risk register is updated at least annually and this is regularly reviewed to mitigate the risks the charity faces.

The principal risks are:

- Loss of funding or inability to secure sufficient funding
- Safeguarding failure for volunteers and children
- Inability to recruit sufficient schools or young people
- Reputational damage
- Breach of data security or compliance
- Loss of key personnel
- Fraud or financial mismanagement

City Year UK has a safeguarding policy that covers all our interactions with pupils and all volunteers undertake child protection training before being permitted to volunteer in schools or work with children. In a review of the safeguarding policy, the NSPCC noted that it was 'fit for purpose' and made recommendations for further improvement which have been implemented. Volunteers and staff undergo a DBS check before they can take up a paid or voluntary role with City Year UK. Policies and procedures are in place to ensure compliance with the health and safety of our staff, volunteers and visitors. There are internal policies and procedures covering HR, IT, GDPR/data protection, privacy and security as well as internal financial controls for the authorisation of all financial transactions and projects.



**PLANS FOR  
2023-2024**

**CITY YEAR UK**  
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We expect our operating environment to continue to be challenging in 2023-2024. For City Year UK to be successful, we require sufficient young people to volunteer as mentors, enough schools able to make a financial contribution to the costs of the service and a community of funders who are able to meet the remainder of the costs. All are under some pressure, with the buoyant job market and cost of living challenges making it harder to attract young adult volunteers, schools still operating under budgets that are falling in real terms and donors inundated with requests for support.

City Year UK is therefore finding ways of improving its proposition to volunteers in the year ahead, including by increasing expenses by up to 25%. We have made the decision to place the volunteers in larger teams in a smaller number of schools to ensure that we are able to consistently serve more pupils that need our support the most. We will continue to trial some different approaches, such as a tailored pathway for volunteers who were previously not in education, employment and training and a part-time volunteering option that can be combined with higher education or work. We will also carry out feasibility studies into whether we should expand into new locations where there are additional volunteers and schools that we have not yet reached.

This work will be underpinned by best in class evidence on what works. We will carry out a behavioural insight study into the attitudes and beliefs of our prospective volunteers to ensure that we are effectively targeting and positioning our programme. We will launch a mentor forum so that our volunteers have a strong voice in organisational decision making. We will also continue to develop our impact measurement so as to prove and improve the difference that we make to young people.

None of this is possible without the support of our amazing community of donors and supporters. We will maintain a strong programme of employability activities so that both pupils and mentors can get exposure to the world of work. We will continue to diversify our funding sources so that we can help more young people. We will also work with the UK Year of Service campaign to secure more government support for full-time national community service opportunities.





City Year UK's mission

2. To tap into the talent, energy and diverse young adults to drive education and development, experience, leadership skills launch any ca



# STRUCTURE, GOVERNANCE AND MANAGEMENT

**CITY YEAR UK**  
TRUSTEES' REPORT AND FINANCIAL STATEMENTS  
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**Governing document**

City Year UK is a registered company limited by guarantee, incorporated on 17 July 2009 and registered as a charity (number 1131350) on 25 August 2009. It was established under a Memorandum of Association which defines its objects and powers and is governed under its Articles of Association. In the event of the company being wound up, members (who are currently solely the trustees of the charity) are required to contribute an amount not exceeding £10. The board of trustees together with the senior management team, are set out at the end of this document.

**Recruitment and appointment of trustees**

The directors of the company are also charity trustees for the purposes of charity law. Under the requirements of the Memorandum and Articles of Association, trustees serve a three-year term. They can be re-elected and generally serve a maximum of three terms. The articles make provision for trustees to serve additional terms in exceptional circumstances and with the unanimous agreement of all other trustees.

During the year, three new trustees were elected for the first time and one existing trustee was re-elected for a new term. All trustees gave their time voluntarily and receive no benefits from the charity.

**Trustee induction and training**

An induction pack for trustees is in place, and all new trustees are invited to meet with the chair and chief executive to discuss the work of the charity and in particular to be informed of:

- The obligations of trustees;
- The main documents which set out the operational framework for the charity including the Memorandum and Articles;
- Resourcing and the current financial position; and
- Future plans and objectives.

Trustees' needs are assessed on an individual basis, and training is provided if required. During the year, all trustees engaged in development sessions covering educational policy changes, trends in volunteer engagement and building a culture of equity, diversity and inclusion.

**Organisational structure**

City Year UK has a board of trustees who meet quarterly, as well as delegating specialist matters to committees where appropriate. Collectively they are responsible for the strategic direction, policy and financial sustainability of the charity. At present, the board has twelve trustees from a variety of professional backgrounds relevant to City Year UK's work.

Recommendations on strategic direction, financial progress and day to day management of the charity's activities are delivered by the senior leadership and wider staff team.

**Arrangements for setting pay and remuneration of key management personnel**

Pay and remuneration of the senior leadership team are set by the chief executive by reference to both internal pay scales

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and external benchmarking. This process is conducted by the trustees for the remuneration of the chief executive.

**Relationship with related parties**

City Year UK operates under an international affiliation agreement with City Year Inc., a not for profit registered in the US. The technical assistance and affiliation agreement gives City Year UK the rights to use the proven City Year Inc. programme design. The affiliation agreement came up for renewal in December 2019 and has since gone through two successful bi-annual recertification processes.

**Statement of trustees' responsibilities**

The trustees (who are also the directors of City Year UK for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charity SORP
- Make judgements and estimates that are reasonable and prudent
- 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 proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

**Public benefit**

In developing the objectives for the year and in planning our activities, the trustees have considered the Charity Commission's guidance on public benefit.

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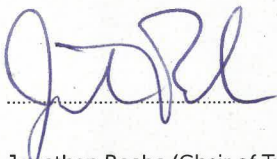
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City Year UK's purpose (as set out in the Objects of the Charity in the Articles of Association) is to promote the education of young people under the age of 25 years in the UK and to advance citizenship by the development of volunteering opportunities. The work we do in pursuit of our mission is illustrated throughout this report. City Year contributes to public benefit through both coaching students furthest from opportunity in school and supporting young adults to develop skills for life and work.

**Fundraising**

City Year UK is registered with the Fundraising Regulator and is committed to fundraising in line with the Code of Fundraising Practice in a way that is open, honest and respectful. During the year, City Year UK did not make use of any external consultants to undertake its fundraising activities. No data was shared with, or sold to, any external agencies. We did not undertake direct mail shots, send any unsolicited newsletters or approach any vulnerable individuals to support our work. A complaints policy is in place but we received no complaints during the year about any of our fundraising activities.

This report was approved by the Trustees on 25/1/24 and signed by order of the Board



25/01/24

Jonathan Beebe (Chair of Trustees)  
DD/MM/YY



**INDEPENDENT  
AUDITOR'S  
REPORT**

INDEPENDENT AUDITOR'S REPORT  
TO THE MEMBERS OF  
**CITY YEAR UK**

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## **Opinion**

We have audited the financial statements of City Year UK (the 'charitable company') for the year ended 31 July 2023 which comprise the statement of financial activities, the balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2023 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

## **Other information**

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine

INDEPENDENT AUDITOR'S REPORT  
TO THE MEMBERS OF  
**CITY YEAR UK**

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whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' report has been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions from the requirement to prepare a Strategic Report or in preparing the Report of the Directors.

**Responsibilities of Trustees**

As explained more fully in the Trustees' responsibilities statement set out on page 36, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITOR'S REPORT  
TO THE MEMBERS OF  
**CITY YEAR UK**

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**Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- The Charitable Company is required to comply with both company law and charity law and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding of how the charitable company complied with its legal and regulatory framework, including the requirement to properly account for restricted funds, through discussions with management and a review of the documented policies, procedures and controls.
- The audit team, which is experienced in the audit of charities, considered the charitable company's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that all restricted income was properly identified and separately accounted for and to ensure that only valid and appropriate expenditure was charged to restricted funds. This included reviewing journal adjustments and unusual transactions.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

**Use of the audit report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken, so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report or for the opinions we have formed.

*Knox Cropper LLP*

*29/2/24*

Simon Goodridge (Senior Statutory Auditor)  
For and on behalf of Knox Cropper LLP, Statutory Auditor  
65 Leadenhall Street  
London  
EC3A 2AD

**Statement  
of Financial  
Activities**

**CITY YEAR UK**  
STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 JULY 2023

	Notes	2023		2022		Total Funds
		Unrestricted Funds	Restricted Funds	Unrestricted Funds	Restricted Funds	Total Funds
<b>Income and endowments from</b>						
<b>Donations and legacies</b>						
Grants and Donations	2	1,161,634	441,194	1,175,271	714,788	1,890,059
Investment Income		804	-	205	-	205
<b>Charitable activities</b>						
School Fees		1,013,588	-	1,213,593	-	1,213,593
<b>Total Income</b>		2,176,026	441,194	2,389,069	714,788	3,103,857
<b>Expenditure on</b>						
<b>Raising funds</b>						
Costs of Generating Voluntary Income		306,839		301,996	-	301,996
<b>Charitable Activities</b>						
Programme Expenses	4	1,846,496	441,194	2,053,628	714,788	2,768,416
<b>Total Expenditure</b>		2,153,335	441,194	2,355,624	714,788	3,070,412
<b>Net income/(expenditure)</b>		22,691	-	33,445	-	33,445
<b>Net Movement in funds</b>						
Reconciliation of funds		22,691	-	33,445	-	33,445
<b>Total Funds Brought Forward</b>		427,292	-	393,847	-	393,847
<b>Total Funds Carried Forward</b>		449,983	-	427,292	-	427,292

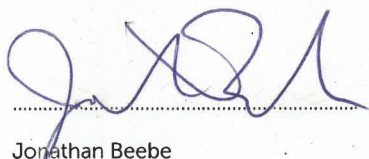
All incoming resources and resources expended derive from continuing activities.

# **Balance Sheet**

**CITY YEAR UK**  
BALANCE SHEET  
AS AT 31 JULY 2023

	Notes	2023 £	2022 £
<b>Fixed Assets</b>			
Tangible Assets	10	-	-
Investments	11	1	1
		1	1
<b>Current Assets</b>			
Debtors	12	132,742	294,236
Cash at Bank and in Hand		455,419	330,497
		588,161	624,733
<b>Liabilities</b>			
Creditors: amounts falling due Within One Year	13	138,179	197,442
<b>Net Current Assets</b>		449,982	427,291
<b>Total Net Assets</b>		449,983	427,292
<b>The Funds of the Charity:</b>			
<b>Unrestricted Funds</b>			
General Funds	14	449,983	427,292
<b>Restricted Funds</b>			
	14	-	-
<b>Total Funds</b>		449,983	427,292

Approved by the Board of Trustees on 25/01/24 and signed on its behalf by:



Jonathan Beebe  
Chair of Trustees

Registered Company Number: 06965846

Registered Charity Number: 1131350

# **Statement of Cashflows**

**CITY YEAR UK**  
STATEMENT OF CASHFLOWS

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Net cash flows provided by (used in) operating activities	124,922	(236,394)
	<hr/>	<hr/>
<b>NET CHANGE IN CASH AND CASH EQUIVALENTS</b>	<b>124,922</b>	<b>(236,394)</b>
	<hr/>	<hr/>
Cash and cash equivalents at the start of the year	330,497	566,891
	<hr/>	<hr/>
<b>Cash and cash equivalents at the end of the year</b>	<b>455,419</b>	<b>330,497</b>
	<hr/>	<hr/>
<b>RECONCILIATION OF OPERATING SURPLUS TO NET CASH INFLOW FROM OPERATING ACTIVITIES</b>		
	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Net Income / (expenditure) for the financial year</b>	22,691	33,446
<b>Adjustments for:</b>		
(Increase)/decrease in debtors	161,494	(179,756)
Increase/(decrease) in creditors	(59,263)	(90,084)
	<hr/>	<hr/>
<b>Net cash provided by (used in) investing activities</b>	<b>124,922</b>	<b>(236,394)</b>
	<hr/>	<hr/>

**Notes Forming Part  
of the Financial  
Statements**

**CITY YEAR UK**  
TRUSTEES' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2023

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**1. ACCOUNTING POLICIES**

**(a) Basis of Accounting**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 second edition) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

**(b) Going concern**

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a period of one year from the date of approval of these financial statements.

In particular, the Trustees regularly review detailed cashflow projections including all expenses, expected school income and the weighted pipeline for grants and donations prepared on a bottom-up basis. They also consider the risks of schools dropping out, the pipeline not coming through and the timing of receipts from schools and donors. The Trustees, having considered the projections and risks described above have a reasonable expectation that adequate financial resource will continue to be available for the foreseeable future. Based on this the trustees have concluded that the charity remains a going concern.

**(c) Income**

Income consists of grants and donations and bank interest receivable. These are dealt with on a receivable basis, i.e., income is recognised when it becomes legally receivable. Where income has been used specifically for funding fixed assets, the income is recognised in the Statement of Financial Activities and depreciation on the fixed assets is charged against the relevant fund as it arises.

**(d) Donations in Kind**

Donations in kind are recognised both as income and expenditure where their value can be ascertained with reasonable certainty.

**(e) Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is recognised on an accruals basis. Whenever possible, expenditure is allocated direct to the activity to which it relates on an actual basis. Where actual allocation is not possible the costs are apportioned on the basis of staff costs.

**(f) Restricted Funds**

Where income is given for a specific purpose or project, the funds are treated as restricted and any surplus or deficit will be carried forward as a restricted fund until it is fully applied for the specified purposes.

**(g) Value Added Tax**

The Charitable Company is not registered for value added tax (VAT) and input tax is not recoverable. Expenditure is therefore recorded inclusive of VAT.

**CITY YEAR UK**  
TRUSTEES' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2023

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**(h) Pension costs**

The charity has a defined contribution pension scheme. Employer contributions are charged to the statement of financial activities in the period to which they relate.

**(i) Financial instruments**

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. These are initially recognised at transaction value and subsequently valued at their settlement value.

**CITY YEAR UK**  
 NOTES TO THE FINANCIAL STATEMENTS  
 FOR THE YEAR ENDED 31 JULY 2023

**2. GRANTS AND DONATIONS**

	<b>Unrestricted</b>	<b>Restricted</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>	<b>Total</b>	<b>Total</b>
			<b>£</b>	<b>£</b>
<b>Grants</b>				
London	-	24,338	24,338	291,516
West Midlands	-	60,280	60,280	238,619
Greater Manchester	-	70,394	70,394	54,886
Central costs	-	275,000	275,000	67,079
<b>Other grants and donations</b>	-	430,012	430,012	652,100
Gala Dinner	500	-	500	55,288
Government Kickstarter Scheme		11,182	11,182	62,688
Unrestricted	1,136,036	-	1,136,036	1,091,692
	<u>1,136,536</u>	<u>441,194</u>	<u>1,577,730</u>	<u>1,861,768</u>
<b>Donations in Kind</b>				
Staff training funded through transfer of Apprenticeship Levy	25,098	-	25,098	28,291
	<u>25,098</u>	<u>-</u>	<u>25,098</u>	<u>28,291</u>
	<u>1,161,634</u>	<u>441,194</u>	<u>1,602,828</u>	<u>1,890,059</u>

There were £25,098 in value donations in kind during FY23 (FY22: 28,291). In addition to this Akin provided space to run our Leadership Development Programme for our London based volunteer mentors on Fridays, generously giving us conference room space and breakout rooms.

Several of our funders restrict their giving either to a region or to a specific team of volunteers. We have grouped these together by region for reporting purposes and have separately shown any other restricted funds not refined by region, but by other purpose.

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2023

**3. COMMERCIAL TRADING OPERATIONS AND INVESTMENT IN TRADING SUBSIDIARY**

The wholly-owned trading subsidiary, City Year London Trading Limited, which was incorporated in the United Kingdom on 3 November 2010, operates all commercial trading operations carried out by the Charity. The Charity owns the entire issued share capital of 1 share with a nominal value of £1. The company has been dormant since September 2019. The only transaction during the year were for bank charges and interest received. In July 2023 the bank account was closed and the balance transferred to the charity in settlement of the intercompany balance.

A summary of the trading results is shown below:-

<b>Summary Profit and Loss Account</b>	<b>2023 Total £</b>	<b>2022 Total £</b>
Turnover		
Administration expenses	57	96
	(57)	(96)
Management fee paid to parent charity		
Profit before taxation	(57)	(96)
Tax	-	-
Retained earnings	(57)	(96)
Retained earnings brought forward	56	163
Gift Aid Donation to Parent Charity	-	-
Retained earnings carried forward	1	56
	<b>As at 31 July 2023 £</b>	<b>As at 31 July 2022 £</b>
<b>Summary Balance Sheet</b>		
Current Assets	1	1,432
Creditors: Amounts falling due within one year	-	1,365
Total Net Assets	1	67
Aggregate Share Capital and Reserves	1	67

**CITY YEAR UK**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2023**

**4. TOTAL RESOURCES EXPENDED**

	<b>Cost of Generating Funds</b>	<b>Charitable Expenditure</b>	<b>Support Costs</b>	<b>2023 Total</b>	<b>2022 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Direct Programme Staff		937,548		937,548	1,262,363
Non Programme Staff	298,969	-	315,736	614,705	557,156
Volunteer Expenses		430,097		430,097	564,382
Volunteer Recruitment- Salaries		129,804		129,804	112,722
Volunteer Recruitment- Other		68,992		68,992	69,573
Programme Costs		57,459		57,459	58,853
Training		84,681		84,681	85,313
Programme Design Consultancy					22,265
PPE & additional equipment to support home working due to Covid-19					225
Property & Maintenance			47,804	47,804	52,083
Staff Recruitment			48,224	48,224	30,105
IT & Telecoms			71,898	71,898	104,552
Staff Travel & Accommodation		10,777	2,116	12,893	12,444
Communications		21,439		21,439	16,115
Legal & Professional		11,700	10,496	22,196	23,570
Other Overheads			10,679	10,679	12,200
Fundraising Events	7,870			7,870	53,930
Affiliation Fee		28,240		28,240	32,561
	306,839	1,780,737	506,953	2,594,529	3,070,412
Reallocation of support Costs		506,953	(506,953)		
	306,839	2,287,690	-	2,594,529	3,070,412

**CITY YEAR UK**  
 NOTES TO THE FINANCIAL STATEMENTS  
 FOR THE YEAR ENDED 31 JULY 2023

**5. NET INCOMING RESOURCES FOR THE YEAR**

	<b>Year Ended 31 July 2023</b>	<b>Year Ended 31 July 2022</b>
	<b>£</b>	<b>£</b>
This is stated after charging/(crediting):		
Auditors Remuneration	11,700	10,620

**6. STAFF COSTS**

Salaries and Wages	1,489,495	1,737,489
Social Security Costs	141,508	132,034
Pension Costs	50,774	51,967
Redundancy costs	-	10,750
	1,681,777	1,932,240

Employees who received benefits, excluding pension contributions in excess of £60,000 during the current period:

	<b>No.</b>	<b>No.</b>
£60,000 to £70,000	-	-
£70,001 to £80,000	1	1
£89,001 to £100,000	2	2

The average number of employees during the year was as follows:-

	<b>No.</b>	<b>No.</b>
Programme Staff	24	28
UK Year of Service: School Service Leaders	9	22
Fundraising, Administration and Support	15	19
	48	69

The charity has a defined contribution pension scheme for its employees. Since 1 April 2017 the charity has operated this on an auto enrolment basis. In the current year contributions were paid on behalf of 42 employees (2022:52). As at the year end, £9,278 was outstanding (2022: £8,105).

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2023

**7. KEY MANAGEMENT PERSONNEL**

The key management personnel of the Charity are those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any trustee of the entity. For City Year UK they comprise the Trustees and senior management team. The total employee benefits, including employer pension contributions, payable to key management personnel during the year amounted to £310,228 (2022: £301,411).

**8. TRUSTEE REMUNERATION AND RELATED PARTY TRANSACTIONS**

None of the Trustees received any remuneration or were reimbursed expenses during the period (2022: none).

The following Trustees also have senior roles with some of the charity's key funders:

Patrick Flaherty	Managing Director of Credit Suisse, Global Markets Division
Matthew Davies	Managing Director, Treasury Services, Global Banking Markets, Bank of America
Sachin Jogia	General Manager, Alexa Smart Home International, Amazon
Merary Soto-Saunders	Global Head of Diversity @ CVC Capital Partners   HR & Talent Expertise
James David Terry	Partner at Akin

We received £179,532 (2022: £321,148) from Credit Suisse, £65,107.26 (2022: £79,011) from Bank of America and £30,000 from Akin (FY22: £34,800) and £160,245 from CVC Capital Partners (FY22: £0). There were no amounts due to or from these funders at the year end.

Six trustees also made personal donations to the charity during the year which amounted to £72,650 in total (2022: Nine Trustees totalling £61,798).

Trustees, James Balfanz and AnnMaura Connolly are also the President of City Year Inc and Chief Strategy Officer, respectively. City Year UK has an affiliation agreement with City Year Inc. under the terms of which the schools programme operates.

**9. TAXATION**

As a charity City Year UK is exempt from tax on income and gains to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity in the current period.

**10. TANGIBLE FIXED ASSETS**

At the end of July 2023, all leasehold improvements, IT equipment and software and furniture and fittings were fully depreciated and disposed of. The Charity did not capitalise any IT purchases or furniture and fittings during the year.

**CITY YEAR UK**  
 NOTES TO THE FINANCIAL STATEMENTS  
 FOR THE YEAR ENDED 31 JULY 2023

**11. INVESTMENTS**

	<b>As at 31 July 2023 £</b>	<b>As at 31 July 2022 £</b>
Investment in unquoted subsidiary undertaking		
At cost	£1	£1

See note 3 for further information.

**12. DEBTORS**

	<b>As at 31 July 2023 £</b>	<b>As at 31 July 2022 £</b>
Due from Group Undertaking	-	1,375
Trade Debtors	98,315	190,943
Accrued Income	6,671	71,500
Other Debtors	1,275	2,579
Prepayments	26,481	27,839
	132,742	294,236

**13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>As at 31 July 2023 £</b>	<b>As at 31 July 2022 £</b>
Trade Creditors	48,729	32,012
Taxes and Social Security	35,689	37,089
Other Creditors	9,278	9,105
Accruals and Deferred Income	44,483	119,236
	138,179	197,442

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2023

**14. MOVEMENTS IN FUNDS**

	At 1 August 2022	Incoming Resources	Outgoing Resources	Transfers	At 31 July 2023
	£	£	£	£	£
<b>Restricted Funds:</b>					
London	-	24,338	(24,338)	-	-
West Midlands	-	60,280	(60,280)	-	-
Greater Manchester	-	70,394	(70,394)	-	-
Central Costs	-	286,182	(286,182)	-	-
	-	441,194	(441,194)	-	-
<b>Unrestricted funds:</b>					
General Funds	427,292	2,176,026	(2,153,335)	-	449,983
	427,292	2,617,220	(2,594,529)	-	449,983

	At 1 August 2021	Incoming Resources	Outgoing Resources	Transfers	At 31 July 2022
	£	£	£	£	£
<b>Restricted Funds:</b>					
London	-	291,516	(291,516)	-	-
West Midlands	-	238,619	(238,619)	-	-
Greater Manchester	-	54,886	(54,886)	-	-
Central Costs	-	129,767	(129,767)	-	-
	-	714,788	(714,788)	-	-
<b>Unrestricted funds:</b>					
General Funds	393,847	2,389,069	(2,355,623)	-	427,292
	393,847	3,103,856	(3,070,411)	-	427,292

**Restricted funds:**

The application of these funds is subject to restrictions imposed by the funders with the grants available being allocated to certain categories of payroll and administration costs or to specific activities or events as specified in the grant agreements.

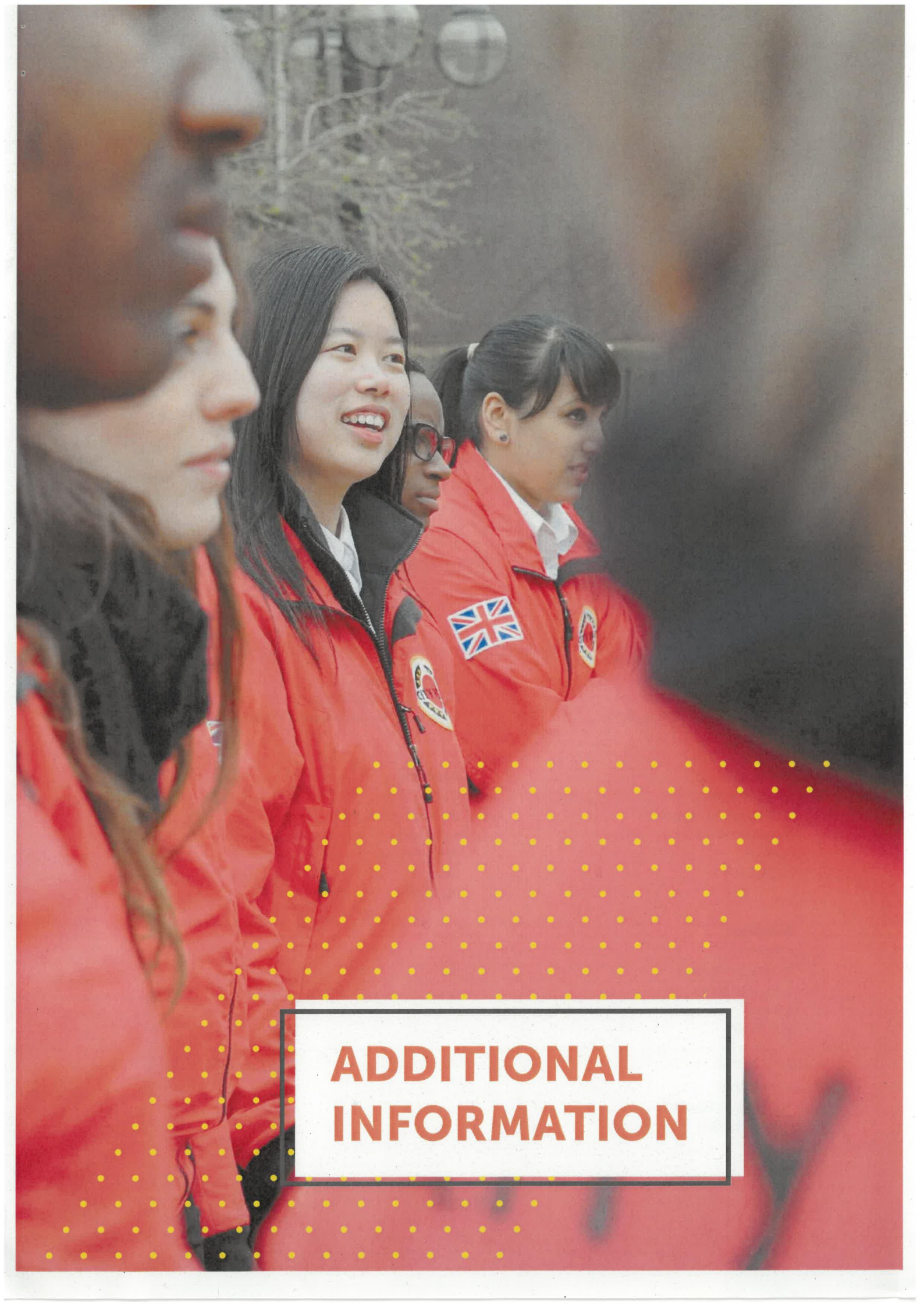
**CITY YEAR UK**  
 NOTES TO THE FINANCIAL STATEMENTS  
 FOR THE YEAR ENDED 31 JULY 2023

**15. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	<b>General Funds</b>	<b>Restricted Funds</b>	<b>Total Funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Fixed Assets	1	-	1
Net Current Assets	449,982	-	449,982
Net Assets at 31 July 2023	449,983	£-	449,983

For comparative period:

	<b>General Funds</b>	<b>Restricted Funds</b>	<b>Total Funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Fixed Assets	1	-	1
Net Current Assets	427,291	-	427,291
Net Assets at 31 July 2022	427,292	£-	427,292



**ADDITIONAL  
INFORMATION**

**CITY YEAR UK**  
TRUSTEES' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2023

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## **REFERENCE & ADMINISTRATIVE DETAILS**

### **Board of Trustees**

Jonathan Beebe Chair of the Board  
Aliza Blachman-O'Keeffe (tenure ended December 2022)  
AnnMaura Connolly  
Matthew Davies  
Patrick Flaherty  
Charles Geffen (tenure ended December 2022)  
Kasey Hooper  
Sachin Jogia  
Joseph Knoll (tenure ended December 2022)  
Michael Lynas (joined in March 2023)  
Bethia McNeil  
Merary Soto-Saunders (joined in June 2023)  
James Terry (joined in December 2022)  
Rodney Williams  
Stephanie Wu

### **Senior management team**

Kevin Munday Chief Executive  
Craig Burgess Chief Operating Officer  
Debra Burke (left in July 2023) Director of Development and External Relations

### **Auditors**

Knox Cropper LLP  
Chartered Accountants  
65 Leadenhall St  
London  
EC3A 2AD

### **Bankers**

CAF Bank  
25 Kings Hill Avenue  
Kings Hill  
West Malling  
Kent  
ME19 4TA

### **Solicitors**

Ashurst LLP  
Broadwalk House  
5 Appold Street  
London  
EC2A 2HA

Akin  
Eighth Floor  
Ten Bishops Square  
London E1 6EG

**CITY YEAR UK**  
TRUSTEES' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2023



## GET INVOLVED

### Join us to tackle educational inequality

More than 1,500 young people have already given around 2.5 million hours in nearly 100 schools through City Year UK but there is still so much more we could achieve. See how you could get involved with fundraising and volunteering at [cityyear.org.uk/get-involved](https://cityyear.org.uk/get-involved).

### Make a donation

We are grateful for any donation you'd like to make. Visit [cityyear.org.uk/get-involved/make-a-donation](https://cityyear.org.uk/get-involved/make-a-donation) to find out more.

### Partner with us

Could your school – primary or secondary – benefit from an integrated team of dynamic, young City Year mentors? Email [schools@cityyear.org.uk](mailto:schools@cityyear.org.uk) or call 020 7014 2680.

### Support us

Are you interested in funding children to succeed at school and developing a future talent pool of diverse young people? Email [development@cityyear.org.uk](mailto:development@cityyear.org.uk) or call 020 7014 2680.

### Have a question or feedback?

Get in touch at [cityyear.org.uk/contact-us](https://cityyear.org.uk/contact-us)

### CITY YEAR UK

A COMPANY LIMITED BY GUARANTEE

CHARITY NUMBER: 1131350

COMPANY NUMBER: 06965846

## **We give the final word on City Year UK in 2022-2023 to...**

“

*The way that City Year is set up... it all helps your growth in a way you'd never get in a different place. You might get the skills but you wouldn't get the same view of yourself and others. You get their support, you get someone who has got your back, you get someone who's telling you how to expand and what you're doing well.”* –City Year mentor

“

*I have found that I can be a leader, City Year has really helped me see this. It is a wonderful organisation that has taught me so much in the working world. It's been an amazing year full of experience - personal and professional.”*  
–City Year mentor

“

*The City Year in my class has a gentle and natural way with all children and has put them all at ease. This in turn has enabled them to fully engage with her teaching and have therefore made great progress.”*  
–Year 4 teacher

“

*They've had a positive effect on the Year by dealing with students in a calm, rational manner. They're always great listeners and ready to help out in all situations whether that be academic, pastoral or social. They've formed good relationships with students and this has had an impact on learning and outcomes.”*  
–Year 11 teacher

“

*My mentor is very sound and has helped me enjoy school more and made an impact.”*  
–Year 9 pupil

“

*My mentor is the nicest guy I've ever met, always smiling, always joyful and always willing to help.”*  
–Year 11 pupil

### **Contact us**

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[info@cityyear.org.uk](mailto:info@cityyear.org.uk)

City Year UK is a registered charity (1131350) and company registered in England and Wales (06965846)



**CITY YEAR UK**

England & Wales - Charity number 1131350

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# Accounts

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**City Year UK**

A COMPANY LIMITED BY GUARANTEE



**REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2022**

CHARITY NUMBER: 1131350

COMPANY NUMBER: 06965846



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# **Trustees' Report**

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TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 JULY 2022

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**Reference & administrative details**

Charity Name	City Year UK
Charity registration number	1131350
Company registration number:	06965846
Registered Office	200A Pentonville Road London, N1 9JP

**Trustees**

Jonathan Beebe	Chair of the Board
Jim Balfanz (tenure ended December 2021)	
Aliza Blachman-O'Keeffe	
AnnMaura Connolly	
Matthew Davies	
Patrick Flaherty	
Charles Geffen	
Kasey Hooper	
Sachin Jogia	
Joseph Knoll	
Pauline Maddison (tenure ended December 2021)	
Bethia McNeil (joined in June 2022)	
Rodney Williams	
Stephanie Wu (joined in December 2021)	

**Senior management team**

Kevin Munday	Chief Executive
Craig Burgess	Chief Operating Officer
Debra Burke	Director of Development and External Relations

**Auditors**

Knox Cropper LLP  
Chartered Accountants  
65 Leadenhall St  
London  
EC3A 2AD

**Bankers**

CAF Bank  
25 Kings Hill Avenue  
Kings Hill  
West Malling  
Kent  
ME19 4TA

**Solicitors**

Ashurst LLP  
Broadwalk House  
5 Appold Street  
London  
EC2A 2HA

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**Our objectives and activities**

**Public benefit**

In developing the objectives for the year and in planning our activities, the Trustees have considered the Charity Commission's guidance on public benefit.

City Year UK's purposes are set out in the objects contained in the Company's Articles of Association. It promotes the education of people under the age of 25 years in the UK in such ways as the Directors think fit, including by organising and assisting with the provision of volunteers to schools to act as tutors, mentors and near-peer role models to pupils. It advances the development of volunteers by providing training, advice, guidance and access to financial support.

**About City Year UK**

City Year UK's vision is of a society where the transformative power of full-time social action in schools is an integral part of growing up in the UK; supporting every child and young person to achieve their full potential.

Our mission is twofold:

- to give every pupil the chance to succeed, by partnering with schools to coach those furthest from opportunity to achieve the social, emotional and academic results they need to progress at every stage of their education; and
- to tap into the talent, energy and idealism of diverse young adults to drive social change in education and develop the standout experience, leadership skills and networks to launch any career.

**Our Approach**

We enable diverse young adults to volunteer full-time, for a year, in schools with a high proportion of pupils eligible for free school meals. They are trained and supported to inspire, mentor and tutor children of all ages to overcome social, emotional and academic barriers to learning and, by realising pupils' potential, realise their own.

Often volunteering in their own communities, our young adults gain real world experience and over 120 hours of dedicated leadership and development training. They leave with standout skills and new networks that set them up for any career.

**Empowering Young Adults to Tackle Educational Inequality in the UK**

COVID-19 may no longer be front page news but many pupils, particularly those furthest from opportunity, are still suffering the consequences. Every day, our young adult volunteers see how multiple barriers, exacerbated by lockdowns and interrupted learning, obstruct curriculum catch up. In this report, we highlight their unique holistic impact in schools; mentoring, coaching and tutoring across social, emotional and academic skills to realise pupils' potential, an approach borne out by new research from the US.

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But that's not all. At City Year UK we place equal importance on the development of our volunteers and in November 2021, were delighted to be awarded the highest Level 4 rating by the Skills Builder Universal Partnership for our programme's impact on their essential skills. Our ongoing partnership with the NCS Trust's CIC's UK Year of Service scheme has also created 23 'school service leader' roles for young adults, offering paid work that pays back.

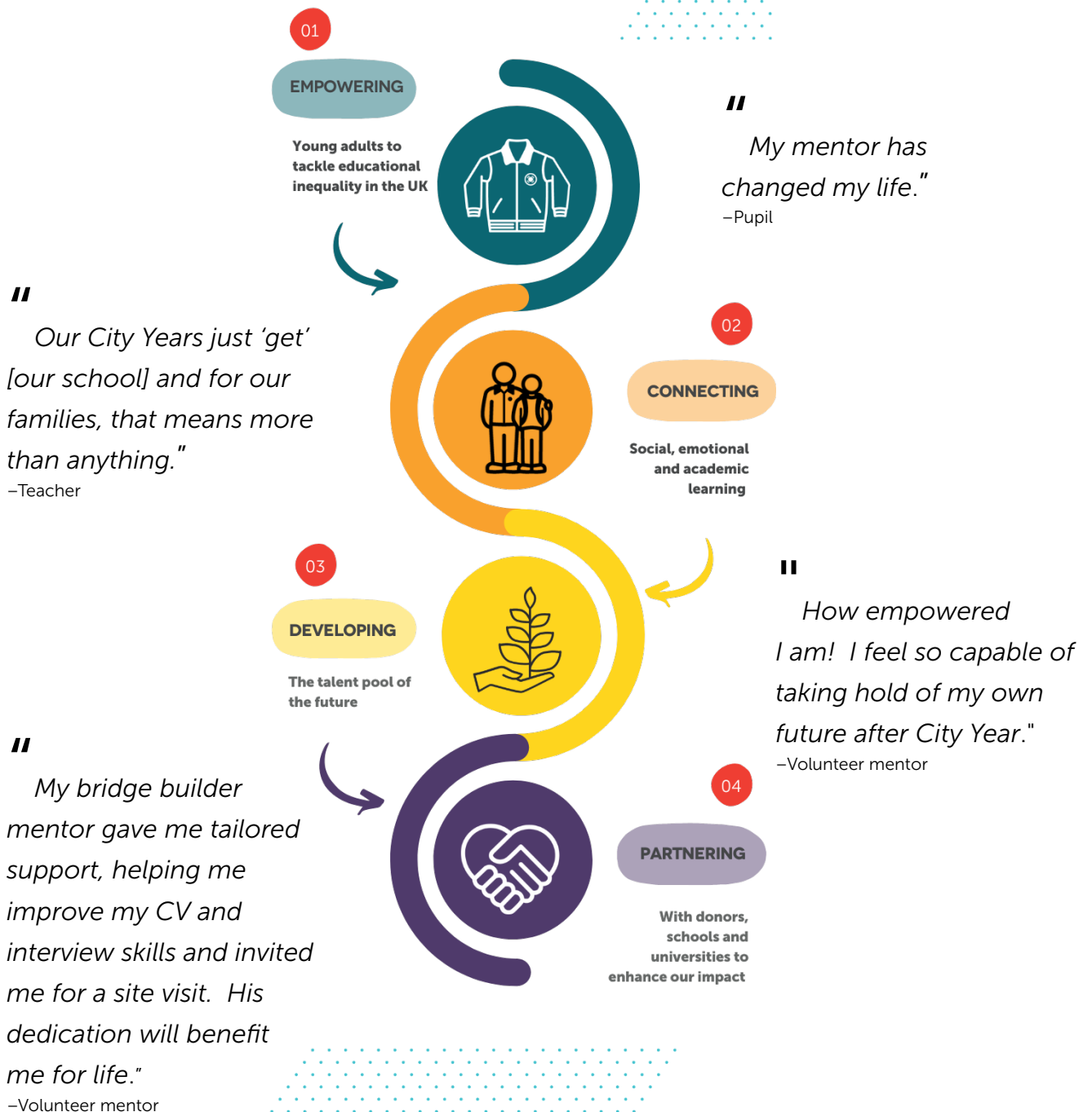
In total, 151 diverse young people have tackled educational inequality through City Year UK in 2021 to 2022. They have supported 1,200 children one-to-one and contributed to a positive learning environment for over 20,000 pupils, while benefiting from a worthwhile and rewarding experience that will help set them up for any career.

*"Our City Year Team has been a real asset to the academy and its community. They have all gone above and beyond supporting students in lessons, with mentoring, extra-curricular and at school events such as Prom. They have all been professional, personable and really positive members of staff. A joy to work with!" –Academy Vice Principal*



## CITY YEAR UK 2021-2022

### An overview





## EMPOWERING

**128 diverse young adults** gave over **155,000 hours** to tackle educational inequality in **24 schools** across London, Greater Manchester and the West Midlands

**23 young adults** employed as 'school service leaders'

**1200 'focus list' pupils** furthest from opportunity received 1:1 integrated **social, emotional** and **academic coaching** throughout the year

City Year UK teams contributed to a **positive learning environment** for **20,733 pupils** and ran **511 school-based clubs** or initiatives



## DEVELOPING

Through giving, our volunteers also gain. They learn to lead change in their local communities, develop personal and professional skills, access new networks and plan for their future career

**100% of young adults** surveyed at the end of their year agreed they can choose a career that fits with what they are good at

**Over 90%** are typically in further education, employment or training within three months of completing their City Year



## CONNECTING

*"Our City Year team has been a highly effective support system for students. They have been quick to immerse themselves into school life and support teachers to deliver the best outcomes for students. They have formed great relationships with children to keep them in classrooms and share their insights with wider school teams."*

–Teacher

**71% of focus list pupils** improved or maintained attainment in maths

**79% of focus list pupils** improved or maintained attainment in English

**97% of secondary school pupils** surveyed, agreed that "My City Year mentor helps me to understand my school work"

**92% of secondary school pupils** agreed that "My City Year mentor helps me to build good relationships with other students"



## PARTNERING

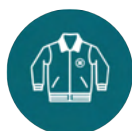
Our impact is only made possible because of the incredible engagement and support we receive from our partners and donors

**23** paid positions for young adults to lead volunteers in school thanks to our partnership with UK Year of Service

**2,600+ hours** of corporate volunteering given to our young adults to become career ready

**99** professionals volunteered for 10 months as 'bridge builder' mentors to our volunteers





## EMPOWERING

### The Long Tail of Covid-19 Disruption in Schools

Around nine pupils in a class of 30 are growing up in poverty in the UK - some 4.3 million children. They already faced worse education and life outcomes before the pandemic, experienced consistently more learning loss than their peers<sup>1</sup> and continue to be most adversely affected by the long tail of COVID-19 disruption.

COSMO, a major new national longitudinal cohort study of 13,000 young people, found that those in the most deprived schools were more likely to report feeling behind their peers (45%) than those in schools with better off intakes (31%). Attendance remains a problem. In the autumn term of 2021, COSMO reported that 50% of pupils categorised as disadvantaged in Years 10 and 11 missed at least 10% of in-person sessions, compared to 35% categorised as non-disadvantaged<sup>2</sup>.

According to Ofsted's spring 2022 report, behaviour continued to be a challenge in some schools and leaders said that "pupils' level of engagement and ability to stay on task continued to be worse than pre-pandemic." In addition, it highlighted the negative impact on some pupils' mental health and well-being, with concerns "about pupils' lower resilience and confidence and greater anxiety<sup>3</sup>."

“

*I saw that young people struggle to articulate their feelings [...]*

–Neil, volunteer mentor

Neil, a volunteer mentor with City Year London, encapsulates his experience of how the pandemic's side effects are still playing out in classrooms, corridors and playgrounds.

*"It's become particularly striking in the context of the pandemic and lockdowns. Students at my school found themselves in serious trouble for not reacting to staff in the best way, whether it was verbally or even physically, leading to repeated sanctions. Young people couldn't express their emotions, to the point where they either bottle it all up and allow it to damage their mental health or act out every time."*

### An Integrated Solution The Evidence

There is a growing body of research showing the association between educational attainment and socio-emotional development. A longitudinal study funded by the Department for Education and following nearly 6,000 children since 2013, has found that "children who did not meet the expected level of attainment at Key Stage 1 (when they were 7), but who had met the EYFSP (Early Years Foundation Stage Profile) level when they were 5 years old, experienced the largest deterioration in their socio-emotional health between 4 and 8-10 years old<sup>4</sup>."

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1 <https://epi.org.uk/publications-and-research/epi-research-for-the-department-for-education-on-pupil-learning-loss-march-2022/>

2 <https://cosmostudy.uk/publications/education-recovery-and-catch-up>

3 <https://www.gov.uk/government/publications/education-recovery-in-schools-spring-2022/education-recovery-in-schools-spring-2022>

4 [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1030051/SEED\\_2020\\_Report.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1030051/SEED_2020_Report.pdf)

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Recent large scale studies of City Year in the US have also shone a spotlight on the importance of students' social-emotional skills, finding that they are as strong a predictor of academics as family background and that making gains in social-emotional skills is like gaining an entire school year of achievement growth in maths or English<sup>5</sup>. The 2022 report stated: *"The findings emphasise that human-centred, relationship-focused, school-based interventions such as City Year's can be successful in developing students' social-emotional skills along with their academic outcomes (directly and indirectly through improved social-emotional skills)"*<sup>6</sup>.

**Key Findings From The Everyone Graduates Center At John Hopkins University<sup>7</sup>:  
 (Analysis Funded By The Bill And Melinda Gates Foundation)**

Students receiving more support from City Year tended to show stronger attendance, academic and social-emotional outcomes	The lower a student's prior level was, academic or social-emotional, the stronger the relationship between the City Year intervention and the student's spring outcomes	Greater impact is seen when integrating social-emotional skills into academic interventions, e.g. incorporating goal-directed behaviour while learning maths
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The Everyone Graduates Centre research also confirmed something that we see every day at City Year UK: *"social-emotional outcomes are highly influenced by what is happening in a student's life, and their interactions with teachers, peers, parents and others at a given moment."* This means that schools need to find a way of responding to students' 'in the moment' needs and facilitating positive, supportive relationships, whether that's with teachers or other pupils.

Volunteer mentors are uniquely placed to fulfil that role. They build rapport with pupils and partner with teachers. As near peers, they're often able to bring their own experience of education and growing up to bear and crucially, as a consistent presence, they are often there when frustrations flare up. As a teacher in one of our partner schools explains: *"The City Years ensure that they check on the child when they can see a change in his usual pattern of behaviour. They understand how to help him, which seems like a minor thing but it is very beneficial for him to cope in an independent manner without disrupting me during a lesson."*



<sup>5</sup> This data reflects grades 3-10 in the US

<sup>6</sup> [https://www.cityyear.org/wp-content/uploads/2022/06/20220203\\_EGC\\_CityYearReport2\\_BalfanzByrnes.pdf](https://www.cityyear.org/wp-content/uploads/2022/06/20220203_EGC_CityYearReport2_BalfanzByrnes.pdf)

<sup>7</sup> <https://www.cityyear.org/the-everyone-graduates-center-and-city-year/>



## CONNECTING

### Connecting Social, Emotional and Academic Learning in the UK

At City Year UK, our young adults are trained and supported to help pupils strengthen and weave together social, emotional and academic strands of learning day in, day out, for a year.

With each volunteer mentor giving around 1,640 hours, and typically serving alongside four or more others, a City Year UK team provides a significant, fully integrated resource: coaching pupils to solve problems, work with others, form friendships, express ideas, learn from mistakes and manage their emotions, at the same time as tutoring academic or 'cognitive' skills.

Pupils learn better when they feel physically and emotionally safe and connected to at least one adult. That is our volunteers' goal. They gain trust, can find out the root causes of attendance avoidance or disruptive behaviour and show pupils what they are capable of. In the words of one of our young adults this year: *"Every problem can be solved with a little love, guidance and care."*

### Our Twofold Approach in School

<b>VOLUNTEER MENTORS PROVIDE</b>	
<b>Individualised support for focus list pupils furthest from opportunity</b>	<b>Whole school support in classrooms, corridors and playgrounds</b>
<p>Pupils chosen in partnership with teachers because they are categorised as disadvantaged and / or are showing signs of not meeting their potential.</p> <p>Of the <b>1,200</b> pupils supported 1:1 in 2021-22:  <b>55%</b> were on free school meals  <b>43%</b> had poor attendance  <b>46%</b> displayed disruptive behaviour  <b>52%</b> had low curriculum attainment</p>	<p>Each City Year UK team is integral to life at their school.</p> <p>They run breakfast clubs and welcome pupils as they arrive, provide in-class as well as individual support, are extra eyes and ears and someone to talk to at break times and lead a range of enrichment and after-school activities.</p>
<p><b>City Year UK teams combine social, emotional and academic learning. They build trust to inspire, coach and mentor pupils to succeed.</b></p>	

“

*City Years inspire you to do great things and become a better person."*

–Pupil






“

*Our City Years have been our saviour! They have all worked in their own unique way to help light up the corridors. They have been so supportive around the academy and great listeners, kind hearted and created amazing opportunities for students."* –Teacher

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**IMPACT ON FOCUS LIST PUPILS 2021-22**

<b>Curriculum progress</b>		<b>7 out of 10</b> improved or maintained in maths <b>8 out of 10</b> improved or maintained in English
<p><i>"It makes such a difference to have Miss O [volunteer mentor] in the classroom. She has established good connections with students and can support them confidently. It also helps if they need refocusing or reshaping to complete a task. Working within the lower sets is all about establishing a positive relationship with the students before you can do anything else. She also understands when to intervene - I don't know what I would do without her help in lessons!"</i></p> <p style="text-align: center;">–Year 7 maths teacher</p> <p><i>"I feel that my EAL [English as an additional language] children have benefited greatly from City Year support. Safia [volunteer mentor] has been able to spend valuable time with these children, which I don't necessarily have, to develop their language skills as well as their social skills, both inside and outside the classroom."</i> –Primary school teacher</p>		
<b>Social and emotional learning (measured across 8 competencies)</b>		<b>41%</b> reduction of pupils in 'need' category <b>100%</b> increase of pupils in 'strength' category
<p><b>75% of teachers</b> agreed that since having a mentor, pupils had built positive relationships with their peers</p> <p><i>"My mentor is really helpful. I would not have got to the point I am at with teachers and other students without her help, not just academically but emotionally."</i> –Pupil</p>		
<b>Wellbeing</b>		<b>91%</b> agreed that 'City Year helped them enjoy school'
<p><i>"My mentor always helps me when I'm down or struggling. She is always giving me advice to help fix my problems and I am going to miss her."</i> –Pupil</p> <p><i>"City Year is the best thing that has happened this year. They made it fun with someone to speak to."</i> –Pupil</p>		
<b>Positive behaviour</b>		<b>6 out of 10</b> improved
<p><b>7 out of 10 teachers</b> responding to a survey, agreed that since having a City Year UK mentor, focus list pupils seemed more engaged and had improved their behaviour in lessons</p> <p><i>"Mohima [volunteer mentor] has been invaluable for supporting A, particularly when he is not able to regulate his emotions."</i> –Teacher</p> <p><i>"City Years are really good. My mentor helps me to calm me down when I'm having a bad day."</i> –Pupil</p>		
<b>Attendance</b>		<b>4 out of 10</b> improved or maintained*
<p><i>"X [pupil] was on a reduced timetable and by the end of year 11 was doing full days."</i> –Teacher</p>		

\* Targeting attendance continues to be particularly challenging for volunteer mentors in the aftermath of the pandemic. Studies have highlighted the stark attendance gap between pupils eligible for free school meals and their peers and the many reasons why children have not returned to school<sup>8</sup>.

8 <https://blogs.lse.ac.uk/politicsandpolicy/rising-school-absences-the-post-pandemic-education-divide/>



## Focus on Measurement of Social and Emotional Capabilities

Volunteer mentors are trained to observe focus list pupils across eight competencies on a termly basis using the Devereux Student Strengths Assessment (DESSA). City Year UK then calculates a composite social-emotional rating categorising pupils as showing 'strength', as 'typical' or flagged as in 'need'. The appropriate support for each child can then be tailored accordingly.

### DESSA Competencies:



Research in the US concluded that, "The DESSA competency areas that more strongly relate to student outcomes are Personal Responsibility and Goal-Directed Behaviour, followed by Self-Management and Decision Making. However, in general, the composite measure for the entire SEL [social-emotional learning] scale is stronger than the individual competency domains."<sup>9</sup>

Between term 1 and term 3 in 2021-22, the number of pupils showing 'need' fell by 41% from 254 to 149 pupils. The number showing overall 'strength' doubled to 50 from 25.

## Integrated Learning in Practice A Case Study

Emma, a mentor with City Year Greater Manchester, highlights how she was able to chart her focus list pupil's extraordinary progress through social and emotional learning, behaviour, attendance and curriculum attainment measurement tools.

"At the start of the year, G struggled - particularly with seeing lessons through. He would become easily frustrated with activities he didn't 'get'. He didn't have the confidence to work independently and when not given the attention he wanted would resort to crying, being careless with his work and belongings and shutting down on me. Six out of eight of his DESSA areas of social and emotional learning were categorised as in 'need' for support.

"After working with G and encouraging more positive behaviour, especially when he approached tasks with an open mind and showed resilience when he didn't understand, G has progressed massively. He has the confidence to tackle activities independently and even offers to help others. He has become more mindful of his presentation and has had fewer disruptive outbursts in the classroom. I am super happy to have witnessed his confidence grow!

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<sup>9</sup> [https://www.cityyear.org/wp-content/uploads/2020/05/EGC\\_CityYearReport\\_BalfanzByrnes.pdf](https://www.cityyear.org/wp-content/uploads/2020/05/EGC_CityYearReport_BalfanzByrnes.pdf)

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"This change has been reflected in his DESSA assessments where he has now been rated as 'typical' in 7 out of 8 areas and has progressed from 'need' to 'strength' in relationship skills.

"His improved behaviour in class also shows in his number of good behaviour points, which have increased by 124% between the start of the autumn term and the beginning of the summer term! His growth in confidence and independence has influenced his attendance, increasing from 86% in the first half-term (considered to be persistent absence) to 98% in the fifth half-term (within the expected attendance range).

"This shift in attitude and behaviour, alongside City Year tutoring in maths, spelling and grammar, has had an impact on his curriculum attainment. He increased his standardised score by +3 points in reading from the end of the autumn term to the summer term and in maths by +10 points."

**IMPACT ON THE WHOLE SCHOOL**

We place a lot of emphasis on the difference volunteer mentors make to individual pupils but that is only half the story. Their impact reaches far beyond their focus list.

<b>In 2021-22 Volunteer Mentors Ran 511 School Based Clubs or Initiatives</b>		
		
<b>6,946 hours</b> of extra-curricular support	<b>2,288 hours</b> of school community support	<b>23,831 hours</b> of curriculum support for focus list and non-focus list
<b>4,300 hours</b> of breaktime support	<b>837 hours</b> of pastoral support	<b>6,285 hours</b> of English
<b>930 hours</b> welcoming pupils into school and running breakfast club	<b>385 hours</b> supporting school led trips	<b>7,135 hours</b> of maths
Clubs included: art, coding, creative writing, dance, debate, engineering, games, homework, leadership, library, multi-sports and music	Help with enrichment days and trips at one school alone included athletics, football tournaments, road safety and visits to a Viking Centre, Legoland, a safari park, zoo, and Roman Museum	Further significant support with reading, science, PSHE and phonics

*"Every school should invest in City Year. City Year has made such an impact in the school and the students' lives." –Teacher*



*"My Year 11 class really benefited from Charlie's [volunteer mentor] presence. He was a motivator, enthusiastic and super helpful. He has been instrumental in the overall progress of the class and enjoyment of our subject because he got so involved and assisted many students." –Teacher*



## DEVELOPING

### Developing the Talent Pool of the Future

'Uplifting', 'creative', 'contagious energy', 'hard working', 'pro-active' and 'dedicated' are just some of the adjectives that have been used to describe City Year UK's young adults this year. However, as the OECD has highlighted, although young people have never left education "more ambitious or highly qualified", making the next step, to find attractive work, isn't necessarily a given. Results from the OECD's 2018 Programme for International Student Assessment (PISA) showed: "Students vary considerably in the extent to which they are able to visualise and plan their futures, with the most disadvantaged at greatest risk."<sup>10</sup> It has found a positive correlation between students who "explore, experience and think about their futures in work" and lower unemployment, higher wages and greater happiness in their careers as adults.<sup>11</sup>

At City Year UK, we believe that a year of social action should serve as a launchpad for any career and we are committed to giving our diverse young adults the time and opportunity to find out what they want to do and who they want to become. Through structured leadership development, professional one-to-one mentoring, access to new networks and challenging but rewarding work experience, they build their confidence, develop a career plan and gain the capabilities employers are looking for.

Last year, every volunteer mentor received a CMI Level 3 in Leadership and Management, demonstrating knowledge and skills of roles and responsibilities required at mid-level management. Next year, our young adults will also be enrolled on to the Level 3 Diploma in Coaching and Mentoring, designed for first-management role seekers, including first-line managers and team leaders. In November 2021, we were delighted to be awarded with the **highest Level 4** from the **Skills Builder Partnership** for our impact on young people's essential skills.

### IMPACT ON YOUNG ADULTS IN 2021-22

**Our volunteer mentors are drawn from all backgrounds.  
They served in London, Greater Manchester and the West Midlands.**



**21%** were eligible for free school meals

**6%** described themselves as NEET (not in education, employment or training)



**11.5%** school / college leavers

**9.5%** graduates

**79%** university placement students



**44%** Asian

**27%** White

**17%** Black

**7%** Dual

**5%** Other

<sup>10</sup> <https://www.oecd.org/education/career-readiness/about/>

<sup>11</sup> <https://issuu.com/oecd.publishing/docs/how-youth-explore-experience-think-about-their-fut?ff&backgroundColor-Fullscreen=%2363D4BF>

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**By the end of their City Year, they have developed the attributes employers want:**

<p><b>100%</b> <b>CONFIDENCE</b> believe they can do most things if they try</p>	<p><b>89%</b> <b>CAN DO</b> can make the best out of a difficult situation</p>	<p><b>88%</b> <b>GOAL SETTERS</b> can set their own goals</p>	<p><b>76%</b> <b>LEADERS</b> happy to be the leader in a team</p>	<p><b>81%</b> <b>TEAM PLAYERS</b> can get people to work together in a team</p>
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*"It taught me how to be a great team player and leader which I always found challenging."*  
-Volunteer mentor

**They're confident they have the skills to secure the job they deserve:**

<p><b>100%</b> <b>CV WRITING</b></p>	<p><b>100%</b> <b>INTERVIEWING FOR JOBS</b></p>	<p><b>88%</b> <b>FORMAL PRESENTING</b></p>
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*"I have learnt how to be a better public speaker and to believe in myself because I am more capable than I think."*  
-Volunteer mentor

**They know who they are and have a plan for their future career:**

<p><b>98.5%</b> agreed to at least some extent that they can decide what their ideal job will be</p>	<p><b>100%</b> agreed they can choose a career that fits with what they are good at</p>	<p><b>95%</b> agreed they can make a plan of their goals for the next five years</p>
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*"City Year gave me guidance on how to navigate my own professional career and development and provided me with insight into how to improve my own work practices and cultivate more self-awareness."*  
-Volunteer mentor

**Top employment destinations for volunteer mentors in 2021-22**



**39%** Education and teaching



**23%** Social care



**23%** Business, marketing, media and PR

## Developing the Socially Active Citizens of the Future

In Britain, in America and in South Africa, City Year was founded with a core belief; that uniting and empowering diverse teams of young people to address some of our most difficult challenges can change the world for the better.

Alongside their full-time social action in schools, our young adults also have the opportunity to learn more about social justice, engage meaningfully with the world around them and lead social action in their local communities. During their two Social Action Days they put their skills to work, to support other causes they care about.

## Community Social Action in 2021-22



**3042 + hours** given to organising and delivering social action projects



**8 out of 10** gave their Social Action Day **5/5** for enjoyment

Just a few examples of the 24 social action projects that took place:

- Fun and engaging activities for children at a local youth centre
- 'Shooting Hoops' for charity - an in-school competition with teachers versus pupils
- Organising donations for care packages for the homeless

*"Social Action can be very rewarding - it doesn't have to take the form of large donations or endless work - a little goes a long way and it's a lovely feeling." –Volunteer mentor*

## Developing our Programme

Just as we pride ourselves on investing in the development of the young adults who volunteer with us, we are constantly evolving our Leadership and Development programme and curriculum.

According to the Deloitte Global 2022 Gen Z and Millennial Survey, *"Grappling with the impact of the last few years, the youngest generations in the workforce are seeking balance and sustained change."*

||

*It is always nice to see that City Year cares about our personal development from a well-being standpoint too."*

–Volunteer mentor

*"In these uncertain times, they are reassessing their priorities and expecting more from business leaders... Prioritising work / life balance, learning and development, and well-being will be critical, as will having a clear purpose and giving employees the opportunity to address societal issues through their work."<sup>12</sup>*

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12 <https://www2.deloitte.com/global/en/pages/about-deloitte/articles/genzmillennialsurvey.html>

**CITY YEAR UK**  
TRUSTEES' REPORT  
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This chimes with our own experience and, based on key stakeholder feedback, we had already taken into account new considerations centred on 'balance'. Following the changes we had to instigate in response to lockdowns, we have appraised our balance between virtual and in person training, as well as between regional and national content and in-house and external delivery.

Based on school feedback, we've introduced more content on effective learning, school learning environments and tutoring. Last but not least, we've made the well-being of volunteer mentors a sustained focus; promoting work / life balance and social interaction.





## PARTNERING

Our impact would not be possible without our partners. Shared networks and innovative collaborations across the public, private and voluntary sectors enable us to introduce our volunteer mentors to opportunities, workplaces and careers they would never otherwise have experienced or considered.

*"I was nervous and unsure if this was for me, as a young person of colour it is difficult to be in places where you do not fit in but this taught me not to let my background or race determine my future. We need more of these to happen and I am grateful that I could go out of my comfort zone to attend." –Volunteer mentor*

### Partnering to deliver Career Exploration and Skill Development



In 2021-22, thanks to the engagement of our partners, all volunteer mentors had the opportunity to take part in:

- **Mentoring** 10 months of 1:1 mentoring with a 'bridge builder' from a professional background
- **Skills Workshops** Ranging from public speaking and interview techniques to CV writing
- **Learning from Leaders** Speakers with insights from the public, private and voluntary sectors

||

*My bridge builder mentor has prepared me for my journey into the world of work [...]*

*"My bridge builder mentor has prepared me for my journey into the world of work, helping me with areas such as my CV and interview skills. Having monthly meetings has helped me improve my interpersonal skills and confidence. I have been able to ask plenty of questions about life during and after university, which I can definitely take into the future. I am very grateful for all the guidance and advice." –Volunteer mentor*

- **Workplace Visits** Industry Exploration Days to learn about career pathways
- **Networking** Virtual 'speed networking' breakfasts
- **An Enterprise Day** Including creating and pitching a business plan



*"I got to network with people who are in similar fields that I would like to go into. I gained insight into working life and how people got into their career, and gained a great insight into the working world in the future." –Volunteer mentor*

### Corporate Partnership Support in Numbers 2021-22

- **2600+ hours** of corporate volunteering given to support our young adults to prepare them for their next step after City Year
- **381 corporate volunteers** involved in helping to deliver our development programme via workshops and events
- **99 professionals volunteering for 10 months as mentors** providing ongoing support, career advice and a sounding board for our young adults

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**Partnering to offer Meaningful Employment to the Next Generation**



2021-22 was City Year UK's first year of partnership with UK Year of Service, offering paid work that pays back.<sup>13</sup> We were delighted to become a Placement Partner, enabling 23 young adults to become school service leaders (SSLs). Each SSL was employed to support a team of volunteer mentors and their own small focus list. They helped drive pupil achievement and built their team's school partnership, alongside City Year UK's staff programme team. One day a week, they took part in and supported leadership and development training days.

Cory, 24, from London found that the experience helped him to understand what he wanted from his career and to build the confidence to secure it. It helped him to shape his understanding of the youth sector, learn the needs of young people and think about how he could improve their life chances. In August 2022, his efforts led to him getting an internship with recent City Year UK corporate partner, Tata Consultancy Services, where he is part of a team committed to transforming the lives of young people through technology.

UK Year of Service is already showing promising signs of impact and reach. Over 50% of its members were on universal credit and early data shows that 82% of all its members are in employment or education following their UK Year of Service.



<sup>13</sup> <https://www.ukyear.com/>

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**Achievements and Performance**

Three years ago, we took the opportunity of our 10 year anniversary to renew our commitment to impact. The effects of the pandemic in the intervening years has made that commitment even more vital, both for pupils furthest from opportunity and the inspirational volunteers who support them. In 2021-22 our focus on measurement and evaluation has meant we've been able to track and refine interventions to aid curriculum catch up and prove our impact on essential skills for young people, achieving accreditation.

<b>Priority</b>	<b>Key achievements in 2021-22</b>
<p><b>Continue to strengthen the City Year UK programme, to ensure that it is impactful in the post-COVID world</b></p>	<ul style="list-style-type: none"> <li>• We worked in partnership with the Skills Builder Partnership to strengthen our volunteer support, so that it best prepares young people for the job market and ensures their transition into employment at the end of their service year.</li> <li>• We adjusted our programme to provide more impactful support to pupils recovering from COVID-related learning loss, including through more 1:1 social and emotional coaching, small group tuition and after-school enrichment.</li> <li>• We worked in partnership with National Citizen Service (NCS) to demonstrate the effectiveness of a 'UK Year of Service' in tackling the aftermath of the pandemic, introducing the role of paid 'school service leaders' to supplement the work of our volunteers.</li> <li>• We began to build additional school partnerships, particularly in primary schools and areas like Greater Manchester where our support is needed the most.</li> </ul>
<p><b>Develop robust central services that enable City Year UK to achieve and grow its impact</b></p>	<ul style="list-style-type: none"> <li>• We reviewed our working policies and practices to ensure that they were fit for purpose in the post-COVID world.</li> <li>• We completed a thorough job evaluation and salary benchmarking process, to ensure that our staff were adequately supported as the cost of living rises.</li> <li>• We supported half of our people to undertake additional work-based learning or apprenticeships, with support from Credit Suisse's apprenticeship levy.</li> <li>• We improved our data systems and impact management to better demonstrate the difference we are making, trialling a web portal that enables our volunteers to better track their own progress.</li> </ul>

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<p><b>Communicate programme impact to our supporters and sustainably increase our income</b></p>	<ul style="list-style-type: none"> <li>• We rolled out a new marketing strategy that more clearly communicated our work, with revamped campaigns for potential volunteers, school partners and donors.</li> <li>• We hosted a reception at The National Gallery and our first gala dinner for five years at Tate Modern, engaging over 120 of our top supporters in how they can contribute to our work.</li> <li>• We continued to diversify our donor base, with new partners in the communications, technology and consulting industries.</li> <li>• Over 300 employees from more than 20 different businesses contributed pro bono time to supporting young people, through delivering skills training, mentoring or workplace experiences.</li> </ul>
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**Fundraising**

During the year, City Year UK did not make use of any external consultants to undertake its fundraising activities. No data was shared with, or sold to, any external agencies. We did not undertake direct mail shots, send any unsolicited newsletters or approach any vulnerable individuals to support our work. A complaints policy is in place but we received no complaints during the year about any of our fundraising activities.

**Financial review**

**Results**

This year we have delivered the programme into 24 schools across four regions.

As the Fundraising environment continues to be challenging, the organisation has maintained tight cost control, carefully seeking best value for money with all expenditure. We have formally adopted a hybrid home working model for office based staff which has allowed us to keep our office accommodation costs down. Based on the best practices and efficiencies we developed during the pandemic, we are continuing to find ways to meet the logistical and economic challenges associated with programme delivery in three regions. In the context of such change the Statement of Financial Activities on page 36 of these financial statements shows net incoming resources for the year ended 31 July 2022 of £33,445.

This is the result of total incoming resources of £3,103,857 net of total resources expended of £3,070,412. This has resulted in unrestricted funds of £427,292 and restricted funds of nil at the year end.

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TRUSTEES' REPORT  
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**Reserves**

Trustees' policy is to retain a prudent level of reserves from unrestricted income to:

- Ensure that the charity can continue to provide a stable and high quality service to our beneficiaries
- Provide sufficient working capital for the planned activities for the following year
- Meet unexpected costs such as loss of key personnel, staff cover for illness, maternity or paternity leave, or the legal costs defending the charities interest
- Invest in organisational development to support long-term stability and sustainability
- Meet all contractual liabilities, and in the event of the closure have provision set aside for redundancy costs, liabilities to creditors and any existing lease commitments
- Replace equipment as it wears out and which is not funded by restricted funds.

**Amount of reserves**

The reserves represent unrestricted reserves, and at 31 July 2022, amounted to £427,292 compared to £393,847 in FY21, an increase of £33,446 - which is within the trustee reserves policy.

The Trustees estimate that a prudent level of unrestricted reserves required for the charity to comply with its reserves policy is eight to twelve weeks of total expenditure. Based on budgeted expenditure for the current year, a prudent level of reserves would be between £417,027 and £677,677.

The Trustees have set another surplus budget and fundraising plan to continue to build reserves.

**Assessment of going concern**

In considering the likely going concern of the charity, Trustees have assessed both the prospect of there being sufficient cash flow over the next twelve months to support operations, and the likelihood of being able to complete the next academic year with sufficient reserves based on current fundraising prospects. After assessing these risks the Trustees feel confident that our current fundraising strategy will result in sufficient income to remain a going concern. The Trustees have also set clear budgets and goals to make operating surpluses and grow the reserves over the next two years.

**Principal funding sources**

We thank all our supporters to whom we are deeply grateful. Our major organisational sources of funding in 2021-22 (in alphabetical order) were:

Akin Gump Strauss Hauer & Feld LLP  
Bain Capital EU Children's Foundation  
Bank of America EMEA Foundation  
Cadent Foundation  
Coventry University  
Credit Suisse EMEA Foundation  
Danaher Foundation  
DHL UK Foundation  
EBM Charitable Trust  
The Eveson Charitable Trust

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TRUSTEES' REPORT  
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Fidelity UK Foundation  
Garfield Weston Foundation  
Goldman Sachs Gives  
Harbourvest Foundation  
M7 Real Estate Ltd  
National Grid  
The Rosemarie Nathanson Charitable Trust  
The TowerBrook Foundation  
The Vertex Foundation  
WPP

**Principal risks and risk management**

City Year UK's Trustees have considered the major risks to which the charity is exposed and have reviewed those risks and established policies, systems and procedures to manage them. A risk register is updated at least annually and this is regularly reviewed to mitigate the risks the charity faces.

The principal risks are:

- Loss of funding or inability to secure sufficient funding
- Safeguarding failure for volunteers and children
- Inability to recruit sufficient schools or young people
- Reputational damage
- Breach of data security or compliance
- Loss of key personnel
- Fraud or financial mismanagement

City Year UK has a safeguarding policy that covers all our interactions with pupils and all volunteers undertake child protection training before being permitted to volunteer in schools or work with children. In a review of the safeguarding policy, the NSPCC noted that it was 'fit for purpose' and made recommendations for further improvement which have been implemented. Volunteers and staff undergo a DBS check before they can take up a paid or voluntary role with City Year UK. Policies and procedures are in place to ensure compliance with the health and safety of our staff, volunteers and visitors. There are internal policies and procedures covering HR, IT, GDPR/data protection, privacy and security as well as internal financial controls for the authorisation of all financial transactions and projects.

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TRUSTEES' REPORT  
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## **Plans for 2022-23**

### **Structure, governance and management**

#### **Governing document**

City Year UK is a registered company limited by guarantee, incorporated on 17 July 2009 and registered as a charity on 25 August 2009. It was established under a Memorandum of Association which defines its objects and powers and is governed under its Articles of Association. In the event of the company being wound up, members (who are currently solely the Trustees of the charity) are required to contribute an amount not exceeding £10.

#### **Recruitment and appointment of Trustees**

The directors of the company are also charity Trustees for the purposes of charity law. Under the requirements of the Memorandum and Articles of Association, Trustees serve a three-year term. They can be re-elected and generally serve a maximum of three terms. The articles make provision for Trustees to serve additional terms in exceptional circumstances and with the unanimous agreement of all other Trustees.

During the year, two new Trustees were elected. All Trustees gave their time voluntarily and receive no benefits from the charity.

#### **Trustee induction and training**

An induction pack for Trustees is in place, and all new Trustees are invited to meet with the Chair and Chief Executive to discuss the work of the charity and in particular to be informed of:

- The obligations of Trustees;
- The main documents which set out the operational framework for the charity including the Memorandum and Articles;
- Resourcing and the current financial position; and
- Future plans and objectives.

Trustees' needs are assessed on an individual basis, and training is provided if required. During the year, all Trustees engaged in development sessions covering educational policy changes, trends in volunteer engagement and building a culture of equity, diversity and inclusion.

#### **Organisational structure**

City Year UK has a Board of Trustees who meet quarterly, as well as delegating specialist matters to committees where appropriate. Collectively they are responsible for the strategic direction, policy and financial sustainability of the charity. At present, the Board has twelve Trustees from a variety of professional backgrounds relevant to City Year UK's work. Recommendations on strategic direction, financial progress and day to day management of the charity's activities are delivered by the senior leadership and wider staff team.

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**Arrangements for setting pay and remuneration of key management personnel**

Pay and remuneration of the senior leadership team are set by the Chief Executive by reference to both internal pay scales and external benchmarking. This process is conducted by the Trustees for the remuneration of the Chief Executive.

**Relationship with related parties**

City Year UK operates under an international affiliation agreement with City Year Inc., a not for profit registered in the US. The technical assistance and affiliation agreement gives City Year UK the rights to use the proven City Year Inc. programme design. The affiliation agreement came up for renewal in December 2019 and has since gone through two successful bi-annual recertification processes.

**Statement of Trustees' responsibilities**

The Trustees (who are also the directors of City Year UK for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charity SORP
- Make judgements and estimates that are reasonable and prudent
- 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 proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

In so far as the Trustees are aware:

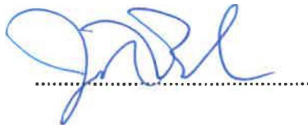
- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

**CITY YEAR UK**  
TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 JULY 2022

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

This report was approved by the Trustees on 07.12.2022 and signed by order of the Board.



Jonathan Beebe (Chair of Trustees)  
07.12.2022



INDEPENDENT AUDITORS' REPORT  
TO THE MEMBERS OF  
**CITY YEAR UK**

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## **Opinion**

We have audited the financial statements of City Year UK (the 'charitable company') for the year ended 31 July 2022 which comprise the statement of financial activities, the balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2022 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

## **Other information**

The other information comprises the information included in the annual report, other than the financial statements and our auditors' report thereon. The Trustees are responsible for the other information.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

INDEPENDENT AUDITORS' REPORT  
TO THE MEMBERS OF  
**CITY YEAR UK**

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**Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' report has been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions from the requirement to prepare a Strategic Report or in preparing the Report of the Directors.

**Responsibilities of Trustees**

As explained more fully in the Trustees' responsibilities statement set out on page 29, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

INDEPENDENT AUDITORS' REPORT  
TO THE MEMBERS OF  
**CITY YEAR UK**

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- The Charitable Company is required to comply with both company law and charity law and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding of how the charitable company complied with its legal and regulatory framework, including the requirement to properly account for restricted funds, through discussions with management and a review of the documented policies, procedures and controls.
- The audit team, which is experienced in the audit of charities, considered the charitable company's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that all restricted income was properly identified and separately accounted for and to ensure that only valid and appropriate expenditure was charged to restricted funds. This included reviewing journal adjustments and unusual transactions.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

**Use of the audit report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken, so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report or for the opinions we have formed.

*Simon Goodridge*

08.12.2022

Simon Goodridge (Senior Statutory Auditor)  
For and on behalf of Knox Cropper LLP, Statutory Auditor  
65 Leadenhall Street  
London  
EC3A 2AD

# **Statement of Financial Activities**

**CITY YEAR UK**  
STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 JULY 2022

	Notes	Unrestricted Funds	2022 Restricted Funds	Total Funds	Unrestricted Funds	2021 Restricted Funds	Total Funds
<b>Income and endowments from</b>							
<b>Donations and legacies</b>							
Grants and Donations	2	1,119,983	714,788	1,834,771	937,767	592,570	1,530,337
<b>Other trading activities</b>							
Gala Dinner		55,288	-	55,288	12,000	-	12,000
Investment Income		205	-	205	575	-	575
<b>Charitable activities</b>							
School Fees		1,213,593	-	1,213,593	1,225,696	-	1,225,696
<b>Total Income</b>		<u>2,389,069</u>	<u>714,788</u>	<u>3,103,857</u>	<u>2,176,038</u>	<u>592,570</u>	<u>2,768,608</u>
<b>Expenditure on</b>							
<b>Raising funds</b>							
Costs of Generating Voluntary Income		301,996	-	301,996	252,293	-	252,293
<b>Charitable Activities</b>							
Programme Expenses		2,053,628	714,788	2,768,416	1,841,526	592,570	2,434,096
<b>Total Expenditure</b>	4	<u>2,355,624</u>	<u>714,788</u>	<u>3,070,412</u>	<u>2,093,819</u>	<u>592,570</u>	<u>2,686,389</u>
<b>Net income/(expenditure)</b>		<u>33,445</u>	<u>-</u>	<u>33,445</u>	<u>82,219</u>	<u>-</u>	<u>82,219</u>
<b>Net Movement in funds</b>		<u>33,445</u>	<u>-</u>	<u>33,445</u>	<u>82,219</u>	<u>-</u>	<u>82,219</u>
<b>Reconciliation of funds</b>							
<b>Total Funds Brought Forward</b>		<u>393,847</u>	<u>-</u>	<u>393,847</u>	<u>311,628</u>	<u>-</u>	<u>311,628</u>
<b>Funds Brought Forward restated</b>							
<b>Total Funds Carried Forward</b>		<u>427,292</u>	<u>-</u>	<u>427,292</u>	<u>393,847</u>	<u>-</u>	<u>393,847</u>

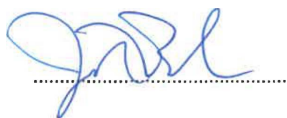
All incoming resources and resources expended derive from continuing activities.

# **Balance Sheet**

**CITY YEAR UK**  
BALANCE SHEET  
AS AT 31 JULY 2022

	<b>Notes</b>	<b>2022</b> <b>£</b>	<b>2021</b> <b>£</b>
<b>Fixed Assets</b>			
Investments	10	1	1
		1	1
<b>Current Assets</b>			
Debtors	11	294,236	114,480
Cash at Bank and in Hand		330,497	566,891
		624,733	681,371
<b>Liabilities</b>			
Creditors: amounts falling due Within One Year	12	197,442	287,525
<b>Net Current Assets</b>		427,291	393,846
<b>Total Net Assets</b>	14	427,292	393,847
<b>The Funds of the Charity:</b>			
<b>Unrestricted Funds</b>			
General Funds	13	427,292	393,847
<b>Restricted Funds</b>	13	-	-
<b>Total Funds</b>		427,292	393,847

Approved by the Board of Trustees on 07.12.2022 and signed on its behalf by:



Jonathan Beebe  
Chair of Trustees

Registered Company Number: 06965846

Registered Charity Number: 1131350

# **Statement of Cashflows**

**CITY YEAR UK**  
STATEMENT OF CASHFLOWS  
FOR THE YEAR ENDED 31 JULY 2022

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Net cash flows provided by (used in) operating activities	(236,394)	(18,152)
	<hr/>	<hr/>
<b>NET CHANGE IN CASH AND CASH EQUIVALENTS</b>	<b>(236,394)</b>	<b>(18,152)</b>
	<hr/>	<hr/>
Cash and cash equivalents at the start of the year	566,891	585,043
	<hr/>	<hr/>
<b>Cash and cash equivalents at the end of the year</b>	<b>330,497</b>	<b>566,891</b>
	<hr/>	<hr/>
<b>RECONCILIATION OF OPERATING SURPLUS TO NET CASH INFLOW FROM OPERATING ACTIVITIES</b>		
	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
<b>Net Income / (expenditure) for the financial year</b>	<b>33,446</b>	<b>82,219</b>
<b>Adjustments for:</b>		
Depreciation charge	-	461
(Increase)/decrease in debtors	(179,756)	85,488
Increase/(decrease) in creditors	(90,084)	(186,320)
	<hr/>	<hr/>
<b>Net cash provided by (used in) investing activities</b>	<b>(236,394)</b>	<b>(18,152)</b>
	<hr/>	<hr/>

**Notes Forming Part  
of the Financial  
Statements**

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2022

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**1. ACCOUNTING POLICIES**

**a. Basis of Accounting**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 second edition) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

**b. Going concern**

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a period of one year from the date of approval of these financial statements.

In particular, the Trustees regularly review detailed cashflow projections including all expenses, expected school income and the weighted pipeline for grants and donations prepared on a bottom-up basis. They also consider the risks of schools dropping out, the pipeline not coming through and the timing of receipts from schools and donors. The Trustees, having considered the projections and risks described above have a reasonable expectation that adequate financial resource will continue to be available for the foreseeable future. Based on this the trustees have concluded that the charity remains a going concern.

**c. Group**

The charitable company and its wholly owned subsidiary are a small group. The results and balance sheet of the wholly owned subsidiary are highly immaterial to the financial statements of the charity and so consolidated financial statements have not been prepared. See note 3 for the results of the wholly owned subsidiary.

**d. Income**

Income consists of grants and donations and bank interest receivable. These are dealt with on a receivable basis, i.e., income is recognised when it becomes legally receivable. Where income has been used specifically for funding fixed assets, the income is recognised in the Statement of Financial Activities and depreciation on the fixed assets is charged against the relevant fund as it arises.

**e. Donations in Kind**

Donations in kind are recognised both as income and expenditure where their value can be ascertained with reasonable certainty.

**f. Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is recognised on an accruals basis. Whenever possible, expenditure is allocated direct to the activity to which it relates on an actual basis. Where actual allocation is not possible the costs are apportioned on the basis of staff costs.

**g. Restricted Funds**

Where income is given for a specific purpose or project, the funds are treated as restricted and any surplus or deficit will be carried forward as a restricted fund until it is fully applied for the specified purposes.

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2022

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**h. Value Added Tax**

The Charitable Company is not registered for value added tax (VAT) and input tax is not recoverable. Expenditure is therefore recorded inclusive of VAT.

**i. Pension costs**

The charity has a defined contribution pension scheme. Employer contributions are charged to the statement of financial activities in the period to which they relate.

**j. Financial instruments**

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. These are initially recognised at transaction value and subsequently valued at their settlement value.

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2022

**2. GRANTS AND DONATIONS**

	<b>Unrestricted</b>	<b>Restricted</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>	<b>Total</b>	<b>Total</b>
			<b>£</b>	<b>£</b>
<b>Grants</b>				
London		291,516	291,516	75,000
West Midlands		238,619	238,619	209,995
Greater Manchester		54,886	54,888	17,000
Central costs		67,079	67,079	147,800
<b>Other grants and donations</b>	-	652,100	652,100	449,795
<b>Gala Dinner</b>	55,288	-	55,288	12,000
<b>Government Furlough grants</b>			-	118,232
<b>Government Kickstarter Scheme</b>		62,688	62,688	24,543
<b>Unrestricted</b>	1,091,692		1,091,692	906,462
	<u>1,146,980</u>	<u>714,788</u>	<u>1,861,768</u>	<u>1,511,032</u>
<b>Donations in Kind</b>				
<b>Staff training funded through transfer of Apprenticeship Levy</b>	28,291	-	28,291	31,305
	<u>28,291</u>		<u>28,291</u>	<u>31,305</u>
	<u>1,175,271</u>	<u>714,788</u>	<u>1,890,059</u>	<u>1,542,337</u>

There were £28,291 in value donations in kind during FY22 (FY21 £31,305). In addition to this, Akin Gump provided space to run our Leadership Development Programme for our London-based volunteer mentors on Fridays, generously giving us conference room space and breakout rooms. Bank of America generously underwrote the venue space at Tate Modern for our Gala dinner in June 2022. Credit Suisse generously underwrote space at The National Gallery for a celebration event in March 2022.

Several of our funders restrict their giving either to a region or to a specific team of volunteers. We have grouped these together by region for reporting purposes and have separately shown any other restricted funds not refined by region, but by other purpose.

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2022

**3. COMMERCIAL TRADING OPERATIONS AND INVESTMENT IN TRADING SUBSIDIARY**

The wholly-owned trading subsidiary, City Year London Trading Limited, which was incorporated in the United Kingdom on 3 November 2010, operates all commercial trading operations carried out by the Charity. The Charity owns the entire issued share capital of 1 share with a nominal value of £1. A summary of the trading results is shown below:

<b>Summary Profit and Loss Account</b>	<b>2022 Total £</b>	<b>2021 Total £</b>
Turnover		
Administration expenses	96	188
	<u>(96)</u>	<u>(188)</u>
Management fee paid to parent charity		
Profit before taxation	<u>(96)</u>	<u>(188)</u>
Tax	-	-
Retained earnings	<u>(96)</u>	<u>(188)</u>
Retained earnings brought forward	152	340
Gift Aid Donation to Parent Charity	-	-
Retained earnings carried forward	<u>56</u>	<u>152</u>
	<b>As at 31 July 2022 £</b>	<b>As at 31 July 2021 £</b>
<b>Summary Balance Sheet</b>		
Current Assets	1,432	1,528
Creditors: Amounts falling due within one year	1,375	1,375
Total Net Assets	<u>57</u>	<u>153</u>
Aggregate Share Capital and Reserves	<u>57</u>	<u>153</u>

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2022

**4. TOTAL RESOURCES EXPENDED**

	<b>Cost of Generating Funds</b>	<b>Charitable Expenditure</b>	<b>Support Costs</b>	<b>2022 Total</b>	<b>2021 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Direct Programme Staff		1,262,363		1,262,363	835,451
Non Programme Staff	248,066	-	309,090	557,156	554,773
Volunteer Expenses		564,382		564,382	718,328
Volunteer Recruitment- Salaries		112,722		112,722	104,673
Volunteer Recruitment- Other		69,573		69,573	48,749
Programme Costs		58,853		58,853	50,434
Training		85,313		85,313	73,010
Programme Design Consultancy			22,265	22,265	17,975
PPE & additional equipment to support home working due to Covid-19		225		225	25,767
Property & Maintenance			52,083	52,083	78,211
Staff Recruitment			30,105	30,105	6,322
IT & Telecoms			104,552	104,552	91,428
Staff Travel & Accommodation		11,102	1,342	12,444	9,299
Communications		16,115		16,115	13,113
Legal & Professional		10,620	12,950	23,570	20,018
Other Overheads			12,200	12,200	6,905
Fundraising Events	53,930			53,930	6,915
Depreciation					
Affiliation Fee		32,561		32,561	25,018
	301,996	2,223,829	544,587	3,070,412	2,686,389
Reallocation of support Costs		544,587	(544,587)		
	301,996	2,768,415	-	3,070,412	2,686,389

**CITY YEAR UK**  
 NOTES TO THE FINANCIAL STATEMENTS  
 FOR THE YEAR ENDED 31 JULY 2022

**5. NET INCOMING RESOURCES FOR THE YEAR**

	<b>Year Ended 31 July 2022 £</b>	<b>Year Ended 31 July 2021 £</b>
This is stated after charging/(crediting):		
Depreciation		-
Operating lease charges – land & buildings		-
Auditors Remuneration	10,620	9,840
	10,620	9,840

**6. STAFF COSTS**

Salaries and Wages	1,737,489	1,320,410
Social Security Costs	132,034	125,951
Pension Costs	51,967	47,442
Redundancy costs	10,750	-
	1,932,240	1,493,803

Employees who received benefits, excluding pension contributions in excess of £60,000 during the current period:

	<b>No.</b>	<b>No.</b>
£60,000 to £70,000		-
£70,001 to £80,000	1	1
£80,001 to £100,000	2	2
	2	2

The average number of employees during the year was as follows:

	<b>No.</b>	<b>No.</b>
Programme Staff	28	29
UK Year of Service: School Service Leaders	22	-
Fundraising, Administration and Support	19	16
	69	45

The charity has a defined contribution pension scheme for its employees. Since 1 April 2017 the charity has operated this on an auto enrolment basis. In the current year contributions were paid on behalf of 52 employees (2021:34). As at the year end, £8,105 was outstanding (2021: £8,056).

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2022

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**7. KEY MANAGEMENT PERSONNEL**

The key management personnel of the Charity are those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any trustee of the entity. For City Year UK they comprise the Trustees and senior management team. The total employee benefits, including employer pension contributions, payable to key management personnel during the year amounted to £268,250 (2021: £278,465).

**8. TRUSTEE REMUNERATION AND RELATED PARTY TRANSACTIONS**

None of the Trustees received any remuneration or were reimbursed expenses during the period (2021: none).

The following Trustees also have senior roles with some of the charity's key funders:

Joseph Knoll	Managing Director, Towerbrook
Patrick Flaherty	Managing Director of Credit Suisse, Global Markets Division
Matthew Davies	Managing Director, Treasury Services, Global Banking Markets, Bank of America

We received £322,148 (2021: £200,000) from Credit Suisse, £79,011 (2021: £65,709) from Bank of America, £16,469 from Towerbrook (2021-£25,000). There were no amounts due to or from these funders at the year end.

Nine Trustees also made personal donations to the charity during the year which amounted to £61,798 in total (2021: Five Trustees totalling £37,500).

Trustees, James Balfanz, AnnMaura Connolly and Stephanie Wu are also the Chief Executive Officer, Chief External Engagement, Policy and International Officer/EVP and Chief Transformation Officer of City Year Inc, respectively. City Year UK has an affiliation agreement with City Year Inc. under the terms of which the schools' programme operates.

**9. TAXATION**

As a charity City Year UK is exempt from tax on income and gains to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity in the current period.

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2022

**10. INVESTMENTS**

	<b>As at 31 July 2022 £</b>	<b>As at 31 July 2021 £</b>
Investment in unquoted subsidiary undertaking		
At cost	£1	£1

See note 3 for further information.

**11. DEBTORS**

	<b>As at 31 July 2022 £</b>	<b>As at 31 July 2021 £</b>
Due from Group Undertaking	1,375	1,375
Trade Debtors	190,943	21,098
Accrued Income	71,500	29,583
Other Debtors	2,579	26,606
Prepayments	27,839	35,818
	294,236	114,480

**12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>As at 31 July 2022 £</b>	<b>As at 31 July 2021 £</b>
Trade Creditors	32,012	56,300
Taxes and Social Security	37,089	34,198
Other Creditors	9,105	24,507
Accruals and Deferred Income	119,236	172,520
	197,442	287,525

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2022

**13. MOVEMENTS IN FUNDS**

	<b>At 1 August 2021</b>	<b>Incoming Resources</b>	<b>Outgoing Resources</b>	<b>Transfers</b>	<b>At 31 July 2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Restricted Funds:</b>					
London	-	291,516	(291,516)		-
West Midlands	-	238,619	(238,619)		-
Greater Manchester	-	54,886	(54,886)		-
Central Costs	-	129,767	(129,767)		-
	-	714,788	(714,788)	-	-
<b>Unrestricted funds:</b>					
General Funds	393,847	2,389,069	(2,355,623)		427,292
	393,847	3,103,856	(3,070,411)		427,292

	<b>At 1 August 2020</b>	<b>Incoming Resources</b>	<b>Outgoing Resources</b>	<b>Transfers</b>	<b>At 31 July 2021</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Restricted Funds:</b>					
London	-	75,000	(75,000)		-
West Midlands	-	209,995	(209,995)		-
Greater Manchester	-	17,000	(17,000)		-
Central Costs	-	290,575	(290,575)		-
	-	592,570	(592,570)	-	-
<b>Unrestricted funds:</b>					
General Funds	311,628	2,176,038	(2,093,819)		393,847
Parent					
	311,628	2,768,608	(2,686,389)		393,847

Restricted funds:

The application of these funds is subject to restrictions imposed by the funders with the grants available being allocated to certain categories of payroll and administration costs or to specific activities or events as specified in the grant agreements.

**CITY YEAR UK**  
 NOTES TO THE FINANCIAL STATEMENTS  
 FOR THE YEAR ENDED 31 JULY 2022

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**14. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	<b>General Funds</b>	<b>Restricted Funds</b>	<b>Total Funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Fixed Assets	1	-	1
Net Current Assets	427,291	-	427,291
Net Assets at 31 July 2022	427,292	£-	427,292

For comparative period:

	<b>General Funds</b>	<b>Restricted Funds</b>	<b>Total Funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Fixed Assets	1	-	1
Net Current Assets	393,846	-	393,846
Net Assets at 31 July 2021	393,847	£-	393,847

## Contact us

London (Headquarters)  
City Year UK  
200a Pentonville Road  
London  
N1 9JP  
020 7014 2680



/cityyearuk

Other Offices: Greater Manchester, West Midlands

[cityyear.org.uk](http://cityyear.org.uk)  
[info@cityyear.org.uk](mailto:info@cityyear.org.uk)

City Year UK is a registered charity (1131350) and company registered in England and Wales (06965846)

**CITY YEAR UK**

England & Wales - Charity number 1131350

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# Accounts

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**City Year UK**

A COMPANY LIMITED BY GUARANTEE



**REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2021**

CHARITY NUMBER: 1131350

COMPANY NUMBER: 06965846



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# **Trustees' Report**

**CITY YEAR UK**  
TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 JULY 2021

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**Reference & administrative details**

Charity Name	City Year UK
Charity registration number	1131350
Company registration number:	06965846
Registered Office	200A Pentonville Road London, N1 9JP

**Trustees**

Jonathan Beebe	Chair of the Board
Aliza Blachman-O'Keefe	
AnnMaura Connolly	
Matthew Davies	
Charles Geffen	
Joseph Knoll	
Jim Balfanz	
Patrick Flaherty	
Pauline Maddison	
Rodney Williams	
Kasey Hooper	Appointed 20th April 21
Sachin Jogia	Appointed 20th April 21

**Senior management team**

Kevin Munday	Chief Executive
Craig Burgess	Chief Operating Officer
Debra Burke	Director of Development and External Relations

**Auditors**

Knox Cropper LLP  
Chartered Accountants  
65 Leadenhall St  
London  
EC3A 2AD

**Bankers**

CAF Bank  
25 Kings Hill Avenue  
Kings Hill  
West Malling  
Kent  
ME19 4TA

**Solicitors**

Ashurst LLP  
Broadwalk House  
5 Appold Street  
London  
EC2A 2HA

**CITY YEAR UK**  
TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 JULY 2021

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## **Our objectives and activities**

### Public benefit

In developing the objectives for the year and in planning our activities, the Trustees have considered the Charity Commission's guidance on public benefit.

## **About City Year UK**

City Year UK's vision is of a society where the transformative power of full-time social action in schools is an integral part of growing up in the UK; supporting every child and young person to achieve their full potential.

Our mission is twofold:

- to give every pupil the chance to succeed, by partnering with schools to coach those furthest from opportunity to achieve the social, emotional and academic results they need to progress at every stage of their education; and
- to tap into the talent, energy and idealism of diverse young adults to drive social change in education and develop the standout experience, leadership skills and networks to launch any career.

## **Our Approach**

We enable diverse young adults to volunteer full-time, for a year in schools with a high proportion of pupils eligible for free school meals. They are trained and supported to inspire, mentor and tutor children of all ages to overcome social, emotional and academic barriers to learning and, by realising pupils' potential, realise their own.

Often volunteering in their own communities, our young adults gain real world experience and over 120 hours of dedicated leadership and development training. They leave with standout skills and new networks that set them up for any career.

## **Why they volunteer a year**

Our volunteer mentors come from all backgrounds, but they share a common purpose; to tackle educational inequality in this country.

Around nine pupils in a class of 30 are growing up in poverty in the UK - some 4.3 million children. These pupils, living in the most deprived areas, already faced worse education and life outcomes before the pandemic and have now experienced consistently more learning loss than their peers: 3 months in maths and 1.2 months in reading at primary and 2.7 months in reading at secondary by the summer term 2021.

Their more affluent classmates have also been adversely affected. Better off pupils living in high areas of deprivation saw a similar degree of learning loss to disadvantaged pupils in areas with low levels of deprivation and pupils in parts of the north of England and the Midlands saw greater learning losses than other regions.<sup>1</sup>

In 2020, 49% of disadvantaged young people didn't achieve a Level 2 qualification (GCSE equivalent) in English and maths compared with 22% of their peers. Research<sup>2</sup> highlights the stark consequences. 18-year-olds without Level 2 qualifications are almost twice as likely (29%) to be NEET (not in education, employment or training) as those with Level 2 qualifications (15%).

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1 [www.epi.org.uk/publications-and-research/epi-research-for-the-department-for-education-on-pupil-learning-loss/](http://www.epi.org.uk/publications-and-research/epi-research-for-the-department-for-education-on-pupil-learning-loss/)

2 [www.impetus.org.uk/policy/youth-jobs-gap](http://www.impetus.org.uk/policy/youth-jobs-gap)

Every child is born with potential  
 But not every child has the chance to develop it.

Around nine pupils in a class of 30  
 are growing up in poverty in the UK.  
 The pandemic has hit them hard.

Pupils  
 categorised as  
 disadvantaged  
 (2020)

As much as 7 months behind  
 their peers at primary  
 49% no GCSE in maths and  
 English, vs 22% of peers

## CITY YEAR UK HELPS PUPILS WEAVE THEIR BAGS OF POTENTIAL INTO SACHELS OF SUCCESS

Our volunteers inspire, mentor and tutor **PUPILS FURTHEST FROM OPPORTUNITY**, pulling together strands of **SOCIAL, EMOTIONAL** and **ACADEMIC** learning.

### EVERY SACHEL IS:

**FILLED WITH ACHIEVEMENT**  
 In-class and individual support boosts self-belief and academic attainment.

**CHECKED FOR LOOSE THREADS**  
 Progress is monitored.



### TAILOR-MADE

1:1 coaching for pupils to set their own goals.

### SEWN WITH COMPARTMENTS FOR CAPABILITIES

Extra clubs foster interpersonal skills, team work, self-management and creative thinking.

## UNTIL EACH PUPIL IS EQUIPPED WITH ALL THE SKILLS THEY NEED FOR SCHOOL AND BEYOND.

**8 out of 10 pupils** improved or maintained curriculum progress with City Year UK support.

**8 out of 10 teachers** agreed that City Year UK helps pupils engage with work and build positive relationships with peers.



...and should worries creep in?  
 Our volunteer mentors are there to lighten the load.

"My City Year helps me with my work and she listens to my feelings."

**CITY YEAR UK**  
TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 JULY 2021

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**Who volunteered?**

In 2020-21, 166 young adults, aged 18-25, answered our call to give a year to support pupils furthest from opportunity: an increase of nearly a third on 2019-20 and the largest number in our history. Despite the ongoing pandemic and a further school shutdown, 133 completed a full academic year, one of our highest completion rates for more than three years.

They served in 25 partner schools (up from 21 schools in 2019-20) across London, the West Midlands and Greater Manchester, all with a high proportion of pupils eligible for free school meals.

Our volunteer mentors 2020-21:

<b>Background</b>	<b>Education</b>	<b>Ethnicity</b>
31% were eligible for free school meals  16% described themselves as NEET when they applied for the programme	20% Graduates 2.5% Other 11% School / College leaver 66.5% University placement	32% Asian 23% Black 6% Dual / Other 39% White

**Our volunteer mentors**

Many of the 18 to 25-year-olds who are at the heart of City Year UK are from the same communities as the pupils they coach



**31%** were eligible for free school meals  
**16%** described themselves as NEET when they applied for the programme



**20%** Graduate  
**2.5%** Other  
**11%** School / College leaver  
**66.5%** University placement



**32%** Asian  
**23%** Black  
**6%** Dual / Other  
**39%** White

A volunteer mentor explains why she applied: *“The world started to go downhill with COVID and the sectors that needed help more than ever were the voluntary sector and education. I got in touch with City Year, had my interview and the rest is history. I’ve learnt how powerful and important a school is in a child’s life and the amazing difference that a small group of volunteers are capable of making. I would massively recommend it. There’s so much to gain.”*

**Our unique impact in schools**

**Tackling interrupted learning and improving well-being**

The pandemic has shone a spotlight on the urgent need for programmes like City Year UK within our education system. With each volunteer mentor giving 1,640 hours over a year, and typically serving alongside four others, a City Year UK team offers a considerable extra resource to already stretched schools supporting pupils who’ve suffered most.

As both inspirational role models and academic coaches, they are also a distinct type of resource, uniquely positioned to help schools tackle the broad sweep of challenges they’re facing, from curriculum catch up for individual pupils to improved well-being as a whole.

## Volunteering throughout the pandemic 2019 – 2021

### 236 young adults

continued to put on their red jacket to serve a full year, completing

### 387,040 hours

as volunteer mentors and became integral to

### 35 schools with high pupil eligibility for free school meals

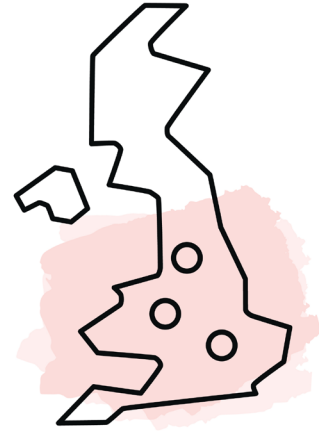
They mentored and tutored

### 2,067 children furthest from opportunity

in-person and online and contributed to

### a positive learning environment for

### 27,358 pupils



#### Serving Greater Manchester

	2019–20	2020–21
volunteer mentors	11	20
focus list pupils supported	123	201
school teams	3	3
hours served	18,040	32,800

#### Serving the West Midlands

	2019–20	2020–21
volunteer mentors	42	62
focus list pupils supported	305	526
school teams	9	12
hours served	68,880	101,680

#### Serving London

	2019–20	2020–21
volunteer mentors	50	51
focus list pupils supported	386	526
school teams	9	10
hours served	82,000	83,640

Integral to school life, volunteer mentors start their day with breakfast club or morning welcome, provide in-class support, as well as one-to-one tuition, are extra eyes and ears at break times and go on to run after-school activities. That holistic role is key, giving them time to focus on social and emotional learning and academic support. They are there as much for pupils as they struggle with friendships as fractions, to help them master frustration and phonics and to build confidence alongside comprehension.

In 2020-21 we were determined to build on lessons learnt over the previous year and doubled down on the effects of interrupted learning, loss and anxiety. Our first step was to add an extra volunteer to each school team to increase our capacity to support more pupils and to introduce new creative well-being activities, alongside an increased focus on social and emotional learning.

Even as pupils returned to school in September 2020, we ensured we were able to deliver the programme virtually as required; not just for a future lockdown, which was sadly to come, but as ongoing support for isolating pupils. For many of our volunteers, in-person mentoring for pupils in school, alongside online sessions for those at home, became the 'new normal'.

As a result of our work in 2020-21:

- 218,120 hours of service were delivered to pupils across our whole school community, bringing a culture of enjoyment of education and high aspirations.
- In collaboration with teachers, 1:1 targeted support was given to 1,253 focus list pupils identified as at particular risk of not meeting their potential because of their attendance, behaviour or curriculum progress in maths and English.
- The number of focus list pupils supported 1:1 increased by 54% compared with 2019-20.

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Progress of focus list pupils identified as having a particular risk factor\* in 2020-21:

- 48% improved or maintained attendance\*\*
- 54% improved or maintained behaviour
- 80% improved or maintained their progress in English
- 80% improved or maintained their progress in maths became the 'new normal'.

\*Data provided by our school partners for focus list pupils

\*\*Targeting attendance has been particularly challenging for volunteer mentors during the pandemic due to the ongoing disruption of school lockdowns, self-isolation of pupils and other COVID-19 related reasons. A study by think tank, Social Finance, found that disadvantaged pupils were least likely to return to school after lockdown.<sup>3</sup>

A volunteer mentor shares their experience: *"One of my students had been out of school for 18 months, he hated it and suffered from anxiety. Initially I focused on bonding and creating a good relationship with him and set goals, one of which was to be in school for a whole day by the end of the year. He began doing English and maths and started to see that school isn't as scary as he thought. Each lesson I'd slowly distance myself until I was no longer sitting next to him but would just check in. It is now the end of the year and he is in school for whole days and asking for extra sessions with me. He has come such a long way."*

### **Our emphasis on social and emotional learning**

Mental illness increased from one in nine to one in six children during the pandemic and in an NAHT survey, 63% of school leaders stated that addressing the social and emotional burdens of the pandemic is a priority.<sup>4</sup>

Helping schools to create a positive environment goes to the very heart of what we do. Research shows that it leads to better pupil outcomes<sup>5</sup> and that caring, professional relationships are key. Pupils learn better when they feel physically and emotionally safe and supported by an adult.<sup>6</sup>

Our volunteer mentors have the time and training to be that adult. They build trust with individual pupils furthest from opportunity and once they've formed that bond, they can help foster a child's social and emotional skills; strengthening and weaving them together with cognitive skills to underpin academic learning.

Through regular one-to-one check-in sessions, they introduce their focus list pupils to goal setting and personal responsibility, and they are a consistent presence, coaching them in the classroom, corridors and playground to manage their emotions, respect others, form friendships, show kindness, work in teams and solve problems.

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3 [www.socialfinance.org.uk/resources/news/disadvantaged-pupils-least-likely-return-school-after-lockdown](http://www.socialfinance.org.uk/resources/news/disadvantaged-pupils-least-likely-return-school-after-lockdown)

4 [www.epi.org.uk/publications-and-research/social-and-emotional-learning](http://www.epi.org.uk/publications-and-research/social-and-emotional-learning)

5 [www.nationathope.org/wp-content/uploads/aspen\\_practice\\_final\\_web\\_optimized.pdf](http://www.nationathope.org/wp-content/uploads/aspen_practice_final_web_optimized.pdf)

6 [www.urbanhealth.jhu.edu/\\_PDFs/media/best\\_practices/effective\\_schools.pdf](http://www.urbanhealth.jhu.edu/_PDFs/media/best_practices/effective_schools.pdf)

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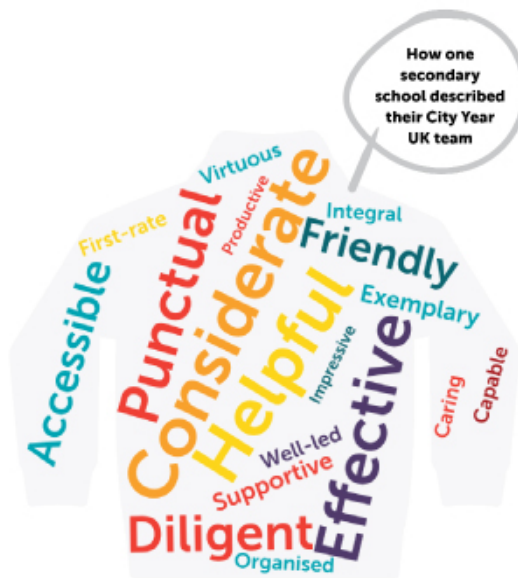
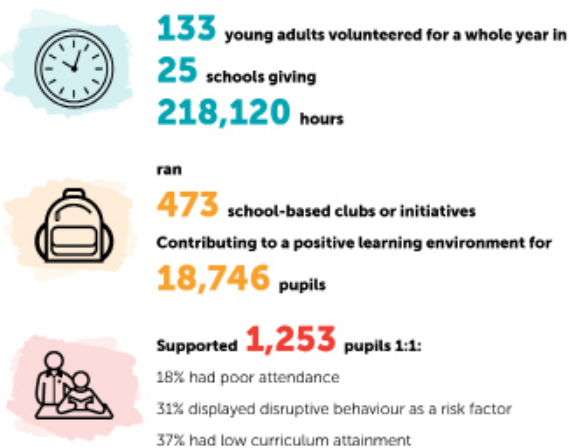
Although it has been central to our approach since we launched, in 2020-21 we piloted and are now rolling out two new ways of measuring pupils' social and emotional learning. The Devereux Student Strengths Assessment (DESSA) is an observation completed by our volunteers, while the Strengths and Difficulties Questionnaire<sup>7</sup> (SDQ) is a self-assessment completed by pupils and teachers. By bringing together these two measures we aim to gain a 360° understanding of our impact.

DESSA allows our volunteer mentors to measure the social and emotional competencies of their focus list pupils across eight different areas, ranging from self-awareness to relationship skills and self management to personal responsibility. It helps them identify where pupils are strong and where they might need some extra help or opportunities to grow. Each term, City Year UK calculates a social-emotional composite rating which categorises pupils as either showing 'need' for more support, being classified as 'typical', or showing 'strength'. Between Term 1 and Term 3, across the whole of City Year UK, the percentage of focus list pupils showing 'need' fell from 27% to 14%, while the number showing overall 'strength', increased from 8% to 14%.

What teachers said about the impact our volunteer mentors had on focus list pupils (based on 275 responses to an end of year survey):

- 72% agreed or strongly agreed that pupils' behaviour in lessons had improved (16% said the question was not applicable)
- 79% agreed or strongly agreed that pupils seemed more engaged with their school work (5% said the question was not applicable)
- 79% agreed or strongly agreed that since having a volunteer mentor pupils had built positive relationships with their peers (9% said the question was not applicable)

## School snapshot 2020-21



<sup>7</sup> [www.mentallyhealthyschools.org.uk/resources/the-strengths-and-difficulties-questionnaire-sdq/](http://www.mentallyhealthyschools.org.uk/resources/the-strengths-and-difficulties-questionnaire-sdq/)

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## Progress of focus list pupils identified as having a particular risk factor\*

	2019–2020**	2020–2021	What teachers said (275 responses to 2020-21 survey)	
<b>A</b> Attendance	<b>66%</b> improved or maintained	<b>48%</b> improved or maintained***	<p>*Data provided by our school partners for focus list pupils</p> <p>**During the first six months of the academic year 2019-20, we saw the focus list pupils our volunteer mentors support make typical progress, however from the end of March 2020, when schools were either fully or partially closed, we were unable to continue our tracking in a consistent or meaningful way.</p> <p>***Targeting attendance has been particularly challenging for volunteer mentors during the pandemic due to the ongoing disruption of school lockdowns, self-isolation of pupils and other Covid-19 related reasons. A study by think tank, Social Finance, found that disadvantaged pupils were least likely to return to school after lockdown.</p>	
<b>B</b> Behaviour	<b>57%</b> improved or maintained	<b>54%</b> improved or maintained		<b>72%</b> agreed that pupils' behaviour in lessons had improved
<b>C</b> Curriculum	<b>68%</b> improved or maintained their progress in English <b>61%</b> improved or maintained their progress in maths	<b>80%</b> improved or maintained their progress in English <b>80%</b> improved or maintained their progress in maths		<b>79%</b> agreed that pupils seemed more engaged with their school work

Two pupils sum up the volunteer mentor role:

*"My City Year helps me with my work and she listens to my feelings."*

*"My mentor has been like another friend to me as well as a teacher."*

### Delivering our programme during the continued pandemic

All of this has not been without its challenges and would not have been possible without this year's cohort of volunteer mentors who have had to be more flexible, resilient and resourceful than ever before.

To continue to serve in school, volunteer mentors had to overcome their own anxieties relating to COVID-19. They had to keep motivated and try even harder to build relationships with some of the toughest to reach pupils, often through a computer screen or in the context of long absences. When schools reopened in spring 2021, those who hadn't been in school, had to get used to being back in a classroom all over again and had the added responsibility of following new, and often changing, rules and safety procedures. They frequently had to show flexibility and leadership as some schools juggled significant staff absences due to sickness or isolation.

Volunteer mentors had to come to terms with the fact that it wasn't going to be a 'normal' City Year experience. Much of their leadership development training had to be delivered online, there were fewer opportunities to socialise with their wider cohort and some of the activities they'd planned and looked forward to were delayed or had to be shelved. In that context, over 80% saw the entire year through - a testament to their commitment.

One of our volunteer mentors sums up their year: *"It changed my perspective on how important it is to support kids in all environments. It taught me to fight through adversity and challenges. It allowed me to be braver, more decisive and willing to give everything from myself for a greater cause."*

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**Social action as a career pathway in a pandemic**

By dedicating a year to helping pupils learn, our volunteers learn too - through their real-world experience in school and our structured training programme which takes place one day a week. Typically, more than 90% of volunteer mentors are in further education, employment or training within three months of completing their City Year.

**Overview of our leadership and development programme**

<p><b>Corporate mentoring</b> A 10 month programme matching each volunteer mentor with their own career mentor to give practical advice and introductions to networks.</p>	<p><b>Employability skills</b> Sessions ranging from CV writing and public speaking and presenting to interview skills, time management and teamwork.</p>	<p><b>Aspirational experiences</b> Cross-sector career exploration through workshops, guest speakers, fairs and our corporate mentoring programme.</p>
<p><b>Aspirational experiences</b> Cross-sector career exploration through workshops, guest speakers, fairs and our corporate mentoring programme. Specialist training for role in school Encompassing everything from behaviour management to running extra-curricular clubs and pupil target setting.</p>	<p><b>Project management</b> Responsibility for organising in-school initiatives and the opportunity to run their own social action projects on other causes they care about.</p>	<p><b>Stakeholder management</b> Experience of communicating with a range of stakeholders from teachers and school leaders to employees of corporate partners.</p>

In 2020-21, despite the ongoing disruption caused by the pandemic, we not only continued to support our volunteer mentors to develop their employability skills virtually and face-to-face but successfully implemented the planned update of our leadership and development programme to improve their experience.

We are proud to be one of the Skills Builder Partnership's 'trailblazer' organisations and this year have systematically integrated the Skills Builder Framework into our training, alongside its associated measurement tool, the Future Skills Questionnaire. Both have been specifically created for young people and, as part of the City Year journey, have been chosen to help each of our volunteers gain the competencies that employers are looking for. The benefit to City Year UK has been threefold. It has enabled us to refine our impact, better demonstrate that impact and to help our volunteer mentors build self-awareness of the skills they need as they plan their future career.

Snapshot of end of year findings for volunteer mentors 2020-21:

**Employability skills**

- 72% agreed or strongly agreed that they are happy to be the leader of a team
- 94% agreed or strongly agreed that they can work well with others in a team
- 91% agreed or strongly agreed that they can give a formal presentation
- 77% agreed or strongly agreed that they can write a strong CV

**Personal effectiveness**

- 83% agreed or strongly agreed that they can make the best out of a difficult situation
- 89% agreed or strongly agreed that they know which skills they need to improve
- 100% agreed or strongly agreed that they can do most things if they try

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**Career readiness**

- 77% agreed or strongly agreed that they can choose a career that fits with what they're good at

**Career choice**

Historically, City Year UK has offered a strong staff pipeline for partner schools, and the education sector in general and despite the extra pressures involved in volunteering in schools this year, this cohort looks no different. When we asked what industry their career ambition is in, 51% of volunteer mentors said education, 40% charities and 25% social care, with some expressing interest in more than one sector.

A volunteer mentor explains how their City Year has helped them: *"City Year UK has developed and instilled in me so many different lifelong skills both through my service in school and the weekly leadership and development days. It has pushed me out of my comfort zone and has made me realise I am capable of so much more than I thought. I would never have experienced such a growth in my personal development without City Year.*

*"The fact that I enjoyed going to school every day, despite the early morning starts which are no joke, has confirmed that working with kids is what I want to do. By taking advantage of numerous opportunities available through City Year for free, including working with a corporate mentor and completing level 2 and level 3 courses, I've been able to proactively work towards and pursue my chosen career as an Educational Psychologist."*

**Well-being**

We recognise that it's important that we look after the well-being of our volunteer mentors, just as they look after the well-being of the pupils they support. In 2020-21, we made sure that well-being was fully integrated into our leadership development programme. Sessions were run by external experts on mindfulness and mental health, as well as in-house on resilience and personal well-being. Our Volunteer Appreciation Month in February incorporated a day off for every volunteer mentor, dedicated to self-care, and we initiated a series of 'Well-being Wednesdays' during lockdown. These optional drop-ins aimed to be fun and social, ranging from a talent show and baking to yoga and origami.

In a one-off well-being survey of 95 volunteers carried out at the end of January 2021, during lockdown:

- 85% agreed or strongly agreed that City Year UK cares about their wellbeing
- 86% agreed or strongly agreed they felt appreciated

Here's some feedback we got from one volunteer mentor during the lockdown: *"I love what City Year does and they always find a way to make you feel valued and appreciated. The Well-being Wednesday sessions have been a chance to connect with the rest of the team and have given me that urge to take more control of my health. Thanks to City Year I'm feeling the best I could be right now."*

**Achievements and performance**

We are now at the end of the second year of our business plan and coming towards the end of the phase focused on growing our impact, so that we have a robust and proven programme ready for scale.

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We have made good progress in:

- **Strengthening our volunteer offer**, so that both our recruitment numbers and in-year retention are amongst the highest in our history;
- **Improving volunteer and programme quality**, so that seven out of ten of our school partnerships are continuing next year;
- **Codifying our programme design and impact measurement**, so that we are more consistently driving positive outcomes for both volunteers and pupils; and
- **Reducing our costs and maintaining stable fundraising**, so that we can make a sustainable commitment to the communities that we serve.

As a result, over the last 12 months, we have worked with more partner schools, engaged a higher number of volunteers and therefore supported more pupils than ever before.

### **Fundraising**

During the year, City Year UK did not make use of any external consultants to undertake its fundraising activities. No data was shared with, or sold to, any external agencies. We did not undertake direct mail shots, send any unsolicited newsletters or approach any vulnerable individuals to support our work. A complaints policy is in place but we received no complaints during the year about any of our fundraising activities.

### **Financial review**

#### Results

This year we have delivered the programme into 25 schools across four sites.

In anticipation of fundraising remaining constrained for the next 12 months, we made a series of organisational changes to reduce our costs. We left our Manchester and London properties, moving to smaller and cheaper shared office spaces and have used hired training venues for delivery of the leadership development programme.

In the context of such change the Statement of Financial Activities on page 26 of these financial statements shows net incoming resources for the year ended 31 July 2021 of £82,219.

This is the result of total incoming resources of £2,768,608 net of total resources expended of £2,686,389. This has resulted in unrestricted funds of £393,847 and restricted funds of nil at the year end.

#### Reserves

Trustees' policy is to retain a prudent level of reserves from unrestricted income to;

- Ensure that the charity can continue to provide a stable and high-quality service to our beneficiaries
- Provide sufficient working capital for the planned activities for the following year
- Meet unexpected costs such as loss of key personnel, staff cover for illness, maternity or paternity leave, or the legal costs defending the charities interest

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- Invest in organisational development to support long-term stability and sustainability
- Meet all contractual liabilities, and in the event of the closure have provision set aside for redundancy costs, liabilities to creditors and any existing lease commitments
- Replace equipment as it wears out and which is not funded by restricted funds.

Amount of reserves

The reserves at 31 July 2021 stand at £393,847 compared to £311,628 in FY20. The unrestricted reserves after adjusting for those reserves that can only be realized by disposal of tangible fixed assets (free reserves) amount to £393,846 compared to £311,167, an increase of £82,679.

The Trustees estimate that a prudent level of unrestricted reserves required for the charity to comply with its reserves policy is two to three months of total expenditure which at the year-end indicates free reserves between £447,731 and £671,597

Even with the charity increasing its reserves for the second year running, it is still below the target range set by Trustees to take account of the operating risks and future growth plans. The Trustees have therefore set another surplus budget and fundraising plan to rebuild reserves to the target level, with the expectation of achieving this over the next two years. In the meantime, they have put in place additional measures to monitor income and expenditure more tightly and have agreed contingency plans in case of any unexpected falls in income.

Assessment of going concern

In considering the likely going concern of the charity, trustees have assessed both the prospect of there being sufficient cash flow over the next twelve months to support operations, and the likelihood of being able to complete the next academic year with sufficient reserves based on current fundraising prospects. After assessing these risks, the trustees feel confident that our current fundraising strategy will result in sufficient income to remain a going concern. The trustees have also set clear budgets and goals to make operating surpluses and grow the reserves over the next two years.

**Principal funding sources**

We thank all our supporters to whom we are deeply grateful. Our major organisational sources of funding in 2020-21 (in alphabetical order) were:

- Akin Gump Strauss Hauer & Feld LLP
- Bain Capital LLC
- Bank of America
- Cadent Foundation
- Funding from the Coronavirus Community Support Fund, distributed by The National Lottery Community Fund
- Coventry University
- Credit Suisse EMEA Foundation
- CVC Capital Partners Limited
- DHL UK Foundation
- The Drapers' Charitable Fund

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- EBM Charitable Trust
- The Eveson Charitable Trust
- Garfield Weston Foundation
- Goldman Sachs Gives
- Harbourvest Foundation
- National Grid
- The Pilgrim Trust
- The Rosemarie Nathanson Charitable Trust
- The Swire Charitable Trust
- The Vertex Foundation

**Principal risks and risk management**

City Year UK's Trustees have considered the major risks to which the charity is exposed and have reviewed those risks and established policies, systems and procedures to manage them. A risk register is updated at least annually and this is regularly reviewed to mitigate the risks the charity faces.

The principal risks are:

- Loss of funding or inability to secure sufficient funding
- Safeguarding failure for volunteers and children
- Reputational damage
- Breach of data security or compliance
- Loss of key personnel
- Fraud or financial mismanagement

City Year UK has a safeguarding policy that covers all our interactions with pupils and all volunteers undertake child protection training before being permitted to volunteer in schools or work with children. Volunteers, staff undergo a DBS check before they can take up a paid or voluntary role with City Year UK. Policies and procedures are in place to ensure compliance with the health and safety of our staff, volunteers and visitors. There are internal policies and procedures covering HR, IT, GDPR/data protection, privacy and security as well as internal financial controls for the authorisation of all financial transactions and projects.

**Plans for 2021-22**

In the coming year, we have set ourselves three main objectives and 10 goals:

**A. Continue to strengthen the City Year programme, to ensure that it is impactful in the post- COVID world**

- 1. Extend our volunteer base** to engage those who are often less likely to participate in social action, including more young men, young people who are not in education, employment or training and young people with disabilities
- 2. Strengthen our volunteer support** so that it best prepares young people for the tougher job market and ensures their transition into employment at the end of their service year.

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3. **Build additional school partnerships**, particularly in primary schools and areas like Greater Manchester and the West Midlands, where our support is needed the most.
4. **Adjust our programme to provide more impactful support to pupils** recovering from COVID-related learning loss, including through more 1:1 social and emotional coaching, small group tuition and after-school enrichment.
5. **Pilot the UK Year of Service** and demonstrate the effectiveness of an employed 'Youth Service Corps' in tackling the aftermath of the pandemic.

**B. Develop robust central services that enable City Year to achieve and grow its impact**

6. **Develop our people** and better performance-manage them to outcomes.
7. **Improve our data systems and impact management** to better demonstrate the difference we are making.
8. **Overhaul our finance systems** and processes to maintain strong financial controls.

**C. Communicate the programme's impact to all of our supporters and sustainably increase our income**

9. **Clarify our marketing strategy** and communicate it clearly through all of our work.
10. **Increase our fundraising income**, by diversifying our donor base.

By the end of 2021/22 we expect to have completed the impact improvements that we set out to achieve in the first phase of our business plan and will move on to the second phase of the plan to begin increasing the number of volunteers, schools and pupils that we can support.

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**Structure, governance and management**

**Governing document**

City Year UK is a registered company limited by guarantee, incorporated on 17 July 2009 and registered as a charity on 25 August 2009. It was established under a Memorandum of Association which defines its objects and powers and is governed under its Articles of Association. In the event of the company being wound up, members (who are currently solely the Trustees of the charity) are required to contribute an amount not exceeding £10.

**Recruitment and appointment of Trustees**

The directors of the company are also charity Trustees for the purposes of charity law. Under the requirements of the Memorandum and Articles of Association, Trustees serve a three-year term. They can be re-elected and generally serve a maximum of three terms. The articles make provision for Trustees to serve additional terms in exceptional circumstances and with the unanimous agreement of all other Trustees.

During the year, two new trustees were elected and one existing trustee was re-elected for a shortened term. All Trustees gave their time voluntarily and receive no benefits from the charity.

**Trustee induction and training**

An induction pack for Trustees is in place, and all new Trustees are invited to meet with the Chair and Chief Executive to discuss the work of the charity and in particular to be informed of:

- The obligations of Trustees;
- The main documents which set out the operational framework for the charity including the Memorandum and Articles;
- Resourcing and the current financial position; and
- Future plans and objectives.

Trustees' needs are assessed on an individual basis, and training is provided if required. During the year, all trustees received training on their safeguarding duties.

**Organisational structure**

City Year UK has a Board of Trustees who meet quarterly, as well as delegating specialist matters to committees where appropriate. Collectively they are responsible for the strategic direction, policy and financial sustainability of the charity. At present, the Board has twelve Trustees from a variety of professional backgrounds relevant to City Year UK's work.

Recommendations on strategic direction, financial progress and day to day management of the charity's activities are delivered by the senior leadership and wider staff team.

**Arrangements for setting pay and remuneration of key management personnel**

Pay and remuneration of the senior leadership team are set by the Chief Executive by reference to both internal pay scales and external benchmarking. This process is conducted by the Trustees for the remuneration of the Chief Executive.

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**Relationship with related parties**

City Year UK operates under an international affiliation agreement with City Year Inc., a not for profit registered in the US. The technical assistance and affiliation agreement gives City Year UK the rights to use the proven City Year Inc. programme design. The affiliation agreement came up for renewal in December 2019 and following a recertification process was agreed for a further two years.

**Statement of Trustees' responsibilities**

The trustees (who are also the directors of City Year UK for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing those financial statements, the trustees are required to;

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charity SORP
- Make judgements and estimates that are reasonable and prudent
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

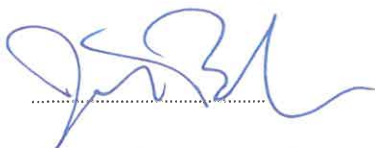
The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding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

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

This report was approved by the Trustees on 7th December 2021 and signed by order of the Board



Jonathan Beebe (Chair of Trustees)  
7th December 2021



INDEPENDENT AUDITORS' REPORT  
TO THE MEMBERS OF  
**CITY YEAR UK**

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**Opinion**

We have audited the financial statements of City Year UK (the 'charitable company') for the year ended 31 July 2021 which comprise the statement of financial activities, the balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2021 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

**Other information**

The other information comprises the information included in the annual report, other than the financial statements and our auditors' report thereon. The trustees are responsible for the other information.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

INDEPENDENT AUDITORS' REPORT  
TO THE MEMBERS OF  
**CITY YEAR UK**

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**Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions from the requirement to prepare a Strategic Report or in preparing the Report of the Directors.

**Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement set out on page 20, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

INDEPENDENT AUDITORS' REPORT  
TO THE MEMBERS OF  
**CITY YEAR UK**

- The Charitable Company is required to comply with both company law and charity law and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding of how the charitable company complied with its legal and regulatory framework, including the requirement to properly account for restricted funds, through discussions with management and a review of the documented policies, procedures and controls.
- The audit team, which is experienced in the audit of charities, considered the charitable company's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that all restricted income was properly identified and separately accounted for and to ensure that only valid and appropriate expenditure was charged to restricted funds. This included reviewing journal adjustments and unusual transactions.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

**Use of the audit report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken, so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report or for the opinions we have formed.



Simon Goodridge (Senior Statutory Auditor)  
For and on behalf of Knox Cropper LLP, Statutory Auditor  
65 Leadenhall Street  
London  
EC3A 2AD

08/12/21

# **Statement of Financial Activities**

**CITY YEAR UK**  
STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 JULY 2021

	Notes	2021			2020		
		Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
<b>Income and endowments from</b>							
<b>Donations and legacies</b>							
Grants and Donations	2	937,767	592,570	1,530,337	839,179	764,296	1,603,475
<b>Other trading activities</b>							
Gala Dinner		12,000	-	12,000	111,455	-	111,455
Gift Aid Donation from Trading Company		-	-	-	5,446	-	5,446
<b>Investment Income</b>		575	-	575	1,037	-	1,037
<b>Charitable activities</b>							
School Fees		1,225,696	-	1,225,696	958,806	-	958,806
<b>Total Income</b>		<u>2,176,038</u>	<u>592,570</u>	<u>2,768,608</u>	<u>1,915,923</u>	<u>764,296</u>	<u>2,680,219</u>
<b>Expenditure on</b>							
<b>Raising funds</b>							
Costs of Generating Voluntary Income		252,293	-	252,293	291,303	-	291,303
<b>Charitable Activities</b>							
Programme Expenses		1,841,526	592,570	2,434,096	1,598,024	764,296	2,362,320
<b>Total Expenditure</b>	4	<u>2,093,819</u>	<u>592,570</u>	<u>2,686,389</u>	<u>1,889,327</u>	<u>764,296</u>	<u>2,653,623</u>
<b>Net income/(expenditure)</b>		<u>82,219</u>	<u>-</u>	<u>82,219</u>	<u>26,596</u>	<u>-</u>	<u>26,596</u>
<b>Net Movement in funds</b>		<u>82,219</u>	<u>-</u>	<u>82,219</u>	<u>26,596</u>	<u>-</u>	<u>26,596</u>
<b>Reconciliation of funds</b>							
<b>Total Funds Brought Forward</b>		311,628	-	311,628	279,470	-	279,470
Prior year adjustment		-	-	-	5,562	-	5,562
<b>Funds Brought Forward restated</b>					285,032		285,032
<b>Total Funds Carried Forward</b>		<u>393,847</u>	<u>-</u>	<u>393,847</u>	<u>311,628</u>	<u>-</u>	<u>311,628</u>


All incoming resources and resources expended derive from continuing activities.  
Funds brought forward in August 2019 have been adjusted for Gift Aid donation and management fees from City Year Trading

# **Balance Sheet**

**CITY YEAR UK**  
BALANCE SHEET  
AS AT 31 JULY 2021

	<b>Notes</b>	<b>2021</b> £	<b>2020</b> £
<b>Fixed Assets</b>			
Tangible Assets	10	-	460
Investments	11	1	1
		<u>1</u>	<u>461</u>
<b>Current Assets</b>			
Debtors	12	114,480	199,968
Cash at Bank and in Hand		<u>566,891</u>	<u>585,043</u>
		<u>681,371</u>	<u>785,011</u>
<b>Liabilities</b>			
Creditors: amounts falling due Within One Year	13	<u>287,525</u>	<u>473,844</u>
<b>Net Current Assets</b>		393,846	311,167
<b>Total Net Assets</b>	16	<u>393,847</u>	<u>311,628</u>
<b>The Funds of the Charity:</b>			
<b>Unrestricted Funds</b>			
General Funds	15	393,847	311,628
<b>Restricted Funds</b>			
	15	-	-
<b>Total Funds</b>		<u>393,847</u>	<u>311,628</u>

Approved by the Board of Trustees on 7/12/21 and signed on its behalf by:-

  
.....  
Jonathan Beebe  
Chair of Trustees

Registered Company Number: 06965846  
Registered Charity Number: 1131350

The notes form part of these financial statements

# **Statement of Cashflows**

**CITY YEAR UK**  
STATEMENT OF CASHFLOWS

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	<b>2021</b>	<b>2020</b>
	£	£
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Net cash flows provided by (used in) operating activities	(18,152)	252,096
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Dividends, interest and rents from investments	-	5,562
Purchase of Property Plant and equipment	-	461
<b>Net cash provided by (used in) investing activities</b>	-	5,101
<b>NET CHANGE IN CASH AND CASH EQUIVALENTS</b>	(18,152)	257,197
Cash and cash equivalents at the start of the year	585,043	327,846
<b>Cash and cash equivalents at the end of the year</b>	566,891	585,043

**RECONCILIATION OF OPERATING SURPLUS TO NET CASH INFLOW FROM OPERATING ACTIVITIES**

	<b>2021</b>	<b>2020</b>
	£	£
<b>Net income/(expenditure) for the financial year</b>	82,219	26,596
<b>Adjustments for:</b>		
Depreciation charge	461	20,625
(Increase)/decrease in debtors	85,488	(141,551)
Increase/(decrease) in creditors	(186,320)	346,426
<b>Net cash provided by (used in) operating activities</b>	(18,152)	252,096

**Notes Forming Part  
of the Financial  
Statements**

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2021

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**1. ACCOUNTING POLICIES**

**(a) Basis of Accounting**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 second edition) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

**(b) Going concern**

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a period of one year from the date of approval of these financial statements.

In particular, the Trustees regularly review detailed cashflow projections including all expenses, expected school income and the weighted pipeline for grants and donations prepared on a bottom-up basis. They also consider the risks of schools dropping out, the pipeline not coming through and the timing of receipts from schools and donors. The Trustees, having considered the projections and risks described above have a reasonable expectation that adequate financial resource will continue to be available for the foreseeable future. Based on this the trustees have concluded that the charity remains a going concern.

**(c) Consolidation**

The charitable company and its wholly owned subsidiary are a small group. The results and balance sheet of the wholly owned subsidiary are highly immaterial to the financial statements of the charity and so consolidated financial statements have not been prepared. See note 3 for the results of the wholly owned subsidiary.

**(d) Income**

Income consists of grants and donations and bank interest receivable. These are dealt with on a receivable basis, i.e., income is recognised when it becomes legally receivable. Where income has been used specifically for funding fixed assets, the income is recognised in the Statement of Financial Activities and depreciation on the fixed assets is charged against the relevant fund as it arises.

**(e) Donations in Kind**

Donations in kind are recognised both as income and expenditure where their value can be ascertained with reasonable certainty.

**(f) Depreciation**

Depreciation is calculated to write down the cost of fixed assets to their residual values over their anticipated useful lives on a straight-line basis. Fixed assets are capitalised where the acquisition value of each individual asset or class of asset is equal to or exceeds £1,000. The principal rates adopted are:-

IT hardware and software	33% pa
Furniture and fittings	10% pa
Leasehold Improvements	10% or 20% pa

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2021

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**(g) Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is recognised on an accruals basis. Whenever possible, expenditure is allocated direct to the activity to which it relates on an actual basis. Where actual allocation is not possible the costs are apportioned on the basis of staff costs.

**(h) Restricted Funds**

Where income is given for a specific purpose or project, the funds are treated as restricted and any surplus or deficit will be carried forward as a restricted fund until it is fully applied for the specified purposes.

**(i) Value Added Tax**

The Charitable Company is not registered for value added tax (VAT) and input tax is not recoverable. Expenditure is therefore recorded inclusive of VAT.

**(j) Pension costs**

The charity has a defined contribution pension scheme. Employer contributions are charged to the statement of financial activities in the period to which they relate.

**(k) Financial instruments**

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. These are initially recognised at transaction value and subsequently valued at their settlement value.

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2021

**2. GRANTS AND DONATIONS**

			<b>2021</b>	<b>2020</b>
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Grants</b>				
London		75,000	75,000	128,190
West Midlands	-	209,995	209,995	283,644
Greater Manchester	-	17,000	17,000	48,590
Central costs	-	147,800	147,800	303,872
<b>Other grants and donations</b>	-	449,795	449,795	764,296
Gala Dinner	12,000	-	12,000	111,455
Government Furlough grants	-	118,232	118,232	87,858
Government Kickstarter Scheme	-	24,544	25,544	-
Unrestricted	906,462	-	906,462	742,901
	<u>918,462</u>	<u>592,571</u>	<u>1,511,033</u>	<u>1,706,510</u>
<b>Donations in Kind</b>				
Computer equipment -laptops / iPads	-	-	-	1,700
Staff training funded through transfer of Apprenticeship Levy	31,305	-	31,305	6,720
	<u>31,305</u>	<u>-</u>	<u>31,305</u>	<u>8,420</u>
	<u>949,767</u>	<u>592,571</u>	<u>1,542,338</u>	<u>1,714,930</u>

There were £31,305 in value donations in kind during FY21 (FY20 £8,420).

Several of our funders restrict their giving either to a region or to a specific team of volunteers. We have grouped these together by region for reporting purposes and have separately shown any other restricted funds not refined by region, but by other purpose.

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2021

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**3. COMMERCIAL TRADING OPERATIONS AND INVESTMENT IN TRADING SUBSIDIARY**

The wholly-owned trading subsidiary, City Year London Trading Limited, which was incorporated in the United Kingdom on 3 November 2010, operates all commercial trading operations carried out by the Charity. The Charity owns the entire issued share capital of 1 share with a nominal value of £1. A summary of the trading results is shown below:-

	<b>2021</b>	<b>2020</b>
	<b>Total</b>	<b>Total</b>
	<b>£</b>	<b>£</b>
<b>Summary Profit and Loss Account</b>		
Turnover	-	1,400
Administration expenses	109	1,060
	<u>(109)</u>	<u>340</u>
Management fee paid to parent charity		
Profit before taxation	(109)	340
Tax	-	68
Retained earnings	(109)	272
Retained earnings brought forward	272	5,446
Gift Aid Donation to Parent Charity	<u>-</u>	<u>5,446</u>
Retained earnings carried forward	<u>163</u>	<u>272</u>
	<b>As at</b>	<b>As at</b>
	<b>31 July</b>	<b>31 July</b>
	<b>2021</b>	<b>2020</b>
<b>Summary Balance Sheet</b>		
	<b>£</b>	<b>£</b>
Current Assets	1,528	1,460
Creditors: Amounts falling due within one year	1,365	1,188
Total Net Assets	<u>163</u>	<u>272</u>
Aggregate Share Capital and Reserves	<u>163</u>	<u>272</u>

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2021

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**4. TOTAL RESOURCES EXPENDED**

	<b>Cost of Generating Funds</b>	<b>Charitable Expenditure</b>	<b>Support Costs</b>	<b>2021 Total</b>	<b>2020 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Direct Programme Staff	-	835,451	-	835,451	852,754
Non Programme Staff	245,378	-	309,395	554,773	554,310
Volunteer Expenses	-	718,328	-	718,328	486,495
Volunteer Recruitment- Salaries	-	104,673	-	104,673	91,508
Volunteer Recruitment- Other	-	48,749	-	48,749	46,301
Programme Costs	-	50,434	-	50,434	45,418
Training	-	73,010	-	73,010	49,698
PPE & additional equipment to support home working due to Covid-19	-	43,742	-	43,742	-
Property & Maintenance	-	-	78,211	78,211	308,420
Staff Recruitment	-	-	6,322	6,322	32,262
IT & Telecoms	-	-	91,428	91,428	67,757
Staff Travel & Accommodation	-	8,283	1,016	9,299	17,039
Communications	-	13,113	-	13,113	16,530
Legal & Professional	-	9,840	10,178	20,018	18,960
Other Overheads	-	-	6,905	6,905	14,357
Fundraising Events	6,915	-	-	6,915	3,726
Depreciation	-	-	-	-	20,625
Affiliation Fee	-	25,018	-	25,018	27,463
	252,293	1,930,641	503,455	2,686,389	2,653,623
Reallocation of support Costs	-	503,455	(503,455)	-	-
	252,293	2,434,096	-	2,686,389	2,653,623

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2021

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**5. NET INCOMING RESOURCES FOR THE YEAR**

	<b>Year Ended 31 July 2021 £</b>	<b>Year Ended 31 July 2020 £</b>
This is stated after charging/(crediting):		
Depreciation	-	20,625
Operating lease charges – land & buildings	-	155,903
Auditors Remuneration	9,840	9,340
	9,840	9,340

**6. STAFF COSTS**

Salaries and Wages	1,320,410	1,327,769
Social Security Costs	125,951	120,368
Pension Costs	47,442	45,914
Redundancy costs	-	3,699
	1,493,803	1,497,750

Employees who received benefits, excluding pension contributions in excess of £60,000 during the current period:

	<b>No.</b>	<b>No.</b>
Salaries and Wages	-	-
Social Security Costs	1	1
Pension Costs	2	2
	2	2

The average number of employees during the year was as follows:-

	<b>No.</b>	<b>No.</b>
Programme Staff	29	30
Fundraising, Administration and Support	16	12
	45	42

The charity has a defined contribution pension scheme for its employees. Since 1 April 2017 the charity has operated this on an auto enrolment basis. In the current year contributions were paid on behalf of 34 employees (2020:40). As at the year end, £8,056 was outstanding (2020: £8,545).

**7. KEY MANAGEMENT PERSONNEL**

The key management personnel of the Charity are those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any trustee of the entity. For City Year UK they comprise the Trustees and senior management team. The total employee benefits, including employer pension contributions, payable to key management personnel during the year amounted to £278,465 (2020: £323,147).

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2021

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**8. TRUSTEE REMUNERATION AND RELATED PARTY TRANSACTIONS**

None of the Trustees received any remuneration or were reimbursed expenses during the period (2020: none).

The following Trustees also have senior roles with some of the charity's key funders:

Joseph Knoll	-	Managing Director, Towerbrook
Patrick Flaherty	-	Managing Director of Credit Suisse, Global Markets Division
Matthew Davies	-	Managing Director, Treasury Services, Global Banking Markets, Bank of America

We received £200,000 (2020: £280,000) from Credit Suisse, £65,709 (2020:£173,822) from Bank of America. In 2020 we received £25,000 from Towerbrook. There were no amounts due to or from these funders at the year end.

Five trustees also made personal donations to the charity during the year which amounted to £37,500 in total (2020: Six Trustees totalling £66,778).

Trustees, James Balfanz and AnnMaura Connolly are also the President of City Year Inc and Chief Strategy Officer, respectively. City Year UK has an affiliation agreement with City Year Inc. under the terms of which the schools programme operates.

**9. TAXATION**

As a charity City Year UK is exempt from tax on income and gains to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity in the current period.

**10. TANGIBLE FIXED ASSETS**

At the end of July 2021, all leasehold improvements, IT equipment and software and furniture and fittings were fully depreciated and disposed of. The Charity did not capitalise any IT purchases or furniture and fittings during the year. The bicycle, £460, held on our books under the Cycle to Work scheme was transferred to the employee.

**11. INVESTMENTS**

	<b>As at 31 July 2021 £</b>	<b>As at 31 July 2020 £</b>
Investment in unquoted subsidiary undertaking		
At cost	£1	£1

See note 3 for further information.

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2021

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**12. DEBTORS**

	<b>As at 31 July 2021 £</b>	<b>As at 31 July 2020 £</b>
Due from Group Undertaking	1,375	425
Trade Debtors	21,098	49,413
Accrued Income	29,583	107,306
Other Debtors	26,606	17,203
Prepayments	35,818	25,621
	<u>114,480</u>	<u>199,968</u>

**13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>As at 31 July 2021 £</b>	<b>As at 31 July 2020 £</b>
Trade Creditors	56,300	26,704
Taxes and Social Security	34,198	37,415
Other Creditors	24,507	8,657
Accruals and Deferred Income	172,520	401,068
	<u>287,525</u>	<u>473,844</u>

**14. LEASE COMMITMENTS**

At 31 July 2021 the charitable company had the following total commitments under non-cancellable operating leases:-

	<b>As at 31 July 2021</b>		<b>As at 31 July 2020</b>	
	<b>Land &amp; Buildings £</b>	<b>Equipment £</b>	<b>Land &amp; Buildings £</b>	<b>Equipment £</b>
Operating leases expiring, Within one year	<u>-</u>	<u>-</u>	<u>18,345</u>	<u>-</u>

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2021

**15. MOVEMENTS IN FUNDS**

	<b>As at 1 August 2020 £</b>	<b>Incoming Resources £</b>	<b>Outgoing Resources £</b>	<b>Transfers £</b>	<b>At 31 July 2021 £</b>
<b>Restricted Funds:</b>					
London	-	75,000	(75,000)		-
West Midlands	-	209,995	(209,995)		-
Greater Manchester	-	17,000	(17,000)		-
Central Costs	-	290,575	(290,575)		-
	-	592,570	(592,570)	-	-
<b>Unrestricted funds:</b>					
General Funds	311,628	2,176,038	(2,093,819)		393,847
	311,628	2,768,608	(2,686,389)		393,847

	<b>As at 1 August 2019 £</b>	<b>Incoming Resources £</b>	<b>Outgoing Resources £</b>	<b>Transfers £</b>	<b>At 31 July 2020 £</b>
<b>Restricted Funds:</b>					
London	-	128,190	(128,190)		-
West Midlands	-	283,644	(283,644)		-
	-	48,590	(48,590)		-
Greater Manchester	-	303,872	(303,872)		-
Central Costs	-	764,296	(764,296)	-	-
<b>Unrestricted funds:</b>					
General Funds					
Parent	285,032	1,915,923	(1,889,327)		311,628
	285,032	2,680,219	(2,653,623)	-	311,628

Restricted funds:

The application of these funds is subject to restrictions imposed by the funders with the grants available being allocated to certain categories of payroll and administration costs or to specific activities or events as specified in the grant agreements.

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2021

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**16. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	<b>General Funds £</b>	<b>Restricted Funds £</b>	<b>Total Funds £</b>
<b>Fixed Assets</b>	1	-	1
<b>Net Current Assets</b>	393,846	-	393,846
<b>Net Assets at 31 July 2021</b>	393,847	-	393,847

For a comparative period

	<b>General Funds £</b>	<b>Restricted Funds £</b>	<b>Total Funds £</b>
<b>Fixed Assets</b>	461	-	461
<b>Net Current Assets</b>	311,167	-	311,167
<b>Net Assets at 31 July 2020</b>	311,628	£-	311,628

## Contact us

London (Headquarters)  
City Year UK  
200a Pentonville Road  
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N1 9JP  
020 7014 2680



/cityyearuk

Other Offices: Greater Manchester, West Midlands

[cityyear.org.uk](http://cityyear.org.uk)  
[info@cityyear.org.uk](mailto:info@cityyear.org.uk)

City Year UK is a registered charity (1131350) and company registered in England and Wales (06965846)

**CITY YEAR UK**

England & Wales - Charity number 1131350

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# Accounts

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**CITY YEAR UK**

**A COMPANY LIMITED BY GUARANTEE**

**REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 JULY 2020**

**CHARITY NUMBER: 1131350**

**COMPANY NUMBER: 06965846**

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COMPANIES HOUSE

**CITY YEAR UK**  
**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2020**

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**CITY YEAR UK**

**TRUSTEES' REPORT**

**FOR THE YEAR ENDED 31 JULY 2020**

**Reference & administrative details**

Charity Name	City Year UK
Charity registration number	1131350
Company registration number:	06965846
Registered Office	58 - 62 White Lion Street, London N1 9PP

**Trustees**

Jonathan Beebe	Chair of the Board
Aliza Blachman-O'Keefe	
AnnMaura Connolly	
Matthew Davies	Appointed 2 <sup>nd</sup> June 2020
Caroline Clark	Resigned 4 <sup>th</sup> December 2019
Charles Geffen	
Joseph Knoll	
Jim Balfanz	
Patrick Flaherty	
Pauline Maddison	
Rodney Williams	

**Senior management team**

Kevin Munday	Chief Executive
Arti Sharma	Deputy Chief Executive left 12 September 2019
Craig Burgess	Chief Operating Officer
Debra Burke	Director of Development & Marketing
Simon Hepburn	Director of Programmes

**Auditors**

Knox Cropper LLP  
Chartered Accountants  
65 Leadenhall St  
London  
EC3A 2AD

**Bankers**

CAF Bank  
25 Kings Hill Avenue  
Kings Hill  
West Malling  
Kent  
ME19 4TA

**Solicitors**

Ashurst LLP  
Broadwalk House  
5 Appold Street  
London  
EC2A 2HA

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**FOR THE YEAR ENDED 31 JULY 2020**

**Our objectives and activities**

Public benefit

In developing the objectives for the year and in planning our activities, the Trustees have considered the Charity Commission's guidance on public benefit.

Purposes and aims

City Year UK's purposes as set out in the objects contained in the company's memorandum of association are, for the public benefit, to:

- Promote the education (including the social and physical training) of people under the age of 25 years in the United Kingdom, in such ways as the Directors think fit, including by organising and assisting with the provision of volunteers to schools, to act as tutors, peer to peer mentors and role models to students; and
- Advance citizenship and community development by the promotion and development of voluntary work and supported volunteering opportunities and to advance the development of volunteers by providing training, development, advice, information, assistance and support to those participating in or wishing to participate in volunteering opportunities; and
- Relieve poverty including by the provision of assistance to current, future and past participants in volunteering opportunities.

The aims of our charity fully reflect the purposes that the charity was set up to further. They are to:

- support student achievement in schools;
- develop young people's employability skills; and
- promote the concept of full time social action and to provide meaningful opportunities for young people to serve.

Our activities

City Year UK recruits 18 to 25-year-olds to tackle educational inequality through a year of full-time volunteering service. As mentors, tutors and role models in schools, they support pupils growing up in some of the most disadvantaged communities in the UK. The City Year experience empowers this exceptional and diverse group of young people to realise their own aspirations and grow as leaders, both through their impact on children's lives and through training and coaching and career development opportunities.

Our volunteers receive bespoke training to ensure they are prepared to work with children in a school context. They also gain employability skills from their school work experience, and receive extra opportunities for training in leadership skills, work shadowing from corporate partners and are supported into continued education, employment or training post volunteering.

Our criteria for measuring success

City Year UK helps schools close the achievement gap, by providing teams of highly trained full time volunteers to support pupils and raise attainment for those most in need. Our teams serve in schools where more than 30% of the pupils are from households that have felt the effect of poverty (eligible for Pupil Premium). They support targeted pupils (on a 'focus list') that the schools have identified as needing additional help with English, maths, behaviour or attendance.

## **CITY YEAR UK**

### **TRUSTEES' REPORT**

#### **FOR THE YEAR ENDED 31 JULY 2020**

The City Year UK programme focuses on the following key measures:

- Raising the aspirations, academic attainment, attendance and behaviour of pupils from disadvantaged or hard to reach communities;
- Building these pupils motivation and engagement, increasing their enjoyment of school; and
- Preparing 18-25 year olds for the working world, giving them the skills to make a success of their lives and create self-confident leaders who have the passion, values and expertise to contribute to their communities outside of City Year UK.

Data from our partner schools shows that the attainment gap where City Year UK teams work really does narrow. Average attendance for our targeted pupils increases in most schools and there are clear downward trends in negative behaviour over the course of the year. Our evidence-based model and the quality of its implementation have been praised on multiple occasions by Ofsted inspectors and schools reinvest in a City Year UK team three times out of four.

The 18 to 25-year-olds who volunteer, leave the City Year programme more likely to get into work or further education, whatever their background, and are more ready for social leadership. Our volunteers are socially and culturally diverse, with 40% coming from a free school meal background and 63% classifying themselves as Black, Asian or from a minority ethnic background. Volunteers report that the impact of their City Year UK experience is long lasting, helping them to develop key employability skills and influencing their career of choice.

#### **Celebrating our 10th anniversary**

This year was our 10th year of service and we began 2019/20 with a national opening day event, which for the first time brought together all of our volunteers from across the country.

We are delighted that in the ten years since City Year UK was launched, 1,292 young people have put on the red jacket and served. They have collectively provided more than 1,845,307 hours of support in 74 schools.

Our planned 10th anniversary gala dinner had to be postponed due to the COVID-19 pandemic, though we were able to have a virtual celebration in November 2020.

#### **Achievements and performance**

2019/20 was a year of two halves for City Year UK and indeed the whole world, punctuated by the start of the COVID-19 pandemic.

Having in the previous year refreshed our business plan, we focused on growing our impact, so that we have a robust and proven programme ready for scale. Over the last 12 months, we have made good progress against this plan. As a result, in the coming 12 months we will be working with more partner schools, engaging a higher number of volunteers and therefore supporting more students than ever before:

**CITY YEAR UK**

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<b>Priority</b>	<b>Key achievements in 2019/20</b>
<b>Improve the volunteer offer and experience</b>	<ol style="list-style-type: none"><li>1. <b>Enhanced recruitment and onboarding process</b> - data-driven social media campaign, easier application process, remote selection;</li><li>2. <b>Updated Personal Development Planning process</b> - built around new Skills Builder framework;</li><li>3. <b>Updated leadership and development programme;</b></li><li>4. <b>Qualifications for more volunteers</b> - including the Clore Discover programme and a CMI leadership and management qualification delivered in-house; and</li><li>5. <b>Enhanced careers and progression offer</b> - building on our pilot last year.</li></ol>
<b>Strengthen our school partnerships</b>	<ol style="list-style-type: none"><li>1. <b>Updated Partnership Delivery Agreement template</b> - clearer on roles and responsibilities of us and the schools;</li><li>2. <b>Managed source of activities' menu</b> - tighter list of proven interventions for schools to choose from;</li><li>3. <b>School vision and timetabling process</b> - to make sure we are clear on expectations and they are deliverable;</li><li>4. <b>Shorter impact reports</b> - using a national template, but more focused on the things each school cares about; and</li><li>5. <b>Year-round partner stewardship</b> - clearer on who does what and when.</li></ol>
<b>Drive up the quality of programme delivery to pupils</b>	<ol style="list-style-type: none"><li>1. <b>Programme toolkits</b> - good practice guides for each of our main activities</li><li>2. <b>Focus on coaching and mentoring</b> - using new skills from training delivered to staff and volunteers;</li><li>3. <b>Better measures of social and emotional learning</b> - with the introduction of the Strengths and Difficulties Questionnaire and the new 'DESSA' observation framework;</li><li>4. <b>Building our competence in tutoring</b> - for 1:1 or small group English and Maths, using a City Year approach; and</li><li>5. <b>Clubs in a box</b> - 10 simple after school clubs that can start straight away.</li></ol>

As a result of our work during 2019/20:

- 126 Volunteer Mentors served across London, the West Midlands and Manchester, of whom 104 completed a full year of service, our highest completion rate for more than 3 years;
- 186,511 hours of voluntary service were given to pupils across the whole school community; and
- 814 pupils were provided with dedicated 1:1 support.

During the first six months of our support, we saw these pupils made typical improvements to the social and emotional learning, attendance and behaviour at school and academic attainment:

- Over 60% of pupils improved or maintained their overall attendance; and
- 65% of pupils improved or maintained attainment in English and 60% in Mathematics.

However, when schools closed during the COVID-19 lockdown, we were not able to continue to track their progress in our usual way.

Whilst the pandemic had a disruptive effect on our volunteers, we were able to still support the development of their employability skills, including through a virtual leadership development programme, with:

- All volunteers saying the experience helped them to build essential skills that they could use to apply to any job;

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#### **FOR THE YEAR ENDED 31 JULY 2020**

- 93% of volunteers saying that they felt positive about their future as a result of their City Year experience; and
- Over 90% of volunteers who responded moving into further education, employment or training within three months of graduating from City Year.

#### **Our COVID-19 response**

In the later half of the year, City Year UK continued to serve its schools after the lockdown, one of the only charities that was able to do so amidst the pandemic. Since we were deeply embedded in our partner schools, with our volunteer mentors considered part of the extended school team, we were able to support schools both on the ground and through their virtual learning environments.

10% of our volunteers remained in schools throughout, providing the children of key workers and the most vulnerable pupils with:

- Continued academic support, providing classroom learning and small group/1:1 academic support to limit learning loss for the most vulnerable students;
- Mentoring and social-emotional support, including for anxious and traumatized students; and
- Meal support, including for the children of families who are facing food insecurity.

A further 50% returned to school as they began to partly reopen to some year groups in June and July 2020.

The remainder of our volunteers provided virtual service from home, to pupils who were also still at home. Their tasks included:

- Providing social and emotional support to families by making phone calls to check in on pupils and by sending care packages to pupils to their homes;
- Providing online classroom support in virtual learning environments, by running live activities, maintaining message boards and by giving feedback on homework; and
- Developing new online learning resources, including lesson packs for teachers to use and social media content that directly engaged the pupils.

#### **Fundraising**

During the year, City Year UK did not make use of any external consultants to undertake its fundraising activities. No data was shared with, or sold to, any external agencies. We did not undertake direct mail shots, send any unsolicited newsletters or approach any vulnerable individuals to support our work. A complaints policy is in place, but we received no complaints during the year about any of our fundraising activities.

#### **Financial review**

##### **Results**

This year we have delivered the programme into 22 schools across four sites. To achieve greater operating efficiency, we made three posts redundant and four further staff reduced their hours, reducing our staff headcount for next year by more than four full-time equivalents posts.

In the context of such change the Consolidated Statement of Financial Activities on page 13 of these financial statements shows net incoming resources for the year ended 31 July 2020 of £21,490.

This is the result of total incoming resources of £2,676,173 net of total resources expended of £2,654,683. This has resulted in unrestricted funds of £311,968 and restricted funds of nil at the year end.

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**FOR THE YEAR ENDED 31 JULY 2020**

Reserves

Trustees' policy is to retain a prudent level of reserves from unrestricted income to;

- Ensure that the charity can continue to provide a stable and high-quality service to our beneficiaries
- Provide sufficient working capital for the planned activities for the following year
- Meet unexpected costs such as loss of key personnel, staff cover for illness, maternity or paternity leave, or the legal costs defending the charities interest
- Invest in organisational development to support long-term stability and sustainability
- Meet all contractual liabilities, and in the event of the closure have provision set aside for redundancy costs, liabilities to creditors and any existing lease commitments
- Replace equipment as it wears out and which is not funded by restricted funds.

Amount of reserves

The reserves at 31 July 2020 stand at £311,968 compared to £290,478 in FY19. The unrestricted reserves after adjusting for those reserves that can only be realized by disposal of tangible fixed assets (free reserves) amount to £311,507 compared to £269,855, an increase of £41,652.

The Trustees estimate that a prudent level of unrestricted reserves required for the charity to comply with its reserves policy is two to three months of total expenditure which at the year-end indicates free reserves between £442,447 and £663,671.

The charity is beginning to increase its reserves again but is still below the target range set by Trustees to take account of the operating risks and future growth plans. The Trustees have therefore set another surplus budget and fundraising plan to rebuild reserves to the target level, with the expectation of achieving this over the next two years. In the meantime, they have put in place additional measures to monitor income and expenditure more tightly and have agreed contingency plans in case of any unexpected falls in income.

Assessment of going concern

In considering the likely going concern of the charity, trustees have assessed both the prospect of there being sufficient cash flow over the next twelve months to support operations, and the likelihood of being able to complete the next academic year with sufficient reserves based on current fundraising prospects. In mitigation the trustees have also sought to cut expenditure for 2020/21, including by reducing our property costs and lease liabilities. After assessing these risks and mitigations, the trustees feel confident that our current fundraising strategy will result in sufficient income to remain a going concern. The trustees have also set clear budgets and goals to make operating surpluses and grow the reserves over the next two years.

Principal funding sources

We thank all our supporters to whom we are deeply grateful. Our major organisational sources of funding in 2019-20 (in alphabetical order) were:

Akin Gump Strauss Hauer & Feld LLP  
Alta Advisers  
Arrow Global  
Bain Capital LLC  
Bank of America  
Baron Davenport's Charity  
Coventry University

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### **TRUSTEES' REPORT**

#### **FOR THE YEAR ENDED 31 JULY 2020**

Credit Suisse EMEA Foundation  
CVC Capital Partners Limited  
DHL UK Foundation  
EBM Charitable Trust  
Garfield Weston Foundation  
Goldman Sachs Gives  
National Grid  
St James's Place Foundation  
The Haremead Trust  
The Pilgrim Trust  
The Rosemarie Nathanson Charitable Trust  
TowerBrook Foundation  
Vertex Pharmaceuticals  
Wates Family Enterprise Trust

#### **Principal risks and risk management**

City Year UK's Trustees have considered the major risks to which the charity is exposed and have reviewed those risks and established policies, systems and procedures to manage them. A risk register is updated at least annually, and this is regularly reviewed to mitigate the risks the charity faces.

The principal risks are:

- Loss of funding or inability to secure sufficient funding
- Safeguarding failure for volunteers and children
- Reputational damage
- Breach of data security or compliance
- Loss of key personnel
- Fraud or financial mismanagement

City Year UK has a safeguarding policy that covers all our interactions with pupils and all volunteers undertake child protection training before being permitted to volunteer in schools or work with children. Volunteers, staff and Trustees undergo a DBS check before they can take up a paid or voluntary role with City Year UK. Policies and procedures are in place to ensure compliance with the health and safety of our staff, volunteers and visitors. There are internal policies and procedures covering HR, IT, GDPR/data protection, privacy and security as well as internal financial controls for the authorisation of all financial transactions and projects.

#### **Plans for 2020-21**

In some ways, the challenges the country faces now are similar to those 10 years ago, when we founded City Year UK in the aftermath of the global financial crisis. At the time, one million young people were unemployed, and our founders sought to find a solution to a common problem - if you had no experience, you couldn't get a job; yet if you didn't have a job, how could you get the experience? Following the COVID-19 pandemic, the UK economic downturn is likely to have a similar effect on public spending and youth unemployment. We need to help the young people furthest from the labour market and with the least social capital to develop their employability skills and become active community leaders: In addition, this time, we have the extra challenge caused by the closure of schools leaving many young people without access to education and support for more than six months. We need to quickly help students recover from the learning loss and regain a sense of well-being.

So, we are delighted that of the 22 schools we partnered with last year, 12 renewed their partnership. This 57% renewal is an improvement over the rate in 2019/20. In addition, we welcome 13 new school partners. The loss of learning caused by the pandemic, together with the additional funds made available to help schools implement additional tutoring, seems to have been in our favour. We are particularly pleased

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#### **FOR THE YEAR ENDED 31 JULY 2020**

with the start of a 'spoke' site in the Black Country, an area of the West Midlands encompassing Wolverhampton and Walsall. The 4 schools in this area are part of the Ormiston Multi-Academy Trust chain and it's the first large trust that we have engaged.

This year we will be working with over 160 volunteer mentors, a third more than last year. This is the first time in more than three years that we have filled all of our teams before the start of the school year and we have been able to increase our average team size from 5 to 6 volunteer mentors. The downturn in the job market and the reduction in other opportunities means that more young people are looking for opportunities and most sites were full before the summer holidays. This is particularly notable, as all recruitment and retention activity had to be shifted online. We relied heavily on our digital advertising campaign, which led to increased lead generation and attraction of young people within the right age group. We are particularly pleased that our volunteers are more diverse than ever before, with 75% coming from black, Asian and minority ethnic communities.

When schools reopened in September, we commenced full-time service in schools again with this cohort of new volunteers. All of our Volunteer Mentors are currently serving full-time. However, some schools have had to isolate individual classes and the risk of future lockdowns means that we are ready to quickly transition to virtual service again if required.

In anticipation of fundraising remaining constrained for the next 12 months, we have made a series of organisational changes designed to reduce our costs. We are planning to leave our existing Manchester and London properties, moving to smaller and cheaper shared office spaces and using hired training venues for delivery of the leadership development programme. We are also delaying some of the planned 'nice to have' programme improvements, including by delaying the wider roll out of qualifications for volunteers, the increase in careers and progression support and end of programme financial grants. We aim to restart the implementation of these when fundraising allows.

#### **Structure, governance and management**

##### Governing document

City Year UK is a registered company limited by guarantee, incorporated on 17 July 2009 and registered as a charity on 25 August 2009. It was established under a Memorandum of Association which defines its objects and powers and is governed under its Articles of Association. In the event of the company being wound up, members (who are currently solely the Trustees of the charity) are required to contribute an amount not exceeding £10.

##### Recruitment and appointment of Trustees

The directors of the company are also charity Trustees for the purposes of charity law. Under the requirements of the Memorandum and Articles of Association, Trustees serve a three-year term. They can be re-elected and generally serve a maximum of three terms. The articles make provision for Trustees to serve additional terms in exceptional circumstances and with the unanimous agreement of all other Trustees.

During the year, one new trustee was elected, and two existing trustees were re-elected for additional terms. All Trustees gave their time voluntarily and receive no benefits from the charity.

##### Trustee induction and training

An induction pack for Trustees is in place, and all new Trustees are invited to meet with the Chair and Chief Executive to discuss the work of the charity and in particular to be informed of:

- The obligations of Trustees;
- The main documents which set out the operational framework for the charity including the Memorandum and Articles;

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#### **FOR THE YEAR ENDED 31 JULY 2020**

- Resourcing and the current financial position; and
- Future plans and objectives.

Trustees' needs are assessed on an individual basis, and training is provided if required. During the year, all trustees received training on their safeguarding duties.

#### **Organisational structure**

City Year UK has a Board of Trustees who meet quarterly, as well as delegating specialist matters to committees where appropriate. Collectively they are responsible for the strategic direction, policy and financial sustainability of the charity. At present, the Board has ten Trustees from a variety of professional backgrounds relevant to City Year UK's work.

Recommendations on strategic direction, financial progress and day to day management of the charity's activities are delivered by the senior leadership and wider staff team.

#### **Arrangements for setting pay and remuneration of key management personnel**

Pay and remuneration of the senior leadership team are set by the Chief Executive by reference to both internal pay scales and external benchmarking. This process is conducted by the Trustees for the remuneration of the Chief Executive.

#### **Relationship with related parties**

City Year UK operates under an international affiliation agreement with City Year Inc., a not for profit registered in the US. The technical assistance and affiliation agreement gives City Year UK the rights to use the proven City Year Inc. programme design. The affiliation agreement came up for renewal in December 2019 and following a recertification process was agreed for a further two years.

#### **Statement of Trustees' responsibilities**

The trustees (who are also the directors of City Year UK for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing those financial statements, the trustees are required to;

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charity SORP
- Make judgements and estimates that are reasonable and prudent
- 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 proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

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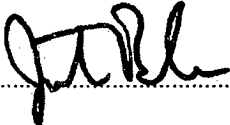
In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

**Auditors**

This report was approved by the Trustees on 2 December 2020 and signed by order of the Board



Jonathan Beebe (Chair of Trustees)  
2 December 2020

**INDEPENDENT AUDITORS' REPORT TO**  
**THE MEMBERS OF**  
**CITY YEAR UK**

**Opinion**

We have audited the financial statements of City Year UK (the 'parent charity') and its subsidiary (together 'the group') for the year ended 31 July 2020 which comprise the consolidated statement of financial activities, the consolidated and charity balance sheets, consolidated statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group's and parent charity's affairs as at 31 July 2020 and of the group's income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or parent charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

**Other information**

The other information comprises the information included in the annual report, other than the financial statements and our auditors' report thereon. The trustees are responsible for the other information.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**INDEPENDENT AUDITORS' REPORT TO**  
**THE MEMBERS OF**  
**CITY YEAR UK**

**Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the group and the parent charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

**Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement set out on page 9, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and parent charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charity or to cease operations, or have no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi> . This description forms part of our auditor's report.

**INDEPENDENT AUDITORS' REPORT TO**  
**THE MEMBERS OF**  
**CITY YEAR UK**

**Use of the audit report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken, so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report or for the opinions we have formed.

*Knox Cropper LLP*

02/12/20

Simon Goodridge (Senior Statutory Auditor)  
For and on behalf of Knox Cropper LLP, Statutory Auditor  
65 Leadenhall Street  
London  
EC3A 2AD

**CITY YEAR UK**

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 JULY 2020**

	Notes	Unrestricted Funds £	2020 Restricted Funds £	Total Funds £	Unrestricted Funds £	2019 Restricted Funds £	Total Funds £
<b>Income and endowments from</b>							
<b>Donations and legacies</b>							
Grants and Donations	2	839,179	764,296	1,603,475	988,250	545,393	1,533,643
Gala Dinner	2	111,455	-	111,455	-	-	-
<b>Other trading activities</b>							
Commercial Trading Operations	3	1,400	-	1,400	10,829	-	10,829
<b>Other Income</b>		1,037	-	1,037	10,549	-	10,549
<b>Charitable activities</b>							
School Fees		958,806	-	958,806	1,099,487	-	1,099,487
<b>Total Income</b>		<u>1,911,877</u>	<u>764,296</u>	<u>2,676,173</u>	<u>2,109,115</u>	<u>545,393</u>	<u>2,654,508</u>
<b>Expenditure on</b>							
<b>Raising funds</b>							
Costs of Generating Voluntary Income		291,303	-	291,303	280,414	-	280,414
Commercial Trading Operations	3	1,060	-	1,060	2,883	-	2,883
<b>Charitable Activities</b>							
Programme Expenses		1,570,561	764,296	2,334,857	1,813,650	545,393	2,359,043
Affiliation Fees		27,463	-	27,463	33,500	-	33,500
<b>Total Expenditure</b>	4	<u>1,890,387</u>	<u>764,296</u>	<u>2,654,683</u>	<u>2,130,447</u>	<u>545,393</u>	<u>2,675,840</u>
<b>Net income/(expenditure)</b>		21,490	-	21,490	(21,332)	-	(21,332)
<b>Net Movement in funds</b>		<u>21,490</u>	<u>-</u>	<u>21,490</u>	<u>(21,332)</u>	<u>-</u>	<u>(21,332)</u>
<b>Reconciliation of funds</b>							
<b>Total Funds Brought Forward</b>		290,478	-	290,478	311,810	-	311,810
<b>Total Funds Carried Forward</b>		<u>311,968</u>	<u>-</u>	<u>311,968</u>	<u>290,478</u>	<u>-</u>	<u>290,478</u>

All incoming resources and resources expended derive from continuing activities.

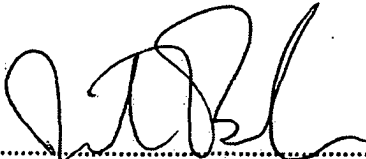
**CITY YEAR UK**

**BALANCE SHEETS  
AS AT 31 JULY 2020**

		Group		Parent Charity	
	Notes	2020 £	2019 £	2020 £	2019 £
<b>Fixed Assets</b>					
Tangible Assets	10	461	20,625	460	20,625
Investments				1	1
		<u>461</u>	<u>20,625</u>	<u>461</u>	<u>20,626</u>
<b>Current Assets</b>					
Debtors	12	200,263	60,132	199,968	58,417
Cash at Bank and in Hand		586,209	329,393	585,043	327,846
		<u>786,472</u>	<u>389,525</u>	<u>785,011</u>	<u>386,262</u>
<b>Liabilities</b>					
Creditors: amounts falling due Within One Year	13	474,965	119,670	473,844	127,418
<b>Net Current Assets</b>		311,507	269,855	311,167	258,844
<b>Total Net Assets</b>		<u>311,968</u>	<u>290,480</u>	<u>311,628</u>	<u>279,470</u>
<b>The Funds of the Charity:</b>					
<b>Unrestricted Funds</b>					
General Funds		311,968	290,480	311,628	279,470
<b>Restricted Funds</b>	15	-	-	-	-
<b>Total Funds</b>		<u>311,968</u>	<u>290,480</u>	<u>311,628</u>	<u>279,470</u>

The Trustees have prepared group accounts in accordance with the special provisions available to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

Approved by the Board of Trustees on ..... 2 / 12 / 20 ..... and signed on its behalf by: -

  
Jonathan Beebe  
Chair of Trustees

Registered Company Number: 06965846  
Registered Charity Number: 1131350

The notes form part of these financial statements

**CITY YEAR UK**

**CONSOLIDATED STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 JULY 2020**

	<b>2020</b>	<b>2019</b>
	£	£
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
<b>Net cash flows provided by (used in) operating activities</b>	<u>257,277</u>	<u>(35,559)</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Dividends, interest and rents from investments	-	-
Purchase of Property Plant and equipment	(461)	-
<b>Net cash provided by (used in) investing activities</b>	<u>(461)</u>	<u>-</u>
<b>NET CHANGE IN CASH AND CASH EQUIVALENTS</b>	<u>256,816</u>	<u>(35,569)</u>
Cash and cash equivalents at the start of the year	329,393	364,952
<b>Cash and cash equivalents at the end of the year</b>	<u>586,209</u>	<u>£329,393</u>

**RECONCILIATION OF OPERATING SURPLUS TO NET CASH INFLOW FROM OPERATING ACTIVITIES**

	<b>2020</b>	<b>2019</b>
	£	£
<b>Net income/(expenditure) for the financial year</b>	21,490	(21,332)
<b>Adjustments for:</b>		
Depreciation charge	20,625	17,024
(Increase)/decrease in debtors	(140,131)	35,310
Increase/(decrease) in creditors	355,293	(66,561)
<b>Net cash provided by (used in) operating activities</b>	<u>£257,277</u>	<u>£(35,559)</u>

**CITY YEAR UK**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2020**

**1. ACCOUNTING POLICIES**

**(a) Basis of Accounting**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (second edition 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

**(b) Going concern**

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a period of one year from the date of approval of these financial statements.

In particular, the Trustees regularly review detailed cashflow projections including all expenses, expected school income and the weighted pipeline for grants and donations prepared on a bottom-up basis. They also consider the risks of schools dropping out, the pipeline not coming through and the timing of receipts from schools and donors. The Trustees, having considered the projections and risks described above have a reasonable expectation that adequate financial resource will continue to be available for the foreseeable future. Based on this the trustees have concluded that the charity remains a going concern.

**(c) Group Financial Statements**

These financial statements consolidate the results of the company and its wholly owned subsidiary City Year London Trading Limited on a line by line basis. A separate Statement of Financial Activities, or Income and Expenditure account, is not presented for the company itself following the exemptions afforded by Part 15 of the Companies Act 2006 relating to small companies. The Company's gross income for the year was £2,680,219 (2019: £2,649,242) and gross expenditure was £2,653,623 (2019: £2,672,957).

**(d) Income**

Income consists of grants and donations and bank interest receivable. These are dealt with on a receivable basis, i.e., income is recognised when it becomes legally receivable. Where income has been used specifically for funding fixed assets, the income is recognised in the Statement of Financial Activities and depreciation on the fixed assets is charged against the relevant fund as it arises.

**(e) Donations in Kind**

Donations in kind are recognised both as income and expenditure where their value can be ascertained with reasonable certainty.

**CITY YEAR UK**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2020**

(f) **Depreciation**

Depreciation is calculated to write down the cost of fixed assets to their residual values over their anticipated useful lives on a straight-line basis. Fixed assets are capitalised where the acquisition value of each individual asset or class of asset is equal to or exceeds £1,000. The principal rates adopted are: -

IT equipment and software	33% pa
Furniture and fittings	10% pa
Leasehold Improvements	10% or 20% pa

(g) **Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is recognised on an accruals basis. Whenever possible, expenditure is allocated direct to the activity to which it relates on an actual basis. Where actual allocation is not possible the costs are apportioned on the basis of staff costs.

(h) **Restricted Funds**

Where income is given for a specific purpose or project, the funds are treated as restricted and any surplus or deficit will be carried forward as a restricted fund until it is fully applied for the specified purposes.

(i) **Value Added Tax**

The Charitable Company is not registered for value added tax (VAT) and input tax is not recoverable. Expenditure is therefore recorded inclusive of VAT.

(j) **Pension costs**

The charity has a defined contribution pension scheme. Employer contributions are charged to the statement of financial activities in the period to which they relate.

(k) **Financial instruments**

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. These are initially recognised at transaction value and subsequently valued at their settlement value.

**CITY YEAR UK**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2020**

**2. GRANTS AND DONATIONS**

	<b>Unrestricted</b>	<b>Restricted</b>	<b>2020</b>	<b>2019</b>
	£	£	Total	Total
			£	£
<b>Grants</b>				
London		128,190	128,190	336,897
West Midlands	-	283,644	283,644	108,862
Greater Manchester	-	48,590	48,590	64,333
Central costs	-	303,872	303,872	35,000
<b>Other grants and donations</b>	-	764,296	764,296	545,092
Gala dinner	111,455	-	111,455	-
Government furlough grants	87,858	-	87,858	-
Unrestricted	742,901	-	742,901	984,125
	<u>942,214</u>	<u>764,296</u>	<u>1,706,510</u>	<u>1,529,217</u>
<b>Donations in Kind</b>				
Computer equipment -laptops / iPads	1,700	-	1,700	4,326
Staff training funded through transfer of Apprenticeship Levy	6,720	-	6,720	-
Amazon vouchers for alumni survey	-	-	-	100
	<u>8,420</u>	<u>-</u>	<u>8,420</u>	<u>4,426</u>
	<u>950,634</u>	<u>764,296</u>	<u>1,714,930</u>	<u>1,533,643</u>

There were £8,420 in value donations in kind during FY20 (FY19 £4,426).

Several of our funders restrict their giving either to a region or to a specific team of volunteers. We have grouped these together by region for reporting purposes and have separately shown any other restricted funds not refined by region, but by other purpose.

**CITY YEAR UK**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2020**

**3. COMMERCIAL TRADING OPERATIONS AND  
INVESTMENT IN TRADING SUBSIDIARY**

The wholly-owned trading subsidiary, City Year London Trading Limited, which was incorporated in the United Kingdom on 3 November 2010, operates all commercial trading operations carried out by the Charity. The Charity owns the entire issued share capital of 1 share with a nominal value of £1. A summary of the trading results are shown below: -

	<b>2020 Total</b>	<b>2019 Total</b>
<b>Summary Profit and Loss Account</b>	<b>£</b>	<b>£</b>
Turnover	1,400	10,829
Administration expenses	<u>1,060</u>	<u>2,883</u>
	340	7,946
Management fee paid to parent charity		<u>2,500</u>
Profit before taxation	<u>340</u>	<u>5,446</u>
Tax	-	-
Retained earnings	<u>340</u>	<u>5,446</u>
Retained earnings brought forward	5,446	3,063
Gift Aid Donation to Parent Charity	<u>5,446</u>	<u>3,063</u>
Retained earnings carried forward	<u>340</u>	<u>5,446</u>
	<b>As at 31 July 2020</b>	<b>As at 31 July 2019</b>
<b>Summary Balance Sheet</b>	<b>£</b>	<b>£</b>
Current Assets	1,888	9,053
Creditors: Amounts falling due within one year	<u>1,547</u>	<u>3,606</u>
Total Net Assets	<u>341</u>	<u>5,447</u>
Aggregate Share Capital and Reserves	<u>341</u>	<u>5,447</u>

**CITY YEAR UK**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2020**

**4. TOTAL RESOURCES EXPENDED**

	<b>Cost of Generating Funds</b>	<b>Commercial Trading Operations</b>	<b>Charitable Expenditure</b>	<b>Support Costs</b>	<b>2020 Total</b>	<b>2019 Total</b>
	£	£	£	£	£	£
Direct Programme Staff	-	-	852,754	-	852,754	948,487
Non Programme Staff	287,577	-	-	266,733	554,310	512,787
Volunteer Expenses	-	-	486,495	-	486,495	536,720
Volunteer Recruitment- Salaries	-	-	91,508	-	91,508	109,561
Volunteer Recruitment- Other	-	-	46,301	-	46,301	45,991
Programme Costs	-	-	45,418	-	45,418	36,940
Training	-	-	49,698	-	49,698	19,531
Property & Maintenance	-	-	-	308,420	308,420	246,832
Staff Recruitment	-	-	-	32,262	32,262	17,463
IT & Telecoms	-	-	-	67,757	67,757	48,800
Staff Travel & Accommodation	-	-	8,557	8,482	17,039	17,769
Communications	-	-	16,530	-	16,530	35,186
Legal & Professional	-	1,060	8,280	10,680	20,020	26,747
Other Overheads	-	-	-	14,357	14,357	15,595
Fundraising Events	3,726	-	-	-	3,726	6,907
Depreciation	-	-	-	20,625	20,625	17,024
Affiliation Fee	-	-	27,463	-	27,463	33,500
	291,303	1,060	1,633,004	729,316	2,654,683	2,675,840
Reallocation of support Costs	-	-	729,316	(729,316)	-	-
	291,303	1,060	2,362,320	-	2,654,683	2,675,840

Support costs are allocated on the basis of time costs.

**CITY YEAR UK**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2020**

**5. NET INCOMING RESOURCES FOR THE YEAR**

	<b>Year Ended 31 July 2020 £</b>	<b>Year Ended 31 July 2019 £</b>
This is stated after charging/(crediting):		
Depreciation	20,625	17,024
Operating lease charges – land & buildings	155,903	164,712
Auditors Remuneration	<u>9,340</u>	<u>8,880</u>

**6. STAFF COSTS**

Salaries and Wages	1,327,769	1,409,304
Social Security Costs	120,368	115,850
Pension Costs	45,914	45,681
Redundancy costs	<u>3,699</u>	<u>-</u>
	<u>1,497,750</u>	<u>1,570,835</u>

Employees who received benefits, excluding pension contributions in excess of £60,000 during the current period:

	<b>No.</b>	<b>No.</b>
£60,000 to £70,000	-	1
£70,001 to £80,000	1	2
£89,001 to £100,000	<u>2</u>	<u>-</u>

The average number of employees during the year was as follows: -

	<b>No.</b>	<b>No.</b>
Programme Staff	30	28
Fundraising, Administration and Support	<u>12</u>	<u>12</u>
	<u>42</u>	<u>40</u>

The charity has a defined contribution pension scheme for its employees. Since 1 April 2017 the charity has operated this on an auto enrolment basis. In the current year contributions were paid on behalf of 40 employees (2019:44). As at the year end, £8,545 was outstanding (2019: £8,889).

**7. KEY MANAGEMENT PERSONNEL**

The key management personnel of the Charity are those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any trustee of the entity. For City Year UK they comprise the Trustees and senior management team. The total employee benefits, including employer pension contributions, payable to key management personnel during the year amounted to £323,147 (2019: £267,687). In FY19 several of the key management roles were vacant for a significant period.

**CITY YEAR UK**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2020**

**8. TRUSTEE REMUNERATION AND RELATED PARTY TRANSACTIONS**

None of the Trustees received any remuneration or were reimbursed expenses during the period (2019: none).

The following Trustees also have senior roles with some of the charity's key funders:

Joseph Knoll	-	Managing Director, Towerbrook
Patrick Flaherty	-	Managing Director, Credit Suisse, Global Markets Division
Matthew Davies	-	Managing Director, Bank of America, Treasury Services, Global Banking & Markets

We received donations of £25,000 (2019: £199,988) from TowerBrook, £280,000 (2019: £250,000) from Credit Suisse and £173,822 (2019: £97,576 from Bank of America (Merrill Lynch). There were no amounts due to or from these funders at the year end.

Six trustees also made personal donations to the charity during the year which amounted to £66,778 in total (2019: Six Trustees totalling £48,408).

Trustees, James Balfanz and AnnMaura Connolly are also the President of City Year Inc and Chief Strategy Officer, respectively. City Year UK has an affiliation agreement with City Year Inc. under the terms of which the schools programme operates.

**9. TAXATION**

As a charity City Year UK is exempt from tax on income and gains to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity in the current period.

**10. TANGIBLE FIXED ASSETS – GROUP AND PARENT CHARITY**

	<b>Leasehold improvements</b>	<b>IT Equipment and Software</b>	<b>Furniture and Fittings</b>	<b>Bicycles</b>	<b>Total</b>
	£	£	£		£
<b>Cost</b>					
At 1 August 2019	104,017	50,425	10,085	-	164,527
Additions	-	-	-	460	460
Disposals	(104,017)	(50,425)	(10,085)	-	(164,527)
At 31 July 2020	-	-	-	460	460
<b>Accumulated Depreciation</b>					
At 1 August 2019	89,206	50,425	4,271	-	143,902
Charge for period	14,811	-	5,814	-	20,625
Disposals	(104,017)	(50,425)	(10,085)	-	(164,527)
At 31 July 2019	-	-	-	-	-
<b>Net Book Value</b>					
At 31 July 2020	-	-	-	460	460
At 31 July 2019	14,811	-	5,814	-	20,625

**CITY YEAR UK**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2020**

**11. INVESTMENTS – PARENT CHARITY**

	<b>As at 31 July 2020 £</b>	<b>As at 31 July 2019 £</b>
Investment in unquoted subsidiary undertaking At cost	<u>£1</u>	<u>£1</u>

**12. DEBTORS**

	<b>Group</b>		<b>Parent Charity</b>	
	<b>As at 31 July 2020 £</b>	<b>As at 31 July 2019 £</b>	<b>As at 31 July 2020 £</b>	<b>As at 31 July 2019 £</b>
Due from Group Undertaking	-	-	425	-
Trade Debtors	50,133	1,715	49,413	-
Accrued Income	107,306	10,000	107,306	10,000
Other Debtors	17,203	15,946	17,203	15,945
Prepayments	25,621	32,471	25,621	32,471
	<u>200,263</u>	<u>60,132</u>	<u>199,968</u>	<u>58,416</u>

**13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>Group</b>		<b>Parent Charity</b>	
	<b>As at 31 July 2020 £</b>	<b>As at 31 July 2019 £</b>	<b>As at 31 July 2020 £</b>	<b>As at 31 July 2019 £</b>
Due to Group Undertaking	-	-	-	11,354
Trade Creditors	26,704	49,309	26,704	48,549
Taxes and Social Security	37,535	34,018	37,415	33,572
Other Creditors	8,657	8,889	8,657	8,889
Accruals and Deferred Income	402,069	27,454	401,068	25,054
	<u>474,965</u>	<u>119,670</u>	<u>473,844</u>	<u>127,418</u>

**14. LEASE COMMITMENTS – GROUP AND CHARITY**

At 31 July 2020 the group had the following total commitments under non-cancellable operating leases: -

	<b>As at 31 July 2020</b>		<b>As at 31 July 2019</b>	
	<b>Land &amp; Buildings £</b>	<b>Equipment £</b>	<b>Land &amp; Buildings £</b>	<b>Equipment £</b>
Operating leases expiring, Within one year	18,345	-	158,565	-
between two to five years	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

**CITY YEAR UK**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2020**

Future minimum rentals payable under-non-cancellable operating leases are as follows:

	<b>2020</b>	<b>2019</b>
	£	£
Within one year	18,345	158,565
In two to five years	-	-
	<u>18,345</u>	<u>158,565</u>

**15. MOVEMENTS IN FUNDS – GROUP AND PARENT CHARITY**

	<b>At 1 August 2019</b>	<b>Incoming Resources</b>	<b>Outgoing Resources</b>	<b>Transfers</b>	<b>At 31 July 2020</b>
	£	£	£	£	£
<b>Restricted Funds:</b>					
London	-	128,190	(128,190)	-	-
West Midlands	-	283,644	(283,644)	-	-
Greater Manchester	-	48,590	(48,590)	-	-
Central Costs	-	303,872	(303,872)	-	-
	-	<u>764,296</u>	<u>(764,296)</u>	-	-
<b>Unrestricted funds:</b>					
General Funds					
Parent	285,031	1,910,477	(1,889,327)	5,447	311,628
Subsidiary Group	<u>5,447</u>	<u>1,400</u>	<u>(1,060)</u>	<u>(5,447)</u>	<u>340</u>
	<u>290,478</u>	<u>£,911,877</u>	<u>(1,890,387)</u>	-	<u>311,968</u>
	<u>£290,478</u>	<u>£2,676,173</u>	<u>£(2,654,683)</u>	<u>£-</u>	<u>311,968</u>

**CITY YEAR UK**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2020**

	<b>At 1 August 2018</b>	<b>Incoming Resources</b>	<b>Outgoing Resources</b>	<b>Transfers</b>	<b>At 31 July 2019</b>
	£	£	£	£	£
<b>Restricted Funds:</b>					
London	-	336,898	(336,898)	-	-
West Midlands	-	108,862	(108,862)	-	-
Greater Manchester	-	64,633	(64,633)	-	-
Central Costs	-	35,000	(35,000)	-	-
	-	545,393	(545,393)	-	-
<b>Unrestricted funds:</b>					
General Funds					
Parent	308,746	2,098,286	(2,125,064)	3,063	285,031
Subsidiary	3,064	10,829	(5,383)	(3,063)	5,447
Group	311,810	2,109,115	£2,130,447	-	290,478
	£311,810	£2,654,508	£(2,675,840)	-	£290,478

Restricted funds:

The application of these funds is subject to restrictions imposed by the funders with the grants available being allocated to certain categories of payroll and administration costs or to specific activities or events as specified in the grant agreements.

**16. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	<b>General Funds</b>	<b>Designated Funds</b>	<b>Restricted Funds</b>	<b>Total Funds</b>
	£	£	£	£
Tangible Fixed Assets	461	-	-	461
Net Current Assets	311,507	-	-	311,507
Net Assets at 31 July 2020	311,968	-	-	311,968

For comparative period:

	<b>General Funds</b>	<b>Designated Funds</b>	<b>Restricted Funds</b>	<b>Total Funds</b>
	£	£	£	£
Tangible Fixed Assets	20,625	-	-	20,625
Net Current Assets	269,853	-	-	269,853
Net Assets at 31 July 2019	£290,478	-	-	290,478