FITZROVIA YOUTH IN ACTION

England & Wales · Charity number 1136697

Details

Other names	FYA
Status	Registered
Legal form	Charitable company
Company number	06922343
Registered	2010-07-01
Register	View on the Charity Commission register

Contact

Address	Basement 66-68 Warren Street London W1T 5NZ
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Website	www.fya.org.uk

Activities

Objects: The advancement of education of children and young people by developing individual capabilities, competences, skills and understanding to lead and inspire social action in their communities.We will do this especially, but not exclusively, in and around the London Borough of Camden through; 1. the provision of training in life skills, mental health awareness and healthy exercise 2. the provision of social action programmes, sports activities, creative art activities and other recreational and educational activities as well as through; 3. sharing our knowledge and expertise with organisations both locally and nationally to enable them to develop the skills and competencies required to deliver similar projects so as to fulfil their potential with the confidence and skills to create positive change for themselves, with their peers and within their communities, for the public benefit.

Activities: Fitzrovia Youth in Action (FYA) is a community based youth action project that uses youth work, sports, mentoring and work experience placements to empower children and young people to overcome the barriers they face, fulfill their potential and create positive change in their community.

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Classification

- **How:** Provides Services
- **What:** Education/training, Amateur Sport, Economic/community Development/employment
- **Who:** Children/young People

Geography

- **Area of benefit:** THE LONDON BOROUGH OF CAMDEN AND THE CITY OF WESTMINSTER
- Camden
- City Of Westminster

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,194,684	£1,152,307	£777,848	20
2024-03-31	£1,137,466	£1,021,136	£735,471	18
2023-03-31	£843,017	£879,973	£619,141	18
2022-03-31	£860,224	£780,497	£656,097	17
2021-03-31	£927,174	£710,223	£576,370	17

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Trustees

Name	Role	Appointed
Javier Sajuria	Chair	2024-03-04
Afrin Alam		2022-12-12
Alice Weavers		2019-01-29
Brian Christopher Willmore		2020-10-28
Emmanuella Ngalula Ilunga		2025-12-08
Idriz Adedoja		2023-08-02
Lorna Emma Ponambalum		2020-10-28
Mark David Seaborne		2022-12-12
Marya Arian		2025-12-08
Matthew Springett		2025-12-08
Morette Jackson		2025-12-08
Natalie Speranza		2014-01-13
Patricia Ann MARRON		2017-08-14
Pippa Aspin		2025-12-08
Rosemary Swainston		2020-10-28
Victoria Panormo		2025-12-08

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FITZROVIA YOUTH IN ACTION

England & Wales - Charity number 1136697

Accounts

Fitzrovia Youth in Action Annual Report and Accounts 2024-25



FITZROVIA YOUTH IN ACTION

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Charity no 1136697
Company no 06922343

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REPORT OF THE TRUSTEES

FOR THE YEAR ENDING 31 MARCH 2025

The Trustees are pleased to present their annual director's report together with the consolidated financial statements of the charity and its subsidiary for the year ending 31 March 2025 which are also prepared to meet the requirements for a Director's report and accounts for Companies House purposes.



CHAIRPERSON'S REPORT

This year's annual report is a powerful reflection of what is possible when young people are trusted as leaders, experts, and agents of change. At Fitzrovia Youth in Action, our work is rooted in a peer-led approach that recognises young people's lived experiences, insight, and creativity as essential to identifying problems and shaping solutions. Everything we do is guided by a simple but profound principle: young people are best placed to lead change in their own lives and communities.

Through youth-led, creative, and participatory programmes, young people organised peer-to-peer activities, consultations, awareness campaigns, and events that addressed issues they care about and ensured their voices were heard by peers, professionals, and decision-makers alike. Our extensive network of statutory and community partners plays a crucial role in this work, enabling young people to engage with decision makers at the right moment in strategic planning processes. I am deeply grateful to the many partners who have worked alongside us this year, sharing our commitment to meaningful participation, collaboration, and systems change.

Our reach this year has been exceptional. A record 857 young people took part in youth-led social action, up from 721 the previous year. Across 57 cohorts, participants spent an average of 12 weeks planning and delivering programmes that supported their peers, addressed local challenges, and contributed to wider system change. Many of these young people face significant barriers. Thirty-seven percent were living with challenges such as mental health difficulties, special educational needs, or risk of exclusion. Seventy-seven percent came from global majority backgrounds, and participation reflected a broad gender balance. These figures underline both the scale of our reach and the importance of our work.

The outcomes achieved through this engagement are compelling. Seventy-six percent of participants showed an improvement in mental health and wellbeing, as measured by the validated Short Warwick-Edinburgh Mental Health Wellbeing Scale. Notably, the proportion of young people experiencing low levels of mental health fell from 30% at the start of programmes to just 9% by the end, while those reporting high wellbeing increased from 9% to 23%. Participants began the programme with average wellbeing scores below the national average for 16–24 year-olds and finished well above it. These are not abstract statistics, but meaningful changes in young people's confidence, resilience, and sense of hope.

Alongside wellbeing, young people developed a wide range of skills that will support them well beyond their time with FYA. Through participation, 666 young people gained a total of 1,683 AQA awards, with the vast majority achieving at least one qualification. Evaluation using the Life Effectiveness Questionnaire demonstrates moderate to strong positive impacts on key employability skills, including social confidence, task leadership, and intellectual flexibility. Young people themselves identified practical skills developed through projects, from event management and stewarding to listening and risk assessment, reinforcing the value of experiential, youth-led learning.

This year also brought moments of celebration and visibility. Young people organised and hosted a Youth Action Showcase attended by over 120 guests, including senior local authority leaders, policymakers, funders, and community

partners. The event highlighted the creativity and impact of youth-led programmes across Camden and Westminster, with films and presentations addressing issues such as school attendance, community safety, bullying, and substance misuse. It was a powerful reminder of what happens when young people are given the platform and support they deserve.

While our direct delivery remains focused on Camden and Westminster, we are equally committed to sharing our learning more widely. During the year, we delivered eight masterclasses to professionals from 56 organisations, alongside a Peer Mentoring Train the Trainer programme supporting youth organisations working with global majority young women. By sharing our expertise, we aim to strengthen the wider ecosystem of youth participation and co-production.

I would like to thank our staff team for their dedication, skill, and unwavering belief in young people, and my fellow trustees for their guidance and commitment. Most importantly, I want to thank the young people who continue to inspire us with their leadership, honesty, and determination to create change for themselves and others.

As we look ahead, FYA remains firmly committed to deepening our peer-led approach, strengthening partnerships, and expanding opportunities for young people to shape the decisions that affect their lives. This report offers clear evidence that when young people lead, meaningful change follows.





- **Javier Sajuria -** Chairperson and trustee

OUR PURPOSE

Our Mission

FYA supports young people from in and around Camden and Westminster to lead community action and create positive change for themselves, their peers and their community.

Our Vision

Our vision is a society where children and young people are at the centre of their communities. They feel they belong and are active participants in leading and inspiring community action. Young people will be confidently fulfilling their potential, with the skills to create positive change in their lives, with their peers and within their community.

Our Aims

Overall, FYA acts as a 'social brokerage', bringing together the talent and enthusiasm of young people and the resources and opportunities that the local economy and community can offer. Young people are an asset that FYA seeks to develop, so that they can contribute to the development of other young people and the wider community.

FYA aims to empower young people to make changes for themselves, their peers and their community. The outcomes that we strive for are:

- Increased resilience and wellbeing amongst young people;
- Young people being able to articulate and use their skills to move on into further education, training or employment;
- An increased sense of community belonging amongst young people and local residents who engage with FYA.

FYA'S FRAMEWORK FOR MEASURING SUCCESS

At FYA, we are on a journey to evidence the impact of our work. We believe that, through youth led-action, young people are empowered to create change for themselves, their peers and their community, and we want to be able to evidence this.
Our Theory of Change model provides the structure to help us monitor and evaluate the impact that we are having. As part of this model, we have identified the need underpinning our work, the change we would like to see (our vision) and the activities we believe will help us achieve this change.

At the heart of our work is the assumption, based on experience and existing evidence, that youth led community action can lead to the following outcomes:

- Increased resilience and wellbeing for young people;
- A sense of belonging to a community; and
- The development of skills and confidence that can help young people thrive as they move on to further education or employment.

These three outcomes are the primary areas against which we aim to measure the impact of our youth led social action.

Our monitoring and evaluation framework is based on using validated tools. Our framework and standard of evidence have been accredited by the Centre for Youth Impact with 'Project Oracle Level 2' validation.
Our current monitoring and evaluation framework has three elements: pre and post programme questionnaires, qualitative feedback (focus groups, session feedback, case studies and individual follow-up interviews three months later) and programme peer reviews led by FYA young Ambassadors.

We use two **validated questionnaires: An adapted Life Effectiveness Questionnaire, and the Short Warwick Edinburgh Mental Wellbeing Scale** as pre and post programme evaluation questionnaires.
These questionnaires help us to measure specifically:

- **Wellbeing**
- **Self-confidence**
- **Social competence**
- **Sense of community belonging**
- **Intellectual flexibility**
- **Task leadership**

MAIN ACTIVITIES OF THE CHARITY

Numbers involved in FYA activities in 2024-25

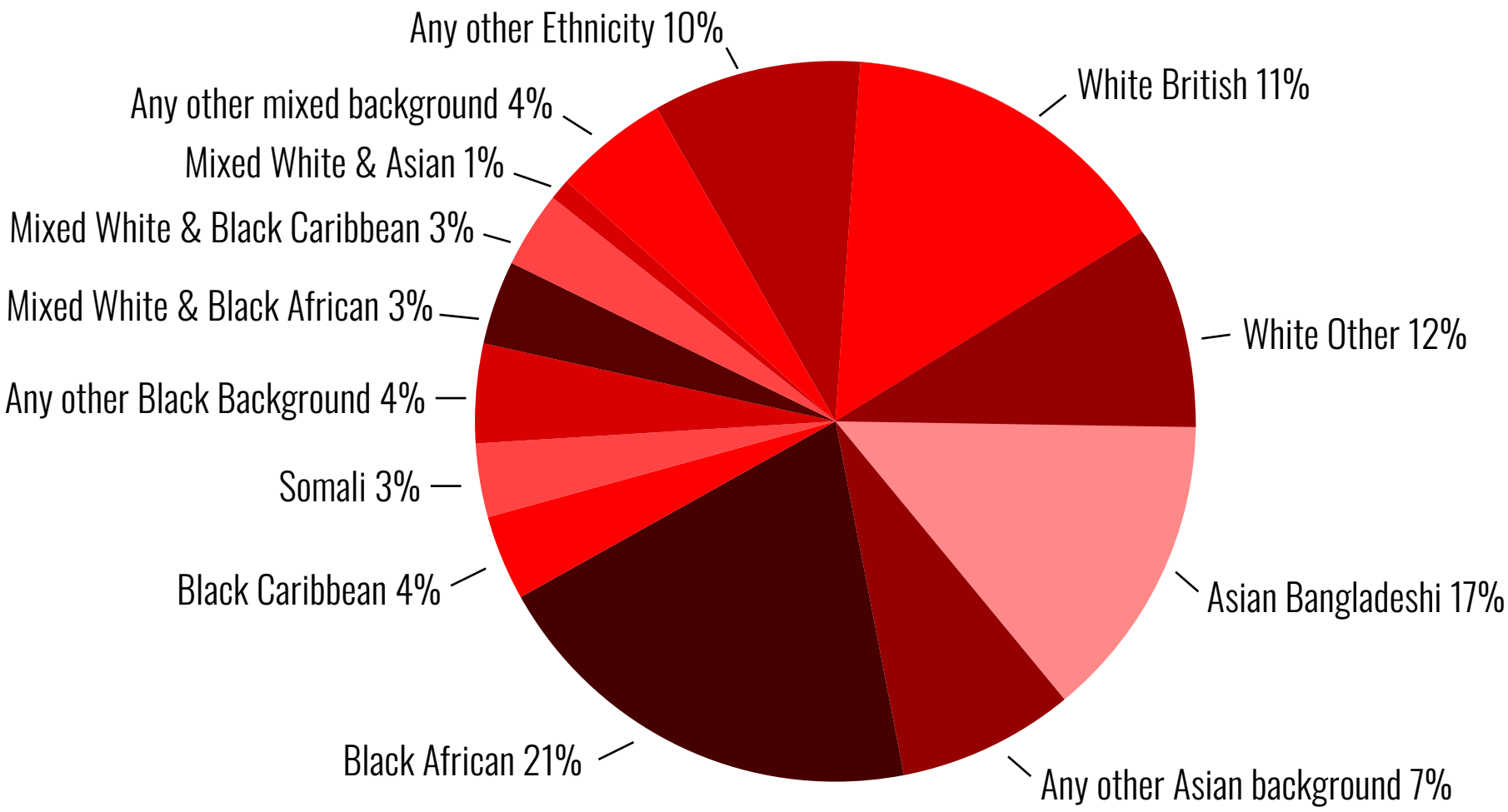
In total, FYA worked directly with 1110 young people in 2024-25, 857 of whom organised and delivered youth social action programmes across 57 cohorts of young people.

Out of the 857 youth action participants, one third (37%) experienced disadvantages such as mental health problems, special educational needs, at risk of exclusion, having refugee status, among others.

Our peer educators delivered workshops to over 960 other young people. Over 2000 people from the wider community attended the community events run by our young people. A summary of the number of people involved by type of activity is provided in the table below.

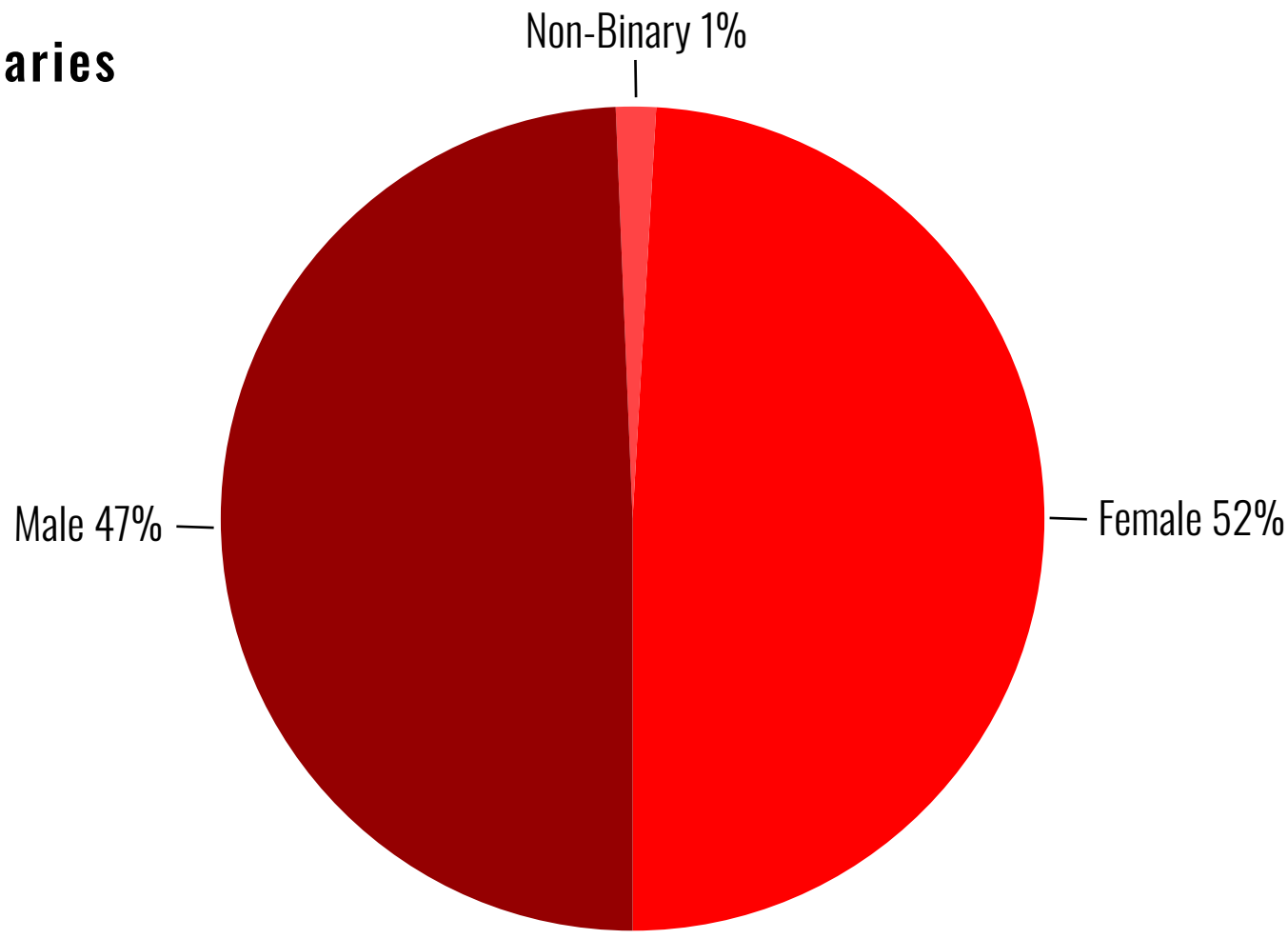
Programme Strand	Programme Type	Young people engaged during 2023-24	Young people engaged during 2024-25	
Engagement (Individuals who attended 5x or more)	**Drop-in (CYC)** **Football** **Social Prescribing** **Warren Weekly**	57 114 69	37 82 66 68	
Total Engagement		**240**	**253**	
				Number of cohorts in 2024-25
Youth Action (IN BRACKETS: indirect beneficiaries – eg no. of individuals engaged by our volunteers, either yp attending awareness workshops delivered by our PEs or attendees of our events)	**Peer Education**	113 (1034)	167 (960)	12
	Peer Mentoring (mental health)	467	510 (48)	31
	Youth-led community events (e.g., street parties, festivals, community dinners)	32 (2000+)	48 (2000+)	4
	Regent's Park Champions (young people)	28	29	2
	Ampthill Champions	-	52	4
	Youth Action Teams Programme	70	28	3
	Young Ambassadors	11	23	1
Total Youth Action		**721**	**857**	**57 cohorts**
TOTAL		**961**	**1110**	

Graph 1; FYA beneficiaries by ethnicity 2024-25



37% of youth action participants were living with mental health problems, special educational needs, being at risk of exclusion, having refugee status, or other challenges.

Graph 2; FYA beneficiaries by gender 2024-25



SUMMARY OF ENGAGEMENT ACTIVITIES

COMMUNITY BUILDING

For many young people, the first step towards community engagement is having opportunities to come together to form positive relationships with their peers and become exposed to our culture of youth leadership.

Drop-ins and sport

Members can join FYA from a young age by becoming involved in weekly sessions we operate for different age group inside sports pitches in Regents Park Estate and Fitzrovia, as well as in indoor activity spaces located next to the play areas.

Cumberland Youth Club



A weekly drop-in session took place in the H-Pod community space, in the Regent's Park Estate. Sessions centred around healthy living themes, with regular well-being workshops and healthy cooking sessions being delivered. Each session also has outdoor activities (weather dependent) such as football, basketball, rounders, competitions & relays, and other games. The programme of indoor activities includes a variety of activities such as table tennis, table football, group activities, board games, and more.

> "Being part of football and the healthy living sessions gives me two fun things in my week – I get to see the staff and the coaches, I get to see my friends and its fun and helps me not get too stressed."

Girls' Club



The Girls Club provides a supportive and creative space for young women to come together through activities and peer support. Young women plan different activities each week to develop their social skills and support wellbeing. The group helped reduce loneliness through supporting each other through challenges and planning events together, including Christmas and Eid/Iftar celebrations. Older members were trained as peer mentors to support new young people integrate into the group as more referrals came through.

> "I like that we do so many different things and challenges. I also really like doing the art and craft activities. It helps me feel calm and its nice to chat with everyone and hear how they are and check in for wellbeing."

Warren Weekly

In consultation with FYA's Young Ambassadors, we launched a new weekly drop-in session in the Warren Centre, right next to our Warren Sports Pitch. The aim of the drop-in is to connect young people who use the sports pitch with a dedicated space where they could feel a strong sense of belonging, enjoy positive social interactions with other young people and FYA staff. Engaging activities on offer include music sessions, cooking classes, games, and interactive workshops.



> "I really do think this club is really important for our younger ones to feel safe here and that we are part of helping them to do that – it's important to us that they don't feel intimidated to spend time here and can come to us if they need anything."

Football and other sports



Six weekly coaching sessions were held on the Warren Sports Pitch in Fitzrovia and on the Cumberland Market Pitch in the Regent's Park Estate. Weekly sessions were held for the Under 10s, Under 11s, Under 12s, Under 13s and Under 16s, as well as separate Girls Under 13s sessions. The Under 10s and Under 12s teams played every Saturday in the Camden and Regent's Park Youth League.

> We are so grateful to FYA. Being part of the football club has been transformational and has helped our son to be more resilient and meet members of his community. I know how much he looks up to you all and I am so appreciative of the mentorship he receives. You really do change and improve lives. I have also noticed how the team are so supportive of each other during the highs and lows. I've noticed that bond is not present in some of the other teams we've played. It's often not been about the result but those little moments of magic that happen during the games. **Parent**

187 young people aged between 6 - 18 attended drop-in and sports sessions for more than 5 times during 2024-25. 11 is the most popular age range; 82% of attendees were young men, and 18% were young women

Social Prescribing

We are partners in a London Borough of Camden programme which tests out different approaches to social prescribing for young people.

We employ a peer link worker who helps young people participate in activities and support which they would otherwise not be able to access. Our peer link worker does outreach work and holds 1-2-1 meetings with the young person to find out their interests and needs, as well as providing encouragement and practical support to help the individual sign up for beneficial activities.

Our social prescribing model offers young people in need who participate in social action programmes additional 1-2-1 support, as well as supporting individuals to participate in group work where young people offer peer support and encourage each other to take up beneficial activities.

SOCIAL PRESCRIBING CASE STUDIES

Abdullah



“When I first arrived in the UK from Ghana two years ago, I was overwhelmed with sadness. I didn’t know anyone, and I felt completely lost, missing my friends and family. Depression took over, and I didn’t know how to find my place in this new world.

Everything changed when I was introduced to social prescribing. The support started with one-on-one sessions, where I could open up about how I was feeling. Slowly, I began to feel understood. After a while, I was invited to join a group of people who, like me, were struggling to feel part of this new society. Together, we worked on planning a street party for the community. That was a turning point for me. I finally felt part of something bigger and more connected. Through the social prescribing programme, I was also helped to enrol in college, which gave me a new sense of purpose. On top of that, I was given access to tutoring services that boosted my confidence and helped me succeed academically. Thanks to this support, I now feel more like myself again—part of a community, not just a stranger in a new place.”

Farhan

“Before I joined the programme, I had been out of school and was really struggling socially. I did not have many people to talk to and I felt lonely. Working with a social prescriber really helped me to start to feel more confident to join the wider programmes at FYA. This summer has been a period for me to remember. I have been involved with the school attendance programme, helped organise the Warren Cup, and took part in many fun trips. This experience had been so amazing that I brought eight new friends from my new school to join FYA.”



66 young people aged between 12-25 attended the programme during 2024-25. The most popular age range was 18; 70% of attendees were young men, 30% were young women.

SUMMARY OF YOUTH SOCIAL ACTION ACTIVITIES

PEER SUPPORT

Young people are more likely to turn to other young people for advice and support than approach a parent, teacher or any other professional. At FYA, we have co-produced fun and creative peer support programmes where young people take the lead in offering each other advice and support.

Peer Education Programme

The peer education programme works with young people to identify issues that they feel are having a negative impact on them and their community. Young people participate in training and decide which issues they would like to address. They then explore their chosen topic and decide on the message(s) they want to put out to others. They are then supported to work up their message and create an awareness campaign. As part of this, they create a short film which becomes the centrepiece for awareness workshops they deliver to other young people at youth clubs, schools and other agencies.

Young people ran awareness campaigns around support for YP with additional learning needs, living with schizophrenia, family pressure, AI, bullying, school attendance, cost of living, coping with stress, understanding mental health and how to support others.

EXAMPLES OF PEER EDUCATION

School Attendance



Camden has one of the highest rates of school non-attendance in London. Working in partnership with a Camden Learning school attendance initiative, we supported young people from five schools and one youth project to explore the different reasons behind poor school attendance.

They identified gaming, bullying, mental health, lack of support, family problems, and screen time as significant contributing factors. At the beginning of the project, the organising group received mental health training to build a shared foundation of understanding around wellbeing and emotional resilience. They then broke into smaller groups to explore these topics in more depth, drawing on their own experiences and insights.

Supported by filmmakers and youth workers, the collective core group scripted, storyboarded, and produced two animation films designed to address the key issues affecting attendance in a creative and relatable way. The young people then took these films into their schools and youth spaces, where they delivered peer-led workshops, using the animations to spark discussion, raise awareness, and encourage positive conversations and support among their peers.

> This summer, I got involved with FYA through their peer education project. It's been a great experience—I've developed valuable skills, received help improving my CV, practiced for job interviews, and even got connected with job opportunities that match my interests. The team has also supported me by acting as a reference.

Accessing Higher Education

We worked in partnership with Somali Youth Development Resource Centre (SYDRC) to support an organising group who wanted to focus on the effects of rising university fees and increasing living costs on young people's futures.



Their campaign film highlighted the barriers many face in accessing higher education and the financial pressures that influence aspirations and decision-making. The film and workshop they created aimed to raise awareness, encourage meaningful discussion about educational inequality, and empower young people to think critically about how these challenges shape their opportunities and dreams.

Through shared learning and mentorship, participating young people developed practical filmmaking skills while strengthening their confidence, sense of identity, and connection to community. The project stands as a strong example of the value of this collaboration and the lasting impact it had on those involved.

Employment and Mental Health



In partnership with Capital City College, we helped a group of students who chose to focus their project on the relationship between employment and mental health, with a particular emphasis on schizophrenia.

Through their mental health training, the group developed a deeper understanding of what it means to live with schizophrenia and learned how to be more informed, empathetic, and supportive toward individuals affected by the condition.

This project presented a unique and refreshing concept that we had not previously explored in depth. The group's lived experience and strong understanding of schizophrenia introduced new ideas and perspectives, which greatly enriched the project. This insight contributed to the creation of an informative and impactful film that raised awareness while encouraging empathy.

The film tells the story of a young man struggling with inner voices as he navigates life on the streets. Determined to escape homelessness, he faces the daunting challenge of attending an important job interview. Throughout the film, he battles his own mind and circumstances, ultimately discovering resilience and inner strength.

> "I've always been seen as the 'difficult' one in school and even at home. My behaviour has often gotten me into trouble because I struggle with anger and frustration. But deep down, I knew I had ideas and creativity that I wanted to express. The staff didn't judge me for my past behaviour—they worked with me, listening to my ideas and encouraging me to participate. I was even given a role in the film, which helped me believe in myself. I learned how to express my emotions through acting and gained a lot of confidence. Now, I feel proud of myself and am excited to keep exploring what I can do."

> "I enjoyed learning new ways of interacting with other young people in a workshop setting. I've learnt so much about mental health as this was not something I cared much about before. Now, I am aware that I need to take care of my mental health like I would take care of my physical health. All the different skills that I have gained can now be mentioned on my CV."

In 2024-25, we supported 167 peer educators across 12 cohorts. They created 14 films and delivered awareness workshops to 960 young people. 14-18 was the most popular age range; 58% of attendees were young men; 37% were young women, 5% were non-binary.

Peer Mentoring Programme

Our Peer Mentoring Programme offers a space for young people to come together to access and provide peer support to one another through group work, one-to-one activities and discussions. The programme has been co-produced with young people and Mind in Camden and the Tavistock & Portman NHS Foundation Trust. The core programme content has been informed by evidence-based models including the '5 ways to Wellbeing' and 'Resilience Framework'.

We offer different models of peer mentoring to schools and youth organisations and we work with them to identify the best option for their young people. We encourage a mutual aid approach, where young people take turns to mentor each other, as we know the act of supporting others can be especially beneficial. Together, young people and our partners develop themes for participants to explore that form a semi-structure to the programme. We deliver accredited training for peer mentors to complete prior to delivering mentoring sessions.

EXAMPLES OF PEER MENTORING

Body Image Peer Support



In partnership with St Marylebone Girls School in Westminster, we supported a group of Year 10 young women.

The focus of the project was to train students as peer mentors to safely support each other with issues they might be facing and create an awareness campaign to signpost peers for further support. Many in the group were struggling with issues linked to disordered eating/poor self-esteem/low sense of body image/peer pressure and perfectionism.

Students agreed to focus their campaign on body image to help each other and educate fellow students on issues surrounding the subject.

The organising group completed AQA accredited training, learning about basic mental health awareness, including signposting to where to get help for mental health with a focus on eating disorders, communication skills, boundaries and confidentiality. They then went on to create their own mentoring sessions. 21 students met weekly over 12 weeks including a whole day of filming to create short films, social media content. The group also organised and delivered an assembly with workshops for their peers, raising awareness of body image related issues and the impact on self-esteem and mental health.

> "From these sessions, I learned to have a more positive outlook on my body and how to improve my confidence and learning about where my confidence stemmed from. We cultivated a really safe space to talk about what we struggled with."

> I've learned that beauty isn't about societal standards, it's about embracing who I am and what makes me unique. I never imagined I'd feel so confident and proud of myself. This programme helped me realise that I am more than just what I look like – it's about how I feel and how I treat others.

Group and 1-1 Peer Mentoring



FYA delivered a 2-stage peer mentoring programme with a group of Haverstock School students in years 10 and 8. The year 10 students participated after being identified by the school as being a group that could benefit from increasing their self-esteem and having a few friendship/clique/issues within their year group. The training supported students to learn new skills on how to best support themselves and their peers with looking after their mental health and how to help others.

Students were particularly passionate about the training on mental health and exploring wellbeing including many issues surrounding it for young people in what they are facing today. After the training the peer mentors decided to design and deliver group mentoring workshops on "The teenage experience"; "Body dysmorphia"; "Mental health illness"; "Being comfortable with yourself"; and "Relationships", all with key messages on supporting themselves.

After the group mentoring was completed, the mentors went on to run weekly 1-1 sessions with year 8 students providing peer to peer support, with many mentees reporting an increase in confidence, being listened to and problem solving as positive outcomes from the experience.

> My experience with FYA has been positive. I have always been heard and I feel like everyone has been given a chance to share their thoughts on what affects attendance [school attendance project]. I learned how to mentor and understand more reasons people might not be coming in and how to be a more empathetic person. Young people find it easier to relate to someone their own age.

> I'd encourage others it allows you to have a safe forum to discuss mental health.

> My mood would change from the beginning of the sessions to after as it was really fun having discussions with people about these topics.

Youth Homelessness and School Exclusion

Coram approached FYA to run a peer support programme with young people with lived experience of homelessness and/or school exclusions. A cohort came together to share their experiences, gain peer to peer support from other and educate themselves on their rights and how to access further support and information about the challenges they were facing.

After the peer mentoring training was completed, which involved several insightful and thought-provoking discussions about the impact that homelessness and school issues had on their mental health, participants came together to work on developing their own mentoring sessions for each other. The peer mentoring sessions comprised of tips on what helped each person cope with their circumstances and what they wish they knew at the time. Practical suggestions were shared such as what young people could do if they find themselves facing issues in the education system and or their housing situation and also messages of empowerment and hope.

Peer mentors shared their lived experiences and stories of resilience which gave others inspiration and motivation to try and find solutions for their own issues. The vulnerability each participant shared helped another to open up and not feel the stigma often attached to their challenges but relief that they were not alone.

> "I would definitely encourage these workshops for other students. We learned many new things about confidence and mental health, and how to support these things."

> "I learned about mental health and how to communicate my boundaries better, as well as respecting others."



In 2024-25, we delivered the Peer Mentoring Programme to 31 cohorts in numerous schools and youth agencies. In total, 510 young people participated as mentors and/or were active in peer support groups. 80% were young women, 19% were young men and 1% were non-binary. Their ages ranged from 11 to 24, with 14-18 being the most popular age group.

PLACE BASED SOCIAL ACTION

Young people are often viewed as troublemakers, yet most young people care about their environment and are often most affected when it comes to issues like community safety. Our place-based social action programmes offer young people the opportunity to be the driving force around bringing the community together and making local improvements.

Youth-led Community Events

FYA runs a youth leadership programme in which groups of young people are supported to organise and deliver one large community event per group. Young people plan and deliver all aspects of the event. They host on stage, help set up, decorate and pack away, organise food, entertainment, customer service and all aspects of stewarding. They complete 'customer service' training to ensure their guests have a great time. Six large events were organised. This included the Warren Cup, a sports tournament in which participants compete in football as well as take part in peer education workshops inside our cinema tent, a street party, community dinners to celebrate Christmas and the breaking of the fast during Ramadan (Iftar), as well as the Regents Roots festival we organise together with Old Diorama Arts Centre, and a Youth Action Showcase.

In addition to the 48 youth steering group members who organised these events, we also had a further 103 young people volunteer on the day of the events.

EXAMPLES OF YOUTH-LED COMMUNITY EVENTS

Youth Action Showcase



Young people organised and hosted a Youth Action Showcase, presenting a wide range of our most exciting youth action programmes and celebrating our fantastic partnerships with many local organisations to over 120 guests including senior Local Authority decision makers, policy makers, funders and supporters. The annual showcase celebrates the hard work of our youth social action volunteers across Camden and Westminster and how their programmes impacted themselves, their peers and their communities. The event screened films created by young people and heard presentations from other groups relating to their work on themes such as school attendance, youth and community safety, bullying and substance misuse.

> "A powerful youth led event where young people took the stage to address tough topics like bullying and exploitation. The scale and impact of the social action work was truly inspiring, showing not only their dedication but also the strength of their voices in creating real change. Proud to witness such resilience, creativity and commitment to making a difference. **Showcase Attendee**"

> Great performances, challenging and topical video content, tasty food and a community and its supporters all together in one space. Not many develop and platform young people as well as FYA! **Showcase Attendee**

> I really loved doing showcase. It felt like such an important event, really celebrating what we all do throughout the year. It felt great to stand and share about what we are all so proud of doing. I really gained confidence in public speaking too."
> **Showcase presenter and steward**

Fitzrovia Street Party



Every year young people organise a street party for residents who live around the Warren Sports Pitch, and wider community. They set up dining tables in the road for guests to enjoy a community dinner while watching youth performances on stage throughout. Over 400 residents took part. Young people delivered all aspects of the event from performing and hosting on stage, to serving food and managing a wide range of activity stations. They created poster designs, designed the stewards' t-shirts, researched activities they wanted to include, undertook health and safety risk assessments and physically delivered flyers and posters in the local area to promote the event. The steering group also conducted the steward and staff briefing along with health and safety notices for residents.

> Thank you to the young people - I have a disability, and one young man made sure we were ok, went and collected our food for us and checked on us all day.
> **Street Party Attendee**

> The young people were so pleasant and respectful, it felt as though the community was restored by the young people's smile. **Street Party Attendee**

> I was quite nervous as I didn't really know anyone when I came to volunteer, but it was amazing – the staff and stewards welcomed me, acted like I had been part of FYA forever. I learnt so much about customer service working on the catering area.
> **Young steward at Street Party**

Christmas Community Dinner



Young people organised and hosted the annual Christmas Community Dinner. Over 150 guests joined for an afternoon of entertainment, games and delicious roast dinner, served at tables by our young stewards. The (free) event is hugely popular with local residents from all backgrounds, especially with older people, and is 'sold out' within days of tickets becoming available. The most popular activity, for families attending, young people and older people alike, was Bingo. Young people worked hard for months to organise the event, designing the promotional materials, selecting the activities and entertainment, and deciding on layout and decorations.

> This event really made me feel more connected to the community. It was wonderful to see such talent and what a great atmosphere. Christmas Attendee

> I love this event every year – thank you all for your hard work. I met new people today and felt really part of something. **Christmas Attendee**

> Before the event, it didn't quite feel real as we are researching and designing, but the day we went out with the leaflets made it real. I have gained so many skills as part of this project and felt really proud on event day. We did that.
> **Christmas Youth Event Manager**

Community Champions

The Regent's Park Community Champions programme is a hyper-local, participant-led engagement programme through which young people from the Regents Park Estate work alongside adult residents to address critical issues through social action and co-produced system change, in collaboration with a strong local network of community organisations, local authorities, and businesses.

Our Community Champions carry out local consultations, devise their own programmes to lead change, create strong local networks, co-produce improved services, and deliver activities which improve the environment, increase cohesion, and bring the community together. Champions helped organise the Regents Roots Festival as well as an Iftar gathering bringing together hundreds of residents. They also organised community safety projects and helped design and build a meanwhile use park.

During 2024/25 we expanded the programme into the neighbouring Ampthill Estate, supporting young people to establish needs in the community and work with other local organisations to plan social action programmes to create a stronger community in and around the estate. We started a drop-in for young people to shape activities they would like to see happen. The Ampthill Champions then went on to organise a consultation among residents and worked in partnership with Camden Detached Team to create a film about racism and islamophobia and concerns about riots spreading across the city in Summer 2024.

Below are some of the highlighted Champions' projects.

EXAMPLES OF COMMUNITY CHAMPIONS PROJECTS

Young Placemakers



Working in partnership with Matt + Fiona, LDA Design, HS2 and Mace Dragados Joint Venture, 18 young people were part of designing and building a new structure in a meanwhile use park. Initially, the Young Placemakers engaged 80 young people and their families at a fun day they organised and others at our Open Iftar event, to share their ideas for playable landscapes. The group then draw themes from and visited other meanwhile use parks for inspiration. After design sessions and construction skills training, they helped build 'Reflect,' a multifunctional tall metal pavilion visible from the street, with mirrors and colourful panels, cut, sawn, painted and drilled by the young people, designed to playfully integrate the landscape of the new garden, with a dance space, seating area and a screen that can be projected onto.

Regents Roots Festival

Together with Old Diorama Arts Centre, we supported residents to organise the annual Regents Park Estate summer festival. Over 1200 residents joined us for a packed programme of arts, dance, inflatable activities, and musical performances. As part of the festival, residents were also supported to run art and craft, henna and face painting stalls, and young people volunteered alongside adult residents to steward the event.



Ampthill Community Researchers



Young people who live, attend school or spend time in or around Ampthill estate came up with questions they were interested in finding out about the estate, specifically around safety, green space use and things people would like to get involved in/see on the estate. After completing training, the group started their door-to-door research on the estate. Results from the research will be shared with Camden Council, Ampthill TRA, local police and other interested local partners and will be used to inform future activities on the estate.

Early results indicate recommendations for more youth activities, including sports sessions, community events and activities to promote wellbeing.

> "The Ampthill Community Research is important, there are lots of children here who want to have more to do and feel safe and this can give us more steer of what people actually want to take part in. I have lived here for a long time and have been part of previous FYA project, so I am really glad to have been part of it on my own estate."

SYSTEM CHANGE

Young people's voices are often not heard, they are rarely consulted, and seldom involved in the shaping and delivering of services. At FYA, we support young people to draw on their expertise and lived experience to communicate their views and ideas about how improvements can be made.

Youth Action Teams

Young people are supported to organise peer to peer activities, consultations, campaigns, and events to ensure their voices and ideas are heard. Key to the programme is the engagement of service providers and strategists who are committed to work with young people in finding youth-led solutions to improve the quality and access of services.

We have already described in previous pages how our Young Guardians trained over 90 professionals to help them become active bystanders when witnessing conflict, or how our Young Urban Designers fed back the views of over 60 other young people into a local authority planning programme. Two other YAT programmes are highlighted below.

EXAMPLES OF SYSTEM CHANGE PROJECTS

Violence Against Girls and Young Women



In partnership with the London Borough of Camden's Detached Youth Team, we supported an organising group of young women to help plan and deliver a Youth Assembly which had violence against girls and young women as its central theme.

The group analysed recent local research data with young people on this subject and used this to inform workshops they delivered at the Assembly, which was attended by over 80 young people. The group presented 15 key recommendations to the Assembly and through the workshops they facilitated, helped participants reflect and prioritise which of these should become the top 5 recommendations for strategists to consider.

Following the Assembly, the group presented their recommendations and engaged with Camden's VAGW Strategy team, Community Safety Partnerships, and Children's Participation teams, as well as with officials from Transport for London, as some of their findings were directly linked to transport.

Young Guardians



Last year the group developed a training workshop and materials to help professionals and community members be active bystanders when witnessing conflict. They delivered training to over 90 professionals and community members, which continued into this year. Working with Camden Council's Detached Youth Team and Communications Team, the Guardians co-produced a poster campaign 'Keeping Our Community Safe' that featured on bus stops across the borough and featured on Camden Rise, the youth dedicated council website, to enable residents of all ages to access safety resources and films. The group also created a new film in partnership with Camden's FWD Substance Misuse and Detached Youth Teams, exploring exploitation and substance misuse. The film was shown to a range of Camden staff teams and shared across rail stations across the county as part of Safeguarding Day with Railway Children's Charity, Avanti West Coast, British Transport Police and Network Rail. The film was screened in Euston Station, with Young Guardians raising awareness for young people's safety on public transport and exploitation. The film also came joint first place in Camden's Youth Celebration Week Multimedia Competition!

> "There isn't another programme like Young Guardians I don't think. We get to create events, make films, do photography, get training – there's loads we get to do! We have learnt a lot but more importantly we see the difference it makes for our friends, our neighbours and the community. I am really excited by the work around community safety and getting to hopefully work with the police more closely and even train them in our workshop!"

CAMHS to Community



In partnership with the Tavistock and Portman NHS Foundation Trust, we supported a second group of young people who have exited CAMHS to explore how CAMHS might be enriched by offering peer support alongside clinical support, and what such a service should look like.

Young people engaged in group peer support as well as 1-1 peer mentoring with alumni 'CAMHS to Community' young people who completed a previous cohort returning in a paid supporting capacity. participants learned how to support themselves and their peers, engage in meaningful activities, discussions, play games, learn new skills and healthy coping strategies.

Part of the programme involved the young people holding a pop-up event at the Tavistock service and engaging other young people, parents and clinicians. Young people also attended events to give talks to clinicians on the power of peer support and share their own account of their time in the group. Young people presented their film 'CAMHS to Community' and gave presentations at an NHS board meeting, an iTHRIVE event and also at our FYA showcase event.

> "Participating in the FYA 'CAMHS to Community' project was an opportunity that I'll never forget. It has allowed me to speak on issues that are so stigmatised and advocate for young people who are experiencing difficulties. I hope that in the future, young people who attend this group make the most out of it as it is an experience to cherish and not miss out on - exiting CAMHS is hard as a young person who experiences low mood and other negative emotions that come with it."

Young Ambassadors

Our Ambassadors are 'alumni' young people who have completed at least two youth action projects with FYA. They are trained and supported to represent the voices of service users and help the organisation to plan and make decisions. 23 Ambassadors worked with trustees and staff in formulating our new strategic plan for 2025-28, ensuring that the programmes remain youth led and respond to participant feedback as part of continuous improvement and development. They also participated in workshops with staff and other young people to explore the 'Fitzrovia Model', helping the organisation to reflect on its participatory approach and how we can strengthen and develop this further.

Our Ambassadors represented FYA at a number of external events. They formed a youth interview panel as part of a staff recruitment round. They helped recruit young people into FYA and joined the first sessions of new youth action cohorts to share their own experiences to inspire and motivate new members. Outgoing Ambassadors also trained the incoming cohort just before completing their tenure.



"I have loved being both an ambassador and now Ambassador mentor. FYA has been such a big part of my life. I have gained so many skills in decision making, how to adapt in different professional situations and how to support other young people developing their leadership and other skills. I am still unsure what I want to do as a career, but these experiences being on my CV will be great whatever I choose."

"I was not sure if I could be an Ambassador but I am so glad I have. I didn't think I was confident enough, but as a team we are really strong. I have gained lots of skills and made lots of friends."

"Being an Ambassador has been really great. I have had so many opportunities because of this. I really enjoyed being on the interview panel – it was so interesting to see it from that side of the table and how much I can improve my own interviews for future. It was really eye opening to understand the process for recruitment too. It has also made me want to work for FYA!"

> Being an Ambassador has been such a highlight for me. I have loved working with so many people I didn't know before, all who are passionate about what we do. The FYA Showcase has been a big highlight seeing so many of us stand and speak to such powerful people about how important our work has been to us. I also love that I still get to perform and I have been part of a peer support music group too.

180 young people were engaged in leading a total of 14 place-based social action and/or system change social action cohorts over 2024-25. They were aged 7-24, with 14 being the most popular age; 48% were young women and 52% were young men.

SHARING THE LEARNING

While our direct delivery with young people is focussed on partnership work within the London Borough of Camden and City of Westminster, we share our learning with professionals from inside and outside these areas.

Masterclasses



We deliver a four-part Masterclass series on topics young people have highlighted as key factors that encouraged their continuous engagement with us.

The masterclasses are aimed at professionals who work with young people and young adults in any capacity. All the Masterclasses have been co-produced with young people that access our services. They are a great way to gain knowledge on what the young people find effective, as find out about the engagement and participation methods and tools which we have co-produced with young people over the years.

The masterclasses we offer are:

- Facilitation Foundations
- Youth At The Heart From The Start
- From Participation to Facilitation
- Building the Boundaries

We delivered 8 masterclasses in 2024-2025, which were attended by 79 professionals from 56 organisations.

> "The masterclass provided me with frameworks and ideas I can adapt and implement myself. I gained strong understanding and knowledge about facilitating youth led work and have lots of ideas about how I can encourage young people to facilitate too when I go back to the team. Thank you so much!"

> "I loved the structure of the session and the clarity of the slides. They felt like prompts to deepen the discussion. The communal knowledge sharing was most helpful and it was so wonderful to listen to such an array of experience and expertise in the room. Thank you for offering this it was so inspiring and thought provoking."

Train The Trainer



We also delivered our Peer Mentoring Train the Trainer (TTT) programme to other organisations who would like to facilitate peer mentoring in their venues. This included training professionals from 10 youth organisations working with global majority young women as part of London Youth's 'Good for Girls' programme. Apart from training staff on how to deliver peer mentoring, we also directly trained 46 young women as peer mentors.

> "I would recommend this training to others as it was useful with a good balance of practical and theoretical learning. Hearing the success stories of different models from the experience of FYA was most beneficial as we could see how we could make a difference to our mentors and mentees, the impact scale and learning how to embed the training, especially with boundaries was most helpful!"

> "This training was high level for considerations for all aspects setting up a peer mentoring programme. There was specific attention to how best to equip and support the young people which is why I would recommend it to other professionals. Learning about the mutual aid approach and implementation was most beneficial. Thank you FYA for your time and energy supporting us through the training!"

THE DIFFERENCE THAT OUR YOUTH ACTION PROGRAMMES HAVE MADE

Number of people participating in FYA's youth action activities

857 young people were involved in planning and delivering youth action programmes in 2024-25. Our youth social action programmes typically last for around 12 weeks.

Just under 1000 young people took part in peer education workshops delivered by our young volunteers. Over 2000 people from the wider community attended community events organised by our young people.

Towards the end of their youth action projects, participants take part in workshops where they identify the skills that they gained during the programme and learn how to articulate these in CVs, interviews and applications.

Our evaluation, based on validated tools, showed that that our young volunteers reported significant increase in their well-being, life skills and their sense of community belonging.

Our validated monitoring and evaluation tools show that that participants in our social action programmes have achieved the following outcomes:

- **Increased Resilience and Wellbeing** – young people report increased confidence, positive relationships with peers and higher self-esteem;
- **Greater Sense of Belonging** – young people feel more connected to their community;
- **Increased Skills and Experience** – young people can articulate and use their skills to move on into further education, training, or employment.



Mental health and wellbeing

562 youth action participants (63% of total) completed the validated Short Warwick-Edinburgh Mental Health Wellbeing Scale (SWEMHWBS) surveys. Analysis of baseline and exit surveys demonstrates that significant increases were achieved in all the seven factors measured, as the graphs on these pages show.

Overall, 76% of participants showed an improvement in their mental health and wellbeing. According to the SWEMWBS, 70% of young people improved their wellbeing score by more than 1 point which, according to the scale, reflects the change was likely to be important to them. The evaluation data also shows participation in youth social action decreased 'low levels', and increased 'high levels', of mental health.

Results also show that, prior to the programme, participants' average wellbeing score was 1.3 points below the national average. Post-programme mean score was 1.7 points above the national average.

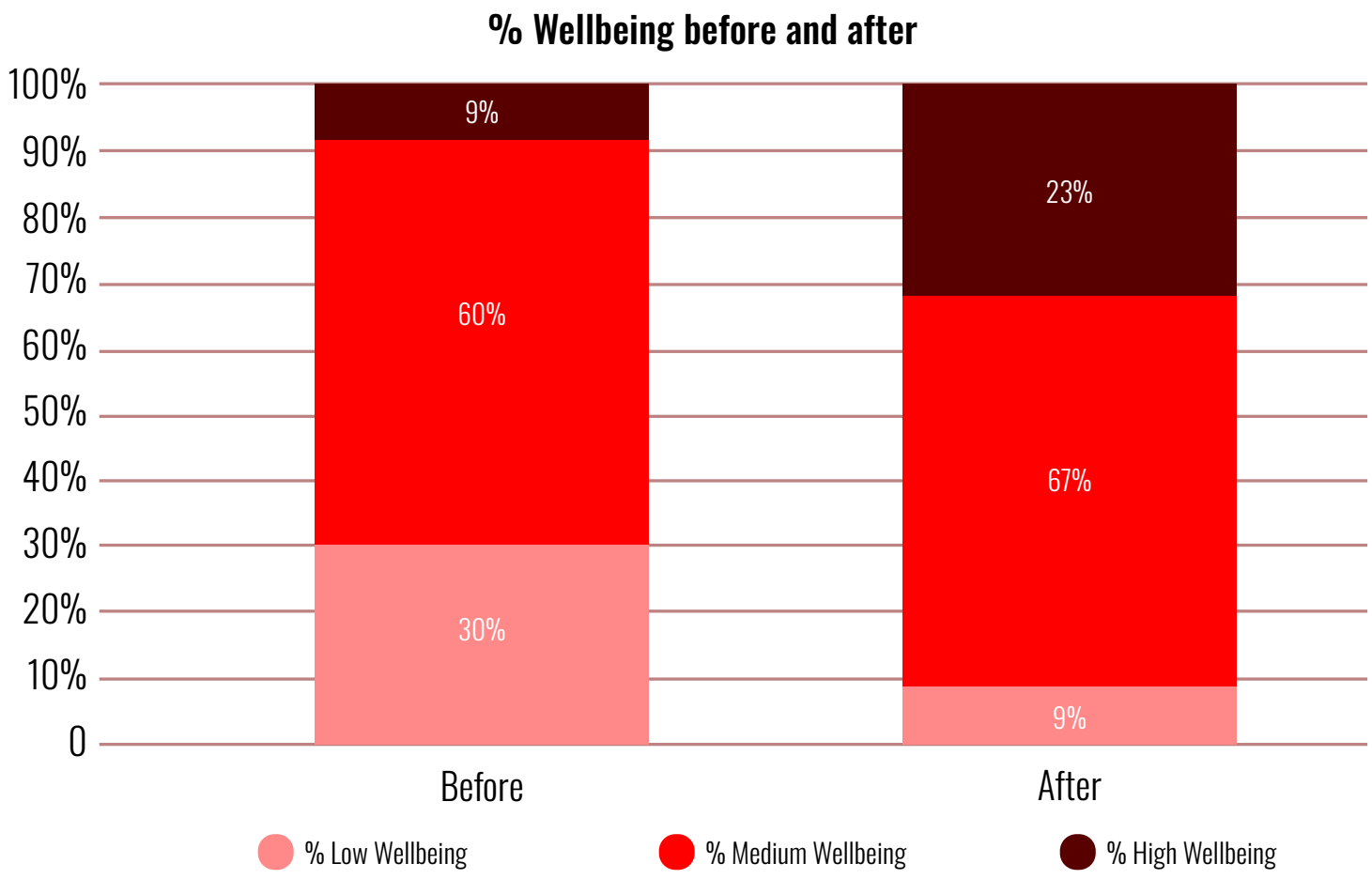


> "I've always been seen as the 'difficult' one in school and even at home. My behaviour has often gotten me into trouble because I struggle with anger and frustration. But deep down, I knew I had ideas and creativity that I wanted to express. The staff didn't judge me for my past behaviour—they worked with me, listening to my ideas and encouraging me to participate. I was even given a role in the film, which helped me believe in myself. I learned how to express my emotions through acting and gained a lot of confidence. Now, I feel proud of myself and am excited to keep exploring what I can do."

> "I enjoyed the environment this has put me in as I grew closer with other people, I'm more aware of different feelings and emotions people might be going through. The sessions helped me understand how to support someone who might be struggling with their mental health and how to access different resources to help them."

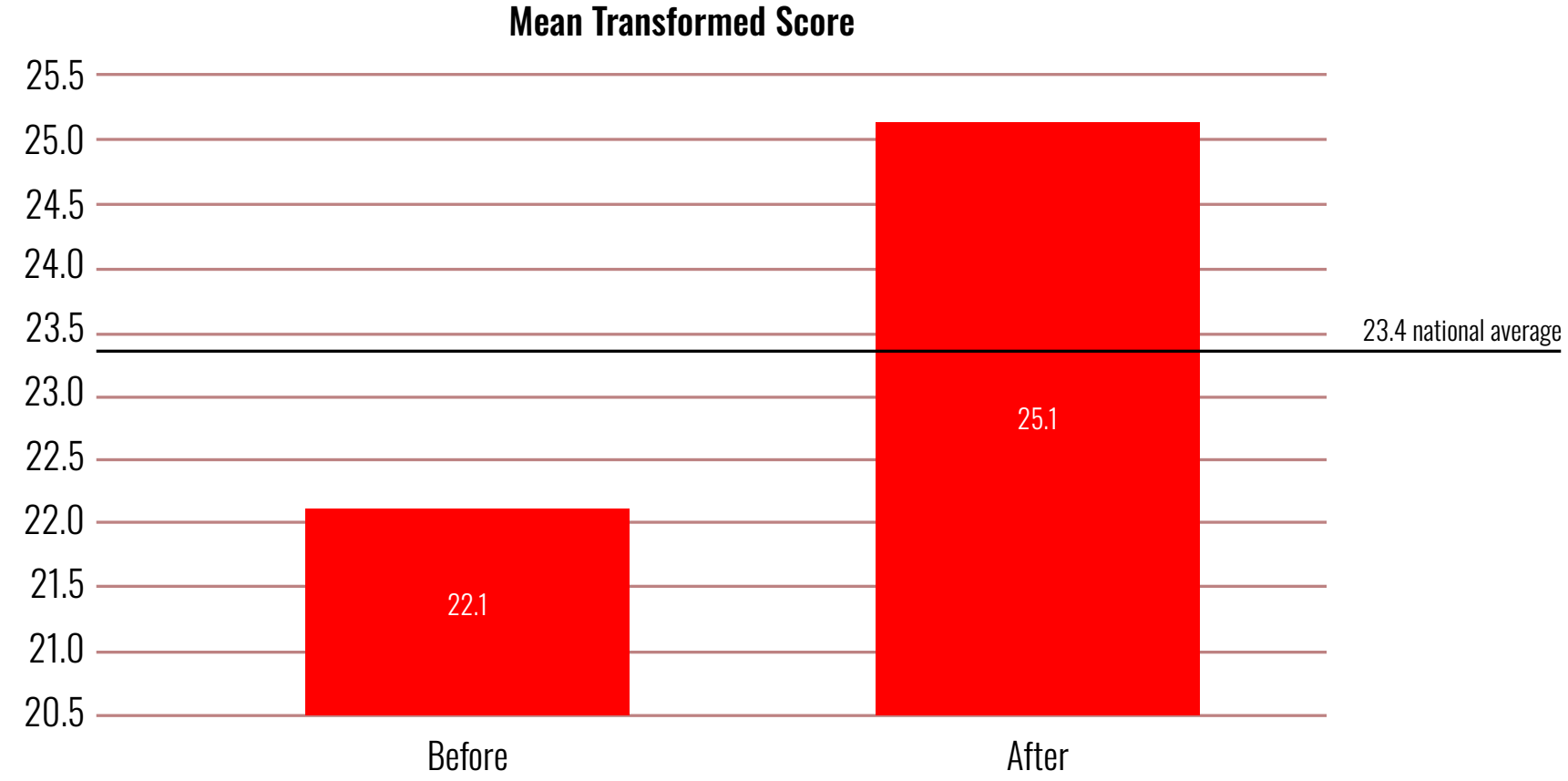
Graph 3; Wellbeing before and after

At the start, 30% of young people across our youth action programmes experienced 'low' levels of mental health, according to the SWEMHWBS scale. By the end of the programmes, this had reduced to 9%. Those experiencing 'high' levels of mental health rose from 9% to 23%.



Graph 4; Wellbeing compared to national average

Participants' average wellbeing score at the start of the programme was 1.3 points below the national average for 16–24 year-olds. At the end of the programme, their average score was 1.7 points above the national average (the national average SWEMWBS score for 16–24-year-olds being 23.42).



Community impact

A sense of community belonging is at the heart of FYA's work. LEQ scores of young people involved in youth social action showed a significant increase in their sense of belonging. Many of the young people defined their community by their friends, peers, school and their work with FYA. For many of the young people that were involved in youth leadership projects, FYA had become their community. Participants told us that they felt connected to the staff, other young volunteers and during the community events, also the invited guests from the community.

464 out of the 1200 guests who attended our community events completed evaluation forms. 66% described the event as 'brilliant' (32% as 'good') and 79% stated they had met people at the event they did not know before.

960 young people who attended mental health awareness workshops delivered by our youth action volunteers completed baseline and exit survey forms. 81% of participants demonstrated an increase in knowledge after taking part and 72% agreed that the workshop helped them feel more confident in making the right decisions about the covered topics in the future. We also asked young people where they would turn to for advice and support. As the graph below shows, a 'friend' or 'peer' was the most popular answer by a significant margin. Young people are more likely to turn to their peers for information, advice or support, than approach a professional or adult for help. This provides an important rationale for our work; building the capacity of young people to support each other.

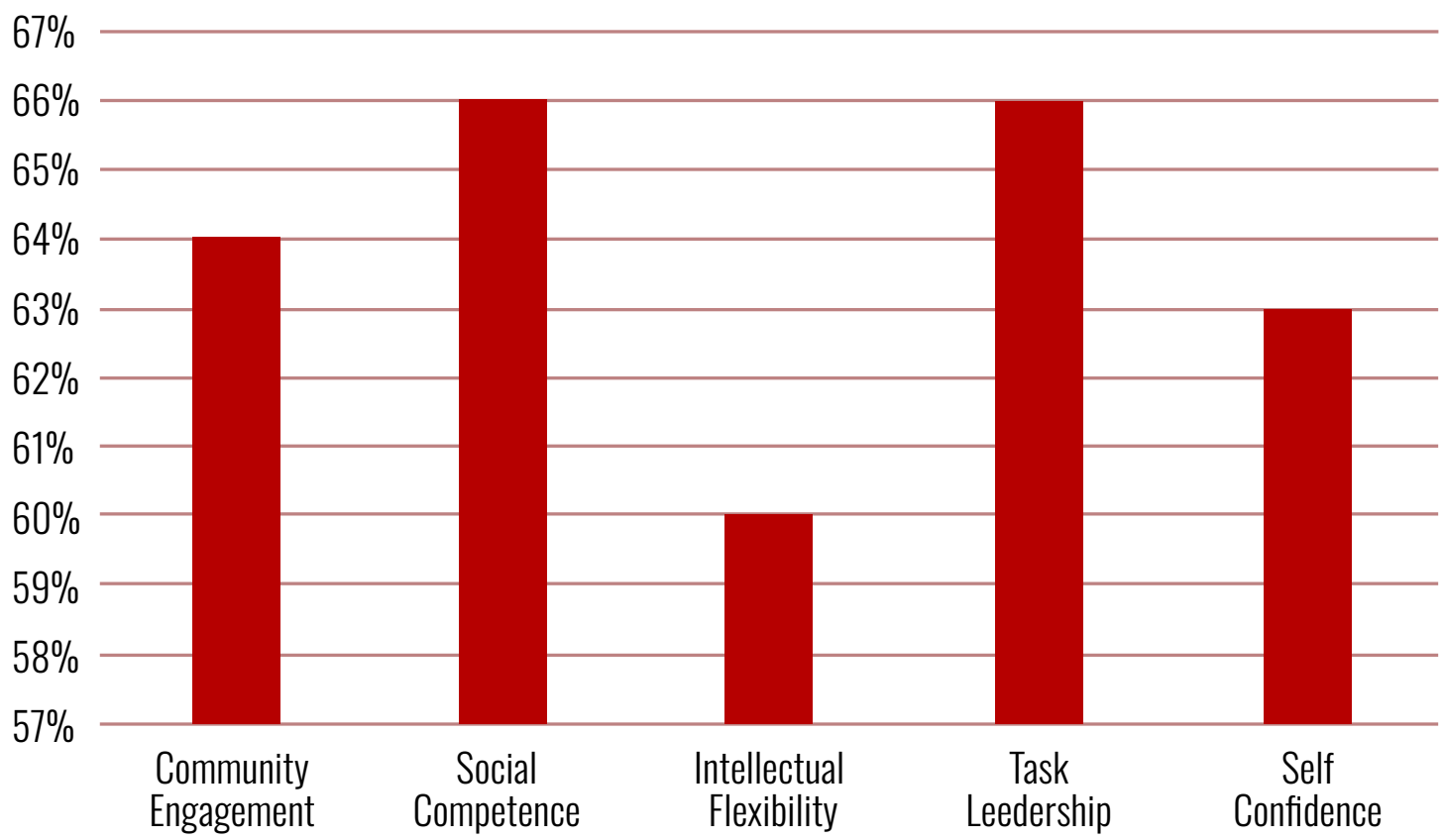


> "I started feeling like I was part of something much bigger than myself. Before joining FYA, I had never felt that sense of belonging. But through the people I met and the projects I worked on, I began connecting with others who shared similar values and goals. I felt welcomed, supported, and for the first time, I truly felt like I belonged to a community."

> "The project gave me a reason to speak up. I finally felt like I was doing something that could help my area, not just for me but for everyone living here."

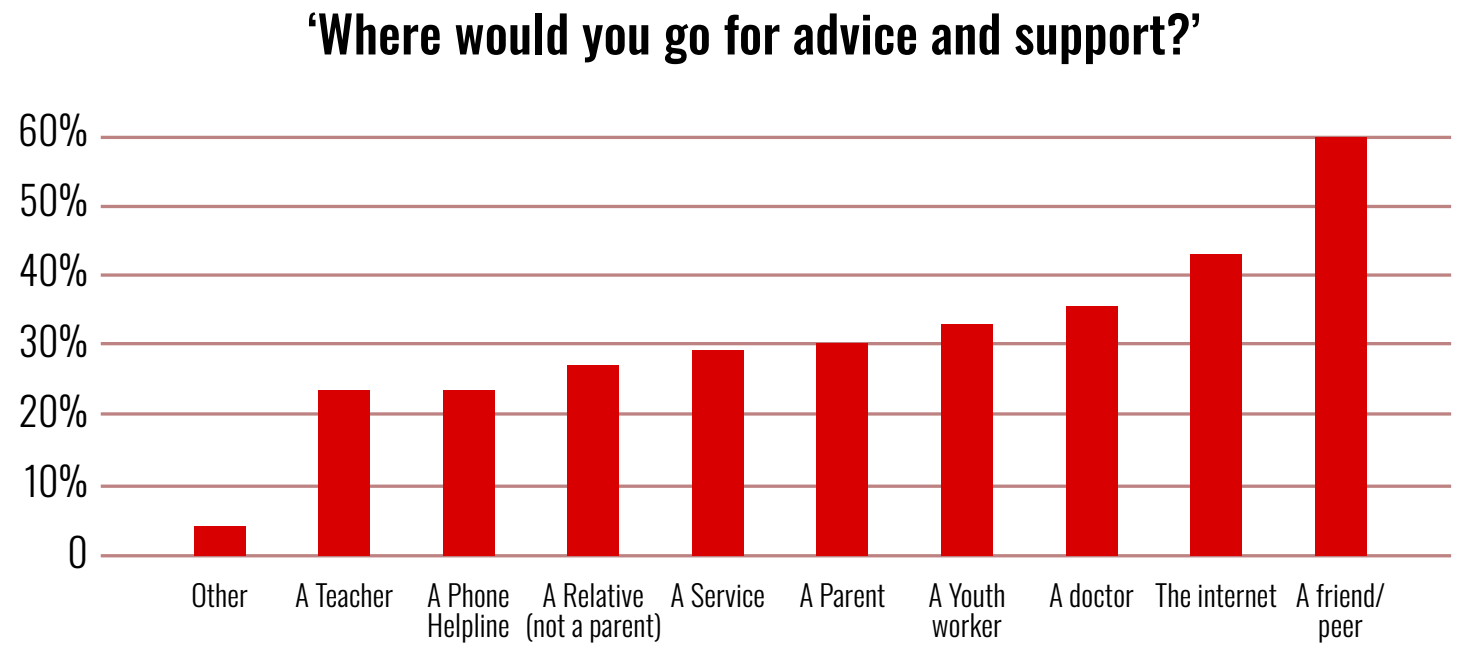
Graphs 5; Skills development and community engagement

Participation in our youth social action programmes appears to have had a positive impact on young people's skills development and how engaged in the community they feel.



Graph 6; 'Where would you go for advice and support?'

Young people are far more likely to approach a peer for information or advice than seek support from anyone else.



Development of skills

562 youth action participants (63% of total) completed baseline and exit surveys based on the validated Life Effectiveness Questionnaire (LEQ).

The findings indicate that FYA programmes have a significant positive impact on young people's life skills. Findings from both the quantitative and qualitative data show improvements in social confidence, task leadership and intellectual flexibility – all attributes which are key employability skills. The LEQ scale found the scale of the effect to be between 'moderate' and 'strong'. Young people could identify other specific skills they had developed within projects such as listening skills, event management, stewarding or risk assessment skills. In total, 1683 AQA awards were gained through taking part, with 666 youth action participants (92%) gaining at least one award.

666 participants gained
1683 AQA awards between them



> "I have really challenged myself and tried lots of things I might not have done before – public speaking and now being a trainer is still scary, but afterwards I feel like I have really achieved something. It has also been great seeing my whole family take part in projects. I have gained so many skills and I am having fun with my friends at the same time. I feel more confident but also I notice things more now and know what to do about it and who to speak to."

OUR COMMUNITY PARTNERS

Fitzrovia Youth in Action delivers a large proportion of its youth social action programmes at partner agencies across Camden and Westminster.

We would like to thank and acknowledge the following organisations for their support and partnership over the past year:

Westminster Kingsway College
NHS The Tavistock and Portman NHS Foundation Trust
Camden
Old Diorama Arts Centre
Westminster Academy International Business and Enterprise Academy
origin HOUSING
Caxton Youth Organisation
La Sainte Union Catholic School
Maria Fidelis Catholic School FCJ
Elfrida Rathbone Releasing Potential
ARC Youth Club
Felix The Felix Project
The Camden School for Girls
Riverside
Christ Church School Regents Park
Third Age Project
acland burghley
NHS Central and North West London NHS Foundation Trust
inkluder
Regents Park Time Bank
Future men
St Marylebone C E School
Fleet Primary School
Haverstock School
NHYC New Horizon Youth Centre
Swiss Cottage School Charity
The UCL Academy
ual: university of the arts london central saint martins
Small Green Shoots
Bengali Workers' Association বেঙ্গলী ওয়ারকার্স এসোসিয়েশন
Netley Campus
Ampthill Square Tenants' and Residents' Association
LaSWAP The Sixth Form of Choice
Somers Town Community Association
St Andrew's Youth Club
Cooperation Town
Parliament Hill School A high achieving and happy school
Rather Use Than Fame

> Thank you for working with our students this year, they all had a fantastic experience and enriching experience. FYA has expertly created a safe environment where young people can explore the mental health challenges and social pressures they have experienced and observed around them. It then provides them with the invaluable opportunity to share their experience with others and let us know there is still hope in the end. It has been an inspiration to see my students engage in this process and rise up to the challenge of creating a short film addressing the change.
>
> **Madalin Baiceanu, Supported Internship Coordinator, Capital City College**







> The Peer education project gave young people a platform to learn from each other in a way that was real, relatable, and impactful. The weekly discussions were very engaging and thought-provoking. This gave the young people the confidence to make a difference in their local community with the themes they picked and created content on. Seeing the confidence and growth in participants and the real connections they built was proof that when young people are given the right tools, they can create real change in their communities.
>
> **Abdikadir Ahmed, Head of Youth Services, Somali Youth Development Resource Centre**

> The programme has been really fantastic and I cannot recommend it more to other schools. The body image workshops give the opportunity to build trust to discuss sensitive topics in a manageable way and gave students a chance to be creative. It's really important for girls of this age to have a chance to discuss these things.
>
> **Kate Finn, Head of PSHE, St Marylebone for Girls School Westminster**

"The FYA Mentoring Programme has been fantastic for both our sixth form students and for the younger mentees involved. The training provided by Atifa in mental health awareness and peer mentoring was comprehensive, and ensured the mentors were confident in beginning their sessions. Atifa has provided great support throughout the programme, including a celebratory trip with the mentors and a celebration event with the younger students at the end of the programme. It has been lovely seeing the mentors grow in confidence and maturity and seeing the positive impact they have made on their mentees. We look forward to embarking on the programme again next year!

Cat Snowden, Head of Sixth Form, Maria Fidelis"







"We at Capital City College deeply value our long-standing partnership with Fitzrovia Youth in Action. For over five years, their team has shown unwavering dedication in this collaborative effort to support our learners across a wide range of subjects. The programmes facilitated through our partnership, along with their excellent peer support initiative, have clearly boosted our students' confidence and teamwork skills. It's particularly inspiring to see the impact of our joint media projects, allowing our learners to gain practical filmmaking experience. We look forward to many more years of this fruitful partnership, which has undoubtedly benefited countless young people.

Mohamed Osman, Work Experience Manager, Capital City College"

OUR FUNDERS 2024-25

Camden Learning
City Bridge Foundation
City of Westminster
Clarion Futures
Derwent London PLC
Garfield Weston Foundation
GMS Estates Ltd
Greater London Authority
Groundwork HS2
Henry Smith Foundation
Jack Petchey Foundation
John Lyon's Charity
Land Aid UK
London Borough of Camden
London Youth
Mace Dragados Joint Venture
Mayor's Fund for London
National Lottery Community Fund
Sported Foundation
The Childhood Trust
Young Westminster Foundation

OUR STAFF TEAM 2024-25

Chief Executive
Andre Schott

Head of Programmes
David Wong

Peer Education & Media Manager
Shipon Hussain

Youth Leadership and Regent's Park Champions Manager
Ellie Rudd

Peer Mentoring Manager
Abbie Mitchell

Peer Mentoring Coordinator
Atifa Juhi

Peer Mentoring Officer
Hana Ali (started May 2024)

Youth Leadership Coordinator
Aleffa Islam

Fundraising Manager
Celia Hammond

Community Partnerships Manager
Raja Miah

Finance Officer
Jacob Okere

Office Manager
Samira Hussain

Social Prescribing Officer
Jesse Antwi

Film Maker & Media Engagement Officer
Jordan Bennett

Youth Leadership Coordinator
Fathiya Saleh

Youth Social Action Officer (Intern)
Farzana Ahmed (until February 2025)

Senior Participation Officer
Mike Alcendor (started May 2024)

Youth Participation Officer
Ishini Mendis (started January 2025)

Communications Officer
Laura Cardona (started June 2024)

Football Staff
Antony Blair (Head Coach)
George Bale (Football Coach)
Sean Burke (Football Coach)
Jason Renee (Football Coach)

Pitch Staff and Sessional Staff
Ryan Connor
Nelson De Sousa Caldas
Ziyad Hussain (started Nov 2024)
Benyamin Farmani (started Nov 2024)
Abby Lowne (left August 2024)
Arshan Mahi
Callum Ryan
Imaani Samad (started July 2024)
Amir Tubekan
Elijah Williams (started August 2024 and left Jan 2025)

OUR BOARD OF TRUSTEES 2024-25

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Prof Javier Sajuria

Vice Chairperson
Brian Willmore

Treasurer
Idriz Adedoja

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Afrin Alam
Marya Arian (appointed December 2025)
Pippa Aspin (appointed December 2025)
Jane Boddington (resigned September 2025)
Emmanuella Ilunga (appointed December 2025)
Morette Jackson (appointed December 2025)
Patricia Marron
Daniel Pitt (resigned December 2025)
Victoria Panormo (appointed December 2025)
Lorna Ponambalum
Dr Mark Seaborne
Matthew Springett (appointed December 2025)
Rosemary Swainston
Dr Alice Weavers
Natalie Speranza
Emilie Vanpoperinghe (resigned March 2025)

President
Dr June Crown CBE

Strategic Report for the Year Ended 31 March 2025

The trustees, who are directors for the purposes of company law, present their strategic report for the year ended 31 March 2025, in compliance with s414C of the Companies Act 2006.

Financial review

In the year 2024-2025, FYA recorded an income of £1,195k, increased by £57k from 2023-24. This occurred for the following reasons:

- In the financial year under review, overall grant funding increased by £24k compared to 2024. This is primarily due to overall increased grant funding.

- Through a combination of paid pitch bookings and hire of warren centre facilities, our trading subsidiary, Fitzrovia Youth in Action Activities Limited, was able to generate a trading income of £149k over the year 2024-25 (£144k in 2023-24). This income goes towards the running costs of the charity. Increase in the income was partly due to pitch surface improvement; greater pitch booking traction via sportsbooker and a marked increase in the hire of warren centre facilities.

- In 2024-25 there was a increase in general donations and business support by £24k compared with 2023-24. These include donations received from GMS Estates Limited and through Big Give. GMS Estates Limited donations for 2024-25 was £12.5k and 2023-24 £14k. We have had support from the local community and privately-owned businesses in the local area.

- FYA recorded an investment income of £16k (2024 - £12k) from interest received in deposit of cash reserve.

Expenditure in the year increased by £131k from £1,021k in 2023-24 to £1,152k in 2024-25. This has occurred for the following reasons:

- Increase in youth activities and events towards additional funding received and increase in activity costs.

The Charity has therefore ended the year with a surplus of £42k compared to a surplus of £116k in 2024.

The charities reserves are healthy (see Reserves Policy section).

Policy on reserves

FYA is currently dependent on grant funding to sustain its activities, because earned income through its trading subsidiary alone would not allow it to continue operating.

The FYA board has agreed to keep a certain level of unrestricted financial reserves aside and outside of the financial planning process for two primary purposes:

1. To avoid closure and ensure that main operations can continue in the short term if:

- Grant income becomes short; or
- Unexpected costs arise.

The main concern of the Board in this scenario is that staff can continue working, primarily to secure new funding.

2. To ensure that all costs could be met during a wind up in the case where a funding shortfall persists to the point where FYA ceases to be a going concern. The main concerns of the Board in this scenario are:

- Staff continue to be paid during their notice period;
- All financial commitments are met; and
- The young people engaged with FYA are supported to move on to other services.

Restricted funding for programmes is usually secured 6 to 12 months in advance. Unrestricted funding for support and overhead costs is more difficult to obtain and is less predictable and as such, FYA is at most risk of running short of unrestricted funds for overheads. Not all unrestricted funding is considered as reserves; unrestricted funding that is not held in reserve, and not needed to fund programmes, is allocated to funding overheads in the FYA budgets and forecasts.

The reserves set aside are reviewed each year by the FYA Board and increased or decreased according to expected level of staffing and activities in the year to come and also with respect to available unrestricted funds that are available. The FYA Board would look to build up reserves if the organisation were in a period of growth.

The current level of reserves available are held as follows:

9 months of annual total costs to cover for continuing operations in the case that general funding falls short of requirements or for large and unexpected costs; as well as the costs in the event of winding up, in order to cover core staff costs, statutory redundancies, rent contracts and other running costs and contracts.

As at 31st March 2025, the Trustees are of the view that the charity and group are a going concern.

Principal risks and uncertainties

Risk management

The Trustees and management team of the charity believe that sound risk management is integral to both good management and good governance practice.

Risk management should form an integral part of the charity's decision-making and be incorporated within strategic and operational planning.

Risk assessments will be conducted on all new activities and projects to ensure they are in line with the charity's objectives and mission.

Any risks or opportunities arising will be identified, analysed and reported at an appropriate level.

A risk register covering key strategic risks will be maintained and updated at least twice a year and more frequently where risks are known to be volatile.

The strategic report was approved by the trustees of the charity on 28 January 2026 and signed on its behalf by:



Javier Sajuria
Chairperson and trustee

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 March 2025.

OBJECTIVES AND ACTIVITIES

Objects and aims

The advancement of education of children and young people by developing individual capabilities, competences, skills and understanding to lead and inspire social action in their communities.

We will do this especially, but not exclusively, in and around the London Borough of Camden through:

1. The provision of training in life skills, mental health awarenes and healthy exercise;
2. The provision of social action programmes, sports activities, creative art activities and other recreational and educational activities; as well as through:

3. Sharing our knowledge and expertise with organisations both locally and nationally to enable them to develop the skills and competencies required to deliver similar projects, so as to fulfil their potential with the confidence and skill to creative positive change for themselves, with their peers and within their communities, for the public benefit.

Overall, FYA acts as a 'social brokerage' bringing together the talent and enthusiasm of young people and the resources and opportunities that the local economy and community can offer. Young people are an asset that FYA seeks to develop, so that they can contribute to the development of other young people and the wider community.

FYA aims to empower young people to make changes for themselves, their peers and their community. The outcomes that we strive for are:

- increased resilience and wellbeing amongst young people;
- young people are able to articulate and use their skills to move into further education, training or employment;
- an increased sense of community belonging amongst young people and loclal residents who engage with FYA.

Public benefit

Amongst other activities, the charity runs a youth leaderhsip programme in which groups of young people are supported to organise and deliver one large community event per group. The events include the Warren Cup football tournament, the Fitzrovia Street Party, a festival in the Regents Park Estate and a Christmas Community Dinner. These events coupled with the development of young people from various communities provide a strong foundation for the benefit of the community and the public at large.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Use of volunteers

The charity utilises volunteers in various aspects of it's activities, the total hours spent by the numerous volunteers is not tracked due to the volume and nature of activities, whereby youths are developed and trained by their own volition and to mantain details to time spent and equivalent monetary value would be arduous.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Nature of governing document

Fitzrovia Youth in Action is a company limited by guarantee governed by its Memorandum and Articles of Association dated 2 June 2009. It is registered as a charity with the Charity Commission.

Induction and training of trustees

The Board of Trustees recruits for additional members as and when it identifies that extra resource with specific experience or skill set is needed to maintain the Board's effectiveness. Prospective Trustees are invited for interview and observe at least one Board meeting before appointment. Upon appointment, Trustees are provided with an induction pack and latest Board papers containing the relevant information to familiarise themselves with their responsibility as trustees, the work of the charity, operating procedures, the business plan and financial performance. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Organisational structure

The Board meets every three months and Board Sub-committees, including Fundraising and Finance Subcommittees, meet between Board meetings. Sub-committees do not have delegated authority for decision making, but instead report to the Board with recommendations. A Chief Executive is appointed by the Trustees to manage the day-to-day operations of the charity.

The charity's wholly owned subsidiary, Fitzrovia Youth in Action Activities Ltd was established to operate the Warren Pitch. Fitzrovia Youth in Action Activities Ltd has a licence from the charity to operate the facility and gift aids all its profits to the charity.

Major risks and management of those risks

Risk management

The Trustees and management team of the charity believe that sound risk management is integral to both good management and good governance practice.

Risk management should form an integral part of the charity's decision-making and be incorporated within strategic and operational planning.

Risk assessments will be conducted on all new activities and projects to ensure they are in line with the charity's objectives and mission.

Any risks or opportunities arising will be identified, analysed and reported at an appropriate level.

A risk register covering key strategic risks will be maintained and updated at least twice a year and more frequently where risks are known to be volatile.

Statement of trustees' responsibilities

The trustees (who are also the directors of Fitzrovia Youth in Action for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 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. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the parent charitable company and the group and of the incoming resources and application of resources, including its income and expenditure, of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the parent charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the parent charitable company and the group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the parent charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.
The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the charity on 28 January 2026 and signed on its behalf by:



Javier Sajuria
Chairperson and trustee

Independent Auditor's Report to the Members of Fitzrovia Youth in Action

Opinion

We have audited the financial statements of Fitzrovia Youth in Action (the 'charitable parent company') and its subsidiaries (the 'group') for the year ended 31 March 2025, which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Balance Sheet, Consolidated Statement of Cash Flows, 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 United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (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 March 2025 and of its incoming resources and application of resources, including 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 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

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 group's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were 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 trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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.

Opinion on other matter 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 Strategic Report and Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and

- the Strategic Report and Trustees' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and the Trustees' Report.
We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or

- the parent charitable company 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.

Responsibilities of trustees

As explained more fully in the Statement of trustees' responsibilities (set out on page 51), the trustees 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 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 charity or to cease operations, or have no realistic alternative but to do so.

Auditor 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the group and charitable company and the industry in which it operates, and considered the risk of acts by the group and charitable company that were contrary to applicable laws and regulations, including fraud. Our audit procedures were designed to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

We focused on laws and regulations that could give rise to a material misstatement in the financial statements, including, but not limited to, financial reporting legislation, the Charities Act 2011, the Companies Act 2006, distributable profits legislation and UK pensions and tax legislation. We assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items. Our tests included agreeing the financial statement disclosures to underlying supporting documentation and enquiries with management regarding correspondence with

regulators and tax authorities.

There are inherent limitations in the audit procedures described above and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it and therefore we have communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indication of fraud or non-compliance with laws and regulations throughout the audit.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to management bias in accounting estimates. We addressed the risk of management override of internal controls through testing journals. We evaluated whether there was evidence of bias by the directors in accounting estimates that represented a risk of material misstatement due to fraud. We challenged assumptions and judgements made by management in any significant accounting estimates.

Use of our report

This report is made solely to the charitable parent company's trustees, 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 group's trustees 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 parent company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.



S Rajan CTA FCCA ACA (Senior Statutory Auditor)
For and on behalf of Smartax Limited, Statutory Auditor

38 Station Road
North Harrow
Harrow
HA2 7SE

30 January 2026

Consolidated Statement of Financial Activities for the Year Ended 31 March 2025 (Including Consolidated Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Notes	Unrestricted Funds	Restricted Funds	Total 2025	Total 2024
Income and Endowments from:					
Donations and legacies	3	£4,700	£39,559	**£44,259**	**£19,811**
Charitable activities	4	£129,995	£854,837	**£984,832**	**£960,829**
Investment income	5	£15,807	-	**£15,807**	**£12,358**
Income from trading subsidiary		£149,786	-	**£149,786**	**£144,468**
Total income		**£300,288**	**£894,396**	**£1,194,684**	**£1,137,466**
Expenditure on:					
Raising funds	7	£(175,695)	-	**£(175,695)**	**£(171,592)**
Charitable activities	8	£(44,776)	£(931,836)	**£(976,612)**	**£(849,544)**
Total expenditure		**£(220,471)**	**£(931,836)**	**£(1,152,307)**	**£(1,021,136)**
Net income/(expenditure)		£79,817	£37,440	**£42,337**	**£116,330**
Transfers between funds		**£43,986**	**£43,986**	-	-
Net movement in funds		£35,831	£6,546	**£42,377**	**£116,330**
Reconciliation of funds					
Total funds brought forward		£677,457	£58,014	**£735,471**	**£619,141**
Total funds carried forward	20	£713,288	£64,560	**£777,848**	**£735,471**

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

The funds breakdown for 2024 is shown in note 20.

The notes on pages 60 to 81 form an integral part of these financial statements.

Consolidated Balance Sheet as at 31 March 2025 (Registration number: 06922343)

	Notes	2025	2024
Fixed assets			
Tangible assets	14	£127,736	£165,835
Current assets			
Debtors	16	£57,186	£38,892
Cash at bank in hand	17	£767,434	£856,207
		£824,620	£895,099
Creditors: Amounts falling due within one year	18	**£(174,508)**	**£(325,463)**
Net current assets		**£650,112**	**£569,636**
Net assets		**£777,848**	**£735,471**
Funds of the group:			
Restricted income funds			
Restricted funds		£64,560	£58,014
Unrestricted income funds			
Designated Funds		£156,000	£156,000
General Funds		£557,288	£521,457
Total unrestricted funds		£713,288	£677,457
Total funds	20	**£777,848**	**£735,471**

The financial statements on pages 55 to 81 were approved by the trustees, and authorised for issue on 28 January 2026 and signed on their behalf by:

Javier Sajuria
Chairperson and trustee

The notes on pages 60 to 81 form an integral part of these financial statements.

Charity Balance Sheet as at 31 March 2025 (Registration number: 06922343)

	Notes	2025	2024
Fixed assets			
Tangible assets	14	£112,836	£141,186
Investments		£1	£1
		£112,837	£141,187
Current assets			
Debtors	16	£108,343	£141,994
Cash at bank in hand	17	£742,906	£799,545
		£851,249	£941,539
Creditors: Amounts falling due within one year	18	**£(168,923)**	**£(304,897)**
Net current assets		**£682,326**	**£636,642**
Net assets		**£795,163**	**£777,829**
Funds of the charity:			
Restricted income funds			
Restricted funds		£64,560	£58,014
Unrestricted income funds			
Designated Funds		£156,000	£156,000
General Funds		£574,603	£563,815
Total unrestricted funds		£730,603	£719,815
Total funds	20	**£795,163**	**£777,829**

The financial statements on pages 55 to 81 were approved by the trustees, and authorised for issue on 28 January 2026 and signed on their behalf by:

Javier Sajuria
Chairperson and trustee

The notes on pages 60 to 81 form an integral part of these financial statements.

Consolidated Statement of Cash Flows for the Year Ended 31 March 2025

	Notes	2025	2024
Cash flows from operating activities			
Net cash income		£42,377	£116,330
Adjustments to cash flows from non-cash items			
Depreciation	7	£34,966	£35,382
Investment income	5	£(15,807)	£(12,358)
		£61,536	£139,354
Working capital adjustments			
Increase in debtors	16	£(18,294)	£(19,924)
(Decrease)/increase in creditors	18	£(22,848)	£25,381
Decrease in deferred income		£(128,107)	£(14,092)
Net cash flows from operating activities		£(107,713)	£130,719
Cash flows from investing activities			
Interest receivable and similar income	5	£15,807	£12,538
Purchase of tangible fixed assets	14	£(1,277)	-
Sale of tangible fixed assets		£4,410	-
Net cash flows from investing activities		£18,940	£12,358
Net (decrease)/increase in cash and cash equivalents		£(88,773)	£143,077
Cash and cash equivalents at 1 April		£856,207	£713,130
Cash and cash equivalents at 31 March		£767,434	£856,207

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 60 to 81 form an integral part of these financial statements.

Charity Statement of Cash Flows for the Year Ended 31 March 2025

	Notes	2025	2024
Cash flows from operating activities			
Net cash income		£17,334	£95,468
Adjustments to cash flows from non-cash items			
Depreciation	7	£29,627	£29,258
Investment income	5	£(15,807)	£(12,358)
		£31,154	£112,368
Working capital adjustments			
Decrease in debtors	16	£33,651	£8,326
(Decrease)/increase in creditors	18	£(8,584)	£19,480
Decrease in deferred income		£(127,390)	£(5,861)
Net cash flows from operating activities		£(71,169)	£134,313
Cash flows from investing activities			
Interest receivable and similar income	5	£15,807	£12,538
Purchase of tangible fixed assets	14	£(1,277)	-
Net cash flows from investing activities		£14,530	£12,358
Net (decrease)/increase in cash and cash equivalents		£(56,639)	£146,671
Cash and cash equivalents at 1 April		£799,545	£652,874
Cash and cash equivalents at 31 March		£742,906	£799,545

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 60 to 81 form an integral part of these financial statements.

Notes to the Financial Statements for the Year Ended 31 March 2025

1. Charity status

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

66-68 Basement
Warren Street
London
W1T 5NZ

These financial statements were authorised for issue by the trustees on 23 January 2026.

2. Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

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

Basis of preparation

Fitzrovia Youth in Action meets the definition of a public benefit entity under FRS 102. The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.
The financial statements are prepared in sterling, which is the functional currency of the entity.

Basis of consolidation

The consolidated financial statements consolidate the financial statements of the charity and its subsidiary undertakings drawn up to 31 March 2025.
No statement of financial activities is presented for the charity as permitted by section 408 of the Companies Act 2006.
The charity made a surplus after tax for the financial year of £25,043 (2024 - loss of £95,470).

A subsidiary is an entity controlled by the charity. Control is achieved where the charity has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities.

The results of subsidiaries acquired or disposed of during the year are included in the statement of financial activities from the effective date of acquisition or up to the effective date of disposal, as appropriate. Where necessary, adjustments are made to the financial statements of subsidiaries to bring their accounting policies into line with those used by the group.

The purchase method of accounting is used to account for business combinations that result in the acquisition of subsidiaries by the group. The cost of a business combination is measured as the fair value of the assets given, equity instruments issued and liabilities incurred or assumed at the date of exchange, plus costs directly attributable to the business combination. Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are measured initially at their fair values at the acquisition date. Any excess of the cost of the business combination over the acquirer's interest in the net fair value of the identifiable assets, liabilities and contingent liabilities recognised is recorded as goodwill.

Inter-company transactions, balances and unrealised gains on transactions between the charity and its subsidiaries, which are related parties, are eliminated in full.

Intra-group losses are also eliminated but may indicate an impairment that requires recognition in the consolidated financial statements.

Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the group. Non-controlling interests in the net assets of consolidated subsidiaries are identified separately from the group's equity therein. Non-controlling interests consist of the amount of those interests at the date of the original business combination and the non-controlling shareholder's share of changes in equity since the date of the combination. Total comprehensive income is attributed to non-controlling interests even if this results in the non-controlling interests having a deficit balance.

Going concern

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertanties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

Income and endowments

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

Donations and legacies

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

Legacy gifts are recognised on a case by case basis following the grant of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title to the asset having been transferred to the charity.

Grants receivable

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably.

Other trading activities

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

Investment income

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

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

All resources expended are inclusive of irrecoverable VAT.

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

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

Support costs
Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

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

Irrecoverable VAT
Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Taxation
The charity is considered to be exempt from tax on its charitable activities.

Tangible fixed assets
Individual fixed assets are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

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

Asset class	Depreciation method and rate
Long Life Fixtures	18% reducing balance
Building Improvements	10 years straight Line
Fittings and Electrical Equipment	5 years straight line

Impairment of fixed assets

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities.

Business combinations

Business combinations are accounted for under the purchase method. Where necessary, adjustments are made to the financial statements of subsidiaries to bring the accounting policies used into line with those used by the group. All intra-group transactions, balances, income and expenses are eliminated on consolidation. In accordance with Section 35 of FRS 102, Section 19 of FRS 102 has not been applied in these financial statements in respect of business combinations effected prior to the date of transition.

Fixed asset investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost (which is equivalent to fair value) and subsequently measured at fair value at each balance sheet date. They are comprised of assets held under an agreement, generating a stream of rental income, with specific capital repayments over their economic lives. The fair value of the investments is reduced over time, reflecting the discounted future income streams, net of capital repayments, to which the charity is entitled. Any modifications to the terms of agreement are reflected in impairments in the investment.

Income from fixed assets investments is accounted for as receivable over the term of the financial instrument and shown as rental income in the Statement of Financial Activities.

Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent cost, and are charged or credited to the Statement of Financial Activities in the period of disposal.

Unrealised gains and losses represent the movement in market values during the year and are credited or charged to the Statement of Financial Activities based on the fair value at the year end.

Trade debtors

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

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

Cash and cash equivalents

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

Trade creditors

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

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

Fund structure

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

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

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

Pensions and other post retirement obligations

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

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

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

3. Income from donations and legacies

	Unrestricted funds Restricted	Restricted funds	Total 2025	Total 2024
Donations and legacies	£4,700	£39,559	£44,259	£19,811
General donations	£4,700	£39,559	£44,259	£19,811

The income from donations includes donations of £12,500 (2024 - £14,642) from GMS Estates Limited and £28,059 (2024 - £Nil) from Big Give.

£19,811 of the prior income was attributable to unrestricted funds and £10,816 to restricted funds.

The charity benefits greatly from the involvement and enthusiastic support of its many volunteers, details ofwhich are given in the trustees report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

4. Income from charitable activities

	Unrestricted funds Restricted	Restricted funds	Total 2025
Camden Learning Limited	-	£25,000	£25,000
City of Westminster Charitable Trust	£1,000	-	£1,000
Clarion Furtures	-	£5,000	£5,000
Derwent London	£10,000	-	£10,000
Garfield Weston Foundation	£25,000	-	£25,000
Gift Aid	£3,303	-	£3,303
Greater London Authority	-	£120,000	£120,000
Groundwork HS2	-	£13,188	£13,188
Jack Petchey Foundation	£4,575	£19,200	£23,775
LandAid UK	-	£9,500	£9,500
John Lyons Foundation	-	£40,000	£40,000
London Borough of Camden	£60,017	£374,785	£434,802
London Youth	-	£18,000	£18,000
Mace Dragados Joint Venture	-	£21,629	£21,629
Mayor's Fund for London	£200	£4,500	£4,700
Raised Income	£11,400	-	£11,400
Sported Foundation	£2,000	-	£2,000
The Childhood Trust	£12,500	-	£12,500
The City Bridge Trust	-	£50,000	£50,000
The Henry Smith Charity	-	£20,000	£20,000
The National Lottery Community Fund	-	£125,035	£125,035
Young Westminster Foundation	-	£9,000	£9,000
	£129,995	**£854,837**	**£984,832**

4. Income from charitable activities

	Unrestricted funds Restricted	Restricted funds	Total 2024
BBC Children in Need	-	£8,211	£8,211
Camden Health Watch	£2,050	-	£2,050
Childhood Trust	£3,587	-	£3,587
City of Westminster Charitable Trust	-	£10,000	£10,000
Clarion Furtures	-	£5,000	£5,000
Derwent London	£7,500	-	£7,500
Garfield Weston Foundation	£25,000	-	£25,000
Greater London Authority	-	£211,700	£211,700
Jack Petchey Foundation	-	£22,500	£22,500
LandAid UK	-	£9,500	£9,500
Lendlease Euston Development	£1,000	-	£1,000
London Borough of Camden	-	£469,296	£469,296
London Youth	£2,550	-	£2,550
Raised Income	£2,878	-	£2,878
Sundry Income	-	£3,452	£3,452
The Drapers Company	£10,000	-	£10,000
The Henry Smith Charity	-	£55,567	£55,567
The London Community Foundation	-	£5,000	£5,000
The Portal Trust	-	£5,000	£5,000
The Rayne Foundation	-	£10,000	£10,000
Metropolitan Police	-	£5,000	£5,000
The City Bridge Trust	-	£50,000	£50,000
The Hedley Foundation	-	£4,000	£4,000
Young Camden Foundation	360	£21,678	£22,038
Young Westminster Foundation	-	£10,000	£10,000
	£54,925	**£905,904**	**£960,829**

5. Investment income

	Unrestricted funds Restricted	Total 2025	Total 2024
Interest receivable and similar income;			
Interest receivable on bank deposits	£15,807	£15,807	£12,358

All of the prior year income was attributable to unrestricted funds.

6. Other income

	Unrestricted funds Restricted	Total 2025	Total 2024
Income from trading subsidiary	£149,786	£149,786	£144,468

All of the prior year income was attributable to unrestricted funds.

7. Expenditure on raising funds

	Staff costs	Other costs	Allocated support costs	Total 2025
Costs of trading activities	£77,294	£5,550	£41,900	£124,744
Other costs of generating funds	£50,951	-	-	£50,951
	£128,245	**£5,550**	**£41,900**	**£175,695**

	Staff costs	Other costs	Allocated support costs	Total 2024
Costs of trading activities	£78,4111	£2,567	£42,629	£123,607
Other costs of generating funds	£47,985	-	-	£47,985
	£126,396	**£2,567**	**£42,629**	**£171,592**

£175,695 (2024 - £132,839) of the above expenditure was attributable to unrestricted funds and £Nil (2024 - £38,753) to restricted funds.

Included in the support costs analysed above, are governance costs of £1,446 (2024 - £1,559) which relate directly to raising funds. See note 9 for further details.

8. Expenditure on charitable activities

	Staff costs	Other costs	Activity support costs	2025
Engaging young people	£181,415	£74,939	£88,955	£345,309
Youth led volunteering	£363,499	£106,775	£161,029	£631,303
	£544,914	**£181,714**	**£249,984**	**£976,612**

	Staff costs	Other costs	Activity support costs	2024
Engaging young people	£125,789	£92,638	£83,943	£302,370
Youth led volunteering	£309,405	£87,817	£149,952	£547,174
	£435,194	**£180,455**	**£233,895**	**£849,544**

£44,777 (2024 - £41,210) of the above expenditure was attributable to unrestricted funds and £931,835 (2024 - £808,334) to restricted funds.

Included in the support costs analysed above, are governance costs of £16,961 (2024 - £20,058) which relate directly to charitable activities. See note 9 for further details.

9. Analysis of governance and support costs

Support costs allocated to raising funds

	Governance costs	Finance costs	Information technology	Staff costs	Administration costs	Premises costs including depreciation	2025
Costs of trading activities	£1,446	£192	£2,611	£13,506	£4,697	£19,448	£41,900

	Governance costs	Finance costs	Information technology	Staff costs	Administration costs	Premises costs including depreciation	2024
Costs of trading activities	£1,559	£72	£1,866	£12,084	£7,853	£19,195	£42,629

Support costs allocated to charitable activities

	Governance costs	Finance costs	Information technology	Staff costs	Administration costs	Premises costs including depreciation	2025
1	£7,437	£252	£4,149	£47,499	£5,815	£23,803	£88,955
2	£9,524	£434	£7,129	£93,294	£9,897	£40,751	£161,029
	£16,961	£686	£11,278	£140,793	£15,712	£64,554	£249,984

1. Engaging young people
2. Youth led volunteering

	Governance costs	Finance costs	Information technology	Staff costs	Administration costs	Premises costs including depreciation	2024
1	£8,577	£184	£4,375	£42,503	£5,104	£23,200	£83,943
2	£11,481	£315	£7,518	£83,673	£7,437	£39,528	£149,952
	£20,058	£499	£11,893	£126,176	£12,541	£62,728	£233,895

1. Engaging young people
2. Youth led volunteering

The basis of allocation of support costs in the current and prior year is on the estimated usage of resources between each activity.

£85,721 (2024 - £83,817) of the above support costs was attributable to unrestricted funds and £206,163 (2024 - £192,707) to restricted funds.

Governance costs

	Total 2025
Audit of the financial statements	£10,000
Other fees paid to auditors	£2,900
Legal and professional fees	£1,896
Other governance costs	£3,611
	£18,407

	Total 2024
Audit of the financial statements	£10,000
Other fees paid to auditors	£2,900
Legal and professional fees	£1,896
Other governance costs	£6,821
	£21,617

10. Net incoming/outgoing resources

Net incoming resources for the year include:

	2025	2024
Operating leases - other assets	£14,000	£14,000
Audit fees	£10,000	£10,000
Other non-audit services	£2,900	£2,900
Depreciation of fixed assets	£34,966	£35,382

11. Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the group during the year.
No trustees have received any reimbursed expenses or any other benefits from the charity during the year.
The key management personnel of the parent charity comprise of the Trustees and the Chief Executive Officer.

12. Staff costs

The aggregate payroll costs were as follows:

Staff costs during the year were:	2025	2024
Wages and salaries	£744,832	£630,067
Social security costs	£67,827	£58,322
Pension costs	£9,966	£9,949
	£822,625	**£698,338**

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

	2025	2024
Raising funds	1	1
Charitable activities	15	12
Administrative and support staff	4	5
	20	**18**

Contributions to the employee pension schemes for the year totalled £9,949 (2024 - £9,949).

The number of employees whose emoluments fell within the following bands was:

	2025	2024
£70,001 - £80,000	1	1

The total employee benefits of the key management personnel of the group were £75,551 (2024 - £72,696).

13. Taxation

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

14. Tangible fixed assets

Group

Cost	Land and buildings	Furniture and equipment	Total
At 1 April 2024	£271,295	£113,971	£385,266
Additions	-	£1,277	£1,277
Disposals	-	£(4,410)	£(4,410)
At 31 March 2025	**£271,295**	**£110,838**	**£382,133**

Depreciation	Land and buildings	Furniture and equipment	Total
At 1 April 2024	£131,813	£87,618	£219,431
Charge for the year	£28,681	£6,285	£34,966
At 31 March 2025	**£160,494**	**£93,903**	**£254,397**

Net book value	Land and buildings	Furniture and equipment	Total
At 31 March 2025	£110,801	£16,935	£127,736
At 31 March 2024	£139,482	£26,353	£165,835

Included within the net book value of land and buildings above is £Nil (2024 - £Nil) in respect of freehold land and buildings and £110,801 (2024 - £139,482) in respect of leaseholds.

Charity

Cost	Land and buildings	Furniture and equipment	Total
At 1 April 2024	£271,295	£113,971	£385,266
Additions	-	£1,277	£1,277
Disposals	-	£(4,410)	£(4,410)
At 31 March 2025	**£271,295**	**£110,838**	**£382,133**

Depreciation	Land and buildings	Furniture and equipment	Total
At 1 April 2024	£131,813	£87,618	£219,431
Charge for the year	£28,681	£6,285	£34,966
At 31 March 2025	**£160,494**	**£93,303**	**£(254,397)**

Net book value	Land and buildings	Furniture and equipment	Total
At 31 March 2025	£110,801	£16,935	£127,736
At 31 March 2024	£139,482	£26,353	£165,835

Included within the net book value of land and buildings above is £Nil (2024 - £Nil) in respect of freehold land and buildings and £110,801 (2024 - £139,482) in respect of leaseholds.

15. Tangible fixed assets

Charity

Shares in group undertakings and participating interests

Cost	Subsidiary undertakings	Total
At 1 April 2024	£1	£1
At 31 March 2025	£1	£1
Net book value		
At 1 March 2025	£1	£1
At 31 March 2024	£1	£1

Details of undertakings

Details of the investments in which the charity holds 20% or more of the nominal value of any class of share capital are as follows:

Undertaking	Country of incorporation	Holding	Proportion of voting rights and shares held		Principal activity
Subsidiary undertakings			**2025**	**2024**	
Fitzrovia Youth in Action Activities	England & Wales	Ordinary	100%	100%	Operation of sports facilities

Subsidiaries

The charity holds 1 ordinary share of £1 in its wholly owned trading subsidiary company Fitzrovia Youth in Action Activities Limited which is incorporated in the United Kingdom. These are the only shares allotted, called up and fully paid.

16. Debtors

	Group		Charity	
	2025	**2024**	**2025**	**2024**
Trade debtors	£50,351	£32,793	£43,883	£24,033
Due from group undertakings	-	-	£58,125	£112,362
Prepayments and accrued income	£6,335	£5,349	£6,335	£5,349
Other debtors	£500	£750	-	£250
	£57,186	**£38,892**	**£108,343**	**£141,994**

17. Cash and cash equivalents

	Group		Charity	
	2025	**2024**	**2025**	**2024**
Cash at bank	£767,434	£856,207	£742,906	£799,545

18. Creditors: amounts falling due within one year

	Group		Charity	
	2025	2024	2025	2024
Trade debtors	£4,022	£8,038	£4,022	£8,038
Other taxation and social security	£16,986	£16,686	£16,986	£16,686
Other creditors	£4,422	£21,577	£10	£2,901
Pension scheme creditor	£2,405	£2,316	£2,405	£2,316
Accruals	£14,580	£16,646	£14,580	£16,646
Deferred income	£132,093	£260,200	£130,920	£258,310
	£174,508	**£325,463**	**£168,923**	**£304,897**

Deferred income

Group	2025	2024
Deferred income at 1 April 2024	£260,200	£274,292
Resources deferred in the period	£(169,968)	£147,410
Amounts released from previous periods	£41,861	£(161,502)
Deferred income at year end	**£132,093**	**£260,200**

Charity	2025	2024
Deferred income at 1 April 2024	£258,310	£264,171
Resources deferred in the period	£(168,078)	£145,520
Amounts released from previous periods	£40,688	£(151,381)
Deferred income at year end	**£130,920**	**£258,310**

19. Obligations under leases and hire purchase contracts

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Group		Charity	
Land and buildings	**2025**	**2024**	**2025**	**2024**
Within one year	£14,600	£14,600	£14,600	£14,600
Between one and five years	£32,850	£47,450	£32,850	£47,450
	£47,450	**£62,050**	**£47,450**	**£62,050**

20. Funds

Group

Unrestricted funds	**Balance at 1 April 2024**	**Incoming resources**	**Resources expended**	**Transfers**	**Balance at 31 March 2025**
General	£521,457	£298,988	£(219,171)	£(43,986)	£557,288
Designated	£156,000	-	-	-	£156,000
Total unrestricted funds	£677,457	£298,988	£(219,171)	£(43,986)	£713,288
Restricted funds	£58,014	£894,396	£(931,836)	£43,986	£64,560
Total funds	**£735,471**	**£1,193,384**	**£(1,151,007)**	**-**	**£777,848**

Restricted funds	**Balance at 1 April 2024**	**Incoming resources**	**Resources expended**	**Transfers**	**Balance at 31 March 2025**
Engaging young people	-	£246,508	£(290,494)	£43,986	-
Youth led volunteering	-	£625,330	£(612,661)	-	£12,669
Fixed asset fund	£58,014	£22,558	£(28,681)	-	£51,891
Total restricted funds	**£58,014**	**£894,396**	**£(931,836)**	**£43,986**	**£64,560**

Unrestricted funds	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Balance at 31 March 2024
General	£385,321	£350,867	£(174,049)	£(40,682)	£521,457
Designated	£156,000	-	-	-	£156,000
Total unrestricted funds	£541,321	£350,867	£(174,049)	£(40,682)	£677,457
Restricted funds	£77,820	£786,599	£(847,087)	£40,682	£58,014
Total funds	**£619,141**	**£1,137,466**	**£(1,021,136)**	-	**£735,471**

Restricted funds	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Balance at 31 March 2024
Engaging young people	£19,220	£232,420	£(262,581)	£10,941	-
Youth led volunteering	£(5,537)	£531,621	£(555,825)	£29,741	-
Fixed asset fund	£64,137	£22,558	£(28,681)	-	£58,014
Total restricted funds	**£77,820**	**£786,599**	**£(847,087)**	**£40,682**	**£58,014**

Charity

Unrestricted funds	Balance at 1 April 2024	Incoming resources	Resources expended	Transfers	Balance at 31 March 2025
General	£563,815	£166,989	£(112,215)	£(43,986)	£574,603
Designated	£156,000	-	-	-	£156,000
Total unrestricted funds	£719,815	£166,989	£(112,215)	£(43,986)	£730,603
Restricted funds	£58,014	£894,396	£(931,836)	£43,986	£64,560
Total funds	**£777,829**	**£1,061,385**	**£(1,044,051)**	-	**£795,163**

Restricted funds	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Balance at 31 March 2024
General	£448,541	£221,350	£(65,394)	£(40,682)	£563,815
Designated	£156,000	-	-	-	£156,000
Total unrestricted funds	£604,541	£221,350	£(65,394)	£(40,682)	£719,815
Restricted funds	£77,820	£786,599	£(847,087)	£40,682	£58,014
Total funds	**£682,361**	**£1,007,949**	**£(912,481)**	-	**£777,829**

The specific purposes for which the funds are to be applied are as follows:

1. Engaging Young People is about young people's participation in the charity's activities with trusted adults and their peers. This includes funding for football and drop-in sessions.

2. Youth-led Volunteering is about youth-led social action. It includes supporting young people to mentor their peers, hosting large community events, engaging with residents to improve their environment, organising awareness campaigns and delivering workshops about mental health to other young.

3. Fixed Asset Fund is fund for capital expenditure that is used for improving Suffolk House known as Warren Centre that is used for events.

During the year there were transfers in the sum of £43,986 (2023 - £40,682) between unrestricted and restricted funds. In accordance with the Charities SORP (FRS 102) these relate to the use of unrestricted funds at the discretion of the Trustees to meet any funding shortfall on restricted projects.

21. Analysis of net assets between funds

Group

	Unrestricted funds			
	General	Designated	Restricted funds	Total funds at 31 March 2025
Tangible fixed assets	£127,736	-	-	£127,736
Current assets	£604,060	£156,000	£64,560	£824,620
Current liabilities	£(174,508)	-	-	£(174,508)
Total net assets	**£557,288**	**£156,000**	**£64,560**	**£777,848**

	Unrestricted funds			
	General	Designated	Restricted funds	Total funds at 31 March 2024
Tangible fixed assets	£165,835	-	-	£165,835
Current assets	£681,085	£156,000	£58,014	£895,099
Current liabilities	£(325,463)	-	-	£(325,463)
Total net assets	**£521,457**	**£156,000**	**£58,014**	**£735,471**

Charity

	Unrestricted funds			
	General	Designated	Restricted funds	Total funds at 31 March 2025
Tangible fixed assets	£112,836	-	-	£112,836
Fixed asset investments	£1	-	-	£1
Current assets	£630,689	£156,000	£64,560	£851,249
Current liabilities	£(168,923)	-	-	£(168,923)
Total net assets	**£574,603**	**£156,000**	**£64,560**	**£795,163**

	Unrestricted funds			
	General	Designated	Restricted funds	Total funds at 31 March 2024
Tangible fixed assets	£141,186	-	-	£141,186
Fixed asset investments	£1	-	-	£1
Current assets	£727,525	£156,000	£58,014	£941,539
Current liabilities	£(304,8997)	-	-	£(304,8997)
Total net assets	**£563,815**	**£156,000**	**£58,014**	**£777,829**

22. Analysis of net funds

Group

	At 1 April 2024	Cash flows	At 31 March 2025
Cash at bank and in hand	£856,207	£(88,773)	£767,434
Net funds	**£856,207**	**£(88,773)**	**£767,434**

	At 1 April 2023	Cash flows	At 31 March 2024
Cash at bank and in hand	£713,130	£143,077	£856,207
Net funds	**£713,130**	**£143,077**	**£856,207**

Charity

	At 1 April 2024	Cash flows	At 31 March 2025
Cash at bank and in hand	£799,545	£(56,639)	£742,906
Net funds	**£799,545**	**£(56,639)**	**£742,906**

	At 1 April 2023	Cash flows	At 31 March 2024
Cash at bank and in hand	£652,874	£146,671	£799,545
Net funds	**£652,874**	**£146,671**	**£799,545**

23. Related party transactions

Group and Charity

In accordance with FRS 102, exemption is taken not to disclose transactions in the year between wholly owned group undertakings.

There were no other related party transactions in the year.

FITZROVIA YOUTH IN ACTION

England & Wales - Charity number 1136697

Accounts

Fitzrovia Youth in Action - Annual Report and Accounts 2023-24



Fitzrovia YOUTH IN ACTION

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Company no 06922343

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REPORT OF THE TRUSTEES

FOR THE YEAR ENDING 31 MARCH 2024

The Trustees are pleased to present their annual directors' report together with the consolidated financial statements of the charity and its subsidiary for the year ending 31 March 2024 which are also prepared to meet the requirements for a Directors' report and accounts for Companies House purposes.



Reference and Administrative Details

Chairperson
Javier Sajuria

Chief Executive Officer and Company Secretary
Andre Schott

Trustees
Patricia Ann Marron
Javier Sajura
Lorna Emma Ponambalum
Rosemary Swainston
Idriz Adedoja, Treasurer
Natalie Speranza
Dr Mark David Seaborne
Daniel Pitt
Emilie Vanpoperinghe
Jane Simone Boddington
Brian Christopher Willmore
Alice Weavers
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Company Registration Number
06922343

Registered Office
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W1T 5NZ

Auditor
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Chartered Certified Accountants and Statutory Auditors
38 Station Road
North Harrow
Harrow
HA2 7SE

Introduction from the Chairperson

As we approach the conclusion of our 2022-25 strategic plan, it is an ideal moment to reflect on the remarkable progress FYA has made and to celebrate the achievements that define this period. Since stepping into the role of Chair of Trustees in March 2024, I have been continually inspired by the passion and commitment of our staff, fellow trustees, and young people who remain at the heart of everything we do. Together, our organisation has co-created transformative opportunities for young people to lead change, expanded our reach, and solidified our position as a leading advocate for youth-led social action.

The past three years have been shaped by a clear vision to develop and grow innovative social action programmes, increase opportunities for young people from diverse backgrounds in Camden and Westminster to lead change, and build impactful partnerships that amplify our mission. These priorities have guided our work, and the results have exceeded expectations. Over the course of this strategic plan, we have seen record numbers of young people engaged. In the past year alone, more than 700 young people participated across over 50 cohorts of our diverse social action programmes. These young leaders, driven by their passion and lived experiences, have taken on some of the most pressing challenges in their communities and beyond, demonstrating the power of youth-led action.

Central to our approach has been a commitment to flexibility and youth leadership. We are increasingly providing opportunities for young people to draw on their lived experiences to shape and lead social action programmes. Today, 45% of the young people we work with face significant challenges, including mental health issues, special educational needs, disabilities, refugee status, or the risk of exclusion. By ensuring these young people have a platform to lead, we have enriched the quality and impact of our programmes. Their resilience and insights have driven social action on a wide range of issues, from supporting peers through mental health struggles to leading place-based initiatives that foster a sense of community and even co-producing systemic changes that improve local services.

The impact of youth-led social action cannot be overstated. Our evaluation tools, which have been validated and refined over time, highlight the profound benefits of participation. This year's annual report paints a compelling picture of these outcomes. Seventy-five percent of participants reported an improvement in their mental health by the end of the programme. This improvement is even more striking when considering that, at the start of the programme, 34% of participants experienced low levels of mental health, a figure that dropped to just 7% by the end. Meanwhile, those reporting high levels of mental health increased from 8% to 24%. Beyond mental health, participants have shown increased confidence, a stronger sense of belonging within their communities, and the development of essential skills that will serve them for years to come.

A foundation of our work has been the partnerships we have built and strengthened over the years. These partnerships are integral to our ability to reach more young people, share resources, and create lasting impact. This year, we expanded our programmes into Westminster, a milestone achievement that has opened doors to new opportunities. Collaborating with schools and youth agencies across the City of Westminster has enabled us to embed our work more deeply in the community and provide tailored support to young people in the area. These partnerships, based on mutual trust and shared goals, amplify the reach and impact of our programmes, ensuring more young people can access the support they need to thrive.

Our work goes beyond direct programme delivery. We are committed to sharing our learning and expertise to strengthen the broader ecosystem of youth participation and co-production. To date, more than 250 professionals from over 150 organisations have attended our masterclasses, which focus on facilitating youth participation and co-production. These sessions have become a hallmark of our approach, equipping professionals with the tools and insights needed to create meaningful opportunities for young people in their own contexts. This aspect of our work not only extends our influence but also reinforces the importance of youth-led initiatives across sectors.

One of our proudest achievements this year has been the launch of our new website, a platform that reflects the energy, creativity, and impact of our young people. Co-designed with the young people we work with, the website is packed with case studies, films, and evidence of how young people are leading change. It serves not only as a resource for those interested in youth-led social action but also as a testament to the value of placing young people at the centre of everything we do. The website exemplifies our commitment to a fun, engaging, and youth-led approach, which has become a defining characteristic of our work.

As we look ahead to the future, we are focused on developing our next strategic plan for 2025-28. This is an exciting time for our organisation, as we build on the successes of the past three years and identify new opportunities to grow and innovate. The process of creating this plan is already underway, with trustees, staff, and Ambassadors collaborating to shape a vision that will guide us into the next chapter. This collaborative effort reflects the values of inclusivity and partnership that underpin our work and ensures that the plan will be both ambitious and achievable.

I would like to take this opportunity to thank everyone who has contributed to our achievements over the past year. To our trustees, your guidance and dedication have been invaluable in steering the organisation through this period of growth and change. To our staff, your hard work and passion have been the driving force behind every success. To our Ambassadors and young people, thank you for inspiring us with your vision and determination to make a difference. Finally, I would like to extend a special thank you to Natalie Speranza, our previous Chair of Trustees, for her exceptional leadership, vision, and commitment, which have played a crucial role in positioning us for the successes we celebrate today. Her support has been fundamental during this period of transition.

As we prepare to co-create on our next strategic plan, we remain steadfast in our commitment to creating opportunities for young people to lead change and to ensuring that their voices are heard. Together, we will continue to build a world where young people are empowered to make a lasting impact on the issues that matter most to them.



Javier Sajuria (l) pictured with FYA's outgoing Chairperson, Natalie Speranza

Prof. Javier Sajuria
Chairperson and trustee

OUR PURPOSE

Our Mission

FYA supports young people from in and around Camden and Westminster to lead community action and create positive change for themselves, their peers and their community.





Our Vision

Our vision is a society where children and young people are at the centre of their communities. They feel they belong and are active participants in leading and inspiring community action. Young people will be confidently fulfilling their potential, with the skills to create positive change in their lives, with their peers and within their community.

Our Aims

Overall, FYA acts as a 'social brokerage', bringing together the talent and enthusiasm of young people and the resources and opportunities that the local economy and community can offer. Young people are an asset that FYA seeks to develop, so that they can contribute to the development of other young people and the wider community.

FYA aims to empower young people to make changes for themselves, their peers and their community. The outcomes that we strive for are:

- Increased resilience and wellbeing amongst young people;
- Young people being able to articulate and use their skills to move on into further education, training or employment;
- An increased sense of community belonging amongst young people and local residents who engage with FYA.

FYA'S FRAMEWORK FOR MEASURING SUCCESS

At FYA, we are on a journey to evidence the impact of our work. We believe that, through youth led-action, young people are empowered to create change for themselves, their peers and their community, and we want to be able to evidence this. Our Theory of Change model provides the structure to help us monitor and evaluate the impact that we are having. As part of this model, we have identified the need underpinning our work, the change we would like to see (our vision) and the activities we believe will help us achieve this change.

At the heart of our work is the assumption, based on experience and existing evidence, that youth led community action can lead to the following outcomes:

- increased resilience and wellbeing for young people;
- a sense of belonging to a community; and
- the development of skills and confidence that can help young people thrive as they move on to further education or employment.

These three outcomes are the primary areas against which we aim to measure the impact of our youth led social action.

Our monitoring and evaluation framework is based on using validated tools. Our framework and standard of evidence have been accredited by the Centre for Youth Impact with 'Project Oracle Level 2' validation.

Our current monitoring and evaluation framework has three elements: pre and post programme questionnaires, qualitative feedback (focus groups, session feedback, case studies and individual follow-up interviews three months later) and programme peer reviews led by FYA young Ambassadors.

We use two validated questionnaires: an adapted **Life Effectiveness Questionnaire** and the **Short Warwick Edinburgh Mental Wellbeing Scale** as pre and post programme evaluation questionnaires.
These questionnaires help us to measure specifically:

- **Wellbeing**
- **Self-confidence**
- **Social competence**
- **Sense of community belonging**
- **Intellectual flexibility**
- **Task leadership**

MAIN ACTIVITIES OF THE CHARITY

Numbers involved in FYA activities in 2023-24

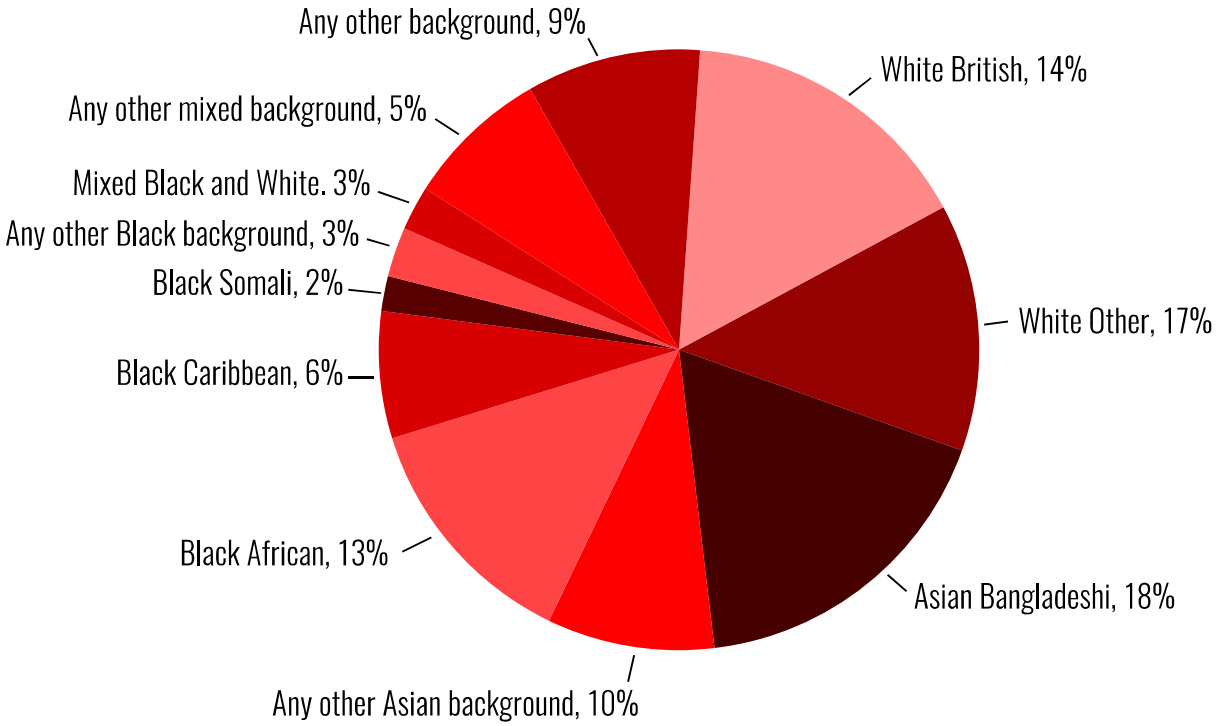
In total, FYA worked directly with 961 young people in 2023-24, 721 of whom organised and delivered youth social action programmes across 52 cohorts of young people.

Out of the 721 youth action participants, 45% were living with issues such as mental health problems, special educational needs, being at risk of exclusion, having refugee status, among others.

Our peer educators delivered workshops to over 1000 other young people. Over 2000 people from the wider community attended the community events run by our young people. A summary of the number of people involved by type of activity is provided in the table below.

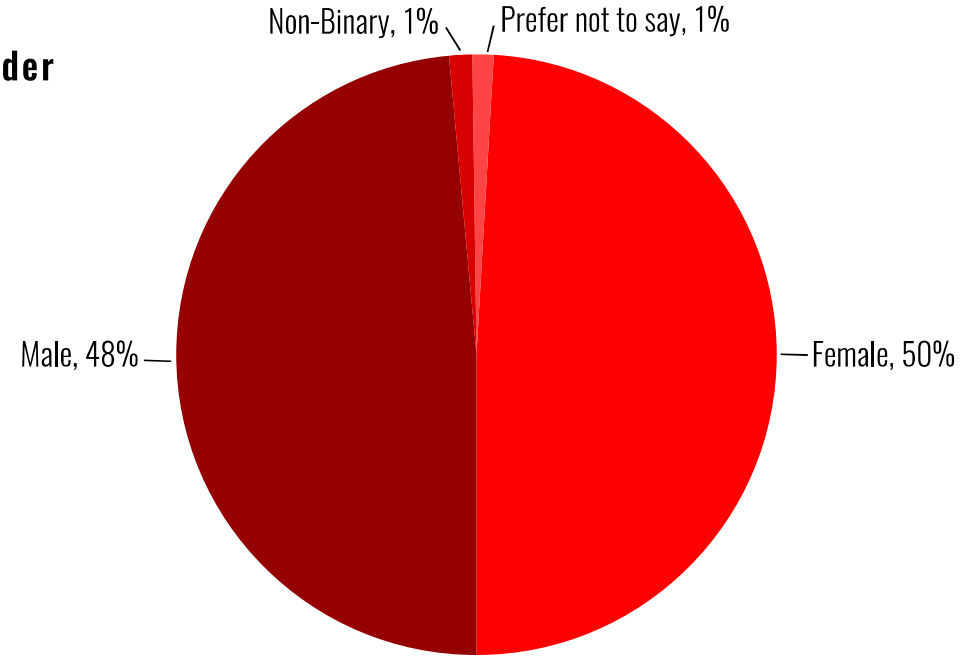
Programme Strand	Programme Type	Young people engaged during 2022-23	Young people engaged during 2023-24	
Engagement (Individuals who attended 5x or more)	**Drop-in** **Football** **Social Prescribing**	53 108 38	57 114 69	
Total Engagement		**199**	**240**	
				Number of cohorts in 2023-24
Youth Action (youth action volunteers, in brackets indirect beneficiaries – no. of individuals engaged by our volunteers)	**Peer Education**	109 (960)	113 (1034)	12
	Youth-led community events (e.g. street parties, festivals, community dinners)	45 (2150)	32 (2000+)	3
	Peer mentorring (Mental health)	288	467	29
	Young Ambassadors	15	11	1
	Regent's Park Champions (young people)	22	28	1
	Youth Action Teams Programme	0	70	6
Total Youth Action		**479**	**721**	**52 cohorts**
TOTAL		**678**	**961**	

Graph 1; FYA beneficiaries by ethnicity 2023-24



45% of youth action participants were living with mental health problems, special educational needs, being at risk of exclusion, having refugee status, or other challenges.

Graph 2; FYA beneficiaries by gender 2023-24



SUMMARY OF ENGAGEMENT ACTIVITIES

Football and other sports



Six weekly coaching sessions were held on the Warren Sports Pitch in Fitzrovia and on the Cumberland Market Pitch in the Regent's Park Estate. Weekly sessions were held for the Under 10s, Under 12s, Under 15s and Under 17s, as well as separate Girls Under 13s sessions.
The Under 10s and Under 12s teams played every Saturday in the Camden and Regent's Park Youth League.

114 young people aged from 7-17 attended the football programme for more than five times over a 12-month period. The average weekly attendance was 76; most were within the 10-15 age range; 88% of attendees were young men, and 12% were young women.

"Having attended since I was little to now take on more of a **leadership role** - I gained so many new skills, from teamwork to helping prep and lead creative sessions, and it really helped me grow in confidence. The staff were super supportive and made it fun."

"I've been part of **FYA's football programme** since I was seven, and it's been an incredible experience. I've formed lasting friendships, joined impactful social action projects, and now, at 16, FYA is even helping me create my CV."

Cumberland Youth Club



A weekly drop-in session took place in the H-Pod community space, in the Regent's Park Estate. Sessions centred around healthy living themes, with regular well-being workshops and healthy cooking sessions being delivered. Exercise and sports activities took place at the same time in the Cumberland Market open space next to the H-Pod.

57 young people aged from 9-18 attended the programme for more than five times over a 12-month period. The average weekly attendance was 20, the most popular age was 12, 42% of attendees were young women, and 58% were young men.

Social Prescribing

We are partners in a North Central London (NCL) Integrated Care System programme which tests out different approaches to social prescribing for young people.

We employ a peer link worker who helps young people participate in activities and support which they would otherwise not be able to access. Our peer link worker does outreach work and holds 1-2-1 meetings with the young person to find out their interests and needs, as well as providing encouragement and practical support to help the individual sign up for beneficial activities.

Our social prescribing model offers young people in need who participate in social action programmes additional 1-2-1 support, as well as supporting individuals to participate in group work where young people offer peer support and encourage each other to take up beneficial activities.

69 young people aged between 12-25 attended the programme over a 12-month period. The most popular age range was 16-17, 52% of attendees were young men, 45% were young women, 3% were non-binary.

"Before I joined the programme, I had been out of school and was really struggling socially. I did not have many people to talk to and I felt lonely. Working with a social prescriber really helped me to start to feel more confident to join the wider programmes at FYA. This summer has been a period for me to remember. I have been involved with the school attendance programme, helped organise the Warren Cup, and took part in many fun trips. This experience had been so amazing that I brought eight new friends from my new school to join FYA."



SUMMARY OF YOUTH SOCIAL ACTION ACTIVITIES

PEER SUPPORT

Young people are more likely to turn to other young people for advice and support than approach a parent, teacher or any other professional. At FYA, we have co-produced fun and creative peer support programmes where young people take the lead in offering each other advice and support.

Peer Education Programme

The peer education programme works with young people to identify issues that they feel are having a negative impact on them and their community. Young people participate in training and decide which issues they would like to address. They then explore their chosen topic and decide on the messages they want to put out to others. They are then supported to work up their message and create an awareness campaign. As part of this, they create a short film which becomes the centrepiece for awareness workshops which they deliver to other young people at youth clubs, schools and other agencies.

Young people ran awareness campaigns around community belonging, community safety, youth conflict, being a young carer, peer pressure, family pressure, accessibility for disabled people, homelessness, body image, LGBTQ equality, and parental separation.

Last year, we supported 113 peer educators across 12 cohorts. They created 14 films and delivered awareness workshops to 1083 young people. 17 was the most popular age, 55% of attendees were young men, 42% were young women, 3% were non-binary.



"Talking about racism with others who have faced it has helped me a lot. To be able to share our stories, raise awareness and try to move forward from bad experiences is important. I really enjoyed making a film about the experiences that some of us have faced, but more importantly I found it helpful to share my ideas with others."

"It's been difficult to get employment when you are experiencing homelessness. We have a lot of challenges. Having projects where we can talk about our problems really helps as we can talk to others in similar situations and not be judged."

Peer Mentoring Programme

Our Peer Mentoring Programme offers a space for young people to come together to access and provide peer support to one another through group work, one-to-one activities and discussions. The programme has been co-produced with young people and our project partners, Mind in Camden and the Tavistock & Portman NHS Foundation Trust. The core programme content has been informed by evidence-based models including the '5 ways to Wellbeing' and 'Resilience Framework'.
We offer different models of peer mentoring to schools and youth organisations, and we work with them to identify the best option for their young people. We encourage a mutual aid approach, where young people take turns to mentor each other, as we know the act of supporting others can be especially beneficial. Together, young people and our partners develop themes for participants to explore that form a structure for the programme. We deliver accredited training for peer mentors to complete prior to delivering mentoring sessions.

This year we delivered the Peer Mentoring Programme to 29 groups in numerous schools and youth agencies. In total, 467 young people participated as mentors and/or were active in peer support groups. 63% were young women, 36% were young men and 1% were non-binary. Their ages ranged from 8 to 24, with 14-18 being the most popular age group.

"I'm more aware of different feelings and emotions people might be going through. The sessions helped me understand how to support someone who might be struggling with their mental health and how to access different resources to help them".



"I really enjoyed the project. At first, I wasn't sure what to expect, but having the confidence to create and run my own mentoring sessions was really quite special. I'll never forget this."

"It's nice having someone going through the same thing you're going through and being able to talk and play games. I feel like I can't always talk to my friends about it but with my mentor I can".

PLACE BASED SOCIAL ACTION

Young people are often viewed as troublemakers, yet most young people care about their environment and are often most affected when it comes to issues like community safety. Our place-based social action programmes offer young people the opportunity to be the driving force around bringing the community together and making local improvements.

Youth-Led Community Events

FYA runs a youth leadership programme in which groups of young people are supported to organise and deliver one large community event per group. Four events were organised. In addition to the 35 youth steering group members who organised these events, we also had a further 103 young people volunteer on the day of the events.

- ### Warren Cup

Young people organised a football tournament on our sports pitch and, alongside this, delivered peer education workshops to 14 participating teams from our cinema tent, which included screening awareness films made by young people.





- ### Regents Roots Festival

Together with Old Diorama Arts Centre, we supported residents to organise the annual Regent's Park Estate summer festival. Over 1200 residents joined us for a packed programme of arts, dance, inflatable activities, and musical performances. As part of the festival, residents were also supported to run art and craft, henna and face painting stalls, and young people volunteered alongside adult residents to steward the event.

Fitzrovia Street Party and Community Dinner

Every year young people organise a street party for residents who live around the Warren Sports Pitch, and wider community. They set up dining tables in the road for guests to enjoy a community dinner while watching youth performances on stage throughout. Over 400 residents took part. Young people delivered all aspects of the event from performing and hosting on stage, to serving food and managing a wide range of activity stations.

Christmas Community Dinner

Young people served full roast Christmas meals to over 200 guests, including many local elderly residents and local families who enjoyed watching our young people perform on stage and play community bingo.

In total 35 young people participated (53% young women, 44% young men, 3% non-binary) as steering group members, aged 12-18, with 17 being the most popular age.





"I always watched my sister and listened to how she spoke about her experiences at FYA and I realised I wanted to feel that too. I am happy I joined and have done a number of projects now. There is something special about FYA and how we get to meet people, have fun but also do things that make a difference."

"I am quite proud to be a steward at FYA events – bringing people together and having positive experiences when things can feel quite tough. My mum had been part of FYA and started street party years ago so it feels quite cool for her to see me volunteering at it years later."

Regent's Park Community Champions

The Community Champions programme is a hyper-local, participant-led engagement programme through which young people from the Regent's Park Estate work alongside adult residents to address critical issues through social action and co-produced system change, in collaboration with a strong local network of community organisations, local authorities, and businesses.

Our Community Champions carry out local consultations, devise their own programmes to lead change, create strong local networks, co-produce improved services, and deliver activities which improve the environment, increase cohesion, and bring the community together. Below are some of the highlighted Champions' projects.



- ## Young Guardians

  In partnership with Camden Detached Project, we supported a group of 'Young Guardians' to run a local campaign aimed at improving community safety. The group were trained in contextual safeguarding, Street Doctors' first aid and public speaking. They created a training package, including two films, on how to be an active bystander when witnessing conflict, and to date have trained over 90 professionals and community members.

• Young Urban Designers

The Young Urban designers project was a partnership with Camden Council Planning team, Sustrans and FYA. Young people undertook their own walk about of the estate observing issues and challenges, and visited examples of urban planning in other areas. They then designed pop-up activities to engage their peers in planning consultations through fun and participatory ways. Over 62 young people provided feedback and ideas! Young people presented their findings to decision-makers and urban planners and their work has been included in the Healthy and Safe Streets report for the Regent's Park estate.



• Community Kitchen

Young people volunteered alongside adult residents in organising 32 community kitchens over the year, facilitating community socials and serving over 12,500 free meals. FYA delivered this project in partnership with Camden Detached Youth Team, Old Diorama Arts Centre, The Euston Partnership and Surma Centre. Our volunteers served free hot meals and provided entertainment, arts and crafts workshops, games and a safe, warm space for people of all ages and backgrounds to have fun together. We also replicated the model in Somers Town and supported community organisations there to adapt it to local needs. Over 375 guests from different background joined our Community Kitchen Iftar to celebrate Ramadan and break then fast together. Young people gave presentations to help our community understand what Ramadan is and why it is important to them.

We worked with 28 young people aged 9-19 as Community Champions over 2023-24. 52% were young men and 48% were young women.



SYSTEM CHANGE

Young people's voices are often not heard, they are rarely consulted, and seldom involved in the shaping and delivering of services. At FYA, we support young people to draw on their expertise and lived experience to communicate their views and ideas about how improvements can be made.

Youth Action Teams

Young people are supported to organise peer to peer activities, consultations, campaigns, and events to ensure their voices and ideas are heard. Key to the programme is the engagement of service providers and strategists who are committed to work with young people in finding youth-led solutions to improve the quality and access of services.
We have already described in previous pages how our Young Guardians trained over 90 professionals to help them become active bystanders when witnessing conflict, or how our Young Urban Designers fed back the views of over 60 other young people into a local authority planning programme. Two other YAT programmes are highlighted below.

- CAMHS to Community

In partnership between Tavistock and Portman NHS Foundation Trust CAMHS (Child and Adolescent Mental Health Services), young people who had just exited CAMHS services explored how CAMHS might be enriched by offering peer support alongside clinical support, and what such a service should look like. The group ran peer support sessions and created a short film about their experiences, which they presented along with their recommendations to the clinicians and management at the Tavistock and Portman NHS Trust. We continue to work with the Tavistock and Portman NHS Trust to help young people co-design what an integrated CAMHS/peer support model could look like.

- Improving accessibility

We supported young people from Elfrida Rathbone who wanted to address accessibility in health services for young people with learning disabilities. The group planned a 'mystery shop' programme, visiting seven health services ranging from pharmacies to GPs and sexual health clinics. During the visits, young people met with staff to find out more about the services on offer and talk about their needs and issues. At the end of the programme, young people presented their findings and recommendations to health service managers and Camden Council staff. Feedback from the group has been shared with local health teams and will be used to help inform service improvements.

70 young people were engaged in leading the Youth Action Team cohorts over 2023-24. They were aged 9-24, with 17 being the most popular age, 57% were young women and 43% were young men.

"Participating in the FYA 'CAMHS to Community' project was an opportunity that I'll never forget. It has allowed me to speak on issues that are so stigmatised and advocate for young people who are experiencing difficulties. I hope that in the future, young people who attend this group make the most out of it as it is an experience to cherish and not miss out on - exiting CAMHS is hard as a young person who experiences low mood and other negative emotions that come with it."

Young Ambassadors

Our Ambassadors are 'alumni' young people who have completed at least two youth action projects with FYA. They are trained and supported to represent the voices of service users and help the organisation to plan and make decisions. Ambassadors participated in Trustee meetings and Ambassador representatives also attend Board subcommittee meetings with Trustees.

Our Ambassadors helped recruit young people into FYA and joined the first sessions of new youth action cohorts to share their own experiences to inspire and motivate new members. They also represented FYA at a number of external events. Our Ambassadors formed youth interview panels as part of two staff recruitment rounds and supported the organisation to adapt the interview process to ensure youth decision plays a key role in recruitment. They also worked with our web designer to ensure our new website appeals to young people.

We worked with 11 young Ambassadors aged 13-24, and 17 was the most popular age. 65% of attendees were young men, 35% were young women.We worked with 11 young Ambassadors aged 13-24, and 17 was the most popular age. 65% of attendees were young men, 35% were young women.



"I loved being an Ambassador and I am so grateful for having been able to work for so long with FYA in this way. From my experience of being an Ambassador, I am now hoping to support FYA in masterclasses and will continue to volunteer and spread the word! There really are very few experiences like FYA and the difference being part of these project can make for young people, whether to develop skills or to support their mental health and wellbeing."

SHARING THE LEARNING

While our direct delivery with young people is focussed on partnership work within the London Borough of Camden and City of Westminster, we share our learning with professionals from inside and outside these areas.

Masterclasses

We deliver a four-part Masterclass series on topics young people have highlighted as key factors that encouraged their continuous engagement with us.

The masterclasses are aimed at professionals who work with young people and young adults in any capacity. All the Masterclasses have been co-produced with young people that access our services. They are a great way to gain knowledge on what the young people find effective, as well as find out about the engagement and participation methods and tools which we have co-produced with young people over the years.
The masterclasses we offer are:
* Facilitation Foundations
* Youth At The Heart From The Start
* From Participation to Facilitation
* Building the Boundaries

We delivered 14 masterclasses in 2023-24, which were attended 149 professionals from 88 organisations



"I thoroughly enjoyed the engaging and participatory training offered by Fitzrovia Youth in Action. I liked the blend of theory behind youth participation with real life examples of how colleagues are applying the theory to their work. The session gave me an opportunity to reflect and celebrate the work my organisation is already doing in this area as well as offering lots of new ideas of what we could do next to better serve our young people".

THE DIFFERENCE THAT OUR YOUTH ACTION PROGRAMMES HAVE MADE

Number of people participating in FYA's youth action activities

721 young people were involved in planning and delivering youth action programmes in 2023-24. Our youth social action programmes typically last for around 12 weeks.

Over 1000 young people took part in peer education workshops delivered by our young volunteers. Over 2000 people from the wider community attended community events organised by our young people.

Towards the end of their youth action projects, participants take part in workshops where they identify the skills that they gained during the programme and learn how to articulate these in CVs, interviews and applications.

Our evaluation, based on validated tools, showed that that our young volunteers reported a significant increase in their well-being, life skills and their sense of community belonging.

Our validated monitoring and evaluation tools show that that participants in our social action programmes have achieved the following outcomes:

- ✓ Increased Resilience and Wellbeing – young people report increased confidence, positive relationships with peers and higher self-esteem;
- ✓ Greater Sense of Belonging – young people feel more connected to their community;
- ✓ Increased Skills and Experience – young people can articulate and use their skills to move on into further education, training, or employment.

Development of skills

376 youth action participants (52% of total) completed baseline and exit surveys based on the validated Life Effectiveness Questionnaire (LEQ).

The findings indicate that FYA programmes have a significant positive impact on young people's life skills. Findings from both the quantitative and qualitative data show improvements in social confidence, task leadership and intellectual flexibility – all attributes which are key employability skills. Young people could identify other specific skills they had developed within projects such as listening skills, event management, stewarding or risk assessment skills. In total, 1683 AQA awards were gained through taking part, with 666 youth action participants (92%) gaining at least one award.

666 participants gained 1683 AQA awards between them

"I grew up in an educational system where we were laughed at by other kids. We were hidden, that is how some of us felt. So when I came here to do this programme, I felt people were actually listening to me and understood because I was with other people like me...
We were talking about our special needs and our experiences. It was quite nice to know I was not alone. We all felt we belonged here, when some of us felt like they had not belonged anywhere...
We learned how to help people with mental health problems. The project gave us a self-esteem boost that we never had. We got qualifications whilst doing the peer education programme, which is great for people like me or people in general who struggle in mainstream education and who just wanted someone to help them, someone they can relate to."



Community impact

A sense of community belonging is at the heart of FYA's work. LEQ scores of young people involved in youth social action showed a significant increase in their sense of belonging. Many of the young people defined their community by their friends, peers, school and their work with FYA. For many of the young people that were involved in youth leadership projects, FYA had become their community. Participants told us that they felt connected to the staff, other young volunteers and guests who attended local community events.

198 out of the 2150 guests who attended our community events completed evaluation forms. 63% described the event as 'brilliant' (31% as 'good') and 79% stated they had met people at the event they did not know before. 47% of guests stated that their sense of community belonging had increased as a result of taking part.

960 out of the 1034 young people who attended mental health awareness workshops delivered by our youth action volunteers completed baseline and exit survey forms. 75% of participants demonstrated an increase in knowledge after taking part and 70% agreed that the workshop helped them feel more confident in making the right decisions about the covered topics in the future. We also asked young people where they would turn to for advice and support. As the graph below shows, a 'friend' or 'peer' was the most popular answer by far. Young people are far more likely to turn to their peers for information, advice or support, than approach a professional or adult for help. This provides an important rationale for our work - building the capacity of young people to support each other.

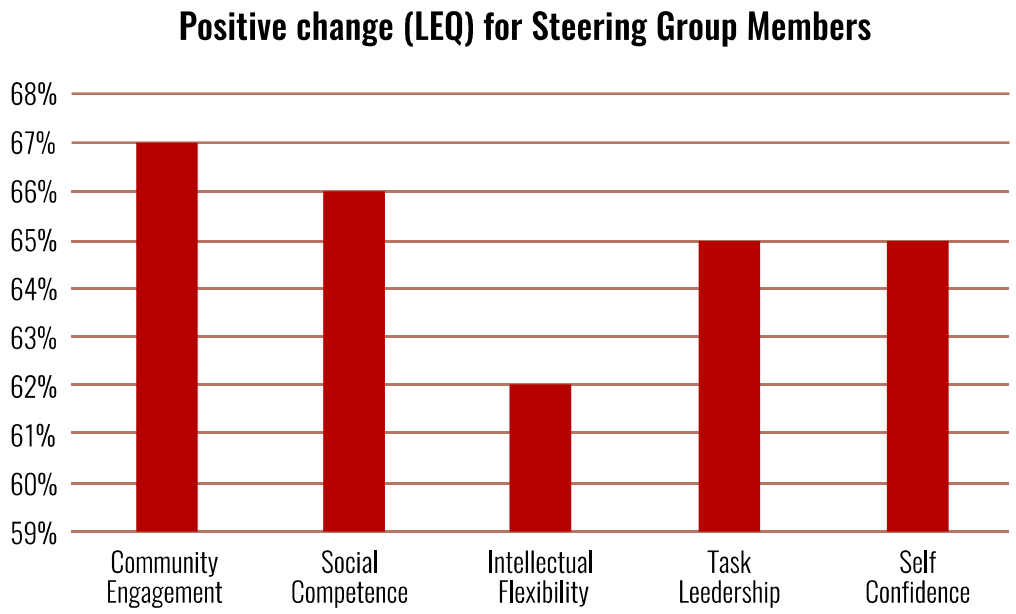
"I am quite proud to be a steward at FYA events – bringing people together and having positive experiences when things can feel quite tough. My mum had been part of FYA and started street party years ago so it feels quite cool for her to see me volunteering at it years later".

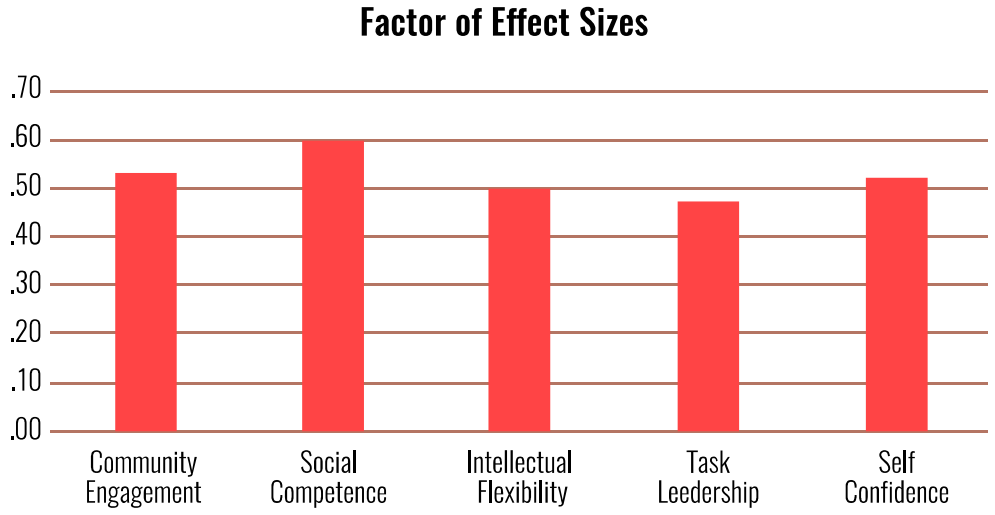
"I love being part of FYA. I have volunteered at a few events but never thought I would be one of the managers! I have additional needs but FYA have shown me I can do so much more than I thought I can. My favourite part is customer service, serving the food. I love supporting others. My group was quite quiet but we found our ways to share our ideas and made a really great event happen. I am now an Ambassador as well, which is helping me to get more skills and I feel more part of this community than where I live."

Graphs 3-4: Skills development and community engagement

Participation in our youth social action programmes appears to have had a positive impact on young people's skills development and how engaged in the community they feel. The second graph below show that the level of change for participants can be described as 'moderate' to 'strong'.

Participants in our youth social action programmes showing positive change

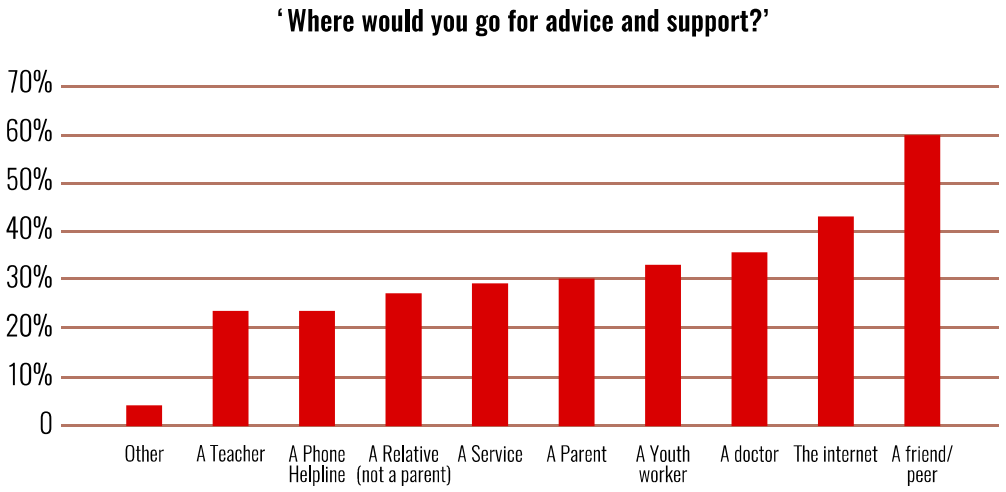




Effect Size	Interpretation
0.2	Small
0.3	Small-moderate
0.4	Moderate
0.5	Strong
1	Very stron

Graph 5: Where would you go for advice and support?

Young people are far more likely to approach a peer for information or advice than seek support from anyone else.



Mental health and wellbeing

376 participants (52% of total) completed the Short Warwick-Edinburgh Mental Health Wellbeing Scale (SWEMHWBS) surveys. Analysis of baseline and exit surveys demonstrates that significant increases were achieved in all the seven factors measured, as the graphs on these pages show.

Overall, 75% of participants showed an improvement in their mental health and wellbeing. According to the SWEMWBS, 69% of young people improved their wellbeing score by more than 1 point which, according to the scale, reflects the change was likely to be important to them. The evaluation data also shows participation in youth social action decreased 'low levels', and increased 'high levels', of mental health.

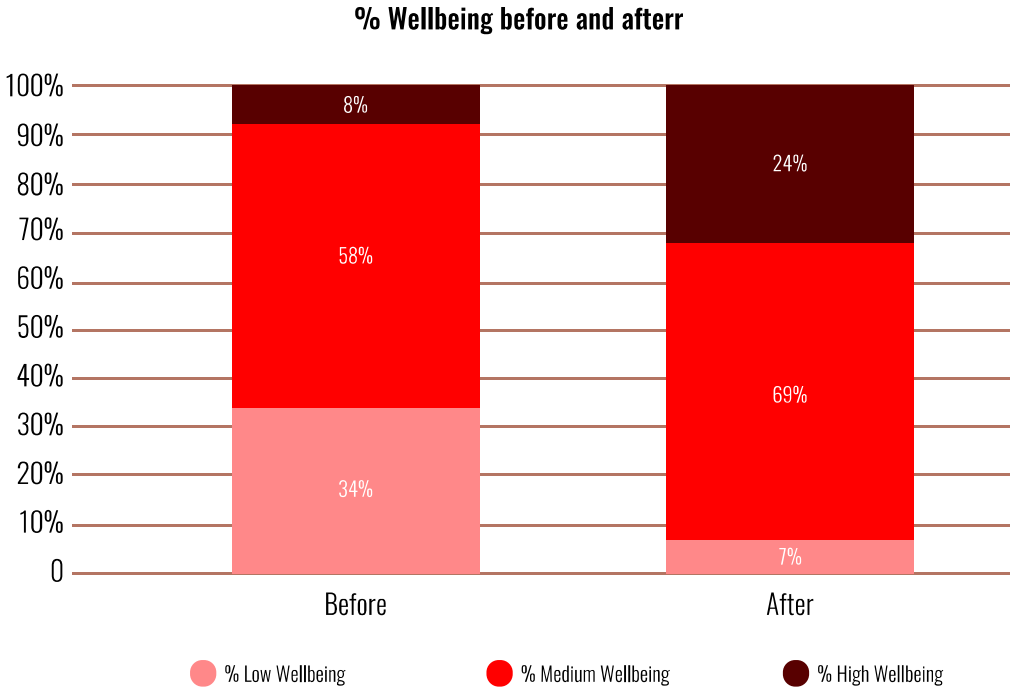
Results also show that, prior to the programme, participants' average wellbeing score was 1.5 points below the national average. The post-programme mean score was 2.3 points above the national average.

"I do feel like my confidence improved. I have really bad social anxiety and don't feel comfortable talking to people I don't know or putting my hands up to speak even in school, but this group has helped me feel a little more confident."

"I really enjoyed getting together in a team and organising workshops for everyone else – it let me learn new things that I didn't really know about before and improve the confidence in myself that I can do this, but it also let me appreciate other people's strengths too."

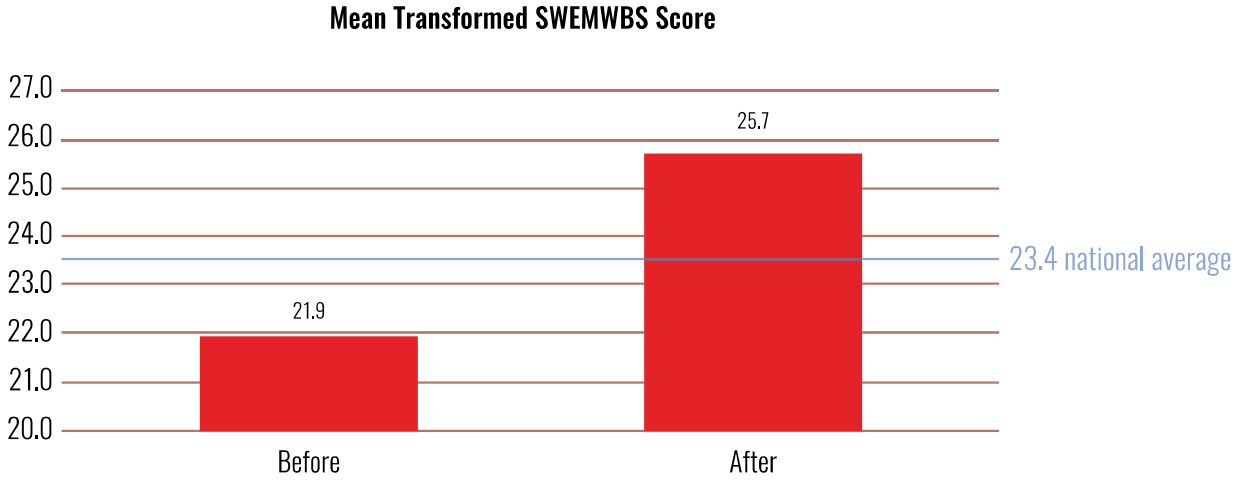
Graph 6: Wellbeing before and after

At the start, 34% of young people across our youth action programmes experienced 'low' levels of mental health, according to the SWEMHWBS scale. By the end of the programmes, this had reduced to 7%. Those experiencing 'high' levels of mental health rose from 8% to 24%.At the start, 34% of young people across our youth action programmes experienced 'low' levels of mental health, according to the SWEMHWBS scale. By the end of the programmes, this had reduced to 7%. Those experiencing 'high' levels of mental health rose from 8% to 24%.



Graph 7: Wellbeing compared to national average

Participants' average wellbeing score at the start of the programme was below the national average for 16–24 year-olds. At the end of the programme, their average score was above the national average (the national average SWEMWBS score for 16–24-year-olds being 23.42). https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5376387/).



OUR COMMUNITY PARTNERS

Fitzrovia Youth in Action delivers a large proportion of its youth social action programmes at partner agencies across Camden and Westminster.

We would like to thank and acknowledge the following organisations for their support and partnership over the past year:



"This peer support group was a great example of coproduction because not only did the young people co-design and co-deliver the peer support group but they filmed the process and compiled a list of recommendations for other CAMHS services across the country. Mental health support services are under unprecedented demand and peer support is a very effective way to provide extra support to young people transitioning from children to adult services."

Rachel James, Clinical Services Director at Tavistock and Portman NHS Foundation Trust





"I am so impressed by the work of Young Guardians and Community Champions and excited by what they might do next. This partnership between FYA, the residents as champions and us from the Youth Service has been inspiring and a testament to all involved, but also illustrates how important partnership work is in order to serve residents best. The projects have not only highlighted issues we can work on, but highlighted how much incredible work is being done by so many organisations and services already too."

Eugene Griffin, Head of Camden Youth Service

"Working in partnership with Fitzrovia Youth in Action has seen our project exceed previous successes, both in the numbers of young people we have been able to engage, and the quality of provision we have been able to deliver. With 17 young people engaged in the peer education project that we invited them to facilitate, we're now keen to explore how we can continue to work in partnership with FYA in the future as their passion and commitment for developing young people clearly shines through."

Andy Forse, Project Co-ordinator: Young People for Inclusion (Elfrida Rathbourne)





"Our partnership with Fitzrovia Youth in Action has been nothing short of amazing! The time and effort from all the staff at FYA has reflected in the outstanding work that the students have produced. Students who have started at FYA have lacked confidence, ambition and enthusiasm, however, after they return with a new outlook on their future. The growth in their personal skills and personality is remarkable and it makes my role so worthwhile. I look forward to continuing our partnership with Fitzrovia Youth in Action to provide opportunities to as many students as possible."

Olivia Rogers, Westminster Kingsway College

OUR FUNDERS 2023-24

Derwent London
Garfield Foundation
GMS Estates Limited
Greater London Authority
Jack Petchey Foundation
Land Aid UK
Lendlease Euston Development
London Borough of Camden
London Youth
Metropolitan Police
The Childhood Trust
The City Bridge Trust
The Drapers Company
The Hedley Foundation
The Henry Smith Charity
The London Community Foundation
The Portal Trust
The Rayne Foundation
Young Camden Foundation
Young Westminster Foundation

OUR STAFF TEAM 2023-24

Chief Executive
Andre Schott

Head of Programmes
David Wong

Peer Education & Media Manager
Shipon Hussain

Peer Mentoring Manager
Abbie Mitchell

Peer Mentoring Coordinator
Atifa Juhi

Youth Leadership Coordinator
Aleffa Islam

Fundraising Manager
Celia Hammond

Community Partnerships Manager
Raja Miah

Finance Officer
Jacob Okere

Office Manager
Samira Hussain

Peer Mentoring Development Coordinator
Delicha Changa

Social Prescribing Officer
Jesse Antwi

Film Maker & Media Engagement Officer
Jordan Bennett

Youth Leadership Coordinator
Fathiya Saleh (started May 2023)

Youth Social Action Officer (Intern)
Farzana Ahmed

Football Staff
Antony Blair (Head Coach)
Sean Burke (Football Coach)
Jason Renee (Football Coach)
George Bale (started Sept 2023)

Pitch Staff and Sessional Staff
Hana Ali
Nelson De Sousa Caldas (from September 2023)
Yahya Islam (from September 2023)
Amina Khanom (until August 2023)
Abby Lowne (from February 2024)
Osman Mahgoub (from September 2023)
Arshan Mahi
Suraya Miah
Callum Ryan (until December 2023)
Fama Ture (until August 2023)
Amir Tubekan (from November 2023)

OUR BOARD OF TRUSTEES 2023-24

Chairperson
Natalie Speranza (resigned as Chair March 2024)
Javier Sajuria (appointed March 2024)

Treasurer
Emilie Vanpoperinghe (resigned as Treasurer August 2023)
Idriz Ade (appointed August 2023)

Trustees
Afrin Alam
Jane Boddington
Patricia Marron
Halima Nessa (resigned November 2024)
Daniel Pitt
Lorna Ponambalum
Dr Mark Seaborne
Rosemary Swainston
Alice Weavers
Brian Willmore
Natalie Speranza

President
Dr June Crown CBE

Strategic Report for the Year Ended 31 March 2024

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

Financial review

In the year 2023-2024, FYA recorded an income of £1,137k, increased by £294k from 2022-23. This occurred for the following reasons:

- In the financial year under review, overall grant funding increased by £237k compared to 2023. This is primarily due to overall increased grant funding.

- Through a combination of paid pitch bookings and hire of Warren Centre facilities, our trading subsidiary, Fitzrovia Youth in Action Activities Limited, was able to generate a trading income of £144k over the year 2023-24 (£88k in 2022-23). This income goes towards the running costs of the charity. Increase in the income was partly due to pitch surface improvement; full availability of the pitch as opposed to limited availability in the previous year due to resurfacing work; greater pitch booking traction via sportsbooker and a marked increase in the hire of Warren Centre facilities.

- In 2023-24 there was a decrease in general donations and business support by £11k compared with 2022-23. These include donations received from GMS Estates Limited. GMS Estates Limited donations for 2023-24 was £14k and 2022-23 £17k. We have had support from the local community and privately-owned businesses in the local area.

- FYA recorded an investment income of £12k (2023 - £4.9k) from interest received in deposit of cash reserve.

Expenditure in the year increased by £141k from £880k in 2022-23 to £1,021k in 2023-24. This has occurred for the following reasons:

- Increase in youth activities and events towards additional funding received and increase in activity costs.

The Charity has therefore ended the year with a surplus of £116k compared to a deficit of (£37k) in 2023.

The charities reserves are healthy *(see Reserves Policy section)*.

Policy on reserves

FYA is currently dependent on grant funding to sustain its activities, because earned income through its trading subsidiary alone would not allow it to continue operating.

The FYA board has agreed to keep a certain level of unrestricted financial reserves aside and outside of the financial planning process for two primary purposes:

1. To avoid closure and ensure that main operations can continue in the short term if:
- Grant income becomes short; or
- Unexpected costs arise.

The main concern of the Board in this scenario is that staff can continue working, primarily to secure new funding.

2. To ensure that all costs could be met during a wind up in the case where a funding shortfall persists to the point where FYA ceases to be a going concern. The main concerns of the Board in this scenario are:
- Staff continue to be paid during their notice period;
- All financial commitments are met; and
- The young people engaged with FYA are supported to move on to other services.

Restricted funding for programmes is usually secured 6 to 12 months in advance. Unrestricted funding for support and overhead costs is more difficult to obtain and is less predictable and as such, FYA is at most risk of running short of unrestricted funds for overheads. Not all unrestricted funding is considered as reserves; unrestricted funding that is not held in reserve, and not needed to fund programmes, is allocated to funding overheads in the FYA budgets and forecasts.

The reserves set aside are reviewed each year by the FYA Board and increased or decreased according to expected level of staffing and activities in the year to come and also with respect to available unrestricted funds that are available. The FYA Board would look to build up reserves if the organisation were in a period of growth.

The current level of reserves available are held as follows:

9 months of annual total costs to cover for continuing operations in the case that general funding falls short of requirements or for large and unexpected costs; as well as the costs in the event of winding up, in order to cover core staff costs, statutory redundancies, rent contracts and other running costs and contracts.

As at 31st March 2024, the Trustees are of the view that the charity and group are a going concern.

Principal risks and uncertainties

Risk management

The Trustees and management team of the charity believe that sound risk management is integral to both good management and good governance practice.

Risk management should form an integral part of the charity's decision-making and be incorporated within strategic and operational planning.

Risk assessments will be conducted on all new activities and projects to ensure they are in line with the charity's objectives and mission.

Any risks or opportunities arising will be identified, analysed and reported at an appropriate level.

A risk register covering key strategic risks will be maintained and updated at least twice a year and more frequently where risks are known to be volatile.

The strategic report was approved by the trustees of the charity on 28 January 2025 and signed on its behalf by:



Javier Sajuria
Chairperson and trustee

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 March 2024.

Objectives and activities

Objects and aims

The advancement of education of children and young people by developing individual capabilities, competences, skills and understanding to lead and inspire social action in their communities.

We will do this especially, but not exclusively, in and around the London Borough of Camden through:

1. The provision of training in life skills, mental health awarenes and healthy exercise;
2. The provision of social action programmes, sports activities, creative art activities and other recreational and educational activities;

as well as through:

3. Sharing our knowledge and expertise with organisations both locally and nationally to enable them to develop the skills and competencies required to deliver similar projects, so as to fulfil their potential with the confidence and skill to creative positive change for themselves, with their peers and within their communities, for the public benefit.

Overall, FYA acts as a 'social brokerage' bringing together the talent and enthusiasm of young people and the resources and opportunities that the local economy and community can offer. Young people are an asset that FYA seeks to develop, so that they can contribute to the development of other young people and the wider community.

FYA aims to empower young people to make changes for themselves, their peers and their community. The outcomes that we strive for are:

- increased resilience and wellbeing amongst young people;
- young people are able to articulate and use their skills to move into further education, training or employment;
- an increased sense of community belonging amongst young people and loclal residents who engage with FYA.

Public benefit

Amongst other activities, the charity runs a youth leaderhsip programme in which groups of young people are supported to organise and deliver one large community event per group. The events include the Warren Cup football tournament, the Fitzrovia Street Party, a festival in the Regents Park Estate and a Christmas Community Dinner.
These events coupled with the development of young people from various communities provide a strong foundation for the benefit of the community and the public at large.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Use of volunteers

The charity utilises volunteers in various aspects of it's activities, the total hours spent by the numerous volunteers is not tracked due to the volume and nature of activities, whereby youths are developed and trained by their own volution and to mantain details to time spent and equivalent monetary value would be arduous.

Structure, governance and management

Nature of governing document

Fitzrovia Youth in Action is a company limited by guarantee governed by its Memorandum and Articles of Association dated 2 June 2009. It is registered as a charity with the Charity Commission.

Induction and training of trustees

The Board of Trustees recruits for additional members as and when it identifies that extra resource with specific experience or skill set is needed to maintain the Board's effectiveness. Prospective Trustees are invited for interview and observe at least one Board meeting before appointment. Upon appointment, Trustees are provided with an induction pack and latest Board papers containing the relevant information to familiarise themselves with their responsibility as trustees, the work of the charity, operating procedures, the business plan and financial performance.

Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Organisational structure

The Board meets every two months and Board Sub-committees, including Fundraising and Finance Subcommittees, meet between Board meetings. Sub-committees do not have delegated authority for decision making, but instead report to the Board with recommendations. A Chief Executive is appointed by the Trustees to manage the day-to-day operations of the charity.

The charity's wholly owned subsidiary, Fitzrovia Youth in Action Activities Ltd was established to operate the Warren Pitch. Fitzrovia Youth in Action Activities Ltd has a licence from the charity to operate the facility and gift aids all its profits to the charity.

Major risks and management of those risks

Risk management

The Trustees and management team of the charity believe that sound risk management is integral to both good management and good governance practice.

Risk management should form an integral part of the charity's decision-making and be incorporated within strategic and operational planning.

Risk assessments will be conducted on all new activities and projects to ensure they are in line with the charity's objectives and mission.

Any risks or opportunities arising will be identified, analysed and reported at an appropriate level.

A risk register covering key strategic risks will be maintained and updated at least twice a year and more frequently where risks are known to be volatile.

Statement of trustees' responsibilities

The trustees (who are also the directors of Fitzrovia Youth in Action for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 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. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the parent charitable company and the group and of the incoming resources and application of resources, including its income and expenditure, of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the parent charitable company will continue in business.

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

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

Responsibilities of trustees

As explained more fully in the Statement of trustees' responsibilities (set out on page 8), the trustees 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 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 charity or to cease operations, or have no realistic alternative but to do so.

Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the charity on 28 January 2025 and signed on its behalf by:



Javier Sajuria
Chairperson and trustee

Independent Auditor's Report to the Members of Fitzrovia Youth in Action

Opinion

We have audited the financial statements of Fitzrovia Youth in Action (the 'charitable parent company') and its subsidiaries (the 'group') for the year ended 31 March 2024, which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Balance Sheet, Consolidated Statement of Cash Flows, 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 United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (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 March 2024 and of its incoming resources and application of resources, including 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 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

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 group's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were 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 trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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.

The period ended 31 March 2024 is the first year the charitable company and group has been audited and as such the comparative year figures are unaudited.

Opinion on other matter 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 Strategic Report and Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
• the Strategic Report and Trustees' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and the Trustees' Report.

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

• adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
• the parent charitable company 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.

Responsibilities of trustees

As explained more fully in the Statement of trustees' responsibilities (set out on page 40), the trustees 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 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 charity or to cease operations, or have no realistic alternative but to do so.v

Auditor 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the group and charitable company and the industry in which it operates, and considered the risk of acts by the group and charitable company that were contrary to applicable laws and regulations, including fraud.

Our audit procedures were designed to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

We focused on laws and regulations that could give rise to a material misstatement in the financial statements, including, but not limited to, financial reporting legislation, the Charities Act 2011, the Companies Act 2006, distributable profits legislation and UK pensions and tax legislation. We assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items. Our tests included agreeing the financial statement disclosures to underlying supporting documentation and enquiries with management regarding correspondence with regulators and tax authorities.

There are inherent limitations in the audit procedures described above and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it and therefore we have communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indication of fraud or non-compliance with laws and regulations throughout the audit.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to management bias in accounting estimates. We addressed the risk of management override of internal controls through testing journals. We evaluated whether there was evidence of bias by the directors in accounting estimates that represented a risk of material isstatement due to fraud. We challenged assumptions and judgements made by management in any significant accounting estimates.

Use of our report

This report is made solely to the charitable parent company's trustees, 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 group's trustees 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 parent company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.



S Rajan CTA FCCA ACA (Senior Statutory Auditor)
For and on behalf of Smartax Limited, Statutory Auditor
38 Station Road
North Harrow
Harrow
HA2 7SE

28 January 2025

Consolidated Statement of Financial Activities for the Year Ended 31 March 2024

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

	Note	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Income and Endowments from:					
Donations and legacies	3	19,811	-	19,811	30,627
Charitable activities	4	174,230	786,599	960,829	723,523
Investment income	5	12,358	-	12,358	4,920
Income from trading subsidiary		144,468	-	144,468	83,948
Total income		350,867	786,599	1,137,466	843,018
Expenditure on:					
Raising funds	7	(132,839)	(38,753)	(171,592)	(153,154)
Charitable activities	8	(41,210)	(808,334)	(849,544)	(726,820)
Total expenditure		(174,049)	(847,087)	(1,021,136)	(879,974)
Net income / (expenditure)		176,818	(60,488)	116,330	(36,956)
Transfers between funds		(40,682)	40,682	-	-
Net movement in funds		136,136	(19,806)	116,330	(36,956)
Reconcilliation of funds					
Total funds brought forward		541,321	77,820	619,141	656,097
Total funds carried forward	20	677,457	58,014	735,471	619,141

All of the group's activities derive from continuing operations during the above two periods.
The funds breakdown for 2023 is shown in note 20.

The notes on pages '51 - 71' form an integral part of these financial statements.

Consolidated Balance Sheet as at 31 March 2024

(Registration number: 06922343)

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	14	165,835	201,217
Current assets			
Debtors	16	38,892	18,968
Cash at bank and in hand	17	856,207	713,130
		895,099	732,098
Creditors: Amounts falling due within one year	18		
Net current assets		(325,463)	(314,174)
Net assets		569,636	417,924
Funds of the group:		735,471	619,141
Restricted income funds			
Restricted funds		58,014	77,820
Unrestricted income funds			
Designated funds		156,00	156,00
General funds		521,457	385,321
Total unrestricted funds		677,457	541,321
Total funds	20	735,471	619,141

The financial statements on pages 12 to 44 were approved by the trustees, and authorised for issue on 28 January 2025 and signed on their behalf by:

Javier Sajuria
Chairperson and trustee

The notes on pages '51 - 71' form an integral part of these financial statements.

Charity Balance Sheet as at 31 March 2024

(Registration number: 06922343)

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	14	141,186	170,444
Investments		1	1
		141,187	170,445
Current assets			
Debtors	16	141,994	150,320
Cash at bank and in hand	17	799,545	652,874
		941,539	803,194
Creditors: Amounts falling due within one year	18	(304,897)	(291,278)
Net current assets		636,642	511,916
Net assets		777,829	682,361
Funds of the charity:			
Restricted income funds			
Restricted funds		58,014	77,820
Unrestricted income funds			
Designated funds		156,000	156,000
General funds	20	563,815	448,541
Total unrestricted funds		719,815	604,541
Total funds		777,829	682,361

The financial statements on pages 12 to 44 were approved by the trustees, and authorised for issue on 28 January 2025 and signed on their behalf by:

Javier Sajuria
Chairperson and trustee

The notes on pages '51 - 71' form an integral part of these financial statements.

Consolidated Statement of Cash Flows for the Year Ended 31 March 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash income /(expedinture)		116,330	(366,956)
Adjustments to cash flows from non-cash items			
Depreciation	7	35,382	46,743
Investment income	5	(12,358)	(4,920)
		139,354	4,867
Working capital adjustments			
(increase)/decrease in debtors	16	(19,924)	11,975
increase/(decrease) in creditors	18	25,381	(23,490)
(decrease)/increase in deferred income		(14,092)	8,555
Net cash flows from operating activities		130,719	1,907
Cash flows from investing activities			
Interest receivable and similar income	5	12,358	4,920
Purchase of tangible fixed assets	14	-	(35,863)
Net cash flows from investing activities		12,358	(30,943)
Net increase/(decrease) in cash and cash equivalents		143,077	(29,036)
Cash and cash equivalents at 1 April		713,130	742,166
Cash and cash equivalents at 31 March		856,207	713,130

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages '51 - 71' form an integral part of these financial statements.

Charity Statement of Cash Flows for the Year Ended 31 March 2024

	Note	2024 £	Total 2023 £
Cash flows from operating activities			
Net cash income /(expediture)		99,114	(18,867)
Adjustments to cash flows from non-cash items			
Depreciation	7	29,258	34,447
Investment income	5	(12,358)	(4,920)
		116,014	10,660
Working capital adjustments			
decrease/(increase) in debtors	16	8,326	(8,864)
increase/(decrease) in creditors	18	15,834	(28,606)
decrease in deferred income		(5,861)	(1,566)
Net cash flows from operating activities		134,313	(228,376)
Cash flows from investing activities			
Interest receivable and similar income	5	12,358	4,920
Purchase of tangible fixed assets	14	-	(780)
Net cash flows from investing activities		12,358	4,140
Net increase/(decrease) in cash and cash equivalents		146,671	(24,236)
Cash and cash equivalents at 1 April		652,874	677,110
Cash and cash equivalents at 31 March		799,545	652,874

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages '51 - 71' form an integral part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2024

1. Charity status

The charity is limited by guarantee, incorporated in England, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.
The address of its registered office is:
66-68 Basement
Warren Street
London
W1T 5NZ
These financial statements were authorised for issue by the trustees on 28 January 2025

2. Accounting policies

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

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

Basis of preparation
Fitzrovia Youth in Action meets the definition of a public benefit entity under FRS 102. The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Basis of consolidation
The consolidated financial statements consolidate the financial statements of the charity and its subsidiary undertakings drawn up to 31 March 2024.

No statement of financial activities is presented for the charity as permitted by section 408 of the Companies Act 2006. The charity made a surplus after tax for the financial year of £95,470 (2023 - loss of £18,867).

A subsidiary is an entity controlled by the charity. Control is achieved where the charity has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities.

The results of subsidiaries acquired or disposed of during the year are included in the statement of financial activities from the effective date of acquisition or up to the effective date of disposal, as appropriate. Where necessary, adjustments are made to the financial statements of subsidiaries to bring their accounting policies into line with those used by the group.

The purchase method of accounting is used to account for business combinations that result in the acquisition of subsidiaries by the group. The cost of a business combination is measured as the fair value of the assets given, equity instruments issued and liabilities incurred or assumed at the date of exchange, plus costs directly attributable to the business combination. Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are measured initially at their fair values at the acquisition date. Any excess of the cost of the business combination over the acquirer's interest in the net fair value of the identifiable assets, liabilities and contingent liabilities recognised is recorded as goodwill.

Inter-company transactions, balances and unrealised gains on transactions between the charity and its subsidiaries, which are related parties, are eliminated in full.

Intra-group losses are also eliminated but may indicate an impairment that requires recognition in the consolidated financial statements.

Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the group. Non-controlling interests in the net assets of consolidated subsidiaries are identified separately from the group's equity therein. Non-controlling interests consist of the amount of those interests at the date of the original business combination and the non-controlling shareholder's share of changes in equity since the date of the combination. Total comprehensive income is attributed to non-controlling interests even if this results in the non-controlling interests having a deficit balance.

Going concern

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

Income and endowments

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

Donations and legacies

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

Legacy gifts are recognised on a case by case basis following the grant of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title to the asset having been transferred to the charity.

Grants receivable

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably.

Other trading activities

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

Investment income

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

Expenditure

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

All resources expended are inclusive of irrecoverable VAT.

Raising funds

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

Charitable activities

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

Grant provisions

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

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

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

Irrecoverable VAT

Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Taxation

The charity is considered to be exempt from tax on its charitable activities.

Tangible fixed assets

Individual fixed assets are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

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

Asset class	*Depreciation method and rate*
Long Life Fixtures	18% reducing balance
Building Improvements	10 years straight Line
Fittings and Electrical Equipment	5 years straight line

Impairment of fixed assets

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities.

Business combinations

Business combinations are accounted for under the purchase method. Where necessary, adjustments are made to the financial statements of subsidiaries to bring the accounting policies used into line with those used by the group. All intra-group transactions, balances, income and expenses are eliminated on consolidation. In accordance with Section 35 of FRS 102, Section 19 of FRS 102 has not been applied in these financial statements in respect of business combinations effected prior to the date of transition.

Fixed asset investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost (which is equivalent to fair value) and subsequently measured at fair value at each balance sheet date. They are comprised of assets held under an agreement, generating a stream of rental income, with specific capital repayments over their economic lives. The fair value of the investments is reduced over time, reflecting the discounted future income streams, net of capital repayments, to which the charity is entitled. Any modifications to the terms of agreement are reflected in impairments in the investment.

Income from fixed assets investments is accounted for as receivable over the term of the financial instrument and shown as rental income in the Statement of Financial Activities.

Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent cost, and are charged or credited to the Statement of Financial Activities in the period of disposal.

Unrealised gains and losses represent the movement in market values during the year and are credited or charged tothe Statement of Financial Activities based on the fair value at the year end.

Trade debtors

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

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

Cash and cash equivalents

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

Trade creditors

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

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

Fund structure

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

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

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

Pensions and other post retirement obligations

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

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

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments.
Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

3. Income from donations and legacies

	Unrestricted Funds General	Total 2024	Total 2023
	£	£	£
Donations and legacies:	19,811	19,811	30,627
General donations	19,811	19,811	30,627

The income from donations includes donations of £14,642 (2023 - £17,142) from GMS Estates Limited and £Nil (2023 - £9,605) from Big Give.

£11,022 of the prior income was attributable to unrestricted funds and £19,605 to restricted funds.

The charity benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in the trustees report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

4. Income from charitable activities

	Unrestricted Fund Generals	Restricted Funds	Total 2024
	£	£	£
BBC Children in Need	-	8,211	8,211
Camden Health Watch	2,050	-	2,050
Childhood Trust	3,587	-	3,587
City of Westminster Charitable Trust	-	10,000	10,000
Clarion Furtures	-	5,000	5,000
Derwent London	7,500	-	7,500
Garfield Foundation	25,000	-	25,000
Greater London Authority	-	211,700	211,700
Jack Petchey Foundation	-	22,500	22,500
Landai UK	-	9,500	9,500
Lendlease Euston Development	1,000	-	1,000
London Borough of Camden	-	469,296	469,296
London Youth	2,550	-	2,550
Raised Income	2,878	-	2,878
Sundry Income	-	3,452	3,452
The Drapers Company	10,000	-	10,000
The Henry Smith Charity	-	55,567	55,567
The London Community Foundation	-	5,000	5,000
The Portal Trust	-	5,000	5,000
The Rayne Foundation	-	10,000	10,000
Metropolitan Police	-	5,000	5,000
The City Bridge Trust	-	50,000	50,000
The Hedley Foundation	-	4,000	4,000
Young Camden Foundation	360	21,678	22,038
Young Westminster Foundation	-	10,000	10,000
	54,925	905,904	960,829

	Unrestricted funds general	Restricted funds	Total 2024
	£	£	£
BBC Children in Need	-	15,054	15,054
Camden Giving	-	10,938	10,938
Clarion Furtures	-	36,262	36,262
Derwent London	-	9,994	9,994
Gift Aid	-	1,958	1,958
Greater London Authority	-	181,700	181,700
Jack Petchey Foundation	-	22,000	22,000
Landaid UK	-	9,500	9,500
London Borough of Camden	-	318,520	318,520
London Youth	-	1,750	1,750
Mayor's Fund for London	-	2,250	2,250
Raised Income	-	10,770	10,770
Sundry Income	-	17,763	17,763
The Henry Smith Charity	-	55,533	55,533
The London Community Foundation	-	5,000	5,000
The National Lottery Community Fund	-	9,531	9,531
The Portal Trust	-	5,000	5,000
The Rayne Foundation	-	10,000	10,000
	-	723,523	723,523

5. Investment income

	Unrestricted Funds General	Total 2024	Total 2023
	£	£	£
Interest receivable and similar income: Interest receivable on bank deposits	12,358	12,358	4,920

All of the prior year income was attributable to unrestricted funds.

6. Other income

	Unrestricted Funds General £	Total 2024 £	Total 2023 £
Income from trading subsidiary	144,468	144,468	83,948

All of the prior year income was attributable to unrestricted funds.

7. Expenditure on raising funds

	Staff costs £	Other costs £	Allocated support costs £	Total 2024 £
Costs of trading activities	78,411	126,396	42,629	123,607
Other costs of generating funds	47,985	-	-	47,985
	126,396	2,567	42,629	171,592

	Staff costs £	Other costs £	Allocated support costs £	Total 2024 £
Costs of trading activities	68,726	2,070	31,239	102,035
Other costs of generating funds	45,412	535	5,172	51,119
	114,138	2,605	36,411	153,154

£132,839 (2023 - £110,450) of the above expenditure was attributable to unrestricted funds and £38,753 (2023 - £42,703) to restricted funds.

Included in the support costs analysed above, are governance costs of £1,559 (2023 - £1,701) which relate directly to raising funds. See note 9 for further details.

8. Expenditure on charitable activities

	Staff costs	Other costs	Allocated support costs	Total 2024
	£	£	£	£
Engaging young people	125,789	92,638	83,943	302,370
Youth led volunteering	309,405	87,817	149,952	547,174
	435,194	180,455	233,895	849,544

	Staff costs	Other costs	Allocated support costs	Total 2023
	£	£	£	£
Engaging young people	80,523	41,655	73,753	195,931
Youth led volunteering	303,480	71,772	121,189	496,441
Fixed asset fund	-	-	34,448	34,448
	384,003	113,427	229,390	726,820

£41,210 (2023 - £57,369) of the above expenditure was attributable to unrestricted funds and £808,334 (2023 -£669,451) to restricted funds.

Included in the support costs analysed above, are governance costs of £20,058 (2023 - £10,599) which relate directly to charitable activities. See note 9 for further details.

9. Analysis of governance and support costs

Support costs allocated to charitable activities

	Governance costs	Finance costs	Information technology	Staff costs	Administration costs	Premises costs including depreciation	Total 2024
	£	£	£	£	£	£	£
Costs of trading activities	1,559	72	1,866	12,084	7,853	19,195	42,629

	Governance costs	Finance costs	Information technology	Staff costs	Administration costs	Premises costs including depreciation	Total 2024
	£	£	£	£	£	£	£
Costs of trading activities	412	114	1,490	11,987	1,546	15,690	31,239
Other costs of generating funds	86	12	49	4,466	183	376	5,172
	498	126	1,539	16,453	1,729	16,066	36,411

Support costs allocated to charitable activities

	Governance costs	Finance costs	Information technology	Staff costs	Administration costs	Premises costs including depreciation	Total 2023
	£	£	£	£	£	£	£
Engaging young people	8,577	184	4,375	42,503	5,104	23,200	83,943
Youth led volunteering	11,481	315	7,518	83,673	7,437	39,528	149,952
	20,058	499	11,893	126,176	12,541	62,728	233,895

	Governance costs	Finance costs	Information technology	Staff costs	Administration costs	Premises costs including depreciation	Total 2023
	£	£	£	£	£	£	£
Engaging young people	4,938	425	1,751	42,386	8,076	16,177	73,753
Youth led volunteering	5,178	730	3,009	83,727	2,674	25,871	121,189
Fixed Asset Fund	-	-	-	-	5,767	28,681	34,448
	10,116	1,155	4,760	126,113	16,517	70,729	229,390

The basis of allocation of support costs in the current and prior year is on the estimated usage of resources between each activity

.

£83,817 (2023 - £74,112) of the above support costs was attributable to unrestricted funds and £192,707 (2023 - £191,689) to restricted funds.

Governance costs

Audit fees	Total 2024 £
Audit of the financial statements	10,000
Other fees paid to auditors	2,900
Legal and professional fees	1,896
Other governance costs	6,821
	21,617

	Total 2023 £
Legal and professional fees	9,188
Other governance costs	1,411
	10,599

10. Net incoming/outgoing resources

Net incoming/(outgoing) resources for the year include:

	2024 £	2023 £
Operating leases - other assets	14,000	14,000
Audit fees	10,000	-
Other non-audit services	2,000	-
Depreciation of fixed assets	35,382	46,744

11. Trustees remuneration and expenses

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

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

The key management personnel of the parent charity comprise of the Trustees and the Chief Executive Officer.

12. Staff costs

The aggregate payroll costs were as follows:

Staff costs during the year were:	2024 £	2023 £
Wages and salaries	630,067	571,024
Social security costs	58,322	54,654
Pension costs	9,949	9,945
	698,338	635,623

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

	2024 No	2023 No
Raising funds	1	1
Charitable activities	12	12
Administrative and support staff	5	5
	18	18

Contributions to the employee pension schemes for the year totalled £9,949 (2023 - £9,945).

The number of employees whose emoluments fell within the following bands was:

	2024 No	2023 No
£60,001 - £70,000	-	1
£70,001 - £80,000	1	-

The total employee benefits of the key management personnel of the group were £72,696 (2023 - £68,656).

13. Taxation

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

14. Tangible fixed assets

Group	Land and buildings £	Furniture and equipment £	Total £
Cost			
At 1 April 2023	271,295	113,971	385,266
At 31 March 2024	271,295	113,971	385,266
Depreciation			
At 1 April 2023	103,132	80,917	184,049
Charge for the year	28,681	6,701	35,382
At 31 March 2024	131,813	87,618	219,431
Net book value			
At 31 March 2024	139,482	26,353	165,835
At 31 March 2023	168,163	33,054	201,217

Included within the net book value of land and buildings above is £Nil (2023 - £Nil) in respect of freehold land and buildings and £139,482 (2023 - £168,163) in respect of leaseholds.

Charity	Land and buildings £	Furniture and equipment £	Total £
Cost			
At 1 April 2023	271,295	48,204	319,499
At 31 March 2024	271,295	48,204	319,499
Depreciation			
At 1 April 2023	103,132	45,923	149,055
Charge for the year	28,681	577	29,258
At 31 March 2024	131,813	46,500	178,313
Net book value			
At 31 March 2024	139,482	1,704	141,186
At 31 March 2023	168,163	33,054	201,217

Included within the net book value of land and buildings above is £Nil (2023 - £Nil) in respect of freehold land and buildings and £139,482 (2023 - £168,163) in respect of leaseholds.

15. Fixed asset investments

Charity
Shares in group undertakings and participating interests

	Subsidiary undertakings	Total
	£	£
Cost		
At 1 April 2023	1	1
At 31 March 2024	1	1
Net book value		
At 31 March 2024	1	1
At 31 March 2023	1	1

Details of undertakings

Details of the investments in which the charity holds 20% or more of the nominal value of any class of share capital are as follows:

Undertaking	Country of incorporation	Holding	Proportion of voting rights and shares held		Principal activity
			2024	2023	
Subsidiary undertakings					
Fitzrovia Youth in Action Activities	England & Wales	Ordinary Shares	100%	100%	Operation of sports facilities

Subsidiaries

The charity holds 1 ordinary share of £1 in its wholly owned trading subsidiary company Fitzrovia Youth in Action Activities Limited which is incorporated in the United Kingdom. These are the only shares allotted, called up and fully paid.

16. Debtors

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Trade debtors	32,793	17,321	24,033	11,186
Due from group undertakings	-	-	112,362	135,083
Prepayments and accrued income	5,349	1,147	5,349	4,051
Other debtors	750	500	250	-
	38,892	18,968	141,994	150,320

17. Cash and cash equivalents

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Cash at bank	856,207	713,130	799,545	652,874

18. Creditors: amounts falling due within one year

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Trade debtors	8,038	-	8,038	-
Due from group undertakings	-	-	-	5,000
Other taxation and social security	16,686	11,879	16,686	11,879
Other creditors	21,577	17,811	2,901	36
Pension scheme creditor	2,316	1,783	2,316	1,783
Accruals	16,646	8,409	16,646	8,409
Deferred income	260,200	274,292	258,310	264,171
	325,463	314,174	304,897	291,278

Deferred income

	2024	2023
	£	£
Deferred income at 1 April 2023	274,292	265,737
Resources deferred in the period	147,410	138,944
Amounts released from previous periods	(161,502)	(130,389)
Deferred income at year end	260,200	274,292

	2024	2023
	£	£
Deferred income at 1 April 2023	264,171	265,737
Resources deferred in the period	145,520	128,823
Amounts released from previous periods	(151,381)	(130,389)
Deferred income at year end	258,310	264,171

19. Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Land and buildings				
Within one year	60,667	4,867	60,667	4,867

20. Funds

	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Balance at 31 March 2024
	£	£	£	£	£
Unrestricted funds					
General	385,321	350,867	(174,049)	(40,682)	521,457
Designated	156,000	-	-	-	156,000
Total unrestricted funds	541,321	350,867	(174,049)	(40,682)	677,457
Restricted funds	77,820	786,599	(847,087)	40,682	58,014
Total funds	619,141	1,137,466	(1,021,136)	-	735,471

	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Balance at 31 March 2024
	£	£	£	£	£
Unrestricted funds					
Restricted funds					
Engaging young people	19,220	232,420	(262,581)	10,941	-
Youth led volunteering	(5,537)	531,621	(555,825)	29,741	-
Fixed asset fund	64,137	22,558	(28,681)	-	58,014
Total restricted funds	77,820	786,599	(847,087)	40,682	58,014

	Balance at 1 April 2022	Incoming resources	Resources expended	Balance at 31 March 2023
	£	£	£	£
Unrestricted funds				
General	414,368	138,772	(167,819)	385,321
Designated	156,000	-	-	156,000
Total unrestricted funds	570,368	138,772	(167,819)	541,321
Restricted funds	85,729	704,246	(712,155)	77,820
Total funds	656,097	843,018	(879,974)	619,141

	Balance at 1 April 2022	Incoming resources	Resources expended	Balance at 31 March 2023
	£	£	£	£
Unrestricted funds				
Restricted funds				
Engaging young people	9,703	91,870	(82,353)	19,220
Youth led volunteering	5,766	589,817	(601,120)	(5,537)
Fixed asset fund	70,260	22,558	(28,681)	64,137
Total restricted funds	85,729	704,245	(712,154)	77,820

	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Balance at 31 March 2024
	£	£	£	£	£
Charity					
Unrestricted funds					
General	448,541	221,350	(65,394)	(40,682)	563,815
Designated	156,000	-	-	-	156,000
Total unrestricted funds	604,541	221,350	(65,394)	(40,682)	719,815
Restricted funds	77,820	786,599	(847,087)	40,682	58,014
Total funds	682,361	1,007,949	(912,481)	-	777,829

	Balance at 1 April 2022	Incoming resources	Resources expended	Balance at 31 March 2023
	£	£	£	£
Unrestricted funds				
General	459,499	54,824	(65,782)	448,541
Designated	156,000	-	-	156,000
Total unrestricted funds	615,499	54,824	(65,782)	604,541
Restricted funds	85,729	718,958	(726,867)	77,820
Total funds	701,228	773,782	(792,649)	682,361

The specific purposes for which the funds are to be applied are as follows:

1. Engaging Young People is about young people's participation in the charity's activities with trusted adults and their peers. This includes funding for football and drop-in sessions.

2. Youth-led Volunteering is about youth-led social action. It includes supporting young people to mentor their peers, hosting large community events, engaging with residents to improve their environment, organising awareness campaigns and delivering workshops about mental health to other young.

3. Fixed Asset Fund is fund for capital expenditure that is used for improving Suffolk House known as Warren Centre that is used for events.

During the year there were transfers in the sum of £40,682 (2023 - £Nil) between unrestricted and restricted funds.
In accordance with the Charities SORP (FRS 102) these relate to the use of unrestricted funds at the discretion of the Trustees to meet any funding shortfall on restricted projects.

21. Analysis of net assets between funds

	Unrestricted funds		Restricted funds	Total funds at 31 March 2024
	General	Designated		
	£	£	£	£
Group				
Tangible fixed assets	165,835	-	-	165,835
Current assets	681,085	156,000	58,014	895,099
Current liabilities	(325,463)	-	-	(325,463)
Total net assets	521,457	156,000	58,014	735,471

	Unrestricted funds		Restricted funds	Total funds at 31 March 2023
	General	Designated		
	£	£	£	£
Tangible fixed assets	201,217	-	-	201,217
Current assets	498,278	156,000	77,820	732,098
Current liabilities	(314,174)	-	-	(314,174)
Total net assets	385,321	156,000	77,820	619,141

	Unrestricted funds		Restricted funds	Total funds at 31 March 2024
	General	Designated		
	£	£	£	£
Charity				
Tangible fixed assets	141,186	-	-	141,186
Fixed asset investments	1	-	-	1
Current assets	727,525	156,000	58,014	941,539
Current liabilities	(304,897)	-	-	(304,897)
Total net assets	563,815	156,000	58,014	777,829

	Unrestricted funds		Restricted funds	Total funds at 31 March 2023
	General	Designated		
	£	£	£	£
Tangible fixed assets	170,444	-	-	170,444
Fixed asset investments	1	-	-	1
Current assets	569,374	156,000	77,820	803,194
Current liabilities	(291,278)	-	-	(291,278)
Total net assets	448,541	156,000	77,820	682,361

22. Analysis of net funds

	At 1 April 2023	Cash flows	At 31 March 2024
	£	£	£
Group			
Cash at bank and in hand	713,130	143,077	856,207
Net funds	713,130	143,077	856,207

	At 1 April 2022	Cash flows	At 31 March 2023
	£	£	£
Cash at bank and in hand	742,166	(29,036)	713,130
Net funds	742,166	(29,036)	713,130

	At 1 April 2023	Cash flows	At 31 March 2024
	£	£	£
Charity			
Cash at bank and in hand	652,874	146,671	799,545
Net funds	652,874	146,671	799,545

	At 1 April 2022	Cash flows	At 31 March 2023
	£	£	£
Cash at bank and in hand	677,110	(24,236)	652,874
Net funds	677,110	(24,236)	652,874

23. Related party transactions

Group and Charity

In accordance with FRS 102, exemption is taken not to disclose transactions in the year between wholly owned group undertakings.

There were no other related party transactions in the year.

FITZROVIA YOUTH IN ACTION

England & Wales - Charity number 1136697

Accounts

FITZROVIA YOUTH IN ACTION

ANNUAL REPORT AND ACCOUNTS 2022-2023



'YOUNG PEOPLE CREATING A BETTER COMMUNITY'

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Registered charity no: 1136697
Company no: 06922343

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REPORT OF THE TRUSTEES FOR THE YEAR ENDING 31 MARCH 2023

The trustees are pleased to present their annual director's report together with the consolidated financial statements of the charity and its subsidiary for the year ending 31 March 2023 which are also prepared to meet the requirements for a Director's report and accounts for Companies House purposes.



CHAIRPERSON'S REPORT

Welcome to the 25th anniversary annual report for 2022-23 for Fitzrovia Youth in Action (FYA), London's leading youth action charity. We are now 12 months into delivering our 2022-25 strategic plan and making progress against our four core priorities, set out below.

Our first priority is to develop, deliver and share fun, fresh and innovative programmes of youth social action.

In 2022, we saw a strong return to our community events from their hiatus during the Covid-19 pandemic. These included the ever-popular Street Party, where we celebrated FYA's 25th anniversary on the site where it all began in 1997 with a group of young people collecting rubbish at the Warren play area. We were lucky to welcome FYA founders and alumni to the celebrations.

Faced now with a cost of living crisis, community support is more important than ever and we have seen great popularity in the community kitchen introduced by our Regent's Park Estate Community Champions, offering hot cooked meals to those living in and around the estate.

As we look back on the year, we remain motivated by the impact of our programmes on young people and communities. An increased demand for our youth action programmes has led us to the decision to expand into the Borough of Westminster and to share our learnings to capacity build other organisations to deliver their own peer support programmes. To reinforce our belief in the impact we can have with an expanded scope, we have updated our charity objects to include work in and around the Borough of Camden.

We invite you to learn more about our programmes and the work of our inspiring young people through the lens of our impactful videos, which you can view on FYA's website or YouTube channel.

Our second priority is for young people from all walks of life to find a place to lead change through FYA.

In 2022-23, the number of young people engaged by FYA continued to grow. Participation in youth engagement activities more than doubled since the previous year and we saw nearly 500 young people volunteer across 42 cohorts in youth action activities, engaging with thousands of beneficiaries.

We remain steadfast in our commitment to nurturing the potential of every young person and recognise that, in order to do so, when recruiting into our programmes we must target certain groups of young people who may not be able to access FYA so easily or need additional support. We were pleased to see that 44% of our youth action participants were from these targeted groups, including those with refugee status, young people with special educational needs and those experiencing mental health challenges. We will continue to consult with these targeted groups to identify their needs for ongoing service provision.

Our third priority is to develop a staff development, training and wellbeing strategy.

Prioritising our staff wellbeing and development is integral to fostering a positive work environment and culture of continuous learning. In 2022, we created a new organisational structure to facilitate our growing team, including newly established leadership team who support the achievement of our goals and priorities, nurture FYA's values, reputation and resources and ensure FYA is a great place to work.

FYA continued to roll out our new appraisal system, ensuring our individual goals are aligned with FYA's strategic priorities. With our new HR platform, we are able to give our staff team access to compliance and learning and development resources. Our staff wellbeing programme was well received and in 2022 we saw a multitude of benefits in offering staff a more flexible approach to working following the covid restrictions of previous years.

CHAIRPERSON'S REPORT

Our fourth priority is to create income generation plan with alternative earned income and venue hire strands.

In an effort to ensure FYA's sustainability, our work around non-grant based income streams continues, with a particular focus on individual giving, corporate income generation, hire of our Warren spaces and service provision. Our spaces for hire had a spruce up with some exciting refurbishments to our Warren Centre indoor activity space and a new pitch surface at the Warren Sports Pitch. The income we generate from these spaces allows FYA's young people to continue running our free, community-focussed events at the Warren and nearby.

Over the past 25 years, FYA has evolved from humble beginnings into a dynamic force for positive change in the lives of young people across Camden and beyond. Our journey has been fuelled by the tireless dedication of our passionate team, the steadfast support of our donors and partners and, most importantly, the incredible resilience and potential of the young people we serve. In 2022-23, we welcomed some new trustees who have added to our dynamic Board with their diverse skills and experience. We are grateful for their insights and for the ongoing dedication of our longer standing trustees.

This annual report is more than a compilation of financial summaries and programme achievements, it's a testament to the transformative impact of collective action. Through our diverse programmes, initiatives, collaborations and events, we have been able to foster a culture of empowerment and innovation across the organisation as well as the young people and communities it serves.

As my term as Chair draws to a close, I'm grateful for a chance to be close to the collective magic that has seen FYA grow and flourish since its inception. I invite you to explore this report and join us, not just in celebrating the past 25 years, but the countless possibilities that lie ahead.



Natalie Speranza
Chairperson



Left to Right: Natalie Speranza, with FYA trustees Afrin Alam and Jane Boddington

OUR PURPOSE

Objects of the charity

The advancement of education of children and young people by developing individual capabilities, competences, skills and understanding to lead and inspire social action in their communities.

We will do this especially, but not exclusively, in and around the London Borough of Camden through:

1. the provision of training in life skills, mental health awareness and healthy exercise;

2. the provision of social action programmes, sports activities, creative art activities and other recreational and educational activities;,

as well as through:

3. sharing our knowledge and expertise with organisations both locally and nationally to enable them to develop the skills and competencies required to deliver similar projects,
so as to fulfil their potential with the confidence and skills to create positive change for themselves, with their peers and within their communities, for the public benefit.

Our aims

Overall, FYA acts as a 'social brokerage' bringing together the talent and enthusiasm of young people and the resources and opportunities that the local economy and community can offer. Young people are an asset that FYA seeks to develop, so that they can contribute to the development of other young people and the wider community.

FYA aims to empower young people to make changes for themselves, their peers and their community. The outcomes that we strive for are:

- increased resilience and wellbeing amongst young people;

- young people are able to articulate and use their skills to move on into further education, training or employment;

- an increased sense of community belonging amongst young people and local residents who engage with FYA.

FYA'S FRAMEWORK FOR MEASURING SUCCESS

At FYA we are on a journey to evidence the impact of our work. We believe that, through youth-led action, young people are empowered and can create change for themselves, their peers and their community, and we want to be able to evidence this.

Our Theory of Change model provides the structure to help us monitor and evaluate the impact we are having. As part of this model, we have identified the need underpinning our work, the change we would like to see (our vision) and the activities we believe will help us achieve this change.

At the heart of our work is the assumption, based on experience and existing evidence, that youth led community action and peer support can lead to the following outcomes:

- increased resilience and wellbeing for young people[1],
- a sense of belonging to a community[2] and;
- development of skills and confidence that can help young people thrive as they move on into further education or employment.

These three outcomes are the primary areas against which we aim to measure the impact of our youth-led action and peer support.

[1]National Youth Social Action Survey, 2017
[2] Jones, R & Randall, C, (2018), Measuring National Wellbeing: Quality of Life in the UK, https://www.ons.gov.uk/peoplepopulationandcommunity/wellbeing/articles/measuringnationalwellbeing

Our monitoring and evaluation framework is based on using validated tools and our framework and standard of evidence have been accredited by the Centre for Youth Impact with 'Project Oracle Level 2' validation.

Our current monitoring and evaluation framework has three elements: pre- and post-programme questionnaires, qualitative feedback (focus groups, session feedback, case studies and individual follow-up interviews 3 months later) and programme peer reviews led by FYA young Ambassadors.

We use two validated questionnaires, an adapted Life Effectiveness Questionnaire and the Short Warwick Edinburgh Mental Wellbeing Scale as a pre and post programme evaluation questionnaires. These questionnaires help us to measure specifically:

- Wellbeing
- Sense of community belonging
- Self-confidence
- Intellectual flexibility
- Social competence
- Task leadership

MAIN ACTIVITIES OF THE CHARITY

Numbers involved in FYA activities in 2022-23

In total, Fitzrovia Youth Action (FYA) worked directly with 678 young people in 2022-23. Out of these, 479 organised and delivered youth social action programmes across 42 cohorts of young people.

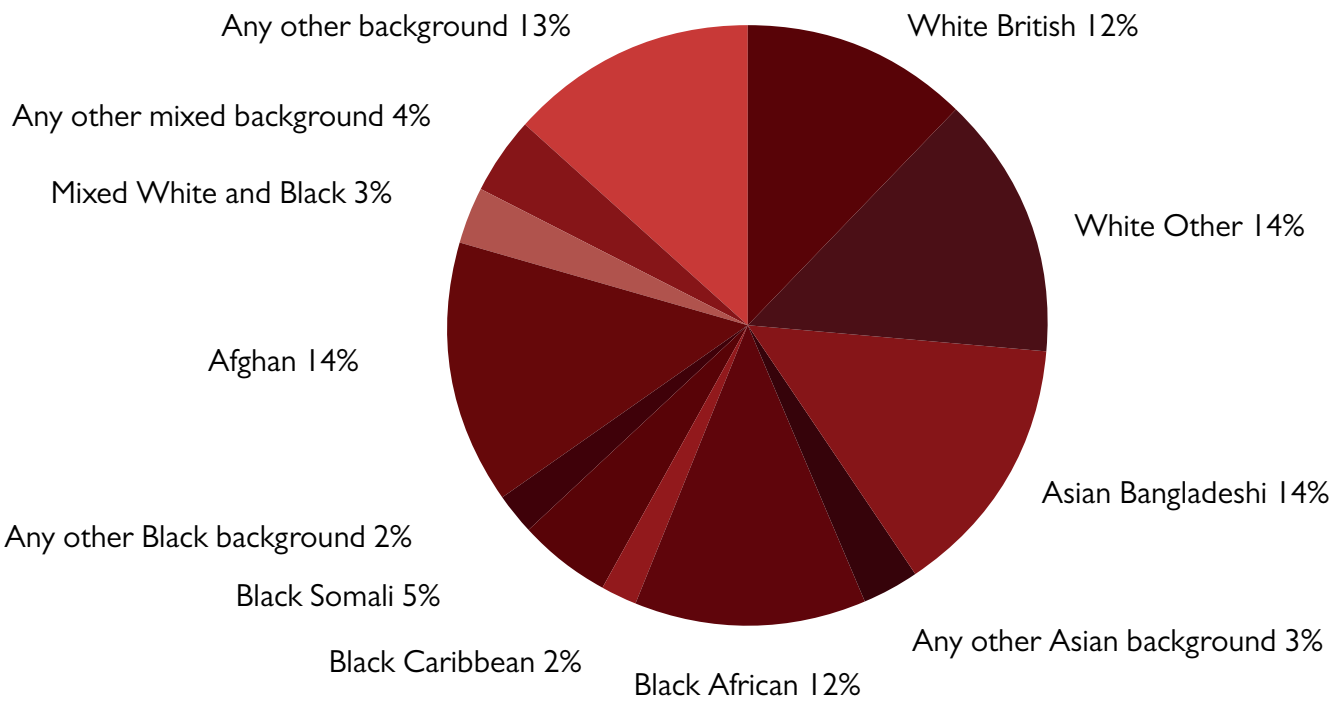
Out of the 479 youth action participants, 210 (44%) experienced disadvantages such as mental health problems, special educational needs, at risk of exclusion, having refugee status, among others. 16 out of 42 cohorts (38%) of youth social action volunteers were made up of such targeted groups.

Our peer educators delivered workshops to over 960 other young people. Over 2000 people from the wider community attended the community events run by our young people. A summary of the number of people involved by type of activity is provided in the table below.

Programme Strand	**Programme type**	**Young people engaged during 2021-22**	**Young people engaged during 2022-23**	
Engagement (individuals who attended 5x or more)	Healthy living drop-in	29	53	
	Football	63	108	
	Social Prescribing	0	38	
Total engagement		**92**	**199**	
				Number of cohorts in 2022-23
Youth Action (youth action volunteers, in brackets indirect beneficiaries – no. of individuals engaged by our volunteers)	Peer Education	125 (904)	109 (960)	**12**
	Youth-led community events (e.g., street parties, festivals, community dinners)	53 (1500)	45 (2150)	**4**
	Peer Mentoring (mental health)	247	288	**24**
	Young Ambassadors	14	15	**1**
	Regent's Park Champions (young people)	23	22	**1**
	Youth Action Teams Programme	53	0	
Total youth action		**515**	**479**	**42 cohorts**
TOTAL		**607**	**678**	

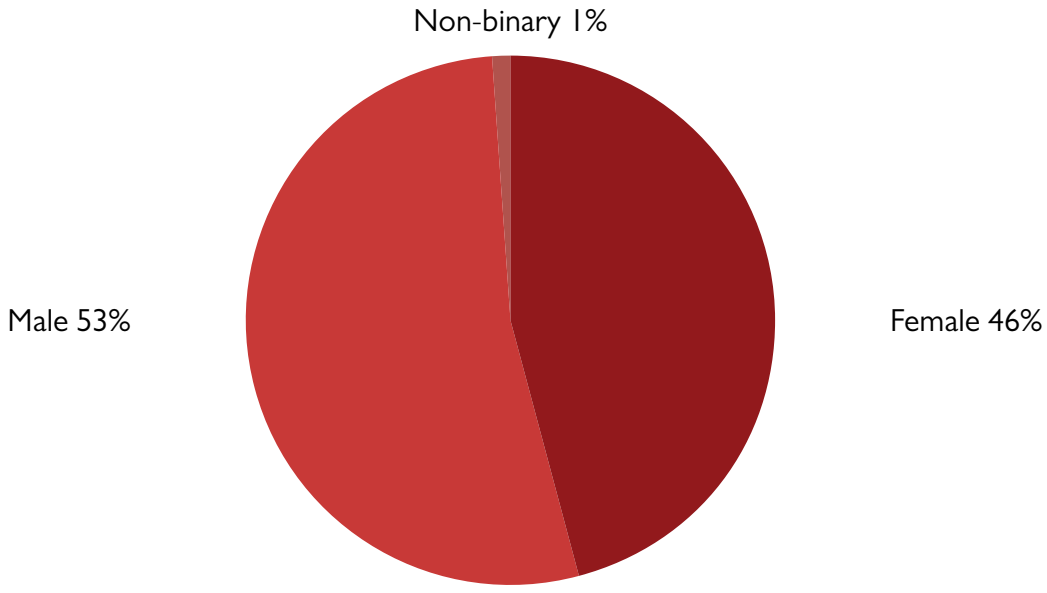
MAIN ACTIVITIES OF THE CHARITY

Graph 1; FYA beneficiaries by ethnicity 2022-23



44% of youth action participants were coping with issues such as mental health problems, special educational needs, being at risk of exclusion, having refugee status, or other challenges.

Graph 2; FYA beneficiaries by gender 2022-23



SUMMARY OF ENGAGEMENT ACTIVITIES

Football and other sports

Six weekly coaching sessions were held on the Warren Sports Pitch in Fitzrovia and on the Cumberland Market Pitch in the Regent's Park Estate.

Weekly sessions were held for the Under 10s, Under 12s, Under 14s and Under 17s, as well as separate Girls Under 12s sessions.

The Under 10s and Under 12s teams played every Saturday in the Camden and Regent's Park Youth League.

126 young people attended the football programme over a 12-month period; 6-17 years old, the most popular age range was 12-15, 90% young men, 10% young women - 108 attended more than 5 times over the period.

Cumberland Youth Club

A weekly drop-in session took place in the H-Pod community space, in the Regent's Park Estate. Sessions centred around healthy living themes, with regular well-being workshops and healthy cooking sessions. Exercise and sports activities take place at the same time in the Cumberland Market open space next to the H-Pod.

64 young people attended the programme over a 12-month period; 8-18 years old. The most popular age range was 15; 65% young men, 35% young women - 53 attended more than 5 times over the period.

"I have started going to the other club in the area, but I really like CYC. I think it is because we have fun but also there are times we can volunteer and help too. I really liked being part of Communi-trees and planting the new trees in the area."



SUMMARY OF ENGAGEMENT ACTIVITIES

Social Prescribing

We are part of a NCL pilot programme which tests out different approaches to social prescribing for young people.

We employ a peer link worker who helps young people participate in activities and support which they would otherwise not be able to access. Our peer link worker does outreach work and holds 1-2-1 with the young person meetings to find out their interests and needs and provides encouragement and practical support to help the individual sign up for beneficial activities.

Our social prescribing model offers young people in need who participate in social action programmes additional 1-2-1 support, as well as supports individuals to participate in group work where young people offer peer support and encourage each other to take up beneficial activities.

41 young people attended the programme over a 12-month period; 12-20 years old. The most popular age range was 13; 70% young men, 30% young women – 38 attended more than 5 times over the period.

"FYA helped me try other things and it opened my eyes to the different opportunities out there.."



SUMMARY OF YOUTH SOCIAL ACTION ACTIVITIES

Youth-led Community Events

FYA runs a youth leadership programme in which groups of young people are supported to organise and deliver one large community event per group. Four events were organised: the Warren Cup football tournament, the Fitzrovia Street Party, a festival in the Regents Park Estate and a Christmas Community Dinner. In addition to the 45 young steering group members who organised these events, we also had 229 young people volunteer on the day of the events.

"I return and perform at FYA events because there is something so special about them and supporting the other young people who work so hard to put on the events. I also feel such a sense of community and impact on local people when I perform here, more than anywhere else."

Regent's Park Estate Community Festival

A steering group of young people from Regents Park oversaw the organisation of the largest event we have ever run. Over 1200 residents joined us across three locations across the Estate. The event included a packed programme of arts, dance, inflatable activities, and musical performances.



SUMMARY OF YOUTH SOCIAL ACTION ACTIVITIES

Fitzrovia Street Party and Community Dinner

Over 600 people attended our annual street party which was a particularly special event as we were celebrating our 25th birthday. We were not only joined by a brilliant group of over 30 young stewards but also by alumni from FYA through our history, including our founders! Young people delivered all aspects of the event from performing and hosting on stage, to serving food and managing a wide range of activity stations.

Christmas Community Dinner

Young people served full roast Christmas meals to over 200 guests, including many local elderly residents and local families who enjoyed watching our young people perform on stage and play community bingo.

Warren Cup

Young people organised a football tournament on our sports pitch and alongside this, delivered peer education workshops to 19 participating teams from our cinema tent, which included screening awareness films made by young people.

In total 45 young people participated (38% young women, 60% young men, 2% non-binary) as steering group members, aged 12-20, with 14-15 being the most popular age group.

"I gained some confidence and we are treated as important and like adults. My favourite part was running the stall and seeing how happy all the children and parents were with the activities. I hope to join another FYA project soon, as it really is great experience for us, even when we are young."



SUMMARY OF YOUTH SOCIAL ACTION ACTIVITIES

Peer Education Programme

The peer education programme works with young people to identify issues that they feel are having a negative impact on them and their community. Young people participate in training and decide which issues they would like to address. They then explore their chosen topic and decide on the message(s) they want to put out to others. They are then supported to work up their message and create an awareness campaign. As part of this, they create a short film which becomes the centrepiece for awareness workshops they deliver to other young people at youth clubs, schools and other agencies' young people.

Young people ran awareness campaigns around knife crime, youth exploitation, substance misuse, peer pressure, bullying, identity, safety for young women, community safety, young refugees, mental health, disability, healthy living, homelessness and cost of living.

Last year, we supported 109 peer educators across 12 cohorts. They created 18 films and delivered awareness workshops to 960 young people. 15-16 was the most popular age group. 40% were young women, 60% young men.





"I have experienced bullying before and it's not nice. I think the film will be good for people to see. We pretend to be something we're not to fit in. I want to just be me."

"I really liked running my session to others on emotions and mental health. They told me they learned a lot and that meant a lot to me."

"In this project, I mostly enjoyed learning about mental health and drugs. This project also helped me to improve on my communication skills as I was able to build confidence and learn how to interact more."

SUMMARY OF YOUTH SOCIAL ACTION ACTIVITIES

Peer Mentoring Programme

Our Peer Mentoring Programme offers a space for young people to come together to access and provide peer support to one another through group work, one-to-one activities and discussions. The programme has been co-produced with young people and our project partners, Mind in Camden and the Tavistock & Portman NHS Foundation Trust. The core programme content has been informed by evidence-based models including the '5 ways to Wellbeing' and 'Resilience Framework'.

We offer different models of peer mentoring to schools and youth organisations and we work with them to identify the best option for their young people. We encourage a mutual aid approach, where young people take turns to mentor each other, as we know the act of supporting others can be especially beneficial. Together, young people and our partners develop themes for participants to explore that form a semi-structure to the programme. We deliver accredited training for peer mentors to complete prior to delivering mentoring sessions.

Thanks to a grant from the GLA, we have also started a capacity building programme, delivering masterclasses to professionals within the youth sector, on key elements that promote quality mentoring, as well as continuous engagement from young people.

This year we delivered the Peer Mentoring Programme to 24 groups in numerous schools and youth agencies.

In total, 288 young people participated as mentors and/or were active in peer support groups. 62% were young women, 27% were young men and 1% were non-binary. Their ages ranged from 8 to 24, with 14-17 being the most popular age group.

A total of 41 organisations participated in the masterclasses we delivered as part of our capacity building programme.

"It was really nice to share something I'm passionate about with other young people and coach them on something that supported my own wellbeing. It was a great opportunity and I'm glad I stuck with the programme because originally I was a bit worried about it. Alongside summer exams it felt like a lot but I got lots out of it."



SUMMARY OF YOUTH SOCIAL ACTION ACTIVITIES

Young Ambassadors

Our Ambassadors are 'alumni' young people who have completed at least two youth action projects with FYA. They are trained and supported to represent the voices of service users and help the organisation to plan and make decisions.

Ambassadors participated in trustee meetings and Ambassador representatives also attend Board subcommittee meetings with trustees and staff. They also attended three workshops alongside staff and trustees to help produce our Strategic Plan for 2022-25.

Our Ambassadors helped recruit young people into FYA and joined the first sessions of new youth action cohorts to share their own experiences to inspire and motivate new members. They also represented FYA at a number of external events. Our Ambassadors formed youth interview panels as part of two staff recruitment rounds and supported the organisation to adapt the interview process to ensure youth decision forms a large part of recruitment.

We worked with 15 young Ambassadors, aged 13-24. 45% were young women, 52% were young men and 3% were non-binary.

"I didn't know what to expect being an Ambassador. I am quite shy but this group is brilliant. The residential helps us to get to know each other as well as our role. Since then I have felt like my input and my voice is important and I am excited to get to work on improving our website design and how we share more about what FYA can do for young people like me."



SUMMARY OF YOUTH SOCIAL ACTION ACTIVITIES

Regent's Park Community Champions

Our Community Champions programme is a resident-led, intergenerational initiative to increase health and wellbeing in Regent's Park Estate. Residents from the Regent's Park Estate identify local issues of concern and are supported to run programmes which address these. The Champions ran a community consultation and organised festivals, socials, youth safety campaigns and clean-up campaigns. We also started a hugely popular community kitchen, where our volunteers help run a weekly drop in with activities for people in the community to access with hundreds of hot meals handed out each week. Young people worked with residents to identify site-specific interventions needed in the estate. Together, they were supported to engage with key decision makers, relevant council departments and a range of local organisations to improve the local environment and community safety. The project found a regular home based at partner organisation Old Diorama Arts Centre on the edge of the estate.



We worked with 22 young people as Community Champions over 2022-23 aged 12-21. 67% were young women, 29% were young men and 4% were non-binary.

"We get to create events, make films, do photography, get training – there's loads we get to do! We have learnt a lot but more importantly we see the difference it makes for our friends, our neighbours and the community. I am really excited by the work around community safety and getting to hopefully work with the police more closely and even train them in our workshop!"

THE DIFFERENCE THAT OUR YOUTH ACTION PROGRAMMES HAVE MADE

Number of people participating in FYA's youth action activities

- **479 young people were involved in planning and delivering youth action programmes in 2022-23. Our youth social action programmes typically last for around 12 weeks.**

- **960 young people took part in peer education workshops delivered by our young volunteers. 2150 people from the wider community attended community events organised by our young people.**

Towards the end of their youth action projects, participants take part in workshops where they identify the skills that they gained during the programme and learn how to articulate these in CVs, interviews and applications.

Our evaluation, based on validated tools, showed that that our young volunteers reported significant increase in their wellbeing, life skills and their sense of community belonging.

Our validated monitoring and evaluation tools show that that participants in our social action programmes have achieved the following outcomes:

✔ *Increased Resilience and Wellbeing – Young people report increased confidence, positive relationships with peers and higher self esteem*

✔ *Greater Sense of Belonging – Young people feel more connected to their community*

✔ *Increased Skills and Experience – Young people can articulate and use their skills to move on into further education, training, or employment*



THE DIFFERENCE THAT OUR YOUTH ACTION PROGRAMMES HAVE MADE

Development of skills

287 youth action participants (60% of total) completed baseline and exit surveys based on the validated Life Effectiveness Questionnaire (LEQ).

The findings indicate that FYA programmes have a significant positive impact on young people's life skills. Findings from both the quantitative and qualitative data show improvements in social confidence, task leadership and intellectual flexibility – all attributes which are key employability skills. Young people could identify other specific skills they had developed within projects such as listening skills, event management, stewarding or risk assessment skills. In total, 1011 AQA awards were gained through taking part, with 337 youth action participants (70%) gaining at least one award.

337
participants gained

1011
AQA awards between them

"I have gained so much more self-confidence doing this project and developed skills I didn't think I could. I helped make it happen and I saw my ideas become real. There are not many places you can get this experience."

"The project is also a great addition to my personal statement and CV along with the qualifications in event management, customer service and leadership!"



THE DIFFERENCE THAT OUR YOUTH ACTION PROGRAMMES HAVE MADE

Community impact

A sense of community belonging is at the heart of FYA's work. LEQ scores of young people involved in youth social action showed a significant increase in their sense of belonging. Many of the young people defined their community by their friends, peers, school and their work with FYA. For many of the young people that were involved in youth leadership projects, FYA had become their community. Participants told us that they felt connected to the staff, other young volunteers and during the community events, also the invited guests from the community.

534 out of the 2150 guests who attended our community events completed evaluation forms. 69% described the event as 'brilliant' (28% as 'good') and 77% stated they had met people at the event they did not know before. 53% of guests stated their sense of community belonging had increased as a result of taking part.

960 surveys were completed by young people who attended mental health awareness workshops delivered by our youth action volunteers. 91% of participants demonstrated an increase in knowledge after taking part and 68% agreed that the workshop helped them feel more confident in making the right decisions about the covered topics in the future. We also asked young people where they would turn to for advice and support. As the graph below shows, a 'friend' or 'peer' was the most popular answer by far. Young people are far more likely to turn to their peers for information, advice or support, than approach a professional or adult for help. This provides an important rationale for our work; building the capacity of young people to support each other.

"I have become more empathetic, and I can understand people in situations where I would not usually find myself in... I have learnt to communicate with the community and help them."

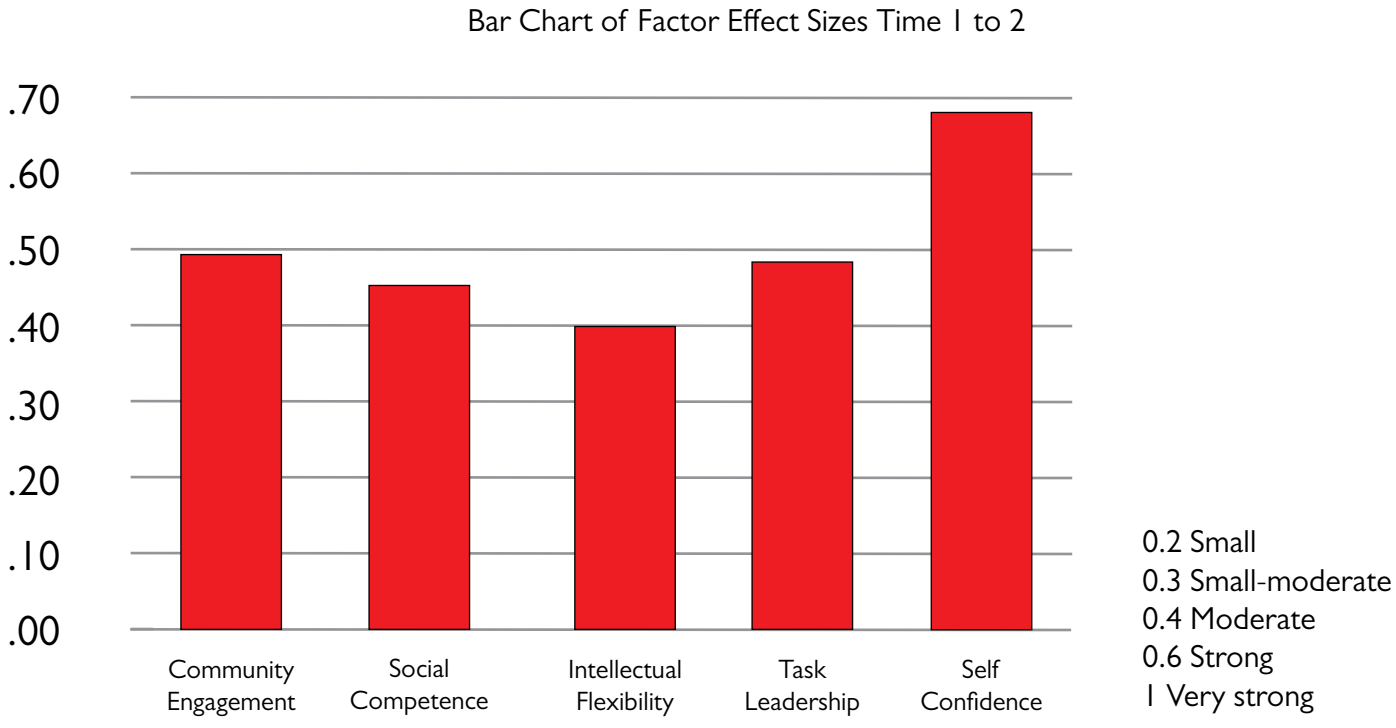
"I love being part of FYA. I have volunteered at a few events but never thought I would be one of the managers! I have additional needs but FYA have shown me I can do so much more than I thought I can. My favourite part is customer service, serving the food. I love supporting others. My group was quite quiet but we found our ways to share our ideas and made a really great event happen. I am now an Ambassador as well, which is helping me to get more skills and I feel more part of this community than where I live."

THE DIFFERENCE THAT OUR YOUTH ACTION PROGRAMMES HAVE MADE

Graphs 3-4; Skills development and community engagement

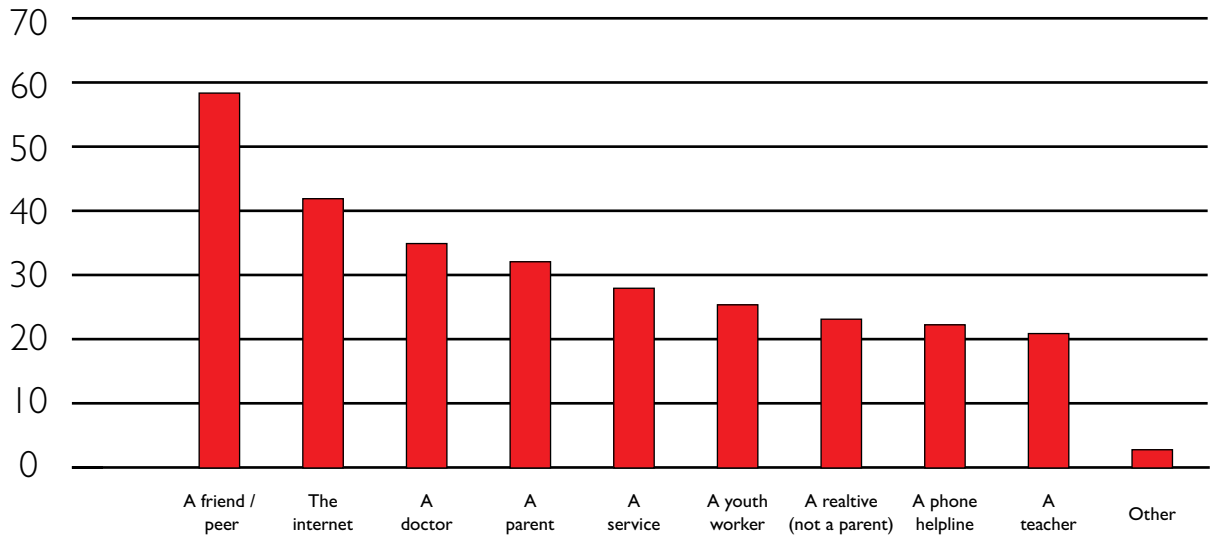
Participation in our youth social action programmes appears to have had a positive impact on young people's skills development and how engaged in the community they feel. The second graph below show that the level of change for participants can be described as 'moderate' to 'strong'.





THE DIFFERENCE THAT OUR YOUTH ACTION PROGRAMMES HAVE MADE

Graph 5; 'Where would you go for advice and support?'



Mental health and wellbeing

421 participants (62% of total) completed the Short Warwick-Edinburgh Mental Health Wellbeing Scale (SWEMHWBS) surveys. Analysis of baseline and exit surveys demonstrates that significant increases were achieved in all the seven factors measured, as the graphs on these pages show.

Overall, 71% of participants showed an improvement in their mental health and wellbeing. According to the SWEMWBS, 63% of young people improved their wellbeing score by more than 1 point which, according to the scale, reflects the change was likely to be important to them. The evaluation data also shows participation in youth social action decreased 'low levels', and increased 'high levels', of mental health.

Results also show that, prior to the programme, participants' average wellbeing score was below the national average. Post-programme mean score was at the national average.

"Leading our own sessions was so good and useful. I learnt to be a better listener and to communicate better with my peers."

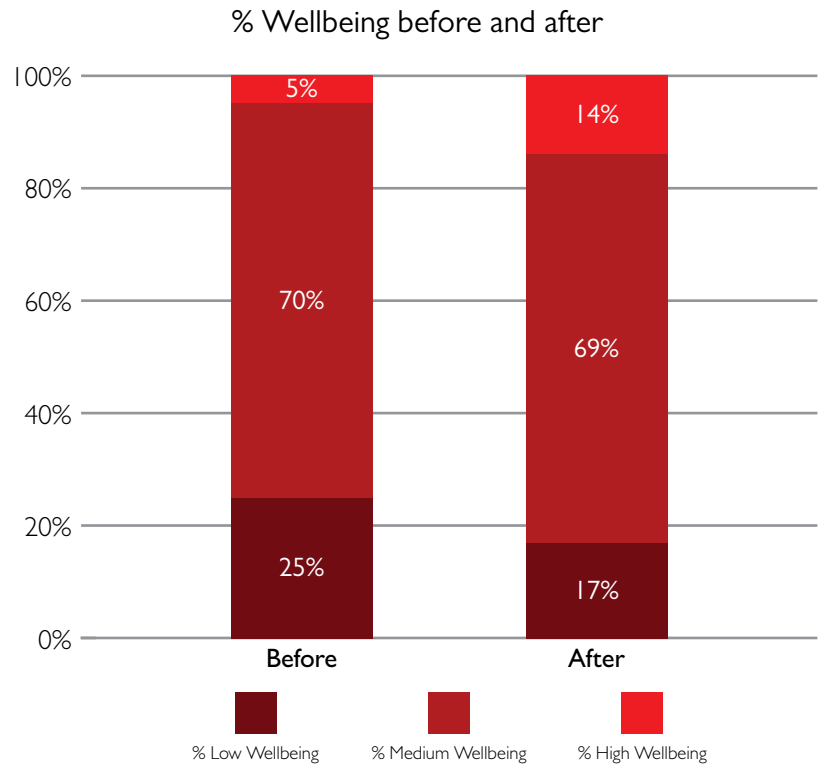
"I'm really proud of myself for managing to stay in the programme and given how nervous I was I didn't think I'd take part in any mentoring session let alone run one and help make a film!"

"I felt quite shy talking about mental health with others. But the group were really nice and supportive. The environment felt comfortable and I became more confident in sharing my story with others. In times I was worried that people would judge me but FYA helped support me through these issues."

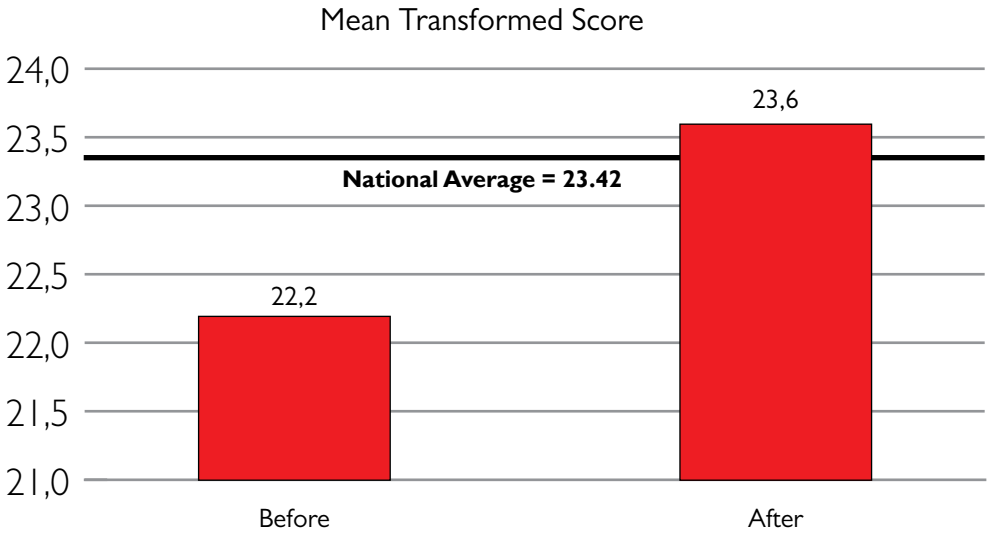
THE DIFFERENCE THAT OUR YOUTH ACTION PROGRAMMES HAVE MADE

Graphs 6-7; Change in wellbeing according to SWEMWBS scores

Participation in our youth social action programmes appears to have had a positive impact on young people's At the start, 25% of young people across our youth action programmes experienced 'low' levels of mental health, according to the SWEMHWBS scale. By the end of the programmes, this had reduced to 17%. Those experiencing 'high' levels of mental health rose from 5% to 14%.



Participants' average wellbeing score at the start of the programme was below the national average for 16–24-year-olds. At the end of the programme, their average score was above the national average. (The national average SWEMWBS score for 16–24-year-olds is 23.42 https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5376387/).



THE DIFFERENCE THAT OUR YOUTH ACTION PROGRAMMES HAVE MADE

Case study

My name is Callum and I joined Fitzrovia Youth in Action September 2022 at 18 years old. I had recently dropped out of college, with little motivation to further my education. I wasn't sure what to do so I searched through job listings, but with no previous paid or volunteer work experience, it was difficult to get my foot into the working world.

My sister who was a member of FYA few years ago noticed that I was struggling and was developing bad habits such as staying indoors and playing video games all day – living an unhealthy lifestyle. She got me in touch with FYA where I met the team and decided to give this a go. The first project I joined was the peer education programme where I learnt how to plan a session, research activities based on needs of the group, data entry and much more. I also learnt basic filmmaking and photography. During my time at FYA, I have been directly involved with different peer education groups, including groups with special educational needs and behavioural problems.

My involvement with FYA and the Peer Education programme, was the spark that reignited my passion to improve myself. It was because of this that I decided to go back into full time education. My lack of motivation was gone and being involved with FYA made me feel more confident in progressing my education.

Callum Ryan, 19



OUR COMMUNITY PARTNERS

Fitzrovia Youth in Action would like to thank and acknowledge the following for their support and partnership over the past year.

"This is to say THANK YOU to you, your team and Fitzrovia Youth in Action on behalf of young people and New Horizon for the successful sessions of Peer Education. The participants are so grateful that 2 young people told me that they are so grateful that I encouraged them to attend, and their experience gained has given confidence. One of them pledged to volunteer for any event FYA are organising. I am most grateful for the partnership, and I am looking forward to the start of new session and more collaboration in the nearest future."

Godgive K. Obafemi – New Horizon Youth Centre (Nurse/Health Worker)

OUR COMMUNITY PARTNERS

"The hard work and dedication of the youth team and bringing all their ideas to life has been inspirational. It is clear the impact it has had regarding reclaiming spaces that have not felt safe for residents in recent years and the youth led approach in site planning, coordination and leadership on the day was incredible to see. We cannot wait to continue to work with the group and see what else they will achieve."

Majid Abdul, Senior Youth Worker, Camden Detached Youth Team

Working with FYA has been a very rewarding experience. From the initial meeting, communication with the staff has been excellent. This enabled us to establish and negotiate our aims very quickly and the work with Afghan students started immediately after that. FYA staff have been knowledgeable, flexible, open-minded and friendly. They have been very easy to work with and also self-sufficient which is particularly important in a busy school environment. The students have responded very positively to the sessions and joined every week. I would definitely recommend FYA to other schools."

Justyna Oakman, English as an Additional Language Co-ordinator, Regents High School

"It is extremely challenging for our young people to form friendships and establish bonds. The sessions gave them a chance to facilitate discussions and support each other with emotional and social issues.

Halfway through the sessions we noticed that friendships were being formed as a result and the overall maturity of the group increased. This continued throughout the remaining sessions and is still a feature of the group now the sessions have finished. The programme was a great success and we look forward to hosting the FYA again in the next academic year."

Mike Kelly, teacher Royal Free Hospital School

OUR FUNDERS 2022-23

Camden Giving

Chesterhill Charitable Trust

Children in Need

Clarion Futures

Derwent London

Garfield Weston Foundation

GMS Estates Limited

Greater London Authority

Jack Petchey Foundation

LandAid UK

London Borough of Camden

London Youth

Mayor's Fund for London

The Henry Smith Charity Foundation

The National Lottery Community Fund

The Portal Trust

The Rayne Foundation

OUR STAFF TEAM 2022-23

Chief Executive
Andre Schott

Head of Programmes
David Wong

Peer Education & Media Manager
Shipon Hussain

Peer Mentoring Manager
Abbie Mitchell

Youth Leadership and Regents Park Community Champions Manager
Eleanor Rudd

Peer Mentoring Coordinator
Atifa Juhi

Peer Mentoring Development Coordinator
Delicha Changa (from May 2022)

Peer Mentoring Link Officer
Jesse Antwi

Peer Mentoring Officer
Aleffa Islam

Fundraising Manager
Celia Hammond

Community Partnerships Manager
Raja Miah

Finance Officer
Jacob Okere

OUR STAFF TEAM 2022-23

Office Manager
Samira Hussain

Film Maker
Jordan Bennett

Peer Education Intern
Shahel Ahmed

Football Staff
Antony Blair (Head Coach)
Sean Burke (Football Coach)
Jason Renee (Football Coach)

Pitch Staff and Sessional Staff
Hana Ali
Farzana Ahmed
Samuel Ayeni
Amina Khanom
Arshan Mahi
Riman Miah
Suraya Miah
Callum Ryan
Arvin Shaan Ramnah
Nadia Sultana
Ernest Toquie
Fama Ture

OUR BOARD OF TRUSTEES 2022-23

Chairperson
Natalie Speranza

Treasurer
David Mooney (resigned 1 August 2022)
Emilie Vanpoperinghe (1 August 2022 onwards)

Trustees
Afrin Alam (appointed 12 December 2022)
Jane Boddington
Constance Gibbs (resigned 31 December 2022)
Patricia Marron
Halima Nessa
Daniel Pitt (appointed 12 December 2022)
Lorna Ponambalum
Dr Mark Seaborne (appointed 12 December 2022)
Rosemary Swainston
Emilie Vanpoperinghe
Alice Weavers
Brian Willmore

President
Dr June Crown CBE

FINANCIAL REVIEW

In the year 2022-2023, FYA recorded an income of £843K, £17K lower than its income in 2021-22. This occurred for the following reasons:

- In the financial year under review, overall grant funding increased by £36K compared with previous year. This is due to a new grant funding from Greater London Authority as well as additional grants from London Borough of Camden. Whilst we did not receive funding from some funders that funded us in 2021-2022, FYA maintained some of the funding secured for projects towards our youth led volunteering (specifically reaching communities' programme and Peer Support and mentoring) from London Borough of Camden.

- Through paid pitch bookings, our trading subsidiary, Fitzrovia Youth in Action Activities Limited, was able to generate a trading income of £84K over the year 2022-2023 (£93K in 2021-2022). This income goes towards the running costs of the charity. Decrease in the income was partly because of reduced Lunchtime Football Leagues as businesses work hybrid and the closing of the pitch for three months to resurface its Astro turf.

- In 2022-23 there was a decrease in general donations and business support by £39K compared with 2021/22. These include donations received from the Big Give and GMS Estates. GMS Estates donations for both 2021-22 and 2122-23 remained the same (£17K) 2020-21. We have had support from the local community and privately-owned businesses in the local area.

- FYA recorded an investment income of £5K from interest received in deposit of cash reserve. There was nothing received in the previous year.

Expenditure in the year increased by £100K from £780K in 2021-22 to £880K in 2022-23. This has occurred for the following reasons:

- Increase in youth activities and events towards additional funding received and increase in activity costs.

The Charity has therefore ended the year with a deficit of (£37,006) compared with £79,727 surplus in 2021-22.

The charities reserves are healthy (see Reserves Policy section).

Reserves Policy and Going Concern

FYA is currently dependent on grant funding to sustain its activities, because earned income through its trading subsidiary alone would not allow it to continue operating.

The FYA Board has agreed to keep a certain level of unrestricted financial reserves aside and outside of the financial planning process for two primary purposes:

1. To avoid closure and ensure that main operations can continue in the short term if:

    - Grant income becomes short; or
    - Unexpected costs arise.

    The main concern of the Board in this scenario is that staff can continue working, primarily to secure new funding.

2. To ensure that all costs could be met during a wind up in the case where a funding shortfall persists to the point where FYA ceases to be a going concern.

    The main concerns of the Board in this scenario are:

    - Staff continue to be paid during their notice period;
    - All financial commitments are met; and
    - The young people engaged with FYA are supported to move on to other services.

Not all unrestricted fund balance is considered as reserves; unrestricted funds not held as reserve, and not needed to fund programmes, are allocated to funding overhead and support costs in the FYA budgets and forecasts.

Restricted funding for programmes is usually secured 6 to 12 months in advance. Unrestricted funding for support and overhead costs is more difficult to obtain and is less predictable and as such, FYA is at a higher risk of running short on unrestricted funds for overheads. As a result, the Board set the reserves with particular reference to overhead and support costs which include fundraising activities.

The current level of reserves available are held as follows:

a. **2.5 months available contingency fund for continuing operations in the case that general funding falls short of requirements or for large and unexpected costs.** In the event of a general funding gap, and on the assumption that projects are unning using remaining restricted project funding, based on the current average monthly cost of overheads, this would fund an additional 2.5 months of overhead expenditure whilst additional funds are sourced. After this period, if no further funds were secured, a two-month winding up period would begin (see below).

b. **2 months of available funding held in the event of winding up.** Covering core staff costs, statutory redundancies, rent contracts and other running costs and contracts, staff would be given notice two months before the expected closure date.

The reserves set aside are reviewed each year by the Board and increased or decreased according to expected level of staffing and activities in the following year and with respect to available unrestricted funds that are available. In recent years of growth, the FYA Board has built up the reserves.

As at 31st March 2023, the Trustees are of the view that the charity and group are a going concern.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Fitzrovia Youth in Action is a company limited by guarantee governed by its Memorandum and Articles of Association dated 2 June 2009. It is registered as a charity with the Charity Commission.

Appointment, Induction and Training of Trustees

The Board of Trustees recruits for additional members as and when it identifies that extra resource with specific experience or skill set is needed to maintain the Board's effectiveness. Prospective Trustees are invited for interview and observe at least one Board meeting before appointment. Upon appointment, Trustees are provided with an induction pack and latest Board papers containing the relevant information to familiarise themselves with their responsibility as trustees, the work of the charity, operating procedures, the business plan and financial performance. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Organisation

The Board meets every two months and Board Sub-committees, including Fundraising and Finance Sub-committees, meet between Board meetings. Sub-committees do not have delegated authority for decision-making, but instead report to the Board with recommendations. A Chief Executive is appointed by the Trustees to manage the day-to-day operations of the charity.

The charity's wholly owned subsidiary, Fitzrovia Youth in Action Activities Ltd was established to operate the Warren Pitch. Fitzrovia Youth in Action Activities Ltd has a licence from the charity to operate the facility and gift aids all its profits to the charity.

Pay policy for senior staff

The directors consider the Board of Directors, who are the charity's Trustees, and the Chief Executive Officer as comprising the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis. All Directors give of their time freely and no Director received remuneration in the year.

The pay of the Chief Executive is reviewed annually, and any increase will be awarded taking into account performance and labour market conditions. In view of the nature of the charity, the Directors benchmark against pay levels in other youth charities of a similar size based in London.

Risk Management

The Trustees and management team of the charity believe that sound risk management is integral to both good management and good governance practice.

Risk management should form an integral part of the charity's decision-making and be incorporated within strategic and operational planning.

Risk assessments will be conducted on all new activities and projects to ensure they are in line with the charity's objectives and mission.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Any risks or opportunities arising will be identified, analysed and reported at an appropriate level.

A risk register covering key strategic risks will be maintained and updated at least twice a year and more frequently where risks are known to be volatile.

All staff will be provided with adequate training on risk management and their roles and responsibilities in implementing this.

The charity will regularly review and monitor the effectiveness of its risk management framework and update it as considered appropriate.
Reports will be made to the Trustees twice a year highlighting any continuing and emerging high concern risks and those where priority action is needed to effect better control.

Trustee responsibilities in relation to financial statements

The charity Trustees (who are also the Directors of Fitzrovia Youth in Action for the purposes of company law) are responsible for preparing a Trustees' Annual Report and Financial Statements in accordance with applicable law and United Kingdom Accounting Standards.

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

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

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities. The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Approved by our Board of Trustees on 11th December 2023

Signed on its behalf.



Chairperson
Natalie Speranza

INDEPENDENT EXAMINER'S REPORT

Independent Examiner's Report to the Trustees of Fitzrovia Youth in Action

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2023 which are set out on pages 30 to 54.

Respective responsibilities of Trustees and examiner

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

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

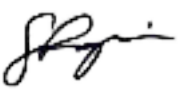
Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities, applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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



Sajjad Rajan CTA FCCA ACA
Smartax Limited
Chartered Certified Accountants and Statutory Auditors
38 Station Road
Harrow
HA2 7SE

22nd December 2023

FINANCIAL STATEMENTS

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

(£)	Notes	Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
Income:					
Donations and legacies	4	11,022	19,605	**30,627**	**34,242**
Income from charitable activities	5	38,882	684,640	**723,522**	**697,116**
Income from other trading activities	7	83,948		**83,948**	**128,866**
Investment income	8	4,920		**4,920**	
Total income		138,772	704,245	**843,017**	860,224
Expenditure					
Cost of raising funds:					
Fundraising	9	8,415	42,703	**51,118**	**49,274**
Commercial trading operations	9	102,035		**102,035**	**99,800**
Expenditure on charitable activities	10	57,369	669,451	**726,820**	**631,423**
Total Expenditure		(167,819)	(712,154)	**(879,973)**	(780,497)
Net income/(expenditure) and net movement in funds for the year		(29,047)	(7,909)	**(36,956)**	79,727
Reconciliation of funds					
Total Funds Brought Forward	22	570,368	85,729	**656,097**	576,370
Transfer					
Total Funds Carried Forward		541,321	77,820	**619,141**	**656,097**

FINANCIAL STATEMENTS

CONSOLIDATED BALANCE SHEET

(£)	Notes	**Group 2023**	Group 2022	**Charity 2023**	Charity 2022
Fixed assets					
Tangible assets	17	33,054	15,255	2,281	7,268
Building improvement	17	168,163	196,844	168,163	196,844
Investments	18			1	1
Total Fixed Assets		**201,217**	212,099	**170,445**	204,113
Current assets					
Debtors	19	18,968	30,886	150,319	141,399
Cash at bank and in hand		713,130	741,855	652,874	676,799
Total Current Assets		**732,098**	772,741	**803,193**	818,198
Liabilities					
Creditors falling due within one year	20	314,174	328,743	291,277	321,083
Current assets less current liabilities		**417,924**	443,998	**511,916**	497,115
Creditors: due after more than 1 year		-	-	-	-
Net assets		**619,141**	656,097	**682,361**	701,228
The funds of the charity					
Unrestricted General funds	23	385,321	414,368	448,541	459,499
Unrestricted Designated Funds	23	156,000	156,000	156,000	156,000
Restricted income funds	24	77,820	85,729	77,820	85,729
Total charity funds		**619,141**	656,097	**682,361**	701,228

FINANCIAL STATEMENTS

CONSOLIDATED BALANCE SHEET

For the financial year in question the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

- No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies act 2006.
- The Trustees acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These Accounts have been prepared in accordance with the provisions applicable to the companies' subject to small companies' regime and in accordance with FRS102 SORP.

Financial statements were approved on 11th December 2023 by the members of the committee and authorised for issue.



Natalie Speranza
Chairperson

FINANCIAL STATEMENTS

STATEMENT OF CASH FLOWS

(£)	**Group 2023**	Group 2022	**Charity 2023**	Charity 2022
Cash used in operating activities	**(14,523)**	6,480	**(28,065)**	19,622
Cash flows from investing activities:				
Interest income	**4,920**	**-**	**4,920**	**-**
Grant for building improvement	**-**	**82,558**	**-**	**82,558**
Deduct purchase of assets	**(19,122)**	**-**	**-**	**-**
Deduct building improvement costs	**-**	**(40,996)**	**(780)**	**(40,996)**
Net Cash flows from investing activities	**(14,202)**	**41,562**	**4,140**	**41,562**
Change In cash and cash equivalents in the year	**(28,725)**	48,042	**(23,925)**	61,184
Cash and Cash equivalents brought forward	**741,855**	693,813	**676,799**	615,615
Total cash and cash equivalents at year end	**713,130**	741,855	**652,874**	676,799

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation (FRS102)

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Companies Act 2006.

Fitzrovia Youth in Action meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

b) Group financial statements

The financial statements consolidate the results of the charity and its wholly owned subsidiary Fitzrovia Youth in Action Activities Limited on a line-by-line basis. A separate Statement of Financial Activities and Income and Expenditure Account for the charity has not been presented because the charity has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably, and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

Income received in advance of a project or provision of other specified service is deferred until the criteria for income recognition are met.

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably.

On receipt, donated professional services and donated facilities are recognised based on the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market.

NOTES TO THE FINANCIAL STATEMENTS

e) Interest receivable

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

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the Trustees have decided to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for areas of the charity's work or for specific artistic projects being undertaken by the charity.

g) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of the cost of the fundraising manager.

- Commercial trading operations are the running costs of the whole owned subsidiary Fitzrovia Youth in Action Activities.

- Expenditure on charitable activities includes the costs of peer education, events and other educational activities undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back-office costs, finance, personnel, payroll and governance costs which support the charity's artistic programmes and activities. Support costs have been allocated in proportion to expenditure incurred in undertaking an activity.
Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to the independent examination and legal fees together with an apportionment of overhead and support costs.

i) Tangible fixed assets

Individual fixed assets that are capitalised at cost are depreciated over their estimated useful economic lives on a basis as follows:

Asset Category	**Rate**	**Basis**
Long Life Fixtures	18% Annually	Reducing balance
Fittings	5 Years	Straight Line
Electrical Equipment	5 Years	Straight Line
Building improvement	10 Years	Straight Line

NOTES TO THE FINANCIAL STATEMENTS

j) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

k) Cash at bank and in hand

Cash at bank and cash in hand includes cash and amounts in deposit accounts.

l) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m) Financial instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

n) Pensions

Existing employees of the charity who have chosen to be enrolled on the Workplace pension, which is funded by contributions from employee and employer.

o) Going concern

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The NEST pension scheme is a defined contribution pension scheme operated by National Employment Savings Trust.

NOTES TO THE FINANCIAL STATEMENTS

2. Financial Performance of the charity alone

(£)	2023	2022
Income	773,782	744,332
Expenditure on charitable activities	(792,649)	(680,696)
Net income	(18,867)	63,636
Total Funds Brought Forward	701,228	637,592
Total Funds Carried Forward	682,361	701,228
Represented by:		
Restricted income funds	77,820	85,729
Unrestricted Income funds	604,541	615,499
	682,361	701,228

3. Legal status of the Charity

The charity is a company limited by guarantee. The Members of the company are the Trustees listed on page 29.

4. Income from donations and legacies

(£)	2023	2022
Donations	30,627	34,242

The income from donations was £30,627 (2022: £34,242). This includes donations of £17,142 from GMS Estates (£17,142 in 2022) Big Give £9,605 (£2,530 in 2022) and £1,000 from Chesterhill Charitable Trust (£1,000 in 2022)

The charity benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

NOTES TO THE FINANCIAL STATEMENTS

5. Income from charitable activities

(£)	**2023**	2022
BBC Children in Need	15,054	16,407
Bernard Sunley Foundation	-	10,000
Camden Giving	10,938	9,718
Camden Giving HS2	-	18,726
Clarion Futures	36,262	20,500
Derwent London	9,994	10,000
Garfield Weston Foundation	-	8,300
Gift Aid	1,958	2,884
Greater London Authority	181,700	5,809
HMRC – Job Retention Scheme (JRS)	-	12,289
Jack Petchey Foundation	22,000	24,199
LandAid UK	9,500	14,500
London Borough of Camden	318,520	297,764
London Youth	1,750	4,350
Mayor's Fund for London	2,250	4,950
Paul Hamlyn Foundation	-	22,500
Peabody	-	8,000
Raised income	10,770	500
Regents Place	-	7,500
Sundry	17,763	-
The Childhood Trust	-	3,270
The Clothworkers' Foundation	-	45,000
The Henry Smith Charity	55,533	31,207
The London Community Foundation	5,000	-
The National Lottery Community Fund	9,531	96,151
The Peter Stebbings Memorial Charity	-	10,000
The Portal Trust	5,000	5,000
The Rayne Foundation	10,000	-
Young Camden Foundation	-	7,592
	723,523	697,116

NOTES TO THE FINANCIAL STATEMENTS

6. Government Funding

(£)	2023	2022
London Borough of Camden	318,520	299,327
Greater London Authority	181,700	5,809
HMRC	-	14,089
	500,220	**319,225**

7. Income earned from other trading activities

The wholly owned trading subsidiary Fitzrovia Youth in Action Activities Limited is incorporated in the United Kingdom (company number 09663818) and pays all its profits to the charity under the gift aid scheme. Fitzrovia Youth in Action Activities Limited operates all commercial trading operations carried out at the Warren multi-use area and FYA premises.

The summary financial performance of the subsidiary alone is:

(£)	2023	2022
Pitch Bookings	83,948	93,273
Other income	-	35,593
Cost of sales	(70,796)	(86,592)
Administrative Costs	(31,239)	(13,208)
Gross Profit	(18,087)	29,066
x		
Amount gift aided to parent charity	-	-

8. Investment income

All the group's investment income of £4,920 (2022: £Nil) arises from money held in interest bearing deposit accounts.

9. Costs of Raising Funds

(£)	2023	2022
Fundraising Expenditure	51,118	49,273
Commercial trading operations	102,035	99,800
	153,153	149,073

NOTES TO THE FINANCIAL STATEMENTS

10. Analysis of expenditure on charitable activities

(£)	Staff costs	Other costs	Support costs	Total 2023	Total 2022
Charitable activities					
Activities undertaken directly:					
Engaging Children and Young People	80,523	41,655	73,753	195,931	198,248
Youth Led Volunteering	303,480	71,772	121,190	496,442	400,136
Fixed Asset fund	-	-	34,448	34,448	33,039
	384,003	**113,427**	**229,391**	**726,821**	631,423

11. Analysis of staff costs, Charity remuneration and expenses, and key management personnel.

(£)	2023	2022
Salaries and wages	571,024	495,154
Social security costs	54,654	43,538
Pension costs	9,945	8,390
	635,623	547,082

One employee had employee benefits more than £60,000 but not more than £70,000 (2022: 1).
Pension costs are allocated to activities in proportion to the related staffing costs incurred.

The charity Trustees were not paid or received any other benefits from employment with the charity or its subsidiary in the year (2022: £nil) neither were they reimbursed expenses during the year (2022: £nil). No charity received payment for professional or other services supplied to the charity (2022: £nil).

The key management personnel of the parent charity comprise of the Trustees and the Chief Executive Officer of Fitzrovia Youth in Action.

12. Staff Numbers

The average monthly head count was 28 staff (2022: 26 staff) and the average monthly number of full-time equivalent employees (including casual and part-time staff) during the year were as follows:

	2023	2022
Charitable Activities	13.5	12
Administrative and Support staff	4.5	4.5
	18	16.5

NOTES TO THE FINANCIAL STATEMENTS

13. Analysis of governance and support costs

The charity Initially identifies the cost of its support functions. It then identifies those costs which relate to the governance function. Having identified it governance costs the remaining support costs together with the governance costs are apportioned between the key charitable activities and subsidiary, refer to the table to see the basis of apportionment.

Current Year	General Support	Governance Function	Basis of Apportionment
General Office	57,847	7,561	Pro rata to staff full time equivalents
Premises Expenditure	33,248	4,346	Dedicated Office space
Salaries and wages & related costs	122,678	16,035	Allocated by estimated time spent on function
Legal and other professional fees	1,545	1,690	Governance
	215,318	**29,632**	

Previous Year	General Support	Governance Function	Basis of Apportionment
General Office	48,152	6,294	Pro rata to staff full time equivalents
Premises Expenditure	31,598	4,130	Dedicated Office space
Salaries and wages & related costs	110,827	14,486	Allocated by estimated time spent on function
Legal and other professional fees	1,545	3,960	Governance
	192,122	**28,870**	

NOTES TO THE FINANCIAL STATEMENTS

14. Analysis of apportionment of governance and supports costs to activities

Current Year	General Support	Governance Function	2023 Total
Engaging Young People	43,998	5,751	49,749
Youth Led Volunteering	123,269	17,601	140,870
Fixed Asset Fund	30,466	3,982	34,448
Fundraising	4,573	598	5,171
Trading Activities	13,012	1,701	14,712
	215,318	**29,632**	**244,950**

Previous Year	General Support	Governance Function	2022 Total
Engaging Young People	37,752	4,935	42,686
Youth Led Volunteering	112,492	14,704	127,196
Fixed Asset Fund	29,219	3,819	33,039
Fundraising	4,301	562	4,863
Trading Activities	11,681	1,527	13,208
	195,445	**25,547**	**220,992**

15. Related party transactions

The charity has an agreement with the local council, to maintain and manage a local caged multi-use sports area, to provide a high-quality multi-use sports area to the local community. Funds generated are to be spent to maintain the facility and any surplus to help improve the quality of life for local young people.

In 2023 the following transactions took place between the charity and its wholly owned subsidiary Fitzrovia Youth in Action Activities Ltd:

a) Staffing Expenditure and Support costs reimbursed by the subsidiary to the charity for facilities management at cost of £70,000 (2022: £97,000).

b) Charitable donation of all profits from trading activities Nil; (2022:Nil) as the subsidiary has not recovered from the loss made in 2020/21 financial year.

NOTES TO THE FINANCIAL STATEMENTS

16. Corporation Taxation

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

17. Tangible fixed assets

(£)	**Group 2023**	Group 2022	**Charity 2023**	Charity 2022
Building improvement; fixtures, fittings & equipment				
Cost	349,403	308,407	318,718	277,722
Additions	35,862	40,996	780	40,996
Disposals	-	-	-	-
At 31 March 2023	385,265	349,403	319,498	318,718
Depreciation				
At 1 April 2021	137,304	102,512	114,606	81,567
Charge for the year	46,744	34,792	34,448	33,039
Eliminated on Disposal of assets	-	-	-	-
At 31 March 2023	(184,048)	(137,304)	**(149,054)**	**(114,606)**
Net book value				
At 31 March 2023	**201,217**	**212,099**	170,444	204,112

NBV of building improvement £168,163 (2022: £196,844); fixtures, fittings and equipment £33,054 (2022: £15,255)

18. Investments

The charity holds 1 ordinary share of £1 in its wholly owned trading subsidiary company Fitzrovia Youth in Action Activities Limited which is incorporated in the United Kingdom. These are the only shares allotted, called up and fully paid.

NOTES TO THE FINANCIAL STATEMENTS

19. Debtors

(£)	**Group 2023**	Group 2022	**Charity 2023**	Charity 2022
Trade debtors	17,321	24,896	11,186	16,961
Due from group undertakings			137,986	120,595
Other debtors	1,647	5,990	1,147	3,843
	18,968	**30,886**	**150,319**	**141,399**

20. Creditors: amounts falling due within one year

(£)	**Group 2023**	**Group 2022**	**Charity 2023**	**Charity** 2022
Trade creditors		26,937		25,624
Amount due to group undertakings			5,000	
Other taxes and social security	13,662	13,915	13,662	13,915
Deferred Income	274,292	270,202	264,171	265,737
Other creditors	26,220	17,689	8,444	15,807
	314,174	**328,743**	**291,277**	**321,083**

21. Deferred income

Deferred income comprises of grant for capital expenditure on the Suffolk House {LB Camden £78,348 (2022: £91,406); LandAid £57,000 (2022: £66,500)}; London Borough of Camden £50,000 (2022: £50,000); others £88,944 (2022: £107,831)

(£)	**2023 Group**	**2022 Group**
Balance as at 1 April 2022	265,737	369,162
Amount Released to Restricted Grant Income in the year	(130,389)	(211,256)
Amount released to income earned from other trading activities		
Grant Amount Deferred in the year	128,823	107,831
Amount deferred from trading activities in the year	10,121	
Balance as at 31 March 2023	**274,292**	**265,737**

NOTES TO THE FINANCIAL STATEMENTS

22. Analysis of charitable funds

Current Year	Balance B/F	Income	Less Expenditure	Transfers	Balance C/F
Unrestricted income funds:	414,368	138,772	(167,819)		385,321
Unrestricted income funds:					
Designated Funds	156,000				156,000
Restricted income funds	85,729	704,245	(712,154)		77,820
	656,097	**843,017**	**(879,973)**		**619,141**

Previous Year	Balance B/F	Income	Less Expenditure	Transfers	Balance C/F
Unrestricted income funds:	272,704	222,329	(146,202)	65,537	414,368
Unrestricted income funds:					
Designated Funds	156,000	-	-	-	156,000
Restricted income funds	147,666	637,894	(634,295)	(65,537)	85,729
	576,370	860,224	(780,496)	-	656,097

Unrestricted income funds are available to be used at will of the Trustees, the most probable use of the funds will be in the running of the subsidiary and support costs.

Use of designated funds has been detailed within our reserve policy.

The use of the restricted income is analysed in note 24.

NOTES TO THE FINANCIAL STATEMENTS

23. Analysis of unrestricted funds

Current Year	Balance B/F	Income	Less Expenditure	Transfers	Balance C/F
Unrestricted Funds: General Fund	414,368	138,772	(167,819)		385,321
Unrestricted Funds: Designated Reserves	156,000	-	-	-	156,000
Total	**570,368**	**138,772**	**(167,819)**		**541,321**

Previous Year	Balance B/F	Income	Less Expenditure	Transfers	Balance C/F
Unrestricted Funds: General Fund	272,704	222,329	(146,202)	65,537	414,368
Unrestricted Funds: Designated Reserves	156,000	-	-	-	156,000
Total	**428,704**	**222,329**	**(146,202)**	**65,537**	**570,368**

The transfers are made to meet the charity's reserve designated to cover costs in the event of winding up.

NOTES TO THE FINANCIAL STATEMENTS

24. Analysis of restricted funds

Current Year	Balance B/F	Income	Less Expenditure	Transfers	Balance C/F
Engaging Young People	9,703	91,870	(82,353)		19,220
Youth Led Volunteering	5,766	589,817	(601,120)		(5,537)
Fixed Asset fund	70,260	22,558	(28,681)		64,137
Total	**85,729**	**704,245**	**(712,154)**		**77,820**

Engaging Young People is about young people's participation in our activities with trusted adults and their peers. This includes funding for our football and drop-in sessions.

Youth-led Volunteering is about youth-led social action. It includes supporting young people to mentor their peers, hosting large community events, engaging with residents to improve their environment, organising awareness campaigns and delivering workshops about mental health to other young.

Fixed Asset Fund is fund for capital expenditure that is used for improving Suffolk House known as Warren Centre that is used for events.

Previous Year	Balance B/F	Income	Less Expenditure	Transfers	Balance C/F
Engaging Young People	40,929	65,310	(58,000)	(38,537)	9,703
Youth Led Volunteering	81,506	490,026	(538,766)	(27,000)	5,766
Fixed Asset fund	25,231	82,558	(37,529)		70,260
Total	147,666	637,894	(634,295)	(65,537)	85,729

NOTES TO THE FINANCIAL STATEMENTS

25. Analysis of group net assets between funds

Current Year	Unrestricted Funds	Designated Funds	Restricted Funds	Total
Tangible Fixed assets	30,773		170,444	201,217
Cash at bank and in hand	453,307	156,000	103,823	713,130
Other net current assets/(liabilities)	(98,759)		(196,447)	(295,206)
Total	**385,321**	**156,000**	**77,820**	**619,141**

Previous Year	Unrestricted Funds	Designated Funds	Restricted Funds	Total
Tangible Fixed assets	7,987	-	204,112	212,099
Cash at bank and in hand	395,381	156,000	190,474	741,855
Other net current assets/(liabilities)	11,000		(308,857)	(297,857)
Total	**414,368**	**156,000**	**85,729**	**656,097**

NOTES TO THE FINANCIAL STATEMENTS

26. Reconciliation of net movement in funds of net cash flow from operating activities

(£)	**Group 2023**	Group 2022	**Charity 2023**	Charity 2022
Cash flows from operating activities:				
Net movement in funds	(36,956)	79,727	(18,869)	50,661
Add back depreciation charge	47,744	30,434	34,448	28,681
Add back loss on disposal of assets	-	-	-	-
Deduct cash from investing activities	(21,660)	(82,558)	(4,920)	(82,558)
Deduct/add an increase/decrease of debtors	11,918	43,235	(8,920)	92,783
Deduct/add a decrease/increase in creditors	(14,569)	(64,358)	(29,806)	(70,403)
Net cash flow of operating activities	**(14,523)**	6,480	**(28,065)**	19,164

27. Financial Commitments

At the 31 March 2023 the charity has total commitments under non-cancellable operating lease as follows:

	31 March 2023 Land and Buildings	31 March 2022 Land and Buildings
Due within one year;	4,867	14,600
Later than one year and not later than five years		4,867
	4,867	19,467

28. Ultimate Controlling Party

The charity is under the ultimate control of the Board of Trustees.

FITZROVIA YOUTH IN ACTION

England & Wales - Charity number 1136697

Accounts

FITZROVIA YOUTH IN ACTION

ANNUAL REPORT AND ACCOUNTS 2021-2022



'YOUNG PEOPLE CREATING A BETTER COMMUNITY'

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REPORT OF THE TRUSTEES FOR THE YEAR ENDING 31 MARCH 2022

The trustees are pleased to present their annual director's report together with the consolidated financial statements of the charity and its subsidiary for the year ending 31 March 2022 which are also prepared to meet the requirements for a Director's report and accounts for Companies House purposes.



CHAIRPERSON'S REPORT

Welcome to the 2021-22 Annual Report from Fitzrovia Youth in Action (FYA), central London's leading youth action charity.

Like the rest of the world, FYA's focus in 2021–22 was on recovery and new beginnings. The start of this financial year coincided with the UK's phased exit from lockdown and Covid-19 restrictions which had inhibited the delivery of our face-to-face services the previous year. From April 2021, we took steps towards a hybrid approach to delivery and working, ensuring our staff and service users came back together in an environment where they felt safe and supported.

Our engagement is working its way back to pre-Covid-19 levels. During 2021-22, we supported over 500 young people to organise social action programmes across no less than 38 cohorts.

As we rebuild, the need for community is more apparent than ever. FYA was created, nurtured, and grown from its community spirit and our youth-led community events came back in force. Of particular note, we had great success with our first outdoor Christmas event and our young people demonstrated flexibility and adaptability as they navigated the ongoing changes in restrictions.

Our models of place-based community action were further developed through our Community Champions programme in the Regent's Park Estate, where we led a very successful intergenerational partnership programme, supporting residents to identify issues of concern and lead a range of programmes to improve their community.

Our peer support programmes, which proved so popular during the pandemic, continue to grow. Over the past couple of years, we have worked in partnership with almost every secondary school in Camden, and with a wide range of other statutory and community agencies to support young people who have faced challenges, to lead social action programmes. FYA's YouTube channel showcases many of the powerful films young people have made as part of the peer education programme.

I am pleased to report that FYA's evaluation framework and its standard of evidence have recently been accredited by the Centre for Youth Impact with a 'Project Oracle Level 2' validation. This important milestone reinforces our conviction that, through leading youth social action, young people can improve their wellbeing, develop a greater sense of belonging and increase their confidence and skills.

The next few years are not going to be easy. We are seeing funding streams reducing or coming to an end. We recognise the need for careful planning of how we direct our existing resources and develop new and existing forms of sustainable income. Interest in bookings at the Warren Sports Pitch and the Warren Centre event space has increased as businesses return to work and we look forward to growing these parts of the organisation.

Young people today are also facing unique challenges, seeing through a pandemic only to face a cost-of-living crisis and the potential impact that may have on their education, employment prospects and mental health. We hope to see more reported outcomes of increased resilience and wellbeing, life skills and sense of belonging in our young people as we continue to monitor our youth social action programmes.

CHAIRPERSON'S REPORT

Being in the final year of our strategic plan offered us an opportunity to reflect on the great work we had accomplished in the previous three years. Through a series of workshops, we engaged with staff, trustees, and our young Ambassadors to develop our 2022-24 strategic plan. Alongside this, we updated our charitable objects to include our focus on social action and mental health, as well as our aspirations to knowledge share and expand our impact across Camden and neighbouring boroughs.

Our staff, led by our CEO Andre Schott, are the backbone of the organisation and they continue to demonstrate grit and grace under pressure. We hope you know how valuable and important you are to FYA's mission. In the past year, FYA provided access to mental health support in their return to face-to-face work. We are committed to fostering their ongoing professional and personal development and this work will continue under our new strategic plan.

We thank our funders, individual and corporate donors, community partners and volunteers for your ongoing support. Thank you to my fellow trustees for generously giving your time, experience, and guidance.

I am so proud of FYA and the impact it has on the lives of young people and on the community as a whole. It is a privilege to serve on its Board, contributing to its continuous improvements and helping to shape its direction in this new world. Onward and upward!



Natalie Speranza
Chairperson

OUR PURPOSE

Objects of the charity

The advancement of education of children and young people by developing individual capabilities, competences, skills and understanding to lead and inspire social action in their communities.

We will do this especially, but not exclusively, in and around the London Borough of Camden through:

1. the provision of training in life skills, mental health awareness and healthy exercise;

2. the provision of social action programmes, sports activities, creative art activities and other recreational and educational activities;,

as well as through:

3. sharing our knowledge and expertise with organisations both locally and nationally to enable them to develop the skills and competencies required to deliver similar projects,
so as to fulfil their potential with the confidence and skills to create positive change for themselves, with their peers and within their communities, for the public benefit.

Our aims

Overall, FYA acts as a 'social brokerage' bringing together the talent and enthusiasm of young people and the resources and opportunities that the local economy and community can offer. Young people are an asset that FYA seeks to develop, so that they can contribute to the development of other young people and the wider community.

FYA aims to empower young people to make changes for themselves, their peers and their community. The outcomes that we strive for are:

- increased resilience and wellbeing amongst young people;

- young people are able to articulate and use their skills to move on into further education, training or employment;

- an increased sense of community belonging amongst young people and local residents who engage with FYA.

FYA'S FRAMEWORK FOR MEASURING SUCCESS

At FYA we are on a journey to evidence the impact of our work. We believe that, through youth-led action, young people are empowered and can create change for themselves, their peers and their community, and we want to be able to evidence this.

Our Theory of Change model provides the structure to help us monitor and evaluate the impact we are having. As part of this model, we have identified the need underpinning our work, the change we would like to see (our vision) and the activities we believe will help us achieve this change.

At the heart of our work is the assumption, based on experience and existing evidence, that youth led community action and peer support can lead to the following outcomes:

- increased resilience and wellbeing for young people[1],
- a sense of belonging to a community[2] and;
- development of skills and confidence that can help young people thrive as they move on into further education or employment.

These three outcomes are the primary areas against which we aim to measure the impact of our youth-led action and peer support.

[1]National Youth Social Action Survey, 2017
[2] Jones, R & Randall, C, (2018), Measuring National Wellbeing: Quality of Life in the UK, https://www.ons.gov.uk/peoplepopulationandcommunity/wellbeing/articles/measuringnationalwellbeing

Our monitoring and evaluation framework is based on using validated tools and our framework and standard of evidence have been accredited by the Centre for Youth Impact with 'Project Oracle Level 2' validation.

Our current monitoring and evaluation framework has three elements: pre- and post-programme questionnaires, qualitative feedback (focus groups, session feedback, case studies and individual follow-up interviews 3 months later) and programme peer reviews led by FYA young Ambassadors.

We use two validated questionnaires, an adapted Life Effectiveness Questionnaire and the Short Warwick Edinburgh Mental Wellbeing Scale as a pre and post programme evaluation questionnaires. These questionnaires help us to measure specifically:

- Wellbeing
- Sense of community belonging
- Self-confidence
- Intellectual flexibility
- Social competence
- Task leadership

MAIN ACTIVITIES OF THE CHARITY

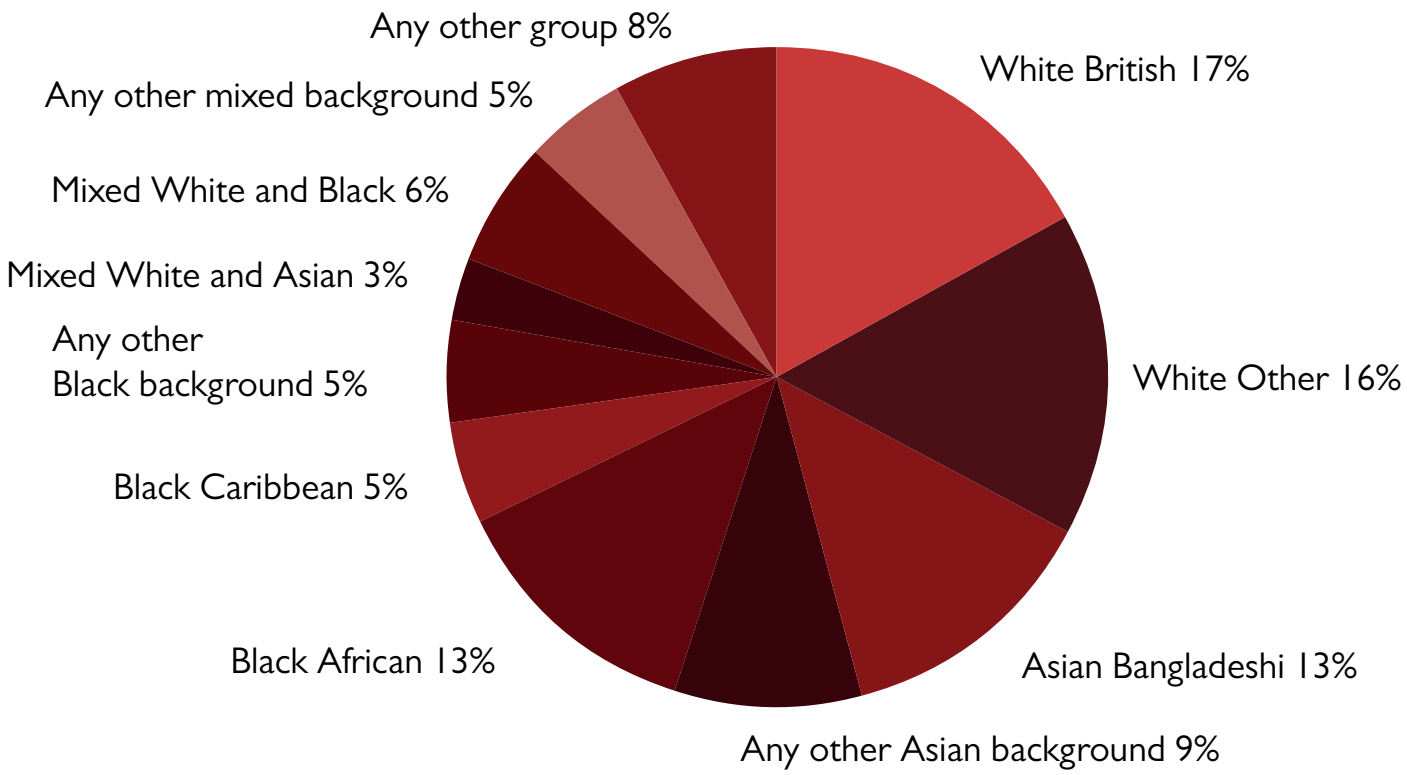
Numbers involved in FYA activities in 2021-22

In total, Fitzrovia Youth Action (FYA) worked directly with 607 young people in 2021-22. Out of these, 515 organised and delivered youth social action programmes across 38 cohorts of young people. Our peer educators delivered workshops to over 904 other young people. Over 1500 people from the wider community attended the community events run by our young people. A summary of the number of people involved by type of activity is provided in the table below.

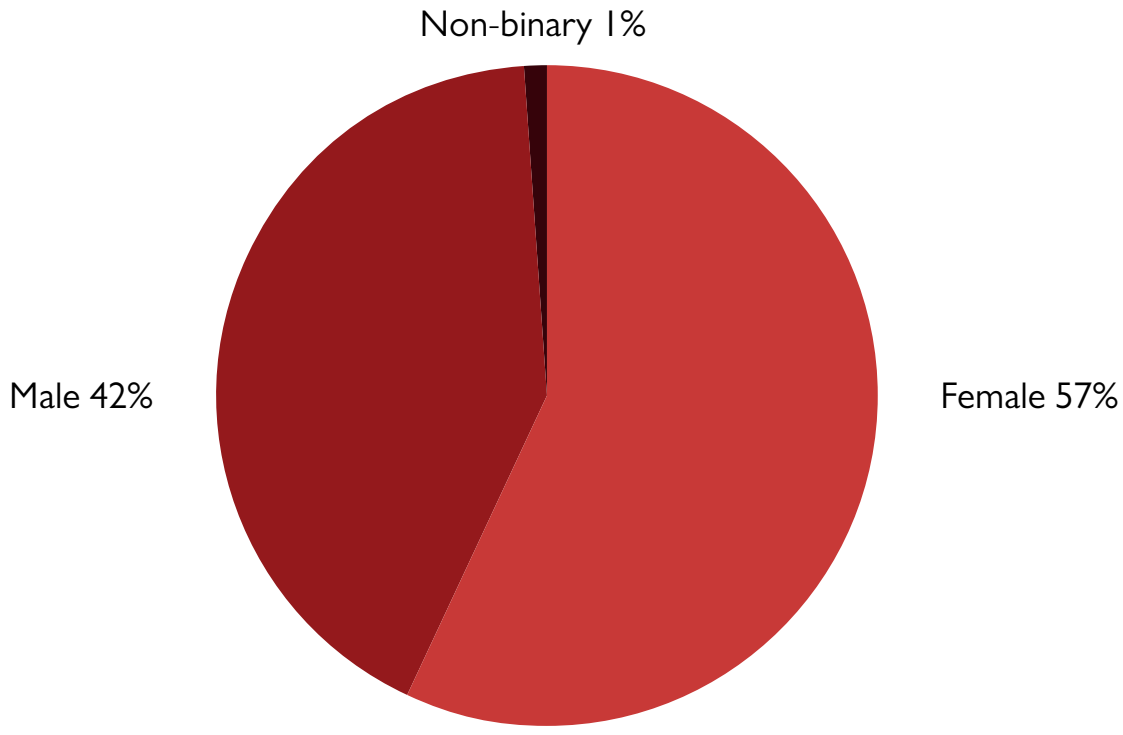
Programme Strand	**Programme type**	**Young people engaged during 2020-21**	**Young people engaged during 2021-22**	
Engagement (individuals who attended 5x or more)	Healthy living drop-in	0 (due to Covid-19)	29	
	Football	59	63	
Total engagement		**59**	**92**	
				Number of cohorts in 2021-22
Youth Action (youth action volunteers, in brackets indirect beneficiaries – no. of individuals engaged by our volunteers)	Peer Education	149 (662)	125 (904)	12
	Youth-led community events (e.g., street parties, festivals, community dinners)	31 (1000+)	53 (1500)	4
	Peer Mentoring (mental health)	222 mentors (92 mentees)	247 (150+ mentees)	15
	Young Ambassadors	36	14	1
	Regent's Park Champions (young people)	10	23	1
	Youth Action Teams Programme	73	53	5
Total youth action		**536**	**515**	**38 cohorts**
TOTAL		**595**	**607**	

MAIN ACTIVITIES OF THE CHARITY

Graph 1; FYA beneficiaries by ethnicity 2021-22



Graph 2; FYA beneficiaries by gender 2021-22



SUMMARY OF ENGAGEMENT ACTIVITIES

Football and other sports

Weekly coaching sessions were held on the Warren Sports Pitch in Fitzrovia and on the Cumberland Market Pitch in the Regent's Park Estate.

Weekly sessions were held for the Under 10s, Under 12s, Under 15s and Under 18s, as well as separate Girls Under 12s sessions.

The Under 10s and Under 12s teams played every Saturday in the Camden and Regent's Park Youth League.

76 young people attended the football programme over a 12-month period; 7-17 years old, the most popular age range was 12-14, 74% young men, 26% young women - 63 attended more than 5 times over the period.

Cumberland Youth Club

A weekly drop-in session took place in the H-Pod community space, in the Regent's Park Estate. Sessions centred around healthy living themes, with exercise and sports activities also taking place at the same time in the Cumberland Market open space next to the H-Pod.

67 young people attended the programme over a 12-month period; 8-18 years old. The most popular age range was 11-14; 74% young men, 26% young women - 29 attended more than 5 times over the period.

"It has been great having Cumberland Youth Club back – it was really hard in lockdown not getting to be with our friends at school or outside of school. I spend a lot of time playing football in the park, but I like youth club because we can also speak to the staff and check in, use some of the equipment to play different sports and I even liked trying to cook, which I didn't think I would."



SUMMARY OF YOUTH SOCIAL ACTION ACTIVITIES

Youth-led Community Events

FYA runs a youth leadership programme in which groups of young people are supported to organise and deliver one large community event per group. Four events were organised: the Warren Cup football tournament, a street party and community dinner, a Christmas event and the Camden Youth Action Showcase. Due to Covid-19 restrictions, there was a limit on group sizes at times and continued limitations to audience sizes indoors. This required a creative and flexible approach to planning events months in advance.

Warren Cup

Young people organised a football tournament on our sports pitch and alongside this, delivered peer education workshops to all participating teams from our cinema tent, which included screening awareness films made by young people.

Fitzrovia Street Party and Community Dinner

Over 500 people attended throughout our summer themed event. Young people delivered all aspects of the event from performing and hosting on stage, to serving food and managing a wide range of activity stations which included a bungee run, sumo suits, a surf simulator, face painting, henna, photo booth, and archery.



SUMMARY OF YOUTH SOCIAL ACTION ACTIVITIES

Christmas Community event – Winter Wonders

Winter Wonders was our first outdoor Christmas event, held outside Regent's Place's former Triton Café, ODAC Triton Street. Over 200 people came together during the event to celebrate despite the challenges of increased Covid-19 restrictions. The event included carnival games stalls, a winter hot drinks stall, a sing-along and guests received a gift bag and Christmas dinner which they could eat onsite or take home. One of the biggest highlights was our very own young FYA Santa, delivering chocolates and taking photos with guests. The steering group organised three versions of the event, to ensure our festive community celebrations could still take place during a period when Covid-19 restrictions were changing every few weeks.

Camden Youth Action Showcase

Our annual showcase was held face-to-face to kick off celebrations for FYA's 25th Birthday. 100 guests joined us at Indian YMCA to celebrate the incredible work of young people and our partners across the borough with young people stewarding, hosting, performing, and sharing their projects. Ten films by young people were screened.

In total 53 young people participated (58% young women, 36% young men) as steering group members, aged 12-20, with 17-18 being the most popular age group.

"I am so proud that my team valued my input into a project that I thoroughly enjoyed being part of. I realised that project management is quite difficult but that I am quite good at adapting, supporting my colleagues and balancing different tasks. I gained lots of experience I know will help me continue to find opportunities and employment. How many people can actually say they both organised and hosted an event for over 500 people at my age?"



SUMMARY OF YOUTH SOCIAL ACTION ACTIVITIES

Camden Peer Education Programme

The peer education programme works with young people to identify issues that they feel are having a negative impact on them and their community. Issues that are typically addressed include drug and alcohol abuse, bullying, discrimination, peer pressure, isolation, and other mental health issues. Young people participate in training and decide which issues they would like to address. They then explore their chosen topic and decide on the message(s) they want to put out to others. They are then supported to work up their message and create an awareness campaign. As part of this, they create a short film which becomes the centrepiece for awareness workshops they deliver to other young people at youth clubs, schools and other agencies' young people.

Last year, we supported 125 peer educators across 12 cohorts. They created 18 films and delivered awareness workshops to 904 young people. 16-17 was the most popular age group. 39% were young women, 51% young men.



"The last few years have been really difficult for me as I had housing and health issues. This really affected my mental health. Sometimes, I didn't feel like doing anything apart from sitting at home and watching TV. I got introduced to FYA through New Horizons and this was the first organisation that gave me the chance to be creative and feel important. I really enjoyed this project and I hope FYA can continue to support me."

SUMMARY OF YOUTH SOCIAL ACTION ACTIVITIES

Camden Peer Mentoring

Our Peer Mentoring Programme offers a space for young people to come together to access and provide peer support to one another through group work, one-to-one activities and discussions. The programme has been co-produced with young people and our project partners, Mind in Camden and the Tavistock & Portman NHS Foundation Trust. The core programme content has been informed by evidence-based models including the '5 ways to Wellbeing' and 'Resilience Framework'. Together, young people and our partners developed themes for participants to explore that form a semi-structure to the programme and devised accredited training for peer mentors to complete prior to delivering mentoring sessions.
During the pandemic young people adapted to meeting online and occasionally face to face when able to, to go through the programme. This allowed young people to go through the training and facilitate their own wellbeing-related peer mentoring sessions based on what was impacting them and building resilience during the pandemic. A lot of the work was focussed on reducing isolation and increasing a sense of community during this time.

This year we delivered the Peer Mentoring Programme to 15 groups in numerous schools, youth and community centres across Camden.

In total, 247 young people participated as mentors and/or were active in peer support groups. 74% were young women and 24% were young men. In addition, over 150 other young people participated as mentees. Participants in the programme ranged in age from 8 to 24, most were aged 12-18, with 13-14 being the most popular age group.

"It's really important to look after each other's mental health and I feel confident I am able to do so. I am happy I have completed the programme and even won an award for my commitment and contribution. It's been really good to gain experience in this field, which will definitely help me in the future in both my career and personal life".



SUMMARY OF YOUTH SOCIAL ACTION ACTIVITIES

Young Ambassadors

Our Ambassadors are 'alumni' young people who have completed at least two youth action projects with FYA. They are trained and supported to represent the voices of service users and help the organisation to plan and make decisions.

Ambassadors participated in trustee meetings and Ambassador representatives also attend Board subcommittee meetings with trustees and staff. They also attended three workshops alongside staff and trustees to help produce our Strategic Plan for 2022-25.

Our Ambassadors helped recruit young people into FYA and joined the first sessions of new youth action cohorts to share their own experiences to inspire and motivate new members. They also represented FYA at a number of external events. Our Ambassadors formed youth interview panels as part of two staff recruitment rounds and supported the organisation to adapt the interview process to ensure youth decision forms a large part of recruitment.

Last year, young volunteers organised five projects, including a fundraising event for Islamic Aid and awareness campaigns on homelessness and colourism.

We worked with 14 young Ambassadors over 2021-22, aged 12-20, with 17-18 being the most popular age range. 50% were young women, 36% were young men and 14% were non-binary.

"It has been an absolute privilege and highlight for me to be able to be an Ambassador. I love FYA and the work we do, and I have been able to do so much for this organisation since being an Ambassador. Gaining skills to be part of youth boards, strategy meetings, trustee meetings at age 16 is incredible. I am really looking forward to being able to have a great summer before supporting the new cohort of Ambassadors into their roles"



SUMMARY OF YOUTH SOCIAL ACTION ACTIVITIES

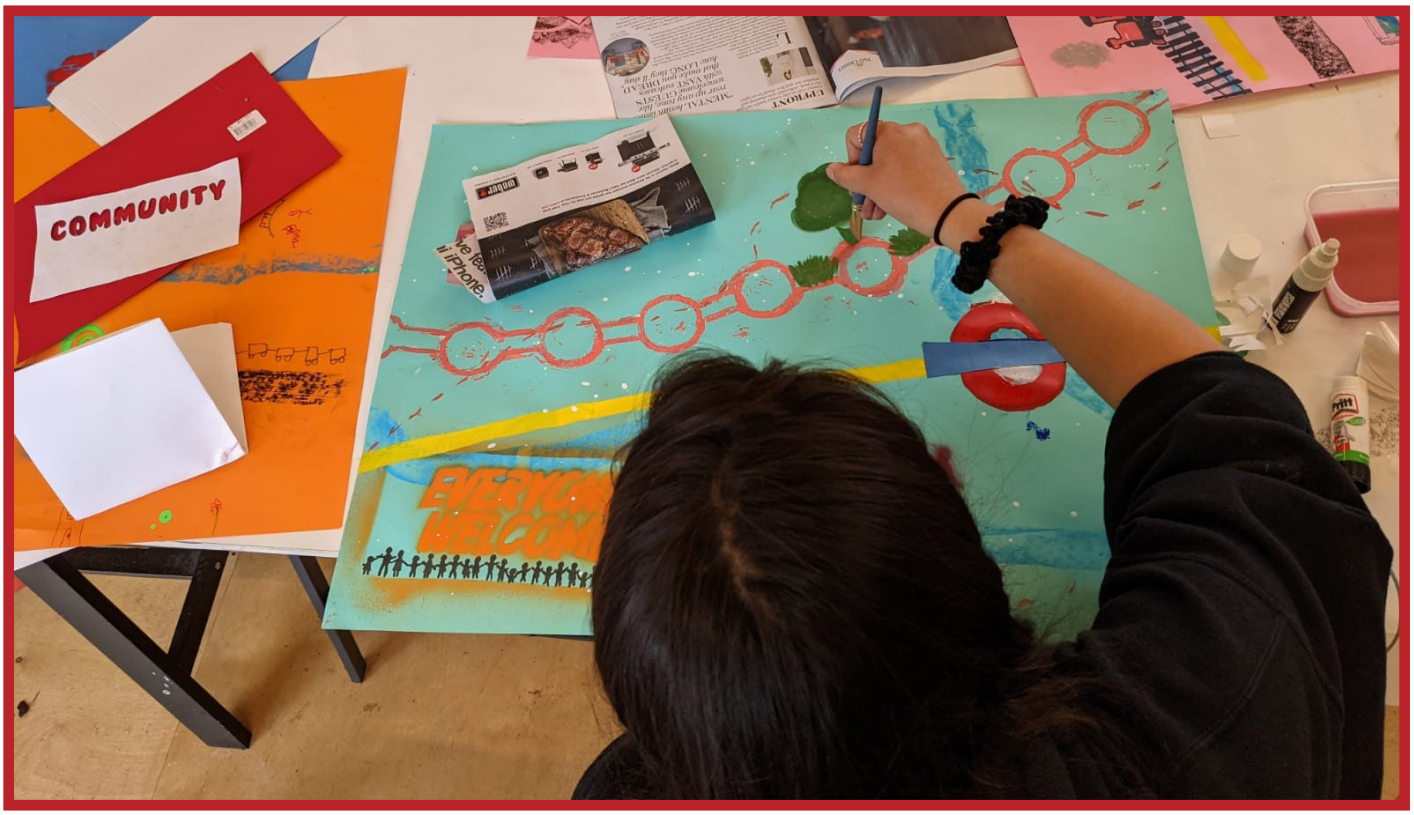
Youth Action Teams

A youth steering group oversaw the design and engagement model for a new activity space called The Warren Centre. We began using the space after Covid-19 restrictions had eased. Young people designated the Warren Centre as a youth action innovation hub, providing a home for young leaders and activists to plan and lead their own community projects. Youth Action Teams are supported to explore issues within their communities and tackle those issues they feel strongly about. The issues and projects are determined by young people.

Last year, young volunteers organised five projects, including a fundraising event for Islamic Aid and awareness campaigns on homelessness and colourism.

We worked with 53 young people across five youth action teams over 2020-21, aged 12-20, with 16 and 17 being the most popular ages. 40% were young women and 60% young men.

"We really enjoyed this project and knew how important it was to help these members of our community that are often ignored but are part of our community. We learned lots of skills like project management, research, budgeting and fundraising locally. It gave us all a sense of wholesomeness and we like the idea of giving something back. I wanted to do something to help the people I saw who are in need. We hope to do it again."



SUMMARY OF YOUTH SOCIAL ACTION ACTIVITIES

Regent's Park Community Champions

Our Community Champions programme is a resident-led, intergenerational initiative to increase health and wellbeing in Regent's Park Estate. Residents from the Regent's Park Estate identify local issues of concern and are supported to run programmes which address these. The Champions ran a community consultation and organised festivals, monthly socials and clean-up campaigns. Young people worked with residents to identify site-specific interventions needed in the estate. Together, they were supported to engage with key decision makers, relevant council departments and a range of local organisations to improve the local environment and community safety. The project found a regular home based at partner organisation Old Diorama Arts Centre on the edge of the estate.



We worked with 23 young people as Community Champions over 2021-22 aged 12-21. 85% were young women, 10% were young men and 5% were non-binary.

"Being part of the Community Champions is really special. I would absolutely recommend you join too. It is great to be able to help our community to get better together but also, I have met so many people since doing it and feel a real sense of belonging. It can be easy for us to sit and feel overwhelmed by our feelings or feel like no one is listening, but here, they do, and you are able to then be part of doing something about it. It can be small like how we check in or it can be bigger like the events we run. I am proud to be a Champion"

THE DIFFERENCE THAT OUR YOUTH ACTION PROGRAMMES HAVE MADE

Number of people participating in FYA's youth action activities

- **515 young people were involved in planning and delivering youth action programmes in 2021-22. They volunteered for six weeks or more.**
- **904 young people took part in peer education workshops delivered by our young volunteers.**
- **Over 1500 people from the wider community attended FYA online events or received Christmas meals/hampers delivered by our volunteers.**

Our evaluation, based on validated tools, showed that that our young volunteers reported significant increase in their wellbeing, life skills and their sense of community belonging.

Our validated monitoring and evaluation tools show that that participants in our social action programmes have achieved the following outcomes:

- ✔ *Increased Resilience and Wellbeing – Young people report increased confidence, positive relationships with peers and higher self esteem*
- ✔ *Greater Sense of Belonging – Young people feel more connected to their community*
- ✔ *Increased Skills and Experience – Young people can articulate and use their skills to move on into further education, training, or employment*

Development of skills

279 youth action participants (54% of total) completed baseline and exit surveys based on the validated Life Effectiveness Questionnaire (LEQ).
The findings indicate that FYA programmes have a significant positive impact on young people's life skills. Findings from both the quantitative and qualitative data show improvements in social confidence, task leadership and intellectual flexibility – all attributes which are key employability skills. Young people could identify other specific skills they had developed within projects such as listening skills, event management, stewarding or risk assessment skills. In total, 823 AQA awards were gained through taking part, with 394 young people (77% of participants) gaining at least one award.

394
participants gained

823
AQA awards between them

THE DIFFERENCE THAT OUR YOUTH ACTION PROGRAMMES HAVE MADE

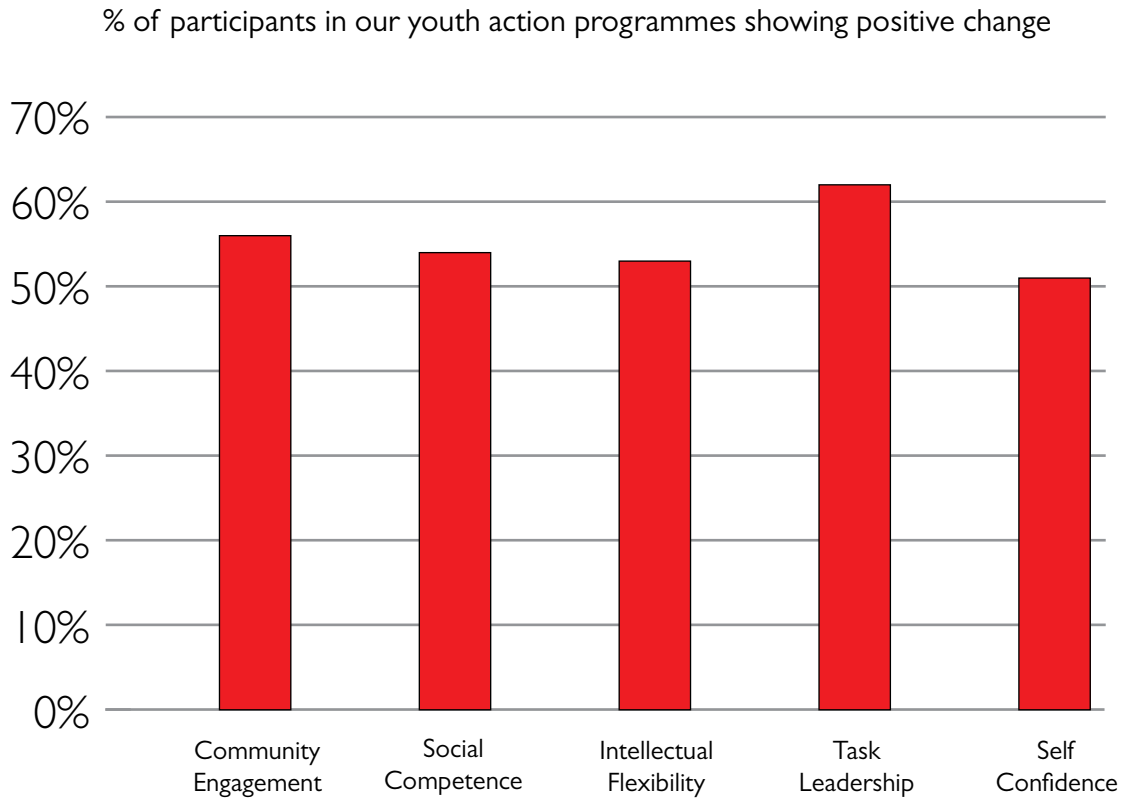
Community belonging

A sense of community belonging is at the heart of FYA's work. LEQ scores showed a significant increase in the sense of belonging amongst young people who took part. Our in-depth interviews found that many of the young people defined their community by their friends, peers, school and their work with FYA. For many of the young people that were involved in youth leadership projects, FYA had become their community. Participants told us that they felt connected to the staff, other young volunteers and during the community events, also the invited guests from the community.

"Being a part of Community Champions and FYA's projects as a whole has taught me so much. It has been so refreshing meeting new people and being able to be a part of bringing my community together. I have learnt and made so many new skills and have been given so many opportunities that I wouldn't have gotten if it wasn't for FYA and Ellie's inspiring mentoring and passion for all she does."

Graph 3; Skills development and community engagement

Participation in our youth social action programmes appears to have had a positive impact on young people's skills development and how engaged in the community they feel.



THE DIFFERENCE THAT OUR YOUTH ACTION PROGRAMMES HAVE MADE

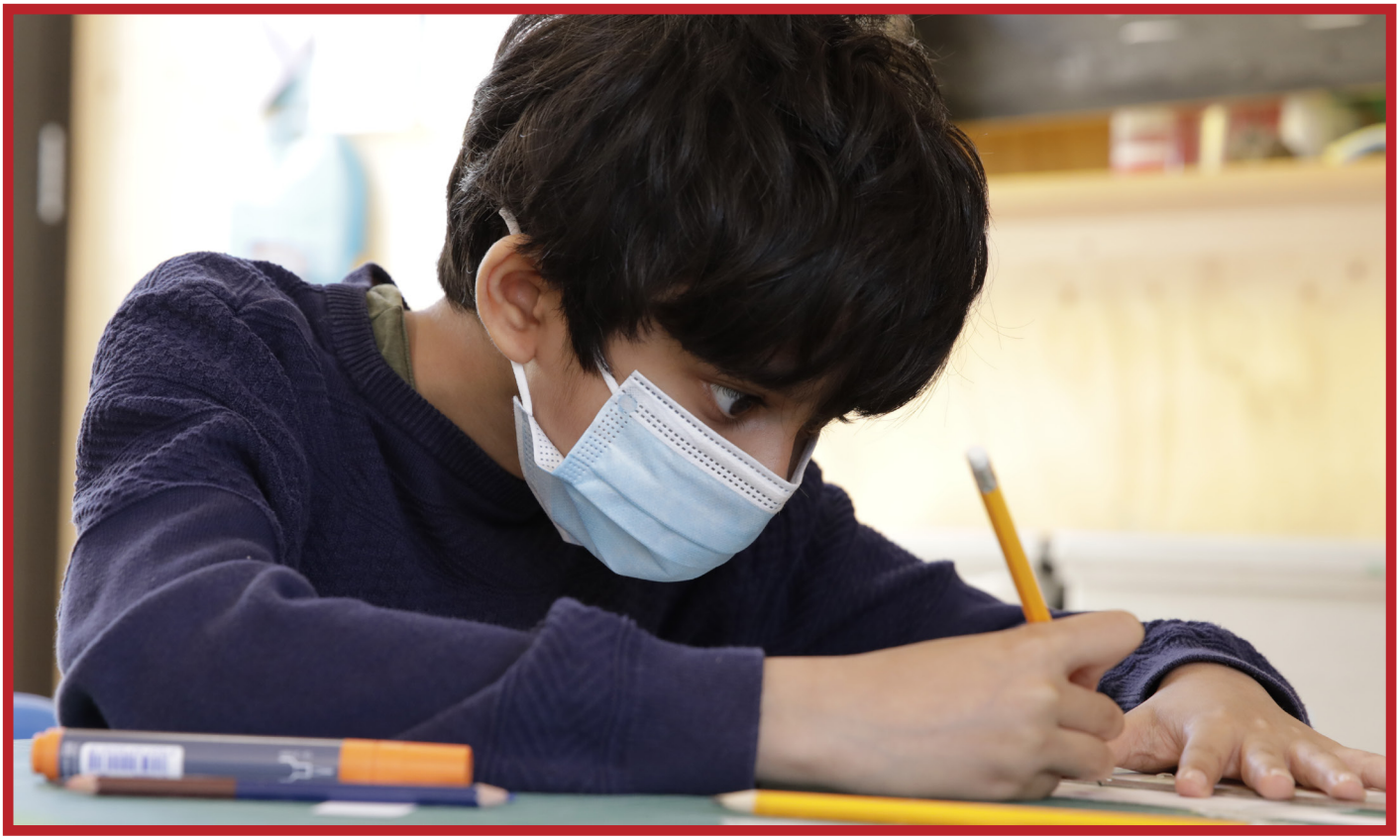
Mental health and wellbeing

Analysis of baseline and exit surveys (279 completed) of the Short Warwick-Edinburgh Mental Health Wellbeing Scale (SWEMHWBS) demonstrates that significant increases were achieved in all the seven factors measured, as the graphs on these pages show.

According to the SWEMWBS, 53% of young people improved their wellbeing score by more than 1 point which, according to the scale, reflects the change was likely to be important to them. The evaluation data also shows participation in youth social action decreased 'low levels', and increased 'high levels', of mental health.

Results also show that, prior to the programme, participants' average wellbeing score was below the national average. Post-programme mean score was above the national average.

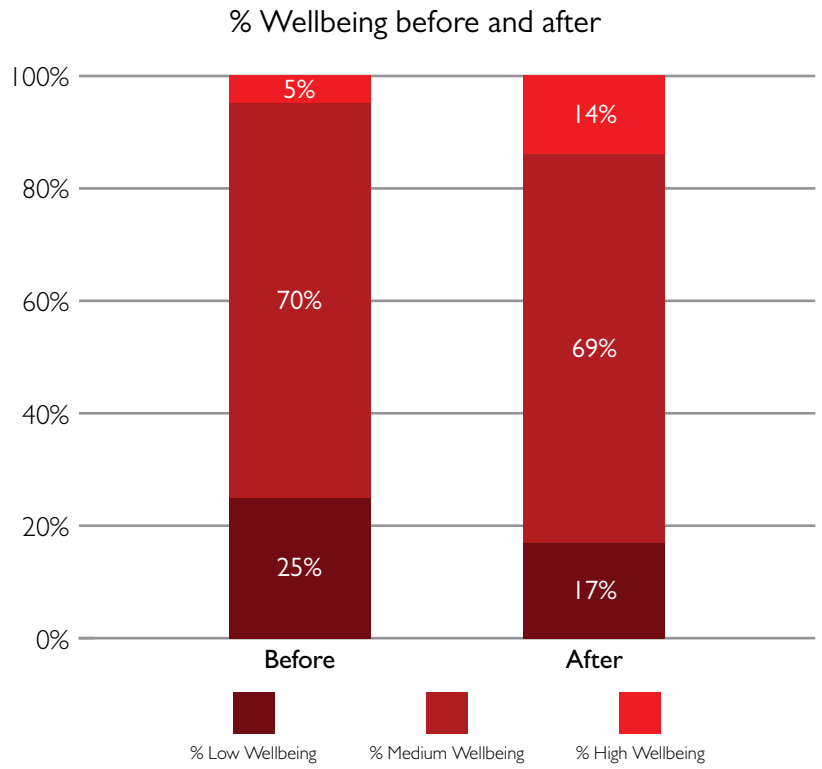
"The pandemic was very challenging for me personally as I lost my grandfather in January 2021 due to Covid-19 and my mental health was really low. This project made me think of the positives and made me realise that we are more resilient as young people than we think. I was part of the FYA group where we made a short film about staying motivated during this difficult period."



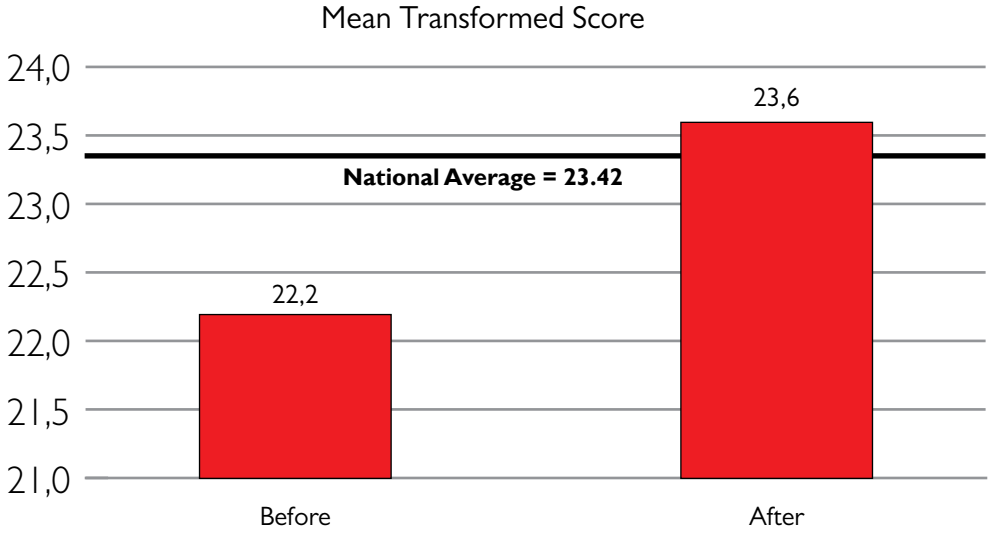
THE DIFFERENCE THAT OUR YOUTH ACTION PROGRAMMES HAVE MADE

Graphs 4-5; Change in wellbeing according to SWEMWBS scores

At the start, 25% of young people across our youth action programmes experienced 'low' levels of mental health, according to the SWEMHWBS scale. By the end of the programmes, this had reduced to 17%. Those experiencing 'high' levels of mental health rose from 5% to 14%.



Participants' average wellbeing score at the start of the programme was below the national average for 16–24-year-olds. At the end of the programme, their average score was above the national average. (The national average SWEMWBS score for 16–24-year-olds is 23.42 https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5376387/).



THE DIFFERENCE THAT OUR YOUTH ACTION PROGRAMMES HAVE MADE

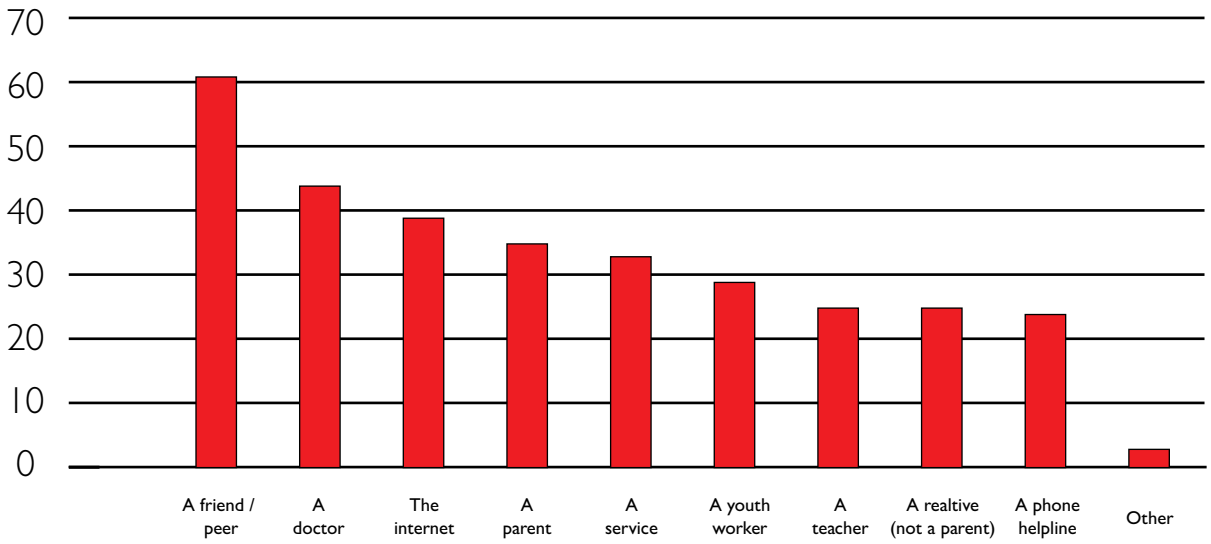
Peer support – impact on other young people

We surveyed 904 young people who took part in awareness workshops delivered by our young volunteers. Baseline and exit questionnaires showed 89% improved their knowledge as a result. 73% said they preferred learning from someone closer to their own age.

In the same survey, we also asked young people where they would go for advice around mental health or substance misuse. As the graph below shows, young people are far more likely to approach a peer before seeking advice from a parent, teacher, youth worker, helpline or other advice service. This provides a good rationale for our work – youth-led social action as an effective way to get information across to young people.



Graph 6; 'Where would you go for advice and support?'



THE DIFFERENCE THAT OUR YOUTH ACTION PROGRAMMES HAVE MADE

Case study

"I grew up in an educational system where we were laughed at by other kids. We were hidden, that is how some of us felt. So, when I came here to do this programme, I felt people were actually listening to me and understood because I was with other people like me.

We were talking about our special needs and our experiences. It was quite nice to know I was not alone. We all felt we belonged here, when some of us felt like they had not belonged anywhere.

We learned how to help people with mental health problems. The project gave us a self-esteem boost that we never had [before]. We got qualifications whilst doing the peer education programme, which is great for people like me or people in general who struggle in mainstream education and who just wanted someone to help them, someone they can relate to".

Fatima (aged 19)



OUR COMMUNITY PARTNERS

Fitzrovia Youth in Action would like to thank and acknowledge the following for their support and partnership over the past year.



OUR COMMUNITY PARTNERS

"Working with FYA is an easy, co-operative, exciting and growing partnership, and Ellie makes it all doable and feel possible, for both partner organisations and participants."

Daniel Pitt, Creative Director and Chief Executive, Old Diorama Arts Centre

"I am so grateful for all the work FYA have done with our students who were going through a really difficult time adjusting to life with lockdowns and not being at school consistently. I would like all students in this year group to get the chance to work with FYA. I love the youth-led approach and the staff are so friendly and work well with the classes."

Candice Clark, LSU Deputy Headteacher (Pastoral)

"Our partnership with Fitzrovia Youth in Action has been nothing short of amazing! The time and effort from all the staff at FYA has reflected in the outstanding work that the students have produced. Students who have started at FYA have lacked confidence, ambition and enthusiasm, however, after they return with a new outlook on their future. The growth in their personal skills and personality is remarkable and it makes my role so worthwhile. I look forward to continuing our partnership with Fitzrovia Youth in Action to provide opportunities to as many students as possible."

Olivia Rogers - Westminster Kingsway College

OUR FUNDERS 2021-22

BBC Children in Need

Bernard Sunley Foundation

Camden Giving

Clarion Futures

Derwent London

Garfield Weston Foundation

Greater London Authority

Jack Petchey Foundation

LandAid UK

London Borough of Camden

London Youth

Mayor's Fund for London

Paul Hamlyn Foundation
Peabody

Regent's Place

The Childhood Trust

The Clothworkers' Foundation

The Henry Smith Charity Foundation

The National Lottery Community Fund

The Peter Stebbings Memorial Charity

The Portal Trust

Young Camden Foundation

OUR BOARD OF TRUSTEES 2021-22

Chairperson
Anne Shewring (resigned 14 June 2021)
Natalie Speranza (appointed 14 June 2021)

Treasurer
David Mooney (resigned 1 August 2022)
Emilie Vanpoperinghe (1 August 2022 onwards)

Trustees
Jane Boddington
Constance Gibbs
Patricia Marron
Halima Nessa
Lorna Ponambalum
Rosemary Swainston
Emilie Vanpoperinghe
Alice Weavers
Brian Willmore

President
Dr June Crown CBE

OUR STAFF TEAM 2021-22

Chief Executive
Andre Schott

Head of Programmes
David Wong

Peer Education and Media Manager
Shipon Hussain

Peer Mentoring Manager
Abbie Mitchell

Peer Mentoring Officer
Fathiya Saleh

Youth Leadership Manager
Ellie Rudd

Community Partnerships Manager
Raja Miah

Fundraising Manager
Celia Hammond

Finance Officer
Jacob Okere

Administrator
Samira Hussain (started May 2021)
Jannelle Williams (until June 2021)

Youth Leadership Coordinator
Sumayah Alain Khan (until July 2021)

Youth Participation Officers
Aleffa Islam
Atifa Juhi

OUR STAFF TEAM 2021-22

Youth Facilitators

Farzana Ahmed (started October 2021)
Shahel Ahmed (started October 2021)
Jesse Antwi (started March 2022)
Samuel Ayeni (started March 2022)
Shaan Ramnah (started October 2021)
Nadia Sultana (started December 2021)

Football Staff

Anthony Blair (Head Coach)
Sean Burke (Coach)

Pitch Staff and Sessional Support Staff

Jorge Carlosama
Ernest Toquie
Fama Ture
Hana Ali
Jordan Bennett
Tahmid Islam (until July 2021)

FINANCIAL REVIEW

In the year under review, FYA continued to suffer from the impact of Covid-19 pandemic as we were still under lockdown for the most part of the year. This affected the income which decreased from £927K (2020-21) to £860K (2021-22), thus a decrease of £67K. This has occurred for the following main reasons:

- In the 2021-22 financial year, overall grant funding decreased by over £170K vs. previous year due to reduced grant funding from the National Lottery, government funding and Camden Giving, as well as the end of the HMRC furlough scheme funding. FYA maintained some of the funding secured for projects towards our youth led volunteering (specifically reaching communities' programme and Peer Support and mentoring). In addition to the ongoing funding, there were other funding received to support our projects (see notes 5 & 6). In 2021-22, total funding received for projects was £705k (2020-21 £879k).

- This was balanced by the fact that income from our trading subsidiary, Fitzrovia Youth in Action Activities Ltd, increased in 21-22 as the impact of Covid-19 started to wear out in the reporting year as lock down was lifted. Income is generated through its paid pitch bookings and Lunchtime Football Leagues. It generated a trading income of £93K in the year 2021-22 (£24K in 2020-21) (see note 7) which goes towards the running costs of the charity.

- There was a decrease in donations from Big Give to the charity: £17K in 2021-22 vs. £19K in 2020-21. We have had support from the local community and privately-owned businesses in the local area.

Expenditure in the year increased by £70K from £710K in 2020-21 to £780K in 2021-22. This has occurred for the following reasons:

- Increase in activity costs relating to youth activities and events. As a result of the lifting of the Covid-19 lockdown, groups' physical activities and events could fully restart.

The Charity has therefore ended the year with a surplus of £79,727 compared with £216,950 in 2020-21.

The current year end cash flow shows available funds of £48K compared with £284K in 2020-21.

The reason for this is the increase in expenditure explained above.

The charities reserves are healthy (see Reserves Policy section).

Reserves Policy and Going Concern

FYA is currently dependent on grant funding to sustain its activities, because earned income through its trading subsidiary alone would not allow it to continue operating.

The FYA Board has agreed to keep a certain level of unrestricted financial reserves aside and outside of the financial planning process for two primary purposes:

1. To avoid closure and ensure that main operations can continue in the short term if:

    - Grant income becomes short; or
    - Unexpected costs arise.

    The main concern of the Board in this scenario is that staff can continue working, primarily to secure new funding.

2. To ensure that all costs could be met during a wind up in the case where a funding shortfall persists to the point where FYA ceases to be a going concern.

    The main concerns of the Board in this scenario are:

    - Staff continue to be paid during their notice period;
    - All financial commitments are met; and
    - The young people engaged with FYA are supported to move on to other services.

Not all unrestricted fund balance is considered as reserves; unrestricted funds not held as reserve, and not needed to fund programmes, are allocated to funding overhead and support costs in the FYA budgets and forecasts.

Restricted funding for programmes is usually secured 6 to 12 months in advance. Unrestricted funding for support and overhead costs is more difficult to obtain and is less predictable and as such, FYA is at a higher risk of running short on unrestricted funds for overheads. As a result, the Board set the reserves with particular reference to overhead and support costs which include fundraising activities.

The current level of reserves available are held as follows:

a. **2.5 months available contingency fund for continuing operations in the case that general funding falls short of requirements or for large and unexpected costs.** In the event of a general funding gap, and on the assumption that projects are unning using remaining restricted project funding, based on the current average monthly cost of overheads, this would fund an additional 2.5 months of overhead expenditure whilst additional funds are sourced. After this period, if no further funds were secured, a two-month winding up period would begin (see below).

b. **2 months of available funding held in the event of winding up.** Covering core staff costs, statutory redundancies, rent contracts and other running costs and contracts, staff would be given notice two months before the expected closure date.

The reserves set aside are reviewed each year by the Board and increased or decreased according to expected level of staffing and activities in the following year and with respect to available unrestricted funds that are available. In recent years of growth, the FYA Board has built up the reserves.

As at 31st March 2022, the Trustees are of the view that the charity and group are a going concern.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Fitzrovia Youth in Action is a company limited by guarantee governed by its Memorandum and Articles of Association dated 2 June 2009. It is registered as a charity with the Charity Commission.

Appointment, Induction and Training of Trustees

The Board of Trustees recruits for additional members as and when it identifies that extra resource with specific experience or skill set is needed to maintain the Board's effectiveness. Prospective Trustees are invited for interview and observe at least one Board meeting before appointment. Upon appointment, Trustees are provided with an induction pack and latest Board papers containing the relevant information to familiarise themselves with their responsibility as trustees, the work of the charity, operating procedures, the business plan and financial performance. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Organisation

The Board meets every two months and Board Sub-committees, including Fundraising and Finance Sub-committees, meet between Board meetings. Sub-committees do not have delegated authority for decision-making, but instead report to the Board with recommendations. A Chief Executive is appointed by the Trustees to manage the day-to-day operations of the charity.

The charity's wholly owned subsidiary, Fitzrovia Youth in Action Activities Ltd was established to operate the Warren Pitch. Fitzrovia Youth in Action Activities Ltd has a licence from the charity to operate the facility and gift aids all its profits to the charity.

Pay policy for senior staff

The directors consider the Board of Directors, who are the charity's Trustees, and the Chief Executive Officer as comprising the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis. All Directors give of their time freely and no Director received remuneration in the year.

The pay of the Chief Executive is reviewed annually, and any increase will be awarded taking into account performance and labour market conditions. In view of the nature of the charity, the Directors benchmark against pay levels in other youth charities of a similar size based in London.

Risk Management

The Trustees and management team of the charity believe that sound risk management is integral to both good management and good governance practice.

Risk management should form an integral part of the charity's decision-making and be incorporated within strategic and operational planning.

Risk assessments will be conducted on all new activities and projects to ensure they are in line with the charity's objectives and mission.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Any risks or opportunities arising will be identified, analysed and reported at an appropriate level.

A risk register covering key strategic risks will be maintained and updated at least twice a year and more frequently where risks are known to be volatile.

All staff will be provided with adequate training on risk management and their roles and responsibilities in implementing this.

The charity will regularly review and monitor the effectiveness of its risk management framework and update it as considered appropriate.
Reports will be made to the Trustees twice a year highlighting any continuing and emerging high concern risks and those where priority action is needed to effect better control.

Trustee responsibilities in relation to financial statements

The charity Trustees (who are also the Directors of Fitzrovia Youth in Action for the purposes of company law) are responsible for preparing a Trustees' Annual Report and Financial Statements in accordance with applicable law and United Kingdom Accounting Standards.

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

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

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities. The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Approved by our Board of Trustees on 12th December 2022



Natalie Speranza
Chairperson

INDEPENDENT EXAMINER'S REPORT

Independent Examiner's Report to the Trustees of Fitzrovia Youth in Action

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2022 which are set out on pages 30 to 49.

Respective responsibilities of Trustees and examiner

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

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

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities, applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Sajjad Rajan CTA FCCA ACA
Smartax Limited
Chartered Certified Accountants and Statutory Auditors
38 Station Road
Harrow
HA2 7SE

12th December 2022

FINANCIAL STATEMENTS

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

(£)	Notes	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
Income:					
Donations and legacies	4	26,113	8,129	**34,242**	23,612
Income from charitable activities	5	67,351	629,765	**697,116**	879,407
Income from other trading activities	7	128,866		**128,866**	24,007
Investment income	8				148
Total income		222,330	637,894	**860,224**	927,174
Expenditure					
Cost of raising funds:					
Fundraising	9	12,736	36,538	**49,274**	47,767
Commercial trading operations	9	99,800	99,800	**92,766**	
Expenditure on charitable activities	10	33,667	597,756	**631,423**	569,690
Total Expenditure		(146,203)	(634,294)	**(780,497)**	(710,224)
Net income/(expenditure) and net movement in funds for the year		76,128	3,600	**79,727**	216,950
Reconciliation of funds					
Total Funds Brought Forward	22	428,704	147,666	**576,370**	359,420
Transfer		65,537	(65,537)		
Total Funds Carried Forward		570,369	85,729	**656,097**	**576,370**

FINANCIAL STATEMENTS

CONSOLIDATED BALANCE SHEET

(£)	Notes	**Group 2022**	Group 2021	**Charity 2022**	Charity 2022
Fixed assets					
Tangible assets	17	15,255	21,365	7,268	11,625
Building improvement	17	196,844	184,529	196,844	184,529
Investments	18			1	1
Total Fixed Assets		**212,099**	205,894	**204,113**	196,155
Current assets					
Debtors	19	30,886	69,764	141,399	217,308
Cash at bank and in hand		741,855	693,813	676,799	615,615
Total Current Assets		**772,741**	763,577	**818,198**	**832,923**
Liabilities					
Creditors falling due within one year	20	328,743	393,101	321,083	391,486
Current assets less current liabilities		**443,998**	370,476	**497,115**	441,437
Creditors: due after more than 1 year		-	-	-	-
Net assets		**656,097**	576,370	**701,228**	637,592
The funds of the charity					
Unrestricted General funds	23	414,368	272,704	459,499	333,926
Unrestricted Designated Funds	23	156,000	156,000	156,000	156,000
Restricted income funds	24	85,729	147,666	85,729	147,666
Total charity funds		**656,097**	576,370	**701,228**	637,592

FINANCIAL STATEMENTS

CONSOLIDATED BALANCE SHEET

For the financial year in question the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

- No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies act 2006.
- The Trustees acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These Accounts have been prepared in accordance with the provisions applicable to the companies' subject to small companies' regime and in accordance with FRS102 SORP.

Financial statements were approved on 12th December 2022 by the members of the committee and authorised for issue.



Natalie Speranza
Chairperson

FINANCIAL STATEMENTS

STATEMENT OF CASH FLOWS

(£)	**Group 2022**	Group 2021	**Charity 2022**	Charity 2021
Cash used in operating activities	**6,480**	264,571	**19,622**	241,652
Cash flows from investing activities:				
Interest income	**-**	**148**	**-**	**148**
Grant for building improvement	**82,558**	**22,558**	**82,558**	**22,558**
Deduct purchase of assets	**-**	**-**	**-**	**-**
Deduct building improvement costs	**(40,996)**	**(2,897)**	**(40,996)**	**(2,897)**
Net Cash flows from investing activities	**(41,562)**	(19,809)	**(41,562)**	(19,809)
Change In cash and cash equivalents in the year	**48,042**	284,380	**61,184**	261,461
Cash and Cash equivalents brought forward	**693,813**	409,433	**615,615**	353,928
Total cash and cash equivalents at year end	**741,855**	693,813	**676,799**	615,615

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation (FRS102)

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Companies Act 2006.

Fitzrovia Youth in Action meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

b) Group financial statements

The financial statements consolidate the results of the charity and its wholly owned subsidiary Fitzrovia Youth in Action Activities Limited on a line-by-line basis. A separate Statement of Financial Activities and Income and Expenditure Account for the charity has not been presented because the charity has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably, and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

Income received in advance of a project or provision of other specified service is deferred until the criteria for income recognition are met.

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably.

On receipt, donated professional services and donated facilities are recognised based on the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market.

NOTES TO THE FINANCIAL STATEMENTS

e) Interest receivable

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

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the Trustees have decided to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for areas of the charity's work or for specific artistic projects being undertaken by the charity.

g) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of the cost of the fundraising manager.

- Commercial trading operations are the running costs of the whole owned subsidiary Fitzrovia Youth in Action Activities.

- Expenditure on charitable activities includes the costs of peer education, events and other educational activities undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back-office costs, finance, personnel, payroll and governance costs which support the charity's artistic programmes and activities. Support costs have been allocated in proportion to expenditure incurred in undertaking an activity.
Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to the independent examination and legal fees together with an apportionment of overhead and support costs.

i) Tangible fixed assets

Individual fixed assets that are capitalised at cost are depreciated over their estimated useful economic lives on a basis as follows:

Asset Category	**Rate**	**Basis**
Long Life Fixtures	18% Annually	Reducing balance
Fittings	5 Years	Straight Line
Electrical Equipment	5 Years	Straight Line
Building improvement	10 Years	Straight Line

NOTES TO THE FINANCIAL STATEMENTS

j) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

k) Cash at bank and in hand

Cash at bank and cash in hand includes cash and amounts in deposit accounts.

l) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m) Financial instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

n) Pensions

Existing employees of the charity who have chosen to be enrolled on the Workplace pension, which is funded by contributions from employee and employer.

o) Going concern

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The NEST pension scheme is a defined contribution pension scheme operated by National Employment Savings Trust.

NOTES TO THE FINANCIAL STATEMENTS

2. Financial Performance of the charity alone

(£)	2022	2021
Income	744,332	940,944
Expenditure on charitable activities	(680,696)	(604,558)
Net income	63,636	336,386
Total Funds Brought Forward	637,592	301,206
Total Funds Carried Forward	701,228	637,592
Represented by:		
Restricted income funds	85,729	147,666
Unrestricted Income funds	615,499	489,926
	701,228	637,592

3. Legal status of the Charity

The charity is a company limited by guarantee. The Members of the company are the Trustees listed on page 24.

4. Income from donations and legacies

(£)	2022	2021
Donations	34,242	23,612

The income from donations was £34,242 (2021: £23,612). This includes donations of £17,142 from GMS Estates (£17,000 in 2021) and £1,000 from Chesterhill Charitable Trust (£1,000 in 2021)

The charity benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

NOTES TO THE FINANCIAL STATEMENTS

5. Income from charitable activities

(£)	**2022**	2021
BBC Children in Need	16,407	24,311
Bernard Sunley Foundation	10,000	-
Camden Giving	9,718	5,470
Camden Giving HS2	18,726	43,694
City Bridge Trust	-	24,834
Clarion Futures	20,500	2,500
Derwent London	10,000	9,994
Garfield Weston Foundation	8,300	20,000
Gift Aid	2,884	-
Greater London Authority	5,809	29,046
Groundwork	-	23,589
HMRC – Job Retention Scheme (JRS)	12,289	82,744
Hollick Family Foundation	-	5,000
Jack Petchey Foundation	24,199	3,000
LandAid UK	14,500	9,500
London Borough of Camden	297,764	312,122
London Sport	-	3,225
London Youth	4,350	3,175
Mayor's Fund for London	4,950	1,600
Paul Hamlyn Foundation	22,500	30,000
Peabody	8,000	1,500
Raised income	500	2,570
Regents Place	7,500	17,500
Sport England	-	10,000
Sported Foundation	-	2,000
The Arsenal Foundation	-	1,000
The Childhood Trust	3,270	-
The Clothworkers' Foundation	45,000	-
The Henry Smith Charity Foundation	31,207	-
The Julia & Hans Rausing Trust	-	20,000
The National Lottery Community Fund	96,151	166,168
The Peter Stebbings Memorial Charity	10,000	-
The Portal Trust	5,000	-
The Rayne Foundation	-	10,000
Westminster Amalgamated Charity	-	5,000
Young Camden Foundation	7,592	9,865
	697,116	879,407

NOTES TO THE FINANCIAL STATEMENTS

6. Government Funding

(£)	2022	2021
London Borough of Camden	299,327	312,122
Greater London Authority	5,809	29,046
HMRC	14,089	84,744
	319,225	**425,912**

7. Income earned from other trading activities

The wholly owned trading subsidiary Fitzrovia Youth in Action Activities Limited is incorporated in the United Kingdom (company number 09663818) and pays all its profits to the charity under the gift aid scheme. Fitzrovia Youth in Action Activities Limited operates all commercial trading operations carried out at the Warren multi-use area and FYA premises.

The summary financial performance of the subsidiary alone is:

(£)	2022	2021
Pitch Booking	93,273	24,007
Other income	35,593	-
Cost of sales	(86,592)	(79,791)
Administrative Costs	(13,208)	(12,976)
Gross Profit	29,066	(68,760)
Amount gift aided to parent charity	-	-

Other income is from Covid-19 emergency support grants and loss of business income claim due to Cov id-19

8. Investment income

All the group's investment income of £Nil (2021: £148) arises from money held in interest bearing deposit accounts.

9. Costs of Raising Funds

(£)	2022	2021
Fundraising Expenditure	49,273	47,767
Commercial trading operations	99,800	92,766
	149,074	140,533

NOTES TO THE FINANCIAL STATEMENTS

10. Analysis of expenditure on charitable activities

(£)	Staff costs	Other costs	Support costs	Total 2022	Total 2021
Charitable activities					
Activities undertaken directly:					
Engaging Children and Young People	101,824	35,480	60,944	**198,248**	177,953
Youth Led Volunteering	210,073	74,900	115,163	**400,136**	362,700
Fixed Asset fund	-	-	33,039	**33,039**	29,037
	311,897	**110,380**	**209,146**	**631,423**	569,690

11. Analysis of staff costs, Charity remuneration and expenses, and key management personnel.

(£)	2022	2021
Salaries and wages	495,154	485,798
Social security costs	43,538	43,266
Pension costs	8,390	9,165
	547,082	538,229

One employee had employee benefits more than £60,000 but not more than £70,000 (2021: 1).
Pension costs are allocated to activities in proportion to the related staffing costs incurred.

The charity Trustees were not paid or received any other benefits from employment with the charity or its subsidiary in the year (2021: £nil) neither were they reimbursed expenses during the year (2021: £nil). No charity received payment for professional or other services supplied to the charity (2021: £nil).

The key management personnel of the parent charity comprise of the Trustees and the Chief Executive Officer of Fitzrovia Youth in Action.

12. Staff Numbers

The average monthly head count was 26 staff (2021: 27 staff) and the average monthly number of full-time equivalent employees (including casual and part-time staff) during the year were as follows:

	2022	2021
Charitable Activities	12.0	12.5
Administrative and Support staff	4.5	4.5
	16.5	17

NOTES TO THE FINANCIAL STATEMENTS

13. Analysis of governance and support costs

The charity Initially identifies the cost of its support functions. It then identifies those costs which relate to the governance function. Having identified it governance costs the remaining support costs together with the governance costs are apportioned between the key charitable activities and subsidiary, refer to the table to see the basis of apportionment.

Current Year	General Support	Governance Function	Basis of Apportionment
General Office	48,152	6,294	Pro rata to staff full time equivalents
Premises Expenditure	31,598	4,130	Dedicated Office space
Salaries and wages & related costs	110,827	14,486	Allocated by estimated time spent on function
Legal and other professional fees	1,545	3,960	Governance
	192,122	**28,870**	

Previous Year	General Support	Governance Function	Basis of Apportionment
General Office	51,578	6,128	Pro rata to staff full time equivalents
Premises Expenditure	23,087	2,743	Dedicated Office space
Salaries and wages & related costs	108,846	12,933	Allocated by estimated time spent on function
Legal and other professional fees	1,700	2,400	Governance
	185,211	**24,204**	

NOTES TO THE FINANCIAL STATEMENTS

14. Analysis of apportionment of governance and supports costs to activities

Current Year	General Support	Governance Function	2022 Total
Engaging Young People	37,752	4,935	42,686
Youth Led Volunteering	112,492	14,704	127,196
Fixed Asset Fund	29,219	3,819	33,039
Fundraising	4,301	562	4,863
Trading Activities	11,681	1,527	13,208
	195,445	**25,547**	**220,992**

Previous Year	General Support	Governance Function	2021 Total
Engaging Young People	37,453	4,894	42,347
Youth Led Volunteering	106,422	13,908	120,330
Fixed Asset Fund	25,681	3,356	29,037
Fundraising	4,179	546	4,725
Trading Activities	11,476	1,500	12,976
	185,211	**24,204**	**209,415**

15. Related party transactions

The charity has an agreement with the local council, to maintain and manage a local caged multi-use sports area, to provide a high-quality multi-use sports area to the local community. Funds generated are to be spent to maintain the facility and any surplus to help improve the quality of life for local young people.

In 2022 the following transactions took place between the charity and its wholly owned subsidiary Fitzrovia Youth in Action Activities Ltd:

a) Staffing Expenditure and Support costs reimbursed by the subsidiary to the charity for facilities management at cost of £97,000 (2021: £50,976).

b) Charitable Donation of all profits from trading activities Nil as the subsidiary has not recovered from the loss made in previous year (2021: Nil).

NOTES TO THE FINANCIAL STATEMENTS

16. Corporation Taxation

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

17. Tangible fixed assets

(£)	**Group 2022**	Group 2021	**Charity 2022**	Charity 2021
Building improvement; fixtures, fittings & equipment				
Cost	308,407	305,511	277,722	274,826
Additions	40,996	2,896	40,996	2,896
Disposals	-	-	-	-
At 31 March 2022	349,403	308,407	318,718	277,722
Depreciation				
At 1 April 2021	102,512	71,338	81,567	52,532
Charge for the year	34,792	31,175	33,039	29,035
Eliminated on Disposal of assets	-	-	-	-
At 31 March 2022	(137,304)	(102,513)	**(114,606)**	(81,567)
Net book value				
At 31 March 2022	**212,099**	205,894	204,112	196,155
At 31 March 2021	205,894	234,173	196,154	222,294

NBV of building improvement £196,844 (2021: £184,529); fixtures, fittings and equipment £15,255 (2021: £18,466)

18. Investments

The charity holds 1 ordinary share of £1 in its wholly owned trading subsidiary company Fitzrovia Youth in Action Activities Limited which is incorporated in the United Kingdom. These are the only shares allotted, called up and fully paid.

NOTES TO THE FINANCIAL STATEMENTS

19. Debtors

(£)	**Group 2022**	Group 2021	**Charity 2022**	Charity 2021
Trade debtors	24,896	66,195	16,961	53,190
Due from group undertakings	-	-	120,595	160,549
Prepayments	-	3,569	-	3,569
Other debtors	5,990	-	3,843	-
	30,886	69,764	**141,399**	217,308

20. Creditors: amounts falling due within one year

(£)	**Group 2022**	**Group 2021**	**Charity 2022**	**Charity** 2021
Trade creditors	26,937	21	25,624	21
Other taxes and social security	13,915	10,228	13,915	10,228
Deferred Income	270,202	369,162	265,737	369,162
Other creditors	17,689	13,690	15,807	12,075
	328,743	**393,101**	**321,083**	**391,486**

21. Deferred income

Deferred income comprises of grant for capital expenditure on the Suffolk House {LB Camden £91,406 (2021: £104,464); LandAid £66,500 (2021: £76,000)}; National Lottery Fund £Nil (2021: £96,151); other grants £107,831 (2021: £92,547)

(£)	**2022 Group**	**2021 Group**
Balance as at 1 April 2021	369,162	303,469
Amount Released to Restricted Grant Income in the year	(211,256)	(114,705)
Amount released to income earned from other trading activities	-	-
Grant Amount Deferred in the year	107,831	180,398
Amount deferred from trading activities in the year	-	-
Balance as at 31 March 2022	**265,737**	**369,162**

NOTES TO THE FINANCIAL STATEMENTS

22. Analysis of charitable funds

Current Year	Balance B/F	Income	Less Expenditure	Transfers	Balance C/F
Unrestricted income funds:	272,704	222,329	(146,202)	65,537	414,368
Unrestricted income funds:					
Designated Funds	156,000	-	-	-	156,000
Restricted income funds	147,666	637,894	(634,295)	(65,537)	85,729
	576,370	**860,224**	(780,496)	-	**656,097**

Previous Year	Balance B/F	Income	Less Expenditure	Transfers	Balance C/F
Unrestricted income funds:	121,451	306,748	(139,495)	(16,000)	272,704
Unrestricted income funds:					
Designated Funds	140,000	-	-	16,000	156,000
Restricted income funds	97,969	620,426	(570,729)	-	147,666
-					
	359,420	927,174	(710,224)	-	576,370

Unrestricted income funds are available to be used at will of the Trustees, the most probable use of the funds will be in the running of the subsidiary and support costs.

Use of designated funds has been detailed within our reserve policy.

The use of the restricted income is analysed in note 24.

NOTES TO THE FINANCIAL STATEMENTS

23. Analysis of unrestricted funds

Current Year	Balance B/F	Income	Less Expenditure	Transfers	Balance C/F
Unrestricted Funds: General Fund	272,704	222,329	(146,202)	65,537	414,368
Unrestricted Funds: Designated Reserves	156,000	-	-	-	156,000
Total	**428,704**	**222,329**	**(146,202)**	**65,537**	**570,368**

Previous Year	Balance B/F	Income	Less Expenditure	Transfers	Balance C/F
Unrestricted Funds: General Fund	121,451	306,747	(139,495)	(16,000)	272,704
Unrestricted Funds: Designated Reserves	140,000	-	-	16,000	156,000
Total	**261,451**	**306,747**	**(139,495)**	**-**	**428,704**

The transfers are made to meet the charity's reserve designated to cover costs in the event of winding up.

NOTES TO THE FINANCIAL STATEMENTS

24. Analysis of restricted funds

Current Year	Balance B/F	Income	Less Expenditure	Transfers	Balance C/F
Engaging Young People	40,929	65,310	(58,000)	(38,537)	9,703
Youth Led Volunteering	81,506	490,026	(538,766)	(27,000)	5,766
Fixed Asset fund	25,231	82,558	(37,529)	70,260	-
Total	**147,666**	**637,894**	**(634,295)**	**(65,537)**	**85,729**

Engaging Young People is about young people's participation in our activities with trusted adults and their peers. This includes funding for our football and drop-in sessions.

Youth-led Volunteering is about youth-led social action. It includes supporting young people to mentor their peers, hosting large community events, engaging with residents to improve their environment, organising awareness campaigns and delivering workshops about mental health to other young.

Fixed Asset Fund is fund for capital expenditure that is used for improving Suffolk House known as Warren Centre that is used for events.

Transfers are because of repurposing of project costs to core costs as granted by funders due to effects of Covid19.

Previous Year	Balance B/F	Income	Less Expenditure	Transfers	Balance C/F
Engaging Young People	25,825	67,102	(51,998)	-	40,929
Youth Led Volunteering	40,434	530,766	(489,694)	-	81,506
Fixed Asset fund	31,710	22,558	(29,037)	-	25,231
Total	97,969	620,426	(570,729)	-	147,666

NOTES TO THE FINANCIAL STATEMENTS

25. Analysis of group net assets between funds

Current Year	Unrestricted Funds	Designated Funds	Restricted Funds	Total
Tangible Fixed assets	7,987	-	204,112	212,099
Cash at bank and in hand	395,381	156,000	190,474	741,855
Other net current assets/(liabilities)	11,000	(308,857)	(297,857)	-
Total	**414,368**	**156,000**	**85,729**	**656,097**

Previous Year	Unrestricted Funds	Designated Funds	Restricted Funds	Total
Tangible Fixed assets	-	-	205,894	205,894
Cash at bank and in hand	379,915	156,000	157,888	693,813
Other net current assets/(liabilities)	(107,211)	(216,126)	(323,337)	-
Total	272,704	156,000	147,666	576,370

NOTES TO THE FINANCIAL STATEMENTS

26. Reconciliation of net movement in funds of net cash flow from operating activities

(£)	**Group 2022**	Group 2021	**Charity 2022**	Charity 2021
Cash flows from operating activities:				
Net movement in funds	79,727	216,950	50,661	336,160
Add back depreciation charge	30,434	31,176	28,681	29,037
Add back loss on disposal of assets	-	-	-	-
Deduct cash from investing activities	(82,558)	(22,706)	(82,558)	(22,706)
Deduct/add an increase/decrease of debtors	43,235	(23,027)	92,783	(163,111)
Deduct/add a decrease/increase in creditors	(64,358)	62,178	(70,403)	62,272
Net cash flow of operating activities	**6,480**	264,571	**19,164**	241,652

27. Financial Commitments

At the 31 September 2022 the charity has total commitments under non-cancellable operating lease as follows:

	2022 Land and Buildings	2021 Land and Buildings
Due within one year;	14,600	14,600
Later than one year and not later than five years	4,867	19,467
	19,467	34,067

28. Ultimate Controlling Party

The charity is under the ultimate control of the Board of Trustees.

FITZROVIA YOUTH IN ACTION

England & Wales - Charity number 1136697

Accounts

FITZROVIA YOUTH IN ACTION

ANNUAL REPORTS & ACCOUNTS 2020 - 2021



'YOUNG PEOPLE CREATING A BETTER COMMUNITY'

Andre Schott
Chief Executive

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Registered charity no: 1136697 Company no: 06922343

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REPORT OF THE TRUSTEES FOR THE YEAR ENDING 31 MARCH 2021

The trustees of Fitzrovia Youth in Action are pleased to present their annual director's report together with the consolidated financial statements of the charity and its subsidiary for the year ending 31 March 2021 which are also prepared to meet the requirements for a director's report and accounts for Companies House purposes.



CHAIRPERSON'S REPORT

Welcome to the 2020-2021 Annual Report from Fitzrovia Youth in Action (FYA), central London's leading youth charity.

This report covers a year like no other, with the Covid pandemic and subsequent lockdowns seeing the young people we work with come under unprecedented pressure. Our primary goals were to maintain the charity through the pandemic as well as the mental health and wellbeing of our young people and staff team, many of whom told us they were feeling increasingly vulnerable, anxious and isolated.

Guided by the needs and ideas of young people, our team responded rapidly by developing new and creative ways to help young people stay connected and support each other throughout this difficult time.

Within a couple of weeks of the first lockdown, FYA was offering online peer support programmes to young people and our partner agencies around Camden. Over 450 young people took part throughout the year and were able to increase their connectivity and wellbeing through involvement in our peer education and peer mentoring programmes.

Our media programmes continued to give voice to young people. We sent out cameras in the post and supported members in creating scenes for films using their mobile phones during periods we were unable to meet in person. Over 20 films were produced by young people over the year, many of them working remotely, and we invite you to our YouTube channel https://www.youtube.com/user/fyaonroad/videos to watch some of them.

FYA played its part in local community response to Covid 19. We coordinated the volunteer recruitment and delivery logistics of a hot meal food delivery service. Organised in partnership with the Bengali Workers Association, our volunteers helped deliver over 5000 meals between May and December 2020.

We were even able to run some of our most popular events during lockdown periods. One of the highlights of the year was our Christmas programme. Unable to hold our Christmas community dinner in the usual way, young people delivered hundreds of roast Christmas dinners and hampers to local families and streamed an online event with live entertainment, performances and bingo!

Even during the most challenging times, young people have demonstrated the benefits they can bring about for their peers and the wider community and, of course, for themselves also. Our report details the positive impact our peer-led work has had on mental health, resilience and social connectivity. We are especially proud that our evaluation framework and standard of evidence has recently been accredited by the Centre for Youth Impact with 'Project Oracle Level 2' validation.

2020 was our last year with our Chair, Anne Shewring. Anne had been a Trustee since 2013 and was successor to our founding Chair and President, Dr June Crown. Anne saw us through many significant changes in her time as Chair – from the launch of activities at the Warren pitch to achieving the London Youth Gold standard and Project Oracle Level 1 accreditation to the opening of the Warren Centre - and we are so grateful for Anne's thoughtful and caring leadership during that time.

We welcome four new Trustees who were appointed in October 2020 and are grateful for the new perspectives they bring. Thank you to them and to all my fellow Trustees for the continued commitment, warmth and energy you bring to your services to the Board.

We couldn't do what we do without our funders and we thank them for their support through one of our toughest years in a difficult fundraising environment. Big thanks also to our individual donors, community partners and volunteers.

Our staff team, led by our CEO, Andre Schott, impressed with adaptability and resilience as they navigated their way through furlough, home working, remote service delivery and ensuring a safe return to in-person working and service delivery. Thank you for your tireless work and dedication, steering us to a new version of normal.

Looking forwards, we reflect on our great progress against our 2019-21 strategic plan as we enter into its final year and devise our next three-year strategic plan. I am excited about our ability to emerge stronger and the possibilities ahead as we continue our essential work in the Camden area under a new strategy in a changed world.



Natalie Speranza

Chairperson

OUR PURPOSE

Objects of the charity

The charity was established by a charitable deed in August 2000. The objects of Fitzrovia Youth in Action are to promote the establishment in the lives of children and young persons in the London Borough of Camden and the City of Westminster particularly, but not exclusively, the provision of training in life skills and healthy exercise, the promotion of racial harmony, the provision of sports activities, creative art activities and other recreational and educational activities so as to assist such children and young persons to grow to full maturity as individuals and members of society and so that their conditions of life may be improved.

Our aims

Overall, FYA acts as a 'social brokerage' bringing together the talent and enthusiasm of young people and the resources and opportunities that the local economy and community can offer. Young people are an asset that FYA seek to develop, so that they can contribute to the development of other young people and the wider community.

FYA aims to empower young people to make changes for themselves, their peers and their community. The outcomes that we strive for are:

- increased resilience and wellbeing amongst young people.
- young people being able to articulate and use their skills to move on into further education, training or employment.
- an increased sense of community belonging amongst young people and local residents who engage with FYA.



FYA'S FRAMEWORK FOR MEASURING SUCCESS

At FYA we are on a journey to evidence the impact of our work. We believe that through youth led action young people are empowered and can create change for themselves, their peers and their community, and we want to be able to achieve this.

Our Theory of Change model provides the structure to help us monitor and evaluate the impact we are having. As part of this model, we have identified the need underpinning our work, the change we would like to see (our vision) and the activities we believe will help us achieve this change.

At the heart of our work is the assumption, based on experience and existing evidence, that youth led community action and peer support can lead to the following outcomes;

- **increased resilience and wellbeing for young people,**
- **a sense of belonging to a community[2] and;**
- **development of skills and confidence that can help young people thrive as they move on into further education or employment.**

These three outcomes are the primary areas against which we aim to measure the impact of our youth led action and peer support.

1 National Youth Social Action Survey, 2017
2 Jones, R & Randall, C, (2018) ,Measuring National Well-being: Quality of Life in the UK,
https://www.ons.gov.uk/peoplepopulationandcommunity/wellbeing/articles/measuringnationalwellbeing qualityoflifeintheuk2018

Our monitoring and evaluation framework is based on using validated tools and our framework and standard of evidence has recently been accredited by the Centre for Youth Impact with 'Project Oracle Level 2' validation. Our current monitoring and evaluation framework has three elements: pre and post-programme questionnaires, qualitative feedback (focus groups, session feedback, case studies and individual follow-up interviews 3 months later) and programme peer reviews led by FYA young Ambassadors.

We use two validated questionnaires, an adapted Life Effectiveness Questionnaire and the Short Warwick Edinburgh Mental Wellbeing Scale as a pre and post programme evaluation questionnaires. These questionnaires help us to measure specifically:

- **Wellbeing**
- **Self-confidence**
- **Social competence**
- **Sense of community belonging**
- **Intellectual flexibility**
- **Task leadership**

MAIN ACTIVITIES OF THE CHARITY

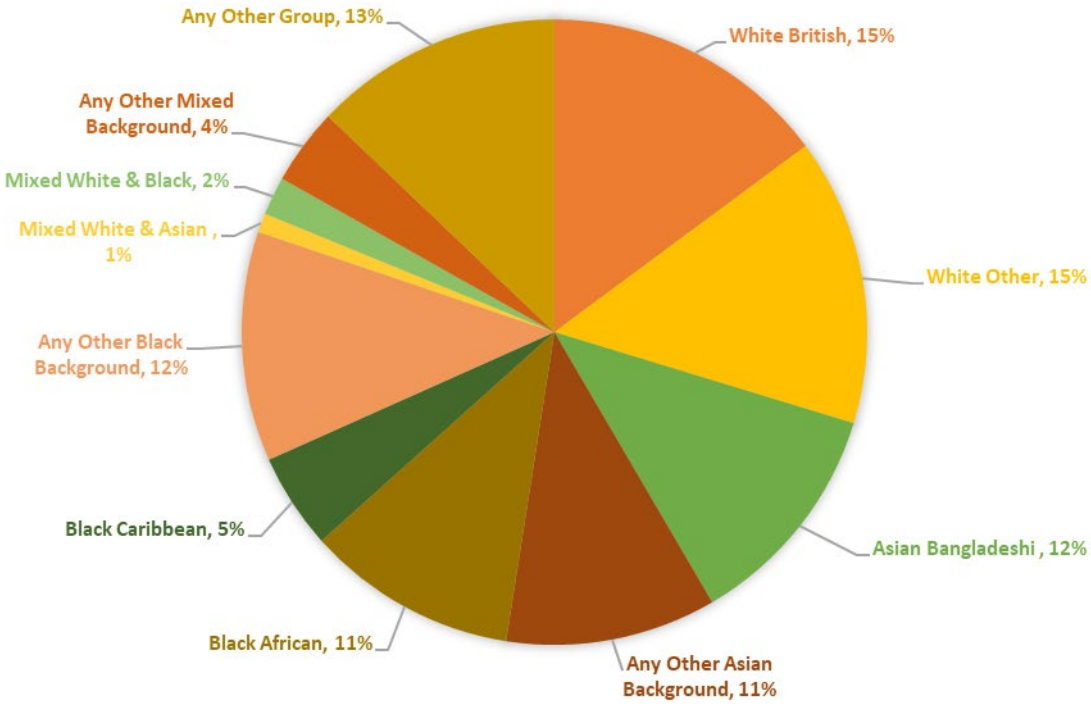
Numbers involved in FYA activities in 2020-21

In total, Fitzrovia Youth Action (FYA) worked directly with 595 young people in 2020-21. These young people, in turn, delivered mental health or awareness workshops, to over 662 other young people. Over 1000 people from the wider community have been also involved in or directly benefitted from community events run by young people. A summary of the number of people involved by type of activity is provided in the table below.

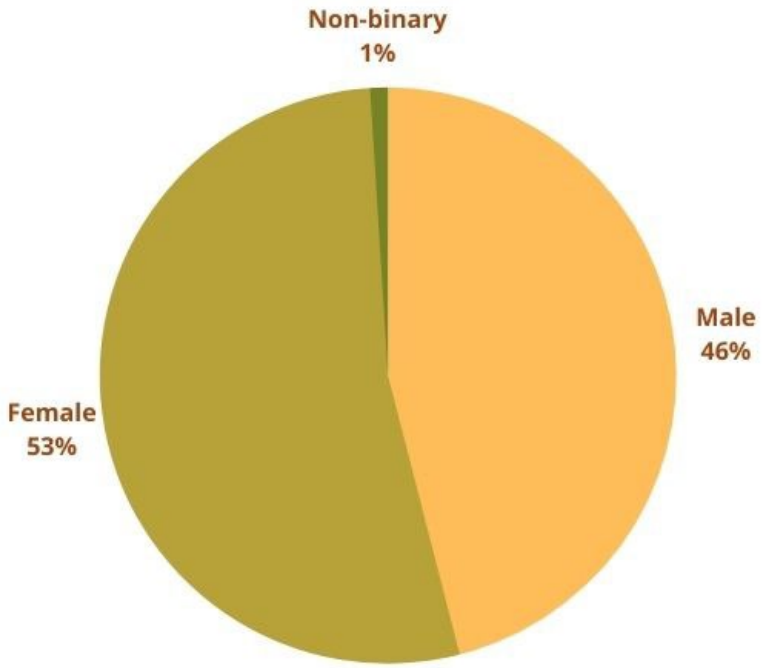
Numbers involved in FYA activities in 2020-21:

Programme Strand	**Programme type**	**Young people engaged during 2019-20**	**Young people engaged during 2020-21**	
Engagement *(individuals who attended 5x or more)*	Healthy living drop-in Football	41 105	0 (due to COVID19) 59	
Total engagement		**146**	**59**	
				Number of cohorts in 2020-21
Youth Action *(youth action volunteers, in brackets indirect beneficiaries – no. of individuals engaged by our volunteers)*	Peer Education Youth-led community events (e.g. street parties, festivals, community dinners) Peer Mentoring (mental health) Youth Ambassadors Health Champions Warren Centre Committee Youth Social Action (Warren Centre) Programme Regents Park Champions (young people)	164 *(1200+)* 82 *(1000+)* 287 mentors (157 mentees) 20 34 17	149 *(662)* 31 *(1000+)* 222 mentors (92 mentees) 36 0 15 73 10	15 2 18 1 0 1 7 1
Total youth action		**604**	**536**	**45**
TOTAL		**750**	**595**	

Graph 1; FYA beneficiaries by ethnicity 2020-21



Graph 2; FYA Beneficiaries by gender 2020-21



SUMMARY OF ENGAGEMENT ACTIVITIES

Football and other sports

Our football programme was suspended for most of the year because of the pandemic.

Our coaching staff did provide some limited online engagement activities, which included keep fit sessions and sessions to connect with everyone.

59 young people (66% young men, 34% young women) aged 7-14 years old attended the football programme over a 12-month period with all attending more than 5 times over the period. The most popular age range was 10-13.



SUMMARY OF YOUTH SOCIAL ACTION ACTIVITIES

Youth Led Community Events

FYA runs a youth leadership programme in which groups of young people are supported to organise and deliver one large scale community event per group. Due to Covid-19 lockdown and restrictions we supported young people to meet online to organise and plan community events in which participants could engage remotely. Two events were organised; the Camden Youth Action Showcase and Christmas Community Dinner.

Camden Youth Action Showcase

Our first ever online event was a great success, with 93 guests attending our annual Camden Youth Action Showcase, taking place on the online event platform Hopin. This event celebrated a wide range of community projects which have been organised by young people over the last year, especially considering the challenges our community have been facing in the pandemic. The event was streamed live from Diorama Theatre. 15 young people took to the stage as hosts, speakers and performers, with a further 13 leading workshops or talks online. 16 films were screened, showcasing a range of youth social action projects.

Christmas Community Online 2020

Our Christmas project comprised of an online event and a 'to your door event'. 73 people attended our online Christmas event, which was streamed live. The event brought together residents and their families for bingo, a quiz and workshops led by young people. Five young people managed the event and hosted in person, while five others managed the event online, joined by four additional workshop leaders and 11 pre-recorded performers!

Our young volunteers brought festive joy to the community, delivering hampers to local families and individuals over four days. The hampers included a meal, activity pack, and various festive gifts. They were delivered by 58 youth action volunteers. A total of 950 people benefitted from the event – 600 people received hamper packs, whilst a further 350 people from local homelessness organisations received specific support packs.

In total 31 young people participated (77% young women, 23% young men) as steering group members, aged 12-17, with 15-17 being the most popular age group.

> ***"I felt part of something and enjoyed helping people. I really liked feeling that I had a responsibility getting to organise the packs for the volunteers to take and make sure they had everything they needed. I have developed more communications skills, especially with people I don't know and other skills that will help me in the future."***

Camden Peer Education programme

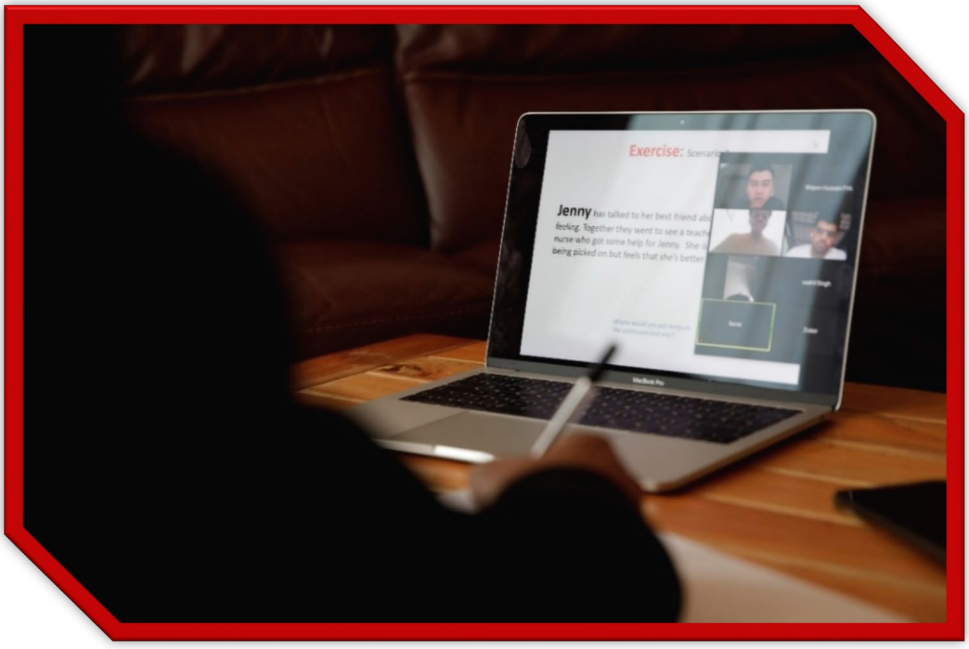
The peer education project adapted its model to suit the Covid 19 restrictions so that young people could be supported remotely to devise awareness campaigns about issues they care about.

Using online platforms such as Zoom and Microsoft Teams, we supported 15 groups of young people to discuss their concerns, participate in mental health awareness training and identify the focus of their campaign. Young people were then supported to create a film about their chosen issue. During lockdown, young people used their phone cameras and we sent out cameras via courier. Over 20 films were produced with young people and unsurprisingly, a large proportion of them dealt with the severe impact the pandemic and lockdown restrictions were having on young people. Topics included overcrowding and tensions at home, worries about education, vaccine misinformation, and dealing with boredom and isolation.

Our peer educators delivered awareness raising workshops to other young people, in which they screened their films. During lockdown periods, these workshops were delivered online through working with schools and colleges and engaging their students this way. Despite the challenges involved, 662 young people participated in these workshops.

We worked with 149 peer educators over 2020-21, aged 11-21, with 16-17 being the most popular age group. 52% were young women, 47% young men and 1% non-binary.

> ***"Being part of the Peer Education and making a film has helped me develop my skills and knowledge, in particular mental health. It has allowed me to learn how I can help others and educate them too. I made a film with a poem looking at the lockdown and how it's making many of us feel. One of the main things that made me happy is, knowing that I will be gaining AQA qualification at the end of this project."***



Camden Peer Mentoring

Our Peer Mentoring Programme offers a space for young people to come together to access and provide peer support to one another through group work, 1-1 activities and discussions. The programme has been co-produced with young people and our project partners, Mind in Camden and the Tavistock and Portman NHS Foundation Trust. The core programme content has been informed by evidence-based models including the '5 ways to Wellbeing' and 'Resilience Framework'. Together, young people and our partners developed themes for participants to explore that form a semi-structure to the programme, and devised accredited training for peer mentors to complete prior to delivering mentoring sessions.

During the pandemic, young people adapted to meeting online and occasionally face to face when able to, to go through the programme. Zoom was the main platform used and WhatsApp groups to stay in touch between groups. This allowed young people to go through the training and facilitate their own wellbeing related peer mentoring sessions based on what was impacting them and building resilience during the pandemic. A lot of the work was focussed on reducing isolation and increasing a sense of community during this time. When restrictions were relaxed face to face work resumed, though some groups chose to stay online.

This year we delivered the Peer Mentoring Programme to 18 groups in numerous schools, youth and community centres across Camden.

In total 222 young people participated as mentors and/or were active in peer support groups. In addition, a further 92 participated as mentees. Participants in the programme were aged 11-20, with 13 being the most popular age group.

> *"I have a lot on and been very busy since going back and was unsure if I can still commit to the session, but they have been so helpful and supportive, I am glad I am able to find time to continue attending and being a part of the group."*



Young Ambassadors

The FYA Young Ambassador Programme are alumni youth action volunteers who represent the voices of service users in programme and organisational decisions. During 2020-21 we worked with two cohorts of young people as annual recruitment for Ambassadors is now October.

Ambassadors participated in Trustee meetings and Ambassador representatives also sit on subgroups with Trustees and staff in our Communications and Fundraising Board Subcommittees.

Ambassadors helped design a consultation with young people and a peer review of our social action programmes.

Our ambassadors formed part of three recruitment processes and supported the organisation to adapt the interview process to ensure youth decision forms a large part of recruitment.

Ambassadors are also involved in promotion of FYA more widely. They engaged in a number of Camden Council events and represented young people on various roundtable discussions with councillors and key interest partners on topics ranging from education in the pandemic to mental health, and presented to the Youth Safety taskforce and even the Mayor of London.

> *"I love that we are treated as adults, able to take on responsibilities but also given space to say if we are unsure or need more support. It's quite challenging to be an Ambassador, you need to be able to work well in a team, work well with staff, work well with Trustees and other young people. But it's also a great experience and brilliant for our CVs too."*

We worked with 36 young Ambassadors over 2020-21, aged 15-19, with 17 being the most popular age. 69% were young women and 31% young men.



Warren Centre – our new Youth Action Innovation hub

Thanks to the generous support from Derwent London, and grant aid from LB Camden and LandAid, FYA was able to develop a new activity space located right next to our Warren sports pitch in Whitfield Street, W1. Our youth steering group for the Centre was supported by David Miller Architects to design the interior.

The aim of the Centre is to provide a 'home' for young leaders, activists and volunteers to develop skills, support each other regarding their wellbeing and community belonging, and a place to plan and lead their own projects, campaigns and events.

'Youth Action Teams' of young people are able to apply for funding to cover their project costs and use of the space for their programme. Issues are determined by young people.

The Centre was due to be officially opened in April 2020 but, because of the pandemic, most of the sessions that took place in 2020 were online, with the occasional face-to-face sessions when restrictions allowed. Delivering this new project online, without using the actual Centre itself, was challenging. In total, we engaged seven cohorts of young people.

Young people designed and delivered a consultation at the start of the pandemic, asking members about their needs and what kind of work they would like to engage with online.

Young people worked on a number of projects to try to connect people and lift spirits during lockdown. These included social media campaigns, sharing playlists, photos and videos, and descriptions of what is bringing them joy. Participants also designed physical and online art packs, which were distributed to our members and engaged in online presentations of their artwork. Others worked on film projects to share their experiences of lockdown and tips on how to cope.

> ***"We spoke honestly about our experience in what was a really difficult time, but FYA did make that easier by giving that space which is hard to come across especially as the pandemic was all new. And while our own wellbeing improved, I loved how we were doing our best to try make a positive impact on young people so that they could also cope with lockdown better."***

> ***"Joining FYA's Digital Steering Group has helped, as I am someone who likes to be proactive. So, as a member of the group, I help to decide how we respond to what is happening around us. As a group, we are working together to create activities and projects to help young people who need support."***

We worked with 15 young people in the Steering Group and 73 young people took part in youth action teams over 2020-21, aged 13-20, with 16 and 17 being the most popular ages. 51% were young women and 49% young men.
We worked with 15 young people in the Steering Group and 73 young people took part in

Regents Park Champions

The Regents Park Community Champions project is a resident-led initiative to increase health and wellbeing in Regents Park Estate. It is part of tri-area project alongside selected estates in Kilburn and Kentish Town. We are working with groups of young people and community volunteers to steer community led social action. We also work with local partners to promote existing health and wellbeing initiatives.

Our weekly Cumberland Youth Club drop-in session in the Estate had to close because of the pandemic but we helped form a Regents Park Youth Panel. Panel members engaged in consultation and started work to plan an event to take place after social distancing restrictions eased in early summer 2021, to reconnect neighbours and promote health and wellbeing. Young people also organised a letter writing campaign to help break the sense of isolation felt by older residents living in assisted housing in the estate, who were shielding.

We coordinated the volunteer recruitment and delivery logistics of a hot meal food delivery service as part of a community response to Covid 19. Organised in partnership with the Bengali Workers Association, our volunteers helped deliver over 5,000 meals between May and December 2020.

> *"Being a champion means I get to speak to people from so many different backgrounds. I am not only getting to make a change in people's lives but also help to build a better, safer and friendly community. I can't wait to get the team together face to face, share food and become a proper team." (Regents Park Champion, 17)*

We worked with 10 young people as Community Champions, who reached 101 young people in the community through outreach and events over 2020-21, aged 15 and 16. 80% were young women and 20% young men.



THE DIFFERENCE THAT OUR YOUTH ACTION PROGRAMMES HAVE MADE

Number of people participating in FYA's youth action activities

536 young people were involved in planning and delivering youth action programmes in 2020-21. They volunteered for six weeks or more.

662 young people took part in peer education workshops delivered by our young volunteers.

1,116 people from the wider community attended FYA online events or received Christmas meals/hampers delivered by our volunteers.

Our evaluation, based on validated tools, showed that that our young volunteers reported significant increase in their well-being, life skills and their sense of community belonging.

Development of Skills

339 youth action participants completed baseline and exit surveys based on the validated Life Effectiveness Questionnaire (LEQ).

The findings indicate that FYA programmes have a significant positive impact on young people's life skills. Findings from both the quantitative and qualitative data show improvements in social confidence, task leadership and intellectual flexibility – all attributes which are considered to be key employability skills. This reflects the opportunity for young people to make decisions about the projects they are involved with and show leadership within programmes. Young people could identify other specific skills they had developed within projects such as listening skills, event management, stewarding or risk assessment skills.

A total of 871 AQA awards were gained as a result of taking part in youth action activities, with 402 young people (75%) receiving at least one accreditation award.

871 AQA awards



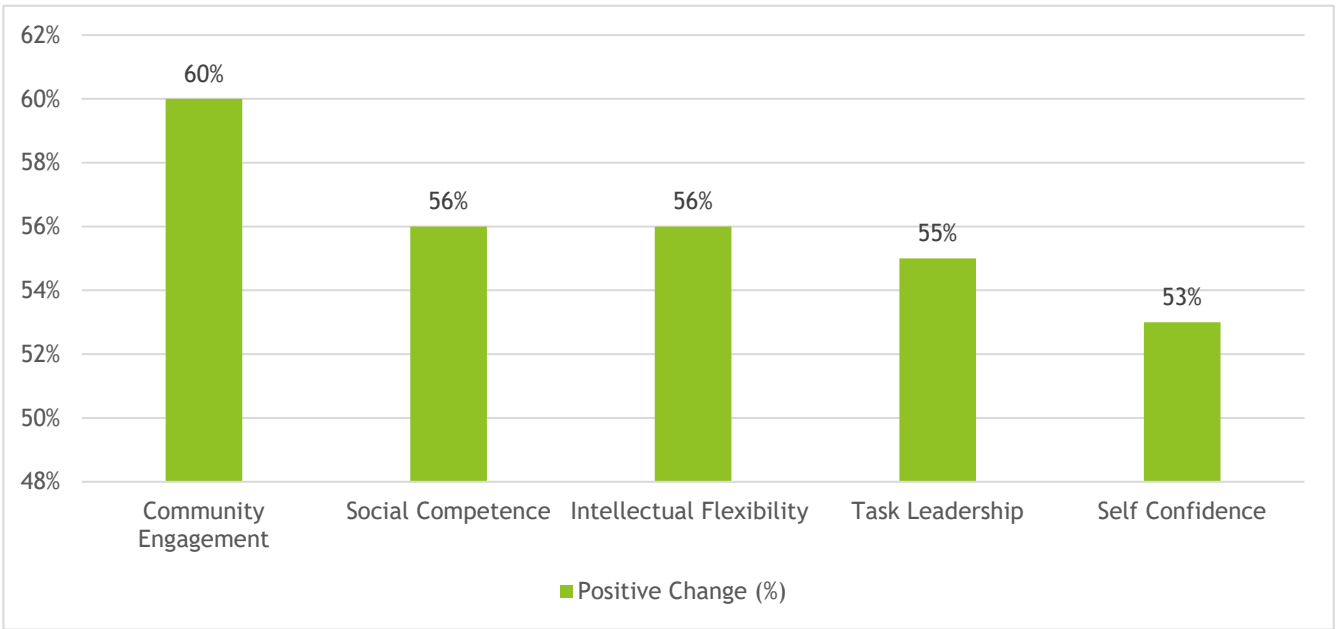
Community Belonging

A sense of community belonging is at the heart of FYA's work. LEQ scores showed a significant increase in sense of belonging amongst young people who took part. Our in-depth interviews found that many of the young people defined their community by their friends, peers, school and their work with FYA. For many of the young people that were involved in youth leadership projects FYA had become the community that they felt connected to, the staff and other young volunteers and during the community events, also the invited guests from the community.

> ***"I joined the project as I was excited by the opportunity to do something for the community like this annual event. My confidence has never been the highest but being given more responsibility and roles such as delivering briefings to volunteers or supporting other volunteers with tasks increased my confidence. It also increased my confidence specifically regarding speaking to people I don't know and adults or leading people who are older than me. It made me realise it's not quite as scary as it had seemed."***

Graph 3; Skills development and community engagement

Participation in our youth social action programmes appear to have had a positive impact on young people's skills development and how engaged in the community they feel.



Mental Health and Wellbeing

Analyses of baseline and exit surveys (339 completed) of the Short Warwick-Edinburgh Mental Health Wellbeing Scale (SWEMHWBS) demonstrates that significant increases were achieved in all the seven factors measured, as the graphs on these pages show.

According to the SWEMWBS, 56% of young people improved their wellbeing score by more than 1 point, which, according to the scale, reflects the change was likely to be important to them.

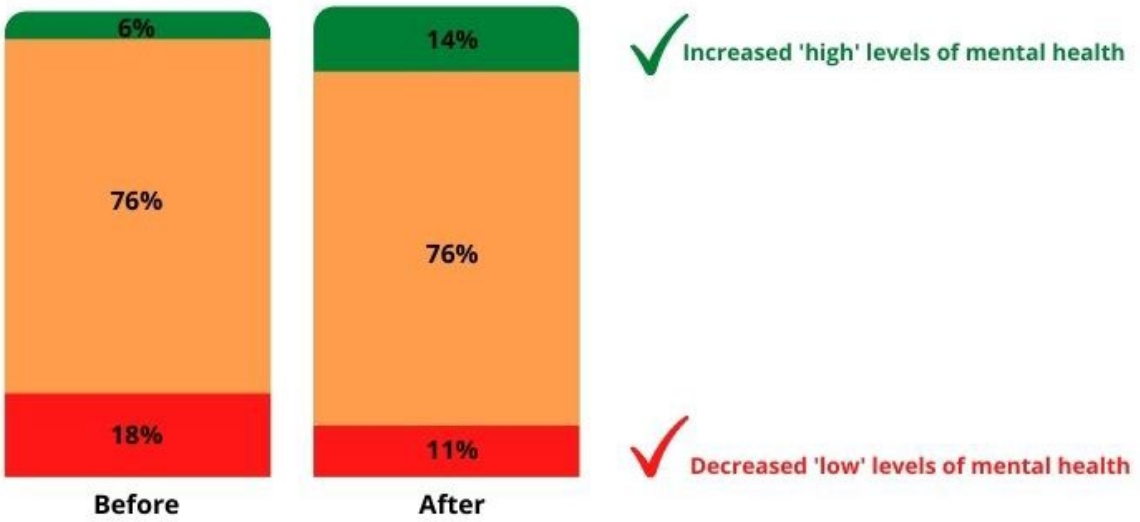
The evaluation data also shows participation in youth social action decreased 'low levels', and increased 'high levels', of mental health.

Results also show that prior to the programme participants' average wellbeing score was below the national average. Post programme mean score was above the national average. (The national average SWEMWBS score for 16-24 year olds is 23.42 https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5376387/)

> *"I felt very supported and comfortable to begin to open up and talk about things effecting me in my life. We did sessions on anger, peer pressure, how we feel and what we do when we don't feel good. I liked helping the year 7s I felt like they were looking up to us"*

Graphs 4-5; Change in well-being according to SWEMWBS scores

At the start, 18% of young people across our youth action programmes experienced 'low' levels of mental health, according to the SWEMHWBS scale. By the end of the programmes this had reduced to 11%. Those experiencing 'high' levels of mental health rose from 6% to 14%.



Participants' average well-being score at the start of the programme was below the national average for 16-24 year olds. At the end of the programme, their average score was above the national average. (The national average SWEMWBS score for 16-24 year olds is 23.42

https://www.ncbi.nlm.nih.gov/pmc/articles/PMC537638



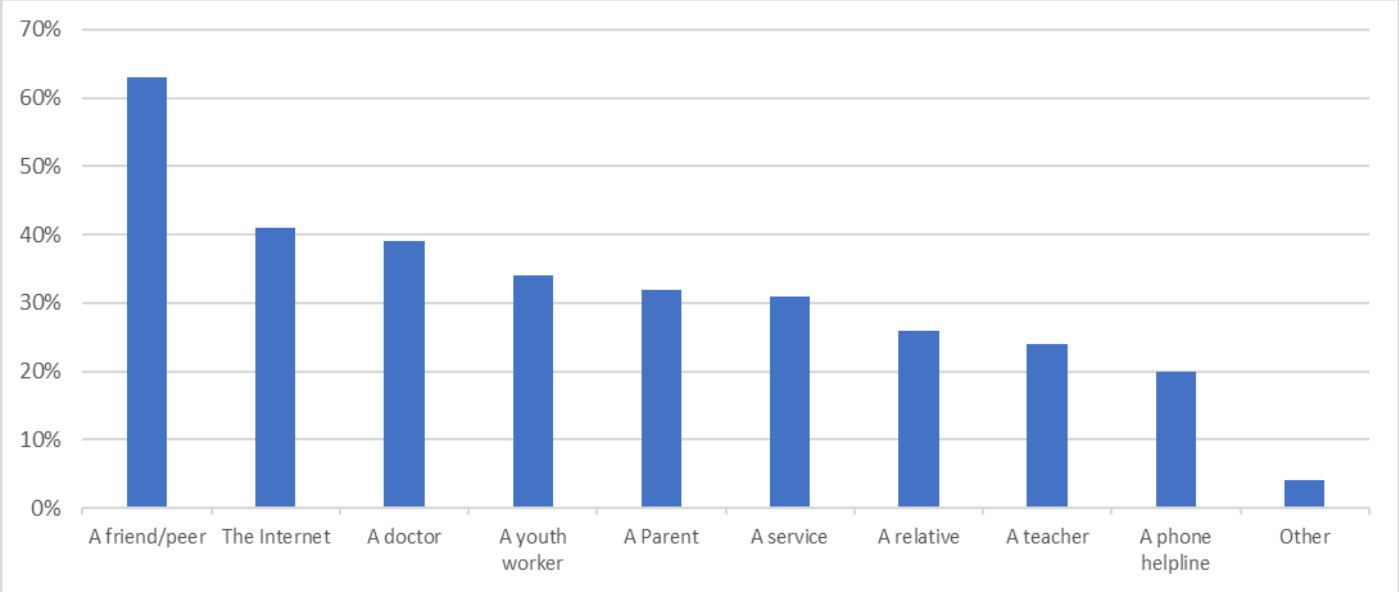
Peer Support

We surveyed 662 young people who took part in awareness workshops delivered by our young volunteers. Baseline and exit questionnaires showed 96% improved their knowledge as a result. We also wanted to find out more about the importance of peer to peer delivery;

- 71% felt there was not enough good sources of information locally available to young people about the topics covered in the workshops
- 55% said they preferred learning from someone closer to their own age

In the same survey, we also asked young people where they would go for advice around mental health or substance misuse. As the graph below shows, young people are twice as likely to approach a peer before seeking advice from a parent, teacher, youth worker, helpline or other advice service. This provides a good rationale for our work – youth action as an effective way to get information across to young people.

Graph 6; 'Where would you go for advice about Mental Health or Drugs & Alcohol?'



OUR COMMUNITY PARTNERS

Fitzrovia Youth in Action would like to thank and acknowledge the following for their support and partnership over the past year.

New Horizon Youth Centre
Giving Potential a Home

Bengali Workers' Association
বেঙ্গলী ওয়ারকার্স এসোসিয়েশন

coram
better chances for children since 1739

TAVISTOCK RELATIONSHIPS

Brandon Centre

Hillsong

NHS
The Tavistock and Portman
NHS Foundation Trust

La Sainte Union Catholic School

CITY AND ISLINGTON COLLEGE

wkc
Westminster Kingsway College

BODY & SOUL
life, love & hiv

Camden

UCL
The UCL Academy

mind in Camden
for better mental health

ONE HOUSING
LIVING BETTER

Elfrida Rathbone
RELEASING POTENTIAL
Camden

The South Hampstead And Kilburn
Community Partnership

Parliament Hill School

FLEET PRIMARY SCHOOL

RATHER USE THAN FAME

William Ellis School

Wac Arts

OUR FUNDERS 2020 - 2021

The Arsenal Foundation

BBC Children in Need

Camden Giving

Chesterfield Charitable Trust Limited

City Bridge Trust

Clarion Futures

Derwent London

Garfield Weston Foundation

Greater London Authority

Groundwork

Camden Giving HS2

Hollick Family Foundation

Jack Petchey Foundation

The Julia & Hans Rausing Trust

LandAid UK

London Borough of Camden

London Sport

London Youth

Mayor's Fund for London

The National Lottery Community Fund

Paul Hamlyn Foundation

Peabody

The Rayne Foundation

Regents Place

Sport England

Sported Foundation

Westminster Amalgamated Charity

Young Camden Foundation

OUR STAFF TEAM 2020 - 2021

Chief Executive
Andre Schott

Head of Programmes
David Wong

Peer Education & Media Manager
Shipon Hussain

Peer Mentoring Manager
Abbie Mitchell

Peer Mentoring Officer
Fathiya Saleh

Youth Leadership Manager
Ellie Rudd

Youth Participation Officers
Karina Morales (until January 2021)
Abul Hasnat (left January 2021)

Youth Leadership Coordinator
Sumayah Alain Khan

Community Partnerships Manager
Raja Miah

Fundraising Manager
Celia Hammond

Administrator
Jannelle Williams

Finance Officer
Jacob Okere

Football Staff
Anthony Blair (Head Coach)
Sean Burke (Coach)
Conor Quirke (Coach)
Jorge Carlosama (Coach)

Pitch Staff
Ernest Toquie
Fama Ture

Sessional Support Staff
Farzana Ahmed
Hana Ali
Jordan Bennett
Atifa Juhi

OUR BOARD OF TRUSTEES 2020 - 2021

Chairperson

Anne Shewring (resigned 14th June 2021)

Natalie Speranza (appointed 14th June 2021)

Treasurer

David Mooney

Trustees

Jane Boddington

Constance Gibbs (appointed 28th October 2020)

Patricia Marron

Halima Nessa

Lorna Ponambalum (appointed 28th October 2020)

Rosemary Swainston (appointed 28th October 2020)

Emilie Vanpoperinghe

Alice Weavers

Brian Willmore (appointed 28th October 2020)

President

Dr June Crown CBE

FINANCIAL REVIEW

Despite the Covid-19 pandemic, FYA has had a successful year with group income of £927K, £61K higher than in 2019-20. This has occurred for the following reasons:

- In the reporting year 2020-21, FYA maintained most of the funding secured for projects towards our youth led volunteering (specifically reaching communities' programme and Peer Support and mentoring). In addition to the ongoing funding, there has been other funding received to support our projects (see notes 5 & 6). The grant funding includes the Covid-19 emergency support grants. In 2020-21, total funding received for projects was £879k (2019-20 £689k). Overall grant funding has increased by over £190K vs. previous year.

- Our trading subsidiary, Fitzrovia Youth in Action Activities Ltd, through its paid pitch bookings and Lunchtime Football Leagues generated a meagre trading income of £24K in the year 2020-21 (£136K in 2019-20) towards the running costs of the charity due to its closure during the Covid-19 pandemic. However, the Covid-19 emergency support grants were able to ameliorate the impact of this shortage of income.

- There was a decrease in donations from Big Give to the charity: 2020-21 £19k vs. £34k in 2019-20. We have had support from the local community and privately-owned businesses in the local area despite the Covid-19 pandemic.

Expenditure in the year has decreased by £119K to £710K. This has occurred for the following reasons:

- Decrease in activity costs relating to youth activities and events. As a result of the Covid-19 lockdown most groups' physical activities and events could not hold.

The Charity has therefore ended the year with a surplus of £216,950.

The current year end cash flow shows an increase in funds available of £284K compared with £26K in 2019-20. The reason for this is the decrease in expenditure explained above.

The charities reserves are healthy (see Reserves Policy section).

RESERVES POLICY AND GOING CONCERN

FYA is currently dependent on grant funding to sustain its activities, because earned income through its trading subsidiary alone would not allow it to continue operating.

The FYA Board has agreed to keep a certain level of unrestricted financial reserves aside and outside of the financial planning process for two primary purposes:

To avoid closure and ensure that main operations can continue in the short term if:

- Grant income becomes short; or
- Unexpected costs arise

The main concern of the Board in this scenario is that staff can continue working, primarily to secure new funding.

To ensure that all costs could be met during a wind up in the case where a funding shortfall persists to the point where FYA ceases to be a going concern.

The main concerns of the Board in this scenario are:

- Staff continue to be paid during their notice periods;
- All financial commitments are met; and
- The young people engaged with FYA are supported to move on to other services.

Currently, reserves set aside for these purposes are £156,000, the Board believes this level to be appropriate. Not all unrestricted fund balance is considered as reserves; unrestricted funds not held as reserve, and not needed to fund programmes, are allocated to funding overhead and support costs in the FYA budgets and forecasts.

Restricted funding for programmes is usually secured 6 to 12 months in advance. Unrestricted funding for support and overhead costs is more difficult to obtain and is less predictable and as such, FYA is at a higher risk of running short on unrestricted funds for overheads. As a result, the Board set the reserves with particular reference to overhead and support costs which include fundraising activities.

The current level of reserves available are held as follows:

a. **2.5 months available contingency fund for continuing operations in the case that general funding falls short of requirements or for large and unexpected costs.** In the event of a general funding gap, and on the assumption, projects are running using remaining restricted project funding, based on the current average monthly cost of overheads, this would fund an additional 2.5 months of overhead expenditure whilst additional funds are sourced. After this period, if no further funds were secured, a two-month winding up period would begin (see below).

b. **2 months of available funding held in the event of winding up.** Covering core staff costs, statutory redundancies, rent contracts and other running costs and contracts, staff would be given notice two months before the expected closure date.

The reserves set aside are reviewed each year by the Board and increased or decreased according to expected level of staffing and activities in the following year and with respect to available unrestricted funds that are available. In recent years of growth, the FYA Board has built up the reserves.

As of 31st March 2021, the Trustees are of the view that the charity and group are a going concern.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Fitzrovia Youth in Action is a company limited by guarantee governed by its Memorandum and Articles of Association dated 2 June 2009. It is registered as a charity with the Charity Commission.

Appointment, Induction and Training of Trustees

The Board of Trustees recruits for additional members as and when it identifies that extra resource with specific experience or skill set is needed to maintain the Board's effectiveness. Prospective Trustees are invited for interview and observe at least one Board meeting before appointment. Upon appointment, Trustees are provided with an induction pack and latest Board papers containing the relevant information to familiarise themselves with their responsibility as trustees, the work of the charity, operating procedures, the business plan and financial performance. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Organisation

The Board meets every two months and Board Sub-committees, including Fundraising and Finance Sub-committees, meet between Board meetings. Sub-committees do not have delegated authority for decision-making, but instead report to the Board with recommendations. A Chief Executive is appointed by the Trustees to manage the day-to-day operations of the charity.

The charity's wholly owned subsidiary, Fitzrovia Youth in Action Activities Ltd was established to operate the Warren Pitch. Fitzrovia Youth in Action Activities Ltd has a licence from the charity to operate the facility and gift aids all its profits to the charity.

Pay policy for senior staff

The directors consider the Board of Directors, who are the charity's Trustees, and the Chief Executive Officer as comprising the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. All Directors give of their time freely and no Director received remuneration in the year.

The pay of the Chief Executive is reviewed annually, and any increase will be awarded taking into account performance and labour market conditions. In view of the nature of the charity, the Directors benchmark against pay levels in other youth charities of a similar size based in London.

Risk Management

The Trustees and management team of the charity believe that sound risk management is integral to both good management and good governance practice.

Risk management should form an integral part of the charity's decision-making and be incorporated within

strategic and operational planning.

Risk assessments will be conducted on all new activities and projects to ensure they are in line with the charity's objectives and mission.

Any risks or opportunities arising will be identified, analysed and reported at an appropriate level.

A risk register covering key strategic risks will be maintained and updated at least twice a year and more frequently where risks are known to be volatile.

All staff will be provided with adequate training on risk management and their roles and responsibilities in implementing this.

The charity will regularly review and monitor the effectiveness of its risk management framework and update it as considered appropriate.
Reports will be made to the Trustees twice a year highlighting any continuing and emerging high concern risks and those where priority action is needed to effect better control.

Trustee responsibilities in relation to financial statements

The charity Trustees (who are also the Directors of Fitzrovia Youth in Action for the purposes of company law) are responsible for preparing a Trustees' Annual Report and Financial Statements in accordance with applicable law and United Kingdom Accounting Standards.

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

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

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities. The Trustees are

responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Approved by our Board of Trustees on 18/01/2022.



Natalie Speranza
Chairperson

ADMINISTRATIVE INFORMATION

Charity Number: 1136697
Company Number: 06922343
Registered office: Basement 66-68 Warren Street, London, W1T 5NZ

Directors and Trustees

The directors of the charitable company (the charity) are its trustees for the purpose of charity law.The trustees and officers serving during the year and since the year end were as follows:

Jane Boddington
Constance Gibbs (appointed 28th October 2020)
Patricia Marron
Halima Nessa
Lorna Ponambalum (appointed 28th October 2020)
Rosemary Swainston (appointed 28th October 2020)
Emilie Vanpoperinghe
Alice Weavers
Brian Willmore (appointed 28th October 2020)

None of our trustees receive remuneration or other benefit from their work with the charity.

President

Dr June Crown CBE

Key Management Personnel

Chief Executive Officer: Andre Schott

Our Advisers
Bankers: Unity Trust Bank, PO Box 7193, Planetary Road, Willenhall, WV19DG

Independent Examiner: Sajjad Rajan CTA FCCA ACA, Smartax Limited, 38 Station Road,
Harrow HA2 7SE

INDEPENDENT EXAMINER'S REPORT

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2021 which are set out on pages 25 – 56.

Respective responsibilities of Trustees and examiner

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

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

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities, applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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



Sajjad Rajan CTA FCCA ACA
Smartax Limited
Chartered Certified Accountants and Statutory Auditors
38 Station Road
Harrow
HA2 7SE

18 January 2022

FINANCIAL STATEMENTS

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

	Notes	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
		£	£	£	£
Income:					
Donations and legacies	4	23,612		**23,612**	40,090
Income from charitable activities	5	258,980	620,426	**879,407**	688,894
Income from other trading activities	7	24,007		**24,007**	136,447
Investment income	8	148		**148**	975
Total income		306,747	620,426	**927,174**	866,406
Expenditure					
Cost of raising funds:					
Fundraising	9	17,802	29,966	**47,767**	52,642
Commercial trading operations	9	92,766		**92,766**	103,886
Expenditure on charitable activities	10	28,927	540,763	**569,690**	672,532
Total Expenditure		(139,495)	(570,729)	**(710,224)**	(829,060)
Net income/(expenditure) and net movement in funds for the year		167,253	49,697	**216,950**	37,346
Reconciliation of funds					
Total Funds Brought Forward	22	261,451	97,969	**359,420**	322,074
Total Funds Carried Forward		428,704	147,666	**576,370**	**359,420**

CONSOLIDATED BALANCE SHEET

		Group 2021 £	Group 2020 £	**Charity 2021 £**	Charity 2020 £
Fixed assets					
Tangible assets	17	21,365	29,511	11,625	17,632
Building improvement	17	184,529	204,662	184,529	204,662
Investments	18	-	-	1	1
Total Fixed Assets		**205,894**	234,173	**196,155**	222,295
Current assets					
Debtors	19	69,764	46,737	217,308	54,197
Cash at bank and in hand		693,813	409,433	615,615	353,928
Total Current Assets		**763,577**	456,170	**832,923**	408,125
Liabilities					
Creditors falling due within one year	20	393,101	330,923	391,486	329,214
Current assets less current liabilities		**370,476**	125,247	**441,437**	78,911
Creditors: due after more than 1 year		-	-	-	-
Net assets		**576,370**	359,420	**637,592**	301,206
The funds of the charity					
Unrestricted General funds	23	272,704	121,451	333,926	63,237
Unrestricted Designated Funds	23	156,000	140,000	156,000	140,000
Restricted income funds	24	147,666	97,969	147,666	97,969
Total charity funds		**576,370**	359,420	**637,592**	301,206

For the financial year in question the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

- No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies act 2006.

- The Trustees acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These Accounts have been prepared in accordance with the provisions applicable to the companies' subject to small companies' regime and in accordance with FRS102 SORP.

Financial statements were approved on 18/01/2022 by the members of the committee and authorised for issue.



Natalie Speranza

Chairperson

STATEMENT OF CASH FLOWS

	Group 2021 £	Group 2020 £	**Charity 2021 £**	Charity 2020 £
Cash used in operating activities	**264,571**	230,248	**241,652**	211,450
Cash flows from investing activities:				
Interest income	**148**	975	**148**	975
Grant for building improvement	**22,558**	22,558	**22,558**	22,558
Deduct purchase of assets	**-**		**-**	
Deduct building improvement costs	**(2,897)**	(227,402)	**(2,897)**	(227,402)
Net Cash flows from investing activities	**(19,809)**	(203,896)	**(19,809)**	(203,896)
Change In cash and cash equivalents in the year	**284,380**	26,379	**261,461**	7,581
Cash and Cash equivalents brought forward	**409,433**	383,054	**353,928**	346,347
Total cash and cash equivalents at year end	**693,813**	409,433	**615,615**	353,928

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation (FRS102)

The financial statements have been prepared in accordance with Accounting and Reporting by charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Fitzrovia Youth in Action meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

b) Group financial statements

The financial statements consolidate the results of the charity and its wholly owned subsidiary Fitzrovia Youth in Action Activities Limited on a line-by-line basis. A separate Statement of Financial Activities and Income and Expenditure Account for the charity has not been presented because the charity has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably, and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

Income received in advance of a project or provision of other specified service is deferred until the criteria for income recognition are met.

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably.

On receipt, donated professional services and donated facilities are recognised based on the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market.

e) Interest receivable

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

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the Trustees have decided to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for areas of the charity's work or for specific artistic projects being undertaken by the charity.

g) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of the cost of the fundraising manager.

- Commercial trading operations are the running costs of the whole owned subsidiary Fitzrovia Youth in Action Activities.

- Expenditure on charitable activities includes the costs of peer education, events and other educational activities undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back-office costs, finance, personnel, payroll and governance costs which support the charity's artistic programmes and activities. Support costs have been allocated in proportion to expenditure incurred in undertaking an activity.
Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to the independent examination and legal fees together with an apportionment of overhead and support costs.

i) Tangible fixed assets

Individual fixed assets costing £250 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a basis as follows:

Asset Category	**Rate**	**Basis**
Long Life Fixtures	18% Annually	Reducing balance
Fittings	5 Years	Straight Line
Electrical Equipment	5 Years	Straight Line
Building improvement	10 Years	Straight Line

j) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

k) Cash at bank and in hand

Cash at bank and cash in hand includes cash and amounts in deposit accounts.

l) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m) Financial instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

n) Pensions

Existing employees of the charity who have chosen to be enrolled on the Workplace pension, which is funded by contributions from employee and employer.

o) Going concern

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The NEST pension scheme is a defined contribution pension scheme operated by National Employment Savings Trust.

2. Financial Performance of the charity alone

	2021 £	2020 £
Income	940,944	729,959
Expenditure on charitable activities	(604,558)	(725,174)
Net income	336,386	4,785
Total Funds Brought Forward	301,206	296,421
Total Funds Carried Forward	637,592	301,206
Represented by:		
Restricted income funds	147,666	97,969
Unrestricted Income funds	489,926	203,237
	637,592	301,206

3 Legal status of the Charity

The charity is a company limited by guarantee. The Members of the company are the Trustees listed on page 24.

4 Income from donations and legacies

	2021 £	2020 £
Donations	23,612	40,090

The income from donations was £23,612 (2020: £40,090). This includes donations of £17,000 from GMS Estates (£15,000 in 2020) and £1,000 from Chesterhill Charitable Trust (£2,000 in 2020)

The charity benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

5 INCOME FROM CHARITABLE ACTIVITIES

	2021 £	2020 £
BBC Children in Need	24,311	19,038
Camden Giving	5,470	17,110
Camden Giving HS2	43,694	37,452
Casey Trust	-	2,000
City Bridge Trust	24,834	-
Clarion Futures	2,500	-
Community Organisers Ltd.	-	3,000
Co-op Foundation	-	9,610
Derwent London	9,994	8,915
Garfield Weston Foundation	20,000	11,700
Greater London Authority	29,046	29,046
Groundwork	23,589	34,011
HMRC – Job Retention Scheme (JRS)	82,744	-
Hollick Family Foundation	5,000	-
Jack Petchey Foundation	3,000	3,000
John Lyon's Charity	-	40,000
LabTech London Limited	-	2,000
LandAid UK	9,500	9,500
London Borough of Camden	312,122	273,058
London Sport	3,225	-
London Youth	3,175	-
Mayor's Fund for London	1,600	1,500
Paul Hamlyn Foundation	30,000	30,000
Peabody	1,500	
Raised income	2,570	11,156
Regents Place	17,500	-
Sport England	10,000	-
Sported Foundation	2,000	-
The Arsenal Foundation	1,000	-
The Julia & Hans Rausing Trust	20,000	-
The National Lottery Community Fund	166,168	134,323
The Rayne Foundation	10,000	-
The 29th May 1961 Charitable Trust	-	4,000
Voluntary Action Camden	-	1,800
Westminster Amalgamated Charity	5,000	2,000
Young Camden Foundation	9,865	4,675
	879,407	688,894

6 Government Funding

	2021 £	2020 £
London Borough of Camden	312,122	273,058
Greater London Authority	29,046	29,046
HMRC	82,744	

7 Income earned from other trading activities

The wholly owned trading subsidiary Fitzrovia Youth in Action Activities Limited is incorporated in the United Kingdom (company number 09663818) and pays all its profits to the charity under the gift aid scheme. Fitzrovia Youth in Action Activities Limited operates all commercial trading operations carried out at the Warren multi-use area and FYA premises.

The summary financial performance of the subsidiary alone is:

	2021 £	2020 £
Turnover	24,007	136,447
Cost of sales	(79,791)	(99,249)
Administrative Costs	(12,976)	(42,637)
Gross Profit	(68,760)	(5,439)
Amount gift aided to parent charity		-

8 Investment income

All the group's investment income of £148 (2020: £975) arises from money held in interest bearing deposit accounts.

9 Costs of Raising Funds

	2021 £	2020 £
Fundraising Expenditure	47,767	52,642
Commercial trading operations	92,766	103,886
	140,533	156,528

10 Analysis of expenditure on charitable activities

Charitable activities	Staff costs £	Other costs £	Support costs £	Total 2021 £	Total 2020 £
Activities undertaken directly:					
Engaging Children and Young People	105,792	18,584	53,577	**177,953**	55,752
Youth Led Volunteering	198,321	55,280	109,099	**362,700**	537,212
Employability	-	-	-	**-**	-
Fixed Asset fund	-	29,037	-	**29,037**	29,297
	304,113	**102,901**	**162,676**	**569,690**	622,261

11. Analysis of staff costs, Charity remuneration and expenses, and key management personnel.

	2021 £	2020 £
Salaries and wages	485,798	495,541
Social security costs	43,266	44,843
Pension costs	9,165	8,678
	538,229	549,062

One employee had employee benefits more than £60,000 but not more than £70,000 (2020: nil).
Pension costs are allocated to activities in proportion to the related staffing costs incurred.

The charity Trustees were not paid or received any other benefits from employment with the charity or its subsidiary in the year (2020: £nil) neither were they reimbursed expenses during the year (2020: £nil). No charity received payment for professional or other services supplied to the charity (2020: £nil).
The key management personnel of the parent charity comprise of the Trustees and the
Chief Executive Officer of Fitzrovia Youth in Action.

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12 Staff Numbers

The average monthly head count was 27 staff (2020: 27 staff) and the average monthly number of full-time equivalent employees (including casual and part-time staff) during the year were as follows:

	2021	2020
Charitable Activities	12.5	12.5
Administrative and Support staff	4.5	4.5
	17	17

13 Analysis of governance and support cost

The charity initially identifies the cost of its support functions. It then identifies those costs which relate to the governance function. Having identified it governance costs the remaining support costs together with the governance costs are apportioned between the key charitable activities and subsidiary, refer to the table to see the basis of apportionment.

Current Year	**General Support**	**Governance Function**	**Basis of Apportionment**
General Office	51,578	6,128	Pro rata to staff full time equivalents
Premises Expenditure	23,087	2,743	Dedicated Office space
Salaries and wages & related costs	108,846	12,933	Allocated by estimated time spent on function
Legal and other professional fees	1,700	2,400	Governance
	185,211	**24,204**	

Previous Year	**General Support**	**Governance Function**	**Basis of Apportionment**
General Office	20,777	2,194	Pro rata to staff full time equivalents
Premises Expenditure	22,421	5,848	Dedicated Office space
Salaries and wages & related costs	65,483	11,049	Allocated by estimated time spent on function
Accountancy Services	5,849	1,325	Allocated by estimated time spent on function
Legal and other professional fees		1,200	Governance
	114,530	**21,616**	

14 Analysis of apportionment of governance and supports costs to activities

Current Year	General Support	Governance Function	2021 Total
Engaging Young People	37,453	4,894	42,347
Youth Led Volunteering	106,422	13,908	120,330
Fixed Asset Fund	25,681	3,356	29,037
Fundraising	4,179	546	4,725
Trading Activities	11,476	1,500	12,976
	185,211	**24,204**	**209,415**

Previous Year	General Support	Governance Function	2020 Total
Engaging Young People	13,864	1,644	15,508
Youth Led Volunteering	107,850	12,788	120,638
Fixed Asset Fund	26,192	3,105	29,297
Fundraising	4,293	509	4,802
Trading Activities	22,557	2,675	25,232
	174,756	**20,721**	**195,477**

15 Related party transactions

The charity has an agreement with the local council, to maintain and manage a local caged multi-use sports area, to provide a high-quality multi-use sports area to the local community. Funds generated are to be spent to maintain the facility and any surplus to help improve the quality of life for local young people.

In 2021 the following transactions took place between the charity and its wholly owned subsidiary Fitzrovia Youth in Action Activities Ltd:

a) Staffing Expenditure and Support costs reimbursed by the subsidiary to the charity for facilities management at cost £50,976 (2020: - £25,232).

b) Charitable Donation of all profits from trading activities Nil as the subsidiary made a loss of £68,760 (2020: £5,438).

There were outstanding balances with related parties as at 31 March 2021 £24,306 (2020: £19,095). Difference between FYAA receivable and FYA creditors (Parents) on the trial balance.

16 Corporation Taxation

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

17 Tangible Fixed Assets

Building improvement; fixtures, fittings & equipment	**Group 2021** £	Group 2020 £	**Charity 2021** £	Charity 2020 £
Cost	305,511	77,883	274,826	47,198
Additions	2,896	227,628	2,896	227,628
Disposals	-	-	-	-
At 31 March 2021	308,407	305,511	277,722	274,826
Depreciation				
At 1 April 2020	71,338	39,434	52,532	23,235
Charge for the year	31,175	31,904	29,035	29,297
Eliminated on Disposal of assets	-	-	-	-
At 31 March 2021	(102,513)	(71,338)	**(81,567)**	(52,532)
Net book value				
At 31 March 2021	**202,995**	234,173	196,155	222,294
At 31 March 2020	234,173	38,499	222,294	30,047

18 Investments

Building improvement; fixtures, fittings & equipment	**Group 2021** £	Group 2020 £	**Charity 2021** £	Charity 2020 £
Cost	305,511	77,883	274,826	47,198
Additions	2,896	227,628	2,896	227,628
Disposals	-	-	-	-
At 31 March 2021	308,407	305,511	277,722	274,826
Depreciation				
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Charge for the year	31,175	31,904	29,035	29,297
Eliminated on Disposal of assets	-	-	-	-
At 31 March 2021	(102,513)	(71,338)	**(81,567)**	(52,532)
Net book value				
At 31 March 2021	**202,995**	234,173	196,155	222,294
At 31 March 2020	234,173	38,499	222,294	30,047

NBV of building improvement £184,529 (2020: £204,663); fixtures, fittings and equipment £18,466 (2020: £29,510)

19 Investments

The charity holds 1 ordinary share of £1 in its wholly owned trading subsidiary company Fitzrovia Youth in Action Activities Limited which is incorporated in the United Kingdom. These are the only shares allotted, called up and fully paid.

20 Creditors: amounts falling due within one year

	Group 2021 £	Charity 2021 £	Group 2020 £	Charity 2020 £
Trade creditors	21	21	3,232	3,232
Other taxes and social security	10,228	10,228	11,661	11,661
Deferred Income	369,162	369,162	303,469	303,469
Other creditors	13,690	12,075	12,561	10,852
	393,101	**391,486**	330,923	329,214

21 Deferred income

Deferred income comprises of grant for capital expenditure on the Suffolk House {LB Camden £104,464 (2020: £117,522); LandAid £76,000 (2020: £85,500)}; National Lottery Fund £96,151; other grants £92,547 (2020: £100,447)

	2021 Group £	2020 Group £
Balance as at 1 April 2020	303,469	37,776
Amount Released to Restricted Grant Income in the year	(303,469)	(68,417)
Amount released to income earned from other trading activities	-	(18,121)
Grant Amount Deferred in the year	369,162	303,469
Amount deferred from trading activities in the year		-
Balance as at 31 March 2021	**369,162**	303,469

22 Analysis of charitable funds

Current Year	Balance B/F	Income	Less Expenditure	Transfers	Balance C/F
Unrestricted income funds:	121,451	306,747	(139,495)	(16,000)	272,704
Unrestricted income funds: Designated Funds	140,000	-	-	16,000	156,000
Restricted income funds	97,969	620,426	(570,729)	-	147,666
	359,420	**927,174**	**(710,224)**	**-**	**576,370**

Previous Year	Balance B/F	Income	Less Expenditure	Transfers	Balance C/F
Unrestricted income funds:	20,487	281,901	(161,895)	(19,042)	121,451
Unrestricted income funds: Designated Funds	120,958	-	-	19,042	140,000
Restricted income funds	180,629	584,505	(667,165)	-	97,969
	322,074	866,406	(829,060)	-	359,420

Unrestricted income funds are available to be used at will of the Trustees, the most probable use of the funds will be in the running of the subsidiary and support costs.

Use of designated funds has been detailed within our reserve policy.

The use of the restricted income is analysed in note 24.

23 Analysis of unrestricted funds

Current Year	Balance B/F	Income	Less Expenditure	Transfers	Balance C/F
Unrestricted Funds: General Fund	121,451	306,747	(139,495)	(16,000)	272,704
Unrestricted Funds: Designated Reserves	140,000	-	-	16,000	156,000
Total	**261,451**	**306,747**	**(139,495)**	**-**	**428,704**

Previous Year	Balance B/F	Income	Less Expenditure	Transfers	Balance C/F
Unrestricted Funds: General Fund	20,487	281,901	(161,895)	(19,042)	121,451
Unrestricted Funds: Designated Reserves	120,958	-	-	19,042	140,000
Restricted Funds		-	-	-	
Total	**141,445**	**281,901**	**(161,895)**	**-**	**261,451**

The unrestricted General Fund is a contingency fund held in line with our reserves policy for continuing operations in the case that general funding falls short of requirements or for large and unexpected costs.

Designated Reserves cover costs in the event of winding up.

24 Analysis of restricted funds

Current Year	Balance B/F	Income	Less Expenditure	Transfers	Balance C/F
Engaging Young People	25,825	67,102	(51,998)		40,929
Youth Led Volunteering	40,434	530,766	(489,694)	-	81,506
Fixed Asset fund	31,710	22,558	(29,037)	-	25,231
Total	**97,969**	**620,426**	**(570,729)**	**-**	**147,666**

Engaging Young People is about young people's participation in our activities with trusted adults and their peers. This includes funding for our football and drop-in sessions

Youth-led Volunteering is about youth-led social action. It includes supporting young people to mentor their peers, hosting large community events, engaging with residents to improve their environment, organising awareness campaigns and delivering workshops about mental health to other young people

Fixed Asset Fund is fund for capital expenditure that is used for improving Suffolk House known as Warren Centre that is used for events.

Previous Year	Balance B/F	Income	Less Expenditure	Transfers	Balance C/F
Engaging Young People	28,963	57,140	(60,278)		25,825
Youth Led Volunteering	113,217	504,806	(577,589)	-	40,434
Fixed Asset fund	38,449	22,558	(29,297)	-	31,710
Total	**180,629**	**584,504**	**(667,164)**	**-**	**97,969**

25 Analysis of group net assets between funds

Current Year	Unrestricted Funds	Designated funds	Restricted funds	Total
Tangible Fixed assets	-		205,894	205,894
Cash at bank and in hand	379,915	156,000	157,888	693,813
Other net current assets/(liabilities)	(107,211)		(216,126)	(323,337)
Total	**272,704**	**156,000**	**147,666**	**576,370**

Previous Year	Unrestricted Funds	Designated funds	Restricted funds	Total
Tangible Fixed assets	-	-	234,173	234,173
Cash at bank and in hand	203,040	140,000	66,393	409,433
Other net current assets/(liabilities)	(81,589)		(202,597)	(284,186)
Total	**121,451**	**140,000**	**97,969**	**359,420**

26 Reconciliation of net movement in funds of net cash flow from operating activities

	Group 2021 £	Group 2020 £	**Charity 2021 £**	Charity 2020 £
Cash flows from operating activities:				
Net movement in funds	216,950	37,346	336,160	37,346
Add back depreciation charge	31,176	31,904	29,037	29,297
Add back loss on disposal of assets	-	-	-	-
Deduct cash from investing activities	(22,706)	(23,758)	(22,706)	(23,758)
Deduct/add an increase/decrease of debtors	(23,027)	(30,498)	(163,111)	14,319
Deduct/add a decrease/increase in creditors	62,178	215,254	62,272	154,246
Net cash flow of operating activities	**264,571**	**230,248**	**241,652**	**211,450**

27 Financial Commitments

At the 31 September 2021 the charity has total commitments under non-cancellable operating lease as follows:

	2021 Land and Buildings	2020 Land and Buildings
Due within one year;	14,600	14,600
Later than one year and not later than five years	19,467	34,067
	34,067	48,667

28 Ultimate Controlling Party

The charity in under the ultimate control of the Board of Trustees.