

# **FITZROVIA YOUTH IN ACTION**

**ANNUAL REPORTS  
& ACCOUNTS  
2020 - 2021**



**‘YOUNG PEOPLE CREATING A BETTER COMMUNITY’**

**Andre Schott  
Chief Executive**

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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.

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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**

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# 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<sup>2</sup> 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:**

- |                            |                                       |
|----------------------------|---------------------------------------|
| • <b>Wellbeing</b>         | • <b>Sense of community belonging</b> |
| • <b>Self-confidence</b>   | • <b>Intellectual flexibility</b>     |
| • <b>Social competence</b> | • <b>Task leadership</b>              |

# MAIN ACTIVITIES OF THE CHARITY

## Numbers involved in FYA activities in 2020-21

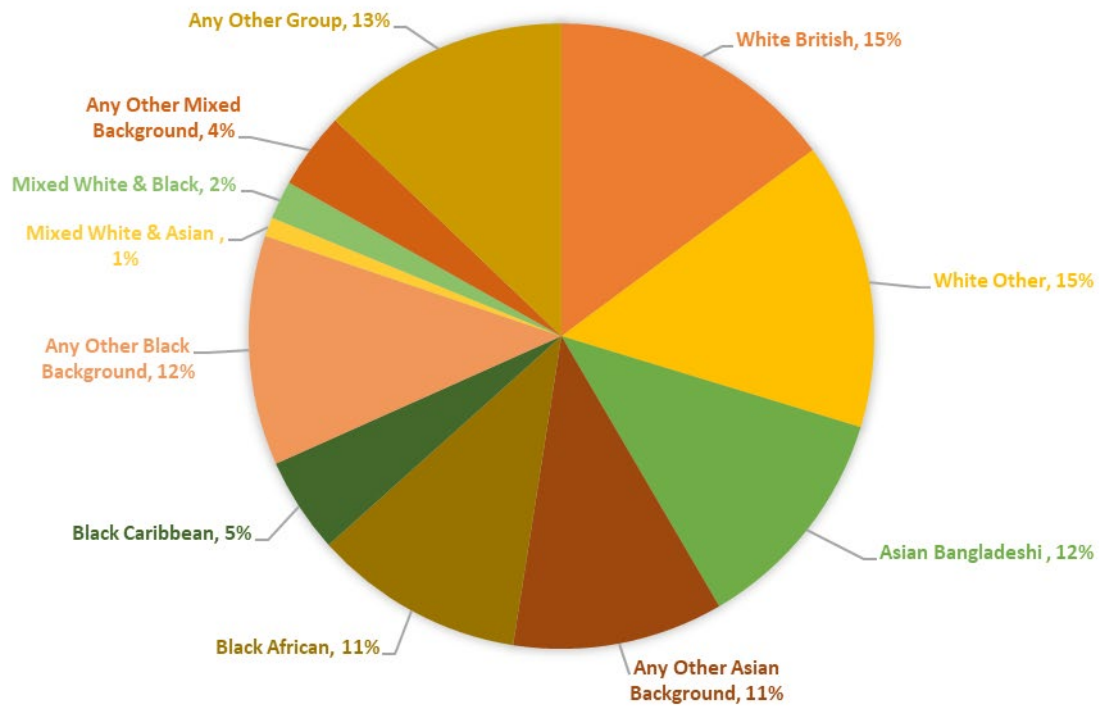
In total, Fitzrovia Youth Action (FYA) worked directly with 595 young people in 2020-21. These young people, in turn, delivered mental health or awareness workshops, to over 662 other young people. Over 1000 people from the wider community have been also involved in or directly benefitted from community 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:

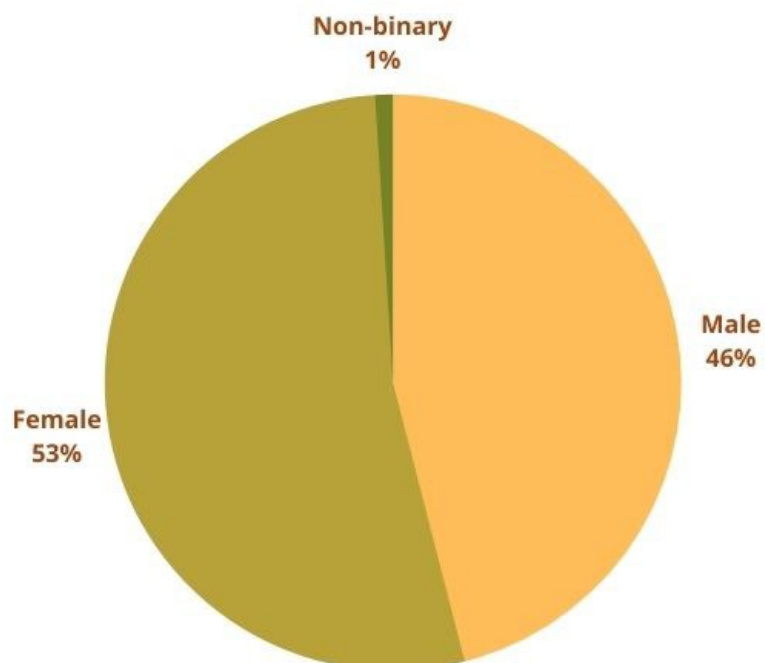
Programme Strand	Programme type	Young people engaged during 2019-20	Young people engaged during 2020-21	
<b>Engagement</b> <i>(individuals who attended 5x or more)</i>	Healthy living drop-in Football	41 105	0 (due to COVID19) 59	
<b>Total engagement</b>		<b>146</b>	<b>59</b>	
				<b>Number of cohorts in 2020-21</b>
<b>Youth Action</b> <i>(youth action volunteers, in brackets indirect beneficiaries – no. of individuals engaged by our volunteers)</i>	Peer Education	164 (1200+)	149 (662)	15
	Youth-led community events (e.g. street parties, festivals, community dinners)	82 (1000+)	31 (1000+)	2
	Peer Mentoring (mental health)	287 mentors (157 mentees)	222 mentors (92 mentees)	18
	Youth Ambassadors	20	36	1
	Health Champions	34	0	0
	Warren Centre Committee			
	Youth Social Action (Warren Centre) Programme	17	15 73	1 7
	Regents Park Champions (young people)		10	1
<b>Total youth action</b>		<b>604</b>	<b>536</b>	<b>45</b>
<b>TOTAL</b>		<b>750</b>	<b>595</b>	



**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

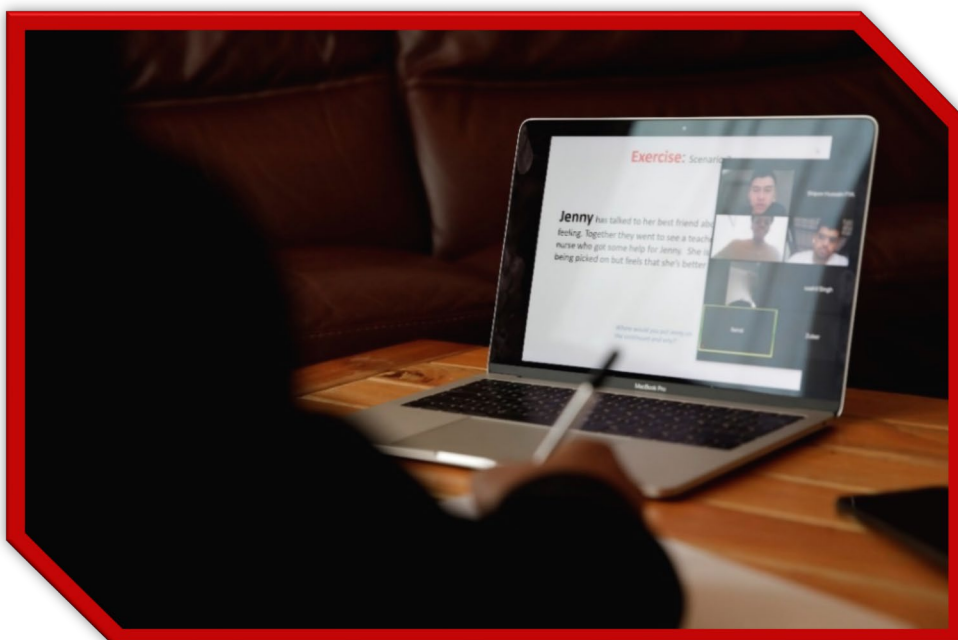
The peer education project adapted its model to suit the Covid 19 restrictions so that young people could be supported remotely to devise awareness campaigns about issues they care about.

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

16

## 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

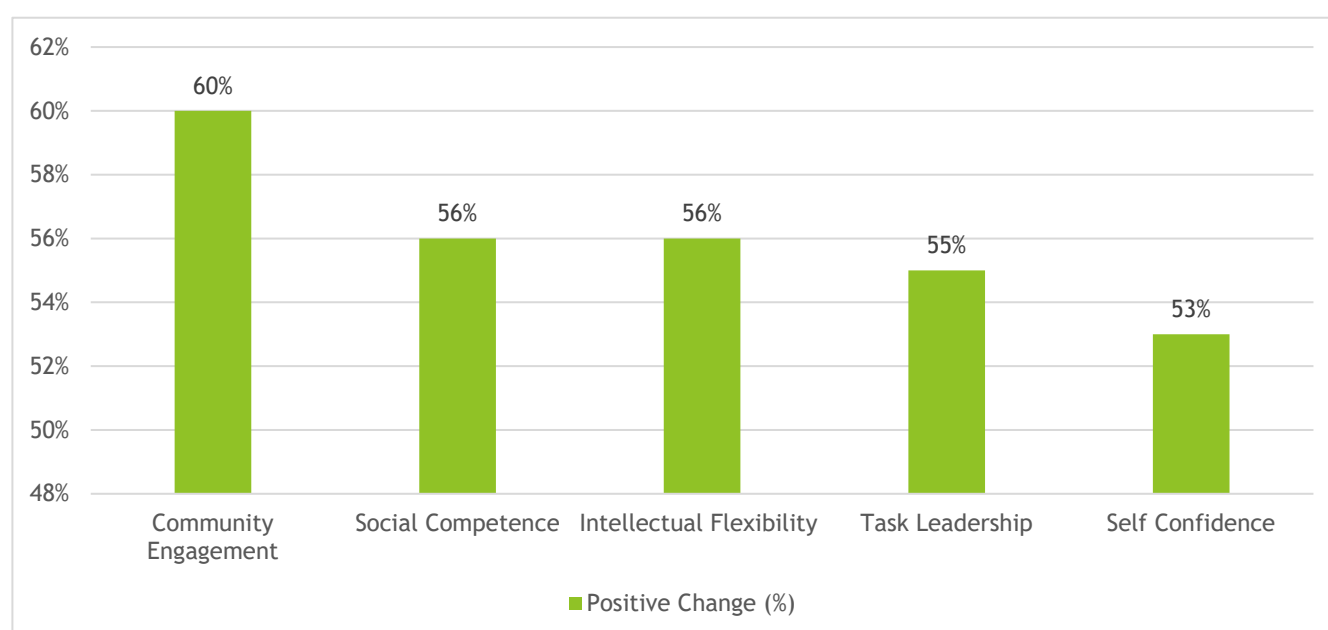
A sense of community belonging is at the heart of FYA's work. LEQ scores showed a significant increase in sense of belonging amongst young people who took part. Our in-depth interviews found that many of the young people defined their community by their friends, peers, school and their work with FYA. 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.*

% of participants in our youth action programmes showing positive change



## 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.

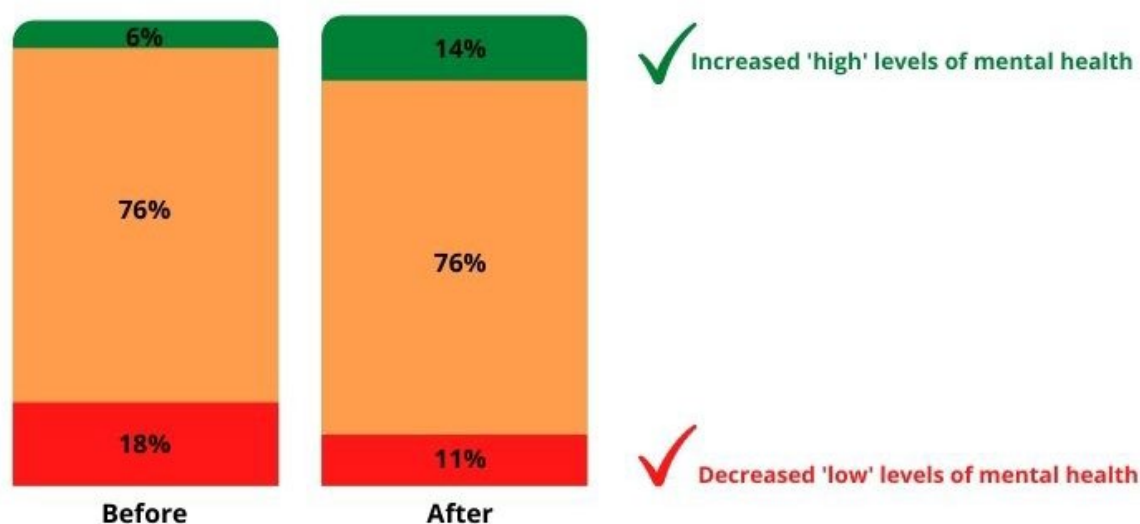
The evaluation data also shows participation in youth social action decreased 'low levels', and increased 'high levels', of mental health.

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>



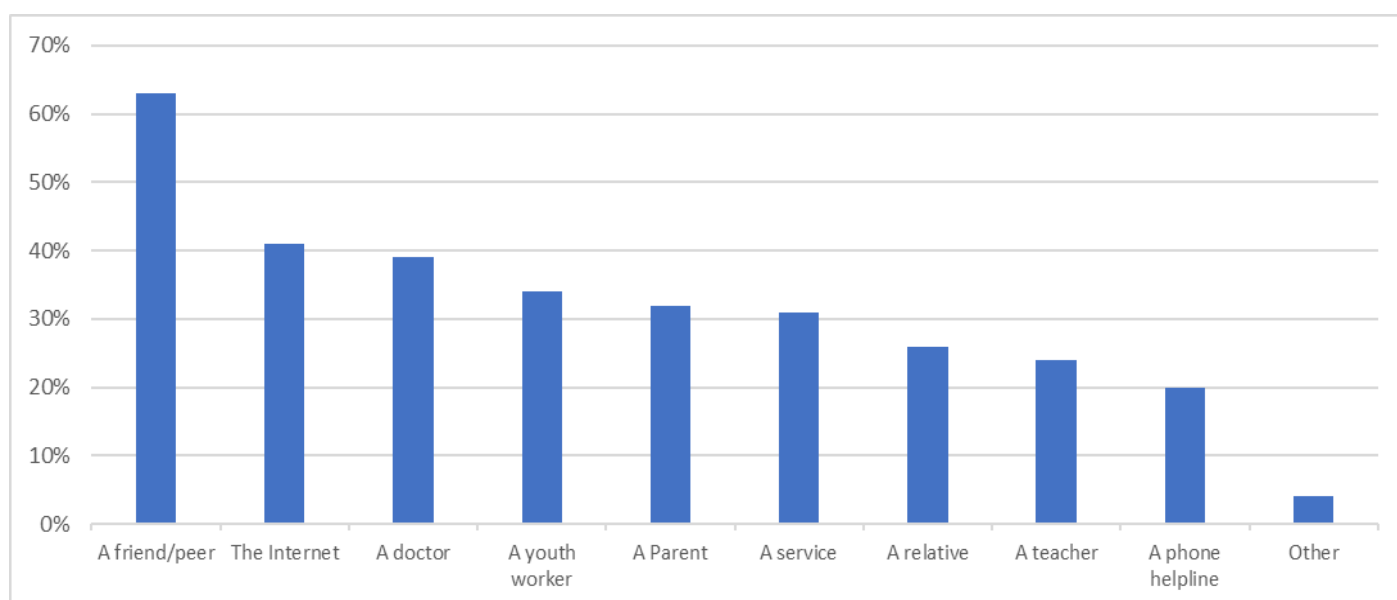
## Peer Support

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.



William Ellis School

## 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

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# 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

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# OUR BOARD OF TRUSTEES

## 2020 - 2021

### **Chairperson**

Anne Shewring (resigned 14<sup>th</sup> June 2021)  
Natalie Speranza (appointed 14<sup>th</sup> June 2021)

### **Treasurer**

David Mooney

### **Trustees**

Jane Boddington  
Constance Gibbs (appointed 28<sup>th</sup> October 2020)  
Patricia Marron  
Halima Nessa  
Lorna Ponambalum (appointed 28<sup>th</sup> October 2020)  
Rosemary Swainston (appointed 28<sup>th</sup> October 2020)  
Emilie Vanpoperinghe  
Alice Weavers  
Brian Willmore (appointed 28<sup>th</sup> October 2020)

### **President**

Dr June Crown CBE

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## 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:

- 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 31<sup>st</sup> March 2021, the Trustees are of the view that the charity and group are a going concern.

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# 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

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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.

A handwritten signature in black ink, appearing to be 'Natalie Speranza', written over a faint, stylized circular logo or watermark.

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 28<sup>th</sup> October 2020)

Patricia Marron

Halima Nessa

Lorna Ponambalum (appointed 28<sup>th</sup> October 2020)

Rosemary Swainston (appointed 28<sup>th</sup> October 2020)

Emilie Vanpoperinghe

Alice Weavers

Brian Willmore (appointed 28<sup>th</sup> 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

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# 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
		£	£	£	£
<b>Income:</b>					
Donations and legacies	4	23,612		<b>23,612</b>	40,090
Income from charitable activities	5	258,980	620,426	<b>879,407</b>	688,894
Income from other trading activities	7	24,007		<b>24,007</b>	136,447
Investment income	8	148		<b>148</b>	975
<b>Total income</b>		<b>306,747</b>	<b>620,426</b>	<b>927,174</b>	<b>866,406</b>
<b>Expenditure</b>					
Cost of raising funds:					
Fundraising	9	17,802	29,966	<b>47,767</b>	52,642
Commercial trading operations	9	92,766		<b>92,766</b>	103,886
Expenditure on charitable activities	10	28,927	540,763	<b>569,690</b>	672,532
<b>Total Expenditure</b>		<b>(139,495)</b>	<b>(570,729)</b>	<b>(710,224)</b>	<b>(829,060)</b>
<b>Net income/(expenditure) and net movement in funds for the year</b>		<b>167,253</b>	<b>49,697</b>	<b>216,950</b>	<b>37,346</b>
<b>Reconciliation of funds</b>					
Total Funds Brought Forward	22	261,451	97,969	<b>359,420</b>	322,074
<b>Total Funds Carried Forward</b>		<b>428,704</b>	<b>147,666</b>	<b>576,370</b>	<b>359,420</b>

## CONSOLIDATED BALANCE SHEET

		<b>Group 2021 £</b>	<b>Group 2020 £</b>	<b>Charity 2021 £</b>	<b>Charity 2020 £</b>
<b>Fixed assets</b>					
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
<b>Total Fixed Assets</b>		<b>205,894</b>	<b>234,173</b>	<b>196,155</b>	<b>222,295</b>
<b>Current assets</b>					
Debtors	19	69,764	46,737	217,308	54,197
Cash at bank and in hand		693,813	409,433	615,615	353,928
<b>Total Current Assets</b>		<b>763,577</b>	<b>456,170</b>	<b>832,923</b>	<b>408,125</b>
<b>Liabilities</b>					
Creditors falling due within one year	20	393,101	330,923	391,486	329,214
<b>Current assets less current liabilities</b>		<b>370,476</b>	<b>125,247</b>	<b>441,437</b>	<b>78,911</b>
<b>Creditors: due after more than 1 year</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net assets</b>		<b>576,370</b>	<b>359,420</b>	<b>637,592</b>	<b>301,206</b>
<b>The funds of the charity</b>					
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
<b>Total charity funds</b>		<b>576,370</b>	<b>359,420</b>	<b>637,592</b>	<b>301,206</b>

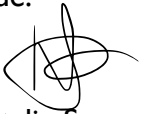
For the financial year in question the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

- 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

	<b>Group 2021 £</b>	<b>Group 2020 £</b>	<b>Charity 2021 £</b>	<b>Charity 2020 £</b>
<b>Cash used in operating activities</b>	<b>264,571</b>	230,248	<b>241,652</b>	211,450
<b>Cash flows from investing activities:</b>				
Interest income	<b>148</b>	975	<b>148</b>	975
Grant for building improvement	<b>22,558</b>	22,558	<b>22,558</b>	22,558
Deduct purchase of assets	-		-	
Deduct building improvement costs	<b>(2,897)</b>	(227,402)	<b>(2,897)</b>	(227,402)
<b>Net Cash flows from investing activities</b>	<b>(19,809)</b>	(203,896)	<b>(19,809)</b>	(203,896)
<b>Change In cash and cash equivalents in the year</b>	<b>284,380</b>	26,379	<b>261,461</b>	7,581
Cash and Cash equivalents brought forward	<b>409,433</b>	383,054	<b>353,928</b>	346,347
<b>Total cash and cash equivalents at year end</b>	<b>693,813</b>	409,433	<b>615,615</b>	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 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:

<b>Asset Category</b>	<b>Rate</b>	<b>Basis</b>
Long Life Fixtures	18% Annually	Reducing balance
Fittings	5 Years	Straight Line
Electrical	5 Years	Straight Line
Equipment		
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)
<b>Net income</b>	<b>336,386</b>	<b>4,785</b>
Total Funds Brought Forward	301,206	296,421
<b>Total Funds Carried Forward</b>	<b>637,592</b>	<b>301,206</b>
<b>Represented by:</b>		
Restricted income funds	147,666	97,969
Unrestricted Income funds	489,926	203,237
	<b>637,592</b>	<b>301,206</b>

### 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

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
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
	<b>879,407</b>	<b>688,894</b>

## 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 £
<b>Turnover</b>	24,007	136,447
Cost of sales	(79,791)	(99,249)
Administrative Costs	(12,976)	(42,637)
<b>Gross Profit</b>	(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
	<u>140,533</u>	<u>156,528</u>

## 10 Analysis of expenditure on charitable activities

Charitable activities	Staff costs £	Other costs £	Support costs £	Total 2021 £	Total 2020 £
Activities undertaken directly:					
<u>Engaging Children and Young People</u>	105,792	18,584	53,577	<b>177,953</b>	55,752
<u>Youth Led Volunteering</u>	198,321	55,280	109,099	<b>362,700</b>	537,212
<u>Employability</u>	-	-	-	-	-
<u>Fixed Asset fund</u>	-	29,037	-	<b>29,037</b>	29,297
	<u><b>304,113</b></u>	<u><b>102,901</b></u>	<u><b>162,676</b></u>	<u><b>569,690</b></u>	<u>622,261</u>

## 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
	<u><b>538,229</b></u>	<u><b>549,062</b></u>

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.

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 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
	<u>17</u>	<u>17</u>

### 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 its 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.

<b>Current Year</b>	<b>General Support</b>	<b>Governance Function</b>	<b>Basis of Apportionment</b>
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
	<b>185,211</b>	<b>24,204</b>	
<b>Previous Year</b>	<b>General Support</b>	<b>Governance Function</b>	<b>Basis of Apportionment</b>
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
	<b>114,530</b>	<b>21,616</b>	

#### 14 Analysis of apportionment of governance and supports costs to activities

<b>Current Year</b>	<b>General Support</b>	<b>Governance Function</b>	<b>2021 Total</b>
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
	<b>185,211</b>	<b>24,204</b>	<b>209,415</b>

<b>Previous Year</b>	<b>General Support</b>	<b>Governance Function</b>	<b>2020 Total</b>
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
	<b>174,756</b>	<b>20,721</b>	<b>195,477</b>



## 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

	<b>Group 2021</b>	Group 2020	<b>Charity 2021</b>	Charity 2020
<b>Building improvement; fixtures, fittings &amp; equipment</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost</b>	305,511	77,883	274,826	47,198
Additions	2,896	227,628	2,896	227,628
Disposals	-	-	-	-
<b>At 31 March 2021</b>	<b>308,407</b>	<b>305,511</b>	<b>277,722</b>	<b>274,826</b>
<b>Depreciation</b>				
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	-	-	-	-
<b>At 31 March 2021</b>	<b>(102,513)</b>	<b>(71,338)</b>	<b>(81,567)</b>	<b>(52,532)</b>
<b>Net book value</b>				
<b>At 31 March 2021</b>	<b>202,995</b>	<b>234,173</b>	<b>196,155</b>	<b>222,294</b>
At 31 March 2020	234,173	38,499	222,294	30,047

## 18 Investments

	<b>Group</b>	Group	<b>Charity</b>	Charity
	<b>2021</b>	2020	<b>2021</b>	2020
<b>Building improvement; fixtures, fittings &amp; equipment</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost</b>	305,511	77,883	274,826	47,198
Additions	2,896	227,628	2,896	227,628
Disposals	-	-	-	-
<b>At 31 March 2021</b>	<b>308,407</b>	<b>305,511</b>	<b>277,722</b>	<b>274,826</b>
<b>Depreciation</b>				
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	-	-	-	-
<b>At 31 March 2021</b>	<b>(102,513)</b>	<b>(71,338)</b>	<b>(81,567)</b>	<b>(52,532)</b>
<b>Net book value</b>				
<b>At 31 March 2021</b>	<b>202,995</b>	<b>234,173</b>	<b>196,155</b>	<b>222,294</b>
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
	<b>393,101</b>	<b>391,486</b>	<b>330,923</b>	<b>329,214</b>

## 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 £
<b>Balance as at 1 April 2020</b>	<b>303,469</b>	<b>37,776</b>
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	-	-
<b>Balance as at 31 March 2021</b>	<b>369,162</b>	<b>303,469</b>

## 22 Analysis of charitable funds

<b>Current Year</b>	<b>Balance B/F</b>	<b>Income</b>	<b>Less Expenditure</b>	<b>Transfers</b>	<b>Balance C/F</b>
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
	<u>359,420</u>	<u>927,174</u>	<u>(710,224)</u>	<u>-</u>	<u>576,370</u>
<b>Previous Year</b>	<b>Balance B/F</b>	<b>Income</b>	<b>Less Expenditure</b>	<b>Transfers</b>	<b>Balance C/F</b>
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
	<u>322,074</u>	<u>866,406</u>	<u>(829,060)</u>	<u>-</u>	<u>359,420</u>

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

<b>Current Year</b>	<b>Balance B/F</b>	<b>Income</b>	<b>Less Expenditure</b>	<b>Transfers</b>	<b>Balance C/F</b>
<b>Unrestricted Funds: General Fund</b>	121,451	306,747	(139,495)	(16,000)	272,704
<b>Unrestricted Funds: Designated Reserves</b>	140,000	-	-	16,000	156,000
<b>Total</b>	<b>261,451</b>	<b>306,747</b>	<b>(139,495)</b>	<b>-</b>	<b>428,704</b>

<b>Previous Year</b>	<b>Balance B/F</b>	<b>Income</b>	<b>Less Expenditure</b>	<b>Transfers</b>	<b>Balance C/F</b>
<b>Unrestricted Funds: General Fund</b>	20,487	281,901	(161,895)	(19,042)	121,451
<b>Unrestricted Funds: Designated Reserves</b>	120,958	-	-	19,042	140,000
<b>Restricted Funds</b>		-	-	-	
<b>Total</b>	<b>141,445</b>	<b>281,901</b>	<b>(161,895)</b>	<b>-</b>	<b>261,451</b>

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
<b>Total</b>	<b>97,969</b>	<b>620,426</b>	<b>(570,729)</b>	<b>-</b>	<b>147,666</b>

**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
<b>Total</b>	<b>180,629</b>	<b>584,504</b>	<b>(667,164)</b>	<b>-</b>	<b>97,969</b>

## 25 Analysis of group net assets between funds

<b>Current Year</b>	<b>Unrestricted Funds</b>	<b>Designated funds</b>	<b>Restricted funds</b>	<b>Total</b>
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)
<b>Total</b>	<b>272,704</b>	<b>156,000</b>	<b>147,666</b>	<b>576,370</b>

<b>Previous Year</b>	<b>Unrestricted Funds</b>	<b>Designated funds</b>	<b>Restricted funds</b>	<b>Total</b>
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)
<b>Total</b>	<b>121,451</b>	<b>140,000</b>	<b>97,969</b>	<b>359,420</b>

## 26 Reconciliation of net movement in funds of net cash flow from operating activities

	<b>Group 2021 £</b>	<b>Group 2020 £</b>	<b>Charity 2021 £</b>	<b>Charity 2020 £</b>
<b>Cash flows from operating activities:</b>				
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
<b>Net cash flow of operating activities</b>	<b>264,571</b>	<b>230,248</b>	<b>241,652</b>	<b>211,450</b>



## 27 Financial Commitments

At the 31 September 2021 the charity has total commitments under non-cancellable operating lease as follows:

	<b>2021 Land and Buildings</b>	<b>2020 Land and Buildings</b>
Due within one year;	14,600	14,600
Later than one year and not later than five years	19,467	34,067
	<b>34,067</b>	<b>48,667</b>

## 28 Ultimate Controlling Party

The charity is under the ultimate control of the Board of Trustees.