

FITZROVIA YOUTH IN ACTION



ANNUAL REPORT AND ACCOUNTS 2021-2022



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

Fitzrovia Youth in Action
Basement, 66-68 Warren Street,
London W1T 5NZ

Phone: 020 7388 7399
Email: info@fya.org.uk
www.fya.org.uk

Registered charity no: 1136697
Company no: 06922343

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REPORT OF THE TRUSTEES FOR THE YEAR ENDING 31 MARCH 2022

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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 people¹,
- a sense of belonging to a community² 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 | • Intellectual flexibility |
| • Sense of community belonging | • Social competence |
| • Self-confidence | • Task leadership |

MAIN ACTIVITIES OF THE CHARITY

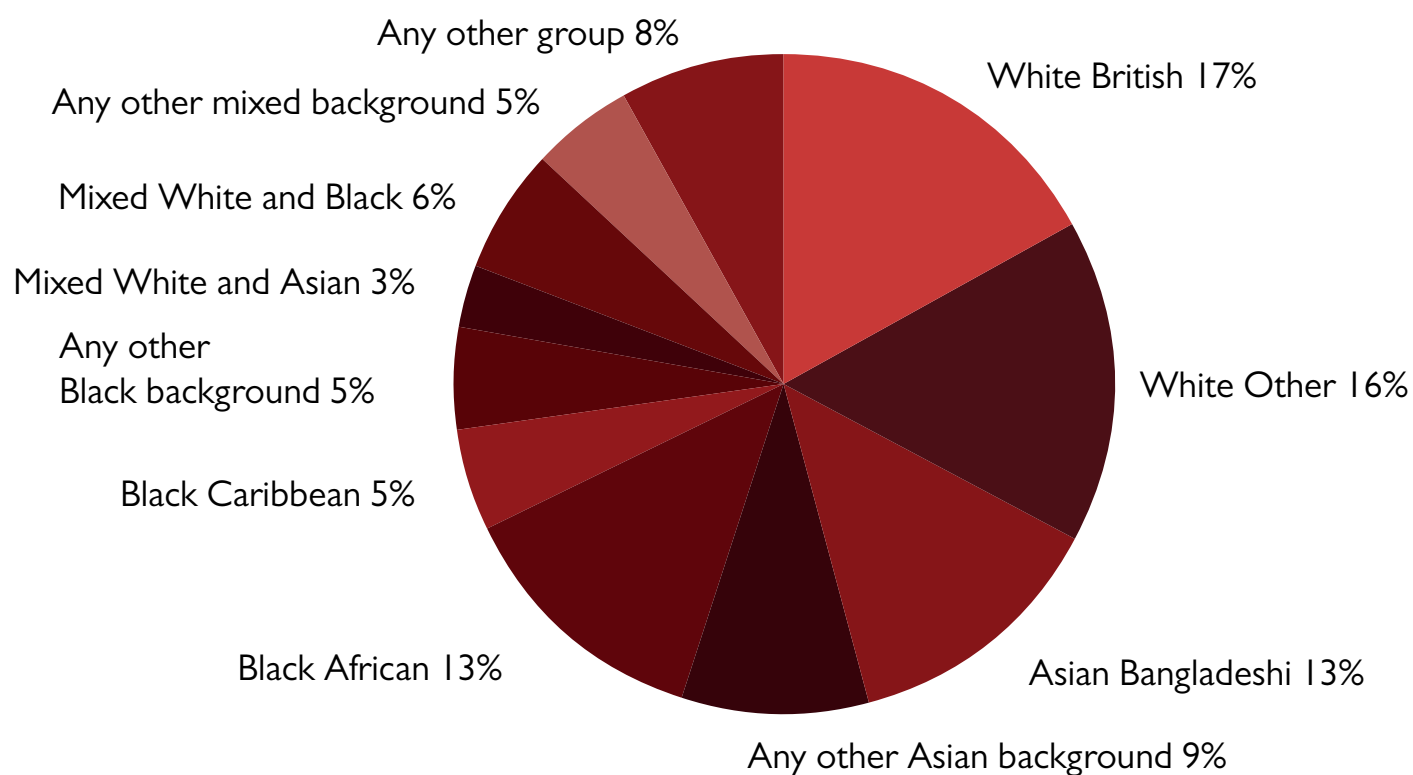
Numbers involved in FYA activities in 2021-22

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.

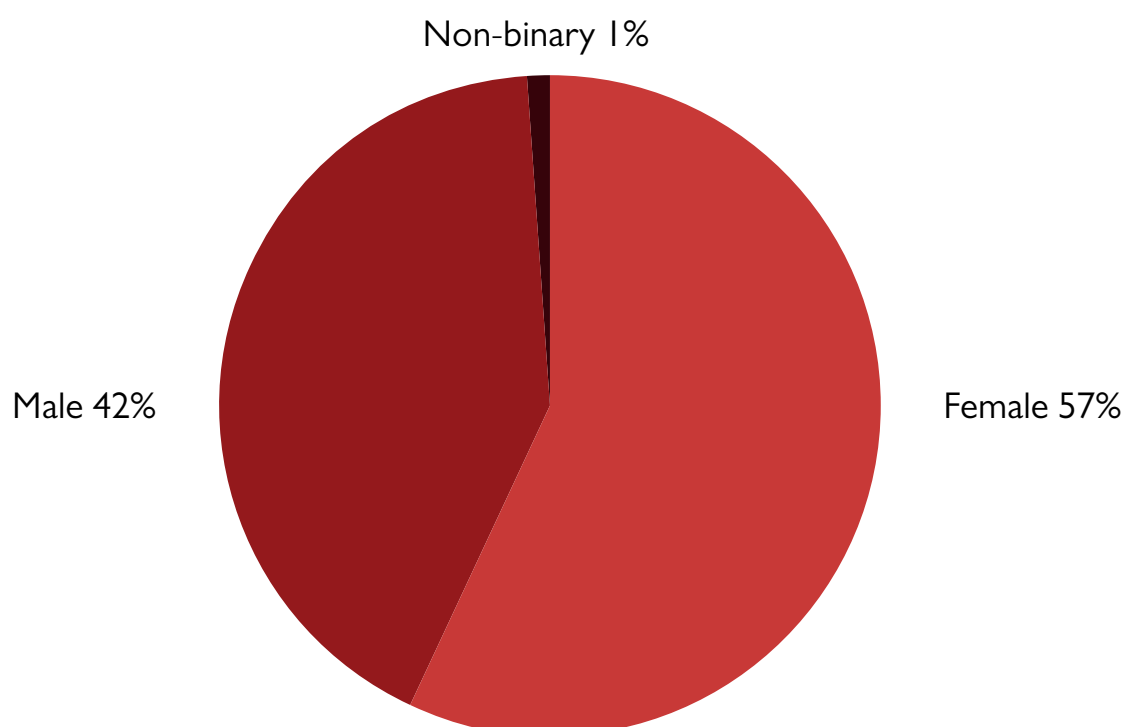
Programme Strand	Programme type	Young people engaged during 2020-21	Young people engaged during 2021-22	
Engagement (individuals who attended 5x or more)	Healthy living drop-in	0 (due to Covid-19)	29	
	Football	59	63	
Total engagement		59	92	
				Number of cohorts in 2021-22
Youth Action (youth action 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

17

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

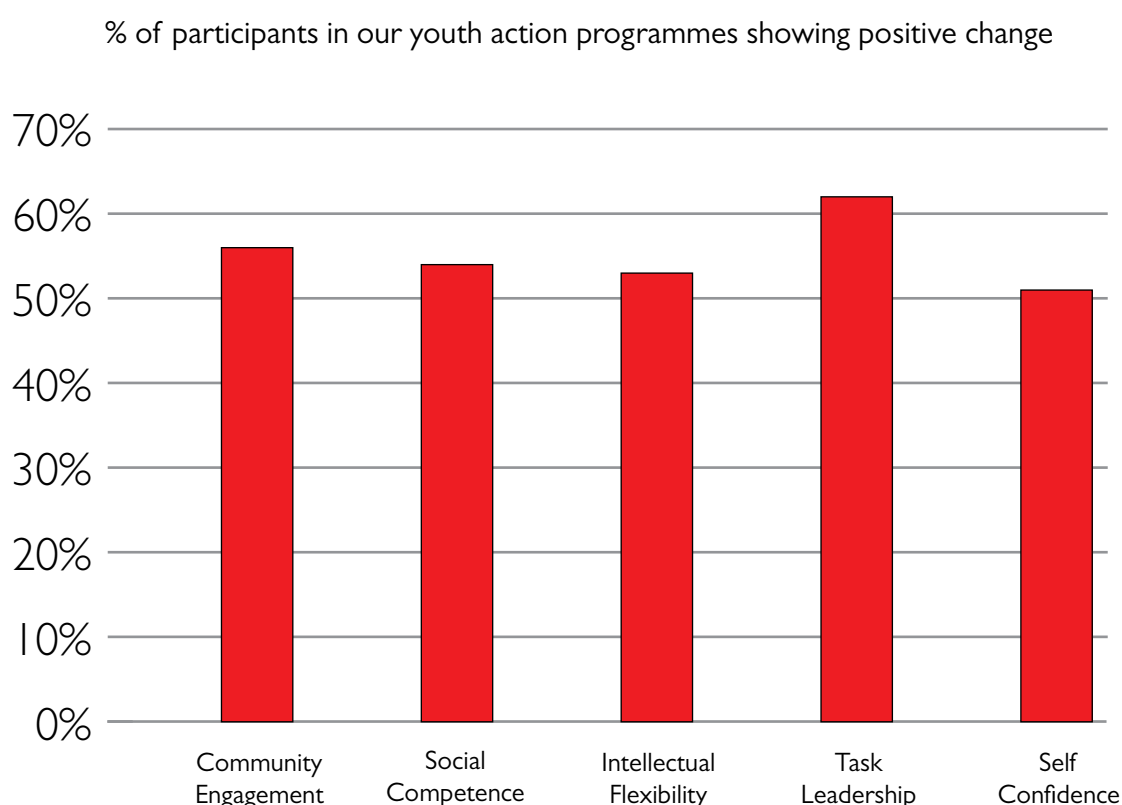
Community belonging

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 SWEMHWBS, 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."

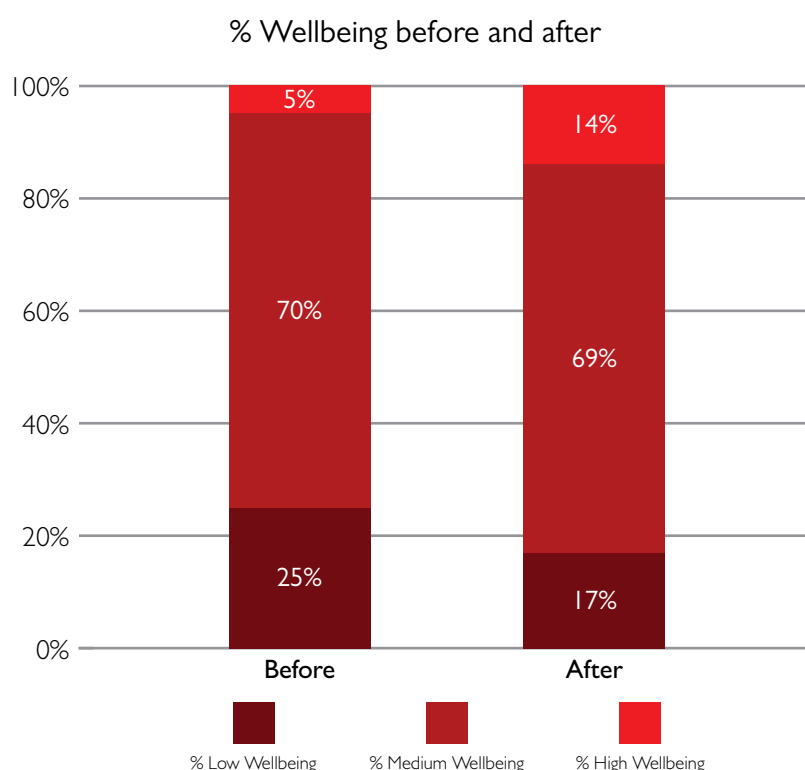


THE DIFFERENCE THAT OUR YOUTH ACTION PROGRAMMES HAVE MADE

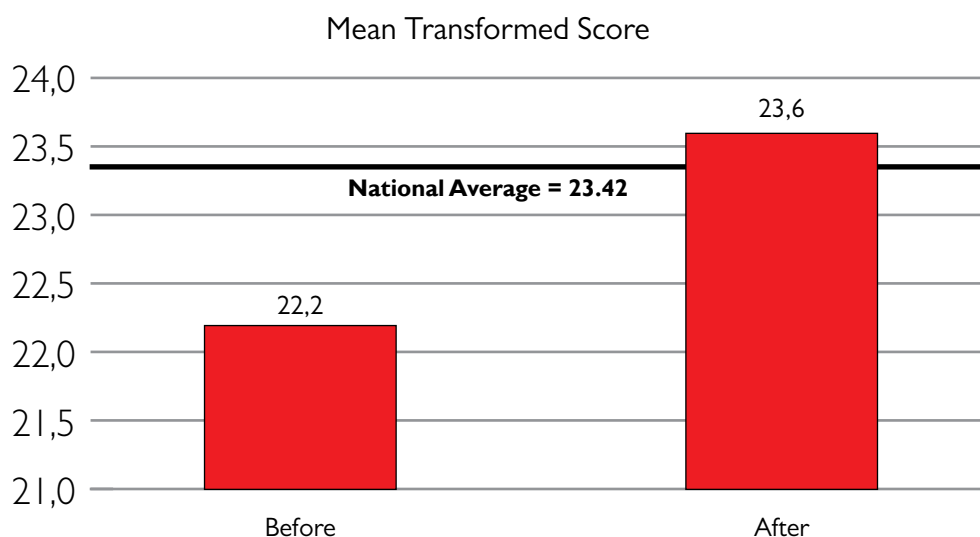
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Graphs 4-5; Change in wellbeing according to SWEMWBS scores

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

21

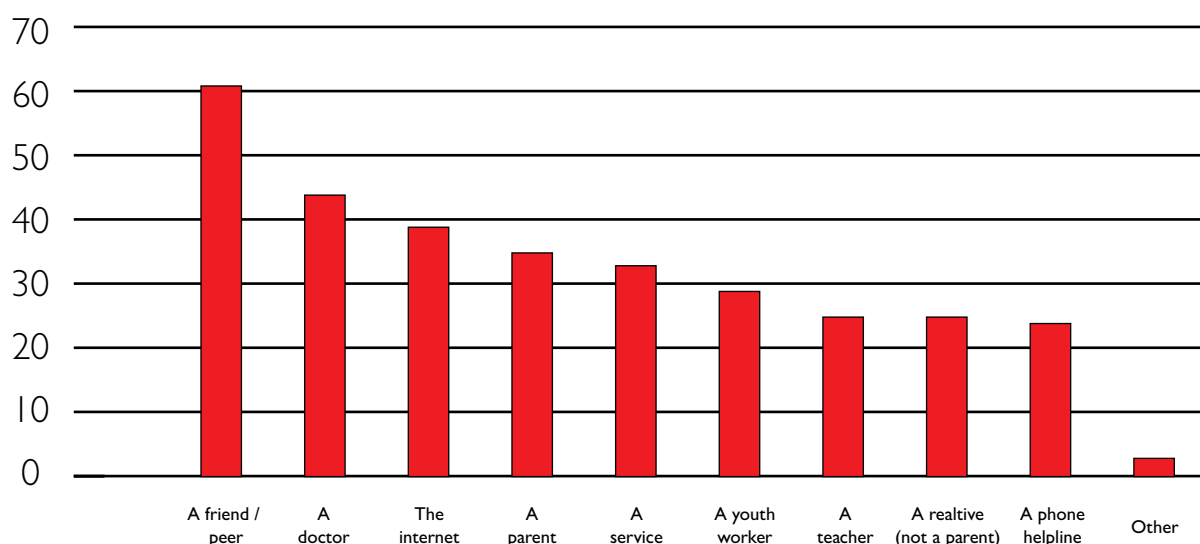
Peer support – impact on other young people

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.

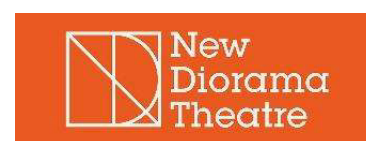
We learned how to help people with mental health problems. The project gave us a self-esteem boost that we never had [before]. We got qualifications whilst doing the peer education programme, which is great for people like me or people in general who struggle in mainstream education and who just wanted 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).

FINANCIAL REVIEW

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

I. 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 (FRS 102)

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 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 Covid-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 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.

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.