

FITZROVIA YOUTH IN ACTION



ANNUAL REPORT AND ACCOUNTS 2022-2023



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

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REPORT OF THE TRUSTEES FOR THE YEAR ENDING 31 MARCH 2023

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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 2023 which are also prepared to meet the requirements for a Director's report and accounts for Companies House purposes.



CHAIRPERSON'S REPORT

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

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

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

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

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

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

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

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

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

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

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

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

CHAIRPERSON'S REPORT

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

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

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

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

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



Natalie Speranza
Chairperson



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

OUR PURPOSE

Objects of the charity

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

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

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

as well as through:

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

Our aims

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

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

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

FYA'S FRAMEWORK FOR MEASURING SUCCESS

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

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

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

- increased resilience and wellbeing for young 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.

¹National Youth Social Action Survey, 2017

²Jones, 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 2022-23

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

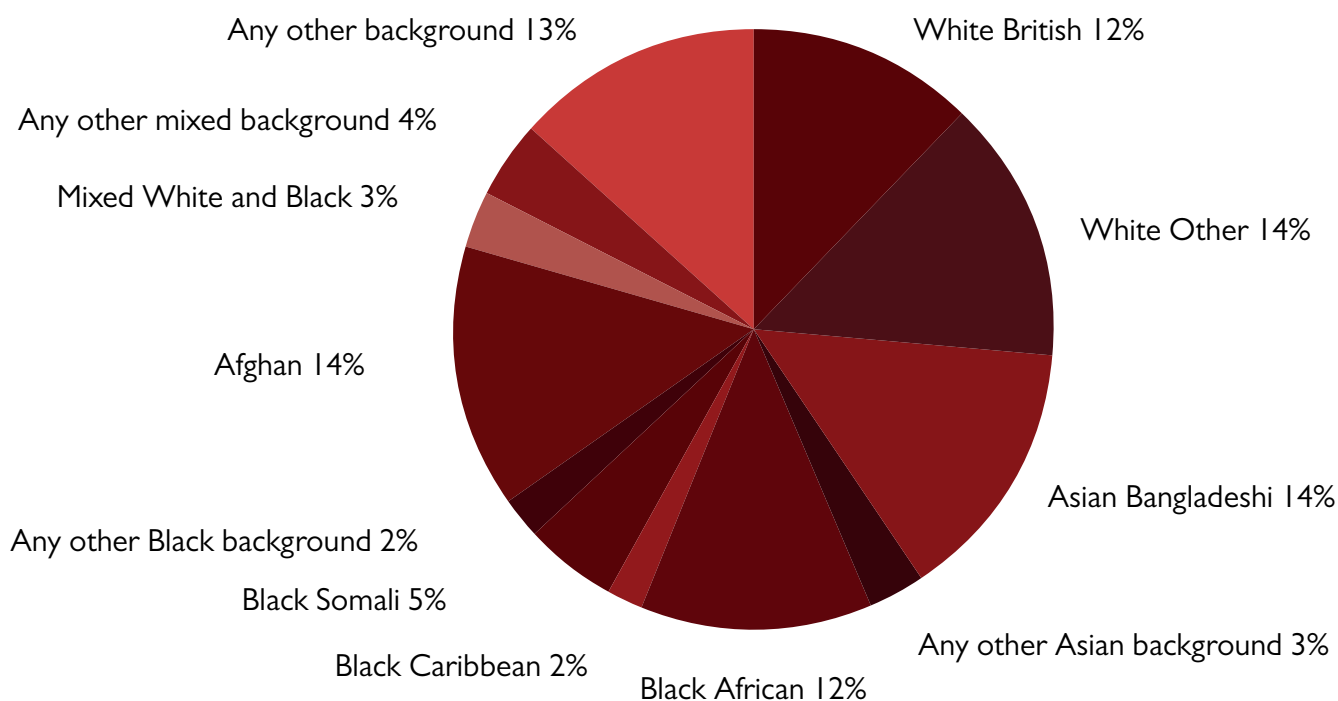
Out of the 479 youth action participants, 210 (44%) experienced disadvantages such as mental health problems, special educational needs, at risk of exclusion, having refugee status, among others. 16 out of 42 cohorts (38%) of youth social action volunteers were made up of such targeted groups.

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

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

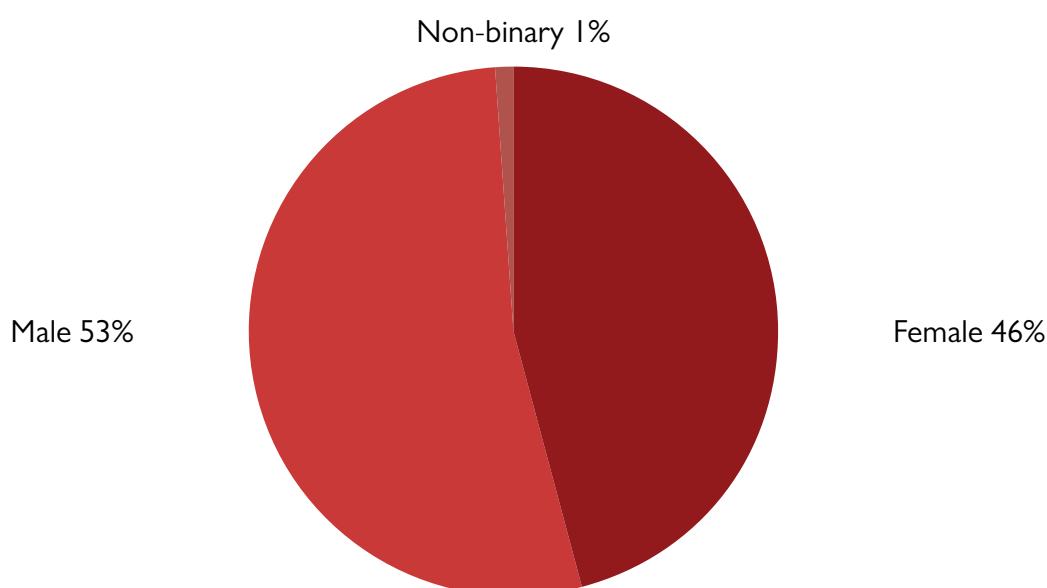
MAIN ACTIVITIES OF THE CHARITY

Graph 1; FYA beneficiaries by ethnicity 2022-23



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

Graph 2; FYA beneficiaries by gender 2022-23



SUMMARY OF ENGAGEMENT ACTIVITIES

Football and other sports

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

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

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

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

Cumberland Youth Club

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

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

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



SUMMARY OF ENGAGEMENT ACTIVITIES

Social Prescribing

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

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

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

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

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



SUMMARY OF YOUTH SOCIAL ACTION ACTIVITIES

Youth-led Community Events

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

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

Regent's Park Estate Community Festival

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



SUMMARY OF YOUTH SOCIAL ACTION ACTIVITIES

Fitzrovia Street Party and Community Dinner

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

Christmas Community Dinner

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

Warren Cup

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

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

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



SUMMARY OF YOUTH SOCIAL ACTION ACTIVITIES

Peer Education Programme

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

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

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



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

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

"In this project, I mostly enjoyed learning about mental health and drugs. This project also helped me to improve on my communication skills as I was able to build confidence and learn how to interact more."

SUMMARY OF YOUTH SOCIAL ACTION ACTIVITIES

Peer Mentoring Programme

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

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

Thanks to a grant from the GLA, we have also started a capacity building programme, delivering masterclasses to professionals within the youth sector, on key elements that promote quality mentoring, as well as continuous engagement from young people.

This year we delivered the Peer Mentoring Programme to 24 groups in numerous schools and youth agencies.

In total, 288 young people participated as mentors and/or were active in peer support groups. 62% were young women, 27% were young men and 1% were non-binary. Their ages ranged from 8 to 24, with 14-17 being the most popular age group.

A total of 41 organisations participated in the masterclasses we delivered as part of our capacity building programme.

"It was really nice to share something I'm passionate about with other young people and coach them on something that supported my own wellbeing. It was a great opportunity and I'm glad I stuck with the programme because originally I was a bit worried about it. Alongside summer exams it felt like a lot but I got lots out of it."



SUMMARY OF YOUTH SOCIAL ACTION ACTIVITIES

Young Ambassadors

Our Ambassadors are 'alumni' young people who have completed at least two youth action projects with FYA. They are trained and supported to represent the voices of service users and help the organisation to plan and make decisions.

Ambassadors participated in trustee meetings and Ambassador representatives also attend Board subcommittee meetings with trustees and staff. They also attended three workshops alongside staff and trustees to help produce our Strategic Plan for 2022-25.

Our Ambassadors helped recruit young people into FYA and joined the first sessions of new youth action cohorts to share their own experiences to inspire and motivate new members. They also represented FYA at a number of external events. Our Ambassadors formed youth interview panels as part of two staff recruitment rounds and supported the organisation to adapt the interview process to ensure youth decision forms a large part of recruitment.

We worked with 15 young Ambassadors, aged 13-24. 45% were young women, 52% were young men and 3% were non-binary.

"I didn't know what to expect being an Ambassador. I am quite shy but this group is brilliant. The residential helps us to get to know each other as well as our role. Since then I have felt like my input and my voice is important and I am excited to get to work on improving our website design and how we share more about what FYA can do for young people like me."



SUMMARY OF YOUTH SOCIAL ACTION ACTIVITIES

Regent's Park Community Champions

Our Community Champions programme is a resident-led, intergenerational initiative to increase health and wellbeing in Regent's Park Estate. Residents from the Regent's Park Estate identify local issues of concern and are supported to run programmes which address these. The Champions ran a community consultation and organised festivals, socials, youth safety campaigns and clean-up campaigns. We also started a hugely popular community kitchen, where our volunteers help run a weekly drop in with activities for people in the community to access with hundreds of hot meals handed out each week. Young people worked with residents to identify site-specific interventions needed in the estate. Together, they were supported to engage with key decision makers, relevant council departments and a range of local organisations to improve the local environment and community safety. The project found a regular home based at partner organisation Old Diorama Arts Centre on the edge of the estate.



We worked with 22 young people as Community Champions over 2022-23 aged 12-21. 67% were young women, 29% were young men and 4% were non-binary.

“We get to create events, make films, do photography, get training – there’s loads we get to do! We have learnt a lot but more importantly we see the difference it makes for our friends, our neighbours and the community. I am really excited by the work around community safety and getting to hopefully work with the police more closely and even train them in our workshop!”

THE DIFFERENCE THAT OUR YOUTH ACTION PROGRAMMES HAVE MADE

17

Number of people participating in FYA's youth action activities

- 479 young people were involved in planning and delivering youth action programmes in 2022-23. Our youth social action programmes typically last for around 12 weeks.
- 960 young people took part in peer education workshops delivered by our young volunteers. 2150 people from the wider community attended community events organised by our young people.

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

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

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

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



THE DIFFERENCE THAT OUR YOUTH ACTION PROGRAMMES HAVE MADE

Development of skills

287 youth action participants (60% of total) completed baseline and exit surveys based on the validated Life Effectiveness Questionnaire (LEQ).

The findings indicate that FYA programmes have a significant positive impact on young people's life skills. Findings from both the quantitative and qualitative data show improvements in social confidence, task leadership and intellectual flexibility – all attributes which are key employability skills. Young people could identify other specific skills they had developed within projects such as listening skills, event management, stewarding or risk assessment skills. In total, 1011 AQA awards were gained through taking part, with 337 youth action participants (70%) gaining at least one award.

337

participants gained

1011

AQA awards between them

“I have gained so much more self-confidence doing this project and developed skills I didn't think I could. I helped make it happen and I saw my ideas become real. There are not many places you can get this experience.”

“The project is also a great addition to my personal statement and CV along with the qualifications in event management, customer service and leadership!”



THE DIFFERENCE THAT OUR YOUTH ACTION PROGRAMMES HAVE MADE

Community impact

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

534 out of the 2150 guests who attended our community events completed evaluation forms. 69% described the event as 'brilliant' (28% as 'good') and 77% stated they had met people at the event they did not know before. 53% of guests stated their sense of community belonging had increased as a result of taking part.

960 surveys were completed by young people who attended mental health awareness workshops delivered by our youth action volunteers. 91% of participants demonstrated an increase in knowledge after taking part and 68% agreed that the workshop helped them feel more confident in making the right decisions about the covered topics in the future. We also asked young people where they would turn to for advice and support. As the graph below shows, a 'friend' or 'peer' was the most popular answer by far. Young people are far more likely to turn to their peers for information, advice or support, than approach a professional or adult for help. This provides an important rationale for our work; building the capacity of young people to support each other.

"I have become more empathetic, and I can understand people in situations where I would not usually find myself in... I have learnt to communicate with the community and help them."

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

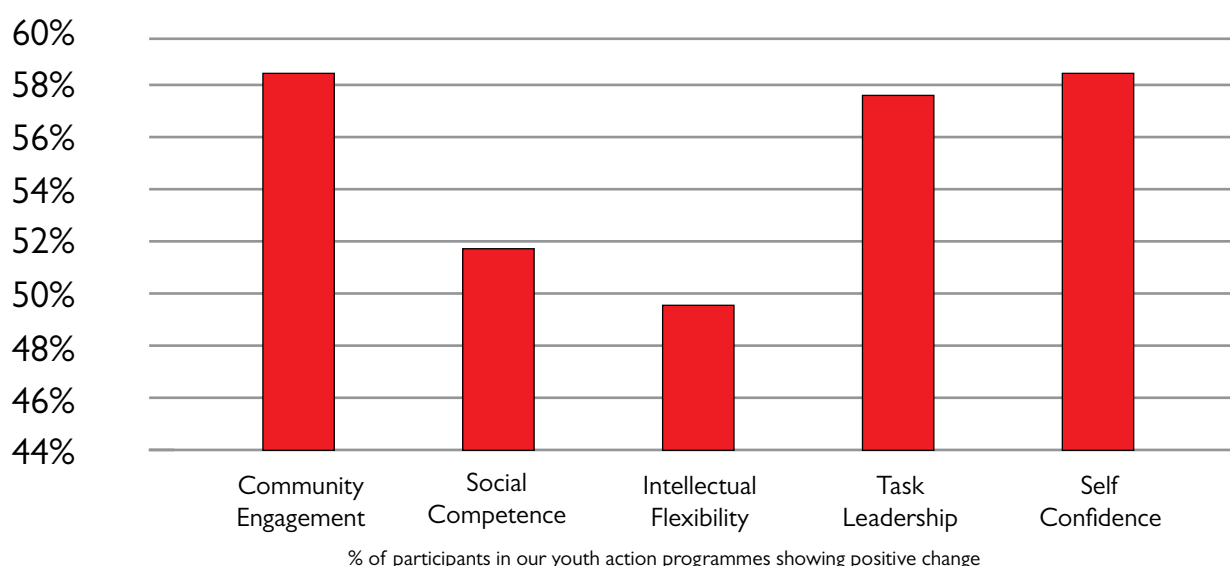
THE DIFFERENCE THAT OUR YOUTH ACTION PROGRAMMES HAVE MADE

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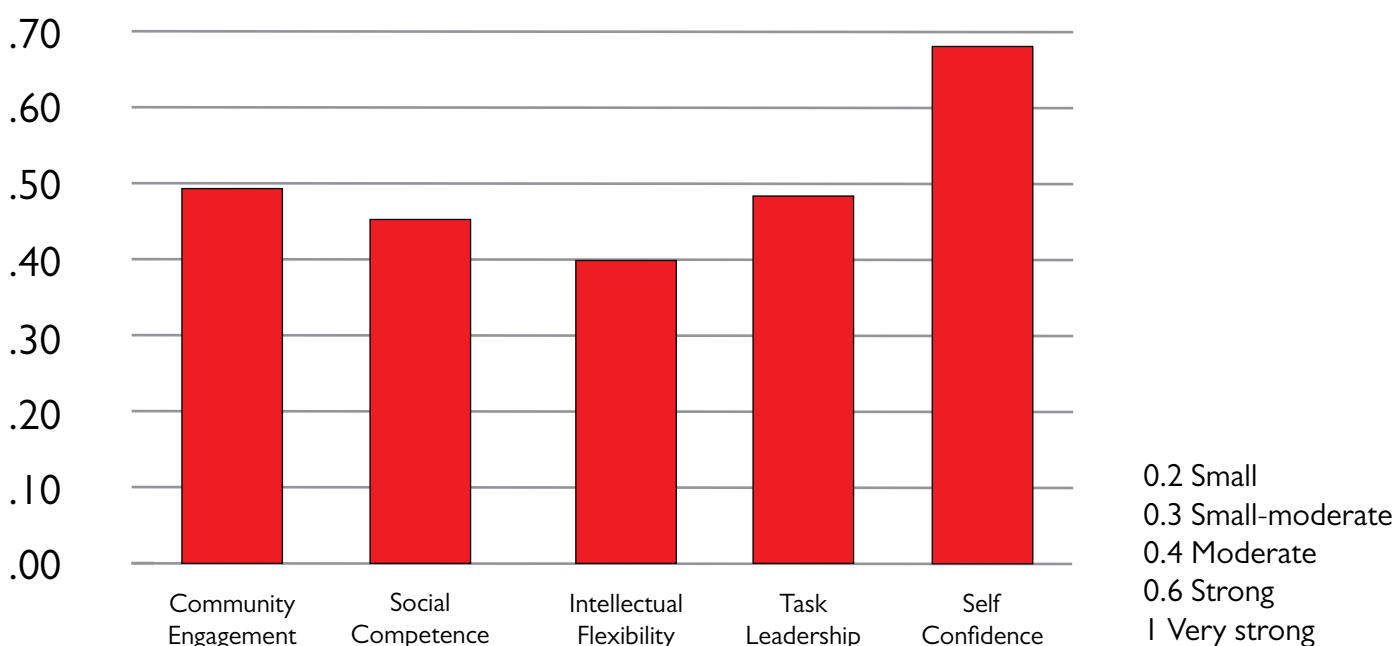
Graphs 3-4; Skills development and community engagement

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

Positive change (LEQ) for Steering Group Members



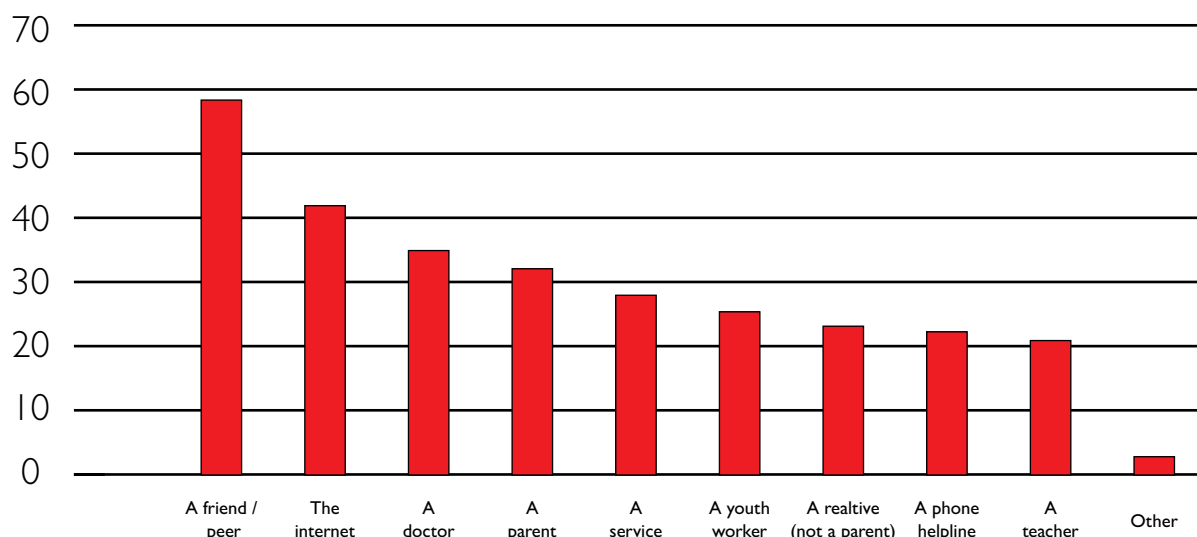
Bar Chart of Factor Effect Sizes Time 1 to 2



THE DIFFERENCE THAT OUR YOUTH ACTION PROGRAMMES HAVE MADE

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Graph 5; 'Where would you go for advice and support?'



Mental health and wellbeing

421 participants (62% of total) completed the Short Warwick-Edinburgh Mental Health Wellbeing Scale (SWEMHWBS) surveys. Analysis of baseline and exit surveys demonstrates that significant increases were achieved in all the seven factors measured, as the graphs on these pages show.

Overall, 71% of participants showed an improvement in their mental health and wellbeing. According to the SWEMHWBS, 63% of young people improved their wellbeing score by more than 1 point which, according to the scale, reflects the change was likely to be important to them. The evaluation data also shows participation in youth social action decreased 'low levels', and increased 'high levels', of mental health.

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

"Leading our own sessions was so good and useful. I learnt to be a better listener and to communicate better with my peers."

"I'm really proud of myself for managing to stay in the programme and given how nervous I was I didn't think I'd take part in any mentoring session let alone run one and help make a film!"

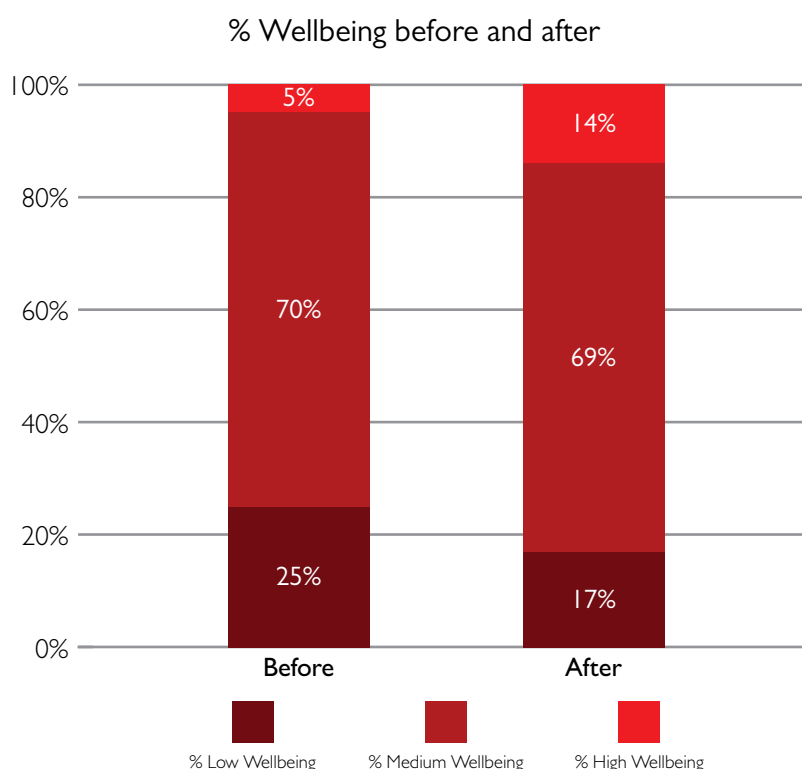
"I felt quite shy talking about mental health with others. But the group were really nice and supportive. The environment felt comfortable and I became more confident in sharing my story with others. In times I was worried that people would judge me but FYA helped support me through these issues."

THE DIFFERENCE THAT OUR YOUTH ACTION PROGRAMMES HAVE MADE

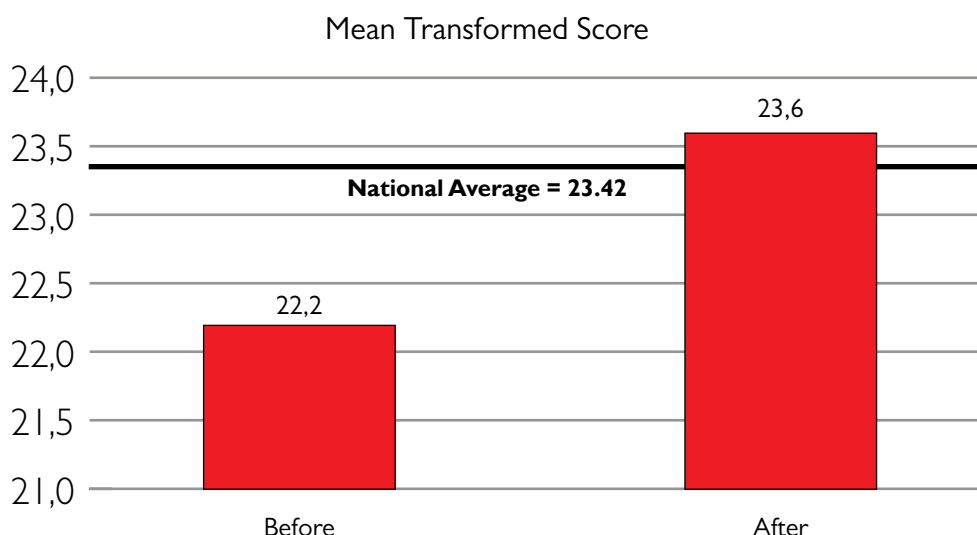
22

Graphs 6-7; Change in wellbeing according to SWEMWBS scores

Participation in our youth social action programmes appears to have had a positive impact on young people's mental health. At the start, 25% of young people across our youth action programmes experienced 'low' levels of mental health, according to the SWEMWBS scale. By the end of the programmes, this had reduced to 17%. Those experiencing 'high' levels of mental health rose from 5% to 14%.



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



THE DIFFERENCE THAT OUR YOUTH ACTION PROGRAMMES HAVE MADE

Case study

My name is Callum and I joined Fitzrovia Youth in Action September 2022 at 18 years old. I had recently dropped out of college, with little motivation to further my education. I wasn't sure what to do so I searched through job listings, but with no previous paid or volunteer work experience, it was difficult to get my foot into the working world.

My sister who was a member of FYA few years ago noticed that I was struggling and was developing bad habits such as staying indoors and playing video games all day – living an unhealthy lifestyle. She got me in touch with FYA where I met the team and decided to give this a go. The first project I joined was the peer education programme where I learnt how to plan a session, research activities based on needs of the group, data entry and much more. I also learnt basic filmmaking and photography. During my time at FYA, I have been directly involved with different peer education groups, including groups with special educational needs and behavioural problems.

My involvement with FYA and the Peer Education programme, was the spark that reignited my passion to improve myself. It was because of this that I decided to go back into full time education. My lack of motivation was gone and being involved with FYA made me feel more confident in progressing my education.

Callum Ryan, 19



OUR COMMUNITY PARTNERS

Fitzrovia Youth in Action would like to thank and acknowledge the following for their support and partnership over the past year.



"This is to say THANK YOU to you, your team and Fitzrovia Youth in Action on behalf of young people and New Horizon for the successful sessions of Peer Education. The participants are so grateful that 2 young people told me that they are so grateful that I encouraged them to attend, and their experience gained has given confidence. One of them pledged to volunteer for any event FYA are organising. I am most grateful for the partnership, and I am looking forward to the start of new session and more collaboration in the nearest future."

Godgive K. Obafemi – New Horizon Youth Centre (Nurse/Health Worker)

OUR COMMUNITY PARTNERS

“The hard work and dedication of the youth team and bringing all their ideas to life has been inspirational. It is clear the impact it has had regarding reclaiming spaces that have not felt safe for residents in recent years and the youth led approach in site planning, coordination and leadership on the day was incredible to see. We cannot wait to continue to work with the group and see what else they will achieve.”

Majid Abdul, Senior Youth Worker, Camden Detached Youth Team

Working with FYA has been a very rewarding experience. From the initial meeting, communication with the staff has been excellent. This enabled us to establish and negotiate our aims very quickly and the work with Afghan students started immediately after that. FYA staff have been knowledgeable, flexible, open-minded and friendly. They have been very easy to work with and also self-sufficient which is particularly important in a busy school environment. The students have responded very positively to the sessions and joined every week. I would definitely recommend FYA to other schools.”

Justyna Oakman, English as an Additional Language Co-ordinator, Regents High School

“It is extremely challenging for our young people to form friendships and establish bonds. The sessions gave them a chance to facilitate discussions and support each other with emotional and social issues.

Halfway through the sessions we noticed that friendships were being formed as a result and the overall maturity of the group increased. This continued throughout the remaining sessions and is still a feature of the group now the sessions have finished. The programme was a great success and we look forward to hosting the FYA again in the next academic year.”

Mike Kelly, teacher Royal Free Hospital School

OUR FUNDERS 2022-23

Camden Giving

Chesterhill Charitable Trust

Children in Need

Clarion Futures

Derwent London

Garfield Weston Foundation

GMS Estates Limited

Greater London Authority

Jack Petchey Foundation

LandAid UK

London Borough of Camden

London Youth

Mayor's Fund for London

The Henry Smith Charity Foundation

The National Lottery Community Fund

The Portal Trust

The Rayne Foundation

OUR STAFF TEAM 2022-23

Chief Executive

Andre Schott

Head of Programmes

David Wong

Peer Education & Media Manager

Shipon Hussain

Peer Mentoring Manager

Abbie Mitchell

Youth Leadership and Regents Park Community Champions Manager

Eleanor Rudd

Peer Mentoring Coordinator

Atifa Juhi

Peer Mentoring Development Coordinator

Delicha Changa (from May 2022)

Peer Mentoring Link Officer

Jesse Antwi

Peer Mentoring Officer

Aleffa Islam

Fundraising Manager

Celia Hammond

Community Partnerships Manager

Raja Miah

Finance Officer

Jacob Okere

OUR STAFF TEAM 2022-23

Office Manager

Samira Hussain

Film Maker

Jordan Bennett

Peer Education Intern

Shahel Ahmed

Football Staff

Antony Blair (Head Coach)

Sean Burke (Football Coach)

Jason Renee (Football Coach)

Pitch Staff and Sessional Staff

Hana Ali

Farzana Ahmed

Samuel Ayeni

Amina Khanom

Arshan Mahi

Riman Miah

Suraya Miah

Callum Ryan

Arvin Shaan Ramnah

Nadia Sultana

Ernest Toquie

Fama Ture

OUR BOARD OF TRUSTEES 2022-23

Chairperson

Natalie Speranza

Treasurer

David Mooney (resigned 1 August 2022)

Emilie Vanpoperinghe (1 August 2022 onwards)

Trustees

Afrin Alam (appointed 12 December 2022)

Jane Boddington

Constance Gibbs (resigned 31 December 2022)

Patricia Marron

Halima Nessa

Daniel Pitt (appointed 12 December 2022)

Lorna Ponambalum

Dr Mark Seaborne (appointed 12 December 2022)

Rosemary Swainston

Emilie Vanpoperinghe

Alice Weavers

Brian Willmore

President

Dr June Crown CBE

FINANCIAL REVIEW

In the year 2022-2023, FYA recorded an income of £843K, £17K lower than its income in 2021-22. This occurred for the following reasons:

- In the financial year under review, overall grant funding increased by £36K compared with previous year. This is due to a new grant funding from Greater London Authority as well as additional grants from London Borough of Camden. Whilst we did not receive funding from some funders that funded us in 2021-2022, FYA maintained some of the funding secured for projects towards our youth led volunteering (specifically reaching communities' programme and Peer Support and mentoring) from London Borough of Camden.
- Through paid pitch bookings, our trading subsidiary, Fitzrovia Youth in Action Activities Limited, was able to generate a trading income of £84K over the year 2022-2023 (£93K in 2021-2022). This income goes towards the running costs of the charity. Decrease in the income was partly because of reduced Lunchtime Football Leagues as businesses work hybrid and the closing of the pitch for three months to resurface its Astro turf.
- In 2022-23 there was a decrease in general donations and business support by £39K compared with 2021/22. These include donations received from the Big Give and GMS Estates. GMS Estates donations for both 2021-22 and 2122-23 remained the same (£17K) 2020-21. We have had support from the local community and privately-owned businesses in the local area.
- FYA recorded an investment income of £5K from interest received in deposit of cash reserve. There was nothing received in the previous year.

Expenditure in the year increased by £100K from £780K in 2021-22 to £880K in 2022-23. This has occurred for the following reasons:

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

The Charity has therefore ended the year with a deficit of (£37,006) compared with £79,727 surplus in 2021-22.

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

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 2023, the Trustees are of the view that the charity and group are a going concern.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

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

Appointment, Induction and Training of Trustees

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

Organisation

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

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

Pay policy for senior staff

The directors consider the Board of Directors, who are the charity's Trustees, and the Chief Executive Officer as comprising the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis. All Directors give of their time freely and no Director received remuneration in the year.

The pay of the Chief Executive is reviewed annually, and any increase will be awarded taking into account performance and labour market conditions. In view of the nature of the charity, the Directors benchmark against pay levels in other youth charities of a similar size based in London.

Risk Management

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

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

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

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

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

All staff will be provided with adequate training on risk management and their roles and responsibilities in implementing this.

The charity will regularly review and monitor the effectiveness of its risk management framework and update it as considered appropriate.

Reports will be made to the Trustees twice a year highlighting any continuing and emerging high concern risks and those where priority action is needed to effect better control.

Trustee responsibilities in relation to financial statements

The charity Trustees (who are also the Directors of Fitzrovia Youth in Action for the purposes of company law) are responsible for preparing a Trustees' Annual Report and Financial Statements in accordance with applicable law and United Kingdom Accounting Standards.

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

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

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities. The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Approved by our Board of Trustees on 11th December 2023

Signed on its behalf.



Chairperson

Natalie Speranza

INDEPENDENT EXAMINER'S REPORT

Independent Examiner's Report to the Trustees of Fitzrovia Youth in Action

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2023 which are set out on pages 30 to 54.

Respective responsibilities of Trustees and examiner

As the charity's Trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities, applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Sajjad Rajan CTA FCCA ACA
Smartax Limited
Chartered Certified Accountants and Statutory Auditors
38 Station Road
Harrow
HA2 7SE

22nd December 2023

FINANCIAL STATEMENTS

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

(£)	Notes	Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
Income:					
Donations and legacies	4	11,022	19,605	30,627	34,242
Income from charitable activities	5	38,882	684,640	723,522	697,116
Income from other trading activities	7	83,948		83,948	128,866
Investment income	8	4,920		4,920	
Total income		138,772	704,245	843,017	860,224
Expenditure					
Cost of raising funds:					
Fundraising	9	8,415	42,703	51,118	49,274
Commercial trading operations	9	102,035		102,035	99,800
Expenditure on charitable activities	10	57,369	669,451	726,820	631,423
Total Expenditure		(167,819)	(712,154)	(879,973)	(780,497)
Net income/(expenditure) and net movement in funds for the year		(29,047)	(7,909)	(36,956)	79,727
Reconciliation of funds					
Total Funds Brought Forward	22	570,368	85,729	656,097	576,370
Transfer					
Total Funds Carried Forward		541,321	77,820	619,141	656,097

FINANCIAL STATEMENTS

CONSOLIDATED BALANCE SHEET

(£)	Notes	Group 2023	Group 2022	Charity 2023	Charity 2022
Fixed assets					
Tangible assets	17	33,054	15,255	2,281	7,268
Building improvement	17	168,163	196,844	168,163	196,844
Investments	18			1	1
Total Fixed Assets		201,217	212,099	170,445	204,113
Current assets					
Debtors	19	18,968	30,886	150,319	141,399
Cash at bank and in hand		713,130	741,855	652,874	676,799
Total Current Assets		732,098	772,741	803,193	818,198
Liabilities					
Creditors falling due within one year	20	314,174	328,743	291,277	321,083
Current assets less current liabilities		417,924	443,998	511,916	497,115
Creditors: due after more than 1 year		-	-	-	-
Net assets		619,141	656,097	682,361	701,228
The funds of the charity					
Unrestricted General funds	23	385,321	414,368	448,541	459,499
Unrestricted Designated Funds	23	156,000	156,000	156,000	156,000
Restricted income funds	24	77,820	85,729	77,820	85,729
Total charity funds		619,141	656,097	682,361	701,228

FINANCIAL STATEMENTS

CONSOLIDATED BALANCE SHEET

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

- No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies act 2006.
- The Trustees acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These Accounts have been prepared in accordance with the provisions applicable to the companies' subject to small companies' regime and in accordance with FRS102 SORP.

Financial statements were approved on 11th December 2023 by the members of the committee and authorised for issue.



Natalie Speranza
Chairperson

FINANCIAL STATEMENTS

STATEMENT OF CASH FLOWS

(£)	Group 2023	Group 2022	Charity 2023	Charity 2022
Cash used in operating activities	(14,523)	6,480	(28,065)	19,622
Cash flows from investing activities:				
Interest income	4,920	-	4,920	-
Grant for building improvement	-	82,558	-	82,558
Deduct purchase of assets	(19,122)	-	-	-
Deduct building improvement costs	-	(40,996)	(780)	(40,996)
Net Cash flows from investing activities	(14,202)	41,562	4,140	41,562
Change In cash and cash equivalents in the year	(28,725)	48,042	(23,925)	61,184
Cash and Cash equivalents brought forward	741,855	693,813	676,799	615,615
Total cash and cash equivalents at year end	713,130	741,855	652,874	676,799

NOTES TO THE FINANCIAL STATEMENTS

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

(£)	2023	2022
Income	773,782	744,332
Expenditure on charitable activities	(792,649)	(680,696)
Net income	(18,867)	63,636
Total Funds Brought Forward	701,228	637,592
Total Funds Carried Forward	682,361	701,228
Represented by:		
Restricted income funds	77,820	85,729
Unrestricted Income funds	604,541	615,499
	682,361	701,228

3. Legal status of the Charity

The charity is a company limited by guarantee. The Members of the company are the Trustees listed on page 29.

4. Income from donations and legacies

(£)	2023	2022
Donations	30,627	34,242

The income from donations was £30,627 (2022: £34,242). This includes donations of £17,142 from GMS Estates (£17,142 in 2022) Big Give £9,605 (£2,530 in 2022) and £1,000 from Chesterhill Charitable Trust (£1,000 in 2022)

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

NOTES TO THE FINANCIAL STATEMENTS

5. Income from charitable activities

(£)	2023	2022
BBC Children in Need	15,054	16,407
Bernard Sunley Foundation	-	10,000
Camden Giving	10,938	9,718
Camden Giving HS2	-	18,726
Clarion Futures	36,262	20,500
Derwent London	9,994	10,000
Garfield Weston Foundation	-	8,300
Gift Aid	1,958	2,884
Greater London Authority	181,700	5,809
HMRC – Job Retention Scheme (JRS)	-	12,289
Jack Petchey Foundation	22,000	24,199
LandAid UK	9,500	14,500
London Borough of Camden	318,520	297,764
London Youth	1,750	4,350
Mayor's Fund for London	2,250	4,950
Paul Hamlyn Foundation	-	22,500
Peabody	-	8,000
Raised income	10,770	500
Regents Place	-	7,500
Sundry	17,763	-
The Childhood Trust	-	3,270
The Clothworkers' Foundation	-	45,000
The Henry Smith Charity	55,533	31,207
The London Community Foundation	5,000	-
The National Lottery Community Fund	9,531	96,151
The Peter Stebbings Memorial Charity	-	10,000
The Portal Trust	5,000	5,000
The Rayne Foundation	10,000	-
Young Camden Foundation	-	7,592
	723,523	697,116

NOTES TO THE FINANCIAL STATEMENTS

6. Government Funding

(£)	2023	2022
London Borough of Camden	318,520	299,327
Greater London Authority	181,700	5,809
HMRC	-	14,089
	500,220	319,225

7. Income earned from other trading activities

The wholly owned trading subsidiary Fitzrovia Youth in Action Activities Limited is incorporated in the United Kingdom (company number 09663818) and pays all its profits to the charity under the gift aid scheme. Fitzrovia Youth in Action Activities Limited operates all commercial trading operations carried out at the Warren multi-use area and FYA premises.

The summary financial performance of the subsidiary alone is:

(£)	2023	2022
Pitch Bookings	83,948	93,273
Other income	-	35,593
Cost of sales	(70,796)	(86,592)
Administrative Costs	(31,239)	(13,208)
Gross Profit	(18,087)	29,066
x		
Amount gift aided to parent charity	-	-

8. Investment income

All the group's investment income of £4,920 (2022: £Nil) arises from money held in interest bearing deposit accounts.

9. Costs of Raising Funds

(£)	2023	2022
Fundraising Expenditure	51,118	49,273
Commercial trading operations	102,035	99,800
	153,153	149,073

NOTES TO THE FINANCIAL STATEMENTS

10. Analysis of expenditure on charitable activities

(£)	Staff costs	Other costs	Support costs	Total 2023	Total 2022
Charitable activities					
Activities undertaken directly:					
Engaging Children and Young People	80,523	41,655	73,753	195,931	198,248
Youth Led Volunteering	303,480	71,772	121,190	496,442	400,136
Fixed Asset fund	-	-	34,448	34,448	33,039
	384,003	113,427	229,391	726,821	631,423

11. Analysis of staff costs, Charity remuneration and expenses, and key management personnel.

(£)	2023	2022
Salaries and wages	571,024	495,154
Social security costs	54,654	43,538
Pension costs	9,945	8,390
	635,623	547,082

One employee had employee benefits more than £60,000 but not more than £70,000 (2022: 1). Pension costs are allocated to activities in proportion to the related staffing costs incurred.

The charity Trustees were not paid or received any other benefits from employment with the charity or its subsidiary in the year (2022: £nil) neither were they reimbursed expenses during the year (2022: £nil). No charity received payment for professional or other services supplied to the charity (2022: £nil).

The key management personnel of the parent charity comprise of the Trustees and the Chief Executive Officer of Fitzrovia Youth in Action.

12. Staff Numbers

The average monthly head count was 28 staff (2022: 26 staff) and the average monthly number of full-time equivalent employees (including casual and part-time staff) during the year were as follows:

	2023	2022
Charitable Activities	13.5	12
Administrative and Support staff	4.5	4.5
	18	16.5

NOTES TO THE FINANCIAL STATEMENTS

13. Analysis of governance and support costs

The charity initially identifies the cost of its support functions. It then identifies those costs which relate to the governance function. Having identified 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	57,847	7,561	Pro rata to staff full time equivalents
Premises Expenditure	33,248	4,346	Dedicated Office space
Salaries and wages & related costs	122,678	16,035	Allocated by estimated time spent on function
Legal and other professional fees	1,545	1,690	Governance
	215,318	29,632	
Previous Year	General Support	Governance Function	Basis of Apportionment
General Office	48,152	6,294	Pro rata to staff full time equivalents
Premises Expenditure	31,598	4,130	Dedicated Office space
Salaries and wages & related costs	110,827	14,486	Allocated by estimated time spent on function
Legal and other professional fees	1,545	3,960	Governance
	192,122	28,870	

NOTES TO THE FINANCIAL STATEMENTS

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

Current Year	General Support	Governance Function	2023 Total
Engaging Young People	43,998	5,751	49,749
Youth Led Volunteering	123,269	17,601	140,870
Fixed Asset Fund	30,466	3,982	34,448
Fundraising	4,573	598	5,171
Trading Activities	13,012	1,701	14,712
	215,318	29,632	244,950

Previous Year	General Support	Governance Function	2022 Total
Engaging Young People	37,752	4,935	42,686
Youth Led Volunteering	112,492	14,704	127,196
Fixed Asset Fund	29,219	3,819	33,039
Fundraising	4,301	562	4,863
Trading Activities	11,681	1,527	13,208
	195,445	25,547	220,992

15. Related party transactions

The charity has an agreement with the local council, to maintain and manage a local caged multi-use sports area, to provide a high-quality multi-use sports area to the local community. Funds generated are to be spent to maintain the facility and any surplus to help improve the quality of life for local young people.

In 2023 the following transactions took place between the charity and its wholly owned subsidiary Fitzrovia Youth in Action Activities Ltd:

a) Staffing Expenditure and Support costs reimbursed by the subsidiary to the charity for facilities management at cost of £70,000 (2022: £97,000).

b) Charitable donation of all profits from trading activities Nil; (2022: Nil) as the subsidiary has not recovered from the loss made in 2020/21 financial year.

NOTES TO THE FINANCIAL STATEMENTS

16. Corporation Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

17. Tangible fixed assets

(£)	Group 2023	Group 2022	Charity 2023	Charity 2022
Building improvement; fixtures, fittings & equipment				
Cost	349,403	308,407	318,718	277,722
Additions	35,862	40,996	780	40,996
Disposals	-	-	-	-
At 31 March 2023	385,265	349,403	319,498	318,718
Depreciation				
At 1 April 2021	137,304	102,512	114,606	81,567
Charge for the year	46,744	34,792	34,448	33,039
Eliminated on Disposal of assets	-	-	-	-
At 31 March 2023	(184,048)	(137,304)	(149,054)	(114,606)
Net book value				
At 31 March 2023	201,217	212,099	170,444	204,112

NBV of building improvement £168,163 (2022: £196,844); fixtures, fittings and equipment £33,054 (2022: £15,255)

18. Investments

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

NOTES TO THE FINANCIAL STATEMENTS

19. Debtors

(£)	Group 2023	Group 2022	Charity 2023	Charity 2022
Trade debtors	17,321	24,896	11,186	16,961
Due from group undertakings			137,986	120,595
Other debtors	1,647	5,990	1,147	3,843
	18,968	30,886	150,319	141,399

20. Creditors: amounts falling due within one year

(£)	Group 2023	Group 2022	Charity 2023	Charity 2022
Trade creditors		26,937		25,624
Amount due to group undertakings			5,000	
Other taxes and social security	13,662	13,915	13,662	13,915
Deferred Income	274,292	270,202	264,171	265,737
Other creditors	26,220	17,689	8,444	15,807
	314,174	328,743	291,277	321,083

21. Deferred income

Deferred income comprises of grant for capital expenditure on the Suffolk House {LB Camden £78,348 (2022: £91,406); LandAid £57,000 (2022: £66,500)}; London Borough of Camden £50,000 (2022: £50,000); others £88,944 (2022: £107,831)

(£)	2023 Group	2022 Group
Balance as at 1 April 2022	265,737	369,162
Amount Released to Restricted Grant Income in the year	(130,389)	(211,256)
Amount released to income earned from other trading activities		
Grant Amount Deferred in the year	128,823	107,831
Amount deferred from trading activities in the year	10,121	
Balance as at 31 March 2023	274,292	265,737

NOTES TO THE FINANCIAL STATEMENTS

22. Analysis of charitable funds

Current Year	Balance B/F	Income	Less Expenditure	Transfers	Balance C/F
Unrestricted income funds:	414,368	138,772	(167,819)		385,321
Unrestricted income funds: Designated Funds	156,000				156,000
Restricted income funds	85,729	704,245	(712,154)		77,820
	656,097	843,017	(879,973)		619,141

Previous Year	Balance B/F	Income	Less Expenditure	Transfers	Balance C/F
Unrestricted income funds:	272,704	222,329	(146,202)	65,537	414,368
Unrestricted income funds: Designated Funds	156,000	-	-	-	156,000
Restricted income funds	147,666	637,894	(634,295)	(65,537)	85,729
	576,370	860,224	(780,496)	-	656,097

Unrestricted income funds are available to be used at will of the Trustees, the most probable use of the funds will be in the running of the subsidiary and support costs.

Use of designated funds has been detailed within our reserve policy.

The use of the restricted income is analysed in note 24.

NOTES TO THE FINANCIAL STATEMENTS

23. Analysis of unrestricted funds

Current Year	Balance B/F	Income	Less Expenditure	Transfers	Balance C/F
Unrestricted Funds: General Fund	414,368	138,772	(167,819)		385,321
Unrestricted Funds: Designated Reserves	156,000	-	-	-	156,000
Total	570,368	138,772	(167,819)		541,321

Previous Year	Balance B/F	Income	Less Expenditure	Transfers	Balance C/F
Unrestricted Funds: General Fund	272,704	222,329	(146,202)	65,537	414,368
Unrestricted Funds: Designated Reserves	156,000	-	-	-	156,000
Total	428,704	222,329	(146,202)	65,537	570,368

The transfers are made to meet the charity's reserve designated to cover costs in the event of winding up.

NOTES TO THE FINANCIAL STATEMENTS

24. Analysis of restricted funds

Current Year	Balance B/F	Income	Less Expenditure	Transfers	Balance C/F
Engaging Young People	9,703	91,870	(82,353)		19,220
Youth Led Volunteering	5,766	589,817	(601,120)		(5,537)
Fixed Asset fund	70,260	22,558	(28,681)		64,137
Total	85,729	704,245	(712,154)		77,820

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

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

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

Previous Year	Balance B/F	Income	Less Expenditure	Transfers	Balance C/F
Engaging Young People	40,929	65,310	(58,000)	(38,537)	9,703
Youth Led Volunteering	81,506	490,026	(538,766)	(27,000)	5,766
Fixed Asset fund	25,231	82,558	(37,529)		70,260
Total	147,666	637,894	(634,295)	(65,537)	85,729

NOTES TO THE FINANCIAL STATEMENTS

25. Analysis of group net assets between funds

Current Year	Unrestricted Funds	Designated Funds	Restricted Funds	Total
Tangible Fixed assets	30,773		170,444	201,217
Cash at bank and in hand	453,307	156,000	103,823	713,130
Other net current assets/(liabilities)	(98,759)		(196,447)	(295,206)
Total	385,321	156,000	77,820	619,141

Previous Year	Unrestricted Funds	Designated Funds	Restricted Funds	Total
Tangible Fixed assets	7,987	-	204,112	212,099
Cash at bank and in hand	395,381	156,000	190,474	741,855
Other net current assets/(liabilities)	11,000		(308,857)	(297,857)
Total	414,368	156,000	85,729	656,097

NOTES TO THE FINANCIAL STATEMENTS

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

(£)	Group 2023	Group 2022	Charity 2023	Charity 2022
Cash flows from operating activities:				
Net movement in funds	(36,956)	79,727	(18,869)	50,661
Add back depreciation charge	47,744	30,434	34,448	28,681
Add back loss on disposal of assets	-	-	-	-
Deduct cash from investing activities	(21,660)	(82,558)	(4,920)	(82,558)
Deduct/add an increase/decrease of debtors	11,918	43,235	(8,920)	92,783
Deduct/add a decrease/increase in creditors	(14,569)	(64,358)	(29,806)	(70,403)
Net cash flow of operating activities	(14,523)	6,480	(28,065)	19,164

27. Financial Commitments

At the 31 March 2023 the charity has total commitments under non-cancellable operating lease as follows:

	31 March 2023 Land and Buildings	31 March 2022 Land and Buildings
Due within one year;	4,867	14,600
Later than one year and not later than five years		4,867
	4,867	19,467

28. Ultimate Controlling Party

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