

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



## Fitzrovia YOUTH IN ACTION

🌐 [www.fya.org.uk](http://www.fya.org.uk)

✉ [info@fya.org.uk](mailto:info@fya.org.uk)

☎ 020 7388 7399

📍 Basement, 66-68 Warren Street,  
London W1T 5NZ

Charity no 1136697  
Company no 06922343

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# REPORT OF THE TRUSTEES

## FOR THE YEAR ENDING 31 MARCH 2024

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



# Reference and Administrative Details

**Chairperson**

Javier Sajuria

**Chief Executive Officer  
and Company Secretary**

Andre Schott

**Trustees**

Patricia Ann Marron

Javier Sajura

Lorna Emma Ponambalum

Rosemary Swainston

Idriz Adedoja, Treasurer

Natalie Speranza

Dr Mark David Seaborne

Daniel Pitt

Emilie Vanpoperinghe

Jane Simone Boddington

Brian Christopher Willmore

Alice Weavers

Afrin Alam

**Registered Office**

Basement 66-68

Warren Street

London

W1T 5NZ

**Auditor**

Smartax Limited

Chartered Certified Accountants and Statutory

Auditors

38 Station Road

North Harrow

Harrow

HA2 7SE

**Charity Registration Number**

1136697

**Company Registration Number**

06922343



# Introduction from the Chairperson

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

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

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

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

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

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

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

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

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

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



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

Prof. Javier Sajuria  
Chairperson and trustee

# OUR PURPOSE

## Our Mission

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

## Our Vision

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

## Our Aims

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

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

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





# FYA'S FRAMEWORK FOR MEASURING SUCCESS

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

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

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

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

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

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

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

These questionnaires help us to measure specifically:

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

# MAIN ACTIVITIES OF THE CHARITY

## Numbers involved in FYA activities in 2023-24

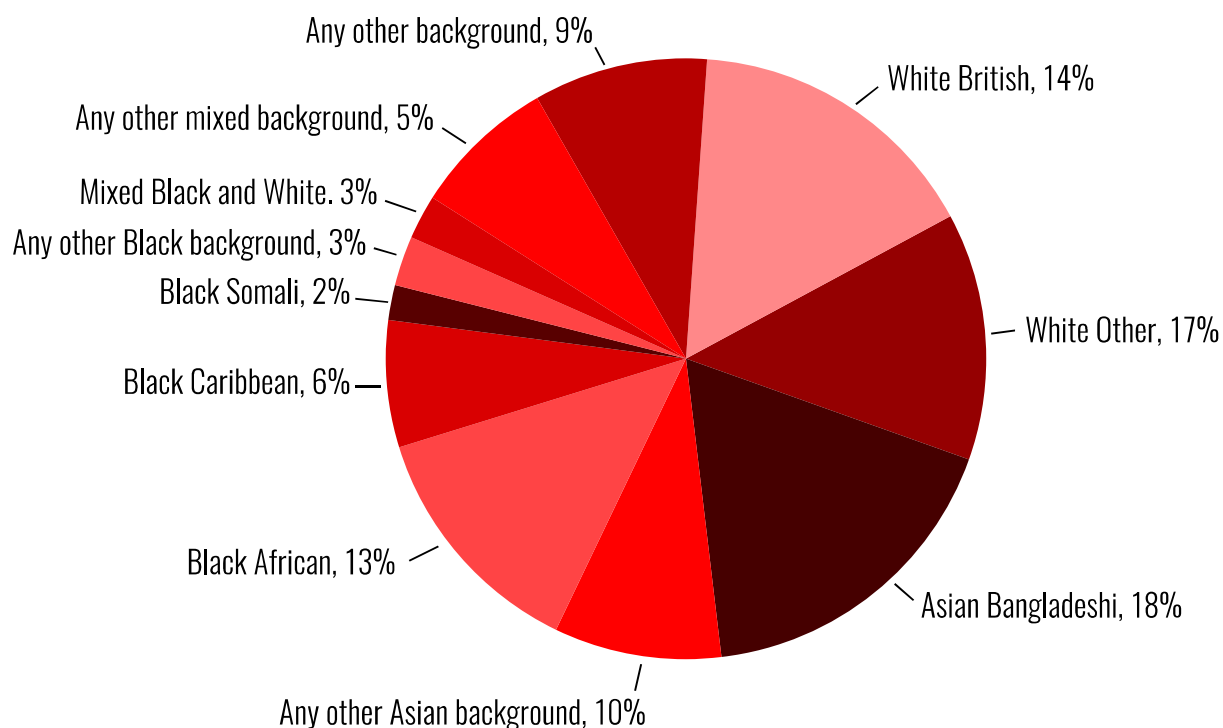
In total, FYA worked directly with 961 young people in 2023-24, 721 of whom organised and delivered youth social action programmes across 52 cohorts of young people.

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

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

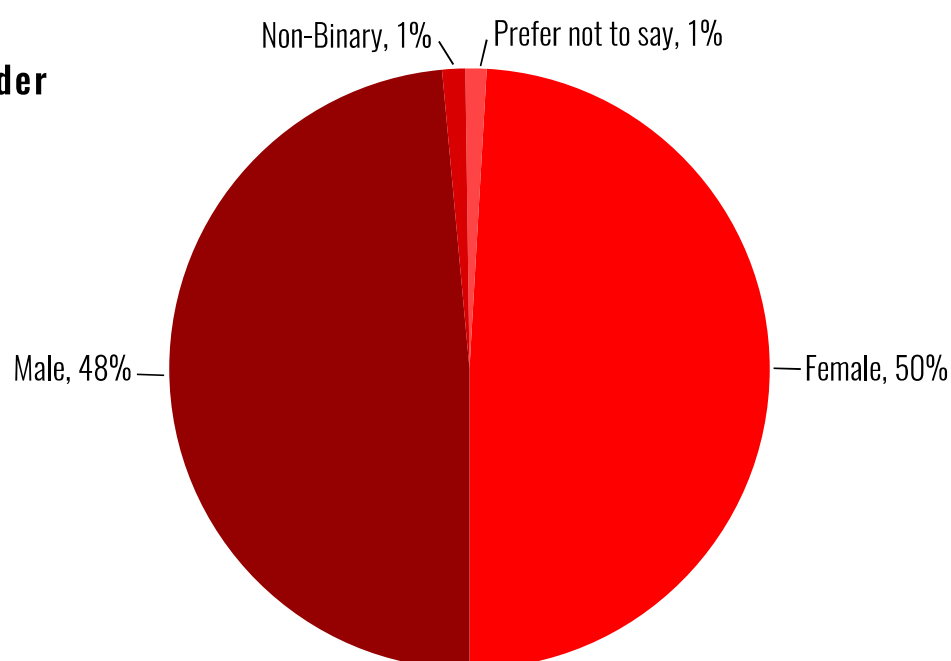
Programme Strand	Programme Type	Young people engaged during 2022-23	Young people engaged during 2023-24	
<b>Engagement</b> (Individuals who attended 5x or more)	<b>Drop-in</b> <b>Football</b> <b>Social Prescribing</b>	53	57	
		108	114	
		38	69	
<b>Total Engagement</b>		<b>199</b>	<b>240</b>	
				<b>Number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

**Graph 1; FYA beneficiaries by ethnicity 2023-24**



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

**Graph 2; FYA beneficiaries by gender 2023-24**



# SUMMARY OF ENGAGEMENT ACTIVITIES

## Football and other sports

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



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

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

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

## Cumberland Youth Club

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



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



## Social Prescribing

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

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

well as providing encouragement and practical support to help the individual sign up for beneficial activities.

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

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

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



# SUMMARY OF YOUTH SOCIAL ACTION ACTIVITIES

## PEER SUPPORT

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

### Peer Education Programme

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

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

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



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

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

## Peer Mentoring Programme

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

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

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

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



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

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

## PLACE BASED SOCIAL ACTION

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

### Youth-Led Community Events

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

- **Warren Cup**

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



- **Regents Roots Festival**

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



## • Fitzrovia Street Party and Community Dinner

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

## • Christmas Community Dinner

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

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



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

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

## Regent's Park Community Champions

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

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



- ### Young Guardians

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

## • Young Urban Designers

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



## • Community Kitchen

Young people volunteered alongside adult residents in organising 32 community kitchens over the year, facilitating community socials and serving over 12,500 free meals. FYA delivered this project in partnership with Camden Detached Youth Team, Old Diorama Arts Centre, The Euston Partnership and Surma Centre. Our volunteers served free hot meals and provided entertainment, arts and crafts workshops, games and a safe, warm space for people of all ages and backgrounds to have fun together. We also replicated the model in Somers Town and supported community organisations

there to adapt it to local needs. Over 375 guests from different background joined our Community Kitchen Iftar to celebrate Ramadan and break then fast together. Young people gave presentations to help our community understand what Ramadan is and why it is important to them.

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



## SYSTEM CHANGE

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

### Youth Action Teams

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

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

- **CAMHS to Community**

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

- **Improving accessibility**

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

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



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

## Young Ambassadors

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

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

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



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

## SHARING THE LEARNING

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

### Masterclasses

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

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

The masterclasses we offer are:

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

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



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

# THE DIFFERENCE THAT OUR YOUTH ACTION PROGRAMMES HAVE MADE

## Number of people participating in FYA's youth action activities

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

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

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

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

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

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



## Development of skills

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

The findings indicate that FYA programmes have a significant positive impact on young people's life skills. Findings from both the quantitative and qualitative data show improvements in social confidence, task leadership and intellectual flexibility – all attributes which are key employability skills. Young people could identify other specific skills they had developed within

projects such as listening skills, event management, stewarding or risk assessment skills. In total, 1683 AQA awards were gained through taking part, with 666 youth action participants (92%) gaining at least one award.

**666** participants gained  
**1683** AQA awards between them

"I grew up in an educational system where we were laughed at by other kids. We were hidden, that is how some of us felt. So when I came here to do this programme, I felt people were actually listening to me and understood because I was with other people like me...

We were talking about our special needs and our experiences. It was quite nice to know I was not alone. We all felt we belonged here, when some of us felt like they had not belonged anywhere...

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





## Community impact

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

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

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

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

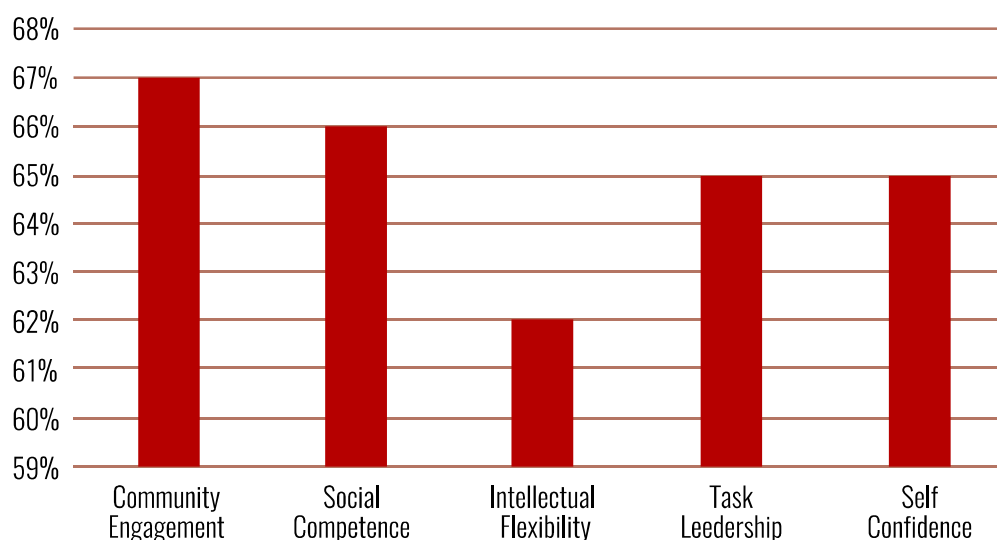
"I love being part of FYA. I have volunteered at a few events but never thought I would be one of the managers! I have additional needs but FYA have shown me I can do so much more than I thought I can. My favourite part is customer service, serving the food. I love supporting others. My group was quite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

### Graphs 3-4: Skills development and community engagement

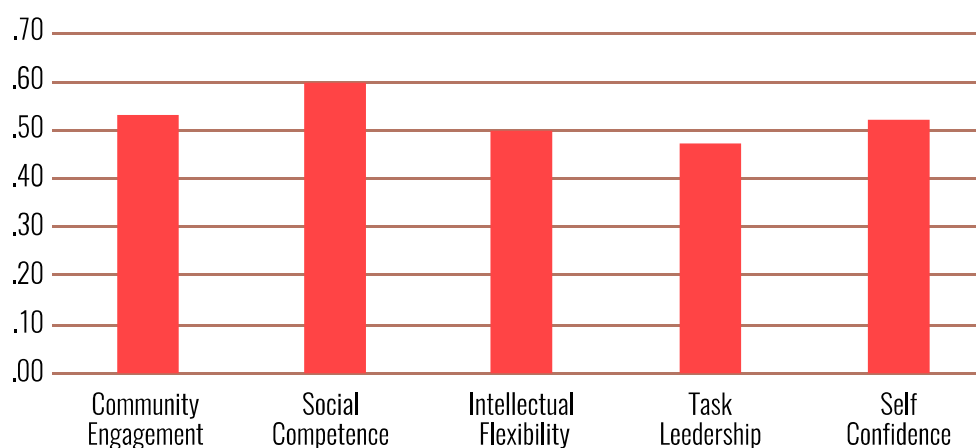
Participation in our youth social action programmes appears to have had a positive impact on young people's skills development and how engaged in the community they feel. The second graph below show that the level of change for participants can be described as 'moderate' to 'strong'.

#### Participants in our youth social action programmes showing positive change

##### Positive change (LEQ) for Steering Group Members



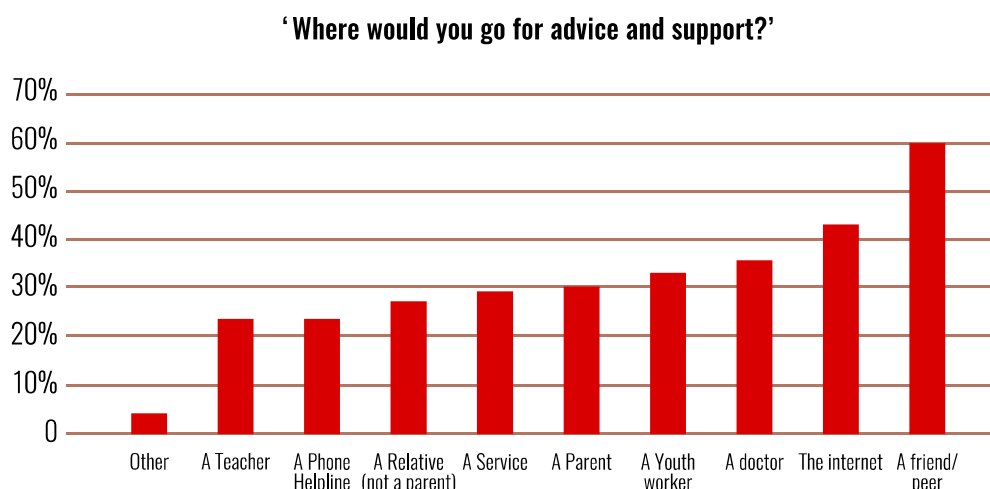
##### Factor of Effect Sizes



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

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

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



## Mental health and wellbeing

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

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

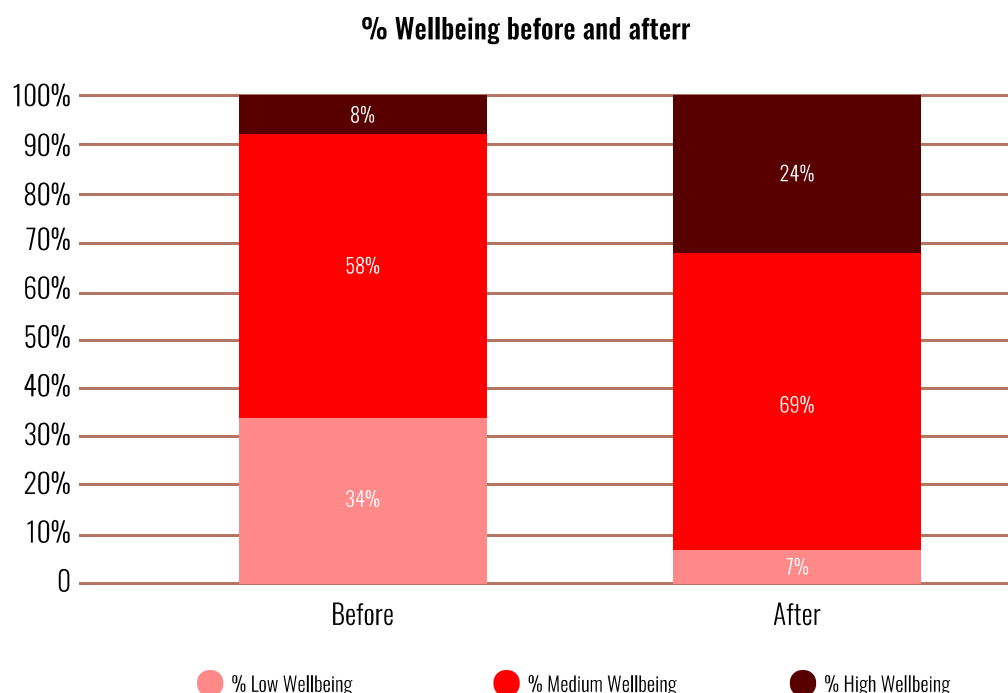
Results also show that, prior to the programme, participants' average wellbeing score was 1.5 points below the national average. The post-programme mean score was 2.3 points above the national average.

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

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

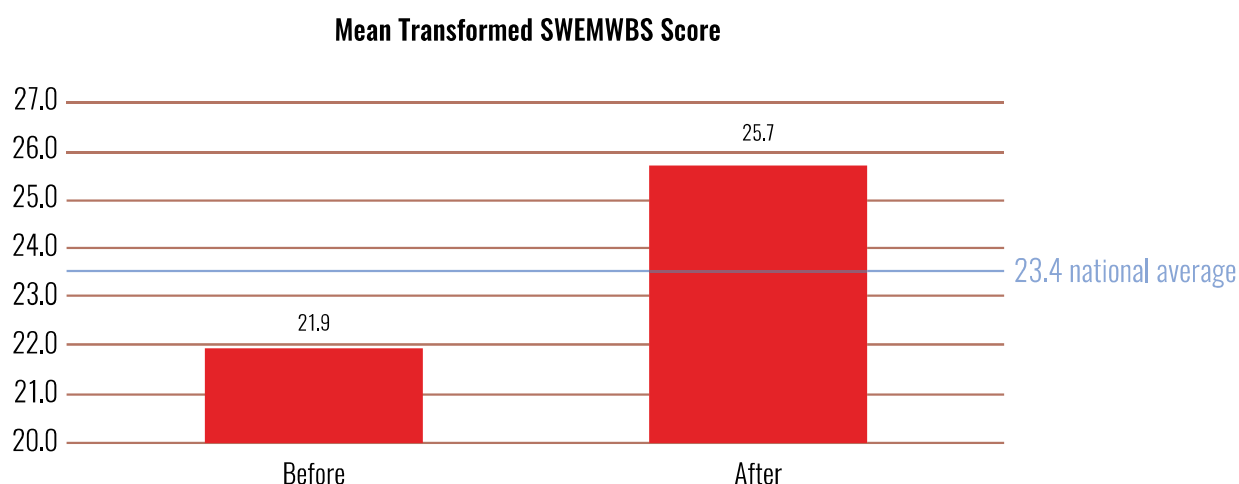
## Graph 6: Wellbeing before and after

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



## Graph 7: Wellbeing compared to national average

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





# OUR COMMUNITY PARTNERS

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

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



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

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



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

**Eugene Griffin, Head of Camden Youth Service**

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

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



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

**Olivia Rogers, Westminster Kingsway College**

# OUR FUNDERS 2023-24

Derwent London

Garfield Foundation

GMS Estates Limited

Greater London Authority

Jack Petchey Foundation

Land Aid UK

Lendlease Euston Development

London Borough of Camden

London Youth

Metropolitan Police

The Childhood Trust

The City Bridge Trust

The Drapers Company

The Hedley Foundation

The Henry Smith Charity

The London Community Foundation

The Portal Trust

The Rayne Foundation

Young Camden Foundation

Young Westminster Foundation



# OUR STAFF TEAM 2023-24

## Chief Executive

Andre Schott

## Head of Programmes

David Wong

## Peer Education & Media Manager

Shipon Hussain

## Peer Mentoring Manager

Abbie Mitchell

## Peer Mentoring Coordinator

Atifa Juhi

## Youth Leadership Coordinator

Aleffa Islam

## Fundraising Manager

Celia Hammond

## Community Partnerships Manager

Raja Miah

## Finance Officer

Jacob Okere

## Office Manager

Samira Hussain

## Peer Mentoring Development Coordinator

Delicha Changa

## Social Prescribing Officer

Jesse Antwi

## Film Maker & Media Engagement Officer

Jordan Bennett

## Youth Leadership Coordinator

Fathiya Saleh (started May 2023)

## Youth Social Action Officer (Intern)

Farzana Ahmed

## Football Staff

Antony Blair (Head Coach)

Sean Burke (Football Coach)

Jason Renee (Football Coach)

George Bale (started Sept 2023)

## Pitch Staff and Sessional Staff

Hana Ali

Nelson De Sousa Caldas (from September 2023)

Yahya Islam (from September 2023)

Amina Khanom (until August 2023)

Abby Lowne (from February 2024)

Osman Mahgoub (from September 2023)

Arshan Mahi

Suraya Miah

Callum Ryan (until December 2023)

Fama Ture (until August 2023)

Amir Tubekan (from November 2023)

# OUR BOARD OF TRUSTEES 2023-24

## **Chairperson**

Natalie Speranza (resigned as Chair March 2024)

Javier Sajuria (appointed March 2024)

## **Treasurer**

Emilie Vanpoperinghe (resigned as Treasurer August 2023)

Idriz Ade (appointed August 2023)

## **Trustees**

Afrin Alam

Jane Boddington

Patricia Marron

Halima Nessa (resigned November 2024)

Daniel Pitt

Lorna Ponambalum

Dr Mark Seaborne

Rosemary Swainston

Alice Weavers

Brian Willmore

Natalie Speranza

## **President**

Dr June Crown CBE

# Strategic Report for the Year Ended 31 March 2024

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

## Financial review

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

- In the financial year under review, overall grant funding increased by £237k compared to 2023. This is primarily due to overall increased grant funding.
- Through a combination of paid pitch bookings and hire of Warren Centre facilities, our trading subsidiary, Fitzrovia Youth in Action Activities Limited, was able to generate a trading income of £144k over the year 2023-24 (£88k in 2022-23). This income goes towards the running costs of the charity. Increase in the income was partly due to pitch surface improvement; full availability of the pitch as opposed to limited availability in the previous year due to resurfacing work; greater pitch booking traction via sportsbooker and a marked increase in the hire of Warren Centre facilities.
- In 2023-24 there was a decrease in general donations and business support by £11k compared with 2022-23. These include donations received from GMS Estates Limited. GMS Estates Limited donations for 2023-24 was £14k and 2022-23 £17k. We have had support from the local community and privately-owned businesses in the local area.
- FYA recorded an investment income of £12k (2023 - £4.9k) from interest received in deposit of cash reserve.

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

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

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

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

## Policy on reserves

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

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

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

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

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

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

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

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

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

The current level of reserves available are held as follows:

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

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



# Principal risks and uncertainties

## Risk management

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

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

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

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

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

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



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Javier Sajuria  
Chairperson and trustee

# Trustees' Report

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

## Objectives and activities

### Objects and aims

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

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

1. The provision of training in life skills, mental health 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 skill to create positive change for themselves, with their peers and within their communities, for the public benefit.

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

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

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

**Public benefit**

Amongst other activities, the charity runs a youth leadership programme in which groups of young people are supported to organise and deliver one large community event per group. The events include the Warren Cup football tournament, the Fitzrovia Street Party, a festival in the Regents Park Estate and a Christmas Community Dinner.

These events coupled with the development of young people from various communities provide a strong foundation for the benefit of the community and the public at large.

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

**Use of volunteers**

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

# Structure, governance and management

## Nature of governing document

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

## Induction and training of trustees

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

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

## Organisational structure

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

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

## Major risks and management of those risks

### *Risk management*

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

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

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

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

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

### **Statement of trustees' responsibilities**

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

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the parent charitable company and the group and of the incoming resources and application of resources, including its income and expenditure, of the charitable group for that period. In preparing these financial statements, the trustees are required to:

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

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

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



## Responsibilities of trustees


As explained more fully in the Statement of trustees' responsibilities (set out on page 8), the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

## Disclosure of information to auditor

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

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




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Javier Sajuria

Chairperson and trustee

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

## Opinion

We have audited the financial statements of Fitzrovia Youth in Action (the 'charitable parent company') and its subsidiaries (the 'group') for the year ended 31 March 2024, which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Balance Sheet, Consolidated Statement of Cash Flows, Statement of Cash Flows and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charity's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## Basis for opinion

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

## Conclusions relating to going concern

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

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

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

## Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

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

## Opinion on other matter prescribed by the Companies Act 2006

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

- the information given in the Strategic Report and Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and Trustees' Report have been prepared in accordance with applicable legal requirements.

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

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

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

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

## Responsibilities of trustees

As explained more fully in the Statement of trustees' responsibilities (set out on page 40), the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

## Auditor responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

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

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

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

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

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

### **Use of our report**

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



S Rajan CTA FCCA ACA (Senior Statutory Auditor)

For and on behalf of Smartax Limited, Statutory Auditor

38 Station Road

North Harrow

Harrow

HA2 7SE

28 January 2025



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

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

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

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

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

# Consolidated Balance Sheet as at 31 March 2024

(Registration number: 06922343)

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

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



Javier Sajuria

Chairperson and trustee

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

# Charity Balance Sheet as at 31 March 2024

(Registration number: 06922343)

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

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



Javier Sajuria  
Chairperson and trustee

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

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

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

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

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

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

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

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

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



# NOTES TO THE FINANCIAL STATEMENTS

## for the year ended 31 March 2024

### 1. Charity status

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

The address of its registered office is:

66-68 Basement

Warren Street

London

W1T 5NZ

These financial statements were authorised for issue by the trustees on 28 January 2025

### 2. Accounting policies

#### *Summary of significant accounting policies and key accounting estimates*

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

#### *Statement of compliance*

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

#### *Basis of preparation*

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

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

#### *Basis of consolidation*

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

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

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

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

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

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

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

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

### ***Going concern***

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

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

### ***Income and endowments***

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

### ***Donations and legacies***

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

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

### ***Grants receivable***

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

### ***Deferred income***

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

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

### ***Donated services and facilities***

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

### ***Other trading activities***

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

### ***Investment income***

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

***Expenditure***

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

All resources expended are inclusive of irrecoverable VAT.

***Raising funds***

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

***Charitable activities***

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

***Grant provisions***

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

***Support costs***

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

***Governance costs***

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

***Irrecoverable VAT***

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

***Taxation***

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

### ***Tangible fixed assets***

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

### ***Depreciation and amortisation***

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

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

### ***Impairment of fixed assets***

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

### ***Business combinations***

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

### ***Fixed asset investments***

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

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



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

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

### ***Trade debtors***

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

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

### ***Cash and cash equivalents***

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

### ***Trade creditors***

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

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

### ***Fund structure***

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

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

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

### ***Pensions and other post retirement obligations***

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

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

### ***Financial instruments***

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments.

Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

## **3. Income from donations and legacies**

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

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

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

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

#### 4. Income from charitable activities

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

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

## 5. Investment income

	Unrestricted Funds General £	Total 2024 £	Total 2023 £
Interest receivable and similar income; Interest receivable on bank deposits	<u>12,358</u>	<u>12,358</u>	<u>4,920</u>

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

## 6. Other income

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

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

## 7. Expenditure on raising funds

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

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

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

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

## 8. Expenditure on charitable activities

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

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

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

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

## 9. Analysis of governance and support costs

Support costs allocated to charitable activities

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

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

Support costs allocated to charitable activities

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



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

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

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

#### Governance costs

	Total 2024 £		Total 2023 £
Audit fees			
Audit of the financial statements	10,000	Legal and professional fees	9,188
Other fees paid to auditors	2,900	Other governance costs	1,411
Legal and professional fees	1,896		<u>10,599</u>
Other governance costs	6,821		
	<u>21,617</u>		

## 10. Net incoming/outgoing resources

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

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

## 11. Trustees remuneration and expenses

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

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

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

## 12. Staff costs

The aggregate payroll costs were as follows:

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

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

	2024	2023
	No	No
Raising funds	1	1
Charitable activities	12	12
Administrative and support staff	5	5
	<u>18</u>	<u>18</u>

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

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

	2024	2023
	No	No
£60,001 - £70,000	-	1
£70,001 - £80,000	<u>1</u>	<u>-</u>

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

## 13. Taxation

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

## 14. Tangible fixed assets

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

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

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

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

## 15. Fixed asset investments

Charity

Shares in group undertakings and participating interests

	<b>Subsidiary undertakings</b>	<b>Total</b>
<b>Cost</b>	<b>£</b>	<b>£</b>
At 1 April 2023	1	1
At 31 March 2024	1	1
<b>Net book value</b>		
At 31 March 2024	1	1
At 31 March 2023	1	1

### Details of undertakings

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

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

### Subsidiaries

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

## 16. Debtors

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

## 17. Cash and cash equivalents

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

## 18. Creditors: amounts falling due within one year

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

## Deferred income

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

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

## 19. Obligations under leases and hire purchase contracts

### Operating lease commitments

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

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

## 20. Funds

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

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



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

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Balance at 31 March 2023 £
<b>Unrestricted funds</b>				
<b>Restricted funds</b>				
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
<b>Total restricted funds</b>	<u>85,729</u>	<u>704,245</u>	<u>(712,154)</u>	<u>77,820</u>

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

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

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

1. Engaging Young People is about young people's participation in the charity's activities with trusted adults and their peers. This includes funding for football and drop-in sessions.
2. Youth-led Volunteering is about youth-led social action. It includes supporting young people to mentor their peers, hosting large community events, engaging with residents to improve their environment, organising awareness campaigns and delivering workshops about mental health to other young.
3. Fixed Asset Fund is fund for capital expenditure that is used for improving Suffolk House known as Warren Centre that is used for events.

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

## 21. Analysis of net assets between funds

	Unrestricted funds		Restricted funds	Total funds at 31 March 2024
	General	Designated		
	£	£	£	£
<b>Group</b>				
Tangible fixed assets	165,835	-	-	165,835
Current assets	681,085	156,000	58,014	895,099
Current liabilities	(325,463)	-	-	(325,463)
Total net assets	<u>521,457</u>	<u>156,000</u>	<u>58,014</u>	<u>735,471</u>
	Unrestricted funds		Restricted funds	Total funds at 31 March 2023
	General	Designated		
	£	£	£	£
Tangible fixed assets	201,217	-	-	201,217
Current assets	498,278	156,000	77,820	732,098
Current liabilities	(314,174)	-	-	(314,174)
Total net assets	<u>385,321</u>	<u>156,000</u>	<u>77,820</u>	<u>619,141</u>
	Unrestricted funds		Restricted funds	Total funds at 31 March 2024
	General	Designated		
	£	£	£	£
<b>Charity</b>				
Tangible fixed assets	141,186	-	-	141,186
Fixed asset investments	1	-	-	1
Current assets	727,525	156,000	58,014	941,539
Current liabilities	(304,897)	-	-	(304,897)
Total net assets	<u>563,815</u>	<u>156,000</u>	<u>58,014</u>	<u>777,829</u>
	Unrestricted funds		Restricted funds	Total funds at 31 March 2023
	General	Designated		
	£	£	£	£
Tangible fixed assets	170,444	-	-	170,444
Fixed asset investments	1	-	-	1
Current assets	569,374	156,000	77,820	803,194
Current liabilities	(291,278)	-	-	(291,278)
Total net assets	<u>448,541</u>	<u>156,000</u>	<u>77,820</u>	<u>682,361</u>

## 22. Analysis of net funds

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

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

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

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

## 23. Related party transactions

### Group and Charity

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

There were no other related party transactions in the year.