

YOUNG ROOTS

England & Wales · Charity number 1139685

Details

Other names REFUGEE YOUTH PROJECT

Status Registered

Legal form Charitable company

Company number [07448744](#)

Registered 2011-01-05

Register [View on the Charity Commission register](#)

Contact

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Activities

Objects: 1. THE ADVANCEMENT OF EDUCATION AMONG YOUNG FORCED MIGRANTS/LONG TERM REFUGEES (THE BENEFICIARIES), BOTH WITHIN THE UK AND OVERSEAS, BY PROVISION OF TRAINING AS YOUTH WORKERS AND IN THE FIELD OF HUMAN RIGHTS AWARENESS.2. THE RELIEF OF POVERTY HARDSHIP AND DISTRESS AMONG THE BENEFICIARIES BY ASSOCIATING TOGETHER VOLUNTARY BODIES, LOCAL AUTHORITIES, RELIEF AGENCIES AND OTHERS IN A COMMON EFFORT TO IMPROVE THEIR CONDITIONS OF LIFE3. THE PROVISION OF FACILITIES, IN THE INTERESTS OF SOCIAL WELFARE, FOR RECREATION AND OTHER LEISURE TIME OCCUPATION FOR INDIVIDUALS WHO HAVE NEED OF SUCH FACILITIES BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABILITY, FINANCIAL OR SOCIAL CIRCUMSTANCE, WITH THE OBJECT OF IMPROVING THEIR CONDITIONS OF LIFE.

Activities: Young Roots works with young refugees supporting them to improve their wellbeing and fulfil their potential, through intensive one-to-one Casework, youth and sporting activities, English language mentoring, youth leadership and access to specialist therapeutic and legal advice.

Classification

- **How:** Provides Human Resources, Provides Services, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, Arts/culture/heritage/science, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Recreation
- **Who:** Children/young People, Other Defined Groups

Geography

- **Area of benefit:** NATIONAL AND OVERSEAS.
- Brent
- Croydon

Finances

Period end	Income	Expenditure	Assets	Employees
2024-11-30	£1,403,986	£1,836,717	£877,023	32
2023-11-30	£1,807,170	£1,398,421	£1,309,754	25
2022-11-30	£1,435,876	£960,389	£901,005	22
2021-11-30	£984,814	£925,396	£425,518	21
2020-11-30	£801,077	£629,480	£366,100	12

Trustees

Name	Role	Appointed
GRACE CAPEL	Chair	2022-05-22
Andrea Vukovic		2022-04-02
Andrew Copeland Haley		2020-11-14
Edward Abel Smith		2023-07-15
Hannah Stott		2025-01-18
Laura Puddefoot-Knaggs		2017-09-09
Nazma Raichuri		2023-07-15
Radhika Ravi		2022-04-02
SEONAIID ROSINA ELSPETH MURRAY WEIGHTMAN		2025-01-18
Sami Gichki		2023-07-15
Stephen Roger Corker		2016-12-01
Wasig Zaid		2023-07-15

YOUNG ROOTS

England & Wales - Charity number 1139685

Accounts



YOUNG ROOTS

Company number: 07448744
Charity number: 1139685

Young Roots

Report and audited financial statements

For the year ended 30 November 2024

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Foreword

“I found myself in the middle of people who can support me... This charity become for me now, not just somewhere I go if I need support. Sometimes I go even if I don’t need anything. Just because I feel like these people like me, to be around me. Now I started to feel like you could be accepted.” (Young person, November 2024)

Dear friends

We are so proud of Young Roots’ work with young refugees and asylum seekers in 2023/24. More young people than ever accessed our services, and they told us that our work had a transformational impact on their lives.

Young peoples’ needs during this period were increasingly complex, as they were subjected to appalling treatment and denied support. Young people were threatened with removal to Rwanda, forced to live in dehumanising barge accommodation, and were left to navigate the asylum system without a lawyer, which meant they could not effectively advance their claims. Children were wrongly treated as adults and placed in unsafe living situations with adult strangers. Young people who secured refugee status faced being made homeless because their asylum accommodation was terminated before they could secure alternative housing. In this context, it is not surprising that many young people with whom we worked had very poor mental health.

Against this backdrop, our skilled and talented staff team supported 1411 young people in 2024, a 31% increase on the previous year. 1219 young people attended our youth clubs and hubs to make friends, enjoy sports, art, music and food, learn new skills including English, and take part in residential and trips. A record 618 young people received long-term one-to-one Casework support and advocacy, which helped them to resolve complex issues around education, destitution, immigration status, housing, and mental health. 720 young people accessed our Advice and Support Hubs, which integrate youth club activities with access to one-to-one Casework, specialist therapeutic support and legal advice. Thanks to our well-established work with young people living in hotels, we are there when young people need us most, soon after they arrive in the UK. We carried out a consultation with young women and organisations working with them to better understand their needs and wishes and used this to further develop two young women’s youth groups. Our surveys of young people show that these services have a real impact, with 81% saying they feel less lonely, 88% saying they feel calmer, happier or less stressed, 87% saying their English has improved, 85% saying they understand their rights better, 87% saying they feel more confident and 79% saying they have learnt new skills since coming to Young Roots.

We work directly with young people every day, establishing trusting relationships and supporting them to navigate the asylum system. This makes us uniquely well-placed to understand the challenges created by the system, evidence the impact on young people and work with them to call for change. We are excited that in 2024 we began to see the impact and potential of our new Policy and Campaigns function, which ensures that our expertise and evidence helps shape the asylum system. We published groundbreaking reports evidencing the flaws in how age disputes are currently carried out, the effect on young people and the difference that a better approach can have. These have already started to have an impact on policy and practice, with Local Authorities introducing new mechanisms to oversee their age assessments. We worked with young people to highlight the effect of current rules which result in refugee homelessness and call for improvements and were delighted to see a pilot introduced meaning young people are now granted longer to find accommodation when they gain refugee status.

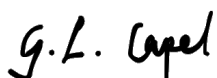
Young Roots

One of our strategic objectives is to ensure that our values are at the heart of everything we do. In 2024 our staff/trustee Diversity, Equity and Inclusion (“DEI”) Committee oversaw significant progress, including the gathering of staff and trustee DEI data, the introduction of new recruitment policies and approaches resulting in the employment of more people with lived experience of the asylum system, a review of our approach to bullying and harassment, staff training and further development of our services for young women. Our staff/trustee Wellbeing Committee monitored wellbeing through staff surveys and interventions to support wellbeing, including new employment policies, measures to manage workload, IT and admin support to ease pressure on teams, management training and a programme of staff contact and communications, whilst continuing to provide clinical supervision, an Employee Assistance Programme and twice-yearly service breaks. We are also proud to have recognised a trade union to support initiatives promoting DEI and wellbeing. This year we took great strides in ensuring young people are involved in decision-making at Young Roots including by further developing our Young People’s Volunteering Scheme, through which young people take on a leadership role at youth clubs, planning and running trips and activities, take part in staff recruitment and take on essential tasks such as running reception and registration, developing new skills and building confidence.

Strong partnerships are absolutely central to the way we work and our ability to achieve positive outcomes with young people. We are lucky to have continued our strong partnerships with the Helen Bamber Foundation and Off the Record which allow us to offer therapeutic support to young people attending our Hubs and with Coram Children’s Legal Centre, through which young people at our Hubs are able to access legal advice. We are immensely grateful to our Trusts and Foundations partners, many of whom have provided successive grants, for supporting us to grow and develop our services. We are also grateful to the increasing number of individual donors to our work. This support is integral to sustaining our services, building our resilience and is vital to our future. Equally we are delighted to have established vital relationships with corporate and community funders this year.

We would like to thank our dedicated and talented staff, volunteer and trustee team without whom our work would not be possible.

We would like to express our deep gratitude to the young people who use our services, who are constantly inspiring us, bringing joy to our activities and driving us to do more.



Grace Capel
Chair of Trustees



Paola Uccellari
Chief Executive

Young Roots

Reference and administrative information

For the year ended 30 November 2024

Registered name	Young Roots
Company number	07448744
Country of incorporation	United Kingdom
Charity number	1139685
County of registration	England and Wales
Principal and registered office	Suite 3.18 easyHub Croydon 22 Addiscombe Road Croydon CR0 5PE
Auditors	Godfrey Wilson Ltd 5th Floor, Mariner House, 62 Prince St, Bristol BS1 4QD
Bankers	CAF Bank 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ

Trustees

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Grace Capel	Chair
Stephen Corker	Treasurer
Edward Abel Smith	
Jennifer Couper	Resigned 13 December 2024
Sami Gichki	
Andrew Haley	
Pamila Nigah	Resigned 24 March 2024
Laura Puddefoot-Knaggs	
Nazma Raichuri	
Radhika Ravi	
Hannah Stott	Appointed 18 January 2025
Andrea Vukovic	
Seonaid Weightman	Appointed 18 January 2025
Wasig Zaid	

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Reference and administrative information

For the year ended 30 November 2024

Key management personnel

Paola Uccellari	Chief Executive Officer
Tom Asher	Head of Finance and Internal Operations (appointed April 2025)
Gerald Ssali	Interim Head of Finance and Internal Operations (from May 2024 to May 2025)
Magda Solomianko	Interim Head of Finance and Internal Operations (from February 2024 to May 2024)
Priyangi Palasuriya	Interim Head of Finance (from October 2023 to February 2024)
Victoria Sanderson	Head of Finance and Internal Operations (resigned March 2024)
Amy Lenderyou	Head of Fundraising and Development (appointed July 2024)
Tamsin MacDonald	Head of Fundraising and Development (resigned July 2024)
Hayley Cohen	Head of Programmes and Quality

The trustees present their report and audited financial statements for the year ended 30 November 2024.

The reference and administrative information set out on page 5 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association, the requirements of a directors' report as required under company law, and the Statement of Recommended Practice - Accounting and Reporting by Charities ("SORP") applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

Purpose and aims

Our charity's purpose, as set out in the objects contained in the company's Memorandum and Articles of Association are:

- The advancement of education among young, forced migrants and long-term refugees ('the beneficiaries'), both within the UK and overseas, by provision of training as youth workers and in the field of human rights awareness.
- The relief of poverty, hardship and distress among the beneficiaries by associating together with voluntary bodies, local authorities, relief agencies and others in a common effort to improve their conditions of life.
- The provision of facilities, in the interest of social welfare, for recreational and other leisure time occupation for individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial or social circumstance, with the object of improving their conditions of life.

Vision

Our vision is a compassionate and welcoming society for young people seeking safety in the UK.

Mission

Our mission is to work alongside young people seeking safety in the UK, building trusted relationships, providing practical and emotional support and promoting young people's rights and power.

Values

Our values are at the heart of everything we do. These are:

- Integrity – we act courageously and independently in the best interests of young people, as determined by them, and are transparent and accountable for our actions.
- Openness – we are adaptable and open to change. We are curious, reflect on our impact, and are keen to learn how to do things better.
- Kindness & compassion – we prioritise kindness and compassion, to build supportive relationships and promote wellbeing. We focus on supporting the wellbeing of our staff and volunteers.
- Inclusivity – we believe we have an important role to play in addressing societal inequities. We value the benefits of diversity and we strive to be inclusive. This affects all aspects of our work, including our work with young people, our team and our wider strategy.
- Empowerment – we believe in the unique strengths of each member of staff and each individual young person. We trust our team to act autonomously and transfer power to young people to build their autonomy, independence and agency.

Our activities, projects and services

Introduction

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it exists to support. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purpose.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Young Roots' operations are within London where we have established delivery teams in Brent, Croydon, and Kings Cross, working with young refugees and asylum seekers from across all London boroughs. The vast majority of the young people we work with are in the UK alone, having fled war and abuse and endured trafficking and hardship on their journeys here. Their lack of a support network in the UK means they experience multiple challenges, and they are particularly vulnerable to re-exploitation. This year, we have increased our work with newly arrived young people living in asylum hotels, who are particularly isolated. The young people we work with each have unique strengths, dreams and hopes but the brutal policy context in the UK, along with language barriers and a lack of familiarity with the complex systems they must navigate, mean that they face significant challenges.

Our teams of caseworkers and youth workers focus on achieving the following outcomes with young people:

- young people say they have more friends and people who help them since coming to Young Roots;
- young people say their mental health has improved since coming to Young Roots;
- young people say they understand their rights better since coming to Young Roots;
- young people say they feel more confident since coming to Young Roots;
- young people say they have learnt new skills since coming to Young Roots, including English;
- young people feel involved in making decisions at Young Roots;
- young people say they feel less worried since coming to Young Roots.

Young Roots' activities are guided by our Strategy (2024- 2027)

Our first strategic objective is to promote youth leadership in the design and delivery of our Youthwork to meet the diverse needs of young people and enable them to pursue their goals.

Our second strategic objective is to build on the strength and impact of Young Roots' Casework service by adapting to meet the changing needs of the young people we support.

Our third strategic objective is to improve our ability to campaign with young people, rooting ourselves in our local communities to achieve positive change at the local level while contributing to collaborative and strategic policy work at the national level.

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For the year ended 30 November 2024

Our fourth strategic objective is to ensure our values are central to everything we do, by increasing the extent to which people with lived experience of the asylum system take part in decision-making, promoting diversity, equity and inclusion (DEI), and promoting staff and volunteer wellbeing across the breadth of our functions.

Our fifth strategic objective is to support the growth and development of staff, young people and volunteers, through improved efficiency, sustainability and integration across Young Roots.

The following section reflects on our strategic ambitions and the purpose and aims of Young Roots. The analysis is consistent with the financial reporting.

Youth Work

"I love Young Roots, I love to play, I love to dance, I wouldn't change anything and my peers and the staff always make me laugh. I am happy with the youth development service and I feel less isolated". (Young person, November 2024)

Youth Work is at the heart of our work. Young people come to our clubs and hubs to make friends, to enjoy sports, music, arts and English lessons and to cook and eat together. The clubs and hubs offer a rare opportunity for young people to enjoy being young and to find a space which they can make their own and relax in. Young people build strong, trusted relationships with our staff, make friends and find a sense of community. This work is crucial in supporting young people to feel less lonely and worried, as well as improving their skills, confidence and English levels.

This year, we reached 1219 young people through nine weekly youth clubs, a 37% increase on 2023. Our weekly Advice & Support Hubs had excellent engagement, welcoming 720 young refugees.

In our Croydon youth groups, we enjoyed regular volleyball sessions, badminton, creative wellbeing sessions, poetry and photography workshops, dance, drama and music classes and a weekly English club. We also took trips to the West End, Central London, Winter Wonderland, London Zoo, and bowling, and hosted an outdoor activity residential for young women.

In King's Cross, our youth group thrived with regular drama, dance, music, art therapy, and cooking sessions. In collaboration with our Policy and Campaigns team and the Helen Bamber Foundation, we held powerful workshops on refugee homelessness and mental health. We also enjoyed trips to see *The Play That Goes Wrong* in the West End, the *Beyond the Baseline* exhibition at the British Library, and a thrilling Champions League football match.

In our Brent youth groups, we enjoyed weekly cooking sessions and shared dinner times trying foods from different cultures. We have offered therapeutic workshops, arts and crafts activities, board games, access to a library and weekly drumming and guitar lessons. Young people have had the opportunity to discuss and vote on trips they would like to participate in, and our young volunteers have taken a lead on organising these. Trips have included residentials in the countryside, visits to the beach, cinema outings and sports tournaments.

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For the year ended 30 November 2024

This year we expanded our Young Volunteers scheme, allowing young people to take part in Level 1 and Level 2 Volunteering. This increased opportunities for volunteering and skills development and helped us ensure that young people are involved in decision-making at Young Roots. Young people involved in volunteering organised and ran activities at youth clubs, on day trips and at sports tournaments. They worked on reception and took over the kitchen.

253 young people accessed English lessons embedded within our youth clubs – an activity requested by so many young people we support. 152 young people took part in our programme of trips and residential, which included outings to the beach, to Winter Wonderland, to central London, a football tournament and collaborative events run by partner organisations.

In "reflection groups", young people discuss societal and political topics that are of importance to them, and these conversations contribute to our Policy and Campaigns work. This year, young people created a film to explain what safety in the UK means to them and to call for a more compassionate asylum system. On World Homeless Day, they wrote to politicians to explain why policies must change so they are not made homeless when they gain refugee status. 76 young women attended our Young Women's Groups, which provide a space for young women to connect, make friends and take part in fun activities and trips. We also held a young women's residential in the summer of 2024.

"You, guys, make us excited about our own future and makes us think about it, lot of motivation to study. Provide us safer space where we can be our self and learn about our self and other people." (Young person, April 2024)

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Trustees' annual report

For the year ended 30 November 2024

Casework Service

"I have gone through the asylum and age assessment process now and am able to understand these systems much better. Whenever I have a friend going through the same thing, I know I can bring them to see my caseworker!" (Young person, November 2024)

Our youth-centred Casework Service offers holistic support for young people as they navigate multiple challenges in their lives, for example: accessing housing, education or mental health services, challenging inaccurate age assessments or finding legal representation so they can advance their claim for asylum. We work alongside young people to build their knowledge of their rights and develop their confidence in exercising their own agency. Young Roots supported a record number of young people through our expert Casework service in 2024. 618 young people accessed the service, which represents a 14% increase on 2023 and reflects the high need and demand created by fast-paced changes to legislation detrimental to young people during this period. Despite the challenges, we are delighted that 50 young people secured their immigration status, 66 were prevented from becoming street homeless, 9 had their age accepted, and 40 were enrolled in education.

Our Hubs were accessed by 720 young people in 2024. These impactful and popular weekly Hubs, which integrate youth work with Casework, specialist legal advice and therapeutic services, respond holistically to the needs and wishes of young people.

This year we secured a grant from Glasspool to deliver hardship support. The young people we support are often destitute, finding it impossible to meet their essential living needs on the small amounts of money which they are entitled to. Many were made homeless this year when they were forced to leave their asylum accommodation very shortly after gaining refugee status. We provided direct hardship support to young people including emergency food vouchers, emergency accommodation, phones and data. We also bought starter-packs for young people moving into new accommodation without furniture, kitchen equipment, bedding, etc.

Youth Welfare Project

The Youth Welfare Project, funded by Migrant Help, draws on our expertise in delivering a combined approach of casework and youth work to support the practical and emotional needs of young people living in asylum hotels. Our Youth Welfare clubs offer access to English Language learning, food, youth activities, and advice, and serve as an entry point to more intensive support. Our Youth Welfare Officers provide vital support and connection to isolated and newly arrived young asylum seekers. They work closely with our Youth Welfare Caseworkers, who provide one-to-one casework support to address more complex and long-term needs. The income and expenditure for this project are split across Casework, Youth Development and Partnership and Outreach in the accounts.

Partnership and Outreach

Partnership working with trusted and expert partners is key to Young Roots' impact. The scale of the challenges faced by the young people we support, the specialist support they need and the harsh external environment mean that partnership working is vital. We have expanded our long-term funded partnership with the Helen Bamber Foundation, who provide stabilisation and trauma-focused therapy to those most acutely affected by trauma. Our valued partnership with Coram Children's Legal Centre continues to benefit young people who need legal advice and support via our Croydon Hub.

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For the year ended 30 November 2024

Other key partnerships include Kazzum, Talitha Arts, Art Refuge, Go Live Theatre, Croydon's Poet Laureate Shaniqua Benjamin and Music Action International, who offer arts-based and performing arts therapy and activities. There is always high demand for English lessons, and we are grateful to English for Action, Springboard and Kazzum who run English sessions at our clubs. Our partnership with REUK provides young people with advice and support to access education. We continue to work with Migrant Help to provide the Youth Welfare project. We are grateful to Care for Calais for supporting the delivery of the youth club in Wembley for young people living in local asylum accommodation.

Young Roots continues to play an active role in the South London Young Refugees Network (formerly Croydon Young Refugees Network), and the Northwest London Young Refugees Network that we founded. We also founded the Youth Leadership Working Group and are active in the London Youth Casework Group, the Refugee and Migrant Children's Consortium (Including the Age Assessments sub-group), the Housing and Immigration Forum and NACCOM (the No Accommodation Network). We place emphasis on our outreach activities to ensure that young people know about the services and support that we offer.

Influencing

This year, we implemented our policy and campaigns strategy. This is a new area of work for Young Roots, and we have already seen it bear fruit. Our policy priorities are homelessness, age disputes, and the right to safety. We speak powerfully and authoritatively about these issues because we work on the frontline with young people every day and establish trusted relationships with them. The depth of our frontline expertise means we bring a unique perspective; we are able to demonstrate how these issues affect young people and suggest appropriate solutions. During the last year we have built productive relationships with local political representatives to help affect change at a national level, we have published ground-breaking research on age disputes and engaged with key stakeholders on the recommendations based on our findings, and we have shared good practice on our key issues across local authorities. We supported young people to meet with their local MPs and to campaign on refugee homelessness. We were delighted to see a pilot introduced to ensure people have longer to find housing when they gain refugee status. A young person's story, provided by Young Roots, was read aloud in parliament to advocate for this change being made permanent. We worked with young people to produce a short film about their experiences, which we have used to engage with local communities. We shared young people's experiences via social media and in the media and supported a young person to tell his story in a widely shared Evening Standard campaign focused on refugee homelessness.

Volunteer contribution

Volunteers have been vital in supporting our Casework and Youth Development programmes. 20 volunteers supported this work during the year.

Achievements and performance

Young Roots' main activities and target group are described above. All our charitable activities focus on young refugees and asylum seekers within the 11-25 age range and are undertaken to further Young Roots' charitable purposes for the public benefit.

Our approach is holistic, so the same young people may access our Youth Work and Casework Service, therapeutic and legal support, and they may do this through our Advice and Support Hub and/or via our Youth Welfare project.

Outcomes for young people:

Twice each year, we survey a sample of young people to measure our impact and record our outcomes. We collect quantitative data on when our services have supported the achievement of a key "milestone" (e.g. gaining legal representation, success in an age dispute, etc). We also collect case studies regularly to gain an in-depth understanding of young people's journey with Young Roots. We conduct an external evaluation of our services every three years. Our 2022 evaluation was extremely positive with all stakeholders consistently emphasising that the integration of youth activities, one-to-one casework and youth work, together with access to specialist therapeutic and legal support, was a highly accessible and effective model.

This is a typical response from a partner:

"Their level of commitment is unique. They go above and beyond what I would expect of a busy charity like this. They not only try to resolve the matter themselves before finding solicitors, but then when solicitors are involved, they remain attentive in supporting the client with other ancillary matters, and they also give evidence and act as litigation friend in the cases taken to Court."

Here is an example of a response from a young person:

"In the past I've met cruel people who I can't trust. At Young Roots I can be open and talk about problems. I used to have a big trust issue; I used to over protect myself to stop getting hurt – I didn't trust anyone but now I've found a middle place. I changed a lot since I learnt I can trust people at Young Roots. I've learnt I can trust some people in other places too."

We aim that, by coming to Young Roots, 75% of young people taking part in our surveys respond positively to the impacts below. We care deeply about what young people think about our services and approach, and this informs our decision making. When we reviewed our survey based on our 2024-27 strategy, we developed our questions and format to provide space for richer, more nuanced and open responses; as of November 2024, answers are now given on a scale of 1-5 (strongly disagree – strongly agree), rather than a yes/no basis. It is important to note that because of this, the overall percentages are lower than in previous periods.

The percentages below combine the May 2024 and November 2024 responses. Overall, by coming to Young Roots, young people feel the following impacts:

- 88% feel calmer, happier and less stressed / have improved mental health
- 81% feel less alone / have more friends and people who help them
- 85% have a better understanding of their rights and entitlements and how to access support
- 87% feel their English has improved

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Trustees' annual report

For the year ended 30 November 2024

Additional responses from new questions in our November 2024 questionnaire:

- 78% of young people feel less worried
- 87% feel more confident
- 81% feel involved in decisions at Young Roots
- 79% have learnt new skills

We also monitor milestones achieved through our work with young people. We do not have targets, because reaching these milestones depends on the external environment. For example, this past year it has continued to be incredibly difficult to secure legal representation for young people, with 57% of people with asylum cases unable to secure a legal aid lawyer.¹ The ongoing homelessness crisis has also been a significant challenge this year, making it increasingly difficult to find housing for young people.

Milestones	2024	2023	2022	2021
Settled Status secured	50	85	29	14
Successful age assessment challenge/outcome	9	16	14	14
Prevented from being homeless	66	69	21	20
Secured immigration / community care representation	48	40	48	60
Accessed specialist Mental Health support (some of this number will have been prevented from suicide and self-harm)	108	90	51	67
Enrolled in education	40	46	67	17

The following shows the growth in our reach by activity/service:

	2024 Target	2024 Actual	2023	2022	2021	2020	2019
Total reach	1000	1411	1104	873	739	490	658
Casework	500	618	541	370	221	157	118
Youth Development	800	1219	888	712	622	373	529
Aged 18 and under		27%	36%	41%	36%	37%	47%
Aged over 18		73%	64%	59%	64%	63%	53%

89% of young people supported in this period were male and **11%** were female. One young person was nonbinary.

We supported young people from **61** countries. The largest groups of young people were from Afghanistan (21%), Sudan (21%), Eritrea (14%), Syria (7%), Iran (5%), and Ethiopia (5%).

¹ See ILPA, Stemming the Tide: The Case for Demarketising the Legal Aid Sector, November 2024.

Financial review

The financial results for the year which ended on 30 November 2024 are set out in the Statement of Financial Activities on page 27. Young Root's financial position at the year-end is set out on page 28.

Income

During 2024, our total income decreased by 22% to £1,403,986 (2023: £1,807,170). This was due in part to large, restricted grants received before the end of the prior financial year, for projects to be delivered during the following year.

Both donations and income from charitable activities fell by 46% and 12% respectively, as we faced a challenging fundraising environment.

Most of our income, 78% (68% in 2023), continues to come from restricted grants from Trusts and Foundations for our charitable activities.

We are very grateful to longstanding and more recent funders and partners, without whose support our work would be impossible. More detailed information about our funders and funds can be found in Notes to the financial statements 2 and 3.

Expenditure

The total organisational expenditure was £1,836,717 (2023: £1,398,421).

89% of the total organisational expenditure was spent on charitable activities (2023: 88%) with 11% expended on raising funds (2023: 12%) to support Young Roots to achieve its objectives. Fundraising costs have increased by 28% as we invest in resourcing within the team. We expect this investment will result in greater income generation in the coming years.

Of the total expenditure, 69% was on staffing (2023: 72%), our greatest asset. Staff are key in delivering all our services and casework offer.

Year-end position

At the close of the financial year, Young Roots held total net assets of £877,023. Of these funds, £361,808 are restricted funds to be carried forward, representing funds which Young Roots received for its charitable activities that have not yet been expended. The unrestricted funds held by Young Roots at the close of the year were £515,215.

Reserves policy

At the end of the year, Young Roots held total unrestricted reserves of £515,215 all of which were available for general use (2023: £479,475 of which £169,264 were designated).

The trustees have agreed that the level of free reserves needs to be between £425,000-£475,000. This figure was agreed during a process of reviewing our internal and external environment, considering our future projected expenditure. Our reserves policy follows a 'risk-based approach', meaning that our policy is based on an understanding of our income streams and their risk profile, the degree of commitment to expenditure and the overall risk environment in which Young Roots operates.

Young Roots

Trustees' annual report

For the year ended 30 November 2024

Reserves are reported monthly in the management accounts which are reviewed at board level. Given operational issues, changes in economic circumstances and short-term needs it is possible for reserves to fall outside of the target range. However, it is expected that management will seek to address this to ensure reserves are maintained within range.

Young Roots currently holds free reserves of £515,215 which exceeds our target range set out in our reserves policy. This will continue to be monitored, and the reserves policy regularly reviewed for its relevance and appropriateness.

Going concern

The Board of Trustees considers that Young Roots remains a going concern. As a grant-funded organisation that depends on restricted grant funding for a large part of its income, Young Roots begins each financial year without having secured all the income to cover its operational costs in the year.

Trustees and senior management monitor the financial position regularly and identify any upcoming risks and mitigations that may impact our reserves position. We continue to invest in unrestricted fundraising capacity to build and maintain our reserves.

Principal risks and uncertainties

Young Roots has identified the following headline risks and mitigations, which have been exacerbated by the cost-of-living crisis, Government policies that affect the asylum system and cycles of multi-year funding coming to an end.

1. Financial Sustainability within the current economic climate

Risk: Young Roots does not raise enough funds to maintain operations at the current level and the level of funds it has raised are not enough to match the rate of inflation.

Mitigation: We have an experienced fundraising team and continue to invest in fundraising support. We have a strong track record of Trust and Foundation fundraising and will continue to nurture those relationships. This year, funding has been generated from three successful Charity of Year partnerships, and we continue to grow our supporter base to generate income via corporates, individual and regular donations and community fundraising events. Our Head of Finance and Internal Operations works closely with our Head of Fundraising and Development, Chief Executive and trustees to ensure excellent financial planning, regularly reporting to our Finance and Audit Committee, which meets monthly, and wider Trustee board.

2. Cyber Security

Risk: As Young Roots grows its staff team and builds a greater digital footprint, it becomes more vulnerable to serious cyber-attacks. This could result in financial loss or reputational risk.

Mitigation: Young Roots has developed an approach to Cyber Security that will be implemented in FY 2025/26. Young Roots has engaged with an IT consultant to understand the needs of the organisation and the most appropriate steps to take to ensure resilience and compliance in this area. Young Roots has appointed a trustee with digital strategy and IT expertise and will explore the option for extending insurance to cover IT and cyber security risks. The work is overseen by our Head of Finance and Operations who regularly reports risks to SLT and the trustees.

3. Safeguarding

Risk: Young Roots fails to recognise serious safeguarding risks or doesn't have the ability to cope with the volume of risks, which could lead to self-harm or the harming of someone else. A lack of capacity in statutory services/high thresholds mean that young people do not receive the support to which they are entitled.

Mitigation: Young Roots reviews its Safeguarding policy and practice formally each year at Board level. Young Roots has appointed designated safeguarding officers across the organisation to ensure we are following best practice in every respect. The Chief Executive reports on safeguarding to the trustees at each meeting as part of their report and twice per year an in depth-report is provided to the Board by the Head of Programmes and Quality. Our expert safeguarding trustee, who is a safeguarding consultant and former Head of Safeguarding and Assistant Director for Children's Social Care for a Local Authority, advises and supports both staff and trustees. Our strong safeguarding culture, approach to supervision and regular staff and trustee training supports implementation of our safeguarding policy. Public liability insurance is in place.

4. Compliance

Risk: Young Roots does not: comply with the GDPR and understand the expectations of the ICO; comply with the 2019 Fundraising Practice released by the Fundraising regulator and the Charity Commission; comply with its constitution, with charity, health and safety or with employment law; comply with funder requirements; file financial and trustee information on time with the Charity Commission, HMRC or Companies House.

Mitigations: Young Roots has: a Head of Finance and Internal Operations who works closely with the CEO, with our trustee who focuses particularly on governance and acts as Company Secretary and the Board more generally to ensure compliance; we have appointed an HR manager to support compliance with employment law and to secure training to support compliance with other rules and regulations and, in particular, we have implemented mandatory online training in relation to key matters such as data protection, health and safety and cyber security; we have appointed an external IT company to advise in relation to cyber security and to maintain our systems; we have trustees with expertise in fundraising, GDPR and accounting. The trustee board continue to scrutinise the organisation's compliance on this range of issues.

5. Staff Wellbeing

Risk: As our staff team is faced with increasing demand from young people with increasingly high levels of need in a very hostile policy environment, there is a risk of staff stress and burnout.

Mitigation: We conduct regular staff surveys to better understand levels of wellbeing and factors affecting wellbeing. Young Roots has established a staff/trustee Wellbeing Committee, which oversees development of a strategy and initiatives to support staff wellbeing. Measures include regular clinical supervision for front line staff, an Employee Assistance service which offers counselling, service breaks, a strong management culture and training for managers on how to support wellbeing, policies and procedures to support wellbeing such as a Wellbeing Agreements, Special Leave Policy, a sabbatical policy, an out-of-hours working policy, a policy to manage workload, etc. The Board regularly scrutinises data and initiatives to support wellbeing.

Plans for the future

We continue to work within our current strategy (April 2024 – March 2027). The strategy was developed with expert input from staff, trustees and young people. It was informed by a review of our achievements under our last strategic plan, analysis of our context and the challenges and opportunities facing young people and the views of young people to identify our priorities for the future.

The strategic objectives in our current strategic plan are:

1. To promote youth leadership in the design and delivery of our Youthwork to meet the diverse needs of young people and enable them to pursue their goals

Our Youthwork plays a huge part in promoting young people's wellbeing, allowing young people to form trusted relationships and build a sense of community and belonging with staff and with each other. It also provides an opportunity for young people to spend time enjoying themselves, learn new skills and build positive memories. These relationships, connections and transformative moments are even more important in the increasingly harsh environment facing young people. During each year of the strategic plan period, more than 800 young people will engage in our Youthwork, and we will further develop our approach in the following ways: We know that youth participation, where young people make decisions about what we do and how we do it and are involved in delivery, both increases young people's sense of agency, skills and confidence and ensures that our services offer young people the opportunities that are most important to them. We will build on the success of this work, by ensuring young people lead the development and delivery of an increasing number of our Youthwork activities. As part of this, we will continue to develop our volunteering offer and by the end of this strategic period, we will have explored how this could progress to internship and employment opportunities. We will develop further partnerships that allow young people to pursue their diverse goals and ambitions, whether that is more sporting, employability or creative opportunities. We will continue to develop specific Youthwork activities to meet the needs of groups sharing protected characteristics, such as young women.

2. To build on the strength and impact of Young Roots' Casework service by adapting to meet the changing needs of the young people we support.

The evidence is clear that our Casework service is transformative for young people. Along with the holistic support offered in our Advice and Support Hubs, it supports them to access the services they need to settle positively in the UK, including housing, education, mental health services and legal advice. The government's recent policy and legal changes have meant that young people who access our Casework service and Advice and Support Hubs have increasingly severe needs, often facing homelessness and destitution, mental health crises and unable to find a solicitor to represent them. During each year of this strategic plan period more than 500 young people will access our Casework service and we will meet young people's evolving needs by: exploring different models and partnerships to meet young people's unmet needs related to legal representation, housing, destitution and mental health.

3. To improve our ability to campaign with young people, rooting ourselves in our local communities to achieve political change at the local level while contributing to collaborative and strategic policy work at the national level.

In our last strategic period, we made significant progress towards establishing our new policy and campaigns work, employing a Policy and Campaigns Manager, creating a steering group, developing our strategy and working with young people to shape our work. Our last strategic period saw unprecedented attacks on the rights of young people seeking safety in the UK, making it increasingly

difficult to gain positive outcomes for young people. The context in which we are now working makes our policy and campaigns work even more important. We work daily with young people, so are uniquely well-placed to understand the challenges they face, to illustrate the impact of the current system and to work alongside young people to call for positive change. In this strategic period we will: Use the extensive evidence from our frontline services to inform and support our policy and campaigns work, which aims to improve the system affecting young people's lives. Increase our campaigning skills, capacity and reach, particularly by growing and mobilising our activist base and media profile. Establish effective relationships with decision-makers and statutory services and engage allies and local communities to speak out on the issues that matter to young people. Support young people to push for change, increasing their confidence, skills and sense of agency in doing so.

4. To ensure our values are central to everything we do, by increasing the extent to which people with lived experience of the asylum system take part in decision-making, promoting diversity, equity and inclusion (DEI), and promoting staff and volunteer wellbeing across the breadth of our functions.

We will focus on the following: We will build on our deep expertise in youth participation in service design and delivery, by ensuring that young people are involved in meaningful decision-making across the whole organisation. This will both increase young people's skills, confidence and agency and mean we can better meet young people's needs. By the time we develop our next strategic plan, young people will be at the heart of decision-making on our plans for the future. This will both support young people to develop new skills, confidence and agency and improve the decisions we make. The situation facing young people is brutal. We are seeing extremely high levels of demand and growing complexity of young people's needs at a time when statutory services are under pressure. This, all in the context of a hostile public narrative, means that the wellbeing of our staff team is a top priority. We will further develop an improved wellbeing support and benefits package for staff, informed through regular staff consultation. We will further develop our DEI strategy, so that people with lived experience and from diverse communities and identities are embedded at all levels in the organisation and through diverse partnerships.

5. To support the growth and development of staff, young people and volunteers, through improved efficiency, sustainability and integration across Young Roots.

We are grateful for the support from our funders which has allowed Young Roots to grow rapidly to meet the high levels of demand for our services from young people. Having recently reached this new stage of maturity, we will focus during this strategic period on ensuring that the right policies, systems and structures are in place to allow us to properly support our staff team, young people and volunteers. We will focus on the following: We will implement a volunteering strategy to increase our capacity, specialist skills and community connections to support young people. As a learning organisation, we will continue to pursue digital transformation and harness the benefits of technology in improving our efficiency, information and the quality of our work. We will secure the financial sustainability of Young Roots and our ability to continue delivering positive outcomes for young people by increasing the proportion of our funding which is unrestricted, through grants, individual giving and corporates so as to better enable us to adapt to changing needs. We will increase our skills, capacity and the reach of our communications in order to grow our supporter base, increase engagement and support campaigning impact.

Young Roots

Trustees' annual report

For the year ended 30 November 2024

Our priorities for 2025 are to:

1. Develop our programme to support young people through volunteering to employment, to ensure that young people are increasingly involved decision-making at Young Roots and gain new skills and confidence (Objective 1).
2. Develop our partnerships, to secure legal representation and therapeutic support for young people (Objective 2)
3. Grow our Policy and Campaigns team and implement our Policy and Campaigns Strategy (Objective 3)
4. Improve our support for employees with lived experience and develop career pathways at Young Roots, so that people from more diverse backgrounds, including people with lived experience, progress into more senior roles at Young Roots (Objective 4).
5. Improve our data, policies and systems, so that our we are effective, efficient and compliant (Objective 5).
6. Working with our newly recognised Trade Union to develop plans, policies and initiatives to support wellbeing (Objective 5).
7. Evaluating the impact of our services (Objective 5).

Structure, governance and management

The organisation is a charitable company limited by guarantee, incorporated on 23 November 2010 and registered as a charity on 5 January 2011.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its articles of association.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 7 to the accounts.

Appointment of trustees

Any person who is willing to act as a trustee, and who would not be disqualified under the provision of Article 27 of the Articles of Association, may be appointed to be a trustee by decision of the trustees. Recruitment of trustees is an open process, with positions advertised on Charity Jobs, through channels where we can attract a range of diverse candidates, and through other networks. The interview panel consists of the Chair, a Trustee with a focus on Diversity, Equity and Inclusion, other trustees as appropriate and the Chief Executive (who doesn't have decision making role).

At every annual meeting of the trustees at which the accounts are adopted after the third anniversary of the incorporation of the charity, one third of the trustees, being those who have served the longest since their appointment or reappointment must retire from office. Retiring trustees may be re-appointed but a trustee who has served for three consecutive terms must take a break from office.

Young Roots

Trustees' annual report

For the year ended 30 November 2024

Trustee induction and training

The trustees have a wide range of skills pertinent to the charity. They include professionals from finance, safeguarding, policy influencing, fundraising, legal, and youth participation.

Their knowledge is kept up to date by technical reading, sharing of knowledge and training courses. New developments are discussed at meeting of the trustees. All trustees undertake training on finance and safeguarding.

The Chief Executive reports on the strategic plan at each trustee meeting. The risk register, fundraising targets, safeguarding, staff and volunteer wellbeing and finances are regularly reviewed. We have a Finance Committee that meets monthly with the Chief Executive and Head of Finance and Internal Operations to have oversight of our finances. It is our policy that all trustees are DBS checked.

Our Wellbeing Committee, chaired by a trustee and attended by other trustee representatives, the Chief Executive, and other members of staff meets four times each year and reviews staff survey results and agrees strategies for ensuring wellbeing. Our Diversity, Equity and Inclusion Committee, chaired by a trustee and attended by the Chair of Trustees, other trustee representatives, Chief Executive, Human Resources Manager, and representatives from different teams, also meets four times a year.

Related parties and relationships with other organisations

The trustees have declared that there are no related parties. Young Roots holds a register of interests which is reviewed annually.

Remuneration policy for key management personnel

The trustees delegate the day to day running of the charity to the Chief Executive. There is an agreed scheme of delegation which outlines respective responsibilities. The pay of Young Roots' Chief Executive is set by the board of trustees, as represented by the Chair. The Chief Executive recommends the pay for the Senior Leadership Team to the trustees, and in consultation with the Senior Leadership Team, that for all other members of staff. Staff pay is set with regards to similar organisations and based on fair pay for work done. From 2025, our newly recognised Trade Union will play an important role in decision-making in relation to pay.

Fundraising practice statement

Young Roots is not currently subscribed to the Fundraising Regulator although we are working towards this. We abide by the Fundraising Regulator's Code of Practice for all our community, events, corporate and individual fundraising activities. Young Roots has never received any complaints about fundraising activities which we've undertaken.

Statement of responsibilities of the trustees

The trustees (who are also directors of Young Roots for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and the income and expenditure, of the charitable company for that period.

Young Roots

Trustees' annual report

For the year ended 30 November 2024

In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy, at any time, the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

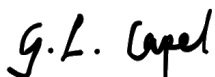
The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees as at 30 November 2024 was 12 (2023:14). The trustees are members of the charity, but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditors

Godfrey Wilson Limited were re-appointed as auditors to the charitable company during the year and have expressed their willingness to continue in that capacity.

This report was approved by the Board of Trustees on 12 July 2025 and signed on their behalf by



Grace Capel
Chair



Stephen Corker
Treasurer

Independent auditors' report to the members of Young Roots

For the year ended 30 November 2024

Opinion

We have audited the financial statements of Young Roots (the 'charity') for the year ended 30 November 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 November 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's responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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 the provisions available for small entities, 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 charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are 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 other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

Independent auditors' report to the members of Young Roots

For the year ended 30 November 2024

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

We have nothing to report in this regard.

Opinion on other matters 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 trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements;
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, the trustees (who are also the directors of the charitable company for the purposes of company law) 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.

Independent auditors' report to the members of Young Roots

For the year ended 30 November 2024

Our 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

- (1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.
- (2) We reviewed the charity's policies and procedures in relation to:
 - Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
 - Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.
- (3) We inspected the minutes of trustee meetings.
- (4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.
- (5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.
- (6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.
- (7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:
 - Testing the appropriateness of journal entries;
 - Assessing judgements and accounting estimates for potential bias;
 - Reviewing related party transactions; and
 - Testing transactions that are unusual or outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities . This description forms part of our auditor's report.

Young Roots

Independent auditors' report to the members of Young Roots

For the year ended 30 November 2024

Use of our report

This report is made solely to the charity's members, 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 charity's members 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 charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Date: 14 July 2025

Alison Godfrey

Alison Godfrey FCA
(Senior Statutory Auditor)

For and on behalf of:
GODFREY WILSON LIMITED
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

Statement of financial activities
(incorporating an income and expenditure account)

For the year ended 30 November 2024

	Note	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Income from:							
Donations	2	309,081	1,200	310,281	562,586	10,025	572,611
Grants for charitable activities	3	-	1,084,935	1,084,935	-	1,230,269	1,230,269
Investments		8,770	-	8,770	4,290	-	4,290
Total income		317,851	1,086,135	1,403,986	566,876	1,240,294	1,807,170
Expenditure on:							
Raising funds	4	108,822	100,798	209,620	163,973	-	163,973
Charitable activities							
Casework	4	90,511	401,187	491,698	47,938	315,947	363,885
Youth Development	4	115,635	511,303	626,938	57,723	400,727	458,450
Partnership and Outreach	4	66,946	337,701	404,647	51,185	282,156	333,341
Influencing	4	19,106	84,708	103,814	36,290	42,482	78,772
Total expenditure		401,020	1,435,697	1,836,717	357,109	1,041,312	1,398,421
Net income / (expenditure)	5	(83,169)	(349,562)	(432,731)	209,767	198,982	408,749
Transfers between funds	14	118,909	(118,909)	-	-	-	-
Net movement in funds		35,740	(468,471)	(432,731)	209,767	198,982	408,749
Reconciliation of funds:							
Total funds brought forward		479,475	830,279	1,309,754	269,708	631,297	901,005
Total funds carried forward		515,215	361,808	877,023	479,475	830,279	1,309,754

All the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movement in funds are disclosed in Note 14a to the financial statements.

Balance sheet

For the year ended 30 November 2024

	Note	£	2024 £	£	2023 £
Current assets:					
Debtors	11	46,580		45,880	
Cash at bank and in hand		918,312		1,361,648	
				<u>1,407,528</u>	
		964,892			
Liabilities:					
Creditors: amounts falling	12	(87,869)		(97,774)	
				<u>1,309,754</u>	
Net current assets	6		877,023		1,309,754
Total net assets			877,023		<u>1,309,754</u>
The funds of the charity:					
Restricted income funds	14		361,808		830,279
Unrestricted income funds:					
Designated funds		-		169,264	
General funds		515,215		310,211	
			515,215	<u>479,475</u>	
Total unrestricted funds					479,475
Total charity funds			877,023		<u>1,309,754</u>

These accounts have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

The financial statements on pages 27-40 were approved by the Trustees and authorised for issue on 12 July 2025 and signed on their behalf by:

G.L. Capel

Grace Capel

Trustee, Chair

S.R. Corker

Stephen Corker

Trustee, Treasurer

Statement of cash flows

For the year ended 30 November 2024

	2024 £	2023 £
Cash flows from operating activities:		
Net movement in funds for the reporting period (as per the statement of financial activities)	(432,731)	408,749
Adjustments for:		
Dividends, interest and rents from investments	(8,770)	(4,290)
Decrease / (increase) in debtors	(700)	727
Increase / (decrease) in creditors	(9,905)	41,661
Net cash used in operating activities	<u>(452,106)</u>	<u>446,847</u>
Cash flows from investing activities:		
Dividends, interest and rents from investments	8,770	4,290
Net cash provided by investing activities	<u>8,770</u>	<u>4,290</u>
Change in cash and cash equivalents in the year	(443,336)	451,137
Cash and cash equivalents at the beginning of the year	<u>1,361,648</u>	<u>910,511</u>
Cash and cash equivalents at the end of the year	<u><u>918,312</u></u>	<u><u>1,361,648</u></u>
Analysis of cash and cash equivalents and of net debt		
	At 1 December 2023 £	At 30 November 2024 £
Cash at bank and in hand	1,361,648	918,312
Total cash and cash equivalents	<u><u>1,361,648</u></u>	<u><u>918,312</u></u>

Notes to the financial statements

For the year ended 30 November 2024

1 Accounting policies

a) General information

Young Roots is a charitable company limited by guarantee and is incorporated in England and Wales.

The registered office address is Suite 3.18 – easyHub Croydon, 22 Addiscombe Road, Croydon, CR0 5PE.

The financial statements are presented in Sterling (£), which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

b) Basis of preparation

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) - (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern due to the current level of reserves.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

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

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Notes to the financial statements

For the year ended 30 November 2024

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation 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. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked and ringfenced by the trustees for a specific purpose.

h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charity, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

i) Allocation of support costs

Resources expended are allocated to the activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Support and governance costs are allocated to each programme of activities on the basis set out below. This is based on the proportion of staff costs on each activity.

- Raising funds
- Casework
- Youth Development
- Partnership and Outreach
- Influencing

Notes to the financial statements

For the year ended 30 November 2024

i) Allocation of support costs (continued)

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

j) Operating leases

Rental charges are charged on a straight-line basis over the term of the lease.

k) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

m) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n) Conduit funding

Conduit funds are monies received for third parties and do not belong to the charity. The incoming funds and outgoing payments are excluded from the Statement of Financial Activities. Any conduit funds in hand at the year-end are shown as creditors in the accounts.

o) Financial instruments

The charitable company 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 except for bank loans which are subsequently recognised at amortised cost using the effective interest method.

p) Pensions

The charity operates a contributory pension scheme. It is a defined contribution scheme, and contributions are charged in the statement of financial activities as they accrue.

Notes to the financial statements

For the year ended 30 November 2024

2 Income from donations

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Trusts and Foundations						
AB Charitable Trust	-	-	-	22,000	-	22,000
CAF Donor	-	-	-	45,000	-	45,000
Choose Love	-	-	-	70,000	-	70,000
Garfield Weston Foundation	-	-	-	30,000	-	30,000
Innox Foundation	30,000	-	30,000	30,000	-	30,000
Lloyds Bank Foundation	-	-	-	2,250	-	2,250
Keystone	-	-	-	49,738	-	49,738
BLP Charitable Trust	-	-	-	5,000	-	5,000
Belpech Trust	-	-	-	5,000	-	5,000
Forrester Family Trust	-	-	-	40,000	-	40,000
Betty Messenger Charitable Foundation	-	-	-	25,000	-	25,000
Leathersellers Foundation	20,000	-	20,000	20,000	-	20,000
Society of the Holy Child Jesus	-	-	-	15,000	-	15,000
Swire Charitable Trust	25,000	-	25,000	25,000	-	25,000
John Lyons Foundation	-	-	-	7,300	-	7,300
Kurt and Magda Stern Foundation	-	-	-	10,000	-	10,000
Renegade Trust	10,000	-	10,000	-	-	-
Bennelong	10,000	-	10,000	-	-	-
Anonymous Donor 1	40,000	-	40,000	-	-	-
Other Trust Donations	18,754	-	18,754	-	-	-
Total Trusts	153,754	-	153,754	401,288	-	401,288
Donations from transfer of assets	-	-	-	12,000	-	12,000
Other Donations	155,327	1,200	156,527	149,298	10,025	159,323
Total Income from donations	309,081	1,200	310,281	562,586	10,025	572,611

Notes to the financial statements

For the year ended 30 November 2024

3 Income from charitable activities

	2024		2023	
	Unrestricted	Restricted	Unrestricted	Restricted
	£	£	£	£
Allen & Overy Foundation	-	-	-	10,000
Anonymous Donor 2	-	-	-	25,000
Asylum Seeker Support Fund	-	15,000	15,000	5,000
Awards for All	-	-	-	10,000
BBC Children in Need	-	39,924	39,924	39,573
Bennelong Foundation	-	-	-	15,000
City Bridge Trust	-	64,970	64,970	65,713
Coram JCI	-	3,167	3,167	9,377
Croydon Voluntary Action	-	-	-	950
GVC Fund	-	-	-	15,049
Jack Petchey Foundation	-	3,400	3,400	3,020
John Lyons Charity	-	41,500	41,500	40,450
Kurt and Magda Stern Foundation	-	30,000	30,000	30,000
Treebeard	-	30,000	30,000	30,000
Linbury Trust	-	-	-	10,000
London Catalyst	-	-	-	1,600
London Youth	-	-	-	1,600
Migrant Help	-	257,474	257,474	501,744
The National Lottery Community Fund	-	74,751	74,751	69,876
Orange Tree Trust	-	-	-	5,000
People's Health Trust	-	13,760	13,760	8,256
Sigrid Rausing Trust	-	-	-	15,000
Souter Trust	-	-	-	5,000
Stay Belvedere Hotel Limited	-	-	-	41,456
The Henry Smith Charity	-	78,300	78,300	96,600
The Prudence Trust	-	-	-	82,831
The Vodaphone Foundation	-	-	-	3,744
UCB Community Health Fund	-	-	-	43,513
Wembley National Stadium Trust	-	5,000	5,000	15,000
Keystone	-	7,021	7,021	-
Scottish Power	-	64,882	64,882	-
Belron	-	146,184	146,184	-
Choose Love	-	121,434	121,434	20,000
Glasspool	-	22,500	22,500	-
Comic Relief	-	60,834	60,834	-
29th May 1961 Charitable Trust	-	3,000	3,000	-
Middlesex County Cricket Board	-	788	788	-
Smaller funds	-	1,046	1,046	9,917
Total income from charitable activities	-	1,084,935	1,084,935	1,230,269

Notes to the financial statements

For the year ended 30 November 2024

4a Analysis of expenditure (current year)

	Charitable Activities							2024 Total £
	Raising funds £	Casework £	Youth Development £	Partnership and Outreach work £	Influencing £	Governance costs £	Support costs £	
Salaries	150,246	288,945	365,757	237,514	77,594	11,983	139,052	1,271,091
Project Costs	8,121	104,066	137,007	85,732	-	-	200	335,126
Other Operating Costs	507	1,095	639	1,180	12	13,910	213,157	230,500
	158,874	394,106	503,403	324,426	77,606	25,893	352,409	1,836,717
Governance Costs	3,473	6,680	8,455	5,491	1,794	(25,893)	-	-
Support Costs	47,273	90,912	115,080	74,730	24,414	-	(352,409)	-
Total expenditure 2024	209,620	491,698	626,938	404,647	103,814	-	-	1,836,717

4b Analysis of expenditure (previous year)

	Charitable Activities					Governance costs £	Support costs £	2023 Total £
	Raising funds £	Casework £	Youth Development £	Partnership and Outreach £	Influencing (Policy and Campaigns) £			
Salaries	88,204	230,602	302,199	203,920	55,206	10,129	116,787	1,007,047
Project Costs	44,672	72,063	78,086	73,849	-	-	-	268,670
Other Operating Costs	12,270	12,270	12,270	12,270	12,270	12,271	49,083	122,704
	145,146	314,935	392,555	290,039	67,476	22,400	165,870	1,398,421
Governance Costs	2,240	5,824	7,840	5,152	1,344	(22,400)	-	-
Support Costs	16,587	43,126	58,055	38,150	9,952	-	(165,870)	-
Total expenditure 2023	163,973	363,885	458,450	333,341	78,772	-	-	1,398,421

Our Policy and Campaigns activities have been renamed 'Influencing' in 2024.

5 Net movement in funds

This is stated after charging:

	2024 £	2023 £
Auditors fee (excluding VAT)	9,583	7,000
Auditors fee - prior year under accrual (excluding VAT)	448	-
Auditors fee - other services (excluding VAT)	665	-
Operating lease rentals payable	41,532	30,021

Notes to the financial statements

For the year ended 30 November 2024

6a Analysis of net assets between funds (current year)

	General £	Designated £	Restricted £	Total funds £
Current Assets	568,699	-	396,193	964,892
Current Liabilities	(53,484)	-	(34,385)	(87,869)
Net assets at 30 November 2024	515,215	-	361,808	877,023

6b Analysis of net assets between funds (prior year)

	General £	Designated £	Restricted £	Total funds £
Current Assets	328,020	169,264	910,244	1,407,528
Current Liabilities	(17,809)	-	(79,965)	(97,774)
Net assets at 30 November 2023	310,211	169,264	830,279	1,309,754

7 Staff costs

	2024 £	2023 £
Salaries and wages	1,107,548	875,585
Social security costs	109,911	90,284
Employer's contribution to defined contribution pension schemes	53,632	41,178
	1,271,091	1,007,047

One employee earned within £60,000 – 70,000 band during the year (2023: 0).

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel of which there were 6 in 2024 and 4 in 2023 are £226,419 (2023: £226,870).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

The trustees incurred expenses of £1,475 for reimbursement of travel and refreshments in 2024 (2023: £285).

Notes to the financial statements

For the year ended 30 November 2024

8 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 32 (2023: 25).

9 Related party transactions

There are no related party transactions to disclose for this financial year (2023: None).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

10 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

11 Debtors

	2024 £	2023 £
Trade debtors	-	7,924
Other debtors	15,562	11,235
Prepayments	28,252	16,836
Accrued income	2,766	9,885
	<u>46,580</u>	<u>45,880</u>

12 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	23,684	34,455
Taxation and social security	28,566	24,773
Other creditors	12,119	4,507
Accruals	23,500	34,039
	<u>87,869</u>	<u>97,774</u>

13 Pension scheme

The charity operates a contributory pension scheme. It is a defined contribution scheme, and contributions are charged in the statement of financial activities as they accrue. The charge for the year was £53,632 (2023: £41,178). There were 32 scheme members as of 30 November 2024 (2023: 25).

Notes to the financial statements

For the year ended 30 November 2024

14a Movement in funds (current year)

	At 1 December 2023 £	Income £	Expenditure £	Transfers £	At 30 November 2024 £
Restricted funds covering various charitable activities:					
Migrant Help	371,830	257,474	(528,752)	(3,208)	97,344
The Prudence Trust	106,557	-	(93,666)	-	12,891
Other restricted funds	51,146	420,536	(388,533)	30,088	113,237
Restricted funds for wholly delivering the following activities:					
Casework	67,637	199,821	(169,611)	(46,817)	51,030
Youth Development	165,793	148,304	(188,371)	(84,138)	41,588
Influencing	67,316	60,000	(66,764)	(14,834)	45,718
Total restricted funds	830,279	1,086,135	(1,435,697)	(118,909)	361,808
Unrestricted funds:					
Designated funds	169,264	-	-	(169,264)	-
General funds	310,211	317,851	(401,020)	288,173	515,215
Total unrestricted funds	479,475	317,851	(401,020)	118,909	515,215
Total funds	1,309,754	1,403,986	(1,836,717)	-	877,023

Included under Restricted Fund are any donations or grants received which are subject to a restriction imposed by the donors to the purpose for which the funds should be spent. The associated expenditure against income is included under restricted funds expenditure. Income which has not yet been expended is carried forward as restricted funds.

The purposes of our restricted funds are detailed in note 14c.

Transfers

The transfer amounts disclosed above in Note 14a represent accounting corrections to ensure our funding classifications accurately reflect agreements with funders.

Following a period of finance team transition, management conducted a comprehensive review of fund accounting records to strengthen financial governance and ensure accurate classification of fund balances. This process involved systematic analysis of funding documentation and, where appropriate, consultation with funders. The review identified instances where accounting records had not been updated to reflect changes in funding terms from previous financial periods.

In total, £118,909 (2023: £nil) was transferred from restricted to unrestricted funds, including:

- £46,817 net from Casework activities relating to funding that had been incorrectly recorded as restricted when it was in fact unrestricted and vice versa, and reclassifications between restricted funds
- £84,138 net from Youth Development activities, £40,509 of which relates to historic funding that had been recorded as a restricted grant when it was in fact an unrestricted contract

Notes to the financial statements

For the year ended 30 November 2024

These accounting corrections ensure our funds reflect how funding was provided.

A total of £169,264 (2023: £nil) was also transferred out from Designated Funds to Unrestricted Funds to reflect a change in our accounting practices recommended as part of the prior year audit. Designated funds had previously represented unspent grants which were received towards 23/24 core running costs received in 22/23.

14b Movement in funds (previous year)

	At 1 December 2022 £	Income £	Expenditure £	Transfers £	At 30 November 2023 £
Restricted funds covering various charitable activities:					
Migrant Help	259,279	501,745	(389,194)	-	371,830
The Prudence Trust	74,091	82,831	(50,365)	-	106,557
Other restricted funds	42,936	116,499	(108,289)	-	51,146
Restricted funds for wholly delivering the following activities:					
Casework	87,581	189,965	(209,909)	-	67,637
Youth Development	110,997	289,254	(234,458)	-	165,793
Influencing	56,413	60,000	(49,097)	-	67,316
Total restricted funds	631,297	1,240,294	(1,041,312)	-	830,279
Unrestricted funds:					
Designated funds: Committed funds	100,888	411,288	(342,912)	-	169,264
Total designated funds	100,888	411,288	(342,912)	-	169,264
General funds	168,820	155,588	(14,197)	-	310,211
Total unrestricted funds	269,708	566,876	(357,109)	-	479,475
Total funds	901,005	1,807,170	(1,398,421)	-	1,309,754

14c Purpose of restricted funds

Migrant Help funds our Youth Welfare project in Brent, in Croydon and in Kings Cross, providing youth development and casework support to young people in contingency accommodation.

The Prudence Trust funds increased mental health provision and Casework through a three-year grant.

Other restricted funds are combined Trusts and Foundations that provide support across all areas of our work.

Notes to the financial statements

For the year ended 30 November 2024

The Casework fund is combined Trusts and Foundations (full details in note 3) that provide support for our core casework service.

The Youth Development fund is combined Trusts and Foundations (full details in note 3) that provide support for our core Youth Development Service, mainly our flagship Hub model and Youth clubs.

The Influencing fund is combined Trusts and Foundations (full details in note 3) that provide support for our Influencing and Policy work.

15 Operating lease commitments payable as a lessee

The charity's total future minimum lease payments under non-cancellable operating leases are as follows for each of the following periods:

	Property	
	2024	2023
	£	£
Less than one year	24,048	13,127
	24,048	13,127

16 Conduit funding

The charity had a brought forward balance of £3,001 from 1 November 2023. The charity received conduit funding totalling £660 and disbursed a total of £660. The balance at year end was £3,001 and is included within other creditors.

17 Government grants

Grants from government or similar agencies, both national and local. All the grants were for charitable activities. As of 30 November 2024, there were no unfulfilled conditions or other contingencies.

	2024	2023
	£	£
The National Lottery	74,751	69,876
	74,751	69,876

18 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

YOUNG ROOTS

England & Wales - Charity number 1139685

Accounts

Company number: **07448744**

Charity number: **1139685**



YOUNGROOTS

Young Roots Report and audited financial statements

For the year ended 30 November 2023





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Foreword

“Without my friends, community and support I have received, my journey would be much more difficult.”

(young man, Croydon, November 23)

Dear friends

Young Roots is proud of the impact of our work with young refugees and asylum seekers in 2023. We have reached more young people than ever before, and the depth and quality of our services has been transformational for the lives of those we work with.

It has been a brutal period for the young people we support, with dangerous and dehumanising Government rhetoric, regressive policies and the impact of the cost-of-living crisis being felt every day. The “Illegal!” Migration Act, which, when implemented, will effectively make it impossible to claim asylum in the UK, passed into law. There has been relentless coverage of plans to remove refugees arriving via “illegal” routes to Rwanda, with serious mental health consequences for young people we see every day causing stress, fear and anxiety. Many young people we work with, were given just seven days’ notice of the need to leave asylum accommodation after having gained refugee status, meaning many became homeless as local authorities’ services were overwhelmed.

Against this backdrop, our skilled and talented staff team have supported 1104 young people in 2023, a 26% increase on the previous year. 888 young people engaged in our youth activities and benefited from the dedication and experience of our Youth Development teams who lead our youth clubs, sporting activities, residentials and trips, youth participation and leadership work. A record 541 young people received long-term, in-depth one-to-one Casework support and advocacy, resolving complex issues around destitution, immigration status, housing, and mental health. 667 young people accessed our Advice and Support Hubs, integrating youth and sporting activities with one-to-one Casework, and access to specialist therapeutic support, counselling and legal advice.

The impact of our Youth Welfare Project, supporting young refugees in asylum hotels through our combined approach of youth work and Casework, was recognised as Migrant Help and the national steering group for the project supported its expansion from Wembley to cover Kings Cross and Croydon. In 2023, we established new Youth Welfare teams in these areas and new weekly youth groups as an entry point to vital support services, offering creative and sporting youth activities, Casework, English-language classes and art therapy.

Following a difficult decision to wind up its operations, the charity Refugee Youth approached Young Roots to take on their work and provide continued support to the young refugees and asylum seekers they previously supported in Croydon. This year we worked together to effectively transfer projects and assets to Young Roots and launched APOW to take forward the work of Refugee Youth, a new weekly youth club offering sports and youth activities, with a focus on youth leadership.

We work directly with young people every day, establishing trusting relationships and supporting them to navigate the asylum system. This makes us uniquely well-placed to understand the challenges created by the system, to evidence the impact of these on young people and to work with young people to call for change. In 2023, we launched our Policy and Campaigns function, to ensure our expertise and evidence can help shape the asylum system. We appointed our first Policy and Campaigns Manager, establishing a steering group and strategy to guide this work, “reflection groups” of young people, with whom we work to identify policy priorities, positions and to inform our strategy.

In 2023 we continued to focus on ensuring that we live our values. Our staff/trustee Diversity, Equity and Inclusion (“DEI”) Committee published and oversaw implementation of our DEI framework including appointment of a full time Human Resources Manager and development of important employment policies. Our staff/trustee Wellbeing Committee monitored and responded to wellbeing issues through a regular Pulse Survey, instituted twice-yearly service breaks, birthday leave and a continued presence of the Employee Assistance programme. We are planning an increased focus on this work over the next year as working with young people in this environment takes its toll on our dedicated staff team.

We are acutely aware that our work does not exist in a vacuum, and we are proud to be in partnership and to work collaboratively with such a wide range of expert and excellent organisations and professionals. We are immensely grateful to our Trusts and Foundations partners, many of whom have provided successive grants enabling us to develop our work with focus and ambition. We are also grateful to the increasing number of individual donors to our work. This support is integral to sustaining our projects, building our resilience and is vital to our future. Equally we are delighted to have established vital new relationships with corporate and community funders this year.

This year we said goodbye to Jo Cobley, who led Young Roots for seven years, significantly growing the number of young people we supported, the depth of our services and the size of our staff team. We would like to thank her for all that she did for Young Roots and young refugees and asylum seekers during her impressive time in post.

We would like to thank our dedicated and talented staff team without whom our work would not be possible. As we look forward to the coming year implementing our new strategy for 2024 – 2027, we are fully committed to our responsibility to both provide excellent support to those we work with now, and to use our knowledge and expertise to be part of changing the environment for all young refugees in the future.



Grace Capel
Chair of Trustees



Paola Uccellari
Chief Executive

Reference and administrative information

For the year ended 30 November 2023

Company number

07448744

Country of incorporation

United Kingdom

Charity number

1139685

Country of registration

England & Wales, Scotland or Northern Ireland

Registered office and operational address

Suite 3.18 – easyHub Croydon, 22 Addiscombe Road,
Croydon, CR0 5PE

Trustees

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Grace Capel	<i>Chair</i>
Stephen Corker	<i>Treasurer</i>
Laura Puddefoot-Knaggs	
Jennifer Couper	
Andrew Hayley	
Pamila Nigah	
Radhika Ravi	
Andrea Vukovic	
Natasha Prendergast (<i>resigned 15th July 2023</i>)	
Keren Elton (<i>resigned 15th July 2023</i>)	
Nazma Raichuri (<i>appointed 15th July 2023</i>)	
Wasig Ahmad (<i>appointed 15th July 2023</i>)	
Sami Gichki (<i>appointed 15th July 2023</i>)	
Edward Abel Smith (<i>appointed 15th July 2023</i>)	

Key management personnel

Jo Cobley

Chief Executive

(*resigned September 2023*)

Paola Uccellari

Chief Executive

(*from October 2023*)

Victoria Sanderson

Head of Finance and Internal Operations

(*resigned March 2024*)

Tamsin MacDonald

Head of Fundraising and Development

Hayley Cohen

Head of Programmes and Quality

Bankers

CAF Bank

25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ

Auditors

Godfrey Wilson Ltd

5th Floor, Mariner House, 62 Prince Street, Bristol BS1 4QD

Trustees' annual report

For the year ended 30 November 2023

The trustees present their report and audited financial statements for the year ended 30 November 2023.

Reference and administrative information set out on page 5 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association, the requirements of a directors' report as required under company law, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

Purpose and aims

Our charity's purpose, as set out in the objectives contained in the company's Memorandum and Articles of Association is:

- The advancement of education among young, forced migrants and long term refugees ('the beneficiaries'), both within the UK and overseas, by provision of training as youth workers and in the field of human rights awareness.
- The relief of poverty, hardship and distress among the beneficiaries by associating together with voluntary bodies, local authorities, relief agencies and others in a common effort to improve their conditions of life.
- The provision of facilities, in the interest of social welfare, for recreational and other leisure time occupation for individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial or social circumstance, with the object of improving their conditions of life.

Vision

A world where all young refugees and asylum seekers realise their rights and fulfil their potential.

Mission

To work alongside young people and support them to improve their wellbeing and life chances.

Values

- Young Roots will involve young refugees and asylum seekers, and others who are 'experts by their experience', at all levels of the organisation. We will have a human rights and asset-based approach and prioritise youth participation and leadership.
- Young Roots will develop our approach to diversity, equity and inclusion throughout the organisation, consciously recognising and working to rectify inherent inequity within our society and how this manifests itself at Young Roots. We will particularly work to ensure representation amongst staff, trustees, volunteers and facilitators.
- Young Roots welcomes all young refugees and asylum seekers from anywhere in the world, irrespective of religion, sexual orientation, disability, gender, race, religion and belief. We strive to address inequity faced by young people based on their identity.
- Young Roots promotes collaboration and working in partnership with relevant organisations in order to provide the best possible services, activities and projects.
- Young Roots aims for excellence and best quality in all that we do, valuing responsiveness, understanding, respect, responsibility, creativity, knowledge, participation and kindness.
- Young Roots values staff and volunteer wellbeing and strives to provide a working environment that will allow the development of a diverse team to deliver their best work.

Our activities, projects and services

INTRODUCTION

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period.

The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it exists to support. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purpose.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Young Roots' operations are within London where we have established delivery teams in Brent and Croydon, and since 2023 Kings Cross, working with young refugees and asylum seekers from across all London boroughs. Over 80% of the young people we work with are in the UK alone, experiencing multiple disadvantages and are particularly vulnerable to exploitation. This year, we have increased our work with young people who are newly arrived in the UK, and in asylum hotels. They are particularly isolated and have fled war and abuse, experiencing trafficking and hardship on their journeys here. The young people we work with have many strengths, but the brutal policy context in the UK, along with language barriers and already complex systems mean that there are significant challenges. Our teams of caseworkers and youth development professionals focus on the following outcomes for young people: improved understanding of and access to rights and entitlements; improved communication skills; increased social integration; improved wellbeing and mental health; improved leadership skills; and increased learning, training, work and volunteering opportunities.

Young Roots' activities are guided by our [Strategy \(2021- 2024\)](#).

Our first strategic objective is to provide high quality services and activities for young refugees and asylum seekers, supporting young people to realise their rights and reach their potential. Our strategic approach is to employ our participative, human rights and strengths-based approaches across all our services and projects. We ensure that young people feel heard, believed and safe as they establish trusted relationships with staff and peers.

Our second strategic objective is to contribute to wider systems and policy change for young refugees and asylum seekers, so as to positively influence and change the broken systems that are meant to support and protect them.

Our third strategic objective is to ensure that Young Roots is sustainable, effective and efficient, prioritising diversity, equity and inclusion and involving young people and those with lived experience at all levels of the charity.

The following section reflects on our strategic ambitions and the purpose and aims of Young Roots. The analysis is consistent with the financial reporting.



CASEWORK SERVICE

“I’m not scared for life in the UK. Young Roots help me with my rights, life in the UK in general, my college.”

(young man, Brent, November 2023)

Young Roots supported a record number of young people through our highly regarded Casework service in 2023. 541 young people accessed the service a 46% increase on 2022, in part due to increased Casework provision through the Youth Welfare Project in asylum hotels, but also indicative of high need and demand in light of fast-paced changes to legislation during this period. Young people are supported to access quality legal representation, resolve issues with their accommodation – including becoming street homeless – and address serious and complex mental health issues. The youth-centred service provides holistic support as young people navigate multiple challenges in their lives. Despite the challenges, we are delighted that 85 young people secured their immigration status, 69 were prevented from becoming street homeless, 16 had their age accepted, and 46 were enrolled in education.

The Casework service is integral to our flagship Advice and Support Hubs accessed by 667 young people in 2023. These impactful and popular weekly Hubs, integrating youth work with Casework, specialist legal advice and therapeutic services, respond holistically to the needs and wishes of young people. Casework drop-ins at our Hubs offer an accessible entry-point to longer-term intensive support.

The young people we support are often destitute, finding it impossible to meet their essential living needs on the small amounts of money they are entitled to. We therefore provide direct hardship support to some young people including emergency food vouchers, emergency accommodation, phones and data. We also apply for grants for individual young people which we distribute directly to them.



YOUTH DEVELOPMENT

“I feel happier since I have come to this group. I made friends and I am having a better understanding of the everyday movements here. Before, I was a bit shy but this group has helped me open up and gave me the strength that I can achieve anything my heart desires.”

(young man, November 2023)

Our Youth Development programme reached 888 young people in 2023, a 25% increase on 2022. The programme is at the heart of Young Roots’ work. Our staff build trusted relationships with young people through sporting, arts-based and skills development group work, as well as through one-to-one youth work. This work is crucial in supporting young people to feel less alone, calmer, happier and less stressed, as well as improving their skills, confidence and English levels.

This year, we expanded our youth club offer from five weekly clubs to nine, in response to the needs, wishes and aspirations of the children and young people we support. Our weekly Advice & Support Hubs had excellent engagement, welcoming 667 young refugees. We ran a programme of sporting activities via our Croydon Hub, informed by the sporting interests of young people which included swimming, football, basketball, dance, table tennis, volleyball and taekwondo, and in Brent, volleyball, tennis and swimming in addition to our established football and cricket programmes. At our Brent Hub, we also ran a new work-readiness programme, supporting the development of soft skills, and linking young people with volunteering and work experience opportunities in the local community, and launched a Young Volunteers scheme increasing opportunities for volunteering and skills development within Young Roots. Our youth activities in Brent included our established football and cricket programmes delivered by our partners at Queens Park Rangers and Middlesex County Cricket, as well as taster sessions in boxing, taekwondo, basketball, swimming, volleyball and yoga. At our youth clubs we have worked with expert partners to offer 1:1 drumming lessons, dance and DJ workshops, arts-based therapy, and drop ins where young people can get advice on how to access education. We also started “reflection groups” where young people are able to come together, get to know each other better and contribute to our new Policy and Campaigns work.

A significant development within our Croydon Youth Development programme is that throughout the year, Young Roots worked intensively with a previous partner organisation in Croydon: Refugee Youth. In 2022, Refugee Youth approached Young Roots as they had reached the very difficult decision to wind down their operations. They were looking for a partner, aligned to their values, to take on their work and provide continued support to the young refugees and asylum seekers they previously supported in Croydon.



They chose Young Roots. It has been a very carefully considered process for both parties, the transfer of projects and assets completed, and in August we launched APOW to take forward the work of Refugee Youth, a new weekly youth club offering sports and youth activities, with a focus on youth leadership.

As part of our expanded Youth Welfare project, we launched new weekly youth clubs in Croydon (Merhaba) and Kings Cross (Salaam), providing an inclusive entry point to support services for young people living in asylum hotels.

In November 2023, we launched a new weekly young women's group in Brent, specifically engaging young refugee and asylum seeker women living in asylum hotels. This group is already proving very popular.

139 young people accessed English language learning projects, embedded within our youth clubs – an activity requested by so many young people we support. 135 young people also took part in our programme of trips and residentials, researched, chosen, and often organised by young people, which included outings to the beach, to central London, horse-riding and swimming, a football tournament and collaborative events run by partner organisations. We went with young people on two residentials, once camping and once to stay on a farm, during the year which were hugely enjoyed and very beneficial to the young people who attended.



YOUTH WELFARE PROJECT

Our Youth Welfare Project, using our combined approach of casework and youth work, has been a core focus in 2023.

This project, overseen by a steering group of organisations in the sector, supports the practical and emotional needs of young people living in asylum hotels. Our Youth Welfare Officers provide vital support and connection to isolated and newly arrived young asylum seekers. They work closely with our Youth Welfare Caseworkers, who provide in depth one-to-one support to positively address more complex and long-term needs. Our Youth Welfare youth clubs offer access to English Language learning, food, youth activities, and advice and serve as an entry point to more intensive support. Thanks to the impact of this project, as demonstrated by an external evaluation in 2022, the steering group, and funders Migrant Help, approved a project expansion maintaining our impactful work across Wembley hotels, and building on the learnings of this work, replicating our approach in Croydon and Kings Cross. The income and expenditure for this project are split across Casework, Youth Development and Partnership and Outreach in the accounts.



PARTNERSHIP AND OUTREACH

Working in partnership with trusted and expert partners is key to Young Roots' impact

The scale of the challenges faced by the young people we support, the specialist support needed and the harsh external environment mean that this is vital to ensuring success. We have a wide range of partnerships and collaborate with many organisations where our approach and aims align. We have expanded our long-term funded partnership with the Helen Bamber Foundation, who provide stabilisation and trauma-focused therapy to those most acutely affected by trauma. We are proud of our partnership with Off the Record who provide specialist counselling for young refugees who attend our Hub in Croydon. Our valued partnership with Coram Children's Legal Centre continues to benefit young people who need legal advice and support via our Croydon Hub, and we are proud of our strong ties with Bindmans LLP who provide excellent legal support to young people at both our Hubs. Other key partnerships include with Kazzum, and Talitha Arts who both offer arts-based therapy and activities, Mousetrap MARSM and Roundhouse who all offer music and performing arts activities and English for Action who run English sessions. Our partnership with REUK provides advice and support in accessing education. We have developed our partnership with Migrant Help and also with Care for Calais as part of our work to provide the best possible support to young people in contingency accommodation in Brent. We have continued with our long-standing partnership with the Refugee Council to provide a weekly young women's group in Croydon.

Young Roots continues to play an active role in the South London Young Refugees Network (formerly Croydon Young Refugees Network), and the Northwest London Young Refugees Network that we founded. We also founded the Youth Leadership Working Group and are active in the London Youth Casework Group, the Refugee and Migrant Children's Consortium (Including the Age Assessments sub-group), the Housing and Immigration Forum and NACCOM (the No Accommodation Network). We place emphasis on our outreach activities to ensure that young people know about the services and support that we offer.

All partners adhere to our code of conduct and we have partnership agreements in place with our funded partners.



POLICY AND CAMPAIGNS

We significantly developed this new function during 2023.

This significant development reflects our belief that our long-standing experience of working with young refugees and the depth of our expertise, evidence base and knowledge, along with our deeply held participative approach with young people, will enable us to add an important dimension to the conversation. This year we appointed our first Policy and Campaigns Manager, who established a steering group of staff and trustees and, with our Youth Development Team, ran “Reflection Groups” with young people. Both of these groups have contributed to the development of our Policy and Campaigns Strategy, which identifies our influencing priorities and sets out our approach to influencing. Our priorities include homelessness, age disputes, the “Illegal” Migration Act and legal representation. During the year we have been part of multiple sector-wide initiatives to raise serious concerns about many aspects of Government policy that affect young people we support, including the “Illegal” Migration Act, the Rwanda Scheme, and destitution issues. In addition, we began our own research projects that will feed into a campaign to improve practice in age assessments. Throughout the year, we have increased our presence on social media challenging inaccurate and prejudicial narratives, and highlighting issues that we see young people having to face every day.



VOLUNTEER CONTRIBUTION

Volunteers have been vital in supporting our Casework and Youth Development programmes during the year.

20 volunteers supported this work during the year. We also had expert support from a communications volunteer, who supported our efforts to improve our website and social media engagement.

Achievements and performance

Young Roots' main activities and target group are described above. All our charitable activities focus on young refugees and asylum seekers within the 11-25 age range and are undertaken to further Young Roots' charitable purposes for the public benefit.

Our approach is holistic, so the same young people may access our Youth Development Programme and Casework service, therapeutic and legal support, and they may do this through our Advice and Support Hub and/or via our Youth Welfare project.



OUTCOMES FOR YOUNG PEOPLE

Twice each year, we survey a sample of young people to ensure we are on track to deliver our outcomes, and collect data on when our services have supported the achievement of a key “milestone” (e.g. gaining legal representation, success in an age dispute, etc).

We also collect case studies regularly to understand and illustrate young people’s journey with Young Roots. In addition, we conduct monthly assessments of need through our team of caseworkers so that we can be responsive to current contexts and emerging or escalating needs. We conduct a major external evaluation of our Advice and Support Hubs and Casework service every three years. Our evaluation in 2022 was extremely positive with all stakeholders consistently emphasising that the integration of youth activities, one-to-one casework and youth work, together with access to specialist therapeutic and legal support, was a highly accessible and effective model. This is a typical response from a partner:

“Their level of commitment is unique. They go above and beyond what I would expect of a busy charity like this. They not only try to resolve the matter themselves before finding solicitors, but then when solicitors are involved, they remain attentive in supporting the client with other ancillary matters, and they also give evidence and act as litigation friend in the cases taken to Court.”

Here is an example of a response from a young person:

“In the past I’ve met cruel people who I can’t trust. At Young Roots I can be open and talk about problems. I used to have a big trust issue, I used to over protect myself to stop getting hurt – I didn’t trust anyone but now I’ve found a middle place. I changed a lot since I learnt I can trust people at Young Roots. I’ve learnt I can trust some people in other places too.”

We aim that, by coming to Young Roots, 80% of young people respond positively to the following impacts. We are pleased that we have met and exceeded our targets in each area in 2023:

Overall, by coming to Young Roots, young people feel the following impacts:

98% feel calmer, happier and less stressed

81% feel less alone

93% have a better understanding of their rights and entitlements and how to access support

92% feel their English has improved

We also monitor the following milestones. We do not have targets, as the achievement of each depends on the external context. For example, at the time of writing, legal aid deserts mean it is particularly difficult to find legal representation for young people and the crisis facing many local authorities means there are very high levels of homelessness amongst young people.

Milestones	2023	2022	2021
Settled Status secured	85	29	14
Successful age assessment challenge/outcome	16	14	14
Prevented from being homeless	69	21	20
Secured immigration / community care representation	40	48	60
Accessed specialist Mental Health support (some of this number will have been prevented from suicide and self-harm)	90	51	67
Enrolled in education	46	67	17

THE FOLLOWING SHOWS THE GROWTH IN OUR REACH BY ACTIVITY/SERVICE

	2024 Strategic target	2023	2022	2021	2020	2019
Total reach	800	1104	873	739	490	658
Casework	200	541	370	221	157	118
Youth Development	600	888	712	622	373	529
Aged 18 and under	35%	36%	41%	36%	37%	47%
Aged over 18	65%	64%	59%	64%	63%	53%

85% of young people supported in this period were male and **15%** were female. **3** young people were nonbinary.

We supported young people from **64** countries. Our largest groups of young people were from countries with the highest success rate in claiming asylum in the UK: Afghanistan (**26%**), Sudan (**16%**), Eritrea (**12%**), Iran (**7%**), Ethiopia (**6%**) and Syria (**5%**).



Finance and Risk

The financial results for the year which ended on 30 November 2023 are set out in the Statement of Financial activities on page 39. Young Roots' financial position at the year-end is set out on page 40.



INCOME

During 2023, our total income increased by 26% to £1,807,170 (2022: £1,435,876), as we continued to respond to increased need and grow our services and staff team in line with our strategy and in response to the external context of 2023.

Our biggest area of income growth was an increase in our unrestricted donations which grew by £281,754 (99%). This reflects our ambition to grow our voluntary income streams of individual giving, corporate partnerships and community and events. We increased unrestricted donations from trusts and foundations alongside this to strengthen our financial position and sustainability in an uncertain financial climate. Many funders responded to the cost-of-living crisis in the UK and adapted their funding accordingly.

In the year, Refugee Youth, a Croydon based charity who share the values of Young Roots approached us to explore a transfer of assets. After a thorough due diligence process, Young Roots received the assets from Refugee Youth which totalled £12,000. Young Roots was also the recipient of some restricted funds from Refugee Youth, and it continues to expend these funds for the purpose for which they were given.

The majority of our income (68%, 2022 78%) was secured from restricted grants from Trusts and Foundations for our charitable activities. We saw growth in all areas of our charitable activities, with the exception of policy and campaigns where we have a stable income stream and plans to expand this in line with our next strategic ambitions. We have more expenditure than income in this area of our work as we are investing staff time and resource to develop this strand.

We are very grateful to longstanding and more recent funders and partners, without whose support our work would be impossible. More detailed information about our funders and funds can be found in note 2.



EXPENDITURE

The total organisational expenditure was £1,398,421.

88% of the total organisational expenditure was spent on charitable activities with 12% expended on raising funds to support Young Roots to achieve its objectives. Fundraising costs have increased by 19% as we invest in resourcing within the team. We expect this investment will result in greater income generation in the coming years.

Of the total expenditure, 72% was on staffing, our greatest asset. Staff are key in delivering all our services and casework offer.

YEAR-END POSITION

At the close of the financial year, Young Roots held total net assets of £1,309,754.

Of these funds, £830,279 are restricted funds to be carried forward, representing funds which Young Roots received for its charitable activities that have not yet been expended. Of our total unrestricted fund, £169,264 has been designated by the trustees. This amount has been allocated for core running costs in the year 23/24. The total general funds held by Young Roots at the close of the year were £310,211.

RESERVES POLICY

At the end of the year, Young Roots held general funds not designated for service delivery in 23/24 (free reserves) of £310,211 and total unrestricted reserves of £479,475 (2022: £269,708).

The trustees have agreed that the level of free reserves needs to be between £300,000-£350,000. This figure was agreed during a process of reviewing our internal and external environment, considering our future projected expenditure. Our reserves policy follows a 'risk-based approach', meaning that our policy is based on an understanding of our income streams and their risk profile, the degree of commitment to expenditure and the overall risk environment in which Young Roots operates.

Reserves are reported monthly in the management accounts which are reviewed at board level. Given operational issues, changes in economic circumstances and short-term needs it is possible for reserves to fall outside of the target range. However, it is expected that management will seek to address this to ensure reserves are maintained within range.

Young Roots currently holds free reserves of £310,211 which is within our target range set out in our reserves policy. This will continue to be monitored, and the reserves policy regularly reviewed for its relevance and appropriateness.

GOING CONCERN

The Board considers that Young Roots remains a going concern.

As a grant-funded organisation that depends on restricted grant funding for a large part of its income, Young Roots begins each financial year without having secured all the income to cover its operational costs in the year.

Trustees and senior management monitor the financial position regularly and identify any upcoming risks and mitigations that may impact our reserves position. We continue to invest in unrestricted fundraising capacity to build and maintain our reserves.

PRINCIPAL RISKS AND UNCERTAINTIES

The risks have been exacerbated by the cost-of-living crisis, Government policies that affect the asylum system and cycle of multi-year funding.

Young Roots has identified the following headline risks and mitigations:

1. Financial Sustainability

Risk: Young Roots does not raise enough funds to maintain operations at the current level and the level of funds it has raised are not enough to match the rate of inflation.

Mitigation: We have invested in additional fundraising support focused on trusts and foundations and have a clearly defined fundraising strategy and plan. From our strong relationships with funders and partners, we have obtained increased financial support to directly address the cost of living and intend on continuing this. Our Head of Finance and Internal Operations works closely with our Head of Fundraising and Development, Chief Executive and trustees to ensure excellent financial planning, regularly reporting to our Finance and Audit Committee, which meets monthly, and wider Trustee board.

2. Cyber Security

Risk: As Young Roots grows its staff team and builds a greater digital footprint, it becomes more vulnerable to serious cyber-attacks. This could result in financial loss or reputational risk.

Mitigation: Young Roots has developed an approach to Cyber Security that will be implemented in FY 2023/24. Young Roots has engaged with an IT consultant to understand the needs of the organisation and the most appropriate steps to take to ensure resilience and compliance in this area. Young Roots has appointed a trustee with digital strategy and IT expertise and will explore the option for extending insurance to cover IT and cyber security risks. The work is overseen by our Head of Finance and Operations who regularly reports risks to SLT and the trustees.

3. Safeguarding

Risk: Young Roots fails to recognise serious safeguarding risks, or doesn't have the ability to cope with the volume of risks, which could lead to self-harm or the harming of someone else.

Mitigation: Young Roots reviews its Safeguarding policy and practice formally each year at Board level. In 2023, with advice from a specialist consultant, a new robust safeguarding policy was agreed and implemented. Young Roots has appointed designated safeguarding leads across the organisation to ensure we are following best practice in every respect. Our strong culture of management supports our safeguarding policy as does staff training. The Chief Executive reports on safeguarding to the trustees at each meeting as part of their report. Our expert safeguarding trustee, who is a safeguarding consultant and former Head of Safeguarding and Assistant Director for Children's Social Care for a Local Authority, advises and supports both staff and trustees. Public liability insurance is in place.

4. Compliance

Risk: Young Roots does not: comply with the GDPR and understand the expectations of the ICO; comply with the 2019 Fundraising Practice released by the Fundraising regulator and the Charity Commission; comply with its constitution, with charity, health and safety or with employment law; file financial and trustee information on time with the Charity Commission, HMRC or Companies House.

Mitigations: Young Roots has a Head of Finance and Internal Operations who works closely with the CEO and trustees to ensure compliance with the Charity Commission and that we file information on time; we have appointed an HR manager to support GDPR training and knowledge and have further addressed the cyber security risk facing the organisation. Young Roots will ensure appropriate fundraising training for relevant staff. We have trustees with expertise in fundraising, GDPR and governance, and the trustee board continue to scrutinise the organisation's compliance on this range of issues.

5. Culture and maintaining values

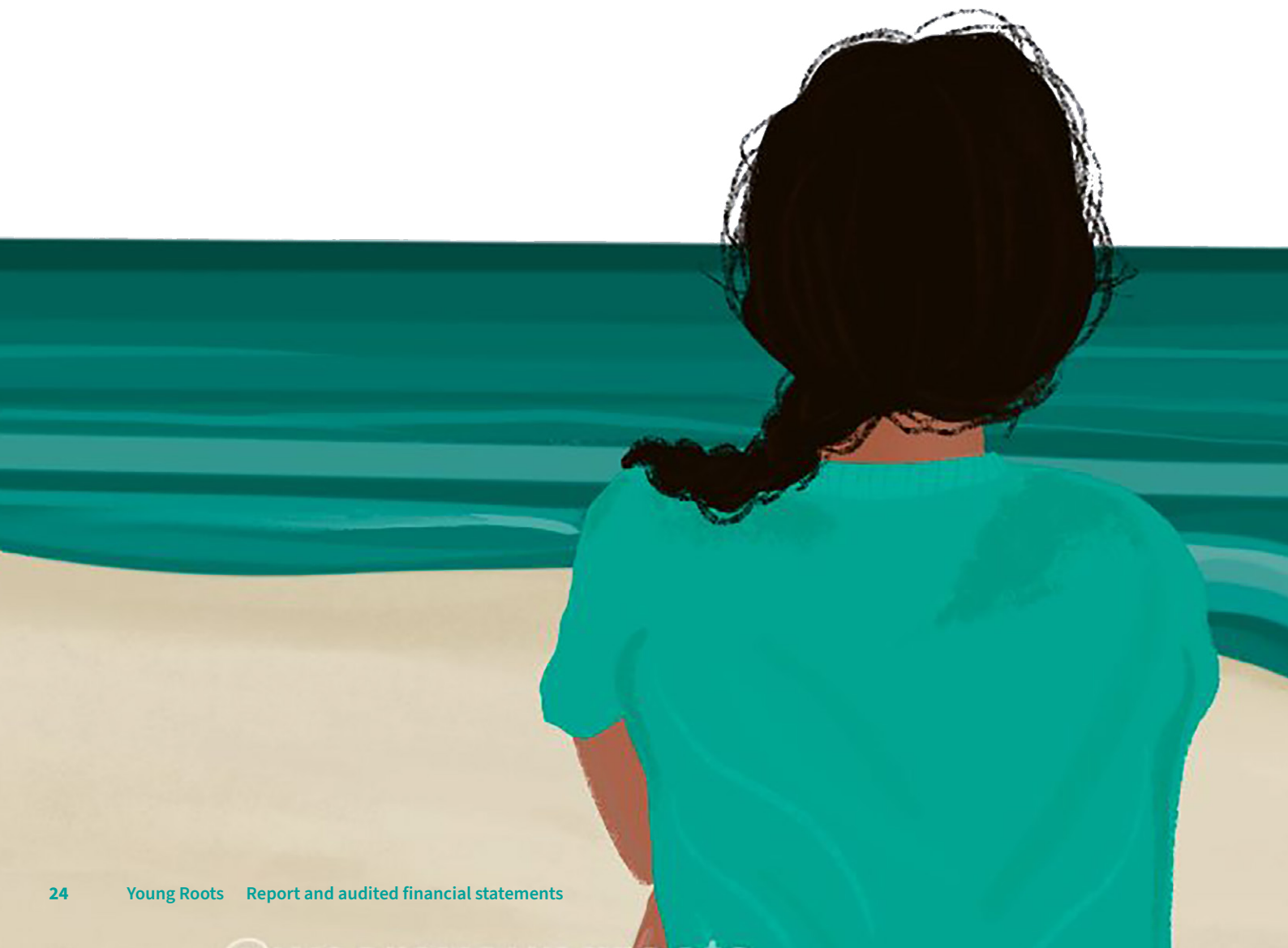
Risk: During a continued period of growth for Young Roots, our culture and values might not be retained.

Mitigation: Young Roots has invested in training for managers; ensured our strong culture is framed by our values having revisited our values as part of our strategy; and gives priority to our wellbeing committee activities. We have established a DEI committee led by trustees who advise staff on placing this key value of Young Roots at the heart of all of our work.

6. Increasing hostile environment and working in asylum hotels

Risk: The increasingly hostile external environment is likely to directly affect young people we work with, therefore increasing stress levels of staff and increasing high level safeguarding concerns.

Mitigation: Young Roots has created a point of internal coordination which means when young people receive notices of intent (vis a vis proposed removal to Rwanda) or there are urgent updates to policy, we can respond quickly and efficiently. Our newly appointed chair is a Barrister who specialises in Immigration, Asylum and related public law. They have delivered training to staff and trustees on the legal implications of changing laws. We focus on staff wellbeing including clinical supervision for front-line staff. We have an established Wellbeing Committee and conduct a biannual Pulse Survey. Our new safeguarding policy is more aligned to our work in contingency accommodation.



Plans for the future

We continue to work within our current strategy (April 2021 – March 2024).

The strategy was developed with expert input from staff, trustees, young people, and delivery and funding partners. It was informed by an externally led review of our approach to diversity, equity and inclusion. It is guided by our mission, vision and values.

Our ambition for the period remains to continue to grow the number of young people we are able to support, at the earliest opportunity, through our highly regarded activities and one-to-one casework service, and by building our specialist partnerships. We will continue to develop our Policy and Campaigning function to use our knowledge, expertise and the voices of young people to create system that supports young people to rebuild their lives as part of our communities.

In 2022-2023 we reviewed our achievements under our existing strategic plan and analysed our context and the current challenges and opportunities facing young people to identify our priorities for the future. We worked with young people, our trustees and staff to develop our strategic plan for 2024-2027.

The strategic objectives in our current strategic plan are:

OBJECTIVE 1

To provide high quality, holistic services and activities for young refugees and asylum seekers supporting young people to realise their rights and reach their potential. This will be achieved through:

- a.** Advice and Support Hubs: we will further develop our successful and popular weekly drop in Advice and Support Hubs with our specialist partners, our programme of youth and sporting activities, and casework service, responding to the needs and wishes of young people.
- b.** Casework service: we will develop the size, and the clarity of the scope and boundaries of our casework service, with a focus on preparing young people to reach their potential, employing an asset-based, trauma-informed and participative approach.
- c.** Youth development activities: in collaboration with young people, we will develop our programme of youth activities that best achieve our intended outcomes using youth voice, feedback data and experience to direct this approach.
- d.** Youth leadership: we will develop our approach to youth leadership with an embedded programme running throughout Young Roots.

OBJECTIVE 2

To contribute to wider systems and policy change for young refugees and asylum seekers.

Grounded in the experiences, perspective and voices of the young refugees and asylum seekers we work with, we will contribute to positively influencing and changing the systems that are meant to support and protect young refugees and asylum seekers more broadly. We will work in partnership with other organisations wherever possible.

OBJECTIVE 3

To ensure Young Roots is sustainable, effective and efficient, prioritising diversity, equity and inclusion and involving young people and those with lived experience at all levels of the charity.

The full strategy can be downloaded from:

www.youngroots.org.uk/library

OUR PRIORITIES FOR 2024 ARE TO

- Work with young people, our board and our staff to develop our 2024 – 2027 strategic plan.
- Develop our Youth Welfare project in Croydon and Kings Cross to ensure we are reaching and responding well to the significant needs of the young people within this accommodation, and prioritising safeguarding of young people (Objective 1).
- Build on the success of our Youth Leadership work, to ensure that young people are increasingly involved decision-making at Young Roots (Objective 3).
- Grow our Policy and Campaigns team and implement our Policy and Campaigns Strategy (Objective 2).
- Further prioritise our work to ensure the wellbeing of staff and volunteers is central to our operations (Objective 3).
- Ensure that our strategic approach and plans on Diversity, Equity and Inclusion (DEI) are prioritised and this area of our development supports us to become the best organisation we can be (Objective 3).

Structure, governance and management

The organisation is a charitable company limited by guarantee, incorporated on 23 November 2010 and registered as a charity on 5 January 2011.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its articles of association.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 7 to the accounts.



APPOINTMENT OF TRUSTEES

Any person who is willing to act as a trustee, and who would not be disqualified under the provision of Article 27 of the Articles of Association, may be appointed to be a trustee by decision of the trustees.

Recruitment of trustees is an open process, with positions advertised on Charity Job, through channels where we can attract a range of diverse candidates, and through other networks. The interview panel consists of the Chair, Trustee with responsibility for Diversity, Equity and Inclusion, other trustees as appropriate and the Chief Executive (who doesn't have a decision making role).

At every annual meeting of the trustees at which the accounts are adopted after the third anniversary of the incorporation of the charity, one third of the trustees, being those who have served the longest since their appointment or reappointment must retire from office. Retiring trustees may be re-appointed but a trustee who has served for three consecutive terms must take a break from office.

TRUSTEE INDUCTION AND TRAINING

The trustees have a wide range of skills pertinent to the charity. They include professionals from finance, governance, safeguarding, policy influencing, fundraising, legal, and international development.

Their knowledge is kept up to date by technical reading, sharing of knowledge and training courses. New developments are discussed at meeting of the trustees. All trustees undertake training on finance, governance and safeguarding.

The Chief Executive reports on the operational plan at each trustee meeting. The risk register, fundraising targets, safeguarding, staff and volunteer wellbeing and finances are regularly reviewed. We have a Finance Committee that meets monthly with the Chief Executive and Head of Finance and Internal Operations to have oversight of our finances. It is our policy that all trustees are DBS checked.

Our Wellbeing Committee, chaired by a trustee and attended by other trustee representatives, the Chief Executive, Casework Managers and Human Resources Manager meets four times a year and reviews the Pulse Survey results and agrees strategies for ensuring wellbeing. Our Diversity, Equity and Inclusion Committee, chaired by a trustee and attended by the Chair of Trustees, other trustee representatives, Chief Executive, Human Resources Manager, and representatives from different teams, also meets four times a year.

RELATED PARTIES AND RELATIONSHIPS WITH OTHER ORGANISATIONS

The trustees have declared that there are no conflicts of interest with any related parties. Young Roots holds a register of interests which is reviewed annually.

REMUNERATION POLICY FOR KEY MANAGEMENT PERSONNEL

The trustees delegate the day to day running of the charity to the Chief Executive.

There is an agreed scheme of delegation which outlines respective responsibilities. The pay of Young Roots' Chief Executive is set by the board of trustees, as represented by the Chair. The Chief Executive recommends the pay for the Senior Management Team to the trustees, and in consultation with the Senior Management Team, that for all other members of staff. Staff pay bands are set with regards to similar organisations and based on fair pay for work done.

FUNDRAISING PRACTICE STATEMENT

Young Roots uses one external professional fundraiser who works on a consultancy basis.

The majority of fundraising activities are conducted by our own employees. Young Roots is not currently subscribed to the Fundraising Regulator although this has been identified as a priority. In November 2023, 90% of income was generated through grants all of which are carefully regulated. We abide by the Fundraising Regulator's Code of Practice for all our community, events, corporate and individual fundraising activities. Young Roots has never received any complaints about fundraising activities which we've undertaken.

STATEMENT OF RESPONSIBILITIES OF THE TRUSTEES

The trustees (who are also directors of Young Roots for the purposes of company law) are responsible for preparing the trustees' annual report including the strategic report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

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

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy, at any time, the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 30 November 2023 was 14 (2022:12). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditors

Godfrey Wilson Limited were re-appointed as auditors to the charitable company during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 7th May 2024 and signed on their behalf by

Grace Capel

Grace Capel
Chair

S.R. Corker

Stephen Corker
Treasurer

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF YOUNG ROOTS

OPINION

We have audited the financial statements of Young Roots (the 'charity') for the year ended 30 November 2023 which comprise the statement of financial activities, balance sheet and the related notes to the financial statements, including a summary of significant accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 November 2023 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's responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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 charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

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

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

We have nothing to report in this regard.

Opinion on other matters 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 trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' annual report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' annual report, 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 they 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.

Our 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

- (1)** We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.
- (2)** We reviewed the charity's policies and procedures in relation to:
 - Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
 - Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.
- (3)** We inspected the minutes of trustee meetings.
- (4)** We enquired about any non-routine communication with regulators and reviewed any reports made to them.
- (5)** We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.
- (6)** We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.
- (7)** We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:
 - Testing the appropriateness of journal entries;
 - Assessing judgements and accounting estimates for potential bias;
 - Reviewing related party transactions; and
 - Testing transactions that are unusual or outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's members, 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 charity's members 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 charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Alison Godfrey

7th May 2024

Alison Godfrey FCA
(Senior Statutory Auditor)

Date

For and on behalf of:

Godfrey Wilson Limited

Chartered accountants and statutory auditors

5th Floor Mariner House, 62 Prince Street, Bristol BS1 4QD

Financial statements

STATEMENT OF FINANCIAL ACTIVITIES (incorporating an income and expenditure account)

For the year ended 30 November 2023

	Note	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
INCOME FROM:							
Donations	2	562,586	10,025	572,611	280,832	34,324	315,156
Grants for charitable activities							
Casework	3	-	432,964	432,964	-	404,566	404,566
Youth Development	3	-	469,726	469,726	-	439,583	439,583
Partnership and Outreach	3	-	267,579	267,579	-	216,197	216,197
Policy and Campaigns	3	-	60,000	60,000	-	60,000	60,000
Investments		4,290	-	4,290	374	-	374
TOTAL INCOME		566,876	1,240,294	1,807,170	281,206	1,154,670	1,435,876
EXPENDITURE ON:							
Raising funds	4	163,973	-	163,973	93,112	44,393	137,505
Charitable activities							
Casework	4	47,938	315,947	363,885	39,498	328,665	368,163
Youth Development	4	57,723	400,727	458,450	31,164	275,715	306,879
Partnership and Outreach	4	51,185	282,156	333,341	28,187	91,553	119,740
Policy and Campaigns	4	36,290	42,482	78,772	27,458	644	28,102
TOTAL EXPENDITURE		357,109	1,041,312	1,398,421	219,419	740,970	960,389
NET INCOME	5	209,767	198,982	408,749	61,787	413,700	475,487
NET MOVEMENT IN FUNDS		209,767	198,982	408,749	61,787	413,700	475,487
RECONCILIATION OF FUNDS:							
Total funds brought forward		269,708	631,297	901,005	207,921	217,597	425,518
TOTAL FUNDS CARRIED FORWARD		479,475	830,279	1,309,754	269,708	631,297	901,005

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 14a to the financial statements.

BALANCE SHEET

As at 30 November 2023

	Note	£	2023 £	£	2022 £
CURRENT ASSETS:					
Debtors	11	45,880		46,607	
Cash at bank and in hand		1,361,648		910,511	
TOTAL		1,407,528		957,118	
LIABILITIES:					
Creditors: amounts falling due within one year	12	(97,774)		(56,113)	
NET CURRENT ASSETS			1,309,754		901,005
TOTAL NET ASSETS	6		1,309,754		901,005
THE FUNDS OF THE CHARITY:	14				
Restricted income funds			830,279		631,297
Unrestricted income funds:					
Designated funds		169,264		100,888	
General funds		310,211		168,820	
TOTAL UNRESTRICTED FUNDS			479,475		269,708
TOTAL CHARITY FUNDS			1,309,754		901,005

These accounts have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 7th May 2024 and signed on their behalf by

Grace Capel

Grace Capel
Trustee, Chair

S.R. Corker

Stephen Corker
Trustee, Treasurer

STATEMENT OF CASH FLOWS

For the year ended 30 November 2023

	2023 £	2022 £
CASH FLOWS FROM OPERATING ACTIVITIES		
Net income for the reporting period (as per the statement of financial activities)	408,749	475,487
Dividends, interest and rents from investments	(4,290)	(374)
Increase in debtors	727	66,986
Increase in creditors	41,661	2,402
TOTAL	446,847	544,501
CASH FLOWS FROM INVESTING ACTIVITIES:		
Dividends, interest and rents from investments	4,290	374
CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR	451,137	544,875
Cash and cash equivalents at the beginning of the year	910,511	365,636
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR	1,361,648	910,511

ANALYSIS OF CASH AND CASH EQUIVALENTS AND OF NET DEBT			
	At 1 Dec 2022 £	Cash flows £	At 30 Nov 2023 £
Cash at bank and in hand	910,511	451,137	1,361,648
CASH AND CASH EQUIVALENTS	910,511	451,137	1,361,648

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 November 2023

1. ACCOUNTING POLICIES

a) Statutory information

Young Roots is a charitable company limited by guarantee and is incorporated in England and Wales.

The registered office address is Suite 3.18 – easyHub Croydon, 22 Addiscombe Road, Croydon, CR0 5PE.

b) Basis of preparation

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) - (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern due to the current level of reserves.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

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

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation 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. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

1. ACCOUNTING POLICIES continued...

h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charity, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

i) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Support and governance costs are allocated to each programme of activities on the basis set out below. This is based on the proportion of staff costs on each activity.

	2023	2022
• Raising funds	10%	16%
• Casework	26%	37%
• Youth Development	35%	31%
• Partnership and Outreach	23%	10%
• Influencing	6%	6%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

j) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

k) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

m) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n) Conduit funding

Conduit funds are monies received for third parties and do not belong to the charity. The incoming funds and outgoing payments are excluded from the Statement of Financial Activities. Any conduit funds in hand at the year end are shown as creditors in the accounts.

o) Financial instruments

The charitable company 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 recognised at amortised cost using the effective interest method.

p) Pensions

The charity operates a contributory pension scheme. It is a defined contribution scheme and contributions are charged in the statement of financial activities as they accrue.

2. INCOME FROM DONATIONS

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Individual Giving	65,164	3,462	68,626	15,366	17,393	32,759
Community and Events	17,520	1,425	18,945	16,480	13,618	30,098
Corporate	31,596	2,491	34,087	3,153	3,313	6,466
Major Donors	10,000	-	10,000	45,000	-	45,000
Donations from transfer of assets	12,000	-	12,000	-	-	-
Gift Aid	25,018	-	25,018	-	-	-
Other income from the Big Give	-	2,647	2,647	-	-	-
AB Charitable Trust	22,000	-	22,000	20,000	-	20,000
Anonymous Donor 1	-	-	-	10,000	-	10,000
CAF Donor	45,000	-	45,000	-	-	-
Choose Love	70,000	-	70,000	35,000	-	35,000
Garfield Weston Foundation	30,000	-	30,000	30,000	-	30,000
Innox Foundation	30,000	-	30,000	-	-	-
John Lyons Foundation	7,300	-	7,300	-	-	-
Kurt and Magda Stern Foundation	10,000	-	10,000	-	-	-
Kusuma Trust	-	-	-	10,000	-	10,000
Lloyds Bank Foundation	2,250	-	2,250	33,333	-	33,333
Keystone	49,738	-	49,738	-	-	-
Oak Foundation	-	-	-	37,500	-	37,500
BLP Trust	5,000	-	5,000	-	-	-
Belpech Trust	5,000	-	5,000	-	-	-
Forrester Family Trust	40,000	-	40,000	5,000	-	5,000
Betty Messenger Charitable Foundation	25,000	-	25,000	-	-	-
Leathersellers Foundation	20,000	-	20,000	-	-	-
Society of the Holy Child Jesus	15,000	-	15,000	-	-	-
Swire Charitable Trust	25,000	-	25,000	20,000	-	20,000
TOTAL	562,586	10,025	572,611	280,832	34,324	315,156

On 25th April 2023, Refugee Youth became part of Young Roots by transferring all its activities and net assets to Young Roots at nil consideration. The net assets transferred are continued to be expended towards the charitable objectives of Refugee Youth and Young Roots combined. The total was £12,000 identified as 'donations from transfer of assets'.

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
CASEWORK						
Anonymous donor 1	-	25,000	25,000	-	-	-
Anonymous donor 2	-	-	-	-	3,000	3,000
Allen & Overy Foundation	-	10,000	10,000	-	-	-
Awards for All	-	10,000	10,000	-	-	-
BBC Children in Need- Next Steps	-	-	-	-	4,561	4,561
Bennelong Foundation	-	5,000	5,000	-	-	-
Brent Mental Health Crisis Grant	-	-	-	-	7,500	7,500
Choose Love	-	-	-	-	80,450	80,450
Choose Love Afghan Grant	-	-	-	-	5,000	5,000
City Bridge Trust	-	65,713	65,713	-	58,000	58,000
Coram JCI	-	9,377	9,377	-	-	-
Henry Smith Charity	-	60,000	60,000	-	59,000	59,000
John Lyons Charity	-	18,250	18,250	-	18,250	18,250
National Lottery Community Fund	-	37,376	37,376	-	18,750	18,750
Migrant Help	-	167,248	167,248	-	130,055	130,055
The Prudence Trust	-	20,000	20,000	-	20,000	20,000
Souter Trust	-	5,000	5,000	-	-	-
SUB-TOTAL FOR CASEWORK	-	432,964	432,964	-	404,566	404,566
YOUTH DEVELOPMENT						
Anonymous donor 1	-	-	-	-	15,000	15,000
Asylum Seeker Support Fund	-	5,000	5,000	-	-	-
BBC Children in Need	-	39,573	39,573	-	50,786	50,786
BBC Children in Need - Next Steps	-	-	-	-	4,561	4,561
BCBN	-	-	-	-	3,000	3,000
Bennelong Foundation	-	5,000	5,000	-	-	-
Brent Mental Health Crisis Grant	-	-	-	-	7,500	7,500
Brent Mental Health and Wellbeing Fund – Young Brent Foundation	-	-	-	-	9,600	9,600
Brent Council NCIL grant	-	-	-	-	36,314	36,314
CAF Donor	-	-	-	-	45,000	45,000
Choose Love	-	20,000	20,000	-	-	-
Comic Relief	-	-	-	-	47,041	47,041
Croydon Voluntary Action	-	950	950	-	-	-
GVC Fund	-	15,049	15,049	-	-	-
The Henry Smith Charity	-	36,600	36,600	-	-	-
Jack Petchey Foundation	-	3,020	3,020	-	1,800	1,800
John Lyons Charity	-	18,250	18,250	-	18,250	18,250
John Lyon's SHAF Grant	-	3,950	3,950	-	-	-
Linbury Trust	-	10,000	10,000	-	-	-
London Catalyst	-	1,600	1,600	-	-	-
London Youth	-	1,600	1,600	-	-	-
Migrant Help	-	167,248	167,248	-	130,055	130,055
Orange Tree Trust	-	5,000	5,000	-	5,000	5,000
People's Health Trust	-	8,256	8,256	-	-	-
Stay Belvedere Hotel Limited	-	41,456	41,456	-	-	-
Smaller funds	-	9,917	9,917	-	20,750	20,750
The Sheldon Trust	-	-	-	-	9,975	9,975
Sigrid Rausing Trust	-	15,000	15,000	-	-	-

3. INCOME FROM CHARITABLE ACTIVITIES continued...

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
YOUTH DEVELOPMENT CONTINUED						
Sport England	-	-	-	-	9,890	9,890
Track Academy	-	-	-	-	16,750	16,750
UCB Community Health Fund	-	43,513	43,513	-	-	-
The Vodaphone Foundation	-	3,744	3,744	-	-	-
Wembley National Stadium Trust	-	15,000	15,000	-	2,500	2,500
Young Londoners Fund	-	-	-	-	5,811	5,811
SUB-TOTAL FOR YOUTH DEVELOPMENT	-	469,726	469,726	-	439,583	439,583
PARTNERSHIP AND OUTREACH						
BBC Children in Need - Next Steps	-	-	-	-	4,561	4,561
Bennelong Foundation	-	5,000	5,000	-	-	-
The Prudence Trust	-	62,831	62,831	-	62,831	62,831
Migrant Help	-	167,248	167,248	-	130,055	130,055
National Lottery Community Fund	-	32,500	32,500	-	18,750	18,750
SUB-TOTAL FOR PARTNERSHIP AND OUTREACH	-	267,579	267,579	-	216,197	216,197
POLICY AND CAMPAIGNS						
The Kurt and Magda Stern Foundation	-	30,000	30,000	-	30,000	30,000
Treebeard Trust	-	30,000	30,000	-	30,000	30,000
SUB-TOTAL FOR POLICY AND CAMPAIGNS	-	60,000	60,000	-	60,000	60,000
TOTAL INCOME FROM CHARITABLE ACTIVITIES	-	1,230,269	1,230,269	-	1,120,346	1,120,346

4a. ANALYSIS OF EXPENDITURE (CURRENT YEAR)

	Charitable activities							2023 Total
	Raising funds	Casework	Youth Development	Partnership and Outreach	Policy and Campaigns	Governance costs	Support costs	
	£	£	£	£	£	£	£	£
Salaries	88,204	230,602	302,199	203,920	55,206	10,129	116,787	1,007,047
Project Costs	44,672	72,063	78,086	73,849	-	-	-	268,670
Other operating costs	12,270	12,270	12,270	12,270	12,270	12,271	49,083	122,704
TOTAL	145,146	314,935	392,555	290,039	67,476	22,400	165,870	1,398,421
Governance Costs	2,240	5,824	7,840	5,152	1,344	(22,400)	-	-
Support Costs	16,587	43,126	58,055	38,150	9,952	-	(165,870)	-
TOTAL EXPENDITURE 2023	163,973	363,885	458,450	333,341	78,772	-	-	1,398,421

4b. ANALYSIS OF EXPENDITURE (PRIOR YEAR)

	Charitable activities					Governance costs	Support costs	2022 Total
	Raising funds	Casework	Youth Development	Partnership and Outreach	Influencing			
	£	£	£	£	£	£	£	£
Salaries	99,417	254,083	192,781	64,655	13,722	5,541	114,797	744,996
Project Costs	8,705	53,198	62,216	34,703	-	-	2,752	161,574
Other operating costs	5,382	5,382	5,382	5,382	5,382	5,382	21,527	53,819
TOTAL	113,504	312,663	260,379	104,740	19,104	10,923	139,076	960,389
Governance Costs	1,749	4,042	3,386	1,092	654	(10,923)	-	-
Support Costs	22,252	51,458	43,114	13,908	8,344	-	(139,076)	-
TOTAL EXPENDITURE 2022	137,505	368,163	306,879	119,740	28,102	-	-	960,389

5. NET INCOME FOR THE YEAR

This is stated after charging:

	2023 £	2022 £
Auditors fee (excluding VAT)	7,000	5,500
Operating lease rentals payable	30,021	16,487

6. ANALYSIS OF NET ASSETS BETWEEN FUNDS (CURRENT YEAR)

	General £	Designated £	Restricted £	Total funds £
Current Assets	328,020	169,264	910,244	1,407,528
Current Liabilities	(17,809)	-	(79,965)	(97,774)
NET ASSETS AT 30 NOVEMBER 2023	310,211	169,264	830,279	1,309,754

Prior year comparative

	General £	Designated £	Restricted £	Total funds £
Current Assets	175,743	100,888	680,487	957,118
Current Liabilities	(6,923)	-	(49,190)	(56,113)
NET ASSETS AT 30 NOVEMBER 2022	168,820	100,888	631,297	901,005

7. STAFF COSTS WERE AS FOLLOWS:

	2023 £	2022 £
Salaries and wages	875,586	646,949
Social security costs	90,284	65,900
Employer's contribution to defined contribution pension schemes	41,177	32,147
TOTAL	1,007,047	744,996

One employee earned within £60,000 - £70,000 band during the year (2022: nil).

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel of which there were 4 in 2023 and 4 in 2022 are £226,870 (2022: £229,235).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

The trustees incurred expenses of £285 in 2023 (2022: £59). This was claimed by one trustee and was reimbursement of travel and refreshments.

8. STAFF NUMBERS

The average number of employees (head count based on number of staff employed) during the year 2023 was 25 (2022:22).

9. RELATED PARTY TRANSACTIONS

There are no related party transactions to disclose for this financial year (2022: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

10. TAXATION

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

11. DEBTORS

	2023 £	2022 £
Trade Debtors	7,924	3,605
Other debtors	11,235	-
Prepayments	16,836	13,554
Accrued income	9,885	29,448
TOTAL	45,880	46,607

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade creditors	34,455	29,657
Taxation and social security	24,773	16,294
Other creditors	4,507	7,675
Accruals	34,039	2,487
TOTAL	97,774	56,113

13. PENSION SCHEME

The charity operates a contributory pension scheme. It is a defined contribution scheme and contributions are charged in the statement of financial activities as they accrue. The charge for the year was £40,476. There were 25 scheme members as at 30 November 2023.

14a. MOVEMENTS IN FUNDS (CURRENT YEAR)

	At 1 Dec 2022	Income	Expenditure	Transfers	At 30 Nov 2023
	£	£	£	£	£
RESTRICTED FUNDS COVERING VARIOUS CHARITABLE ACTIVITIES:					
Migrant Help	259,279	501,745	(389,194)	-	371,830
The Prudence Trust	74,091	82,831	(50,365)	-	106,557
Other restricted funds	42,936	116,499	(108,289)	-	51,146
RESTRICTED FUNDS FOR WHOLLY DELIVERING THE FOLLOWING ACTIVITIES:					
Casework	87,581	189,965	(209,909)	-	67,637
Youth Development	110,997	289,254	(234,458)	-	165,793
Influencing	56,413	60,000	(49,097)	-	67,316
TOTAL RESTRICTED FUNDS	631,297	1,240,294	(1,041,312)	-	830,279
UNRESTRICTED FUNDS:					
DESIGNATED FUNDS:					
Committed funds	100,888	411,288	(342,912)	-	169,264
TOTAL DESIGNATED FUNDS	100,888	411,288	(342,912)	-	169,264
GENERAL FUNDS	168,820	155,588	(14,197)	-	310,211
TOTAL UNRESTRICTED FUNDS	269,708	566,876	(357,109)	-	479,475
TOTAL FUNDS	901,005	1,807,170	(1,398,421)	-	1,309,754

The narrative to explain the purpose of each fund is given at the foot of the note below.

14b. MOVEMENTS IN FUNDS (PRIOR YEAR)

	At 1 Dec 2021	Income	Expenditure	Transfers	At 30 Nov 2022
	£	£	£	£	£
RESTRICTED FUNDS COVERING VARIOUS CHARITABLE ACTIVITIES:					
Migrant Help	894	390,166	(131,781)	-	259,279
The Prudence Trust	-	82,831	(8,740)	-	74,091
Other restricted funds	37,105	153,473	(147,642)	-	42,936
RESTRICTED FUNDS FOR WHOLLY DELIVERING THE FOLLOWING ACTIVITIES:					
Casework	77,636	205,450	(195,505)	-	87,581
Youth Development	101,962	262,750	(253,715)	-	110,997
Influencing	-	60,000	(3,587)	-	56,413
TOTAL RESTRICTED FUNDS	217,597	1,154,670	(740,970)	-	631,297
Lebanon fund	7,000	-	-	(7,000)	-
Committed funds	67,304	100,888	(67,304)	-	100,888
TOTAL DESIGNATED FUNDS	74,304	100,888	(67,304)	(7,000)	100,888
GENERAL FUNDS	133,617	180,318	(152,115)	7,000	168,820
TOTAL UNRESTRICTED FUNDS	207,921	281,206	(219,419)	-	269,708
TOTAL FUNDS	425,518	1,435,876	(960,389)	-	901,005

Purposes of restricted funds

Migrant Help funds our Youth Welfare project in Brent, in Croydon and in Kings Cross, providing youth development and casework support to young people in contingency accommodation.

The Prudence Trust funds increased mental health provision and Casework through a three-year grant.

Other restricted funds are combined Trusts and Foundations that provide support across all areas of our work.

The Casework fund is combined Trusts and Foundations (full details in note 3) that provide support for our core casework service.

The Youth Development fund is combined Trusts and Foundations (full details in note 3) that provide support for our core Youth Development Service, mainly our flagship Hub model and Youth clubs.

The Influencing fund is combined Trusts and Foundations (full details in note 3) that provide support for our Influencing and Policy work.

Purposes of designated funds

Designated reserves represent unspent grants which were received towards 23/24 core running costs in 22/23. Whilst this is unrestricted funding, the trustees do not deem these to form part of free reserves and therefore have shown these in "committed funds". They will be fully utilised by September 2024.

The Lebanon fund was a payment designated to pay our partner in Lebanon. The project did not go ahead and we have ended our partnership so this fund was transferred back into our general funds in the prior year.

15. OPERATING LEASE COMMITMENTS PAYABLE AS A LESSEE

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	2023 £	2022 £
PROPERTY		
Less than one year	13,127	22,503
One to five years	-	13,127
TOTAL	13,127	35,630

16. CONDUIT FUNDING

The Charity had a brought forward balance of £3,511 from November 2022. The charity received conduit funding totalling £4,142 and disbursed a total of £4,652. The balance at year end was £3,001.

17. GOVERNMENT GRANTS

Grants from government or similar agencies, both national and local. All of the grants were for charitable activities. As at 30th November 2023 there were no unfulfilled conditions or other contingencies.

	2023 £	2022 £
The National Lottery	69,876	37,500
Brent Council Mental Health Crisis Grant	-	15,000
Brent Council VSIF	-	-
Sport England	-	9,890
Brent Council NCIL	-	36,314
TOTAL	69,876	98,704

18. LEGAL STATUS OF THE CHARITY

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

Company number: **07448744**

Charity number: **1139685**



YOUNGROOTS

Young Roots

Suite 3.18 – easyHub Croydon,
22 Addiscombe Road,
Croydon, CR0 5PE

Tel: **0208 684 9140**

Email: **london@youngroots.org.uk**

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 **Young Roots**

 **@weareyoungroots**



YOUNG ROOTS

England & Wales - Charity number 1139685

Accounts

Company number: **07448744**

Charity number: **1139685**



YOUNGROOTS


Young Roots Report and financial statements

For the year ended 30 November 2022

“

I was too stressed, I was losing control of myself so when I went outside on the first morning and I sat on the chair and I could see all the view from there, the mountains, the houses, everything. After that I just started relaxing music, and I am just thinking I am in my home with my Young Roots family, and I felt better really fast.

”



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Foreword

Dear friends

Young Roots is proud of the impact of our work with young refugees and asylum seekers in 2022.

We have reached more young people than ever before, and the depth and quality of our projects and programmes has improved the lives of those we work with.

It has been a brutal period for the young people we support, with dangerous and dehumanising Government rhetoric, regressive policies and the impact of the cost-of-living crisis being felt every day. The Nationality and Borders Act, which was widely condemned by organisations supporting refugees, was passed into law in April 2022. It introduced a two-tier asylum system, disadvantaging those not arriving through illusive ‘legal’ routes, amongst other provisions. Although no refugees have yet been removed to Rwanda, the threat has had serious mental health consequences for young people we see every day causing stress, fear and anxiety.

Against this backdrop, our skilled and talented staff team have supported 873 young people in total, compared to 739 in 2021. The majority of young people (712) took part in our youth activities and benefited from the dedication and experience of our Youth Development teams who led our youth clubs, sporting activities, residentials and trips. A record 370 young people received long-term, in-depth one-to-one casework support supporting them to resolve complex issues around destitution, immigration status, housing, and mental health. Our Advice and Support Hub model involves our youth activities being run alongside our casework with provision from expert partners in psychological support, counselling and legal advice. A major external evaluation of our Advice and Support Hubs reinforced the impact of our work with 97% of young people reporting that Young Roots has helped reduce social isolation and loneliness, and a wide range of partners consistently emphasising that the integration of these activities and services is a highly effective model.

An external evaluation of our Youth Welfare Project proved the success of our model supporting young people in ‘contingency accommodation’ (accommodation provided by the government for asylum seekers, often in hotels), and we were delighted that Migrant Help and the national steering group for the project decided to fund its expansion in two further London boroughs. At the end of the year, we had staff in place ready to take this forward in 2023.



As Young Roots has grown our projects and staff team, in response to the needs of the young people we support, we have been conscious of continuing to develop our approach to diversity, equity and inclusion by establishing a trustee/staff DEI Committee, and recruiting our first Human Resources Manager. This work remains a key focus in the coming year. Our Wellbeing Committee tracked the issues that are affecting staff through regular Pulse Surveys, and we guaranteed that all delivery staff have access to monthly external clinical supervision. We also ensured a wellbeing dimension in key decisions such as pay. We are planning an increased focus on this work over the next year as working with young people in this environment takes its toll on our dedicated staff team.

We are acutely aware that our work does not exist in a vacuum, and we are proud to be in partnership and to work collaboratively with such a wide range of expert and excellent organisations and professionals. We are immensely grateful to our supporters, including the increasing number of individual donors to our work. This support is sustaining, builds our resilience and is vital to our future. We are also extremely grateful to our Trusts and Foundation partners, many of whom have provided successive grants enabling us to develop our work with focus and ambition. Equally we are delighted to have established vital new relationships with funders this year.

We would like to thank our dedicated and talented staff team without whom our work would not be possible. As we look forward to the coming year and developing our new strategy for 2024 – 2027, we are fully committed to our responsibility to both provide excellent support to those we work with now, and to use our knowledge and expertise to be part of changing the environment for all young refugees in the future.



Grace Capel
Chair of Trustees



Jo Cobley
Chief Executive

Reference and administrative information

For the year ended 30 November 2022

Company number

07448744

Country of incorporation

United Kingdom

Charity number

1139685

Country of registration

England & Wales

Registered office and operational address

Suite 3.18 – easyHub Croydon, 22 Addiscombe Road,
Croydon, CR0 5PE

Trustees

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

G L Capel (<i>appointed 22nd May 2022</i>)	<i>Chair</i>
S R Corker	<i>Treasurer</i>
N Prendergast	<i>Secretary</i>
K M Elton	
N Wyver (<i>resigned 5th January 2023</i>)	
L Puddefoot-Knaggs	
J Couper	
A Hayley	
P Nigah	
R Ravi (<i>appointed 2nd April 2022</i>)	
J Shah (<i>appointed 2nd April 2022, resigned 5th January 2023</i>)	
A Vukovic (<i>appointed 2nd April 2022</i>)	
S Foster Perkins (<i>resigned 18th June 2022, previous Chair</i>)	

Key management personnel

Jo Cobley	<i>Chief Executive</i>
Victoria Sanderson	<i>Head of Finance and Internal Operations</i>
Tamsin MacDonald	<i>Head of Fundraising and Development</i>
Molly Brech	<i>Head of Services in Brent</i>

Bankers

CAF Bank
25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ

Auditors

Godfrey Wilson Ltd
5th Floor, Mariner House, 62 Prince Street, Bristol BS1 4QD

Trustees' annual report



For the year ended 30 November 2022

The trustees present their report and the financial statements for the year ended 30 November 2022.

Reference and administrative information set out on page 6 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association, the requirements of a directors' report as required under company law, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

Purpose and aims

Our charity's purpose, as set out in the objects contained in the company's Memorandum and Articles of Association are:

- The advancement of education among young, forced migrants and long term refugees ('the beneficiaries'), both within the UK and overseas, by provision of training as youth workers and in the field of human rights awareness.
- The relief of poverty, hardship and distress among the beneficiaries by associating together voluntary bodies, local authorities, relief agencies and others in a common effort to improve their conditions of life.
- The provision of facilities, in the interest of social welfare, for recreational and other leisure time occupation for individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial or social circumstance, with the object of improving their conditions of life.

Vision

A world where all young refugees and asylum seekers realise their rights and fulfil their potential.

Mission

To work alongside young people and support them to improve their wellbeing and life chances.

Values

- Young Roots will involve young refugees and asylum seekers, and others who are 'experts by their experience', at all levels of the organisation. We will have a human rights and asset-based approach and prioritise youth participation and leadership.
- Young Roots will develop our approach to diversity, equity and inclusion throughout the organisation, consciously recognising and working to rectify inherent inequity within our society and how this manifests itself at Young Roots. We will particularly work to ensure representation amongst staff, trustees, volunteers and facilitators.
- Young Roots welcomes all young refugees and asylum seekers from anywhere in the world, irrespective of religion, sexual orientation, disability, gender, race, religion and belief. We strive to address inequity faced by young people based on their identity.
- Young Roots promotes collaboration and working in partnership with relevant organisations in order to provide the best possible services, activities and projects.
- Young Roots aims for excellence and best quality in all that we do, valuing responsiveness, understanding, respect, responsibility, creativity, knowledge, participation and kindness.
- Young Roots values staff and volunteer wellbeing and strives to provide a working environment that will allow the development of a diverse team to deliver their best work.

Our activities, projects and services

INTRODUCTION

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period.

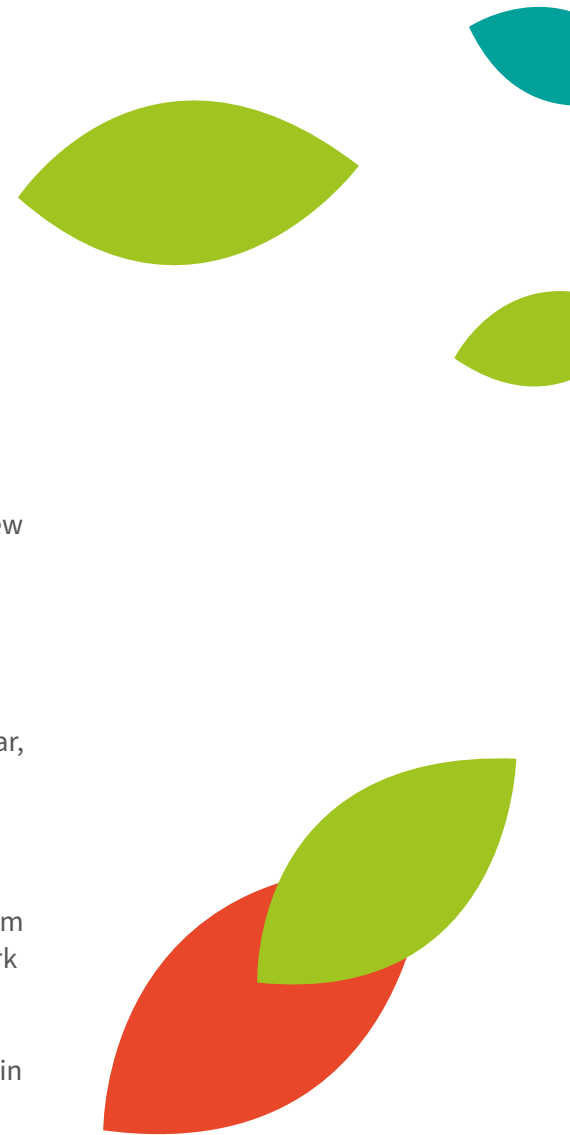
The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it exists to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purpose.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Young Roots' operations are within London where we have established delivery teams in Brent and Croydon working with young refugees and asylum seekers from 48 London boroughs. The majority of the young people we work with (approximately 80%) are in the UK alone and particularly vulnerable to exploitation and to being multiply disadvantaged. This year, we have increased our work with young people who are newly arrived in the UK, and in contingency accommodation. They are particularly isolated and like others, have fled war and abuse, experiencing exploitation and hardship on their journeys here. The young people we work with have many strengths, but the brutal policy context in the UK, along with language barriers and already complex systems mean that there are significant challenges. Our teams of senior caseworkers and youth development professionals focus on the following outcomes for young people: improved understanding of and access to rights and entitlements; improved communication skills; increased social integration; improved wellbeing and mental health; improved leadership skills; and increased learning, training, work and volunteering opportunities.

During the year, and after a thorough external review, the trustees took the difficult decision to end Young Roots' eighteen-year valued partnership with the Sour Community Disability Project in Lebanon. There is much to be proud of within this project, but after careful consideration of the challenges of providing effective governance to the project from the UK, and the disproportionate costs of raising funds for it, the trustees considered that although they would like to facilitate an effective handover to another organisation, they would end the relationship. Young Roots is proud to have been part of a project that delivered high quality educational and social activities to 90-100 young people and their families each year, with clear positive impacts on their development and wellbeing.

Young Roots' activities are guided by our [Strategy](#) (2021- 2024).



Our first strategic objective is to provide high quality services and activities for young refugees and asylum seekers, supporting young people to realise their rights and reach their potential. Our strategic approach is to employ our participative, human rights and strengths-based approaches across all our services and projects. We ensure that young people feel heard, believed and safe as they establish trusted relationships with staff and peers. Our second strategic objective is to contribute to wider systems and policy change for young refugees and asylum seekers, so as to positively influence and change the broken systems that are meant to support and protect them. Our third strategic objective is to ensure that Young Roots is sustainable, effective and efficient, prioritising diversity, equity and inclusion and involving young people and those with lived experience at all levels of the charity.

The following section reflects on our strategic ambitions and the purpose and aims of Young Roots. The analysis is consistent with the financial reporting.

CASEWORK SERVICE

Young Roots reached a record number of young people through our highly regarded casework service in 2022. 370 young people accessed the service in 2022, a 67% increase on 2021 (which in turn was a 40% increase on 2020). This is in part due to the increased provision of casework within the Youth Welfare Project in contingency accommodation.

Young people are supported to access quality legal representation, resolve issues with their accommodation – including becoming street homeless – and address serious and complex mental health issues by being referred to specialist partners for psychological support and counselling. The youth-centred service provides holistic support as young people navigate multiple challenges in their lives. Despite the challenges, we are delighted that 29 young people secured their immigration status, 21 were prevented from becoming street homeless and 67 enrolled in education. The casework service is integral to our flagship Advice and Support Hubs accessed by 584 young people in 2022. These successful and popular weekly Hubs bring together our casework service with specialist legal advice, psychological support and counselling, and our youth and sporting activities, responding holistically to the needs and wishes of young people.

The young people we support are often facing extreme hardship, finding it impossible to meet their essential living needs on the £45 per week they are entitled to. Some young people we work with do not even receive this amount. We therefore provide direct hardship support to some young people including emergency food vouchers, emergency accommodation, phones and data. We also apply for grants for individual young people which we distribute directly to them. In November 2022 we had 5.6 FTE casework staff and spent 38% of our total expenditure on our casework service totalling £368,163. This represents an increase of 9% in terms of expenditure from 2021. Our income for this stream of work increased by 12% reflecting our increased costs.



“

It helps you to get away from your depressions. You start thinking about the things that make you happy and you enjoy.

”



YOUTH DEVELOPMENT

Our youth development programme reached 712 young people during 2022.

This is a 14% increase on 2021. The programme is at the heart of Young Roots' work. Our staff build trusted relationships with young people through sporting, arts-based and personal development group work, as well as through one-to-one youth work. This work is crucial in supporting young people to feel less alone, calmer, happier and less stressed, as well as improving their English levels.

This year, our activities included our established football and cricket programmes in Brent delivered by our partners at Queens Park Rangers and Middlesex County Cricket, as well as regular sessions of boxing, taekwondo, basketball and yoga. 178 young people accessed English language learning projects – an activity requested by so many young people we support. 144 young people also took part in our programme of trips, researched, chosen, and often organised by young people, which included outings to Walton on the Naze, Brighton, and Thorpe Park. We went with young people on two residential in Wales during the year which were hugely enjoyed and very beneficial to the young people who attended. This year we also delivered a new programme in Brent developing young people's soft skills and building their work-readiness confidence and knowledge.

In the year ended November 2022 we spent 32% of our total expenditure on this element of work totalling £306,879. Our income for this element of our work grew by 7%.

YOUTH WELFARE PROJECT

Our Youth Welfare Project, using our combined approach of casework and youth work, has been a core part of our work in 2022.

This project, overseen by a steering group of organisations in the sector, aims to support the wellbeing of young people within contingency accommodation (hotels). The Youth Welfare Officer provides vital support and connection to isolated and newly arrived young asylum seekers. They work closely with the Youth Welfare Caseworker who provides in depth one-to-one support to those who are most vulnerable. The pilot in Wembley included a weekly Ahlan (welcome) Club where young people have access to English Language learning, food, games and advice and serves as an entry point to more intensive support. The project reached 189 young people during the period. Thanks to the impact of this project, as demonstrated by an external evaluation in the spring, the steering group, and funders Migrant Help, have supported Young Roots to expand the project to Croydon and Kings Cross. By the end of 2022, new staff were in place to support this expansion. The income and expenditure for this project are split across casework and youth development in the accounts.



PARTNERSHIP AND OUTREACH

Working in partnership with trusted and expert partners is a key approach of Young Roots.

The scale of the challenges faced by the young people we support, and the harsh external environment mean that this is vital to ensuring success. We have a wide range of partnerships and collaborate with many organisations where our approach and aims align. We have expanded our long-term funded partnership with the Helen Bamber Foundation, who provide stabilisation and trauma-focused therapy to those most acutely affected by trauma. We are proud of our relationship with Off the Record who provide specialist counselling for young refugees who attend our Hub in Croydon. Our valued partnership with Coram Children's Legal Centre continues to benefit young people who need legal advice and support via our Croydon Hub, and in Brent we are proud of our strong ties with Bindmans LLP who provide excellent legal support to young people. Other key partnerships include Kazzum who provide specialist arts activities, Mousetrap who provide drama sessions and English for Action who run English sessions at our Wembley project. We have developed our partnership with Migrant Help and also with Care for Calais as part of our work to provide the best possible support to young people in contingency accommodation in Brent. We have continued with our long-standing partnership with the Refugee Council to provide a weekly young women's group in Croydon.

Young Roots continues to play an active role in the Croydon Young Refugees Network, and the Northwest London Young Refugees Network that we founded. We place emphasis on our outreach activities to ensure that young people know about the services and support that we offer.

All partners adhere to our code of conduct and we have partnership agreements in place with our funded partners.

In November 2022, 12% (£119,740) of our total expenditure was in this area of work. This represents a decrease of 20% from 2021 as a Comic Relief funded programme in partnership with the Bike Project came to an end. All of our other strong partnerships have continued.

INFLUENCING

With support from the Social Change Agency, thanks to the Lloyds Bank Foundation's Enhance Programme, we developed our model and approach to this vital new area of our strategy.

We are delighted that we have secured three-year funding for a Policy and Campaigns post to be recruited early in 2023. This significant development reflects our belief that our long-standing experience of working with young refugees and the depth of our expertise, data and knowledge, along with our deeply held participative approach with young people, will enable us to add an important dimension to the conversation. During the year we have been part of multiple sector-wide initiatives to raise serious concerns of many aspects of Government policy that affect young people we support, including the Nationality and Borders Act, the Rwanda Deportation plans, and destitution issues. In addition, we began detailed, longer term projects that aim to improve practice in age assessments. Throughout the year, we have increased our presence on social media challenging inaccurate and prejudicial narratives, and highlighting issues that we see young people having to face every day.

VOLUNTEER CONTRIBUTION

Volunteers have been vital in supporting our casework and youth development programmes during the year.

20 volunteers supported this work during the year. We also have ongoing expert support from a communications volunteer, who supported our efforts to improve our website and social media engagement.



LEBANON

As planned within our strategy, the trustees undertook a review of our project in Lebanon that we have run with our delivery partners, the Sour Community Disability Project (SCDP) for 18 years.

The summer youth and education project has reached 90-100 young people and their families each year and had a considerable impact on wellbeing. Working with an external pro bono consultant, with a depth of international development experience, we conducted a thorough assessment of whether Young Roots was best placed to continue its involvement with the project. Whilst we concluded that there was much to be proud of in the eighteen years of partnership between Young Roots and SCDP, the trustees concluded that from both a governance and operational perspective, the project would be better supported by organisations within Lebanon and the region, and that Young Roots could not continue our involvement. This was a difficult decision, but one made after detailed consideration. We are extremely grateful to all members of staff at SCDP for their hard work and professionalism, especially during the past few years in which an extremely challenging political and economic situation in Lebanon has been compounded by the Covid-19 pandemic.

“

Being listened to by the staff has helped me a lot. There were so many times, I felt so overwhelmed and needed someone just to listen to me.

”

Achievements and performance

Young Roots' main activities and target group are described above. All our charitable activities focus on young refugees and asylum seekers within the 11-25 age range and are undertaken to further Young Roots' charitable purposes for the public benefit.

Our approach is holistic, so the same young people may access our youth development programme and casework service, therapeutic and legal support, and they may do this through our Advice and Support Hub and/or via our Youth Welfare project.

OUTCOMES FOR YOUNG PEOPLE

Twice each year, we survey a sample of young people to ensure we are on track to deliver our outcomes.

In addition, we conduct monthly assessments of need through our team of caseworkers so that we can be responsive to current contexts and emerging or escalating needs. We also collect case studies regularly. In 2022 we conducted a major external evaluation of our Advice and Support Hubs and casework service. This evaluation was extremely positive with all stakeholders consistently emphasising that the integration of youth activities, one-to-one casework and youth work, together with access to specialist therapeutic and legal support, was a highly accessible and effective model. This is a typical response from a partner:

“Their level of commitment is unique. They go above and beyond what I would expect of a busy charity like this. They not only try to resolve the matter themselves before finding solicitors, but then when solicitors are involved, they remain attentive in supporting the client with other ancillary matters, and they also give evidence and act as litigation friend in the cases taken to Court.”

Here is an example of a response from a young person:

“In the past I’ve met cruel people who I can’t trust. At Young Roots I can be open and talk about problems. I used to have a big trust issue, I used to over protect myself to stop getting hurt – I didn’t trust anyone but now I’ve found a middle place. I changed a lot since I learnt I can trust people at Young Roots. I’ve learnt I can trust some people in other places too.”

We aim that, by coming to Young Roots, 80% of young people respond positively to the following impacts. We are pleased that we have met and exceeded our targets in each area in 2022:

Overall, by coming to Young Roots, young people feel the following impacts:

80%
feel
less
alone

98%
feel calmer,
happier and
less stressed

95%
feel their
English has
improved

90%
have a better understanding
of their rights and entitlements
and how to access support



We also monitor the following milestones. We do not have targets, as the achievement of each depends on the external context. For example, the asylum system has experienced significant delays since the beginning of the pandemic, and at different times housing has been a particularly challenging issue for those we support.

Milestones	2022	2021
Settled Status secured	29	14
Successful age assessment challenge/outcome	14	14
Prevented from being homeless	21	20
Secured immigration / community care advice	48	60
Accessed specialist Mental Health support	51	67
<small>(some of this number will have been prevented from suicide and self-harm)</small>		
Enrolled in education	67	17

“

I was worried about the future but now I feel supported.

”



THE FOLLOWING SHOWS THE GROWTH IN OUR REACH BY ACTIVITY/SERVICE

We have already exceeded our 2024 reach targets for casework and youth development and are on track to exceed our total reach target by the end of 2022.

	2024 Strategic target	2022	2021	2020	2019
Total reach	800	873	739	490	658
Casework	200	370	221	157	118
Youth Development	600	712	622	373	529
Aged 18 and under		41%	36%	37%	47%
Aged over 18		59%	64%	63%	53%

86% of young people supported in this period were male and **14%** were female. **1** person was non binary.

We supported young people from **45** countries. The most common countries of origin were: Afghanistan, Eritrea and Sudan. **70%** of the young people we worked with during the period were from the countries with the highest success rate of claiming asylum in the UK: Afghanistan, Eritrea, Sudan, Iran and Syria.

“

I have become more confident to speak up and enjoy my time. I used to have no one at UK to support me but Young Roots is like a family to me.

”

Finance and Risk

The financial results for the year which ended on 30 November 2022 are set out in the Statement of Financial activities on page 40. Young Root's financial position at the year-end is set out on page 41.



INCOME

During 2022, our total income increased by 46% to £1,435,876 (2021: £984,814), as we continued to respond to increased need and grow our services and staff team accordingly.

Income from donations increased 82% to £315,156 (2021: 173,063). The main driver for this is our increasing focus on our voluntary income streams of individual giving, corporate partnerships and community and events. We also increased our income from major donors by £50,000 which contributed to this growth substantially. We increased our number of Trusts and Foundations who donated to our core costs alongside this.

The majority of our income (78%) was secured from restricted grants from Trusts and Foundations for our charitable activities. We saw growth in all areas of our charitable activities, notably our work in the influencing sphere, which we intend to grow in line with our current strategy. We had a total of 41 funders who gave restricted grants and 4 funders who had funds carried forward from previous years whose grants have ended and no further income was due. 11 Trusts and Foundations donated unrestricted grants to us. Our total amount of funders grew by 15 to 56 in 2022 (2021: 41). We developed strong relationships with new funders and strengthened existing partnerships.

EXPENDITURE

The total organisational expenditure was £960,389.

86% of the total organisational expenditure was spent on charitable activities with 14% expended on raising funds to support Young Roots to achieve its objectives. Fundraising costs have increased by 20% as we invest in resourcing within the team. We expect this investment will result in greater income generation in the coming years.

Of the total expenditure, 78% was on staffing, our greatest asset. Staff are key in delivering all our services and casework offer. Overall expenditure has increased by 4% and we expect the high levels of restricted funds carried into the next financial year to be spent, and that we will see a substantial increase in expenditure.



YEAR-END POSITION

At the close of the financial year, Young Roots held total net assets of £901,005.

Of these funds, £631,297 are restricted funds to be carried forward, representing funds which Young Roots received for its charitable activities that have not yet been expended. Of our total unrestricted fund, £100,888 has been designated by the trustees. Designated reserves represent unspent grants which were received towards 22/23 core running costs in 21/22. Whilst this is unrestricted funding, the trustees do not deem these to form part of free reserves and therefore have shown these in “committed funds”. The total general funds held by Young Roots at the close of the year was £168,820.

We are very grateful to longstanding and more recent funders and partners, without whose support our work would be impossible. More detailed information about our funders and funds can be found in notes 2 and 3.

RESERVES POLICY

At the end of the year, Young Roots held free reserves of £168,820 and total unrestricted reserves of £269,708 (2021: £207,921).

The trustees have agreed that the level of reserves needs to be between £300,000-£350,000. This figure was agreed during a process of reviewing our internal and external environment, considering our future projected expenditure. Our reserves policy follows a ‘risk-based approach’, meaning that our policy is based on an understanding of our income streams and their risk profile, the degree of commitment to expenditure and the overall risk environment in which Young Roots operates.

Reserves are reported monthly in the management accounts which are reviewed at board level. Financial and fundraising plans will be set with intent to build reserves to the target range. Given operational issues, changes in economic circumstances and short-term needs it is possible for reserves to fall outside of the target range. However, it is expected that management will seek to address this to ensure reserves are maintained within range.

Young Roots currently holds reserves of £168,820 and we have developed a multi-year plan to seek to build our reserves to the target level. This will be achieved by investing in fundraising capacity, and growing our income streams that fall outside of Trusts and Foundations.



GOING CONCERN

The Board considers that Young Roots remains a going concern.

As a grant-funded organisation that depends on restricted grant funding for a large part of its income, Young Roots begins each financial year without having secured all the income to cover its operational costs in the year.

Trustees and senior management monitor the financial position regularly and identify any upcoming risks and mitigations that may impact our reserves position. We continue to invest in unrestricted fundraising capacity to build and maintain our reserves as part of our 2020-2023 fundraising strategy.

PRINCIPAL RISKS AND UNCERTAINTIES

The risks have been exacerbated by the cost-of-living crisis, Government policies that affect the asylum system and cycle of multi-year funding.

Young Roots has identified the following headline risks and mitigations:

1. Financial Sustainability

Risk: Young Roots does not raise enough funds to maintain operations at the current level and the level of funds it has raised are not enough to match the rate of inflation.

Mitigation: We have invested in additional fundraising support focused on Trusts and Foundations and have a clearly defined fundraising strategy and plan. From our strong relationships with funders and partners, we have obtained increased financial support to directly address the cost of living and intend on continuing this. Our Head of Finance and Internal Operations works closely with our Head of Fundraising and Development, Chief Executive and trustees to ensure excellent financial planning, regularly reporting to our Finance and Audit Committee, which meets monthly, and wider Trustee board.



2. Cyber Security

Risk: As Young Roots grows its staff team and builds a greater digital footprint, it becomes more vulnerable to serious cyber-attacks. This could result in financial loss or reputational risk.

Mitigation: Young Roots has developed an approach to Cyber Security that will be implemented in 2023. Young Roots has engaged with an IT consultant to understand the needs of the organisation and the most appropriate steps to take to ensure resilience and compliance in this area. Young Roots is planning on appointing a trustee with digital strategy and IT expertise and exploring the option for extending insurance to cover IT and cyber security risks. The work is overseen by our Head of Finance and Operations who regularly reports risks to SLT and the trustees.

3. Safeguarding

Risk: Young Roots fails to recognise serious safeguarding risks, or doesn't have the ability to cope with the volume of risks, which could lead to self-harm or the harming of someone else.

Mitigation: Young Roots reviews its Safeguarding policy and practice formally each year at Board level. In 2023, with advice from a specialist consultant, a new robust safeguarding policy was agreed and implemented. Young Roots has appointed designated safeguarding leads across the organisation to ensure we are following best practice in every respect. Our strong culture of management supports our safeguarding policy as does staff training. The Chief Executive reports on safeguarding to the trustees at each meeting as part of their report. Our expert safeguarding trustee, who is a safeguarding consultant and former Head of Safeguarding and Assistant Director for Children's Social Care for a Local Authority, advises and supports both staff and trustees. Public liability insurance is in place.

4. Compliance

Risk: Young Roots does not: comply with the GDPR and understand the expectations of the ICO; comply with the 2019 Fundraising Practice released by the Fundraising regulator and the Charity Commission; comply with its constitution, with charity, health and safety or with employment law; file financial and trustee information on time with the Charity Commission, HMRC or Companies House.

Mitigations: Young Roots has: a Head of Finance and Internal Operations who works closely with the CEO and trustees to ensure compliance with the Charity Commission and that we file information on time; we have appointed an HR manager to support GDPR training and knowledge and have further addressed the cyber security risk facing the organisation. Young Roots will ensure appropriate fundraising training for relevant staff. We have trustees with expertise in fundraising, GDPR and governance, and the trustee board continue to scrutinise the organisation's compliance on this range of issues.

5. Culture and maintaining values

Risk: During a continued period of growth for Young Roots, our culture and values might not be retained.

Mitigation: Young Roots has invested in training for managers; ensured our strong culture is framed by our values having revisited our values as part of our strategy; and gives priority to our wellbeing committee activities. We have established a DEI committee led by trustees who advise staff on placing this key value of Young Roots at the heart of all of our work.

6. Increasingly hostile environment and working in contingency accommodation

Risk: The increasingly hostile external environment is likely to directly affect young people we work with, therefore increasing stress levels of staff and increasing high level safeguarding concerns.

Mitigation: Young Roots has created a point of internal coordination which means when young people receive notices of intent (vis a vis proposed removal to Rwanda) or there are urgent updates to policy, we can respond quickly and efficiently. Our newly appointed chair is a Barrister who specialises in Immigration, Asylum and related public law. They have delivered training to staff and trustees on the legal implications of changing laws. We focus on staff wellbeing including clinical supervision for front-line staff. We have an established Wellbeing Committee and conduct a biannual Pulse Survey. Our new safeguarding policy is more aligned to our work in contingency accommodation.

Plans for the future

The page features a solid orange background with several stylized leaf shapes in shades of green and teal. One large green leaf is at the top left, a smaller green leaf is at the top right, a teal leaf is on the right side, and a large green leaf is at the bottom center.

We continue to work within our current strategy (April 2021 – March 2024).

The strategy was developed with expert input from staff, trustees, young people, and delivery and funding partners. It was informed by an externally led review of our approach to diversity, equity and inclusion. It is guided by our mission, vision and values.

Our ambition for the period remains to continue to grow the number of young people we are able to support, at the earliest opportunity, through our highly regarded activities and one-to-one casework service, and by building our specialist partnerships. With recruitment to a new Policy and Campaigns post, we will have a new focus on using our knowledge, expertise and the voices of young people to help counter inaccurate and prejudicial narratives, and create a fair and efficient asylum system so that young people can rebuild their lives as part of our communities.

OBJECTIVE 1

To provide high quality, holistic services and activities for young refugees and asylum seekers supporting young people to realise their rights and reach their potential.

This will be achieved through:

- a.** Advice and Support Hubs: we will further develop our successful and popular weekly drop in Advice and Support Hubs with our specialist partners, our programme of youth and sporting activities, and casework service, responding to the needs and wishes of young people.
- b.** Casework service: we will develop the size, and the clarity of the scope and boundaries of our casework service, with a focus on preparing young people to reach their potential, employing an asset-based, trauma-informed and participative approach.
- c.** Youth development activities: in collaboration with young people, we will develop our programme of youth activities that best achieve our intended outcomes using youth voice, feedback data and experience to direct this approach.
- d.** Youth leadership: we will develop our approach to youth leadership with an embedded programme running throughout Young Roots.
- e.** Lebanon summer project: recognising the impact of the Lebanon summer educational project, we will conduct an external review of our approach to Young Roots' international work.

OBJECTIVE 2

To contribute to wider systems and policy change for young refugees and asylum seekers.

Grounded in the experiences, perspective and voices of the young refugees and asylum seekers we work with, we will contribute to positively influencing and changing the systems that are meant to support and protect young refugees and asylum seekers more broadly. We will work in partnership with other organisations wherever possible.



OBJECTIVE 3

To ensure Young Roots is sustainable, effective and efficient, prioritising diversity, equity and inclusion and involving young people and those with lived experience at all levels of the charity.

The full strategy can be downloaded from:

www.youngroots.org.uk/library

OUR PRIORITIES FOR 2023 ARE TO:

- Embed our expanded Youth Welfare project in new areas of London (Croydon and Kings Cross) ensuring we are responding well to the significant needs of the young people within this accommodation, and prioritising safeguarding of young people within this. (Objective 1)
- Ensure we can meet the increased needs of young people through our casework and youth development programmes, including at our flagship Hubs.
- Launch our work on wider systems and policy change ensuring young people are at the heart of this work (Objective 2)
- Further prioritise our work to ensure the wellbeing of staff and volunteers is central to our operations.
- Ensure that our strategic approach and plans on Diversity, Equity and Inclusion (DEI) are prioritised and this area of our development supports us to become the best organisation we can be.

Structure, governance and management

The organisation is a charitable company limited by guarantee, incorporated on 23 November 2010 and registered as a charity on 5 January 2011.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its articles of association.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 7 to the accounts.



APPOINTMENT OF TRUSTEES

Any person who is willing to act as a trustee, and who would not be disqualified under the provision of Article 27 of the Articles of Association, may be appointed to be a trustee by decision of the trustees.

Recruitment of trustees is an open process, with positions advertised on Charity Job, through channels where we can attract a range of diverse candidates, and through other networks. The interview panel consists of the Chair, Trustee with responsibility for Diversity, Equity and Inclusion, other trustees as appropriate and the Chief Executive (who doesn't have decision making role).

At every annual meeting of the trustees at which the accounts are adopted after the third anniversary of the incorporation of the charity, one third of the trustees, being those who have served the longest since their appointment or reappointment must retire from office. Retiring trustees may be re-appointed but a trustee who has served for three consecutive terms must take a break from office.

TRUSTEE INDUCTION AND TRAINING

The trustees have a wide range of skills pertinent to the charity. They include professionals from finance, governance, safeguarding, policy influencing, fundraising, legal, and international development.

Their knowledge is kept up to date by technical reading, sharing of knowledge and training courses. New developments are discussed at meeting of the trustees. All trustees undertake training on finance, governance and safeguarding, with next sessions planned in May 2023.

The Chief Executive reports on the operational plan at each trustee meeting. The risk register, fundraising targets, safeguarding, staff and volunteer wellbeing and finances are regularly reviewed. We have a Finance Committee that meets monthly with the Chief Executive and Head of Finance and Internal Operations to have oversight of our finances. It is our policy that all trustees are DBS checked.

Our Wellbeing Committee, chaired by a trustee and attended by other trustee representatives, the Chief Executive, Casework Managers and Human Resources Manager meets 4 times a year and reviews the Pulse Survey results and agrees strategies for ensuring wellbeing. Our Diversity, Equity and Inclusion Committee, chaired by a trustee and attended by the Chair of Trustees, other trustee representatives, Chief Executive, Human Resources Manager, and representatives from different teams, also meets four times a year.



RELATED PARTIES AND RELATIONSHIPS WITH OTHER ORGANISATIONS

The trustees have declared that there are no related parties and no conflict of interests. Young Roots holds a register of interests which is reviewed annually.

REMUNERATION POLICY FOR KEY MANAGEMENT PERSONNEL

The trustees delegate the day to day running of the charity to the Chief Executive.

There is an agreed scheme of delegation which outlines respective responsibilities. The pay of Young Roots' Chief Executive is set by the board of trustees, as represented by the Chair. The Chief Executive recommends the pay for the Senior Management Team to the trustees, and in consultation with the Senior Management Team, that for all other members of staff. Staff pay bands are set with regards to similar organisations and based on fair pay for work done.

FUNDRAISING PRACTICE STATEMENT

Young Roots uses one external professional fundraiser who works on a consultancy basis.

The majority of fundraising activities are conducted by our own employees. Young Roots is not currently subscribed to the Fundraising Regulator although this has been identified as a priority. In November 2022 92% of income was generated through grants all of which are carefully regulated. We abide by the Fundraising Regulator's Code of Practice for all our community, events, corporate and individual fundraising activities. Young Roots has never received any complaints about fundraising activities which we've undertaken.



STATEMENT OF RESPONSIBILITIES OF THE TRUSTEES

The trustees (who are also directors of Young Roots for the purposes of company law) are responsible for preparing the trustees' annual report including the strategic report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards and statements of recommended practice 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 charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy, at any time, the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 30 November 2022 was 12 (2021:11). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditors

Godfrey Wilson Limited were appointed as auditors to the charitable company during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 13th May 2023 and signed on their behalf by

Grace L Capel *SR Corker*

Grace Capel
Chair

Stephen Corker
Treasurer

“

It's important for young people, we get to experience new things like adventures, like hiking, traveling and visiting places we haven't been before, we get to go out of the house, and not be alone. It's good for our mental health – not being at home thinking about your situation, you get to meditate on yourself and just try to enjoy the moment.

”

OPINION

We have audited the financial statements of Young Roots (the 'charity') for the year ended 30 November 2022 which comprise the statement of financial activities, balance sheet, statement of cashflows and the related notes to the financial statements, including a summary of significant accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 November 2022 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's responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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 charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

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

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

We have nothing to report in this regard.

Opinion on other matters 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 trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the 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 the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees'. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, 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 they 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.

Our 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

- (1)** We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.
- (2)** We reviewed the charity's policies and procedures in relation to:
 - Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
 - Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.
- (3)** We inspected the minutes of trustee meetings.
- (4)** We enquired about any non-routine communication with regulators and reviewed any reports made to them.
- (5)** We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.
- (6)** We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.
- (7)** We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:
 - Testing the appropriateness of journal entries;
 - Assessing judgements and accounting estimates for potential bias;
 - Reviewing related party transactions; and
 - Testing transactions that are unusual or outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's members, 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 charity's members 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 charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Alison Godfrey

13th May 2023

Alison Godfrey FCA
(Senior Statutory Auditor)

Date

For and on behalf of:

Godfrey Wilson Limited
Chartered accountants and statutory auditors

5th Floor Mariner House, 62 Prince Street, Bristol BS1 4QD



Financial statements

STATEMENT OF FINANCIAL ACTIVITIES (incorporating an income and expenditure account)

For the year ended 30 November 2022

	Note	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Restated Total £
INCOME FROM:							
Donations	2	280,832	34,324	315,156	173,063	-	173,063
Grants for charitable activities							
Casework	3	-	404,566	404,566	-	355,909	355,909
Youth Development	3	-	439,583	439,583	-	406,753	406,753
Partnership and Outreach	3	-	216,197	216,197	-	49,068	49,068
Influencing	3	-	60,000	60,000	-	-	-
Investments		374	-	374	21	-	21
TOTAL INCOME		281,206	1,154,670	1,435,876	173,084	811,730	984,814
EXPENDITURE ON:							
Raising funds	4	93,112	44,393	137,505	30,000	80,275	110,275
Charitable activities							
Casework	4	39,498	328,665	368,163	40,761	295,034	335,795
Youth Development	4	31,164	275,715	306,879	41,766	269,415	311,181
Partnership and Outreach	4	28,187	91,553	119,740	2,000	142,188	144,188
Influencing	4	27,458	644	28,102	4,126	19,831	23,957
TOTAL EXPENDITURE		219,419	740,970	960,389	118,653	806,743	925,396
NET INCOME / (EXPENDITURE)	5	61,787	413,700	475,487	54,431	4,987	59,418
Transfers between funds		-	-	-	(91)	91	-
NET MOVEMENT IN FUNDS		61,787	413,700	475,487	54,340	5,078	59,418
RECONCILIATION OF FUNDS:							
Total funds brought forward		207,921	217,597	425,518	153,581	212,519	366,100
TOTAL FUNDS CARRIED FORWARD		269,708	631,297	901,005	207,921	217,597	425,518

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 14a to the financial statements.

Prior period expenditure has been reclassified to reflect the allocation of support and governance costs by activity using the staff cost proportion method.

These are reclassifications only and have no impact on net movement in funds.

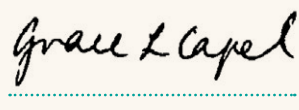
BALANCE SHEET

As at 30 November 2022

	Note	£	2022 £	£	2021 £
CURRENT ASSETS:					
Debtors	11	46,607		113,593	
Cash at bank and in hand		910,511		365,636	
TOTAL		957,118		479,229	
LIABILITIES:					
Creditors: amounts falling due within one year	12	(56,113)		(53,711)	
NET CURRENT ASSETS			901,005		425,518
TOTAL NET ASSETS			901,005		425,518
THE FUNDS OF THE CHARITY:	14				
Restricted income funds			631,297		217,597
Unrestricted income funds:					
Designated funds		100,888		74,304	
General funds		168,820		133,617	
TOTAL UNRESTRICTED FUNDS			269,708		207,921
TOTAL CHARITY FUNDS			901,005		425,518

These accounts have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 13th May 2023 and signed on their behalf by

Grace Capel
Trustee, Chair

Stephen Corker
Trustee, Treasurer

STATEMENT OF CASH FLOWS

For the year ended 30 November 2022

	2022 £	2021 £
CASH FLOWS FROM OPERATING ACTIVITIES		
Net income for the reporting period (as per the statement of financial activities)	475,487	59,418
Dividends, interest and rents from investments	(374)	(21)
(Increase) / Decrease in debtors	66,986	(51,542)
Increase / (Decrease) in creditors	2,402	(3,316)
TOTAL	544,501	4,539
CASH FLOWS FROM INVESTING ACTIVITIES:		
Dividends, interest and rents from investments	374	21
CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR	544,875	4,560
Cash and cash equivalents at the beginning of the year	365,636	361,076
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR	910,511	365,636

ANALYSIS OF CASH AND CASH EQUIVALENTS AND OF NET DEBT			
	At 1 Dec 2021 £	Cash flows £	At 30 Nov 2022 £
Cash at bank and in hand	365,636	544,875	910,511
CASH AND CASH EQUIVALENTS	365,636	544,875	910,511

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 30 November 2022

1. ACCOUNTING POLICIES

a) Statutory information

Young Roots is a charitable company limited by guarantee and is incorporated in England and Wales.

The registered office address is Suite 3.18 – easyHub Croydon, 22 Addiscombe Road, Croydon, CR0 5PE.

b) Basis of preparation

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) - (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern due to the current level of reserves.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

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

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation 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. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

1. ACCOUNTING POLICIES continued...

h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charity, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

i) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Support and governance costs are allocated to each programme of activities on the basis set out below. This is based on the proportion of staff costs on each activity.

	2022	2021
• Raising funds	16%	15%
• Casework	37%	39%
• Youth Development	31%	33%
• Partnership and Outreach	10%	10%
• Influencing	6%	3%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

j) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

k) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

l) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

m) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n) Conduit funding

Conduit funds are monies received for third parties and do not belong to the charity. The incoming funds and outgoing payments are excluded from the Statement of Financial Activities. Any conduit funds in hand at the year end are shown as creditors in the accounts.

o) Financial instruments

The charitable company 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 recognised at amortised cost using the effective interest method.

p) Pensions

The charity operates a contributory pension scheme. It is a defined contribution scheme and contributions are charged in the statement of financial activities as they accrue.

2. INCOME FROM DONATIONS

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Individual Giving	15,366	17,393	32,759	7,237	-	7,237
Community and Events	16,480	13,618	30,098	30,993	-	30,993
Corporate	3,153	3,313	6,466	1,500	-	1,500
Major Donors	45,000	-	45,000	-	-	-
AB Charitable Trust	20,000	-	20,000	20,000	-	20,000
Anonymous Donor 1	10,000	-	10,000	-	-	-
Choose Love	35,000	-	35,000	-	-	-
Garfield Weston Foundation	30,000	-	30,000	23,333	-	23,333
Innox Foundation	-	-	-	25,000	-	25,000
Kusuma Trust	10,000	-	10,000	-	-	-
Lloyds Bank Foundation	33,333	-	33,333	35,000	-	35,000
Oak Foundation	37,500	-	37,500	-	-	-
Paul Hamlyn Foundation	-	-	-	30,000	-	30,000
Schroder Charitable Trust	5,000	-	5,000	-	-	-
Swire Charitable Trust	20,000	-	20,000	-	-	-
TOTAL	280,832	34,324	315,156	173,063	-	173,063

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
CASEWORK						
Allen and Overy Foundation	-	-	-	-	10,000	10,000
Awards for All	-	-	-	-	10,000	10,000
Barrow Cadbury Trust	-	-	-	-	11,000	11,000
BBC Children in Need- Next Steps	-	4,561	4,561	-	18,326	18,326
The Big Give	-	-	-	-	9,986	9,986
Brent Mental Health Crisis Grant	-	7,500	7,500	-	7,500	7,500
Choose Love	-	80,450	80,450	-	45,000	45,000
Choose Love Afghan Grant	-	5,000	5,000	-	35,000	35,000
City Bridge Trust	-	58,000	58,000	-	55,500	55,500
The Croydon Relief in Need Charity	-	-	-	-	10,004	10,004
Henry Smith Charity	-	59,000	59,000	-	55,000	55,000
Jack Petchey Foundation - recovery scheme	-	-	-	-	19,730	19,730
John Lyons Charity	-	18,250	18,250	-	17,500	17,500
National Lottery Community Fund	-	18,750	18,750	-	35,605	35,605
Migrant Help	-	130,055	130,055	-	-	-
The Prudence Trust	-	20,000	20,000	-	-	-
Anonymous donor 2	-	3,000	3,000	-	15,758	15,758
SUB-TOTAL FOR CASEWORK	-	404,566	404,566	-	355,909	355,909
YOUTH DEVELOPMENT						
Anonymous donor 1	-	15,000	15,000	-	-	-
Barrow Cadbury Trust	-	-	-	-	9,250	9,250
BBC Children in Need	-	50,786	50,786	-	39,955	39,955
BBC Children in Need - Next Steps	-	4,561	4,561	-	18,326	18,326
BCBN	-	3,000	3,000	-	-	-
Brent Mental Health Crisis Grant	-	7,500	7,500	-	7,500	7,500
Brent Mental Health and Wellbeing Fund – Young Brent Foundation	-	9,600	9,600	-	-	-
Brent Council NCIL grant	-	36,314	36,314	-	-	-
CAF Donor	-	45,000	45,000	-	45,000	45,000
Comic Relief	-	47,041	47,041	-	93,812	93,812
Henry Smith Covid Recovery	-	-	-	-	69,600	69,600
Jack Petchey Foundation	-	1,800	1,800	-	1,500	1,500
John Lyons Charity	-	18,250	18,250	-	17,500	17,500
Lebanon funders	-	-	-	-	3,750	3,750
Migrant Help	-	130,055	130,055	-	15,758	15,758
Orange Tree Trust	-	5,000	5,000	-	-	-
Postcode Society Trust	-	-	-	-	19,877	19,877
Smaller funds	-	20,750	20,750	-	11,650	11,650
London Sports Satellite Club	-	-	-	-	1,417	1,417
The Sheldon Trust	-	9,975	9,975	-	-	-
Sport England	-	9,890	9,890	-	-	-
Track Academy	-	16,750	16,750	-	-	-
Brent Council VSIF	-	-	-	-	3,032	3,032
Wembley National Stadium Trust	-	2,500	2,500	-	252	252
Young Londoners Fund	-	5,811	5,811	-	48,574	48,574
SUB-TOTAL FOR YOUTH DEVELOPMENT	-	439,583	439,583	-	406,753	406,753

3. INCOME FROM CHARITABLE ACTIVITIES continued...

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
PARTNERSHIP AND OUTREACH						
BBC Children in Need - Next Steps	-	4,561	4,561	-	4,400	4,400
London Community Foundation	-	-	-	-	9,910	9,910
The Prudence Trust	-	62,831	62,831	-	-	-
Migrant Help	-	130,055	130,055	-	15,758	15,758
National Lottery Community Fund	-	18,750	18,750	-	19,000	19,000
SUB-TOTAL FOR PARTNERSHIP AND OUTREACH	-	216,197	216,197	-	49,068	49,068
INFLUENCING						
The Kurt and Magda Stern Foundation	-	30,000	30,000	-	-	-
Treebeard Trust	-	30,000	30,000	-	-	-
SUB-TOTAL FOR INFLUENCING	-	60,000	60,000	-	-	-
TOTAL INCOME FROM CHARITABLE ACTIVITIES	-	1,120,346	1,120,346	-	811,730	811,730

4a. ANALYSIS OF EXPENDITURE (CURRENT YEAR)

	Raising funds	Charitable activities				Governance costs	Support costs	2022 Total	Restated 2021 Total
		Casework	Youth Development	Partnership and Outreach	Influencing				
	£	£	£	£	£	£	£	£	
Salaries	99,417	254,083	192,781	64,655	13,722	5,541	114,797	744,996	652,936
Project Costs	8,705	53,198	62,216	34,703	-	-	2,752	161,574	215,395
Other operating costs	5,382	5,382	5,382	5,382	5,382	5,382	21,527	53,819	57,065
TOTAL	113,504	312,663	260,379	104,740	19,104	10,923	139,076	960,389	925,396
Governance Costs	1,749	4,042	3,386	1,092	654	(10,923)	-	-	-
Support Costs	22,252	51,458	43,114	13,908	8,344	-	(139,076)	-	-
TOTAL EXPENDITURE 2022	137,505	368,163	306,879	119,740	28,102	-	-	960,389	-
TOTAL EXPENDITURE 2021	110,275	335,795	311,181	144,188	23,957	-	-	-	925,396

4b. ANALYSIS OF EXPENDITURE (PRIOR YEAR) RESTATED

	Raising funds	Charitable activities				Governance costs	Support costs	2021 Total
		Casework	Youth Development	Partnership and Outreach	Influencing			
	£	£	£	£	£	£	£	
Salaries	76,401	206,329	174,033	54,334	13,469	5,660	122,710	652,936
Project Costs	4,267	61,616	78,857	68,212	-	-	2,443	215,395
Other operating costs	5,706	5,706	5,707	5,707	5,708	5,706	22,825	57,065
TOTAL	86,374	273,651	258,597	128,253	19,177	11,366	147,978	925,396
Governance Costs	1,704	4,433	3,751	1,137	341	(11,366)	-	-
Support Costs	22,197	57,711	48,833	14,798	4,439	-	(147,978)	-
TOTAL EXPENDITURE 2021	110,275	335,795	311,181	144,188	23,957	-	-	925,396

5. NET INCOME FOR THE YEAR

This is stated after charging:

	2022 £	2021 £
Auditors fee (excluding VAT) (2021 Independent Examiner's Fee):	5,500	1,500
Operating lease rentals payable	16,487	10,374

6. ANALYSIS OF NET ASSETS BETWEEN FUNDS (CURRENT YEAR)

	General £	Designated £	Restricted £	Total funds £
Current Assets	175,743	100,888	680,487	957,118
Current Liabilities	(6,923)	-	(49,190)	(56,113)
NET ASSETS AT 30 NOVEMBER 2022	168,820	100,888	631,297	901,005

Prior year comparative

	General £	Designated £	Restricted £	Total funds £
Current Assets	143,706	74,304	261,219	479,229
Current Liabilities	(10,089)	-	(43,622)	(53,711)
NET ASSETS AT 30 NOVEMBER 2021	133,617	74,304	217,597	425,518

7. STAFF COSTS WERE AS FOLLOWS:

	2022 £	2021 £
Salaries and wages	646,949	570,239
Social security costs	65,900	53,958
Employer's contribution to defined contribution pension schemes	32,147	28,739
TOTAL	744,996	652,936

No employee earned more than £60,000 during the year (2021: nil).

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel of which there were 4 in 2022 and 5 in 2021 are £229,235 (2021: £230,610).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

The trustees incurred expenses of £59 in 2022 (2021: £nil). This was claimed by one trustee and was reimbursement for a payment to update Companies House.

8. STAFF NUMBERS

The average number of employees (head count based on number of staff employed) during the year 2022 was 22 (2021: 21).

9. RELATED PARTY TRANSACTIONS

There are no related party transactions to disclose for this financial year (2021: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

10. TAXATION

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

11. DEBTORS

	2022 £	2021 £
Other debtors	3,605	15,153
Prepayments	13,554	9,158
Accrued income	29,448	89,282
TOTAL	46,607	113,593

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade creditors	29,657	31,674
Taxation and social security	16,294	14,150
Other creditors	7,675	7,207
Accruals	2,487	680
TOTAL	56,113	53,711

13. PENSION SCHEME

The charity operates a contributory pension scheme. It is a defined contribution scheme and contributions are charged in the statement of financial activities as they accrue. The charge for the year was £32,147. There were 19 scheme members as at 30 November 2022. An amount of £4,165 of contributions was owed to the scheme as at that date.

14a. MOVEMENTS IN FUNDS (CURRENT YEAR)

	At 1 Dec 2021	Income	Expenditure	Transfers	At 30 Nov 2022
	£	£	£	£	£
RESTRICTED FUNDS COVERING VARIOUS CHARITABLE ACTIVITIES:					
Migrant Help	894	390,166	(131,781)	-	259,279
The Prudence Trust	-	82,831	(8,740)	-	74,091
Other restricted funds	37,105	153,473	(147,642)	-	42,936
RESTRICTED FUNDS FOR WHOLLY DELIVERING THE FOLLOWING ACTIVITIES:					
Casework	77,636	205,450	(195,505)	-	87,581
Youth Development	101,962	262,750	(253,715)	-	110,997
Influencing	-	60,000	(3,587)	-	56,413
TOTAL RESTRICTED FUNDS	217,597	1,154,670	(740,970)	-	631,297
UNRESTRICTED FUNDS:					
DESIGNATED FUNDS:					
Lebanon fund	7,000	-	-	(7,000)	-
Committed funds	67,304	100,888	(67,304)	-	100,888
TOTAL DESIGNATED FUNDS	74,304	100,888	(67,304)	(7,000)	100,888
GENERAL FUNDS	133,617	180,318	(152,115)	7,000	168,820
TOTAL UNRESTRICTED FUNDS	207,921	281,206	(219,419)	-	269,708
TOTAL FUNDS	425,518	1,435,876	(960,389)	-	901,005

The narrative to explain the purpose of each fund is given at the foot of the note below.

14b. MOVEMENTS IN FUNDS (PRIOR YEAR)

	At 1 Dec 2020	Income	Expenditure	Transfers	At 30 Nov 2021
	£	£	£	£	£
RESTRICTED FUNDS COVERING VARIOUS CHARITABLE ACTIVITIES:					
Migrant Help	-	47,272	(46,378)	-	894
Other restricted funds	106,181	215,772	(284,760)	(88)	37,105
RESTRICTED FUNDS FOR WHOLLY DELIVERING THE FOLLOWING ACTIVITIES:					
Casework	53,920	240,235	(216,656)	137	77,636
Youth Development	52,418	308,451	(258,949)	42	101,962
TOTAL RESTRICTED FUNDS	212,519	811,730	(806,743)	91	217,597
Lebanon fund	-	-	-	7,000	7,000
Committed funds	-	-	-	67,304	67,304
COVID Fund	8,490	-	-	(8,490)	-
TOTAL DESIGNATED FUNDS	8,490	-	-	65,814	74,304
GENERAL FUNDS	145,091	173,084	(118,653)	(65,905)	133,617
TOTAL UNRESTRICTED FUNDS	153,581	173,084	(118,653)	(91)	207,921
TOTAL FUNDS	366,100	984,814	(925,396)	-	425,518

Purposes of restricted funds

Migrant Help funds our Youth Welfare project in Brent, in Croydon and in Kings Cross, providing youth development and casework support to young people in contingency accommodation.

The Prudence Trust funds increased mental health provision and Casework through a three-year grant.

Other restricted funds are combined Trusts and Foundations that provide support across all areas of our work.

The Casework fund is combined Trusts and Foundations (full details in note 3) that provide support for our core casework service.

The Youth Development fund is combined Trusts and Foundations (full details in note 3) that provide support for our core Youth Development Service, mainly our flagship Hub model and Youth clubs.

The Influencing fund is combined Trusts and Foundations (full details in note 3) that provide support for our Influencing and Policy work.

Purposes of designated funds

Designated reserves represent unspent grants which were received towards 22/23 core running costs in 21/22. Whilst this is unrestricted funding, the trustees do not deem these to form part of free reserves and therefore have shown these in "committed funds". They will be fully utilised by June 2023.

The Lebanon fund was a payment designated to pay our partner in Lebanon. The project did not go ahead and we have ended our partnership so this fund was transferred back into our general funds.

15. OPERATING LEASE COMMITMENTS PAYABLE AS A LESSEE

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	2022 £	2021 £
PROPERTY		
Less than one year	22,503	850
One to five years	13,127	-
TOTAL	35,630	850

16. CONDUIT FUNDING

The Charity had a brought forward balance of £3,741 in November 2022. The charity received conduit funding totalling £1,939 and disbursed a total of £2,169. The balance at year end was £3,511.

17. GOVERNMENT GRANTS

Grants from government or similar agencies, both national and local. All of the grants were for charitable activities. As at 30th November 2022 there were no unfulfilled conditions or other contingencies.

	2022 £	2021 £
The National Lottery	37,500	54,605
Brent Council Mental Health Crisis Grant	15,000	15,000
Brent Council VSIF	-	3,032
Sport England	9,890	-
Brent Council NCIL	36,314	-
TOTAL	98,704	72,637

18. LEGAL STATUS OF THE CHARITY

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

“

I feel safe when I come here,
I meet a lot of people,
I learn English,
I chill with my friends.

”



“

I can, but I don't like cooking. My mum taught me. What makes me happy is teamwork and being all together.

”



“

I like cooking because I can focus on what I'm doing, forget about everything that's happening and relax for a bit.

”



“

This dish is from the main city of Albania – my home. I wanted to cook it for you all. Thank you for giving me the opportunity to cook. I share this with you all!

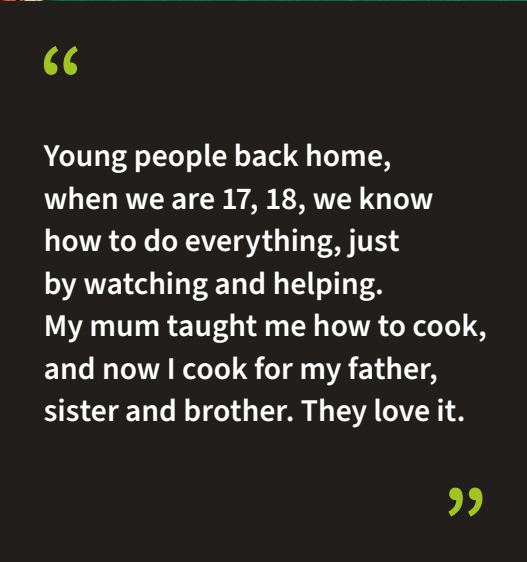
”



“

When I arrived in the UK, I lived with people and I didn't like the food. So I started cooking and learning. At first, I made food from my country, but then I tried new things and made it better.

”



“

Young people back home, when we are 17, 18, we know how to do everything, just by watching and helping. My mum taught me how to cook, and now I cook for my father, sister and brother. They love it.

”



“

I learned how to cook from my grandma. She had her own place. Her own restaurant. I used to watch her in the kitchen and work with her when I was little.

”

“

It is a more beautiful dish.
My mum made this first for me.
She is a good cook. The best.
I try to make this like her,
but she does it better.

”



“

I like it. I like cooking for lots
of people. It makes me feel
together. Food is for sharing.

”



“

It is stressful, cooking for
lots of people. But I like that I
can talk to people while I cook.

”



“

They always cook for me
so I feel that it is my turn
to cook for them! Another
way of saying 'thank you'!

”



“

I like to make simple food.
I learned to make this dish with
my mother. She's the best cook.
She makes the best pizzas.

”



“

I love to cook for myself –
it is a good opportunity to
learn to take care of myself.
My younger sister taught me
and I learned so much!

”



Company number: **07448744**

Charity number: **1139685**



YOUNGROOTS

Young Roots

Suite 3.18 – easyHub Croydon,
22 Addiscombe Road,
Croydon, CR0 5PE

Tel: **0208 684 9140**

Email: **london@youngroots.org.uk**

www.youngroots.org.uk

 **[@weareyoungroots](https://twitter.com/weareyoungroots)**

 **[@weareyoungroots](https://www.facebook.com/weareyoungroots)**

 **[Young Roots](https://www.linkedin.com/company/young-roots)**

 **[@weareyoungroots](https://www.instagram.com/weareyoungroots)**

YOUNG ROOTS

England & Wales - Charity number 1139685

Accounts

Company number: **07448744**

Charity number: **1139685**



YOUNGROOTS

Young Roots Report and financial statements

For the year ended 30 November 2021





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Foreword

Dear friends

Welcome to our Annual Report and Financial Statements for 2021

We are extremely proud of the work of Young Roots in response to the immense challenges faced by the young refugees that we supported this year. The ongoing context of the pandemic and increasingly hostile policy context for refugees and asylum seekers has necessitated new projects, flexibility, and focus and talent from our staff and volunteer team. More than 70% of the children and young people we work with are in the UK without family, and despite their many strengths, are particularly vulnerable.

Young Roots ran in-person youth development activities and our casework service in line with the lockdown rules throughout 2021. We were delighted to get back to our full programme of youth groups, trips and sporting projects, along with our flagship Advice and Support Hubs with our expert delivery partners, when pandemic restrictions allowed. In response to the acute mental health challenges faced by young male asylum-seekers in unsuitable adult contingency accommodation, we began a pilot project to work in this area. The project has had significant impact, as well as being challenging due to the needs that young people are facing in initial accommodation.

We have been proud to launch our new strategy for 2021 - 2024. Our ambition for the strategic period is to continue to grow the number of young people we are able to support, focusing on early intervention, through our highly regarded activities and one-to-one casework service, and building our expert partnerships. We will have a new focus on using our knowledge, expertise and the voices of young people to help create a fair and efficient asylum system so that young people can rebuild their lives as part of our communities. Our strategy is framed by our focus on diversity, equity and inclusion, and involving those with lived experience at all levels of Young Roots.



In 2021 we worked with 739 young people, increased from 490 in 2020. This increase is in line with our strategic goal of reaching 800 young people a year by 2024. We worked with 221 young people through our holistic one-to-one casework service which supports young people to navigate the many complex challenges they face in their daily lives. This includes accessing quality legal advice and navigating the complex asylum system, resolving homelessness and housing issues, accessing vital psychological support and counselling, supporting wellbeing and accessing education, training and employment opportunities. We are proud of our impact. After coming to our activities and services: 86% young people reported feeling less alone; 98% calmer, happier and less stressed; 99% reported that their English had improved; and 85% have a better understanding of their rights and entitlements.

Despite the challenges of the year, every day our delivery teams are motivated and inspired by the amazing strengths, leadership and humanity of the children and young people we work with. We value our strong commitment to youth participation at every level of Young Roots and look forward to building on this over the coming years.

We are indebted to our amazing supporters and funding partners who have generously supported our work this last year. This support has enabled us to reach more young people and have greater impact than ever before. Thank you.

With very best wishes



Siobhan Foster-Perkins
Chair of Trustees



Jo Cobley
Chief Executive



Reference and administrative information

For the year ended 30 November 2021

Company number

07448744

Country of incorporation

United Kingdom

Charity number

1139685

Country of registration

England & Wales, Scotland or Northern Ireland

Registered office and operational address

Suite 3.18 – easyHub Croydon, 22 Addiscombe Road,
Croydon, CR0 5PE

Trustees

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

S A Foster-Perkins (<i>resigned 1.7.22</i>)	<i>Chair</i>
S R Corker	<i>Treasurer</i>
N Prendergast	<i>Secretary</i>
G L Capel (<i>appointed 22.5.22</i>)	<i>Chair</i>
S Fekadu (<i>resigned 3.12.21</i>)	
K M Elton	
N Wyver	
L Puddefoot-Knaggs	
J Menold (<i>resigned 3.12.21</i>)	
J Couper	
A Hayley	
P Nigah (<i>appointed 15.1.21</i>)	
R Ravi (<i>appointed 2.4.22</i>)	
J Shah (<i>appointed 2.4.22</i>)	
A Vukovic (<i>appointed 2.4.22</i>)	

Key management personnel

Jo Cobley	<i>Chief Executive</i>
Victoria Sanderson	<i>Head of Finance and Internal Operations</i>
Tamsin MacDonald	<i>Head of Fundraising and Development</i>
Molly Brech	<i>Head of Services in Brent</i>
Despina Tsiakalou	<i>Head of Services in Croydon</i>

Bankers

CAF Bank
25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ

Independent Examiners

Astral Accountancy Services Limited
B Marston House, Cromwell Business Park,
Chipping Norton, Oxfordshire OX7 5SR

Trustees' annual report

For the year ended 30 November 2021

The trustees present their report and the unaudited financial statements for the year ended 30 November 2021.

Reference and administrative information set out on page 6 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association, the requirements of a directors' report as required under company law, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

Purpose and aims

Our charity's purpose, as set out in the objects contained in the company's Memorandum and Articles of Association are:

- The advancement of education among young, forced migrants – long term refugees ('the beneficiaries'), both within the UK and overseas, by provision of training as youth workers and in the field of human rights awareness.
- The relief of poverty, hardship and distress among the beneficiaries by associating together voluntary bodies, local authorities, relief agencies and others in a common effort to improve their conditions of life.
- The provision of facilities, in the interest of social welfare, for recreational and other leisure time occupation for individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial or social circumstance, with the object of improving their conditions of life.

Vision

A world where all young refugees and asylum seekers realise their rights and fulfil their potential.

Mission

To work alongside young people and support them to improve their wellbeing and life chances.

Values

- Young Roots will involve young refugees and asylum seekers, and others who are 'experts by their experience', at all levels of the organisation. We will have a human rights and asset-based approach and prioritise youth participation and leadership.
- Young Roots will develop our approach to diversity, equity and inclusion throughout the organisation, consciously recognising and working to rectify inherent inequity within our society and how this manifests itself at Young Roots. We will particularly work to ensure representation amongst staff, trustees, volunteers and facilitators.
- Young Roots welcomes all young refugees and asylum seekers from anywhere in the world, irrespective of religion, sexual orientation, disability, gender, race, religion and belief. We strive to address inequity faced by young people based on their identity.
- Young Roots promotes collaboration and working in partnership with relevant organisations in order to provide the best possible services, activities and projects.
- Young Roots aims for excellence and best quality in all that we do, valuing responsiveness, understanding, respect, responsibility, creativity, knowledge, participation and kindness.
- Young Roots values staff and volunteer wellbeing and strives to provide a working environment that will allow the development of a diverse team to deliver their best work

Our activities, projects and services

INTRODUCTION

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period.

The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purpose.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Young Roots' main operation is within London where we have established delivery teams in Brent and Croydon working with young refugees and asylum seekers from 48 London boroughs. The young people we support are multiply disadvantaged, often in the UK alone without family, isolated and having fled war and abuse, and faced exploitation and hardship on their journeys to the UK. Despite having many strengths, the language barriers, complex systems and policy context mean that there are many challenges. Our teams of senior caseworkers and youth development professionals focus on the following outcomes for young people: improved understanding of and access to rights and entitlements; improved communication skills; increased social integration; improved wellbeing and mental health; improved leadership skills; and increased learning, training, work and volunteering opportunities.

In summer 2021, our delivery partners, in Lebanon, the Sour Community Disability Project ran their annual summer programme in Lebanon, particularly focusing on young refugees with disabilities, which Young Roots part-funded.

Young Roots' activities are guided by our new [Strategy](#) (2021- 2024).

Our first strategic objective is to provide high quality services and activities for young refugees and asylum seekers, supporting young people to realise their rights and reach their potential. Our strategic approach is to employ our participative, human rights and strengths-based approaches across all our services and projects. We ensure that young people feel heard, believed and safe as they establish trusted relationships with staff and peers.

Our second strategic objective is to contribute to wider systems and policy change for young refugees and asylum seekers, so as to positively influence and change the systems that are meant to support and protect them.

Our third strategic objective is to ensure that Young Roots is sustainable, effective and efficient, prioritising diversity, equity and inclusion and involving young people and those with lived experience at all levels of the charity.



This following section reflects on our strategic ambitions and the purpose and aims of Young Roots. The analysis is consistent with the financial reporting.

CASEWORK SERVICE

We have reached more young refugees and asylum seekers than ever before through our casework service. During the year, our expert Senior Caseworkers supported 221 young people.

This is a 40% increase on 2020, despite us working for longer with each young person due to the delays in the asylum system and complexities of the pandemic. As part of our support to young people as they navigate the asylum system, we are linking them to good legal representatives, preventing young people from becoming street homeless and resolving housing issues, resolving serious and complex mental health issues and supporting young people to access expert psychological support and counselling, and to access education.

The casework service is a fundamental element of our flagship Advice and Support Hubs which 529 young people accessed in 2021. These successful and popular weekly Hubs bring together our casework service with our specialist legal advice, psychological support and counselling partners, and our youth and sporting activities, responding holistically to the needs and wishes of young people.

We also introduced the casework service within our new 'contingency accommodation' project where we work with newly arrived young male asylum seekers to support their wellbeing. This pilot project is part of a national Youth Welfare Officer project in partnership with organisations in the sector.

The young people we support are often destitute. Even for those receiving the support to which they are entitled, for asylum seekers this is only £8 per week – a tiny amount, and impossible to live on. We have therefore accessed a number of grants to provide direct hardship support to young people and enable us to provide food vouchers, emergency accommodation, phones and data. We also apply for grants for individual young people which we distribute directly to them.

In November 2021 we had 4.8 FTE senior casework staff and spent approximately half our direct delivery costs, £317,041, on this element of our work.

YOUTH DEVELOPMENT

Our youth development programme reached 622 young people in 2021.

Our popular sporting activities including football through our partners Queens Park Rangers (QPR), cricket through Middlesex County Cricket and Basketball through London Basketball Association, provide much needed exercise, community and fun for young people. They are often the gateway to other Young Roots' services at our Hubs, such as our casework service and specialist support through our partners. Our youth club in Brent has been particularly successful in the last year with our expert team developing strong relationships with both young people and our partners, demonstrating a truly youth-led approach. 153 young people accessed our English-language mentoring programmes during this period, delivered online since the start of the pandemic, and now returned to face-to-face delivery within our Hubs and youth clubs. Exciting projects have developed around film making, and workshops on budgeting skills and mental health. We were pleased to run a programme of trips in response to the wishes of young people, and often planned by them. These have included excursions to Brighton, to the theatre, to central London, canoeing and to the cinema. Our projects focussed on supporting young women have also developed and in addition to the long-term Girls Group partnership with the Refugee Council in Croydon, we have developed our work in Brent responding to the wishes of the young women who wanted to begin a Basketball Project, which has since expanded to become a thriving young women's group with a focus on educational and employment aspirations. Our strategy is to continue to develop our Youth Development work, with a focus on particular demographics of young people who would benefit from separate projects.

The 'contingency accommodation' project has instigated a new youth group in Brent – the weekly Ahlan (welcome) Club. This popular group provides much needed support, food, English language and youth activities targeting young men who are particularly lonely and vulnerable in initial accommodation. We believe in the impact of this project and that developing this work further through the sector project group will continue to have a significant impact on the wellbeing of young refugees.

In November 2021 we had 4.2 FTE youth development staff and spent approximately half of our direct delivery costs, £301,986, on this element of our work.



PARTNERSHIP AND OUTREACH

Young Roots works hard to develop and sustain our many partnerships in order to provide the best possible support to young refugees.

We work collaboratively with specialist organisations that provide activities at our Advice and Support Hubs and other activities. This includes with QPR who run football coaching sessions, Middlesex County Cricket who instruct young people each week, Kazzum who provide specialist arts activities, Mousetrap who provide drama sessions and English for Action who run English sessions at our contingency accommodation. We have developed our partnership with Migrant Help and also with Care for Calais as part of our work to provide the best possible support to young people in contingency accommodation in Brent.

We have a long-standing partnership with the Refugee Council to provide a weekly girls and young women's group in Croydon.

Our funded partnerships have developed in the last year and we are proud to work very closely with the Helen Bamber Foundation who provide stabilisation and psychological support to those most acutely affected by trauma. We are also proud of our relationship with Off the Record who provide specialist counselling for young refugees who attend our Hub in Croydon.

Our valued partnership with Coram Children's Legal Centre continues to benefit young people who need legal advice and support via our Croydon Hub, and in Brent we are delighted to have forged stronger ties with Bindmans LLP who provide excellent legal support to young people in Brent.

We continue to play an active role in the Croydon Young Refugees Network, and the Northwest London Young Refugees Network that we founded, and continue to reach out to new spaces to ensure young people know about the services and support that we offer.

All partners adhere to our code of conduct and we have partnership agreements in place with our funded partners.

INFLUENCING

In 2021 we began working on this new element of our strategy, increasing our communications on issues affecting the young people we support and beginning a project with the Social Change Agency to develop our approach to influencing.

We also contributed to the All-Party Parliamentary Group for Social Work's inquiry into the experiences of unaccompanied asylum-seeking children. Our ambition is to develop this work, grounded in the experiences, perspective and voices of the young refugees and asylum seekers we work with, working in partnership with other organisations wherever possible.

VOLUNTEER CONTRIBUTION

The contribution of volunteers who supported our casework and youth development programmes during the year was much valued.

The one-to-one online English Language Support provided by volunteer mentors was particularly successful. Overall, 25 volunteers took part in this activity.

We also had expert support from communications volunteers, who supported our efforts to upgrade our website, which we launched in November 2021.

Achievements and performance

The charity's main activities and who it aims to support are described above. All its charitable activities focus on young refugees and asylum seekers within the 11-25 age range and are undertaken to further Young Roots' charitable purposes for the public benefit.

Our approach to our activities is holistic, so the same young people may access our youth development programme and casework service, and they may do this through our Advice and Support Hub and/or via our contingency accommodation project.

OUTCOMES FOR YOUNG PEOPLE

Twice each year, we survey a sample of young people to ensure we are on track to deliver our outcomes

In addition, we conduct monthly assessments of need through our team of caseworkers so that we can be responsive to current contexts and emerging or escalating needs. We also collect case studies regularly and conduct external evaluations at least every three years.

We aim that by coming to Young Roots, 80% of young people respond positively to the following impacts. We are pleased that we have exceeded our targets in each area:

86%
feel less alone

98%
feel calmer, happier and less stressed

99%
feel their English has improved

85%
have a better understanding of their rights and entitlements and how to access support

We also monitor the following milestones. We don't have targets, as the achievement of each depends on the external context. For example, the asylum system has experienced significant delays since the beginning of the pandemic, and at different times housing has been a particularly challenging issue for those we support.

Milestones	2021
Settled Status secured	14
Successful age assessment challenge/outcome	14
Prevented from being homeless	20
Secured immigration / community care advice	60
Accessed specialist Mental Health support	67

(some of this number will have been prevented from suicide and self-harm)

THE FOLLOWING SHOWS THE GROWTH IN OUR REACH BY ACTIVITY/SERVICE

We have already exceeded our 2024 reach targets for casework and youth development and are on track to exceed our total reach target by the end of 2022.

	2024 Strategic target	2021	2020	2019
Total reach	800	739	490	658
Casework	200	221	157	118
Youth Development	600	622	373	529
Aged 18 and under		36%	37%	47%
Aged over 18		64%	63%	53%

84% of young people supported in this period were male and **16%** were female.

We supported young people from **46** countries.



Finance and Risk

The financial results for the year which ended on 30 November 2021 are set out in the Statement of Financial activities on page 32. Young Root's financial position at the year-end is set out on page 33.

During 2021, we increased our total income to £984,814 (2020: £801,077), as we continued to grow our services and increase our staff team. This represents a 23% increase in total income, driven by an increased need for our work, and a commitment to invest in fundraising for our long-term growth and stability.



The majority of our income was secured from restricted grants from Trusts and Foundations. 82% of our income was restricted. We had a total of 43 funders in the year for both restricted and unrestricted income. We developed strong relationships with new funders and strengthened existing partnerships. The remainder of our income was secured from unrestricted funders (13%) and 5% from our growing programme of individual giving, community fundraising and events. In total, we raised £39,729 through voluntary income, an increase of 71% from 2020 (£23,216).

At the close of the financial year, Young Roots held total net assets of £425,518. Of these funds, £217,597 are restricted income carried forward, representing funds which Young Roots received for its charitable activities that have not yet been expended. Of our total general reserves, £74,304 has been designated by the trustees. A commitment of £7,000 has been committed to our partner in Lebanon, Sour Community Disability Programme, for Summer 2022. This amount will be paid to run our educational summer project in the Al Bass camp in its final year. In addition, £67,304 of the total general reserves has been allocated for specific costs in the year 21/22. The total unrestricted level of reserves held by the charity is therefore £207,921, while the total level of unrestricted free reserves which are not designated is £133,617.

The total organisational expenditure was £925,396.

We are very grateful to longstanding and more recent funders and partnerships, without whose support our work would be impossible. More detailed information about our funders and funds can be found in notes 2 and 13a.

RESERVES POLICY

At the end of the year, Young Roots held free reserves of £133,617 and total unrestricted reserves of £207,921 (2020: £153,581).

Young Roots takes a risk-based approach to its reserves levels and has determined that a target level reserve of between £137,000 and £198,000 should be maintained. Unallocated reserves can only be expended by agreement of the board of trustees, or in the case of amounts smaller than £10,000, by the Finance Committee, up to a maximum of £20,000 over three months. The Finance sub-committee monitor the reserves level on a monthly basis and review the policy annually to reflect changes in the internal and external environments.

GOING CONCERN

The board considers that Young Roots remains a going concern.

As a grant-funded organisation that depends on restricted grant funding for a large part of its income, Young Roots begins each financial year without having secured all the income to cover its operational costs in the year.

Trustees and senior management monitor the financial position regularly and identify any upcoming risks and mitigations that may impact our reserves position. We continue to invest in unrestricted fundraising capacity to build and maintain our reserves as part of our 2020-2023 fundraising strategy.

PRINCIPAL RISKS AND UNCERTAINTIES

The risks have been exacerbated by the pandemic, Government policies that affect the asylum system and cycle of multi-year funding.

Young Roots has identified the following headline risks and mitigations:

1. Financial Sustainability

Risk: Young Roots does not raise enough funds to maintain operations at the current level and does not have a suitable level of reserves or unrestricted income to respond to organisational needs.

Mitigation: We have invested in additional fundraising support focussed on trusts and foundations and have a clearly defined fundraising strategy and plan. We clearly map restricted funds against staff and time for the year ahead to identify areas of risk. Our new Head of Finance and Internal Operations works closely with our Head of Fundraising and Development, Chief Executive and trustees to ensure excellent financial planning.

2. Impact

Risk: Young Roots does not create enough (or demonstrate enough) impact. The work we do is not effective to meet the needs of those we support.

Mitigation: Young Roots has clear organisational KPIs that translate into individual objectives. We have a culture of management, regular feedback mechanisms and annual performance and development reviews. These inform our training plan which ensures high quality training of staff. We monitor our activities carefully and measure impact through regular internal and external evaluations to understand our impact and areas for improvement. This work is overseen by our Impact and Communications Manager who ensures this impact is clearly communicated to our stakeholders.

3. Safeguarding

Risk: Young Roots fails to recognise serious safeguarding risks, or doesn't have the ability to cope with the volume of risks, which could lead to self-harm or the harming of someone else.

Mitigation: Young Roots reviews its Safeguarding policy and practice formally each year at Board level. Given the increased number of young people who are experiencing safeguarding issues because of the external context, we are reviewing our policy with external consultants to ensure we are following best practice in every respect. Our strong culture of management supports our safeguarding policy as does staff training. The Chief Executive reports on safeguarding to the trustees at each meeting as part of their report. Our experts (and lead) at trustee level advises and supports both staff and trustees. Public liability insurance is in place.

4. Compliance

Risk: Young Roots does not: follow GDPR and understand the expectations of the ICO; comply with the 2019 Fundraising Practice released by the Fundraising regulator and the Charity Commission (risk that we are not yet registered with the fundraising regulator); comply with its constitution, with charity, health and safety or with employment law; file financial and trustee information on time with the Charity Commission, HMRC or Companies House.

Mitigations: Young Roots will: sign up with the fundraising regulator; ensure appropriate fundraising training for the appropriate staff; recruit an HR manager to support GDPR training and knowledge and to ensure regular policy reviews; to track reporting requirements and timescales; ensure we have a robust strategy and approach to cyber security.

5. Culture and maintaining values

Risk: During a period of growth for Young Roots, our culture and values might not be retained.

Mitigation: Young Roots has invested in training for managers; ensured our strong culture is framed by our values having revisited our values as part of our strategy; and gives priority to our wellbeing committee activities.

6. Staff retention

Risk: Young Roots loses key staff to long term sickness, maternity leave, or other jobs.

Mitigation: We currently have a two-month notice period in contracts and three months for key staff/SMT. Salary benchmarking takes place annually, with annual increments introduced and inflationary increase where budget permits. Young Roots will explore increasing non-financial benefits to staff. In the last year, we have established a Senior Management Team who share collective input and oversight of key operational decisions. Our annual performance development reviews include discussion and identification of development opportunities for individual staff. Staff working directly with young people are encouraged to access Clinical Supervision and our Wellbeing committee maintains oversight of mental wellbeing of staff through twice yearly anonymous 'pulse surveys' to all staff.

FUNDRAISING

Young Roots exceeded its total fundraising target during the year, raising a total of £984,814 against a target of £751,288.

This was largely due to success in trust and foundations income. We have valued our relationships with our funding partners, and their continued support and flexibility over this challenging year. This success allowed us to develop new projects and reach more young people, with greater impact as outlined above.

In line with our fundraising strategy, we invested in our individual, events and corporate fundraising streams to diversify our income, employing a new fundraising professional to focus on these areas. Our fundraising member of staff has been in post as a 0.8 FTE for 8 months of the year. This led us to raise more funds than ever before through these streams – £39,729 compared to £23,216 in the previous year, supported by our development and implementation of our fundraising CRM. Although this was less than our speculative target of £67,000 we believe this investment stands us in good stead for future years.

The challenge in future years is to maintain and grow this income level in order that we are able to maintain and develop our services and strategic ambitions. We aim to register with the fundraising regulator in the next year to continue to strive for best practise in our fundraising.



Plans for the future

Our new strategy is in place for April 2021 – March 2024. The strategy was developed with expert input from staff, trustees, young people, and delivery and funding partners.

It was informed by an externally led review of our approach to diversity, equity and inclusion, and a review of our work with volunteers. It is guided by our mission, vision and values.

Our ambition for the period is to continue to grow the number of young people we are able to support, at the earliest opportunity, through our highly regarded activities and one-to-one casework service, and building our specialist partnerships. We will have a new focus on using our knowledge, expertise and the voices of young people to help create a fair and efficient asylum system so that young people can rebuild their lives as part of our communities.

OBJECTIVE 1

To provide deep, high quality, holistic services and activities for young refugees and asylum seekers supporting young people to realise their rights and reach their potential.

This will be achieved through:

- a. Advice and Support Hubs: we will further develop our successful and popular weekly drop in Advice and Support Hubs with our specialist partners, our programme of youth and sporting activities, and casework service, responding to the needs and wishes of young people.
- b. Casework service: we will develop the size, and the clarity of the scope and boundaries of our casework service, with a focus on preparing young people to reach their potential, employing an asset-based, trauma-informed and participative approach.
- c. Youth development activities: in collaboration with young people, we will develop our programme of youth activities that best achieve our intended outcomes using youth voice, feedback data and experience to direct this approach.
- d. Youth leadership: we will develop our approach to youth leadership with an embedded programme running throughout Young Roots.
- e. Lebanon summer project: recognising the impact of the Lebanon summer educational project, we will conduct an external review of our approach to Young Roots' international work.

OBJECTIVE 2

To contribute to wider systems and policy change for young refugees and asylum seekers.

Grounded in the experiences, perspective and voices of the young refugees and asylum seekers we work with, we will contribute to positively influencing and changing the systems that are meant to support and protect young refugees and asylum seekers more broadly. We will work in partnership with other organisations wherever possible.

OBJECTIVE 3

To ensure Young Roots is sustainable, effective and efficient, prioritising diversity, equity and inclusion and involving young people and those with lived experience at all levels of the charity.

The full strategy can be downloaded from: www.youngroots.org.uk/strategy

OUR PRIORITIES FOR 2022 ARE:

- to meet the increased needs of the growing number of young refugees and asylum seekers who we welcome to our services and activities. This will involve developing our work on supporting the mental health of those we support, and developing our work in initial accommodation (Objective 1)
- to develop our approach to working on wider systems and policy change, employing a specialist member of staff (Objective 2)
- to invest in our ability to raise funds to ensure we are able to meet our ambitions above (Objective 3)
- to ensure we are living by our values, including our ambitions to take forward our Diversity, Equity and Inclusion (DEI) aspirations, and integrating people with lived experience at all levels of Young Roots.



Head of Croydon services with a Young Person at Croydon Hub

Structure, governance and management

The organisation is a charitable company limited by guarantee, incorporated on 23 November 2010 and registered as a charity on 5 January 2011.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its articles of association.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 6 to the accounts.



APPOINTMENT OF TRUSTEES

Any person who is willing to act as a trustee, and who would not be disqualified under the provision of Article 27 of the Articles of Association, may be appointed to be a trustee by decision of the trustees.

Recruitment of trustees is an open process, with positions advertised on Charity Job, and through other networks. The interview panel consists of the Chair/Deputy Chair, Chief Executive and other trustees as appropriate.

At every annual meeting of the trustees at which the accounts are adopted after the third anniversary of the incorporation of the charity, one third of the trustees, being those who have served the longest since their appointment or reappointment must retire from office. Retiring trustees may be re-appointed but a trustee who has served for three consecutive terms must take a break from office.

TRUSTEE INDUCTION AND TRAINING

The trustees have a wide range of skills pertinent to the charity. They include professionals from finance, governance, fundraising, legal, policy and international development.

Their knowledge is kept up to date by technical reading, sharing of knowledge and training courses. New developments are discussed at meeting of the trustees. In 2021 all trustees had a training session with an external facilitator on the revised Trustee Code of Conduct from the Charity Commission which includes new guidance on its responsibilities for our diversity equity and inclusion work.

The Chief Executive reports on the operational plan at each trustee meeting. The risk register, fundraising targets, safeguarding, staff and volunteer wellbeing and finances are regularly reviewed. We have a Finance Committee that meets monthly with the Chief Executive and Head of Finance and Internal Operations to have oversight of our finances. It is our policy that all trustees are DBS checked.

Our Wellbeing Committee, chaired by a trustee and attended by the Chief Executive and Head of Finance and Internal Operations meets 4 times a year and reviews the Pulse Survey results and agrees strategies for ensuring wellbeing.

RELATED PARTIES AND RELATIONSHIPS WITH OTHER ORGANISATIONS

The trustees have declared that there are no related parties and no conflict of interests. Young Roots holds a register of interests which is reviewed annually.

REMUNERATION POLICY FOR KEY MANAGEMENT PERSONNEL

The trustees delegate the day to day running of the charity to the Chief Executive.

There is an agreed scheme of delegation which outlines respective responsibilities. The pay of Young Roots' Chief Executive is set by the board of trustees, as represented by the Chair. The Chief Executive recommends the pay for the Senior Management Team to the trustees, and in consultation with the Senior Management Team, that for all other members of staff. Staff pay bands are set with regards to similar organisations and based on fair pay for work done.

STATEMENT OF RESPONSIBILITIES OF THE TRUSTEES

The trustees (who are also directors of Young Roots for the purposes of company law) are responsible for preparing the trustees' annual report including the strategic report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

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

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy, at any time, the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 30 November 2021 was 11 (2020:11). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Approved by the trustees on 24th August 2022 and signed on their behalf by

Grace L Capel *SR Corker*

Grace Capel
Trustee, Chair

Stephen Corker
Trustee, Treasurer



INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF YOUNG ROOTS ('THE COMPANY')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 November 2021.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act'). Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of FCCA which is one of the listed bodies.

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

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

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

Tracy Norris

25th August 2022

Tracy Norris
FCCA

Date

Astral Accountancy Services Limited, 2B Marston House,
Cromwell Business Park, Chipping Norton, Oxfordshire OX7 5SR



Financial statements

STATEMENT OF FINANCIAL ACTIVITIES (incorporating an income and expenditure account)

For the year ended 30 November 2021

	Note	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
INCOME FROM:							
Donations	2	173,063	-	173,063	119,882	-	119,882
Grants for charitable activities							
Casework	3	-	355,909	355,909	-	369,825	369,825
Youth Development	3	-	406,753	406,753	-	255,650	255,650
Partnership and Outreach	3	-	49,069	49,069	-	55,580	55,580
Influencing	3	-	-	-	-	-	-
Investments	21	-	-	21	140	-	140
TOTAL INCOME		173,084	811,730	984,814	120,022	681,055	801,077
EXPENDITURE ON:							
Raising funds	4	30,000	71,544	101,544	19,537	28,350	47,887
Charitable activities							
Casework	4	40,761	275,893	316,654	30,580	211,933	242,513
Youth Development	4	41,766	259,833	301,599	45,600	165,971	211,571
Partnership and Outreach	4	2,000	169,255	171,255	6,000	96,691	102,691
Influencing	4	1,937	30,220	32,157	-	22,617	22,617
Other		2,189	-	-	2,200	-	2,200
TOTAL EXPENDITURE		118,653	806,743	925,396	76,917	552,564	629,480
NET INCOME / (EXPENDITURE) BEFORE NET GAINS / (LOSSES) ON INVESTMENTS		54,431	4,987	59,418	43,105	128,491	171,597
Transfers between funds		(91)	91	-	-	-	-
NET MOVEMENT IN FUNDS		54,340	5,078	59,418	43,105	128,491	171,597
RECONCILIATION OF FUNDS:							
Total funds brought forward		153,581	212,519	366,100	110,476	84,028	194,503
TOTAL FUNDS CARRIED FORWARD		207,921	217,597	425,518	153,581	212,519	366,100

BALANCE SHEET

As at 30 November 2021

	Note	£	2021 £	2020 £
CURRENT ASSETS:				
Debtors	10	113,593		62,051
Cash at bank and in hand		365,636		361,076
TOTAL		479,229		423,127
LIABILITIES:				
Creditors: amounts falling due within one year	11	(53,711)		(57,027)
NET CURRENT ASSETS			425,518	366,100
TOTAL NET ASSETS			425,518	366,100
THE FUNDS OF THE CHARITY:				
Restricted income funds			217,597	212,519
Unrestricted income funds:				
Designated funds		74,304		8,490
General funds		133,617		145,091
TOTAL UNRESTRICTED FUNDS			207,921	153,581
TOTAL CHARITY FUNDS			425,518	366,100

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 November 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 November 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

Approved by the trustees on 24th August 2022 and signed on their behalf by

Grace Capel *SR Corker*

Grace Capel
Trustee, Chair

Stephen Corker
Trustee, Treasurer

STATEMENT OF CASH FLOWS

For the year ended 30 November 2021

	2021 £	£	2020 £	£
CASH FLOWS FROM OPERATING ACTIVITIES				
Net income for the reporting period (as per the statement of financial activities)	59,418		171,597	
Dividends, interest and rents from investments	(21)		(140)	
Increase in debtors	(51,542)		16,495	
Decrease in creditors	(3,316)		35,211	
TOTAL	4,560		£233,163	
CASH FLOWS FROM INVESTING ACTIVITIES:				
Dividends, interest and rents from investments	21		140	
CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR		4,560		223,303
Cash and cash equivalents at the beginning of the year		361,076		137,773
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR		365,636		361,076
ANALYSIS OF CASH AND CASH EQUIVALENTS AND OF NET DEBT				
	At 1 Dec 2020 £	Cash flows £	£	At 30 Nov 2021 £
Cash at bank and in hand	361,076	4,560	-	365,636
CASH AND CASH EQUIVALENTS	361,076	4,560		365,636

NOTES TO THE FINANCIAL STATEMENTS

As at 30 November 2021

1. ACCOUNTING POLICIES

a) Statutory information

Young Roots is a charitable company limited by guarantee and is incorporated in England and Wales.

The registered office address is Suite 3.18 – easyHub Croydon, 22 Addiscombe Road, Croydon, CR0 5PE.

b) Basis of preparation

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) - (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

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

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation 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. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

1. ACCOUNTING POLICIES continued...

h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charity, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

i) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Support and governance costs are allocated to each programme of activities on the basis set out below.

This is based on the average time support staff spend on each activity.

- Casework **28%**
- Youth Development **28%**
- Partnership and Outreach **28%**
- Influencing **10%**

j) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

k) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

l) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m) Pensions

The charity operates a contributory pension scheme. It is a defined contribution scheme and contributions are charged in the statement of financial activities as they accrue.

n) Operating Leases

Rental charges are charged on a straight line basis over the term of the lease.

2. INCOME FROM DONATIONS

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Individual Giving	7,237	-	7,237	23,216	-	23,216
Community and Events	30,993	-	30,993	-	-	-
Corporate	1,500	-	1,500	-	-	-
AB Charitable Trust	20,000	-	20,000	15,000	-	15,000
Garfield Weston Foundation	23,334	-	23,334	16,666	-	16,666
Innox Foundation	25,000	-	25,000	-	-	-
Lloyds Bank Foundation	35,000	-	35,000	35,000	-	35,000
Paul Hamlyn Foundation	30,000	-	30,000	30,000	-	30,000
TOTAL	173,063	-	173,063	119,882	-	119,882

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
CASEWORK						
Allen and Overy Foundation	-	10,000	10,000	-	-	-
Awards for All	-	10,000	10,000	-	10,000	10,000
Barrow Cadbury Trust	-	11,000	11,000	-	21,450	21,450
BBC Children in Need - Next Steps	-	18,326	18,326	-	12,093	12,093
The Big Give	-	9,986	9,986	-	4,591	4,591
Brent Mental Health Crisis	-	7,500	7,500	-	-	-
Choose Love	-	45,000	45,000	-	40,000	40,000
Choose Love Afghan Grant	-	35,000	35,000	-	-	-
City Bridge Trust	-	55,500	55,500	-	66,875	66,875
The Croydon Relief in Need Charity	-	10,005	10,005	-	19,995	19,995
Henry Smith Charity	-	55,000	55,000	-	54,000	54,000
Jack Petchey Foundation - recovery	-	19,730	19,730	-	-	-
John Lyons Charity	-	17,500	17,500	-	17,500	17,500
National Lottery Community Fund	-	35,605	35,605	-	123,321	123,321
Migrant Help	-	15,758	15,758	-	-	-
SUB-TOTAL FOR CASEWORK	-	355,909	355,909	-	369,825	369,825
YOUTH DEVELOPMENT						
Barrow Cadbury Trust	-	9,250	9,250	-	-	-
BBC Children in Need	-	39,955	39,955	-	37,021	37,021
BBC Children in Need - Next Steps	-	18,326	18,326	-	12,093	12,093
Brent Mental Health Crisis	-	7,500	7,500	-	-	-
CAF Donor	-	£45,000	£45,000	-	£34,800	£34,800
Comic Relief	-	£98,912	£98,912	-	£3,864	£3,864
Henry Smith Covid Recovery	-	69,600	69,600	-	-	-
Jack Petchey Foundation	-	1,500	1,500	-	1,500	1,500
John Lyons Charity	-	17,500	17,500	-	17,500	17,500
Lebanon funders	-	3,750	3,750	-	7,000	7,000
Lloyds React	-	-	-	-	7,800	7,800
Mayors Office	-	-	-	-	16,668	16,668
Migrant Help	-	15,758	15,758	-	-	-
Postcode Society Trust	-	19,877	19,877	-	-	-
Smaller funds	-	11,650	11,650	-	10,285	10,285
London Sports Satellite Club	-	1,418	1,418	-	1,418	1,418
Tampon Tax Fund	-	-	-	-	14,895	14,895
UK Youth	-	-	-	-	21,178	21,178
VSIF	-	3,032	3,032	-	21,178	21,178
Wembley National Stadium Trust	-	252	252	-	1,750	1,750
Young Londoners Fund	-	48,574	48,574	-	46,700	46,700
SUB-TOTAL FOR YOUTH DEVELOPMENT	-	406,753	406,753	-	255,650	255,650
PARTNERSHIP AND OUTREACH						
BBC Children in Need - Next Steps	-	4,400	4,400	-	-	-
London Community Foundation	-	9,910	9,910	-	55,580	55,580
Migrant Help	-	15,758	15,758	-	-	-
National Lottery Community Fund	-	19,000	19,000	-	-	-
SUB-TOTAL FOR PARTNERSHIP AND OUTREACH	-	49,068	49,068	-	55,580	55,580
TOTAL INCOME FROM CHARITABLE ACTIVITIES DEVELOPMENT	-	811,729	811,729	-	681,055	681,055

4a. ANALYSIS OF EXPENDITURE (CURRENT YEAR)

	Raising funds	Charitable activities				Governance costs	Support costs	2021 Total	2020 Total
		Casework	Youth Development	Partnership and Outreach	Influencing				
	£	£	£	£	£	£	£	£	
Direct Salaries	64,151	192,862	160,565	40,866	4,978	-	-	463,421	342,258
Indirect Salaries	12,250	13,468	13,468	13,468	8,490	5,660	122,710	189,514	121,265
Project Costs	4,267	61,616	78,857	68,212	-	-	2,443	215,395	119,724
Other operating costs	5,706	5,706	5,706	5,706	5,708	5,706	22,825	57,065	46,233
TOTAL	86,375	273,652	258,597	128,253	19,176	11,366	147,978	925,396	629,480
Governance Costs	1,111	3,048	3,048	3,048	1,111	(11,366)	-	-	-
Support Costs	14,058	39,954	39,954	39,954	14,058	-	(147,978)	-	-
TOTAL EXPENDITURE 2021	101,544	316,654	301,599	171,255	34,345	-	-	925,396	-
TOTAL EXPENDITURE 2020	47,887	242,513	211,571	102,691	-	-	-	-	629,480

4b. ANALYSIS OF EXPENDITURE (PRIOR YEAR)

	Raising funds	Charitable activities				Governance costs	Support costs	2020 Total
		Casework	Youth Development	Partnership and Outreach	Influencing			
	£	£	£	£	£	£	£	
Direct Salaries	26,304	155,641	122,280	33,648	4,384	-	-	342,258
Indirect Salaries	4,551	10,854	10,854	10,854	6,470	4,313	73,370	121,265
Project Costs	834	44,253	46,672	26,421	-	-	1,544	119,724
Other operating costs	4,623	4,623	4,623	4,623	4,623	4,623	18,493	46,233
TOTAL	36,312	215,371	184,429	75,547	15,477	8,937	93,407	629,480
Governance Costs	2,234	2,234	2,234	2,234	-	(8,937)	-	-
Support Costs	9,341	24,908	24,908	24,909	9,341	-	(93,407)	-
TOTAL EXPENDITURE 2020	47,887	242,513	211,571	102,691	24,818	-	-	629,480

5. NET INCOME FOR THE YEAR

This is stated after charging:

	2021 £	2020 £
Independent Examiner's Fee (excluding VAT):	1,500	2,500

6. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL

Staff costs were as follows:

	2021 £	2020 £
Salaries and wages	451,241	330,785
Social security costs	161,937	108,754
Employer's contribution to defined contribution pension schemes	43,758	31,987
TOTAL	656,936	471,526

No employee earned more than £60,000 during the year (2020: nil).

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel of which there were 5 in 2021 and 4 in 2020 are £230,610 (2020: £171,094).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2020: £nil). No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

The trustees did not incur any expenses.

7. STAFF NUMBERS

The average number of employees (head count based on number of staff employed) during the year was 21 (2020: 16).

8. RELATED PARTY TRANSACTIONS

There are no related party transactions to disclose for this financial year (2020: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

9. TAXATION

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

10. DEBTORS

	2021 £	2020 £
Trade debtors	15,153	53
Prepayments	9,158	9,588
Accrued income	89,282	52,410
TOTAL	113,593	62,051

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade creditors	31,674	-
Taxation and social security	14,150	11,427
Other creditors	7,207	5,491
Accruals	680	40,109
TOTAL	53,711	57,027

12. PENSION SCHEME

The charity operates a contributory pension scheme. It is a defined contribution scheme and contributions are charged in the statement of financial activities as they accrue. The charge for the year was 32,847. There were 21 scheme members as at 30 November 2021. An amount of £3,495 of contributions was owed to the scheme as at that date.

13a.MOVEMENTS IN FUNDS (CURRENT YEAR)

	At 1 Dec 2020	Income & gains	Expenditure & losses	Transfers	At 30 Nov 2021
	£	£	£	£	£
RESTRICTED FUNDS:					
Allen and Overy Foundation	-	10,000	-	-	10,000
Awards for All	4,023	10,000	(4,085)	137	10,075
Barrow Cadbury Trust	17,313	20,250	(37,475)	(88)	-
BBC Children in Need	159	39,955	(39,626)	-	488
BBC Children in Need - Next Steps	19,148	41,051	(65,536)	-	(5,337)
The Big Give	-	9,986	(9,986)	-	-
Brent Mental Health Crisis	-	15,000	-	-	15,000
CAF donor	6,614	45,000	(23,917)	-	27,697
Choose Love	20,001	45,000	(55,001)	-	10,000
Choose Love Afghan Grant	-	35,000	-	-	35,000
City Bridge Trust	11,171	55,500	(53,650)	-	13,022
City Bridge Emergency	7,647	-	(7,647)	-	-
Comic Relief	1,109	93,812	(90,903)	-	4,018
Covid Appeal	(520)	-	520	-	-
The Croydon Relief in Need Charity	6,187	10,005	(16,192)	-	-
Henry Smith Charity	4,891	55,000	(60,352)	-	(461)
Henry Smith Covid Recovery	-	69,600	(60,688)	-	8,912
Jack Petchey Foundation - recovery	-	19,730	(19,730)	-	-
Jack Petchey Foundation	1,819	1,500	(3,319)	-	-
John Lyons Charity	11,707	35,000	(35,002)	-	11,705
London Catalyst	153	-	(195)	42	-
London Community Response Fund	13,796	9,910	(23,706)	-	-
Lebanon funders	7,000	3,750	(10,750)	-	-
Lloyds React	5,927	-	(5,927)	-	-
Mayor's Office	1,594	-	(1,594)	-	-
Migrant Help	-	47,273	(46,379)	-	894
National Lottery Community Fund	20,831	54,605	(60,187)	-	15,249
National Lottery Emergency	23,227	-	(23,227)	-	-
Nepal	1,791	-	(1,791)	-	-
Postcode Society Trust	-	19,877	(3,933)	-	15,944
Smaller funds (less than £5,000)	-	11,650	(1,431)	-	10,219
London Sports Satellite Club	402	1,418	(1,820)	-	-
Street Games	550	-	(550)	-	-
Tampon Tax Fund	3,136	-	(3,136)	-	-
UNHCR	53	-	(53)	-	-
UK Youth	14,230	-	(14,230)	-	-
VSIF	349	3,032	(3,287)	-	94
Wembley National Stadium Trust	1,378	252	(1,630)	-	-
Young Londoners Fund	6,833	48,574	(20,328)	-	35,079
TOTAL RESTRICTED FUNDS	212,519	811,730	(806,743)	91	217,597
UNRESTRICTED FUNDS:					
DESIGNATED FUNDS:					
Lebanon fund	-	-	-	7,000	7,000
Committed funds	-	-	-	67,304	67,304
COVID fund	8,490	-	-	(8,490)	-
TOTAL DESIGNATED FUNDS	8,490	-	-	65,814	74,304
GENERAL FUNDS	145,091	173,084	(118,653)	(65,905)	133,617
TOTAL UNRESTRICTED FUNDS	153,581	173,084	(118,653)	-	207,921
TOTAL FUNDS	366,100	984,814	(925,396)	-	425,518

13b.MOVEMENTS IN FUNDS (PRIOR YEAR)

	At 1 Dec 2019	Income & gains	Expenditure & losses	Transfers	At 30 Nov 2020
	£	£	£	£	£
RESTRICTED FUNDS:					
Awards for All	-	10,000	(5,977)	-	4,023
Angus Irvine	-	2,500	(2,500)	-	-
Auston Hope	-	1,000	(1,000)	-	-
Barrow Cadbury Trust	-	21,450	(4,137)	-	17,313
BBC Children in Need	222	37,021	(37,084)	-	159
BBC Children in Need - Next Steps	-	24,186	(5,038)	-	19,148
The Big Give	-	4,591	(4,591)	-	-
Brent Mental Health Crisis	-	15,000	-	-	15,000
CAF donor	4,101	34,800	(32,287)	-	6,614
Choose Love	14,231	40,000	(34,230)	-	20,001
City Bridge Trust	-	66,875	(48,057)	-	18,818
Comic Relief	-	3,864	(2,755)	-	1,109
Covid Appeal	-	1,347	(1,867)	-	(520)
The Croydon Relief in Need Charity	634	19,995	(14,442)	-	6,187
Henry Smith Charity	-	54,000	(49,109)	-	4,891
Highgate has heart	9,985	-	(9,985)	-	8,912
Jack Petchey Foundation	1,843	1,500	(1,524)	-	1,819
John Lyons Charity	10,741	35,000	(34,034)	-	11,707
Lebanon	-	7,000	-	-	7,000
Lloyds React	-	7,800	(1,873)	-	5,927
London Catalyst	-	1,200	(1,047)	-	153
London Community Response Fund	-	55,580	(41,784)	-	13,796
London Youth Quality Mark	3,000	-	(3,000)	-	-
Mayor's Office	1,599	16,668	(16,673)	-	1,594
Mishcon de Rey	-	2,000	(2,000)	-	-
National Lottery Community Fund	30,313	73,371	(82,853)	-	20,831
National Lottery Emergency	-	49,950	(26,723)	-	23,227
Nepal	1,791	-	-	-	1,791
London Sports Satellite Club	-	1,418	(1,016)	-	402
Street games (Fit & Fed)	550	-	-	-	550
Tampon Tax Fund	-	14,895	(11,759)	-	3,136
UNHCR	-	3,500	(3,447)	-	53
UK Youth	-	19,916	(5,686)	-	14,230
VSIF	-	21,178	(20,829)	-	349
Wembley National Stadium Trust	1,207	1,750	(1,579)	-	1,378
Young Londoners Fund	3,810	46,700	(43,677)	-	6,833
TOTAL RESTRICTED FUNDS	84,027	681,055	(552,563)	-	212,519
UNRESTRICTED FUNDS:					
Designated funds - COVID fund	-	8,490	-	-	8,490
Designated funds - Fundraising appeal	1,104	-	(1,104)	-	0
General funds	109,372	111,532	(75,813)	-	145,091
TOTAL UNRESTRICTED FUNDS	110,476	120,022	(76,917)	-	153,581
TOTAL FUNDS	194,503	801,077	(629,480)	-	366,100

Purposes of restricted funds

Allen and Overy Foundation supports our Casework service through a one-year grant.

Awards for All supports our Casework service through a one-year grant.

Barrow Cadbury Trust funded continuation and adaptation of our activities and services, in response to increased need as a result of the pandemic and supported organisational development. This grant ended in the year.

BBC Children in Need provided a three-year grant, ending March 2022, supporting our youth development programme at our Advice & Support Hubs.

BBC Children in Need - Next Steps provided an 18-month grant, ending March 2022, funding mental health support and advice services for young refugees and asylum seekers isolated due to Covid-19. The fund is negative due to a final tranche payable in the next financial year.

Brent Mental Health Crisis programme funds Casework, youth work, and mental health support in Brent, through a one-year grant ending September 2022.

The Big Give Christmas Challenge supports our Casework service for one year.

CAF donor funds our Croydon services and activities through a three-year continuation grant.

Choose Love fund our Casework Service and core costs.

Choose Love (Afghanistan) funds a response to the Afghan crisis through additional Casework support. This is a nine-month grant.

City Bridge Trust funding supports our Casework service in Croydon through a five-year grant.

City Bridge Emergency funds additional casework support. This grant ended in the year.

Comic Relief funding, in partnership with the GLA, supported our Advice & Support Hub in Brent for 18 months and a partnership with The Bike Project. This grant ends in May 2022.

COVID Appeal has funded our response to COVID-19.

The Croydon Relief in Need Charity supports our Casework service in Croydon through a three-year grant. This grant ended in the year.

Henry Smith Charity funding supports our Casework service through a three-year grant. The fund is negative due to a final tranche payable in the next financial year.

Henry Smith COVID funding supports organisational capacity and development in fundraising and M&E, and in responding to the increased needs of young people, through a one-year grant ending January 2022.

Jack Petchey Foundation recovery grant supports our Casework service. This grant ended in November 2021.

Jack Petchey Foundation small grants fund our achievement awards as part of our youth development work in Croydon and Brent.

John Lyon's Charity funds our Brent Head of Services salary through a three-year grant ending March 2022.

London Catalyst funds emergency hardship and is a one-year grant.

London Community Foundation, through the London Community Response fund, funded increased mental health support and hardship. This grant ended in the year.

Our **Lebanon** funders fund an annual summer education and activities project in the Al Bass camp through our delivery partner, the Sour Community Disability Programme.

Lloyds Foundation: React Fund supported increased communications and fundraising expertise through a six-month grant which ended in the year.

Mayor's Office funded our youth development work in Croydon, supporting the development of our youth leadership group, through a three-year grant ending March 2021.

Migrant Help funds our Youth Welfare project in Brent, providing youth development and casework support to young people in contingency accommodation.

National Lottery Community Fund funds our flagship Advice & Support Hubs in Brent and Croydon, which bring together youth development, casework, and mental health and legal partnerships, through a three-year grant ending March 2021.

National Lottery Emergency funded essential core costs that were specified and ended in the year.

Nepal funders funded a programme in Nepal which has now ended.

Postcode Society Trust funds our advice hub in Croydon, to improve mental health and wellbeing and reduce social isolation. This grant ends in August 2022.

Smaller funds fund a range of small activities, usually hardship and project costs in both Brent and Croydon.

London Sports Satellite Club funded a new Basketball activity for young women within our Brent Advice & Support Hub. This grant ended in the year.

Street Games funding supported our sport activities at our Brent Advice & Support Hub. This grant ended in the year.

Tampon Tax Fund funded our girls group in Croydon. This grant ended in the year.

UNHCR provided emergency hardship funding through a six-month grant which ended in the year.

UK Youth funded our youth development work in Croydon and Brent and ended in the year.

VSIF (Brent) funding supported our youth development work in Brent. This grant ended in the year.

Wembley National Stadium Trust funded our football project at our Brent Advice & Support Hub. This grant ended in the year.

Young Londoners Fund funds our peer support and social learning groups in Brent and our Brent youth club. This grant has a non-cost extension until September 2022.

Purposes of designated funds

The **Lebanon** fund represents money that has been committed to our partner in Lebanon, Sour Community Disability Programme, for Summer 2022. This amount will be paid to run our educational summer project in the Al Bass camp in its final year.

The **committed** funds represent the value of our general funds which are committed to specific projects and activities and are not available as part of our general reserve.

The **COVID** fund was created to respond to the COVID-19 crisis. This has since been released into general funds.

The **fundraising fund** was created to ringfence for fundraising activities, which was spent in 2020.

14. LEGAL STATUS OF THE CHARITY

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

Company number: **07448744**

Charity number: **1139685**



YOUNGROOTS

Young Roots

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YOUNG ROOTS

England & Wales - Charity number 1139685

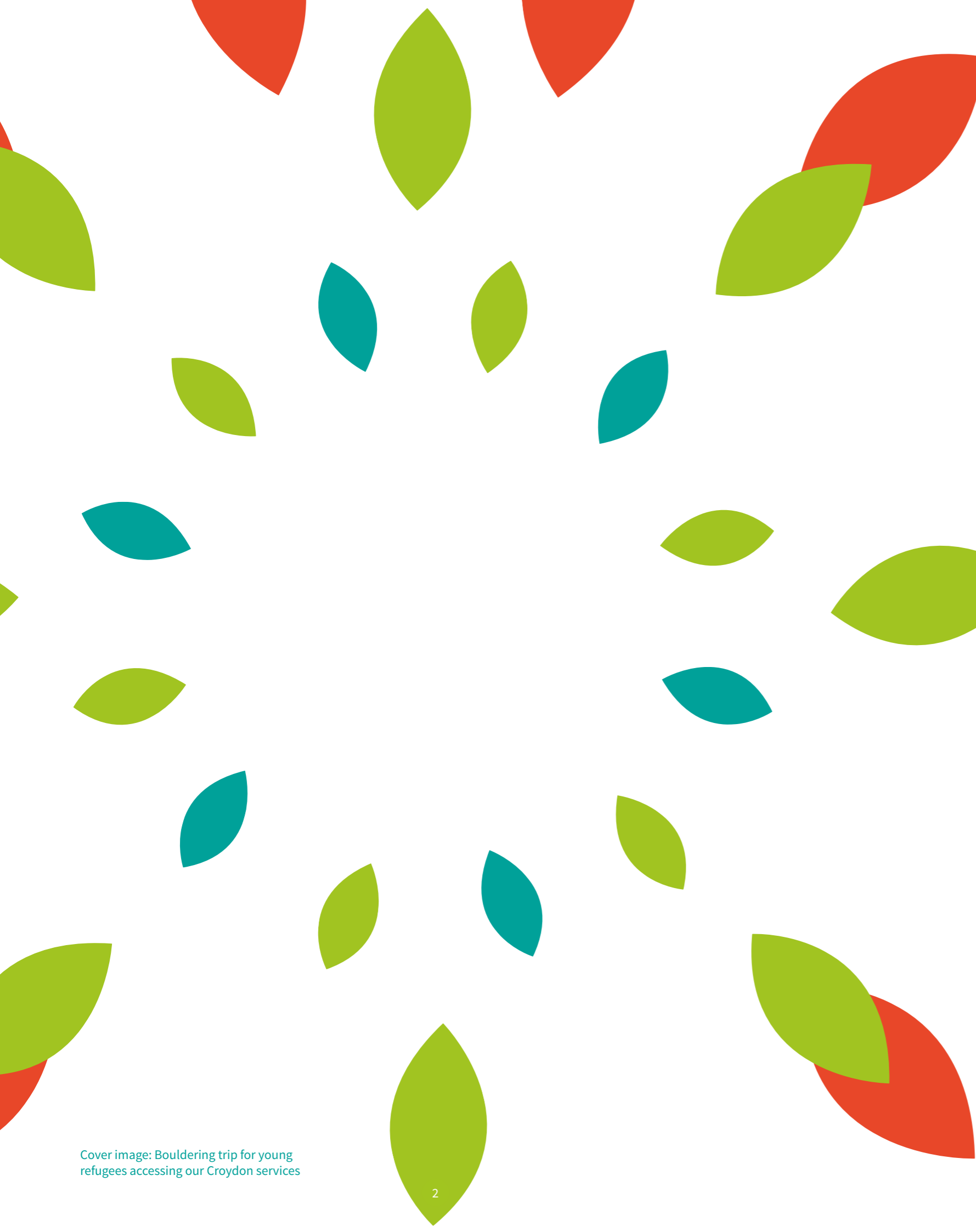
Accounts

2020 ANNUAL REVIEW AND SUMMARY OF ACCOUNTS



YOUNGROOTS





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young people from our Brent services playing cricket

FOREWORD

Dear friends,

2020 was an extraordinary year for all of us. For the young people at Young Roots, it was full of huge challenges exacerbated by the pandemic and the increasingly hostile context for refugees and asylum seekers in the UK. Organisationally we are proud of our response as we adapted quickly, creatively and with focus to meet the growing and acute needs of the young refugees and asylum seekers we work with when this was more difficult for other organisations and services. It has been a year where we have been particularly proud of our dedicated and expert staff, volunteers and Board of Trustees who have all worked together so collaboratively and to such good effect.

Altogether, we worked with 490 young people in London during 2020, very many of whom are here without their families. Although this is fewer than the previous year when we worked with 658, it is a huge number given the restrictions of successive lockdowns and that some young people engaged with Young Roots in different ways several times a week. Our highly regarded Casework Service supported more young people than ever before, supporting 157 young people to resolve acute issues including suicidal ideation, homelessness, and age assessment appeals amongst many others. Our flagship Advice and Support Hubs ran throughout the year, remotely when necessary, and through emergency funding, we were able to increase access to psychological support and counselling through our expert partners. Our online English language provision was a real success, and this digital element of our work will continue after lockdown has ended.

From the beginning of the first lockdown, we understood that we would need to provide emergency items to young people outside our usual operations. To stay connected to their support networks, immigration lawyers and schools, young people needed data and mobile phones or laptops. We also provided food vouchers and accommodation to destitute young people on a scale that is unprecedented. We are very grateful for the emergency grants and donations from individuals that we received to enable our emergency response.

Organisationally, we focused on developing our new three-year strategic plan, framed by a new fundraising strategy. This collaborative endeavour involved young people, staff, trustees and partners and we are excited about our future plans which build on our past successes and respond to the environment we are now in. A central element was to undertake a deep review of our approach to diversity, equity and inclusion (DEI) at all levels of Young Roots and understand what we need to do to be a consciously anti-racist organisation with policies and practices that reflect our DEI ambitions. Importantly, the strategy also signals our intent to use our experience and work with young people to influence the wider policy and practice environment for all young refugees.

Of course, we have been particularly mindful of staff and volunteer wellbeing throughout the crisis. At the end of the period, we established a joint staff and trustee Wellbeing Committee and are excited to take this work forward.

None of our work would be possible without our expert partners, funding partners and much valued supporters. As we move into our next strategic period and to a different stage of the pandemic, we value these collaborations more than ever.

Thank you for your support



Siobhan Foster-Perkins
Chair of Trustees



Jo Cobley
Chief Executive

Jo Cobley's job title changed from Director to Chief Executive in April 2020.

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 November 2020. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

OBJECTIVES AND ACTIVITIES

OBJECTIVES AND AIMS

Our charity's purposes, as set out in the objects contained in the company's memorandum of association are:

- o The advancement of education among young forced migrants - long term refugees ('the beneficiaries'), both within the UK and overseas, by provision of training as youth workers and in the field of human rights awareness.
- o The relief of poverty hardship and distress among the beneficiaries by associating together voluntary bodies, local authorities, relief agencies and others in a common effort to improve their conditions of life.
- o The provision of facilities, in the interest of social welfare, for recreational and other leisure time occupation for individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial or social circumstance, with the object of improving their conditions of life.

OUR ACTIVITIES

Our main operation is within London where we have established teams in Brent and Croydon working with young refugees and asylum seekers in north and south London from 23 London boroughs. Our teams of senior caseworkers, youth development co-ordinators and youth development workers focus on reducing social isolation, improving communication and supporting access of young people to their rights and entitlements.

Due to the pandemic and crisis in Lebanon in summer 2020, our delivery partners, the Sour Community Disability Project couldn't run the summer project that we normally fund.

{the young person has been} in receipt of consistent, comprehensive, long-term support from Young Roots for a number of years. This support has been of critical importance to him... especially when he found himself isolated during Covid. The support Young Roots provided has given him confidence and strength.

Steven Galliver-Andrew,
Barrister,
Garden Court Chambers
- External stakeholder

RESPONSE TO THE PANDEMIC

Understanding changing and acute needs

From the beginning of the pandemic, we conducted monthly needs assessments of the most vulnerable young people we work with (those within our Casework Service). This was a vital activity as it directed us to provide the best support and to apply for the right emergency funding. We saw an alarming deterioration in mental health and safeguarding issues linked to social isolation, destitution and uncertainty about the future.

Adapting our work

Our services had to be adapted to a remote and online format from March 2020. This came with challenges such as the lack of necessary equipment for the participants and, poor or no Wi-Fi connection. We worked hard to try and resolve these issues for young people by providing items where we could (either ourselves, or by linking to other organisations) and through resolving connectivity issues individually with young people. We found that our activities and services soon regained momentum and we continued receiving new referrals throughout the year, including from areas outside of Croydon and Brent.

What we did

We ran a large variety of services and activities and adapted quickly to do more of what worked well and stop/change others that didn't. Our activities have included: our girls' group in Croydon; a new girls' group in Brent; English language support 1-1 sessions; a peer support project for newly arrived young people; online food deliveries to be shared together online; online yoga; online taekwondo; online art projects; online poetry; walk and talks; outside meeting in parks; climbing trips; and music. For much of the year, we were permitted to run small invited groups with the most vulnerable young people, with a focus on supporting mental health and wellbeing. These were a lifeline for those people.

Developing our expert partnerships

Through emergency funding, we increased the counselling and psychological support we were able to offer to young people through our expert partners, Off the Record and the Helen Bamber Foundation (these services are offered as part of our Hub model). Both services enable deep, life-changing support for young people with complex trauma-related mental health issues. In addition, we maintained our vital immigration support through Coram and other legal experts including the Refugee Law Clinic. We also developed our relationship with Bindmans (extending this to Croydon) who advised young people on their age assessment claims.

We have recently increased the capacity of our popular and often over-subscribed 1-1 Casework Service. This will allow us to support more young people as we emerge from lockdown.

More information about our activities can be found on - www.youngroots.org.uk

PUBLIC BENEFIT

The Trustees have referred to the Charity Commission guidance on public benefit and used this to help them plan current and future activities. The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Our Mission

A world where all young refugees and asylum seekers realise their rights and fulfil their potential

Our vision

To work alongside young people and support them to improve their well-being and life chances

VALUES

- Young Roots will involve young refugees and asylum seekers, and others who are 'experts by their experience' at all levels of the organisation. We will have a human rights and asset-based approach and prioritise youth participation and leadership.
- Young Roots will endeavour to develop our approach to diversity, equity and inclusion throughout the organisation consciously recognising and working to rectify inherent inequity within our society and how this manifests itself Young Roots. We will particularly work to ensure representation amongst staff, trustees, volunteers and facilitators.
- Young Roots welcomes all young refugees and asylum seekers from anywhere in the world, irrespective of religion, sexual orientation, disability, gender, race, religion and belief. We strive to address inequity faced by young people based on their identity
- Young Roots promotes collaboration and working in partnership with relevant organisations in order to provide the best possible services, activities and projects
- Young Roots aims for excellence and best quality in all that we do, valuing responsiveness, understanding, respect, responsibility, creativity, knowledge, participation and kindness
- Young Roots values staff and volunteer wellbeing and strives to provide a working environment that will allow the development of a diverse team to deliver their best work

All our activities reflect this aspiration. Our work with young people over this period has focused on the following outcomes:



reducing social isolation



increasing training, work and volunteering opportunities



improving communication skills



improving access to right and entitlements



facilitation of learning opportunities



increasing opportunities to take leadership roles

STAFF AND VOLUNTEERS

Young Roots relies heavily on its talented, skilled and experienced staff team. We invest in training and supporting our staff team, with all front-line workers receiving regular clinical supervision. Staff have backgrounds in the refugee sector, youth-work, social work, counselling, academic research and human rights. Equally, volunteers are vital to Young Roots. In addition to Trustees, 20 volunteers gave their time throughout the year. All volunteers working with projects involving children and vulnerable groups are DBS checked.

ACHIEVEMENT AND PERFORMANCE

CHARITABLE ACTIVITIES

79 PERCENT SAID COMING TO YOUNG ROOTS HAD MADE THEM FEEL LESS LONELY.

“Being around people is enough for me to have good laughs and feel loved” (18yo, Croydon Hub)

84 PERCENT OF YOUNG PEOPLE SAID THAT THEIR ENGLISH HAD IMPROVED SINCE COMING TO YOUNG ROOTS

Young Roots has helped me to find a new house, to communicate with my lawyer, helped me to learn and communicate with different people

94 PERCENT SAID COMING TO YOUNG ROOTS HAD HELPED THEM TO FEEL CALMER, HAPPIER OR LESS STRESSED.

“This has really helped my mental health. I was feeling really depressed and now after talking to all of you here and being together I feel better. Some of us, we don’t always have people there for us, friends or people to help us, so this is really good to meet people and talk to people and be together” (girls group, Croydon)

79 PERCENT SAID COMING TO YOUNG ROOTS HAD GIVEN THEM A BETTER UNDERSTANDING OF THEIR RIGHTS AND WHAT SERVICES TO USE IF THEY HAVE A PROBLEM.

I understand my situation better now. Everything is good. They (Young Roots) never said to me no, we can’t do this (Hamed, aged 16, Afghanistan)

IN 2020:



WE WORKED **490 YOUNG REFUGEES AND ASYLUM SEEKERS IN LONDON.**

compared to 2016 - 354 participants; 2017 - 619 participants; 2018 - 590 participants; 2019 - 658)

WE WORKED WITH YOUNG PEOPLE FROM 46 COUNTRIES.

compared to 48 countries in 2019



32%
WERE 16-18

50%
WERE UNKNOWN

18%
WERE UNKNOWN

157 YOUNG PEOPLE IN THE MOST VULNERABLE CIRCUMSTANCES ACCESSED OUR ONE-TO-ONE EXPERT CASEWORK SUPPORT compared to 118 in 2019, an increase of 25%

270 YOUNG PEOPLE ACCESSED SUPPORT, YOUTH AND SPORTING ACTIVITIES THROUGH OUR ADVICE AND SUPPORT HUBS

149 ACCESSED ENGLISH LANGUAGE MENTORING, DESPITE OUR DELIVERY PARTNER, THE COLLEGE OF NORTHWEST LONDON BEING CLOSED FOR MUCH OF THE YEAR compared to 157 in 2019

Due to the delays in the immigration system because of the pandemic, only 2 young people have secured settled status, meaning their claim for asylum has been granted by the Home Office, and they can stay in the UK. This is crucial for young people enabling them to settle in the UK, work and access benefits. This compares to 20 in 2019.

64 have accessed specialist mental health support, including psychological support tailored for young refugees and asylum seekers, and counselling. This means they are able to cope with their situation better and feel more optimistic about the future. Some of this number will have been prevented from suicide (which is a risk for young asylum seekers), this compares to 50 in 2019

239 emergency hardship items were delivered to 117 young people. This was a new activity for us



our new young women's basketball project, launched February 2020

FUNDRAISING ACTIVITIES:

Young Roots receives the majority of our income from grants from Trusts and Foundations. Many funders are valued partners whose support goes beyond their vital financial contributions, and we have received support to grow and develop over many years. We have successfully diversified the number of funders so that we are much less reliant on a small number of funders. In 2020 we had 34 funders and in 2021 we had 42.

These relationships were vital during 2020 as the pandemic struck. The needs of young people changed and became more acute, and we secured emergency funding to meet these increasing and new demands. Our funders were generous, and we secured extra funding quickly that allowed us to respond. Some of this funding was very specifically restricted, and some of the amounts were small, but all was extremely gratefully received and put to effective use. We are also very grateful to funders who unrestricted previously restricted grants giving us more flexibility to respond to changing needs.

In the summer of 2020, we secured external expert support from the Foundation for Social Improvement through the Lloyds Foundation Enhance Programme to develop a new three-year funding strategy. This has provided structure to our ambition of diversifying our income further, through our individual giving programme, community fundraising and ultimately corporate giving. We have also developed our communications work, aiming to become more visible and developing our presence on social media. We expect this work to pay dividends in the coming years. Young Roots forecast for the financial year ended November 2021 is in a comparable position to previous financial years.

FINANCIAL REVIEW

INCOME

Young Roots' income in the year (£801,077) is 39% higher than the previous financial year (£489,495). This was driven by the acute needs of young people during the pandemic and a longer-term view that organisationally we needed to invest more in raising funds.

During the year of the pandemic, our monthly needs assessments showed the needs of individuals increased and were more acute. This was in part due to severe delays in the asylum system during the pandemic and the associated impact on uncertainty and mental health, and levels of destitution. Although we worked with fewer young people, those we supported we supported in a more intense, deep way, often providing hardship items, which all required extra funding.

EXPENDITURE

Total expenditure in the year was £629,480 (2019: £447,312). This was higher than in previous years and has risen in line with an increase in income. This reflects both additional project and staff costs resulting from growing operations, adapting to online delivery and new fundraising/communications and finance personnel to ensure our sustainability and accountability. We significantly increased our hardship expenditure to meet needs during the pandemic. Specifically, emergency funding was spent on emergency hardship items for young people (food vouchers, data, phones etc), extra psychological support, extra counselling support, extra casework hours, emergency accommodation provision and support to Young Roots to enable the organisation to invest in fundraising for the future. Although we worked with fewer young people overall, those we worked with, we supported in a deeper way, meeting more acute need over a longer time period.

The pandemic forced the cancellation of the summer project that Young Roots runs annually in Lebanon. The funding secured for this project has been moved to the 2021 summer project after consulting with funders and no expenditure shows in the accounts.

Together: Creative activity with our Croydon young women's group, online May 2020, using items they had to hand



Reserves policy

At the end of the year Young Roots held free reserves of £103,270 (2019: £80,890) which represents a 21% (£22,242) increase from the previous financial year. In our last annual accounts, we stated our target reserves level for November 2020 was £90,000, however due to an increase in funding, Young Roots updated its reserves policy in October 2020. A full copy of the policy is available on request, but is summarised here:

Young Roots takes a risk-based approach to its reserves levels and has determined that a target level reserve of between

£137,000 and £198,000 should be maintained. Unallocated Reserves can only be expended by agreement of the Board of Trustees, or in the case of amounts smaller than £10,000, by the Finance Committee, up to a maximum of £20,000 over three months.

Despite our unrestricted reserve levels having grown significantly, we had not yet reached our minimum target level (£137,000 by 30 November 2020). In order to comply with our reserves policy, we have an interim target of reaching

£140,000 by 30 November 2021, which is reflected in our 2021 budget. The Finance sub-committee monitor the reserve level on a monthly basis and review the policy annually to reflect changes in the internal and external environment.

Going concern

The board considers that Young Roots remains a going concern. As a grant-funded organisation that depends on restricted grant funding for a large part of its income, Young Roots begins each financial year without having secured all the income to cover its operational costs in the year.



FUTURE PLANS

During 2020 we developed our new strategic plan. As explained in the foreword, it has been developed with expert input from staff, trustees, young people, and delivery and funding partners. It has been informed by an externally led review of our approach to diversity, equity and inclusion, and a review of our work with volunteers.

We conducted a detailed evaluation of our previous strategy, a PESTLE analysis of the external environment, developed an organisational theory of change and were guided through the process by an external consultant through the Lloyds Enhance programme. Our strategy is guided by our mission, vision and values articulated earlier.

SUPPORTING YOUNG REFUGEES TO REACH THEIR POTENTIAL - OUR PRIORITIES 2021 - 2024

Our ambition for the strategic period is to continue to grow the number of young people we are able to support through our highly regarded activities and one-to-one casework service, building our expert partnerships. We will have a new focus on using our knowledge, expertise and the voices of young people to help create a fair and efficient asylum system so that young people can rebuild their lives as part of our communities.

Objective one: To provide deep, high quality, holistic services and activities for young refugees and asylum seekers supporting young people to realise their rights and reach their potential. This will be achieved through:

- a Advice and Support Hubs:** we will further develop our successful and popular weekly drop in Advice and Support Hubs with our expert partners, the range of youth activities, and casework service responding to the needs and wishes of young people.
- b Casework Service:** we will develop the size, and the clarity of the scope and boundaries of our Casework Service, with a focus on preparing young people to reach their potential, employing an asset-based, trauma-informed and participative approach.



- c Youth Development Activities:** in collaboration with young people, we will develop our programme of youth activities that best achieve our intended outcomes using feedback data and experience to direct this approach.
- d Youth Leadership:** we will develop our approach to youth leadership with a programme running throughout Young Roots.
- e Lebanon Summer Project:** recognising the impact of the Lebanon summer educational project, we will conduct an external review of our approach to Young Roots' international work.

Objective two: To contribute to wider systems and policy change for young refugees and asylum seekers. Grounded in the experiences, perspective and voice of the young refugees and asylum seekers we work with, we will contribute to positively influencing and changing the systems that are meant to support and protect young refugees and asylum seekers more broadly. We will work in partnership with other organisations wherever possible.

Objective three: To ensure Young Roots is sustainable, effective and efficient, prioritising diversity, equity and inclusion and involving young people and those with lived experience at all levels of the charity.

OUR PLANS FOR 2021

Our priority for 2021 is to continue to respond fully and well as we continue to adapt to different lockdown contexts, and follow the guidelines from the National Youth Agency. In addition, we will agree our implementation plan for the strategy and how to realise these ambitions operationally.

We will be implementing the recommendations from our Diversity, Equity and Inclusion Review, recognising that work is long-term and ongoing.

We will be focusing on staff wellbeing with a new joint Staff/Trustee Wellbeing Committee.

We anticipate that in 2021 the mental health repercussions for young refugees and asylum seekers will be significant and we are focussed on being able to address these.

The full strategy can be downloaded from: www.youngroots.org.uk/strategy

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its memorandum and articles incorporated on 23 November 2010 as amended by a certificate of incorporation on change of name dated 20 September 2014 and a Special Resolution to amend the Articles of Association in respect of retiring trustees effective 18 February 2017.

The charity constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The charity is run by the Board of Trustees who are responsible for the strategic direction of the charity. The directors of the company are also charity trustees for the purpose of charity law.

Recruitment and appointment of new trustees

Any person who is willing to act as a trustee, and who would not be disqualified under the provision of Article 27 of the Articles of Association, may be appointed to be a trustee by a decision of the trustees. Recruitment of Trustees is an open process, with positions advertised on Charity Job, and through other networks. The interview panel consists of the Chair/Deputy Chair, Chief Executive and other Trustees as appropriate.

At every annual meeting of the trustees at which the accounts are adopted after the third anniversary of the incorporation of the charity, one third of the trustees, being those who have served the longest since their appointment or reappointment must retire from office. Retiring trustees may be re-appointed but a trustee who has served for three consecutive terms must take a break from office.

The trustees have a wide range of skills pertinent to the charity. They include professionals from the finance, governance, fundraising, legal, policy and international development.

Their knowledge is kept up to date by technical reading, sharing of knowledge and training courses. New developments are discussed at meeting of the trustees.

The Chief Executive reports on the operational plan to each trustee meeting. The Register of Risk, fundraising targets and finances are regularly reviewed. We have a Finance

Committee that meets monthly with the Chief Executive to have oversight of our Finances.

It is our policy that all trustees are DBS checked.

Related parties

The trustees have declared that there are no related parties and no conflict of interests. Young Roots holds a register of interests which is reviewed annually

RISKS

Principle Risks and Concerns

The risks have been exacerbated by the pandemic. Young Roots has identified the following key risks and mitigations:

1. Young people come to serious harm

Young Roots prioritises safeguarding. Our Safeguarding Policy is reviewed annually by the trustees, and all staff have regular appropriate training depending on the level of contact they have with young people. We have detailed policies on a range of related safeguarding issues including suicide, radicalisation and social media use.

2. Ability to raise adequate funds Mitigation

Young Roots has increased its fundraising staff capacity in 2020 and aims to further increase this in 2021 if possible. Our strategy is to continue to grow and diversify our income base to meet the increasing needs we are facing.

3. Loss of key staff including the Director/Chief Executive Mitigation:

Young Roots has improved its terms and conditions and reviews pay annually to ensure it compares well with the sector. We have recently introduced a holiday bonus for those staff who have been in post for five years. We have established a Senior Management Team, so expertise in running the charity is shared between senior staff and invested in training and development.

4. Staff burn out due to the nature of the work Mitigation:

Young Roots has a deliberate focus on staff well-being. The charity has established a staff/trustee led Wellbeing Committee to ensure focus of Trustees and senior staff. All frontline staff are offered regular clinical supervision, and for caseworkers, this is compulsory. The charity has a strong, supportive culture of management. Staff are regularly consulted on ideas and approaches that would improve their well-being and ability to do their work.

Remuneration policy for key management personnel

The pay of Young Roots CEO is set by the Board of Trustees, as represented by the Chair. The CEO recommends the pay for the Senior Management Team to the Trustees, and in consultation with the Senior Management Team, that for all other members of staff. Staff pay bands are set with regards to similar organisations and based on fair pay for work done.

Statement of responsibilities of the trustees

The trustees (who are also directors of Young Roots for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

1. Select suitable accounting policies and then apply them consistently
2. Observe the methods and principles in the Charities SORP
3. Make judgements and estimates that are reasonable and prudent
4. State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
5. Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company and hence

for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

1. There is no relevant audit information of which the charitable company's auditor is unaware
2. The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at November 2020 was 11. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

REFERENCE AND ADMINISTRATIVE DETAILS

REGISTERED COMPANY NUMBER

07448744 (England and Wales)

REGISTERED CHARITY NUMBER

1139685

REGISTERED OFFICE

Cornerstone House
14 Willis Road
Croydon
London
CR0 2XX

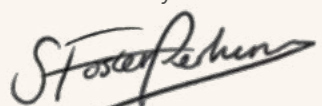
TRUSTEES

G Capel - resigned 22.5.21
S A Foster-Perkins
N Prendergast
S Fekadu
S R Corker
K M Elton
N Wyver
L Puddefoot-Knaggs
J Menold
J Couper - appointed 14.11.20
A Hayley - appointed 14.11.20
P Nigah - appointed 15.1.21

INDEPENDENT EXAMINER

Astral Accountancy Services Limited
2B Marston House
Cromwell Business Park
Chipping Norton
Oxfordshire
OX7 5SR

Approved by order of the board of trustees on 18 August 2021 and signed on its behalf by:



S A Foster-Perkins - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF YOUNG ROOTS ('THE COMPANY')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 November 2020.

RESPONSIBILITIES AND BASIS OF REPORT

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

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

INDEPENDENT EXAMINER'S STATEMENT

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of FCCA which is one of the listed bodies.

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

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

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



Tracy Norris

FCCA
Astral Accountancy Services Limited
2B Marston House
Cromwell Business Park
Chipping Norton
Oxfordshire
OX7 5SR

Date: 18 August 2021

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30 NOVEMBER 2020

	Notes	Unrestricted funds (£)	Restricted funds (£)	2020 Total funds (£)	2019 Total funds (£)
INCOME AND ENDOWMENTS FROM					
Donations and legacies		23,216	777,721	800,937	489,268
Investment income	2	140	-	140	227
TOTAL		23,356	777,721	801,077	489,495
EXPENDITURE ON CHARITABLE ACTIVITIES					
Project costs		634	592,011	592,645	415,705
Other		342	36,493	36,835	31,607
TOTAL		976	628,504	629,480	447,312
NET INCOME		22,380	149,217	171,597	42,183
RECONCILIATION OF FUNDS					
Total funds brought forward		80,890	113,613	194,503	152,320
TOTAL FUNDS CARRIED FORWARD		103,270	262,830	366,100	194,503

BALANCE SHEET AT 30 NOVEMBER 2020

	Notes	Unrestricted funds (£)	Restricted funds (£)	2020 Total funds (£)	2019 Total funds (£)
CURRENT ASSETS					
Debtors	5	-	62,051	62,051	78,546
Cash at bank		103,270	257,806	361,076	137,773
TOTAL		103,270	319,857	423,127	216,319
CREDITORS					
Amounts falling due within one year	6	-	(57,027)	(57,027)	(21,836)
NET CURRENT ASSETS		103,270	262,830	366,100	194,503
TOTAL ASSETS LESS CURRENT LIABILITIES		103,270	262,830	366,100	194,503
NET ASSETS		103,270	262,830	366,100	194,503
FUNDS					
Unrestricted funds	7			103,270	80,890
Restricted funds				262,830	113,613
TOTAL FUNDS				366,100	194,503

The notes form part of these financial statements

BALANCE SHEET - CONTINUED AT 30 NOVEMBER 2019

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 November 2020.


The members have not required the company to obtain an audit of its financial statements for the year ended 30 November 2020 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

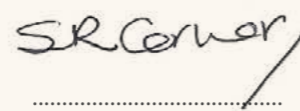
- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees on 18 August 2021 and were signed on its behalf by:



S A Foster-Perkins -Trustee



S R Corker -Trustee

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 NOVEMBER 2020

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019); Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

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

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. Funds received are credited to income in the year in which they are received.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. INVESTMENT INCOME

Interest Receivable

2020	2019
£140	£227

3. TRUSTEES' REMUNERATION AND BENEFITS

The trustees did not receive any remuneration in this or the previous year.

Trustees' expenses

There were no trustees' expenses paid for the year ended 30 November 2020 nor for the year ended 30 November 2019.

4. STAFF COSTS

The average monthly number of employees during the year was as follows:

	2020	2019
Full time	6	6
Part time	6	6
	12	12

No employees received emoluments in excess of £60,000.

In addition, a considerable amount of time, the value of which it is impossible to reflect in these Financial Statements, is donated by volunteers connected with the charity, as well as by the trustees.

5. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
Other debtors	£53	£562
Accrued Income	£52,410	£62,954
Prepayments	£9,588	£15,030
	£62,051	£78,546

Other debtors relates to expense advances to employees.

6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
Social Security and Other Taxes	£11,427	7,758
Other creditors	£5,491	2,506
Accruals	£40,109	11,552
	£57,027	21,816

7. MOVEMENT IN FUNDS

	at 1.12.19 (£)	Net movement infunds (£)	at 30.11.20 (£)
UNRESTRICTED FUNDS			
General fund	79,786	14,994	94,780
Designated fund: Fundraising	1,104	(1,104)	-
Designated- Covid2 Appeal	-	8,490	8,490
TOTAL	80,890	22,380	103,270
RESTRICTED FUNDS			
Lebanon	-	7,000	7,000
Nepal	1,791	-	1,791
Jack Petchey Foundation Achievement Award Scheme	1,843	(24)	1,819
Lloyds Bank Foundation	178	-	178
Paul Hamlyn Foundation	12,731	(523)	12,208
Garfield Weston	-	3,333	3,333
Anonymous donation for casework	4,101	2,513	6,614
Comic Relief	-	1,109	1,109
Help Refugees	14,231	5,770	20,001
StreetGames UK (Fit & Fed)	550	-	550
Young Londoners Fund	3,810	3,023	6,833
Highgate Has Heart	9,985	(9,985)	-
Croydon Relief in Need	-	6,187	6,187
Lloyds Bank Foundation	16,494	2,915	19,409
London Youth Quality Mark	3,000	(3,000)	-
The National Lottery Community Fund	30,313	(9,482)	20,831
BBC Children in Need	222	(63)	159
John Lyon's Charity	10,741	966	11,707
Wembley National Stadium Trust	1,207	171	1,378
Awards For All	-	4,023	4,023
City Bridge	-	11,171	11,171
City Bridge Emergency	-	7,647	7,647
Covid 19 Appeal	-	(520)	(520)
Croydon Relief	634	(634)	-
Henry Smith	-	4,891	4,891
London Catalyst	-	153	153
London Community Foundation	-	697	697
Mayors Office	1,599	(5)	1,594

7. MOVEMENT IN FUNDS - CONTINUED

	at 1.12.19 (£)	Net movement infunds (£)	at 30.11.20 (£)
RESTRICTED FUNDS			
National Lottery Emergency	-	23,227	23,227
Sports Satellite	-	402	402
Tampon Tax	-	3,136	3,136
UK Youth	-	14,230	14,230
VSIF	-	349	349
UNHCR	-	53	53
LCRF 3	-	13,099	13,099
BBC Children in Need Next Steps	-	19,148	19,148
Barrow Cadbury	-	17,313	17,313
Lloyds React	-	5,927	5,927
ABCT	183	15,000	15,183
	113,613	149,217	262,830
TOTAL FUNDS	194,503	171,597	366,100

7. MOVEMENT IN FUNDS - CONTINUED

Net movement in funds, included in the above are as follows:

	Incoming resources (£)	Resources expended (£)	Movement in funds (£)
UNRESTRICTED FUNDS			
General fund	14,866	128	14,994
Designated: Fundraising	-	(1,104)	(1,104)
Designated- Covid2 Appeal	8,490	-	8,490
	23,356	(976)	22,380
RESTRICTED FUNDS			
Lebanon	7,000	-	7,000
Jack Petchey Foundation Achievement Award Scheme	1,500	(1,524)	(24)
Paul Hamlyn Foundation	30,000	(30,523)	(523)
Garfield Weston	16,666	(13,333)	3,333
Anonymous donation for casework	30,000	(27,487)	2,513
Comic Relief	3,864	(2,755)	1,109
Help Refugees	40,000	(34,230)	5,770
Young Londoners Fund	46,700	(43,677)	3,023
Big Give Christmas Challenge	4,591	(4,591)	-

7. MOVEMENT IN FUNDS - CONTINUED

Net movement in funds, included in the above are as follows:

	Incoming resources (£)	Resources expended (£)	Movement in funds (£)
RESTRICTED FUNDS			
Highgate Has Heart	-	(9,985)	(9,985)
Croydon Relief in Need	9,995	(3,808)	6,187
Lloyds Bank Foundation	35,000	(32,085)	2,915
London Youth Quality Mark	-	(3,000)	(3,000)
Mischon de Reya	2,000	(2,000)	-
The National Lottery Community Fund	73,371	(82,853)	(9,482)
BBC Children in Need	37,021	(37,084)	(63)
John Lyon's Charity	35,000	(34,034)	966
Wembley National Stadium Trust	1,750	(1,579)	171
Angus Irvine	2,500	(2,500)	-
Austin Hope	1,000	(1,000)	-
Awards For All	10,000	(5,977)	4,023
CAF Emergency	4,800	(4,800)	-
City Bridge	53,500	(42,329)	11,171
City Bridge Emergency	13,375	(5,728)	7,647
Covid 19 Appeal	1,347	(1,867)	(520)
Croydon Relief	10,000	(10,634)	(634)
Henry Smith	54,000	(49,109)	4,891
London Catalyst	1,200	(1,047)	153
London Community Foundation	30,580	(29,883)	697
Mayors Office	16,668	(16,673)	(5)
National Lottery Emergency	49,950	(26,723)	23,227
Sports Satellite	1,418	(1,016)	402
Tampon Tax	14,895	(11,759)	3,136
UK Youth	19,916	(5,686)	14,230
VSIF	21,178	(20,829)	349
UNHCR	3,500	(3,447)	53
LCRF 3	25,000	(11,901)	13,099
BBC Children in Need Next Steps	24,186	(5,038)	19,148
Barrow Cadbury	21,450	(4,137)	17,313
Lloyds React	7,800	(1,873)	5,927
ABCT	15,000	-	15,000
	777,721	(628,504)	149,217
TOTAL FUNDS	801,077	(629,480)	171,597

7. MOVEMENT IN FUNDS - CONTINUED

Comparatives for movement in funds

	at 1.12.18 (£)	Net movement in funds	at 30.11.19 (£)
UNRESTRICTED FUNDS			
General fund	70,862	8,924	79,786
Designated fund: Fundraising	4,604	(3,500)	1,104
TOTAL	75,466	5,424	80,890
RESTRICTED FUNDS			
Other Restricted Funds	7,866	(7,866)	-
Nepal	2,017	(226)	1,791
Jack Petchey Foundation Achievement Award Scheme	1,071	772	1,843
Big Lottery Fund Grant – Reaching Communities (Rise Up London Project)	26,235	(26,235)	-
BBC Children in Need	5,914	(5,914)	-
Lloyds Bank Foundation	12,404	(12,226)	178
Paul Hamlyn Foundation	-	12,731	12,731
Garfield Weston	10,000	(10,000)	-
Anonymous donation for casework	3,815	286	4,101
iWill/Thrive LDN	2,532	(933)	1,599
Help Refugees	-	14,231	14,231
StreetGames UK (Fit & Fed)	-	550	550
Young Londoners Fund	-	3,810	3,810
Highgate Has Heart	-	9,985	9,985
Croydon Relief in Need	-	634	634
Lloyds Bank Foundation	-	16,494	16,494
AB Charitable Trust	-	183	183
London Youth Quality Mark	-	3,000	3,000
The National Lottery Community Fund	-	30,313	30,313
BBC Children in Need	-	222	222
John Lyon's Charity	-	10,741	10,741
Wembley National Stadium Trust	-	1,207	1,207
Anton Jurgens Charitable Trust	5,000	(5,000)	-
	76,854	36,759	113,613
TOTAL FUNDS	152,320	42,183	194,503

7. MOVEMENT IN FUNDS - CONTINUED

Comparative net movement in funds, included in the above are as follows:

	Incoming resources (£)	Resources expended (£)	Movement in funds (£)
UNRESTRICTED FUNDS			
General fund	15,670	(6,746)	8,924
Designated: Fundraising	-	(3,500)	(3,500)
	15,670	(10,246)	5,424
RESTRICTED FUNDS			
Other Restricted Funds	-	(7,866)	(7,866)
Lebanon	6,750	(6,750)	-
Nepal	-	(226)	(226)
Jack Petchey Foundation Achievement Award Scheme	1,500	(728)	772
Big Lottery Fund Grant – Reaching Communities (Rise Up London Project)	43,450	(69,685)	(26,235)
BBC Children in Need	-	(5,914)	(5,914)
Lloyds Bank Foundation	-	(12,226)	(12,226)
Paul Hamlyn Foundation	30,000	(17,269)	12,731
Woodwood Trust	1,000	(1,000)	-
Garfield Weston	-	(10,000)	(10,000)
Anonymous donation for casework	30,473	(30,187)	286
iWill/Thrive LDN	16,666	(17,599)	(933)
Comic Relief	4,134	(4,134)	-
Help Refugees	28,465	(14,234)	14,231
StreetGames UK (Fit & Fed)	4,200	(3,650)	550
Young Londoners Fund	46,700	(42,890)	3,810
Big Give Christmas Challenge	4,010	(4,010)	-
Highgate Has Heart	11,350	(1,365)	9,985
Croydon Relief in Need	10,000	(9,366)	634
Lloyds Bank Foundation	30,000	(13,506)	16,494
AB Charitable Trust	10,000	(9,817)	183
London Youth Quality Mark	5,000	(2,000)	3,000
Mischon de Reya	5,000	(5,000)	-
The National Lottery Community Fund	111,837	(81,524)	30,313
BBC Children in Need	30,790	(30,568)	222
John Lyon's Charity	40,000	(29,259)	10,741
Wembley National Stadium Trust	2,500	(1,293)	1,207
Anton Jurgens Charitable Trust	-	(5,000)	(5,000)
	473,825	(437,066)	36,759
TOTAL FUNDS	489,495	(447,312)	42,183

7. MOVEMENT IN FUNDS - CONTINUED

A current year 12 months and prior year 12 months combined position is as follows:

	at 1.12.18 (£)	Net movement in funds	at 30.11.20 (£)
UNRESTRICTED FUNDS			
General fund	70,862	23,918	94,780
Designated fund: Fundraising	4,604	(4,604)	-
Designated- Covid2 Appeal	-	8,490	8,490
	75,466	27,804	103,270
RESTRICTED FUNDS			
Other Restricted Funds	7,866	(7,866)	-
Lebanon	-	7,000	7,000
Nepal	2,017	(226)	1,791
Jack Petchey Foundation Achievement Award Scheme	1,071	748	1,819
Big Lottery Fund Grant – Reaching Communities (Rise Up London Project)	26,235	(26,235)	-
BBC Children in Need	5,914	(5,914)	-
Lloyds Bank Foundation	12,404	(12,226)	178
Paul Hamlyn Foundation	-	12,208	12,208
Garfield Weston	10,000	(6,667)	3,333
Anonymous donation for casework	3,815	2,799	6,614
iWill/Thrive LDN	2,532	(933)	1,599
Comic Relief	-	1,109	1,109
Help Refugees	-	20,001	20,001
StreetGames UK (Fit & Fed)	-	550	550
Young Londoners Fund	-	6,833	6,833
Croydon Relief in Need	-	6,821	6,821
Lloyds Bank Foundation	-	19,409	19,409
AB Charitable Trust	-	183	183
The National Lottery Community Fund	-	20,831	20,831
BBC Children in Need	-	159	159
John Lyon's Charity	-	11,707	11,707
Wembley National Stadium Trust	-	1,378	1,378
Anton Jurgens Charitable Trust	5,000	(5,000)	-
Awards For All	-	4,023	4,023
City Bridge	-	11,171	11,171
City Bridge Emergency	-	7,647	7,647
Covid 19 Appeal	-	(520)	(520)
Croydon Relief	-	(634)	(634)
Henry Smith	-	4,891	4,891

7. MOVEMENT IN FUNDS - CONTINUED

A current year 12 months and prior year 12 months combined position is as follows:

	at 1.12.18 (£)	Net movement in funds	at 30.11.20 (£)
London Catalyst	-	153	153
London Community Foundation	-	697	697
Mayors Office	-	(5)	(5)
National Lottery Emergency	-	23,227	23,227
Sports Satellite	-	402	402
Tampon Tax	-	3,136	3,136
UK Youth	-	14,230	14,230
VSIF	-	349	349
UNHCR	-	53	53
LCRF 3	-	13,099	13,099
BBC Children in Need Next Steps	-	19,148	19,148
Barrow Cadbury	-	17,313	17,313
Lloyds React	-	5,927	5,927
ABCT	-	15,000	15,000
	76,854	185,976	262,830
TOTAL FUNDS	152,320	213,780	366,100

7. MOVEMENT IN FUNDS - CONTINUED

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources (£)	Resources expended (£)	Movement in funds (£)
UNRESTRICTED FUNDS			
General fund	30,536	(6,618)	23,918
Designated fund: Fundraising	-	(4,604)	(4,604)
Designated- Covid2 Appeal	8,490	-	8,490
	39,026	(11,222)	27,804
RESTRICTED FUNDS			
Other Restricted Funds	-	(7,866)	(7,866)
Lebanon	13,750	(6,750)	7,000
Nepal	-	(226)	(226)
Jack Petchey Foundation Achievement Award Scheme	3,000	(2,252)	748
Big Lottery Fund Grant – Reaching Communities (Rise Up London Project)	43,450	(69,685)	(26,235)
BBC Children in Need	-	(5,914)	(5,914)
Lloyds Bank Foundation	-	(12,226)	(12,226)
Paul Hamlyn Foundation	60,000	(47,792)	12,208
Woodwood Trust	1,000	(1,000)	-
Garfield Weston	16,666	(23,333)	(6,667)
Anonymous donation for casework	60,473	(57,674)	2,799
iWill/Thrive LDN	16,666	(17,599)	(933)
Comic Relief	7,998	(6,889)	1,109
Help Refugees	68,465	(48,464)	20,001
StreetGames UK (Fit & Fed)	4,200	(3,650)	550
Young Londoners Fund	93,400	(86,567)	6,833
Big Give Christmas Challenge	8,601	(8,601)	-
Highgate Has Heart	11,350	(11,350)	-
Croydon Relief in Need	19,995	(13,174)	6,821
Lloyds Bank Foundation	65,000	(45,591)	19,409
AB Charitable Trust	10,000	(9,817)	183
London Youth Quality Mark	5,000	(5,000)	-
Mischon de Reya	7,000	(7,000)	-
The National Lottery Community Fund	185,208	(164,377)	20,831
BBC Children in Need	67,811	(67,652)	159
John Lyon's Charity	75,000	(63,293)	11,707
Wembley National Stadium Trust	4,250	(2,872)	1,378
Anton Jurgens Charitable Trust	-	(5,000)	(5,000)

7. MOVEMENT IN FUNDS - CONTINUED

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources (£)	Resources expended (£)	Movement in funds (£)
Angus Irvine	2,500	(2,500)	-
Austin Hope	1,000	(1,000)	-
Awards For All	10,000	(5,977)	4,023
CAF Emergency	4,800	(4,800)	-
City Bridge	53,500	(42,329)	11,171
City Bridge Emergency	13,375	(5,728)	7,647
Covid 19 Appeal	1,347	(1,867)	(520)
Croydon Relief	10,000	(10,634)	(634)
Henry Smith	54,000	(49,109)	4,891
London Catalyst	1,200	(1,047)	153
London Community Foundation	30,580	(29,883)	697
Mayors Office	16,668	(16,673)	(5)
National Lottery Emergency	49,950	(26,723)	23,227
Sports Satellite	1,418	(1,016)	402
Tampon Tax	14,895	(11,759)	3,136
UK Youth	19,916	(5,686)	14,230
VSIF	21,178	(20,829)	349
UNHCR	3,500	(3,447)	53
LCRF 3	25,000	(11,901)	13,099
BBC Children in Need Next Steps	24,186	(5,038)	19,148
Barrow Cadbury	21,450	(4,137)	17,313
Lloyds React	7,800	(1,873)	5,927
ABCT	15,000	-	15,000
	1,251,546	(1,065,570)	185,976
TOTAL FUNDS	1,290,572	(1,076,792)	213,780

Unrestricted Funds

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees. The charity does not have any stipulation on how reserves are spent.

The purpose of designated funds were as follows:

Designated: Fundraising Unrestricted funds have been designated to fundraising.

Designated: COVID The unrestricted funds have been designated to COVID emergency costs.

Restricted Funds

Restricted funds relate to grants for project work undertaken by the charity. The work on these projects was still ongoing at the year end and not all the grants have yet been spent. During 2020, the trustees continued to undertake activities to raise funds for projects as necessary.

The purpose of restricted funds were as follows:

Project name /Donor	Details
Lebanon	Annual summer education and activities project in the Al Bass camp through our deliver partner, the Sour Community Disability Programme
Nepal	Support and peer-led education program in partnership with the Bhutanese Refugee Children Forum
Jack Petchey Foundation Achievement Award Scheme	A reward and recognition initiative to celebrate the achievements of our young people
Other Restricted Funds	Other funds reserved for activities in and fundraising for London projects
BBC Children in Need Appeal	Staff and costs of two weekly youth groups and a lunch club for young refugees and asylum seekers to improve their communication skills, reduce social isolation and increase knowledge (2016 - 2018)
Lloyds Bank Foundation	Peer Support project including a lunchtime group and peer to peer study groups (2016 - 2019)
Big Lottery Fund Grant - Reaching Communities (Rise up London Project)	Principal funding for Rise-Up London covering central staff and project costs, including youth groups, participation studies, education workshops, residential trips, advocacy and one-to-one youth case-workers (2016 - 2019)
Paul Hamlyn Foundation	Funding for a part-time Director (2016 - 2018)
Garfield Weston	Contribution to our core cost funding (2018)
Anonymous donation for casework	Costs for one-to-one Caseworker post in Croydon (2018 - 2020)
iWill/Thrive LDN	Funds the leadership group of young refugees and asylum seekers (2018 - 2021)
Comic Relief	Funding for the girls cycling project, run in partnership with The Bike Project. The funding comes through the Bike Project (2018 - 2020)
Help Refugees	Funding for the casework service (2018)
Anton Jurgens Charitable Trust	General funding towards our work
StreetGames UK (Fit & Fed)	Funding for a holiday programme of activities in Brent which combined sports and a meal
Young Londoners Fund	Funding for English language peer support and social learning groups
Highgate Has Heart	Funding towards YR casework service
Croydon Relief in Need	Funding towards YR casework service in Croydon
Lloyds Bank Foundation	Funding for core costs of YR (2019 - 2022)
AB Charitable Trust	Funding for core costs of YR
London Youth Quality Mark	Funding for core costs of YR received as part of our Silver Quality Mark accreditation
The National Lottery Community Fund	Funding to develop Advice and Support Hubs with partners in Brent and Croydon
BBC Children in Need	Funding for activities and support services to young refugees and asylum seekers in Croydon and Brent
John Lyon's Charity	Funding towards YR Service Manager in Brent
Wembley National Stadium Trust	Towards the cost of pitch hire for the YR football project in Brent
Big Give Christmas Challenge	Online match fund provided funding toward YR casework service (2019)
Mischon de Reya	General donation to YR
Woodwood Trust	Funding towards the Advice and Support Hub in Croydon

8. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 30 November 2020.

Detailed Statement of Financial Activities

	2020	2019
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	10,156	24,709
Grants	790,781	464,559
	800,937	489,268
Investment income		
Interest Receivable	140	227
Total incoming resources	801,077	489,495
EXPENDITURE		
Charitable activities		
Wages and Salaries	474,066	
Recruitment Costs	6,177	328,257
Volunteer Costs	577	10,265
Travel and Welfare Costs	2,325	3,387
Project Costs	109,500	3,012
	592,645	415,705
Other		
Insurance	1,274	740
Administration Costs	35,561	30,867
	36,835	31,607
Total resources expended	629,480	447,312
NET INCOME/(EXPENDITURE)	171,597	42,183

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Young Roots is a company limited by guarantee registered in England and Wales.

Registered Company no: 07448744 **Registered Charity no:** 1139685