

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 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

<b>Company number</b> 07448744
<b>Country of incorporation</b> United Kingdom
<b>Charity number</b> 1139685
<b>Country of registration</b> England & Wales, Scotland or Northern Ireland
<b>Registered office and operational address</b> Suite 3.18 – easyHub Croydon, 22 Addiscombe Road, Croydon, CR0 5PE
<b>Trustees</b> 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 (resigned 1.7.22) S R Corker N Prendergast G L Capel (appointed 22.5.22) S Fekadu (resigned 3.12.21) K M Elton N Wyver L Puddefoot-Knaggs J Menold (resigned 3.12.21) J Couper A Hayley P Nigah (appointed 15.1.21) R Ravi (appointed 2.4.22) J Shah (appointed 2.4.22) A Vukovic (appointed 2.4.22)
Chair Treasurer Secretary Chair

<b>Key management personnel</b>
Jo Cobley Victoria Sanderson Tamsin MacDonald Molly Brech Despina Tsiakalou
Chief Executive Head of Finance and Internal Operations Head of Fundraising and Development Head of Services in Brent Head of Services in Croydon
<b>Bankers</b> CAF Bank 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ
<b>Independent Examiners</b> 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.

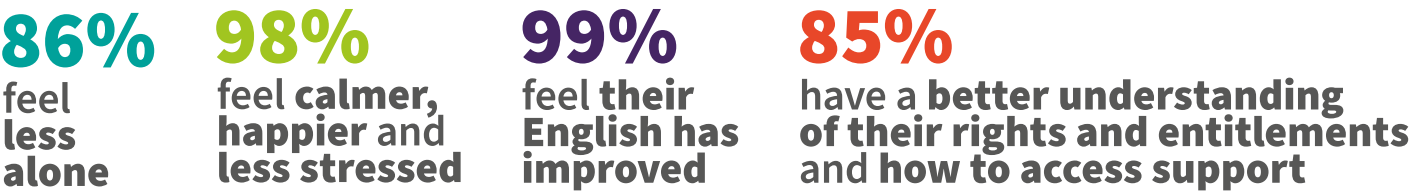
Our approach to our activities is holistic, so the same young people may access our youth development programme and casework service, and they may do this through our Advice and Support Hub and/or via our contingency accommodation project.

## 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:



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](http://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 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.

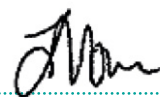
Independent examiner’s statement

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  
FCCA

25th August 2022

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 £
<b>INCOME FROM:</b>							
Donations	2	173,063	-	<b>173,063</b>	119,882	-	119,882
Grants for charitable activities							
Casework	3	-	355,909	<b>355,909</b>	-	369,825	369,825
Youth Development	3	-	406,753	<b>406,753</b>	-	255,650	255,650
Partnership and Outreach	3	-	49,069	<b>49,069</b>	-	55,580	55,580
Influencing	3	-	-	-	-	-	-
Investments	21	-	-	<b>21</b>	140	-	140
<b>TOTAL INCOME</b>		173,084	811,730	<b>984,814</b>	120,022	681,055	801,077
<b>EXPENDITURE ON:</b>							
Raising funds	4	30,000	71,544	<b>101,544</b>	19,537	28,350	47,887
Charitable activities							
Casework	4	40,761	275,893	<b>316,654</b>	30,580	211,933	242,513
Youth Development	4	41,766	259,833	<b>301,599</b>	45,600	165,971	211,571
Partnership and Outreach	4	2,000	169,255	<b>171,255</b>	6,000	96,691	102,691
Influencing	4	1,937	30,220	<b>32,157</b>	-	22,617	22,617
Other		2,189	-	-	2,200	-	2,200
<b>TOTAL EXPENDITURE</b>		118,653	806,743	<b>925,396</b>	76,917	552,564	629,480
<b>NET INCOME / (EXPENDITURE) BEFORE NET GAINS / (LOSSES) ON INVESTMENTS</b>		54,431	4,987	<b>59,418</b>	43,105	128,491	171,597
Transfers between funds		(91)	91	-	-	-	-
<b>NET MOVEMENT IN FUNDS</b>		54,340	5,078	<b>59,418</b>	43,105	128,491	171,597
<b>RECONCILIATION OF FUNDS:</b>							
Total funds brought forward		153,581	212,519	<b>366,100</b>	110,476	84,028	194,503
<b>TOTAL FUNDS CARRIED FORWARD</b>		207,921	217,597	<b>425,518</b>	153,581	212,519	366,100

## BALANCE SHEET

As at 30 November 2021

	Note	£	2021 £	£	2020 £
<b>CURRENT ASSETS:</b>					
Debtors	10	<b>113,593</b>		62,051	
Cash at bank and in hand		<b>365,636</b>		361,076	
<b>TOTAL</b>		<b>479,229</b>		423,127	
<b>LIABILITIES:</b>					
Creditors: amounts falling due within one year	11	<b>(53,711)</b>		(57,027)	
<b>NET CURRENT ASSETS</b>			<b>425,518</b>		366,100
<b>TOTAL NET ASSETS</b>			<b>425,518</b>		366,100
<b>THE FUNDS OF THE CHARITY:</b>	13				
Restricted income funds			<b>217,597</b>		212,519
Unrestricted income funds:					
Designated funds		<b>74,304</b>		8,490	
General funds		<b>133,617</b>		145,091	
<b>TOTAL UNRESTRICTED FUNDS</b>			<b>207,921</b>		153,581
<b>TOTAL CHARITY FUNDS</b>			<b>425,518</b>		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
	£	£	£	£	£
<b>RESTRICTED FUNDS:</b>					
Allen and Overy Foundation	-	10,000	-	-	<b>10,000</b>
Awards for All	4,023	10,000	(4,085)	137	<b>10,075</b>
Barrow Cadbury Trust	17,313	20,250	(37,475)	(88)	-
BBC Children in Need	159	39,955	(39,626)	-	<b>488</b>
BBC Children in Need - Next Steps	19,148	41,051	(65,536)	-	<b>(5,337)</b>
The Big Give	-	9,986	(9,986)	-	-
Brent Mental Health Crisis	-	15,000	-	-	<b>15,000</b>
CAF donor	6,614	45,000	(23,917)	-	<b>27,697</b>
Choose Love	20,001	45,000	(55,001)	-	<b>10,000</b>
Choose Love Afghan Grant	-	35,000	-	-	<b>35,000</b>
City Bridge Trust	11,171	55,500	(53,650)	-	<b>13,022</b>
City Bridge Emergency	7,647	-	(7,647)	-	-
Comic Relief	1,109	93,812	(90,903)	-	<b>4,018</b>
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)	-	<b>(461)</b>
Henry Smith Covid Recovery	-	69,600	(60,688)	-	<b>8,912</b>
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)	-	<b>11,705</b>
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)	-	<b>894</b>
National Lottery Community Fund	20,831	54,605	(60,187)	-	<b>15,249</b>
National Lottery Emergency	23,227	-	(23,227)	-	-
Nepal	1,791	-	(1,791)	-	-
Postcode Society Trust	-	19,877	(3,933)	-	<b>15,944</b>
Smaller funds (less than £5,000)	-	11,650	(1,431)	-	<b>10,219</b>
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)	-	<b>94</b>
Wembley National Stadium Trust	1,378	252	(1,630)	-	-
Young Londoners Fund	6,833	48,574	(20,328)	-	<b>35,079</b>
<b>TOTAL RESTRICTED FUNDS</b>	<b>212,519</b>	<b>811,730</b>	<b>(806,743)</b>	<b>91</b>	<b>217,597</b>
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS:</b>					
Lebanon fund	-	-	-	7,000	<b>7,000</b>
Committed funds	-	-	-	67,304	<b>67,304</b>
COVID fund	8,490	-	-	(8,490)	-
<b>TOTAL DESIGNATED FUNDS</b>	<b>8,490</b>	<b>-</b>	<b>-</b>	<b>65,814</b>	<b>74,304</b>
<b>GENERAL FUNDS</b>	<b>145,091</b>	<b>173,084</b>	<b>(118,653)</b>	<b>(65,905)</b>	<b>133,617</b>
<b>TOTAL UNRESTRICTED FUNDS</b>	<b>153,581</b>	<b>173,084</b>	<b>(118,653)</b>	<b>-</b>	<b>207,921</b>
<b>TOTAL FUNDS</b>	<b>366,100</b>	<b>984,814</b>	<b>(925,396)</b>	<b>-</b>	<b>425,518</b>

**13b.MOVEMENTS IN FUNDS (PRIOR YEAR)**

	At 1 Dec 2019	Income & gains	Expenditure & losses	Transfers	At 30 Nov 2020
	£	£	£	£	£
<b>RESTRICTED FUNDS:</b>					
Awards for All	-	10,000	(5,977)	-	<b>4,023</b>
Angus Irvine	-	2,500	(2,500)	-	-
Auston Hope	-	1,000	(1,000)	-	-
Barrow Cadbury Trust	-	21,450	(4,137)	-	<b>17,313</b>
BBC Children in Need	222	37,021	(37,084)	-	<b>159</b>
BBC Children in Need - Next Steps	-	24,186	(5,038)	-	<b>19,148</b>
The Big Give	-	4,591	(4,591)	-	-
Brent Mental Health Crisis	-	15,000	-	-	<b>15,000</b>
CAF donor	4,101	34,800	(32,287)	-	<b>6,614</b>
Choose Love	14,231	40,000	(34,230)	-	<b>20,001</b>
City Bridge Trust	-	66,875	(48,057)	-	<b>18,818</b>
Comic Relief	-	3,864	(2,755)	-	<b>1,109</b>
Covid Appeal	-	1,347	(1,867)	-	<b>(520)</b>
The Croydon Relief in Need Charity	634	19,995	(14,442)	-	<b>6,187</b>
Henry Smith Charity	-	54,000	(49,109)	-	<b>4,891</b>
Highgate has heart	9,985	-	(9,985)	-	<b>8,912</b>
Jack Petchey Foundation	1,843	1,500	(1,524)	-	<b>1,819</b>
John Lyons Charity	10,741	35,000	(34,034)	-	<b>11,707</b>
Lebanon	-	7,000	-	-	<b>7,000</b>
Lloyds React	-	7,800	(1,873)	-	<b>5,927</b>
London Catalyst	-	1,200	(1,047)	-	<b>153</b>
London Community Response Fund	-	55,580	(41,784)	-	<b>13,796</b>
London Youth Quality Mark	3,000	-	(3,000)	-	-
Mayor's Office	1,599	16,668	(16,673)	-	<b>1,594</b>
Mishcon de Rey	-	2,000	(2,000)	-	-
National Lottery Community Fund	30,313	73,371	(82,853)	-	<b>20,831</b>
National Lottery Emergency	-	49,950	(26,723)	-	<b>23,227</b>
Nepal	1,791	-	-	-	<b>1,791</b>
London Sports Satellite Club	-	1,418	(1,016)	-	<b>402</b>
Street games (Fit & Fed)	550	-	-	-	<b>550</b>
Tampon Tax Fund	-	14,895	(11,759)	-	<b>3,136</b>
UNHCR	-	3,500	(3,447)	-	<b>53</b>
UK Youth	-	19,916	(5,686)	-	<b>14,230</b>
VSIF	-	21,178	(20,829)	-	<b>349</b>
Wembley National Stadium Trust	1,207	1,750	(1,579)	-	<b>1,378</b>
Young Londoners Fund	3,810	46,700	(43,677)	-	<b>6,833</b>
<b>TOTAL RESTRICTED FUNDS</b>	<b>84,027</b>	<b>681,055</b>	<b>(552,563)</b>	<b>-</b>	<b>212,519</b>
<b>UNRESTRICTED FUNDS:</b>					
Designated funds - COVID fund	-	8,490	-	-	<b>8,490</b>
Designated funds - Fundraising appeal	1,104	-	(1,104)	-	<b>0</b>
General funds	109,372	111,532	(75,813)	-	<b>145,091</b>
<b>TOTAL UNRESTRICTED FUNDS</b>	<b>110,476</b>	<b>120,022</b>	<b>(76,917)</b>	<b>-</b>	<b>153,581</b>
<b>TOTAL FUNDS</b>	<b>194,503</b>	<b>801,077</b>	<b>(629,480)</b>	<b>-</b>	<b>366,100</b>

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**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.

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**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.

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**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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