



**Young &  
Inspired**  
HELP FOR THE YOUNG AND DISADVANTAGED

# ANNUAL REPORT

REPORT OF THE TRUSTEES  
AND FINANCIAL STATEMENTS  
PERIOD ENDING  
31 JANUARY 2021  
FOR YOUNG & INSPIRED.







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# Message of The Chair

It seems that no aspect of life is safe from the impact of covid-19 at the moment. And that includes Young and Inspired. The loss of lives, of jobs, of structure, of routine and everything we have come to trust on and rely, has crumbled. It feels as if our foundations have been uprooted. The impact of social-distancing and self-isolation will affect our charity both in terms of dealing with increasing user's needs, user referrals and the impact on fund-raising. It's been an exceptionally difficult year for the entire charity sector and Young & Inspired has been a part of that. The pandemic has been heart breaking in many ways. It's reminded us why we exist and the importance of the work Young & Inspired does.

But I am not dreaming. At Young & Inspired we rode with the challenges and overcame road blocks, one after another. Our governance, staff and most significantly, our children are emerging stronger, we have learned new ways of working and capitalised on wide reaching gains of digital delivery; we are reaching so many more children then we imagined we ever would.

Our Covid-19 response projects: 'Lockdown Looks-up' and 'Back on our Feat' have reached and supported 500 children. We delivered over 10,000 meals, 700 mentoring sessions, 2000 crises parcels, 422 crises counselling sessions, and 4255 homework and educational booster sessions.

We engaged 30 under stimulated and isolated adolescents in regular volunteering and supported 45 young people to access remote based jobs.

We ran an out of the box virtual fundraising campaign which raised over 30k. These funds went directly to families worst hit in the form of cash grants, essential and food parcels and counselling. We know from our surveys that this help prevented families from painful breaks up risked by threat of poverty, hunger and emotional distress.

Children have proven to us that they can be more than a product of unfortunate circumstances; they have stretched and grown and developed grit, resilience, and agency. These children will be tomorrow leaders. They know how to look adversity in its face and overcome it.

Our new strategy and model for advocating for disadvantaged children is nurturing their agency; it's about putting children in driver's seat off their lives and of their future and the ability to course correct when roadblocks arise. This theme will be embedded in all our services and underpin the work we do, starting with our Youth Leadership council steering committee who initiated a new leadership program called 'Agency'.

On a different note-

The financial picture for Young & Inspired was bleak; we were juggling significantly greater call on services, costly adaptations to delivery of activities, staffing reductions due to shielding and illness, significantly increased operational costs balancing higher demand at a 250% increase in the shadows of reduced income. Our Trustees in partnership with our Financial Audit Team agreed to enter a controlled deficit and redeveloped our funding strategy and business plan. At the time of writing this report, our numbers are a lot healthier and we are gradually replenishing our reserves in line with our funding strategy and Reserves Policy.

In the following pages you will see the transformative effects of your support in the lives of the children we serve. None of this would be possible without our amazing staff, board members, volunteers, donors and community partners. I want to thank you for your time, commitment, dedication and support over the past year – I have personally felt that on all levels. You are such an incredible community of people and sharing our strengths makes us stronger. I am so proud to be on this mission with each and every one of you.



**Kaila Klein**  
**Chair of Trustees**  
**24th Mar '21**



#### Trustees

Mr Yoel Fischer  
Mrs Sara Adler  
Mrs Kaila Chava Klien

#### Registered Office

26 Clapton Common  
London, E5 9BA

Registered Company No: 7493381

Registered Charity No: 1145639

#### Independent Examiner

De Claron Ltd  
3a The Vale  
London NW11 8SB



# TRUSTEES REPORT

The trustees are pleased to present their report with the financial statements of the charity for the year ended 31 January 2021. The trustees confirm that the annual report and the financial statements of the charity comply with the current statutory requirements, the requirements of the charity's governing document and the provisions of the Statement Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in Jan 2015.

## Our Vision

Every child should aspire to achieve but no child should take the test of hunger, abuse or isolation.

## Our Mission Statement:

Childhood belongs to all children. No child should be forced to grow OLD prematurely. Together we ensure that all children should have a childhood which empowers them to Grow UP not old.

## Our aim is to fulfil Children's Bill of Rights.

Our steering committee, in consultation with peers, have created the 'bill of rights' which every child deserves: The four 'F' components which are a must for children to enjoy a fulfilling childhood.

**Food:**  
Access to  
nutritious meals  
daily..

**Fun:**  
Recreational  
opportunities which user's  
cannot afford. We believe that  
having a happy fulfilling childhood  
is the basis for a healthy future. We  
wish to create positive memories  
for disadvantaged youth by  
offering holiday retreats, play-  
schemes, trips, and out-of-  
school-hour's fun.

**Friends &  
Relationships:**  
The chance to develop  
and maintain positive  
relationships, with peers,  
adults and mentors

**Future:**  
We empower users to  
budget and be financially  
literate. We also offer job  
coaching, training and  
vocational skills courses. Our  
specialty is working with  
younger NEET users.



Food



Fun



Friendships



Future

## Quotes

**Receiving the breakfast box was so much more than getting food. All we had at home was cheap and stodgy starches that give you a temporary and inflated feel of fullness. My acne broke out terribly and I never showed my camera on zoom sessions or even looked out of the window, i felt bloated, embarrassed and irritated and barely left my bedroom only to visit the bathroom-all day. I craved fresh vegetables, iceberg lettuce and wholesome cheese. To me this box gave me a new lease of self esteem. The food was balanced and delightful, I felt amazing afterwards, the consistency in how it came, every morning accompanied by a friendly letter and mind breaking puzzles set the tone for the day and gave me some certainty and helped me feel grounded.**

**I used to feel like I'm cheating my toddler, feeding her tinned and jar food only and takeout on holidays. I didn't begin to know how to cook anything other than pasta and noodle soup and was clueless how to budget my tight income to choose the most value for money foods.**

**Conquer the Kitchen' has taught me to budget effectively and prepare nutritious meals for us. Mealtimes have become a meaningful bonding experience (Simi)**

**I joined Art Haven and DMC Drama club as an angry teen. Unmotivated and untalented and just happy to have a somewhere nice to go after school which serves snacks. Y&I harnessed a talent I never knew I had. I adore anything arts related and have joined an art academy. Y&I arranged my scholarship**



# CONVERSATION



**Manny, Interviewer:**

Hi Michelle, Hello Eli, Hi Mariam,  
You are steering Young & Inspired into amazing pathways,  
do you want to share with us about yourselves and  
how you joined Young & Inspired?

**Michelle:** I was 8 when I joined Young and Inspired's Breakfast Club. Before that, all I could think about in my morning classes was which one of my classmates I haven't yet panhandled for snacks and where I can find food for till lunch. I failed all my morning classes and aced my afternoon classes after lunch. I haven't missed a breakfast club session since, I now volunteer at breakfast club too.

**Eli:** Every day I would look myself in the mirror and wonder why I was so unlikeable. Why no one wanted to be my friend. After joining Young & Inspired DMC club, the therapist gave me a socials- skills-toolbox. Today I am a Leader and Mentor to other struggling kids.

**Mariam:** My parents are divorced, I live with my mum, but she must work double shifts sometimes to pay the bills, Young & Inspired's Breeze afterschool club was a life saver for me.

**How do you monitor the performance of the young people that you have to lead?**

**Michelle:** We distribute and collect surveys to all children who join sessions, we also lead focus groups where we discuss our work in detail. I work directly with monitoring officer and know she uses SDQ and Outcomes stars to measure differences.

**Are you able to delegate responsibilities efficiently?**

**Eli:** We did training for this. In the beginning; I felt like I needed to control everything and only I could execute a task perfectly. I really learned the balance now, and so have my other team mates on the committee.

**How would you describe your leadership style?**

**Michelle:** My leadership skills can be described as creative, open, and encouraging. I always do what I can to foster an environment that is conducive to the learning and growth of peers.

**How has covid-19 impacted your lives and the lives of your peers**

**Eli:** My mum lost both her Dad and Aunt in one month. My house was so sad and I couldn't get out. Then I was voted in as steering committee member, things became so much more bearable. We set up a digital device library and shifted most sessions virtually, connecting with my Young & Inspired community and others really helps me survive each day.

**Mariam:** The anxiety was the worst. Everyday brought more horrors and tragedies, the media made me scared. Everything made me scared and discussing this with my peers, I realized I'm not alone. The anxiety workshops significantly helped.

**Michelle:** The hunger above everything upset me, it was difficult to get up to with little to eat, do thing and meet no-one. When we started doing the breakfast boxes, I was so relieved, and through the feedback forms and discussions I know that others were too.

**Thank you Michelle, Mariam and Eli.  
You are inspiring leaders and an asset to Young & Inspired!**



# Projects:

## Our Covid 19 Response Projects



Lockdown-Looks up was first our crises intervention project. We mobilised within 24 hrs and then launched Project Back-on-our-Feet:

### **Back on our Feet:**

'Back on our Feet' is a pragmatic adaption to general services with new specific services to directly address COVID-19 bio-psycho-social effects on disadvantaged children and Young people and steer them to recovery. Our Project has three strands:

1) Food provision-We Expanded our breakfast clubs to 3 more locations, feeding 100% more children yet in smaller groups and inviting non-school age children to attend too. During the lockdown we innovated our Breakfast Club through distributing Breakfast Boxes to our children's homes.

### **2) Mental Health Support**

Covid 19 exacerbated mental health disorders for children with existing conditions and also generated new issues. For Children and adolescents with mental health needs, school closure meant a lack of access to the resources they usually have through schools. In a survey by the mental health charity Young Minds, which included 2111 participants with a mental health illness history in the UK, 83% said the pandemic had made their conditions worse. 26% said they were unable to access mental health support; peer support groups and face-to-face services have been cancelled and support by phone or online can be challenging for many young people. All children signposted for our Mental Health

Support project received an intake assessment and were paired with a mentor and offered one-to-one sessions on zoom, telephone or face-to-face in line with government guidelines. Mentors are supervised and supported by qualified licensed therapists with supervision licenses. We also offered weekly group therapy sessions which are particularly helpful in giving the children support and the chance to feel 'normal' with their mental health issues. In addition we delivered a 'children in bereavement' group and virtual art and drama therapy sessions.

We have also launched an exciting DBT skills workshops for adolescents contending with stressful home environments and relationships which were exacerbated by Covid-19:

**-Mindfulness:** Empowering young people to direct attention and to observe and describe what they are feeling and thinking in the moment without judgement. These skills help young people develop a more stable sense of who they are, and can help reduce reactivity to painful thoughts and emotions.

**-Distress Tolerance:** targets impulsivity by teaching adolescents how to effectively distract and soothe themselves while considering pros and cons of their actions. These skills typically replace problem behaviours such as self-injury, substance use, binge eating, and angry outbursts.

**-Emotion Regulation:** addresses emotional sensitivity, and other unregulated moods such as chronic depression, anxiety, or anger.

**-Interpersonal Effectiveness:**

# Projects:

## Our Covid 19 Response Projects



such as how to ask for what you want, how to say no how to maintain a sense of self-respect and independence in the face of external pressure.

**-Middle Path:** targets extreme and non-balanced thinking and behaviours. These skills involve learning about common areas of conflict and polarization, and reducing this conflict by learning methods to change behaviour, as well as methods of validation and acceptance.

**-Phone coaching:** This part of the treatment is designed to promote skills use where it matters most – in daily life. When our clients feel unsure of how to approach a particular situation, they are encouraged to contact their individual therapists for help in using DBT skills.

this manner of learning was the best option – there is no question that many children lost a huge amount of skills gained during the first two school terms. This is especially true for children in Early-Years and Key-Stage-1, as teachers report now once school has reopened, 'many children will have to start learning to read from scratch'.

Save our Literacy offered weekly literacy sessions where children practice their literacy skills, and play literacy games with our team of trained volunteers. We supported children who were referred to us by schools, teachers and parents who have lost their basic reading and writing skills during the pandemic. Through our project we are playing a critical role in helping children from low-income homes to catch up their foundational learning skills and succeed in their education.

### 3) Save our Literacy

During the lockdown all school reverted to online and telephone home-schooling. While





## Drive Your Car - Agency:



***Our leadership programs offer year-round experiences where young people can learn, practice and benefit from valuable life and leadership skills. We set the stage for kids as young as 13 to become leaders, first of themselves and then in their communities. Our program supports young people to learn soft skills and connects them with various internal and external volunteering opportunities.***

## Savvy & Successful



***Savvy & Successful creates pathways to employment for 60 NEET adolescents. It incorporates mentoring, career advising, vocational courses, job readiness workshops and liaising with employers to arrange jobs and mediate issues in workforce. It tackles poverty in a holistic through enabling young people to procure employment, manage money and be financially literate.***

***During lockdown we transitioned the project to digital delivery and incorporated a digital-literacy component. Mentors focus on the needs of each beneficiary and meet them where they are, then help them get where they need to be. Thank you Young Hackney Consortium for funding this project. Despite complex economic climate and collapsing job market, we helped 23 young people and supported 18 new young people between 16-25 into employment and more significantly more into further education.***

## Breeze after school Play n' Learn



**Breeze after school Play n' Learn aims to provide a safe, stimulating and fun environment where children from disturbed families, or those living in overcrowded homes or lack parental supervision can access a safe haven and develop socially, physically, morally, intellectually, emotionally and creatively. Breeze After-School Club transitioned to remote delivery and operated 3 days weekly.**

**During the Summer Holidays, we were grateful that we could deliver face to face sessions. It was such a treat to be in each other's company. Research has proven that play is vital for children to learn and grow, both physically and mentally. Play lets them work out their emotions, explore the world around them and discover who they are. Breeze play scheme operates during summer, winter April, and half term holidays.**

## Conquer the Kitchen



**Conquer the Kitchen empowers teenage and young parents with vital cooking, nutrition and budgeting skills and connects isolated, post partum women from various backgrounds through food**



## Conquer the Kitchen

***In response to Covid 19 we launched Food bytes, a virtual community forum supporting young mothers with home cooking and Community-Cabinet Kitchen tool lending library. We stock kitchen essential tools such as blenders, peelers, pots, slow cookers and fun gadgets too, like juicers, pastry making tools, etc. Each appliance can be borrowed for 5 days, after which users must return it washed and cleaned. We then sterilize equipment.***

***Community Cabinets lowers the barrier for consumers who want to eat healthier and cook at home more often by giving them low-cost access to otherwise expensive equipment and offers a solution to people living in crowded accommodation with no space to store equipment. It also prevents waste of purchasing a tool, using it once and abandoning it.***

## DMC -Drama Makes me Calmer



***DMC –Drama Makes me Calmer involves weekly drama sessions and a drama therapy focused summer camps for young people from turbulent backgrounds, or who are exhibiting risk factors of poor mental health. It's inviting individuals to examine their own behaviour, acting as a catalyst for promoting personal development and change.***

***Despite initial teething issues we managed to adjust and we were able to deliver great virtual sessions***



# TRUSTEES REPORT

Collectively, these projects have served over 400 disadvantaged children living in London this year.

Our programs are led by project managers but staffed entirely with volunteers in order to reduce the costs. All our staff and volunteers undergo child safeguarding training and are DBS checked.

Young & Inspired has made a huge difference in the lives of disadvantaged children and teens and the trustees are proud to have inspired this change.

## **RESERVE POLICY**

It is the policy of the charity to maintain unrestricted funds, which are the free reserves of the charity, at a level which equates to approximately three months unrestricted expenditure. This provides sufficient funds to cover management and administration costs. The trustees are delighted that we have reached this position this year.

## **MEMBERSHIP**

Young and Inspired Ltd are proud to be an accredited member of London Youth. We are also members of Sported.

## **RISK ASSESSMENT**

The trustees have identified and reviewed the major risks to which the charity is exposed. Both manual and automated checks are consistently invoked, particularly those relating to the operations and finance of the charity. The trustees are satisfied that these systems and procedures mitigate any perceived risks. Trustees are active in reviewing possible day to day challenges and are prepared to take necessary measures.

## **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

Charity 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 charity and of the profit or loss of the charity for that period. In preparing those financial statements, trustees must/are required to/have ensured to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in its activities.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2006. AUDITOR There is no audit requirement for the charity. An independent examiner's unqualified report will be prepared by De Claron Ltd.

## **ON BEHALF OF THE BOARD SIGNED:**

Sarah Adler, Trustee  
24th Mar '21



# Independent Examiner's Report To The Trustees Of Young & Inspired

I report on the accounts of the Charity for the year ended 31 January 2020, which are set out on pages 4 and 13.

## **RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER**

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under the Charities Act 2006 and that an independent examination is needed. It is my responsibility to:

- Examine the accounts (under the 2006 Act);
- Follow the procedures laid down in the General Directions given by the Charity commissioners (under the 2006 Act);and
- State whether particular matters have come to my attention.

## **BASIS OF INDEPENDENT EXAMINER'S REPORT**

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records.

## **INDEPENDENT EXAMINER'S STATEMENT**

In connection with my examination, no matter has come to my attention: which gives me reasonable cause to believe that in any material respect the requirements

- To keep accounting records in accordance with the 2006 Act; and
- To prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2006 Act have not been met; or, (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

**De Claron Ltd.**  
**3a The Vale**  
**London**  
**NW11 8SB**

24th March 2021



## Young & Inspired - y/e 31.01.2021

### Income & Expenditure Statement

	y/e 31.01.2021		y/e 31.01.2020	
	Restricted Funds £	Unrestricted Funds £	Restricted Funds £	Unrestricted Funds £
<b>INCOMING RESOURCES</b>				
DONATIONS RECEIVED	32,115.00	38,969.01	73,908.70	114,557.50
GRANTS RECEIVED	62,399.00	93,080.81	53,390.00	188,702.28
OTHER INCOME		500.00		1,434.00
GIFT AID CLAIMS		7,587.50		5,072.50
	94,514.00	140,137.32	127,298.70	309,766.28
<b>TOTAL INCOMING RESOURCES</b>		<b>234,651.32</b>		<b>437,064.98</b>
<b>RESOURCES EXPENDED</b>				
<b>CHARITABLE PROGRAMS</b>				
BACK ON OUR FEAT	145,800.00	67,400.00		
ART HAVEN		820.50	17,000.00	22,240.00
BREEZE	1,200.00	2,400.00	18,900.00	23,520.00
BRITAIN R US		-		-
BRUNCH BOX		23,984.50		
CONQUER THE KITCHEN	9,905.00	11,614.00	10,750.00	12,900.00
D.M.C.			14,314.85	38,200.00
DRAMA MAKES ME CALMER	30,870.00			
FIRST AID			10,842.93	5,000.00
FLORAL ART			7,000.00	6,000.00
HOMEWORK BOOSTER CLUB			1,686.76	11,699.66
LOCKDOWN LOOKSUP	1,085.00	3,380.00		
PASSION FRUIT PROJECT	10,360.00	3,269.39	31,240.00	-
SCIENCE CLUB	-		-	19,210.00
SEASONAL TRIPS			15,805.00	7,388.87
SKILLS BUILDING COURSES	11,000.00			
SUNSHINE BREAKFAST CLUB	600.00	8,302.00	2,490.84	24,385.00
SUVVY & SUCCESSFUL	3,000.00	5,000.00		
SWIMFIT			2,050.00	25,150.00
TEACH ME TO REACH			14,000.00	29,000.00
WALKING WARRIORS	280.00			
WATER SPORTS	6,645.00		542.93	21,000.00
WELL REMEDIAL	239.00	1,000.00	13,042.93	18,442.96
	145,800.00	67,400.00	159,666.24	264,136.49
<b>ADMINISTRATIVE EXPENSES</b>				
BANK CHARGES		2.50		-
FUNDRAISING COSTS		165.00		11,020.00
ADVERTISING & PUBLICITY	300.00	250.00		
INSURANCE				623.30
LEGAL AND ADMIN EXP		1,332.00		1,152.00
WAGES		25,902.58		16,716.33
EQUIPMENT PURCHASED & OFFICE MAINT.		3,621.51	35.90	3,580.10
TELEPHONE	100.00	68.39		
TRAINING		240.00		
WEB DESIGN & IT	1,200.00		1,440.00	
	1,600.00	31,581.98	1,475.90	33,091.73
<b>NET INCOMING RESOURCES</b>	<b>(52,886.00)</b>	<b>41,155.34</b>	<b>(33,843.44)</b>	<b>12,538.06</b>
<b>TOTAL INCOMING RESOURCES</b>		<b>(11,730.66)</b>		<b>(21,305.38)</b>
<b>FUNDS BROUGHT FORWARD</b>		<b>149,681.42</b>		<b>170,986.80</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>137,950.76</b>		<b>149,681.42</b>

## Young & Inspired - y/e 31.01.2021

### Income & Expenditure Statement

y/ e 31. 01. 2021		y/ e 31. 01. 2020	
Restricted Funds	Unrestricted Funds	Restricted Funds	Unrestricted Funds
£	£	£	£

### Balance Sheet

	y/e 31.01.2021		y/e 31.01.2020	
	£	£	£	£
CURRENT ASSETS				
DEBTORS			-	
CASH at BANK	11,461.43		149,681.42	
		11,461.43		149,681.42
SHORT TERM CREDITORS				
LOAN CREDITORS	8,465.06			
		8,465.06		-
NET ASSETS		2,996.37		149,681.42
FUND ACCOUNT				
TOTAL FUNDS		2,996.37		149,681.42

The company is entitled to exemption from audit under Section 477(2) of the Companies Act 2006 for the year ended 31st January 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31st January 2021 in accordance with Section 476 of the Companies Act 2006.

The director acknowledges his responsibilities for:

- (a) ensuring that the company keeps accounting records which comply with Section 386 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year, and its profit and loss for the financial year, in accordance with the requirements of section 393, and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and with the Financial Reporting Standards for Smaller Entities (effective January 2015).

### ON BEHALF OF THE BOARD

Director

Director

Approved by the Board on: 29 April 2021

Yours,

C Lubin





# **Notes to the Financial Statements For the Year Ended 31 January 2021**

## **ACCOUNTING POLICIES**

Basis of preparation of financial statements. The financial statements have been prepared under the historical cost convention as modified to include the revaluation of land and building with the exception of investments which are included at market value. These financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" published in February 2005.

## **CHARITY STATUS**

The charity is a charitable company. The members of the charity are the trustees named on page 4.

## **FUND ACCOUNTING**

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

## **INCOMING RESOURCES**

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Income tax recoverable in relation to donations received under Gift Aid or deed of covenant is recognised at the time of the donation.

## **RESOURCES EXPENDED**

All expenditure is accounted for on a cash basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a monthly basis. Management and administration costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

## **GOING CONCERN**

The accounts have been prepared on a going concern basis as the trustees consider the charity will continue to operate for a period of at least twelve months from the date of the approval of these accounts.

## **NET INCOMING RESOURCES**

During the year no trustees received any remuneration, benefits in kind or reimbursement of expenses.







**Young &  
Inspired**  
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Charity No: 1145639