OXFORDSHIRE YOUTH

England & Wales · Charity number 1151723

Details

Status	Registered
Legal form	CIO
Registered	2013-04-22
Register	View on the Charity Commission register

Contact

Address	Oxfordshire Youth 5000 John Smith Drive Arc Oxford Oxford OX4 2BH
Phone	01865 767899
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Website	www.oxfordshireyouth.org

Activities

Objects: TO ACT AS A RESOURCE FOR YOUNG PEOPLE AND ORGANISATIONS WORKING WITH YOUNG PEOPLE WITHIN OXFORDSHIRE, BY PROVIDING ADVICE AND ASSISTANCE AND ORGANISING PROGRAMMES OF PHYSICAL, EDUCATIONAL AND OTHER ACTIVITIES AS A MEANS OF:(A) ADVANCING IN LIFE AND HELPING YOUNG PEOPLE BY DEVELOPING THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS;(B) ADVANCING EDUCATION;(C) RELIEVING UNEMPLOYMENT;(D) PROVIDING RECREATIONAL AND LEISURE TIME ACTIVITY IN THE INTERESTS OF SOCIAL WELFARE FOR PEOPLE LIVING IN THE AREA OF BENEFIT WHO HAVE NEED BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABILITY, POVERTY OR SOCIAL AND ECONOMIC CIRCUMSTANCES WITH A VIEW TO IMPROVING THE CONDITIONS OF LIFE OF SUCH PERSONS.

Activities: Provision of services for young people in Oxfordshire

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Arts/culture/heritage/science, Amateur Sport, Economic/community Development/employment, Recreation
- **Who:** Children/young People, People With Disabilities, Other Charities Or Voluntary Bodies

Geography

- Oxfordshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,387,595	£2,326,683	£72,434	54
2024-03-31	£2,118,785	£2,109,041	£11,522	50
2023-03-31	£2,126,740	£2,319,402	£1,778	52
2022-03-31	£2,839,581	£2,735,757	£194,440	54
2021-03-31	£1,440,023	£1,384,155	£90,616	28

Trustees

Name	Role	Appointed
John May	Chair	2023-01-01
Caroline O'Connor		2025-10-02
Dr Aoife O'Higgins		2025-12-15
Eluned Harries		2025-10-02
Fiona Elaine Clarke		2018-09-27
Isabel Dharmasiri		2022-05-26
Oyindamola Oyeduntan		2025-11-25
Robert Shankly		2025-10-02
Samuel Jones		2024-11-12
Zahid Bhatti		2024-05-01

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OXFORDSHIRE YOUTH

England & Wales - Charity number 1151723

Accounts

Oxfordshire Youth

Charity Registration No: 1151723

Financial Statements

for the year ended

31st March 2025

Oxfordshire Youth

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Charitable incorporated organisation: 1151723

Principal office: Oxfordshire Youth, 5000 John Smith Drive, Oxford Business Park, Oxford, OX4 2BH

Email: admin@oxfordshireyouth.org

Auditors: Wenn Townsend, 10 Broad St, Abingdon, OX14 3LH

Bankers: Barclays Bank P.L.C., 30 Market Square, Witney, Oxfordshire, OX28 6BJ

Solicitors: Taylor Vinters, Prama House, 267 Banbury Road, Summertown, Oxford, OX2 7HT

OXFORDSHIRE YOUTH TRUSTEE BOARD

The trustees serving during the year and since the year-end were as follows:

Chair
John May (appointed 1st January 2023)

Deputy Chair
Fiona Clarke (appointed 27th September 2018)

Trustees

Fiona Clarke (appointed 27th September 2018)
Zahid Bhatti (appointed 1st May 2024)
Isabel Dharmasiri (appointed 26th May 2022)
Nabila Hafiz (appointed 22nd May 2024)
Emma-Jane Hampsheir-Gill (appointed 26th May 2022)
Craig Pinkey (appointed 5th October 2023)
Catherine Riddle (appointed 26th November 2020)
Samuel Jones (appointed 12th November 2024)
Charles Ravenhill (appointed 25th February 2025)

Standing Committees
Finance, Audit, and Risk: Arun Bahl (Chair, resigned 15th May 2024)
Finance, Audit, and Risk: John May (temporary Chair from 16th May 2024)
Safeguarding, Quality, and Impact: Catherine Riddle (Chair)
People, Culture, and Digital: Emma-Jane Hampsheir-Gill (Chair)
Remuneration Committee: John May (Chair)

Chief Executive
Jodie Lloyd-Jones

Honorary Members
Lady Henrietta Spencer-Churchill (President)
Carl Anglim BEM (Vice President)
Malcolm Cochrane MBE (Vice President)
Mark Dessain (Vice President)
Felicity Dick (Vice President)
Richard Dick (Vice President)
Jim Duthie (Vice President)
Andrew Feilden (Vice President)
John Harwood (Vice President)
Dave Hutchinson (Vice President)
Margie Jarvis (Vice President)
Sir Charles Ponsonby 3rdBt (Patron)
Sir Tim Stevenson KCVO, OBE, CStJ (Patron)
Miles Tuely (Vice President)
Richard Venables (Ambassador)
Mike Watkinson MBE (Vice President)

Oxfordshire Youth

Trustees' Report

1.1 Statement from our Chair

Welcome to Oxfordshire Youth's 2024–25 Annual Report. As Chair of Trustees, I am pleased to present this report, which demonstrates the vital contribution Oxfordshire Youth continues to make to young people, communities, and the wider system of support across the county.

Oxfordshire is a county of opportunity, but it is also a county of stark contrasts. Alongside global centres of excellence sit communities facing persistent disadvantage, rising living costs, and increasing pressure on public services. For many young people, these conditions translate into real risk: insecure housing, declining mental wellbeing, limited access to support, and reduced confidence in their future prospects. These challenges are not isolated; they are interconnected and, if left unaddressed, place increasing demand on statutory services.

Young people consistently tell us that they need stability, trusted relationships, and timely support. Evidence shows that when these are absent, the consequences can be profound - for individuals and for the systems around them. Oxfordshire Youth exists to intervene early, reduce risk, and strengthen protective factors so that young people are better able to thrive, rather than reach crisis point.

Our work is grounded in high-quality youth work practice and informed by what young people themselves tell us works. Through leadership development, youth voice, and pathways to independence, we support young people to build resilience, skills, and agency. At the same time, we work at a system level, strengthening the capacity, sustainability, and effectiveness of the wider youth sector across Oxfordshire.

A key strength of Oxfordshire Youth is this dual role: delivering targeted support to young people while acting as a strategic partner to local authorities, funders, and commissioners. We are committed to collaboration, alignment, and shared outcomes, ensuring that investment in youth services delivers measurable social value. Early intervention, prevention, and joined-up working are not only the right approach for young people; they are essential to long-term system sustainability.

This report reflects a year of purposeful delivery and continued organisational maturity. I would like to thank our dedicated staff team, led with focus and determination by Jodie Lloyd-Jones, alongside my fellow trustees, partners, funders, and supporters. Your investment, whether financial, professional, or relational, enables Oxfordshire Youth to respond to need, adapt to changing contexts, and deliver impact at scale.

As pressures on young people and services continue to grow, the case for sustained, strategic investment in youth work has never been clearer. Oxfordshire Youth stands ready to play its part as a trusted partner, delivering outcomes that matter for young people and for the communities and systems that support them.

John May OBE DL
Chair of Trustees, Oxfordshire Youth

1.2 Statement from our CEO

For 77 years, we have served as the cornerstone of youth clubs and youth organisations across the county. In 2016, we expanded our scope to support all 150 youth organisations in Oxfordshire. Our commitment to sustaining a thriving youth sector is paramount, and this year, we received continued significant support from the National Lottery Community Fund and The Prudence Trust. Their backing enabled us to train 1149 staff, host inspiring conferences, and initiate much-needed wellbeing support for frontline youth workers, which led to a notable 30% reduction in burnout.

Why does all of this matter? Oxfordshire faces significant challenges: ten of its wards rank among the top 10% of the most deprived areas in the country. There is an increase in young people entering care, youth homelessness is on the rise, and mental health issues are becoming more prevalent. Moreover, access to support is not equitable; Black and ethnically diverse young people are disproportionately affected, and neurodivergent young people are not receiving the necessary support.

There is much work to be done, but the voluntary sector in Oxfordshire remains a formidable force, providing crucial services that have a tangible impact on the lives of young people. These services offer safe environments where young people can experience a sense of belonging, build relationships with trusted adults, and develop vital life skills, all of which are essential as they transition into adulthood. Although this sector is underfunded, its importance cannot be overstated, and we remain steadfast in our efforts to support these exceptional organisations and their dedicated teams.

Over the past 12 years, our direct work with young people has largely been on leadership development through youth voice forums and youth development programmes, engaging 1,222 young people in the past year alone. In 2020, we expanded our services into supported housing, which has since become a core aspect of our work. Our Young People's Supported Accommodation initiative is focused on preventing homelessness, and last year, we assisted 183 young people.

Why is this work so crucial? Because life is inherently unequal, and many young people face significant adversity. Family breakdowns, substance abuse, and mental health challenges can make life exceptionally difficult. Without a strong support network or a safe place to turn, navigating these difficulties becomes even more daunting. In Oxfordshire, housing costs are prohibitively high, and reliance on food banks has surged. Before we can address matters such as engagement, well-being, skills development, or leadership (even leadership of their own lives), we must first ensure that young people's fundamental needs - shelter, food, and security are met. This critical work is made possible by our exceptionally dedicated staff.

It is evident that many of these challenges are systemic, involving issues such as inequity, resource allocation, investment priorities, and cross-sector communication gaps. This is why partnerships are at the core of our approach. Collaboration is essential to our work, and we are actively engaging with individuals and organisations across various sectors to share knowledge, foster innovation, and ultimately improve the lives of young people in Oxfordshire.

I am deeply grateful to the remarkable team at Oxfordshire Youth for their unwavering commitment to our mission and their dedication to continuous learning and development. I would also like to extend my sincere thanks to our trustees for their strong leadership and guidance. Our goal for the coming year is to further develop an Oxfordshire Youth that is sustainable, resilient, and fully equipped to support the young people and the youth sector we serve.

Jodie Lloyd-Jones
CEO
Oxfordshire Youth

1.3 Strategy and Performance

Our Vision, Mission, and Values
Our VISION is a future in which every young person has the skills, support, and connections to thrive.
Our MISSION: Through the power of youth work we transform young people's lives, unite communities, and tackle inequality of opportunity.
Our VALUES:
1) We listen and respond to the wisdom of young people
2) We commit to anti-oppressive practice
3) We champion well-being
4) We prioritise reflection, learning, and growth
5) We act with integrity and courage
6) We make space for innovation and fun

Our people
Oxfordshire Youth benefits from a highly skilled, committed, and motivated staff team, whose collective passion to make a difference to young people's lives is what drives the charity forward. The CEO, Jodie Lloyd-Jones, who has been with the charity for nine years, provides strong leadership and commitment - not just to the charity, but to the young people we serve. Oxfordshire Youth works strategy The Power of Youth Work 2023-2025, sets out three strategic goals:



OXFORDSHIRE YOUTH
TRUSTEES' REPORT (CONTINUED)

2. The Power of Youth Work

2.1 Strategic Goal 1: Young people are accessing high-quality youth work and youth work practices that meet their needs

In 1947, Oxfordshire Youth (OY) was founded to support volunteer youth clubs and create a safe space for positive activities for young people. For nearly 80 years, Oxfordshire Youth has acted as a backbone to other organisations working with young people. This support is essential in ensuring that young people have access to safe spaces, trusting adults, and development opportunities outside of school, so that they can thrive and move into adulthood with the confidence, social and emotional competencies, and practical skills they need to succeed. Oxfordshire Youth is committed to meeting the changing needs of the grassroots organisations in Oxfordshire that work with children and young people aged 8-25.

2.1.1 Changemakers Programme

Youth clubs, youth projects, youth organisations and other organisations providing opportunities for young people in Oxfordshire can join Oxfordshire Youth as a member, or "Changemaker" in order to join a network and gain access to high-quality support and opportunities. In 2024-25 74 organisations were changemakers.
OY consulted 36 organisations from all regions of the county, including organisations that offer universal access as well as specialist activities, to redesign the Changemaker Network, offering tiered membership to ensure we engage with the youth sector in a way that best suits their needs and priorities.

- In 2023-24, OY worked with 1149 professionals delivering a total of 425 training hours. We worked with over 75 organisations that work with young people from across the county as part of the Changemakers Network, offering training, bespoke support, access to information about funding opportunities, advice on governance, sharing information around job opportunities, and bringing the community together in an annual Youth Work Conference.

"I'd like to express my gratitude for your presence a few weeks ago. The session was truly impactful, and I'm excited about the potential outcomes it may bring. Moreover, I want to extend my heartfelt appreciation for all the incredible work you do; it's truly inspiring. Thank you!" (TJ, Youth Team Leader at Sunrise).

2.1.2 Youth Work Conference

100% respondents said that the conference helped them to understand the value of systems change in their work.
100% respondents said the conference gave them useful tools to implement in their practice with young people.
96% respondents said they improved their skills and confidence in understanding systems change in their work
"*The workshops were hugely valuable with tangible information that can be used and applied immediately in my own practice. It [has] been wonderful to network and inspire each other*."
"It's very useful to share all the knowledge between agencies - what works for them/us."
"Most valued? The opportunities to ask questions, to reflect and develop skills."

2.1.3 Training

Oxfordshire Youth provide essential training and support for existing and aspiring youth workers, supporting the vibrant, talented, under-resourced, and hugely committed sector across Oxfordshire.

- OY provided 89 specialised training sessions for professionals across the youth sector, hosted online or in person at OY or onsite, and reaching 952 youth work practitioners.

Training experiences provided:
Emergency First Aid at Work, Youth Mental Health First Aid, Suicide Prevention, Reflective Practice session on the topic of engaging with young men, Level 2 and Level 3 Safeguarding in partnership with OSCB, Exploitation and Gang Associated Harms, Cranstoun Drug Use Training for Professionals, Being Funding Ready, Impact of Social Media, Introduction to Adolescent Mental Health workshops. OY qualified 24 new youth workers in L2 or L3 Youth Work training.

2.1.4 Children and Young People's Forum

The Children and Young People's Forum (C&YP Forum) is the collective voice of the voluntary sector working with children, young people, and families across Oxfordshire. Over 200 organisations engage in this quarterly forum that is chaired by Oxfordshire Youth's CEO. The C&YP Forum elects representatives from voluntary sector organisations on to various strategic boards in order to collaborate on strategic development with the public sector.

2.1.5 Sector Insider

This is a digital newsletter designed for the youth sector in Oxfordshire. Nearly 900 sector workers and volunteers receive the newsletter, which is a space where national and local news in relation to youth work and opportunities for the sector and young people are shared. In addition, it offers the sector access to OY's employability and leadership programmes, youth voice and participation opportunities - including its Youth Voice Network - and leadership, issue-based and challenge workshops for young people.

2.1.6 Youth Practitioner Well-being Programme

Oxfordshire Youth, in its third year of funding by The Prudence Trust, is delighted to have hosted the inaugural Youth Practitioner Well-being Programme. This programme offers a comprehensive long-term well-being and professional development initiative for youth work practitioners.

"The Youth Practitioner Well-being has been a really valuable programme to be part of. Rarely do you have an opportunity to reflect and build personal resilience through well-being - it's usually during or in the aftermath of an incident. It has been fantastic to dedicate time to thinking and practising positive action. This programme has definitely had a big impact on my life, viewpoint and attitudes. I will take all of these skills and continue to use them, share them, and value them. Thank you so much for organising this." - Anonymous Feedback

2.1.7 Youth Leadership Retreat

"This programme has definitely had a big impact on my life, viewpoint, and attitudes. I will take all of these skills and continue to use them, share them, and value them." "Really, really enjoyed it! It's been really helpful to get to know others who work in the sector and make new connections." "An amazing course and wonderful to meet like-minded people in a career space where you can feel isolated and on your own. Various and interesting jobs that people do, but all needing self-care along with the giving nature of their jobs. A truly valuable course and some wonderful people." Youth Leadership Retreat

2.2 Strategic Goal 2: Outcomes are improved through meaningful cross-sector partnerships

Here our work is about promoting the role of youth work as a vital contributor to young people's personal and social development, increasing diversity of opportunities for young people as a result of cross-sector partnerships, and enabling changes in systems and practices across public and voluntary sectors to ensure better outcomes for young people.

2.2.1 Children and Young People's Mental Health and Well-being Partnership

Oxfordshire Youth, in collaboration with six other organisations, has formed the Children and Young People's Mental Health and Well-being Partnership. This partnership aims to improve outcomes for children and young people in Oxfordshire by providing cross-sector leadership to develop and implement emotional health and well-being services across the county.

2.2.2 National Youth Work Week

During National Youth Work Week, we highlighted the importance of youth work across all of Oxfordshire Youth's communication channels. Through a series of blogs, social media posts, and newsletters, we showcased excellent practices in our sector and addressed the challenges facing young people and our work. The week concluded with a debate hosted by Oxfordshire Youth, in which a panel of youth sector leaders discussed the evolving nature of youth work in the digital age.

2.2.3 Triumph

Triumph is an independent action group made up of organisations and colleagues from the voluntary youth sector. Since July 2020, they have been actively reviewing, surveying, and discussing the ongoing systemic inequities in the sector, with a particular focus on racial inequality. Oxfordshire Youth is a key participant in this national partnership, with five of its staff members involved at different levels. This work aligns with Oxfordshire Youth's strategy and strengthens the connection to the Sector EDI (Equality, Diversity, and Inclusion) working group that Oxfordshire Youth lead in the county.

2.2.4 Business Guardians

During 2024 - 2025 Oxfordshire Youth started to design a new programme that would enable OY to partner with large and influential businesses who have roots in Oxfordshire. The aim of this programme is to build long term meaningful partnerships that support OY with unrestricted annual income and additional donations into OY's core infrastructure, to enable OY to sustain its work and create the change needed in Oxfordshire. This programme will launch in 2025.

2.2.5 Sector Equality, Diversity, and Inclusion Group

We established a Sector Equality, Diversity, and Inclusion (EDI) group in 20203, bringing together youth work leaders from the global majority to improve support for organisations serving at-risk and under-served communities. This group was created in response to the shared understanding that young people benefit from having youth workers from diverse backgrounds. Additionally, it provides a much-needed safe space for practitioners with lived experience of marginalisation and discrimination, filling a gap where no such space previously existed.

2.3 Strategic Goal 3: Youth people are actively engaged in their communities

The primary focus of Oxfordshire Youth's work is on supporting young people aged 8-25 across Oxfordshire and beyond. This includes many who are disadvantaged or have faced multiple traumatic experiences. Oxfordshire Youth reaches these young people directly through its services and programmes (ages 14-25) and indirectly through its partnerships with the broader youth sector (ages 8-25).

Oxfordshire Youth believes that every young person has the potential to be a leader. With the right skills, opportunities, and therapeutic support, they can thrive, take charge of their lives, and positively influence others.

Skills development is a key part of Oxfordshire Youth's approach, delivered through youth work activities, workshops, leadership programmes, and opportunities for youth voice and participation. These activities take place in various settings, including 24-hour supported accommodation, schools, youth clubs, outdoor residential environments, and virtual spaces.

All of Oxfordshire Youth's programmes aim to provide young people with practical skills for work and adult life, while also enhancing their social and emotional development. By offering inclusive, non-judgmental spaces where young people can be themselves, Oxfordshire Youth helps them build new skills, engage in physical activity, and develop confidence and self-worth.

Additionally, Oxfordshire Youth leads and participates in several partnerships to improve the knowledge and training of professionals working with children and young people, ensuring they are well-equipped to support young people's social and emotional literacy.

2.3.1 Young People's Supported Accommodation

Young People's Supported Accommodation (YPSA) is a transformative model commissioned by Oxfordshire County Council and delivered by Response and Oxfordshire Youth. This contract, initially set for five years but will extend to 2028 (7 years), provides housing and support to young people aged 18-24 in two, three, and four-bedroom homes managed by Response. Since its launch in October 2020, the service has inspired Oxfordshire Youth to adopt a trauma-informed approach across all its work, creating psychologically informed environments where individuals can thrive.

Oxfordshire Youth's goal for this service is to offer young people comprehensive support, activities, and opportunities, along with quality housing, advice, and guidance. This holistic approach aims to help them build confidence, develop skills, and prepare for independent living.

Through this service, Oxfordshire Youth has provided direct support, grounded in the principles of youth work, to **183 young people aged 18-25, who are at risk of homelessness across Oxfordshire.**

In October 2024, this service was awarded an Excellent rating across all 12 areas audited. This is a testament to all of the hard work and incredible passion and resilience of the staff at OY.

Oxfordshire Youth launched a weekly "Hot Spot", which is a youth club for young people in the YPSA service. This safe environment allows them to connect with peers and trusted adults.

- Young people are developing structure in their daily lives, with regular activities to look forward to.
- They have opportunities for connection and fun with peers and staff, boosting their well-being and motivation.
- They are also learning valuable new skills that prepare them for independent living.

The Move-On Programme provides a structured pathway for young people to develop their independence skills. By using the AQA Unit Award Scheme, OY can formally recognise young people's achievements and provide them with tangible evidence of their progress. This evidence is crucial in demonstrating to housing panels that a young person is ready for independent living. Since the programme's launch in summer 2023, we have awarded **393 AQA Unit Awards to over 70 young people living in the YPSA service.**

2.3.2 Youth Leadership Programmes

In 2015, Oxfordshire Youth partnered with the Institute of Leadership and Management (ILM) to adapt its highly regarded adult leadership programme for young people aged 14 and over. Oxfordshire Youth delivered this programme through a three-day residential experience, combining leadership workshops with outdoor activities to enhance learning. The programme concluded with participants leading a social action challenge, workshop, or activity to demonstrate what they had learned. Upon completion, participants earned an ILM Level 2 Award in Leadership and Team Skills.

Over the first three years, **200 young people earned this qualification**. The programme has since evolved, and Oxfordshire

Youth now offers a variety of programmes that incorporate the ILM qualification, making it accessible to young people of all abilities to participate and achieve this recognition.
These include:

(i) **Young Leaders programme**

A four-night residential programme, followed by a leadership activity led by young people, a Leadership Day, and a graduation event. This programme is available to young people aged 14-21 in youth sector organisations in Oxfordshire, enabling them to develop skills to lead in their settings.

(ii) **Future Leaders programme**

A three-night residential programme, followed by a leadership activity led by young people, a Leadership Day, and a graduation event. This programme is available to young people aged 16-25 who are in work and/or apprenticeship and graduate programmes.

(iii) **Building Resilience programme**

A programme delivered in schools, for young people who are at risk of exclusion. Building Resilience includes workshops based on the specific needs identified by the school and the young people. Example workshops include drugs and alcohol, mental well-being, positive relationships, protective behaviours. This programme also introduces young people to their local youth provision, with the aim that the young people feel confident about accessing a safe space to go with peers.

(iv) **Inspiring Futures programme**

An employability programme for young people who are not in full-time education, employment, or training. This is currently being delivered to young people in YPSA.

(v) **Transition Through Leadership**

A leadership programme equipping children in Years 7 and 8 with the skills to develop content and resources for workshops on well-being and resilience, which they then deliver to Year 6 children who are moving to their secondary school.

Digital Natives

A programme for 14-19 year olds to address digital inequity in Oxfordshire. Workshops provided young people with a combination of digital and soft skills as well as the opportunity to take part in the ILM Level 2 Award in Leadership and Team Skills

This year's delivery was mostly across Building Resilience and Transition Through Leadership. 126 young people were supported via these school-based programmes.
Of those who participated in our Transitions through Leadership programme:

- 76% of students reported increased levels of resilience and coping skills
- 80% of students felt more positive towards people who were different to them
- 63% felt more able to talk to someone they don't know
- 74% of students reported feeling more prepared for challenges that life might bring them

49 young people in year 9 and at risk of exclusion from five schools across the county took part in the Building Resilience Programme.

- In feedback, students reported that they felt greater connection to the school community, had better relationships with their peers and a greater ability to talk to others, including students and teachers, after attending the programme. Staff also reported improved engagement in lessons.

"It made school seem easier a bit.'' "Helped me with better mental health and feel more focused."
"It absolutely gave them a push in the right direction - how to solve their own problems. Being part of the sessions gave them an opportunity to reflect on themselves and to see themselves in a different light - with their peers and with adults." *A teacher from Wheatley Park School; feedback on our Building Resilience programme.*

- Ten young people completed the ILM Level 2 Award in Leadership and Team Skills following the Young Leaders programme in October 2023.

2.3.3 Girls and Young Women

This programme aims to support vulnerable young women aged 11-25 who are at risk of gang violence and exploitation. This initiative uses a youth work approach to provide support to up to 20 girls and young women each year. Since the programme began, 56 young women and girls have were referred, with 28 engaged in 251 high quality 1-1 and group work sessions

2.3.5 Workshops

Oxfordshire Youth offer a variety of workshops for young people on topics such as leadership, body image, self-esteem, well-being, and self-care. Additionally, we provide workshops that promote understanding and celebration of diversity and inclusion, covering areas like gender empowerment, LGBTQI+ issues, and diversity. Our podcast, "*Are You Listening?",* further creates a platform for open dialogue with young people about key social issues and the challenges they face. The podcast was on hold this year due to funding. The programme is under review.

3. Governance Objects

Oxfordshire Youth's objects are:

To act as a resource for young people and organisations working with young people within Oxfordshire, by providing advice and assistance and organising programmes of physical, educational, and other activities, as a means of:

1. helping young people to advance in life by developing their skills, capacities, and capabilities, thereby enabling them to participate in society as independent, mature, and responsible individuals
2. advancing young people's education
3. relieving unemployment
4. providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, infirmity or disability, poverty, or social and economic circumstances, with a view to improving the conditions of life of such persons.

3.1.1 Public Benefit

The trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

3.1.2 Governing Document

Oxfordshire Youth is a charitable incorporated organisation governed by a constitution dated 28th March 2013.

3.1.3 Good Governance

The trustees understand that good governance is crucial to the success of Oxfordshire Youth. They are committed to cultivating a culture in which everyone collaborates to achieve a unified vision and ensures compliance with relevant laws and regulations. To support this commitment, the Trustees have adopted the Charity Governance Code, which they regularly review against the charity's practices.

The Board comprises the full Board of Trustees and four sub-committees: the Finance and Risk Sub-Committee; the Safeguarding, Quality, and Performance Sub-Committee; the People, Culture, and Digital Sub-Committee; and the Remuneration Sub-Committee. The Board of Trustees and its sub-committees each meet at least six times a year, except for the Remuneration Sub-Committee, which meets annually.

3.1.4 The Board of Trustees

The Trustees are responsible for Oxfordshire Youth's governance and the strategic direction of the charity. Trustees are appointed by an ordinary resolution at a general board meeting for a term of three years. A trustee can serve up to a maximum term of nine years before being required to retire for one year. The minimum number of trustees is three and there is no maximum number. All trustees are given access to the Oxfordshire Youth Board of Trustees shared drive on which all relevant documents are held.

All trustees continue to be required to undergo General Data Protection Regulation training plus generalised safeguarding training and to be DBS checked. The Chief Executive Officer, who has direct responsibility for day-to-day management as well as the development and implementation of appropriate policies and strategies (assisted by the Senior Leadership Team) reports to trustees.

3.1.5 Trustee Induction

New trustees undergo an induction process which includes one-to-one meetings with the C.E.O. and the Chair. The meeting with the Chair includes briefings on: trustees' legal responsibilities, the content of Oxfordshire Youth's constitution, operational boundaries, declarations of interest, Oxfordshire Youth's charity policies and the working mechanics of the Board of Trustees. It also includes an introduction to Charity Commission resources and the Charity Governance Code, an introduction to the charity's work and a meeting with the Senior Leadership Team. Induction includes opportunities for practical insights into the work of the charity. New trustees are also encouraged to attend all sub-committees for a deeper insight into the workings of the board.

3.1.6 Board Composition

Oxfordshire Youth benefits from a motivated, active, and engaged board of trustees. The present trustees have a variety of backgrounds relevant to the work of Oxfordshire Youth. Trustees are proactive at taking responsibility for the composition of the board and maintain a live board composition audit which sets out the desired mix of skills, experience, and backgrounds. This financial year saw three new trustee appointments and one resignation. As of the end of March 2025, the Board of Trustees consisted of 11 trustees, three of whom were under 25 years old. A rolling programme of training for all trustees continues as part of our ongoing commitment to building and maintaining high standards of governance.

3.1.7 Risks

The trustees consider the notable risks faced by Oxfordshire Youth to be:

- Managing the challenges brought on by our significant growth
- Addressing the potential risks associated with serious safeguarding incidents due to the nature of our work in supported housing
- Navigating the impact of the cost-of-living crisis
- Sustaining our current level of income, which requires robust fundraising efforts

3.1.8 Safeguarding

Safeguarding young people (including those at risk, up to the age of 25), remains a top priority for the charity. We dedicate significant time and resources to staying informed about risks and best practices in safeguarding, ensuring our policies and procedures are current and effective. Risk assessment is fully integrated in our practices. This year, Oxfordshire Youth's supported housing underwent an external audit by Oxfordshire County Council, which resulted in a positive outcome: all 12 areas of the audit were rated as Excellent. This audit, along with our ongoing efforts to strengthen safeguarding, gives us confidence in the robustness of our approach.

3.1.9 Equity, Diversity, and Inclusion (EDI)

Prioritising Equality, Diversity, and Inclusion (EDI) has never been more crucial. At Oxfordshire Youth, it is essential that we fully commit to these principles and practices with dedication and rigour. We understand that EDI is not a fixed goal, but an ongoing journey of unlearning harmful biases, behaviours, and power dynamics. This involves engaging in challenging conversations about racism, ableism, ageism, classism, and sexism.

In 2018, the organisation Charity So White highlighted the pressing need for change by revealing that 54% of charity workers had experienced discrimination or prejudice based on their race or ethnicity. Everyone has a role in eliminating workplace prejudice, and Oxfordshire Youth, as a role model for best practices within the wider youth sector, is committed to contributing to and influencing meaningful progress and change.

Addressing institutional racism, ableism, classism, and sexism requires a cultural transformation. Our EDI action plan will be integrated into all aspects of our work, including service design, HR processes, youth voice initiatives, governance, leadership, and our commitment to ongoing learning and development. We are continuously building a workforce that is diverse, inclusive, and celebrates individuality and difference. It is important for young people to see themselves reflected in the staff who represent Oxfordshire Youth. Our ongoing EDI efforts will involve collaboration with young people from marginalised communities to ensure that we are engaging with and supporting all young people.

Currently, 28% of the Oxfordshire Youth team identify as being from the global majority, 14% identify as LGBTQIA+, and 86% have lived experience relevant to the areas in which Oxfordshire Youth operates. Our staff gender ratio comprises 28% cisgender men, 65% cisgender women, and 7% people of another gender identity, which aligns with UK charity sector statistics. We have no gender pay gap and take our responsibility to support such a diverse workforce seriously, continually striving to foster an inclusive environment for all.

Becoming an organisation committed to anti-racism practices has remained a priority as we developed our new strategy, in collaboration with our global majority-led EDI working group. This year, our focus on anti-racist practice included a series of face-to-face training sessions and workshops for all staff to deepen their understanding and reflect on our work and practices. This important work will continue into 2025-26.

4. Finance

Oxfordshire Youth had a better financial year. We are pleased to report significant progress in improving our financial position.

Despite ongoing challenges in the charity sector, Oxfordshire Youth's total income in 2024-25 increased by £268,810, bringing in £2,387,595, compared to £2,118,785 in 2023-24. Income from contracts and grants decreased to £1,616,184 from £1,871,204 in 2023-24, whilst donations saw an increase from £218,017 to £500,989 .Total expenditure for the year also increased slightly to £2,326,683, down from £2,109,041 in 2023-24.

Oxfordshire Youth has continued to deliver high-quality services thanks to the dedication of our staff, volunteers, supporters, and voluntary fundraisers. We are also grateful to our auditors, Wenn Townsend, for their assistance in producing our financial accounts.

5. Going Concern

The 2024-25 annual financial statements for Oxfordshire Youth have been prepared on a going concern basis. Our commitment to financial stability, good governance and transparency remains unwavering.

Although the reserves for the unrestricted fund are still in a negative position of (£19,839) this is a significant improvement from the 2023-2024 year which was (£134,088). There is also particular focus on growing these fund in the 2025-26 year and we are currently forecasting to achieve this.

OY will continue to focus on refining the fundraising strategy, particularly in corporate fundraising and reserve building. We aim to increase unrestricted funding in order to enhance team capabilities and operational efficiencies.

6. Reserves

Oxfordshire Youth has a reserves strategy in place, aiming to maintain reserves to £150,000 to ensure long-term financial security. Although we did not meet our reserves contribution target for 2024-25, we remain focused on achieving annual increases in reserves as part of our strategic plan.

7. The Future

Oxfordshire Youth is successfully stabilising its operations after a significant expansion between 2020 and 2022, which required strong leadership and governance. Our decision to enter the field of supported accommodation for young people at risk of homelessness, particularly in a county that ranks as the second most unaffordable place to live in the UK, was a deliberate commitment to improving the life chances of Oxfordshire's most vulnerable young people.

The cost of this transformation was substantial, especially as many of our long-term grant providers have lowered their income thresholds to prioritise smaller grassroots organisations responding to the cost-of-living crisis. We set about addressing this challenge head on, and are pleased to report progress.

We continue to build on this progress, for OY and for the youth sector, with determination and innovation by diversifying our income streams and focusing on building multi-year partnerships with values-driven businesses, as well as new grant-making bodies that recognise the importance of investing in infrastructure organisations and the inspiring frontline workers that young people need more than ever.

This year, we will continue to build on our strengths while bringing in new expertise and skills to support our business development efforts. Youth work is increasingly being recognised by central government as a key solution to many complex societal issues. We remain committed to innovating in how we work and with whom we collaborate, aiming to combine the power of youth work with the voices of young people. Their input will help guide our organisational, local, regional, and national direction toward a fairer, more just, and equitable future.

Donors and sponsors

Thank you to all of our donors and sponsors whose generosity enables the work of Oxfordshire Youth:

Andrews Property Group
ARC Oxford
Bartlett Taylor Charitable Trust
BGF Foundation
Blenheim Palace
BMW Mini Plant
Charities Trust
Cherwell District Council
Christopher Laing Foundation
Cleenol
Cooper Charitable Trust
Coventry Building Society
Dalgleish Trust
David Lloyd
DLM Charitable Trust
Doris Field Charitable Trust
Ebbon Group
Edward and Diana Hornby Charitable Trust
Freeths
Hereford Community Foundation
Himat Tanna Charitable Trust
Hobson Charity
Jericho Coffee Traders
Jim Cousins Trust
Lucy Group
Marsh Charitable Trust
National Lottery
Oxford City Council
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Paul Hamlyn Foundation
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Radley College
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Swire Charitable Trust
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The Beeching Trust
The Carlie Tufnell Charitable Trust
The Lennox Hannay Charitable Trust
The Lord Lieutenant of Oxfordshire
The Middle Way Trust
The Sanghera Foundation
The Souter Charitable Trust
The Stockwell Cliffe Charitable Trust
The Stone Foundation
UK Youth
Wendy's

Oxfordshire Youth

Statement of Trustees' Responsibilities

Thank you to the many individual donors who have kindly supported our work over the last twelve months.

Approved by the Trustees on 28th January 2026 and signed on their behalf by:

John May, Chair

OXFORDSHIRE YOUTH
Statement of Trustees' Responsibilities

Trustees' responsibilities in relation to Financial Statements

Law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing financial statements giving a true and fair view, the Trustees should follow best practice and:

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

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them both to ascertain the financial position of the charity and to ensure that the financial statements comply with applicable law, regulations and trust deeds. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board of Trustees on 28th January 2026 and signed on their behalf by:

John May
Chair of Trustees

Oxfordshire Youth

Report of the Independent Auditor

Opinion

We have audited the financial statements of Oxfordshire Youth for the year ended 31 March 2025 which comprise the Statement of Financial Activities, Balance sheet, Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2025, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

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

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- The information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 18, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue and auditors report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:
We have considered:

- the nature of the charity and sector, control environment and operating performance;
- the charity's own assessment , including the assessments made by key management, of the risks that irregularities may occur either as a result of fraud or error;
- any matters we identified having reviewed the charity's policies and procedures relating to:
  - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
  - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; and
  - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;
  - the matters discussed amongst the audit engagement team.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the areas in which management is required to exercise significant judgement, such as the disclosure of adjusting items. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context were the Companies Act, Charities Act and tax legislation.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx.

This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Stuart Bates FCA
Senior Statutory Auditor
For and on behalf of Wenn Townsend
Statutory Auditor
10 Broad Street
Abingdon
OX14 3LH

Date 29th January 2026

Wenn Townsend is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Oxfordshire Youth – Statement of Financial Activities (including Income and Expenditure Account For the Year Ended 31 March 2025

	Notes	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Income and endowments					
Donations and legacies					
Donations		174,442	326,547	500,989	218,017
Income from other trading activities					
Fundraising events		2,660	-	2,660	12,815
Income from charitable activities					
Contracts and grants		188,174	1,428,010	1,616,184	1,871,204
Subscriptions		-	-	-	-
Other income					
Other income		251,844	15,918	267,762	16,749
Total income	2	617,120	1,770,475	2,387,595	2,118,785
Expenditure on:					
Generating funds	3	8,133	6,721	14,854	5,304
Charitable activities	3	481,948	1,829,881	2,311,829	2,103,737
Total expenditure		490,081	1,836,602	2,326,683	2,109,041
Net income/(expenditure) before transfers		127,039	(66,127)	60,912	9,744
Transfers between funds		(12,799)	12,799	-	-
Net movement of funds in year		114,240	(53,328)	60,912	9,744
Reconciliation of funds:					
Total funds brought forward		(134,088)	145,610	11,522	1,778
Total funds carried forward		(19,848)	92,282	72,434	11,522

The Statement of Financial Activities includes all gains and losses recognised in the year. All income and expenditure derives from continuing activities.

Oxfordshire Youth

Balance Sheet as at 31 March 2025

	Note		2025		2024	
		£	£	£	£	
Fixed assets						
Tangible assets	8		14,104		20,438	
Current assets						
Debtors	**9**	169,155		200,092		
Cash at bank and in hand		301,441		104,984		
			470,596			305,076
Creditors: amounts falling due within one year	**10**	(412,266)		(261,771)		
Net current assets			58,330		43,305	
Total assets less current liabilities			72,434		63,743	
Creditors: amounts falling due after one year	**11**	-		(52,221)		
			-		(52,221)	
Net assets	**12**		72,434		11,522	
Charity funds						
Restricted funds	**13**		92,282		145,610	
Unrestricted funds			(19,848)		(134,088)	
Total funds			72,434		11,522	

The notes on pages 25 to 35 form part of these accounts.

Approved by the Board of Trustees on 28th January 2026 and signed on their behalf by:

Signature:

Email: john.may@oxfordshireyouth.org

John May
Chair of Trustees

Oxfordshire Youth

Statement of Cashflows

For the Year Ended 31 March 2025

	2025	2024
	£	£
Cash flows from operating activities:		
Net movement in funds for the reporting period (as per the statement of financial activities)	60,912	9,744
Adjustments for:		
(Increase)/decrease in debtors	30,937	(3,314)
(Decrease)/increase in creditors	157,385	(9,270)
Purchase of tangible fixed assets	(3,943)	(10,343)
Depreciation charge	10,277	16,040
Net cash provided by operating activities	255,568	2,857
Cashflow from financing activities		
Proceeds from loan	-	-
Repayment of loan	(59,111)	(55,377)
Net cashflow used in financing activities	(59,111)	(55,377)
Change in cash and cash equivalents in the reporting period	196,457	(52,520)
Cash and cash equivalents at the beginning of the reporting period	104,984	157,504
Cash and cash equivalents at the end of the reporting period	301,441	104,984

Oxfordshire Youth

Comparative Statement of Financial Activities

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £
Income and endowments			
Donations and legacies			
Donations	128,604	89,413	218,017
Income from other trading activities			
Fundraising events	(484)	13,299	12,815
Income from charitable activities			
Contracts and grants	107,430	1,763,774	1,871,204
Subscriptions	-	-	-
Other income			
Other income	12,249	4,500	16,749
Total Income	247,799	1,870,986	2,118,785
Expenditure on:			
Generating funds	3,807	1,497	5,304
Charitable activities	294,184	1,809,553	2,103,737
Total Expenditure	297,991	1,811,050	2,109,041
Net income/(expenditure) before transfers	(50,192)	59,936	9,744
Transfers between funds	6,950	(6,950)	-
Net movement of funds in year	(43,242)	52,986	9,744
Reconciliation of funds:			
Total funds brought forward	(90,846)	92,624	1,778
Total funds carried forward	(134,088)	145,610	11,522

Oxfordshire Youth

Notes to the Accounts

For the Year Ended 31 March 2025

1. Accounting Policies

The following accounting policies have been used consistently in dealing with items which are considered material in relation to the charity's accounts.

(a) Basis of Accounting

The financial statements are prepared under the historical cost convention and in compliance with the Charities Act 2011, the Charities Statement of Recommended Practice FRS 102 (effective 1 January 2019).

The charity is a public benefit entity.

Going concern

The 2024-25 financial statements for Oxfordshire Youth have been prepared on a going-concern basis. Our commitment to financial stability, good governance and transparency remains unwavering.

Oxfordshire Youth experienced significant growth in recent years, from a turnover of £2.1m in 2022-23 and £2.1m in 2023-24 to £2.3m in 2024-25. This was largely due to the success of a major multi-year supported housing contract, but OY also benefitted from large injections of funding into its youth development and youth voice programmes.
There was great support for the work we were carrying out during and directly after Covid, which enabled us to work on the front line and operate strategically in supporting the youth sector in Oxfordshire. Our reach and impact grew significantly. While this was positive, the emergency and reactive funding from commissioners was short term. During 2022-23, OY was faced with the challenge of continuing to maintain the charity at the size to which it had grown, whilst the fundraising environment started to change significantly, and to become much more challenging.

Because of these changes, OY struggled to raise the income it had forecast and ended the year with a deficit - see our accounts for 2022-23. However, with a huge amount of work from the team and tight financial controls, we managed to achieve a much better result for 2023-24 and 2024-25, albeit we were not in a position to add to the reserves. We will continue to operate with much tighter financial control over our operations and OY will focus on raising unrestricted income to support its core costs.

The charity's Finance, Audit and Risk Committee convenes regularly to oversee the charity's financial matters, with these updates being reported to the bi-monthly board meeting. The current economic climate and the potential funding challenges have been proactively addressed, while taking into account our limited reserves.

OY will continue to focus on refining its fundraising strategy, particularly in corporate fundraising and reserve building. We aim to increase unrestricted funding in order to enhance team capabilities and operational efficiencies.

Acknowledging the multifaceted challenges within the third sector, OY has demonstrated a commitment to evolving its approach to funding and executing its strategy to support young people in Oxfordshire over the past year. The board expresses confidence in the team's ability to deliver in accordance with the forecast objectives.

Oxfordshire Youth prides itself on its dedication to high performance in its work with its beneficiaries and in the way the charity is run. Governance is robust in both board and senior leadership spaces, and consultants and experts are brought in to assist when we recognise skills gaps. While OY has found maintaining its level of growth difficult, we believe we have the right skills, people and infrastructure to maintain the current operating level and improve our future sustainability.

(b) Fund Accounting

Unrestricted funds are general finds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

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

(c) Income

Income from donations is of a general nature and is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Investment income is recognised on a receivable basis.

The following specific policies are applied to particular categories of income from charitable activities:

- Contract and grant income are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.
- Subscriptions are accounted for in the year to which they relate.
- Contract revenue and grants receivable are reflected in the accounts on the accrual basis.

(d) Debtors

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

Donations, gifts and grants that provide core funding or are of a general nature are recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when the donor specifies it must be used in future accounting periods or the donor has imposed conditions which must be met before the charity has unconditional entitlement. Debtors consists of amounts recognised less any provision for bad or doubtful debts.

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any Value Added Tax which is reported as part of the expenditure to which it relates.

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

- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are on a time apportioned basis.

(e) Redundancy/Termination payments

Termination benefits are amounts payable as a result of a decision by Oxfordshire Youth to terminate an employee's employment before the normal retirement date or an employee's decision to accept voluntary redundancy and are charged on an accruals basis when Oxfordshire Youth is demonstrably committed to the termination of the employment of an employee or group of employees in a legally binding manner.

(f) Creditors

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, the amount of the obligation can be measured reliably and the transfer of economic benefit has occurred. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

(g) Provisions

Provisions are recognised when there is a present obligation (legal or constructive) as a result of a past event, it is probable that the charity will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the provision.

(h)Deferred Income

Deferred income includes all receipts and grants which relate to the period after the year end.

(i) Cash at bank and in hand

Cash is comprised of cash in hand and bank balances (credit or overdraft). Cash equivalents are short-term, highly liquid investments, which mature within three months or less from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value. There were no cash equivalents during the 2023-24 financial year.

(j) Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated at historical cost less depreciation. Depreciation is provided on a reducing balance rate which reflects the anticipated useful lives of the assets and their estimated residual values:

Fixtures and fittings	20%
Computer and printing equipment	33.3%
Website development costs	20%

2. Restricted Fund Income

	2025	2024
	£	£
ARC Physical Literacy	-	4,987
Big Lottery Project	166,636	157,233
Blenheim Artwork	-	(1,184)
Blenheim Diversifying Apprenticeships	-	26,500
Mental Wealth Academy	-	32,386
Paul Hamlyn	55,000	55,000
Prudence Sector Support	88,200	88,200
Sensory Room	2,000	-
VPP/Hospital Navigator Unit	-	22,000
Young Leaders	-	48,500
Young Women	42,900	42,900
Youth Awards	-	5,469
Youth in Mind	-	22,299
Youth Training	-	13,800
YPSA	1,382,029	1,347,896
YPSA Sanghera Gym Memberships	-	5,000
YSPA Sanghera HotSpots	5,000	-
YPSA Cosy Homes (Blenheim/Radley)	840	-
YPSA Positive Activities	8,470	-
Youth in Mind Conference 2025	5,000	-
Youth Mental Health First Aid	7,900	-
YPSA Wellbeing	5,000	-
YPSA Welcome Pack	1,500	-
Total	1,770,475	1,870,986

3. Expenditure

Generating funds	Unrestricted	Restricted	2025	2024
	£	£	£	£
Other costs	8,133	6,721	14,854	5,304
	8,133	6,721	14, 854	5,304

Charitable activities	Unrestricted	Restricted	2025	2024
	£	£	£	£
Salaries	266,945	1,433,157	1,700,102	1,536,275
Activities, equipment, etc.	38,883	238,932	277,815	300,341
Support costs	142,952	157,792	300,744	246,121
Auditor's fee	33,168	-	33,168	21,000
Total	481,948	1,829,881	2,311,829	2,103,737

4. Auditors Remuneration

	2025 £	2024 £
Audit fees	33,168	21,000
	33,168	21,000

5. Staff Numbers

The average number of persons employed, analysed by activity, was:

	2024	2023
Generating funds	2	2
Charitable activities	52	48
Total	54	50

6. Staff Costs

	2025 £	2024 £
Wages and salaries	1,514,715	1,374,759
Social security costs	139,630	121,009
Pensions	45,757	40,507
	1,700,102	1,536,275

One employee earned between £60,000 and £70,000 . No trustee received any remuneration or expenses.

Remuneration paid to key management personnel amounted to £64,450 (2024: £164,409).

7. Related Party Transactions

There were no other related party transactions in the current or prior year.

8. Tangible Fixed Assets

	Computer and printing equipment	Website development costs	Fixtures and Fittings	Total
	£	£	£	£
Cost:				
At 1 April 2024	42,339	16,812	11,940	71,091
Additions	3,943	-	-	3,943
Disposals	-	-	-	-
At 31 March 2025	46,282	16,812	11,940	75,034
Depreciation:				
At 1 April 2024	38,366	8,964	3,323	50,653
Disposals	-	-	-	-
Charge in year	4,527	3,362	2,388	10,277
At 31 March 2025	42,893	12,326	5,711	60,930
Net Book Value:				
At 31 March 2025	3,389	4,486	6,229	14,104
At 31 March 2024	3,973	7,848	8,617	20,438

9. Debtors

	2025 £	2024 £
Grants and contracts	159,606	169,653
Other debtors	9,549	30,439
	169,155	200,092

10. Creditors – Amounts Falling Due Within One Year

	2025 £	2024 £
Loan	52,221	59,111
Trade creditors	21,620	52,468
Taxation and social security	214,474	41,198
Accruals and other creditors	23,901	9,294
Deferred income	100,050	99,700
	412,266	261,771

11. Creditors – Amounts Falling Due After More Than One Year

	2025 £	2024 £
Loan	-	52,221
	-	52,221

In November 2022, Oxfordshire Youth received an unsecured loan for £180,000 from CAF, interest is charged at a rate of 6.5% per annum over 3 years, the final payment date is the 31 January 2026.

12. Analysis of Net Assets between Funds –

Current Year

	Unrestricted Funds £	Restricted Funds £	2025 Total Funds £
Tangible fixed assets	14,104	-	14,104
Current assets	378,314	92,282	470,596
Creditors < 1 year	(412,266)	-	(412,266)
Total	(19,848)	92,282	72,434

Previous year

	Unrestricted Funds £	Restricted Funds £	2024 Total Assets £
Tangible fixed assets	20,438	-	20,438
Current assets	159,466	145,610	305,076
Creditors < 1 year	(261,771)	-	(261,771)
Creditors > 1 year	(52,221)	-	(52,221)
Total	(134,088)	145,610	11,522

13. Movements on Restricted Funds

Current year

	Balance 1 Apr 2024 £	Income £	Expenditure £	Transfers £	Balance 31 Mar 2025 £
Big Lottery Project	17,902	166,636	(183,930)	-	608
Blenheim Diversifying	24,414	-	(24,414)	-	-
Kickstarter	789	-	-	(789)	-
Young Leaders	40,512	-	-	3,884	44,396
Mental Health Project	3,995	-	-	-	3,995
Youth Opportunity Fund	13,538	-	-	(13,538)	-
YPSA Wellbeing	-	5,000	-	-	5,000
Response YPSA	14,542	-	-	-	14,542
Sensory Room	-	2,000	-	-	2,000
YPSA Welcome Pack	4,891	1,500	(1,331)	-	5,060
YPSA		1,382,029	(1,410,999)	-	(28,970)
Leisure for all	1,000	-	-	-	1,000
Paul Hamlyn Trust	17,032	55,000	(48,568)	(1,000)	22,464
Prudence Sector Support	443	88,200	(93,894)	-	(5,251)
Prudence Building Resilience	(11,732)	-	-	11,732	-
YPSA Cosy Homes (Blenheim/Radley)	-	840	(863)	-	(23)
VPP	16,682	-	(16,682)	-	-
Witney Town Council	442	-	-	(442)	-
Young Women	8,684	42,900	(43,764)	-	7,820
Youth in Mind 2025 Conference	-	5,000	-	-	5,000
YPSA Sanghera HotSpots	-	5,000	(3,618)	-	1,382
Youth Mental Health First Aid	-	7,900	(7,900)	-	-
Youth Training	(12,524)	-	-	12,524	-
YPSA Positive Activities	-	8,470	(211)	-	8,259
YPSA Sanghera Gym	5,000	-	-	-	5,000
Unassigned	-	-	(428)	428	-
	145,610	1,770,475	(1,836,602)	12,799	92,282

13. Movements on Restricted Funds (continued)

Previous Year

	Balance 1 Apr 2023 £	Income £	Expenditure £	Transfers £	Balance 31 Mar 2024 £
ARC Physical Literacy	-	4,987	(4,987)	-	-
Big Lottery Project	333	157,233	(139,664)	-	17,902
Blenheim Artwork	7,456	(1,184)	(6,272)	-	-
Blenheim Diversifying	-	26,500	(2,086)	-	24,414
Buckinghamshire NHS	1,992	-	(1,992)	-	-
Children in Need	9,184	-	(9,184)	-	-
Co-op	29,588	-	(29,588)	-	-
Kickstarter	789	-	-	-	789
Young Leaders	(447)	48,500	(7,541)	-	40,512
Mental Health Project	3,995	-	-	-	3,995
Youth Opportunity Fund	13,538	-	-	-	13,538
Mental Wealth Academy	1,490	32,386	(38,470)	4,594	-
Response YPSA	(91,001)	1,347,896	(1,242,353)	-	14,542
Substance Life Chances	(4,623)	-	-	4,623	-
VRU	54,407	-	-	(54,407)	-
YPSA Welcome Pack	13,064	-	(8,173)	-	4,891
Leisure for all	1,000	-	-	-	1,000
Paul Hamlyn Trust	12,775	55,000	(50,743)	-	17,032
Podcast	5,000	-	(7,377)	2,377	-
Prudence Sector Support	3,732	88,200	(91,489)	-	443
Prudence Building Resilience	-	-	(11,732)	-	(11,732)
Substance – Chances Social	15,241	-	(10,620)	(4,621)	-
VPP	-	22,000	(5,318)	-	16,682
Witney Town Council	442	-	-	-	442
Young Women	13,386	42,900	(47,602)	-	8,684
Youth Awards	-	5,469	(5,469)	-	-
Youth in Mind	-	22,299	(57,369)	35,070	-
Youth Justice Sport Streetgames	323	-	(1,112)	789	-
Youth Training	-	13,800	(26,324)	-	(12,524)
YPSA – Positive Activities	960	-	(960)	-	-
YPSA Sanghera Gym	-	5,000	-	-	5,000
Unassigned	-	-	(4,625)	4,625	-
	92,624	1,870,986	(1,811,050)	(6,950)	145,610

13. Movements on Restricted Funds (continued)

The purposes of each restricted fund are summarised below:

Big Lottery funded project called Investing in Youth in Communities. Three objectives: Volunteers have improved skills and confidence helping them to provide high quality youth club provision; Young people have improved well-

being that will enhance their life chances; and Disadvantaged communities are able to provide sustainable good quality youth provision that promotes integration and community cohesion.

The Prudence Trust funded project called Wellbeing for Youth Work Practitioners. Objectives: to support the wellbeing of frontline youth work practitioners, to support the leadership development of youth leaders/CEO's/Directors of youth work in the county, and to provide specialist training to upskill practitioners working with young people in Oxfordshire.

NYA Bursary funding for Level 2 and Level 3 Awards in Youth Work. Oxfordshire Youth delivers these qualifications for the county and across the south east.

Oxfordshire County Council funded service. Response is the lead organisation in a partnership contract. YPSA – A contract to provide care and support within supported accommodation for young people aged 18-25 within Oxfordshire who are at risk of homelessness.

Cherwell District Council funded programme called Girls and Young Women Project. Support for young women and girls at risk of exploitation.

Thames Valley Violence Prevention Partnership funded project called Hospital Navigators. Youth mentoring support for young people who arrive at A&E at the John Radcliffe hospital.

Transfers between funds

During the year a net transfer of £12,799 (2024: £6,950) was made from unrestricted funds to restricted funds in respect of completed projects with residual fund balances. The Trustees confirm that all funding conditions have been met and residual fund balances are eligible to be transferred to unrestricted funds and spent on other purposes.

14. General information

Oxfordshire Youth is an incorporated charity domiciled in England. Its principal office is 5000 John Smith Drive, Oxford Business Park, Oxford, OX4 2BH.

OXFORDSHIRE YOUTH

England & Wales - Charity number 1151723

Accounts

Oxfordshire Youth

Registered Charity 1151723

Annual Report and Accounts

For the year ended 31st March 2024



OXFORDSHIRE YOUTH

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OXFORDSHIRE YOUTH

LEGAL AND ADMINISTRATIVE INFORMATION

Charitable incorporated organisation: 1151723

Principal office: Oxfordshire Youth, 4150 Chancellor Court, Oxford Business Park South, Oxford, OX4 2GX

Email: admin@oxfordshireyouth.org.uk

Auditors: UHY Ross Brooke, Windrush Court, Abingdon Business Park, Abingdon, OX14 1SY

Bankers: Barclays Bank P.L.C., 30 Market Square, Witney, Oxfordshire, OX28 6BJ

Solicitors: Taylor Vinters, Prama House, 267 Banbury Road, Summertown, Oxford, OX2 7HT

OXFORDSHIRE YOUTH TRUSTEE BOARD
The trustees serving during the year and since the year-end were as follows.

Chair
John May (appointed 1st January 2023)

Deputy Chair
Fiona Clarke (appointed 27th September 2018)

Trustees
Arun Bahl (Treasurer, resigned 15th May 2024)
Zahid Bhatti (appointed 23rd January 2024)
Isabel Dharmasiri (appointed 26th May 2022)
Nabila Hafiz (appointed 21st May 2024)
Emma-Jane Hampsheir-Gill (appointed 26th May 2022)
Gerwyn Jenkins (resigned 26th November 2023)
Francesca Lee (appointed 26th May 2022)
Craig Pinkey (appointed 5th October 2023)
Catherine Riddle (appointed 26th November 2020)

Standing Committees
Finance, Audit, and Risk: Arun Bahl (Chair, resigned 15th May 2024)
Finance, Audit, and Risk: John May (temporary Chair from 16th May 2024)
Safeguarding, Quality, and Impact: Catherine Riddle (Chair)
People, Culture, and Digital: Emma-Jane Hampsheir-Gill (Chair)
Remuneration Committee: John May (Chair)

Chief Executive
Jodie Lloyd-Jones

Honorary Members
Lady Henrietta Spencer-Churchill (President)
Carl Anglim BEM (Vice President)
Malcolm Cochrane MBE (Vice President)
Mark Dessain (Vice President)

Felicity Dick (Vice President)
Richard Dick (Vice President)
Jim Duthie (Vice President)
Andrew Feilden (Vice President)
John Harwood (Vice President)
Dave Hutchinson (Vice President)
Margie Jarvis (Vice President)
Sir Charles Ponsonby 3rdBt (Patron)
Sir Tim Stevenson KCVO, OBE, CStJ (Patron)
Miles Tuely (Vice President)
Richard Venables (Ambassador)
Mike Watkinson MBE (Vice President)

OXFORDSHIRE YOUTH

TRUSTEES' REPORT

1.1 Statement from our Chair

Welcome to the Oxfordshire Youth 2023-24 Annual Report. As Chair of Trustees for Oxfordshire Youth, I am proud to present this year's Annual Report, showcasing the significant impact our charity has made on young people across Oxfordshire. Our work this past year has been driven by a deep understanding of the unique challenges facing young people in our county: a place of contrasts, known for its thriving academic institutions and vibrant communities, but also marked by high living costs, intense social pressures, and rural isolation. These issues are particularly acute for young people striving to build their futures in an increasingly complex and demanding environment.

One of the most pressing challenges is the affordability and availability of housing. Oxfordshire's high living costs make it difficult for many young people to find stable, affordable accommodation, hindering their independence and future prospects. The pressure to succeed academically in this county, renowned for its educational excellence, also contributes to heightened stress and anxiety, impacting mental well-being. For those in rural areas, social isolation and limited access to services further exacerbate these difficulties, leaving many young people feeling disconnected and excluded.

At Oxfordshire Youth, we are committed to tackling these challenges head on. Through our dedicated youth work, we provide essential support, resources, and a sense of belonging that empower young people to overcome obstacles. Our Young People's Supported Accommodation (YPSA) programme, for instance, remains a pioneering model that offers stable housing and a holistic support system, equipping young people with the confidence, skills, and resilience needed for independent living. This service fosters community and belonging, helping young people build a brighter future.

Moreover, Oxfordshire Youth play a crucial role as an advocate for the entire youth sector. We are dedicated to amplifying young people's voices and championing the importance of youth services across our county. By engaging with policymakers, local authorities, and community leaders, we ensure that the needs and perspectives of young people are heard and prioritised. Our advocacy efforts are vital in shaping a supportive environment where youth services are recognised as essential to the well-being and development of the next generation, strengthening both our charity and the future of youth work in Oxfordshire.

As you read through this report, you will see the many ways in which Oxfordshire Youth has made a difference in the lives of the young people we serve. I extend my heartfelt thanks to our professional team, so ably led by the indefatigable Jodie Lloyd-Jones, as well as to my fellow trustees, volunteers, partners, and supporters for their unwavering commitment to this cause. Together, we are making a tangible impact, ensuring that the young people of Oxfordshire have the support they need to navigate their challenges and build brighter futures.

John May OBE DL
Chair of Trustees, Oxfordshire Youth

1.2 Statement from our CEO

The past year has been a momentous one for Oxfordshire Youth. We not only introduced our new Vision, Mission, and Values, but we also unveiled a comprehensive five-year strategy, clearly defining our identity, purpose, and the significant challenges we are committed to addressing.

For 76 years, we have served as the cornerstone of youth clubs across the county. In 2016, we expanded our scope to support all 150 youth organizations in Oxfordshire. Our commitment to sustaining a thriving youth sector is paramount, and this year, we received significant support from the National Lottery Community Fund and The Prudence Trust. Their backing enabled us to continue to train over 1,000 staff, host inspiring conferences, and initiate much-needed wellbeing support for frontline youth workers. This led to a notable 30% reduction in burnout. Additionally, we successfully launched our inaugural leadership well-being retreat, providing CEOs and senior leaders with valuable time for personal growth and well-being.

Why does all of this matter? In 2019, before the Covid pandemic, we reached over 26,000 young people in Oxfordshire. However, this number has since declined. With rising challenges in safeguarding and mental health, coupled with increasing pressures on charities, many of our dedicated staff members are feeling the strain.

Oxfordshire faces significant challenges: ten of its wards rank among the top 10% of the most deprived areas in the country. There is an increase in young people entering care, youth homelessness is on the rise, and mental health issues are becoming more prevalent. Moreover, access to support is not equitable; Black and ethnically diverse young people are disproportionately affected, and neurodivergent young people are not receiving the necessary support.

There is much work to be done, but the voluntary sector in Oxfordshire remains a formidable force, providing crucial services that have a tangible impact on the lives of young people. These services offer safe environments where young people can experience a sense of belonging, build relationships with trusted adults, and develop vital life skills, all of which are essential as they transition into adulthood. Although this sector is underfunded, its importance cannot be overstated, and we remain steadfast in our efforts to support these exceptional organisations and their dedicated teams.

Over the past 12 years, our direct work with young people has largely been on leadership development through youth voice forums and youth development programmes, engaging 1,222 young people in the past year alone. In 2020, we expanded our services into supported housing, which has since become a core aspect of our work. Our Young People's Supported Accommodation initiative is focused on preventing homelessness, and last year, we assisted 123 young people.

Why is this work so crucial? Because life is inherently unequal, and many young people face significant adversity. Family breakdowns, substance abuse, and mental health challenges can make life exceptionally difficult. Without a strong support network or a safe place to turn, navigating these difficulties becomes even more daunting. In Oxfordshire, housing costs are prohibitively high, and reliance on food banks has surged. Before we can address matters such as engagement, well-being, skills development, or leadership (even leadership of their own lives), we must first ensure that young people's fundamental needs—shelter, food, and security—are met. This critical work is made possible by our exceptionally dedicated staff, who are deeply committed to supporting these young people. The work is demanding, and the needs are great, but our team rises to the challenge with unwavering dedication.

It is evident that many of these challenges are systemic, involving issues such as inequity, resource allocation, investment priorities, and cross-sector communication gaps. This is why partnerships are at the core of our approach. Collaboration is essential to our work, and we are actively engaging with individuals and organisations

across various sectors to share knowledge, foster innovation, and ultimately improve the lives of young people in Oxfordshire.

As we navigate this dynamic landscape, we are building on our strengths while integrating new skills and expertise to help us achieve our objectives.

I am deeply grateful to the remarkable team at Oxfordshire Youth for their unwavering commitment to our mission and their dedication to continuous learning and development. I would also like to extend my sincere thanks to our trustees for their strong leadership and guidance. Our goal for the coming year is to further develop an Oxfordshire Youth that is sustainable, resilient, and fully equipped to support the young people we serve.

Jodie Lloyd-Jones
CEO
Oxfordshire Youth

1.3 Strategy and Performance

Our Vision, Mission, and Values

Our VISION is a future in which every young person has the skills, support, and connections to thrive.

Our MISSION: Through the power of youth work we transform young people's lives, unite communities, and tackle inequality of opportunity.

Our VALUES:

1) We listen and respond to the wisdom of young people
2) We commit to anti-oppressive practice
3) We champion well-being
4) We prioritise reflection, learning, and growth
5) We act with integrity and courage
6) We make space for innovation and fun

Our people

Oxfordshire Youth benefits from a highly skilled, committed, and motivated staff team, whose collective passion to make a difference to young people's lives is what drives the charity forward. The CEO, Jodie Lloyd-Jones, who has been with the charity for nine years, provides strong leadership and commitment - not just to the charity, but to the young people we serve.

Oxfordshire Youth works towards three strategic goals:



2. The Power of Youth Work

2.1 Strategic Goal 1: Young people are accessing high-quality youth work and youth work practices that meet their needs.

In 1947, Oxfordshire Youth (OY) was founded to support volunteer youth clubs and create a safe space for positive activities for young people. For more than 76 years, Oxfordshire Youth has acted as a backbone to other organisations working with young people. This support is essential in ensuring that young people have access to safe spaces, trusting adults, and development opportunities outside of school, so that they can thrive and move into adulthood with the confidence, social and emotional competencies, and practical skills they need to succeed. Oxfordshire Youth is committed to meeting the changing needs of the grassroots organisations in Oxfordshire that work with children and young people aged 8-25.

2.1.1 Changemakers Programme

Youth clubs, youth projects, youth organisations and other organisations providing opportunities for young people in Oxfordshire can join Oxfordshire Youth as a member, or "Changemaker" in order to join a network and gain access to high-quality support and opportunities.

OY consulted 25 organisations from all regions of the county, including organisations that offer universal access as well as specialist activities, to redesign the Changemaker Network, offering tiered membership to ensure we engage with the youth sector in a way that best suits their needs and priorities.

- In 2023-24, OY provided support to 82 organisations that work with young people from across the county as part of the Changemakers Network, offering training, bespoke support, access to information about funding opportunities, advice on governance, sharing information around job opportunities, and bringing the community together in an annual Youth Work Conference.

"I'd like to express my gratitude for your presence a few weeks ago. The session was truly impactful, and I'm excited about the potential outcomes it may bring. Moreover, I want to extend my heartfelt appreciation for all the incredible work you do; it's truly inspiring. Thank you!" (TJ, Youth Team Leader at Sunrise).

2.1.2 Youth Work Conference

59 youth work practitioners from 28 organisations attended the 2024 Youth Work Conference. 100% reported an increase of confidence in working with young people with complex needs and experiencing disadvantage.

"*The workshops were hugely valuable with tangible information that can be used and applied immediately in my own practice. It [has] been wonderful to network and inspire each other*."

"It's very useful to share all the knowledge between agencies - what works for them/us."

"Most valued? The opportunities to ask questions, to reflect and develop skills."

2.1.3 Training

Oxfordshire Youth provide essential training and support for existing and aspiring youth workers, supporting the vibrant, talented, under-resourced, and hugely committed sector across Oxfordshire.

- OY provided 87 specialised training sessions for professionals across the youth sector, hosted online or in person at OY or onsite, and reaching 952 youth work practitioners.

Training experiences provided:

Emergency First Aid @ Work, Youth Mental Health First Aid, Suicide Prevention, Reflective Practice session on the topic of engaging with young men, Level 2 and Level 3 Safeguarding in partnership with OSCB, Exploitation and Gang Associated Harms, Cranstoun Drug Use Training for Professionals, Being Funding Ready, Impact of Social Media, Introduction to Adolescent Mental Health workshops

- OY enrolled 29 new youth workers in L2 or L3 Youth Work training with a particular focus on creating opportunities for young people to work in the sector.

This was the last year of the Child and Adolescent Mental Health Services third sector partnership. Oxfordshire Youth's was fortunate to offer a fully funded Introduction to Adolescent Mental Health workshop to teams working in schools and the wider children and young people's workforce for several years. In 2023-24, 325 participants have benefitted from this offer across 30 workshops; this has taken the total to 2,993 attendees trained through OY since 2018!

2.1.4 Children and Young People's Forum

The Children and Young People's Forum (C&YP Forum) is the collective voice of the voluntary sector working with children, young people, and families across Oxfordshire. Over 200 organisations engage in this quarterly forum that is chaired by Oxfordshire Youth's CEO. The C&YP Forum elects representatives from voluntary sector organisations on to various strategic boards in order to collaborate on strategic development with the public sector.

2.1.5 Sector Insider

This is a digital newsletter designed for the youth sector in Oxfordshire. Nearly 900 sector workers and volunteers receive the newsletter, which is a space where national and local news in relation to youth work and opportunities for the sector and young people are shared. In addition, it offers the sector access to OY's employability and leadership programmes, youth voice and participation opportunities - including its Youth Voice Network - and leadership, issue-based and challenge workshops for young people.

2.1.6 Youth Practitioner Well-being Programme

Oxfordshire Youth, funded by The Prudence Trust, is delighted to have hosted the inaugural Youth Practitioner Well-being Programme. This programme offers a comprehensive long-term well-being and professional development initiative for youth work practitioners.

"The Youth Practitioner Well-being has been a really valuable programme to be part of. Rarely do you have an opportunity to reflect and build personal resilience through well-being - it's usually during or in the aftermath of an incident. It has been fantastic to dedicate time to thinking and practising positive action. This programme has definitely had a big impact on my life, viewpoint and attitudes. I will take all of these skills and continue to use them, share them, and value them. Thank you so much for organising this." - Anonymous Feedback

2.1.7 Youth Leadership Retreat

"This programme has definitely had a big impact on my life, viewpoint, and attitudes. I will take all of these skills and continue to use them, share them, and value them." "Really, really enjoyed it! It's been really helpful to get to know others who work in the sector and make new connections." "An amazing course and wonderful to meet like-minded people in a career space where you can feel isolated and on your own. Various and interesting jobs that people do, but all needing self-care along with the giving nature of their jobs. A truly valuable course and some wonderful people." Youth Leadership Retreat

2.2 Strategic Goal 2: Outcomes are improved through meaningful cross-sector partnerships

Here our work is about promoting the role of youth work as a vital contributor to young people's personal and social development, increasing diversity of opportunities for young people as a result of cross-sector partnerships, and enabling changes in systems and practices across public and voluntary sectors to ensure better outcomes for young people.

2.2.1 Youth in Mind

This is a partnership between Oxfordshire Mind and Oxfordshire Youth to run an inspiring annual conference for more than 450 staff and volunteers working with children and young people. This event ran in 2019 and 2020, bringing together people from across the education, public, and voluntary sectors. The conference moved to a series of online short films called Youth in Mind Talks in 2021 and was back in full swing in 2022. The conference held in 2023 was a huge success.

- **340** delegates at the Youth in Mind conference in May 2023 each attended up to three of the 26 workshops on offer. 91% of delegates participating in workshops said that Youth in Mind 2023 gave them tools to strengthen their work for positive change around children and young people's mental health. 100% said the event helped them feel part of a wider network which supports children and young people.

"It's a really powerful thing, connection and collaboration. There's so much going on in Oxfordshire. I think it's very easy to keep your head down and focus on the work that you're doing. To get everybody under one roof was brilliant. And it allowed me to put together a mini directory of people that I could network with and then refer young people to services that I'd heard about. It was a really inspiring experience." Nikki Smith, SOFEA.

2.2.2 Children and Young People's Mental Health and Well-being Partnership

Oxfordshire Youth, in collaboration with six other organisations, has formed the Children and Young People's Mental Health and Well-being Partnership. This partnership aims to improve outcomes for children and young people in Oxfordshire by providing cross-sector leadership to develop and implement emotional health and well-being services across the county.

2.2.3 National Youth Work Week

During National Youth Work Week, we highlighted the importance of youth work across all of Oxfordshire Youth's communication channels. Through a series of blogs, social media posts, and newsletters, we showcased excellent practices in our sector and addressed the challenges facing young people and our work. The week concluded with a debate hosted by Oxfordshire Youth, in which a panel of youth sector leaders discussed the evolving nature of youth work in the digital age.

2.2.4 Triumph

Triumph is an independent action group made up of organisations and colleagues from the voluntary youth sector. Since July 2020, they have been actively reviewing, surveying, and discussing the ongoing systemic inequities in the sector, with a particular focus on racial inequality. Oxfordshire Youth is a key participant in this national partnership, with five of its staff members involved at different levels. This work aligns with Oxfordshire Youth's strategy and strengthens the connection to the Sector EDI (Equality, Diversity, and Inclusion) working group that Oxfordshire Youth lead in the county.

2.2.5 Sector Equality, Diversity, and Inclusion Group

We established a Sector Equality, Diversity, and Inclusion (EDI) group, bringing together youth work leaders from the global majority to improve support for organisations serving at-risk and under-served communities. This group was created in response to the shared understanding that young people benefit from having youth workers from diverse backgrounds. Additionally, it provides a much-needed safe space for practitioners with lived experience of marginalisation and discrimination, filling a gap where no such space previously existed.

2.3 Strategic Goal 3: Youth people are actively engaged in their communities

The primary focus of Oxfordshire Youth's work is on supporting young people aged 8-25 across Oxfordshire and beyond. This includes many who are disadvantaged or have faced multiple traumatic experiences. Oxfordshire Youth reaches these young people directly through its services and programmes (ages 14-25) and indirectly through its partnerships with the broader youth sector (ages 8-25).

Oxfordshire Youth believes that every young person has the potential to be a leader. With the right skills, opportunities, and therapeutic support, they can thrive, take charge of their lives, and positively influence others.

Skills development is a key part of Oxfordshire Youth's approach, delivered through youth work activities, workshops, leadership programmes, and opportunities for youth voice and participation. These activities take place in various settings, including 24-hour supported accommodation, schools, youth clubs, outdoor residential environments, and virtual spaces.

All of Oxfordshire Youth's programmes aim to provide young people with practical skills for work and adult life, while also enhancing their social and emotional development. By offering inclusive, non-judgmental spaces where young people can be themselves, Oxfordshire Youth helps them build new skills, engage in physical activity, and develop confidence and self-worth.

Additionally, Oxfordshire Youth leads and participates in several partnerships to improve the knowledge and training of professionals working with children and young people, ensuring they are well-equipped to support young people's social and emotional literacy.

2.3.1 Young People's Supported Accommodation

Young People's Supported Accommodation (YPSA) is a transformative model commissioned by Oxfordshire County Council and delivered by Response and Oxfordshire Youth. This contract, initially set for five years with the possibility of a two-year extension, provides housing and support to young people aged 18-24 in two, three, and four-bedroom homes managed by Response. Since its launch in October 2020, the service has inspired Oxfordshire Youth to adopt a trauma-informed approach across all its work, creating psychologically informed environments where individuals can thrive.

Oxfordshire Youth's goal for this service is to offer young people comprehensive support, activities, and opportunities, along with quality housing, advice, and guidance. This holistic approach aims to help them build confidence, develop skills, and prepare for independent living.

Through this service, Oxfordshire Youth has provided direct support, grounded in the principles of youth work, to 183 young people aged 18-25, who are at risk of homelessness across Oxfordshire.

Oxfordshire Youth launched a weekly "Hot Spot", which is a youth club for young people in the YPSA service. This safe environment allows them to connect with peers and trusted adults.

- Young people are developing structure in their daily lives, with regular activities to look forward to.
- They have opportunities for connection and fun with peers and staff, boosting their well-being and motivation.
- They are also learning valuable new skills that prepare them for independent living.

The launch of the Move-On Programme has provided a structured pathway for young people to develop their independence skills. By using the AQA Unit Award Scheme, OY can formally recognise young people's achievements and provide them with tangible evidence of their progress. This evidence is crucial in demonstrating to housing panels that a young person is ready for independent living. Since the programme's launch in summer 2023, we have awarded 68 AQA Unit Awards to 12 young people in the YPSA service.

2.3.2 Youth Leadership Programmes

In 2015, Oxfordshire Youth partnered with the Institute of Leadership and Management (ILM) to adapt its highly regarded adult leadership programme for young people aged 14 and over. Oxfordshire Youth delivered this programme through a three-day residential experience, combining leadership workshops with outdoor activities to enhance learning. The programme concluded with participants leading a social action challenge, workshop, or activity to demonstrate what they had learned. Upon completion, participants earned an ILM Level 2 Award in Leadership and Team Skills.

Over the first three years, 200 young people earned this qualification. The programme has since evolved, and Oxfordshire Youth now offers a variety of programmes that incorporate the ILM qualification, making it accessible to young people of all abilities to participate and achieve this recognition.

These include:

(i) **Young Leaders programme**
A four-night residential programme, followed by a leadership activity led by young people, a Leadership Day, and a graduation event. This programme is available to young people aged 14-21 in youth sector organisations in Oxfordshire, enabling them to develop skills to lead in their settings.

(ii) **Future Leaders programme**
A three-night residential programme, followed by a leadership activity led by young people, a Leadership Day, and a graduation event. This programme is available to young people aged 16-25 who are in work and/or apprenticeship and graduate programmes.

(iii) **Building Resilience programme**
A programme delivered in schools, for young people who are at risk of exclusion. Building Resilience includes workshops based on the specific needs identified by the school and the young people. Example workshops include drugs and alcohol, mental well-being, positive relationships, protective behaviours. This programme also introduces young people to their local youth provision, with the aim that the young people feel confident about accessing a safe space to go with peers.

(iv) **Inspiring Futures programme**
An employability programme for young people who are not in full-time education, employment, or training. This is currently being delivered to young people in YPSA.

(v) **Transition Through Leadership**
A leadership programme equipping children in Years 7 and 8 with the skills to develop content and resources for workshops on well-being and resilience, which they then deliver to Year 6 children who are moving to their secondary school.

This year's delivery was mostly across Building Resilience and Transition Through Leadership. 126 young people were supported via these school-based programmes.

Of those who participated in our Transitions through Leadership programme:

- 76% of students reported increased levels of resilience and coping skills
- 80% of students felt more positive towards people who were different to them
- 63% felt more able to talk to someone they don't know
- 74% of students reported feeling more prepared for challenges that life might bring them

49 young people in year 9 and at risk of exclusion from five schools across the county took part in the Building Resilience Programme.

- In feedback, students reported that they felt greater connection to the school community, had better relationships with their peers and a greater ability to talk to others, including students and teachers, after attending the programme. Staff also reported improved engagement in lessons.

"It made school seem easier a bit.'' "Helped me with better mental health and feel more focused."

"It absolutely gave them a push in the right direction - how to solve their own problems. Being part of the sessions gave them an opportunity to reflect on themselves and to see themselves in a different light - with their peers and with adults." *A teacher from Wheatley Park School; feedback on our Building Resilience programme.*

- Ten young people completed the ILM Level 2 Award in Leadership and Team Skills following the Young Leaders programme in October 2023.

2.3.3 Podcast Crew

We continued to invest in Oxfordshire Youth's fully youth-led podcast, *Are You Listening?'*, which champions young people's voices, creating a safe space for them to talk openly about their lived experiences and reach a wider audience.

- Produced seven podcast episodes exploring mental health, visible and invisible disabilities, neurodiversity, and the education system
- Enabled three members of the Podcast crew to receive an AQA accreditation in Effective Communication, to formally recognise their valuable work
- Supported 10 young people aged 14-21 to complete our Level 2 Award in Leadership and Team Skills, a bespoke leadership programme for young people, accredited by the Institute of Leadership and Management (ILM)

"Most young people don't get the opportunity to go on a podcast and just say what they want out into the world. In my school life and personal life, there definitely wasn't that level of control… but I think the podcast really was in my control… you can shape it to be whatever you want, and that's definitely not something that I had anywhere else." *Ben, Podcast crew member*

2.3.4 Girls and Young Women

We launched a new programme aimed at supporting vulnerable young women aged 11-25 who are at risk of gang violence and exploitation. This initiative uses a youth work approach to provide support to up to 20 girls and young women each year. So far, 14 girls and young women aged 11-21 have been referred to the programme and are receiving one-on-one support on a weekly basis.

2.3.5 Workshops

Oxfordshire Youth offer a variety of workshops for young people on topics such as leadership, body image, self-esteem, well-being, and self-care. Additionally, we provide workshops that promote understanding and celebration of diversity and inclusion, covering areas like gender empowerment, LGBTQI+ issues, and diversity. Our podcast, "*Are You Listening?",* further creates a platform for open dialogue with young people about key social issues and the challenges they face.

3. Governance Objects

Oxfordshire Youth's objects are:

To act as a resource for young people and organisations working with young people within Oxfordshire, by providing advice and assistance and organising programmes of physical, educational, and other activities, as a means of:

1. helping young people to advance in life by developing their skills, capacities, and capabilities, thereby enabling them to participate in society as independent, mature, and responsible individuals

2. advancing young people's education

3. relieving unemployment

4. providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, infirmity or disability, poverty, or social and economic circumstances, with a view to improving the conditions of life of such persons.

3.1.1 Public Benefit

The trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

3.1.2 Governing Document

Oxfordshire Youth is a charitable incorporated organisation governed by a constitution dated 28th March 2013.

3.1.3 Good Governance

The trustees understand that good governance is crucial to the success of Oxfordshire Youth. They are committed to cultivating a culture in which everyone collaborates to achieve a unified vision and ensures compliance with relevant laws and regulations. To support this commitment, the Trustees have adopted the Charity Governance Code, which they regularly review against the charity's practices.

The Board comprises the full Board of Trustees and four sub-committees: the Finance and Risk Sub-Committee; the Safeguarding, Quality, and Performance Sub-Committee; the People, Culture, and Digital Sub-Committee; and the Remuneration Sub-Committee. The Board of Trustees and its sub-committees each meet at least six times a year, except for the Remuneration Sub-Committee, which meets annually.

3.1.4 The Board of Trustees

The Trustees are responsible for Oxfordshire Youth's governance and the strategic direction of the charity. Trustees are appointed by an ordinary resolution at a general board meeting for a term of three years. A trustee can serve up to a maximum term of nine years before being required to retire for one year. The minimum number of trustees is three and there is no maximum number. All trustees are given access to the Oxfordshire Youth Board of Trustees shared drive on which all relevant documents are held.

All trustees continue to be required to undergo General Data Protection Regulation training plus generalised safeguarding training and to be DBS checked. The Chief Executive Officer, who has direct responsibility for day-to-day management as well as the development and implementation of appropriate policies and strategies (assisted by the Senior Leadership Team) reports to trustees.

New trustees undergo an induction process which includes one-to-one meetings with the CEO and the Chair. The meeting with the Chair includes briefings on trustees' legal responsibilities, the content of Oxfordshire Youth's constitution, operational boundaries, declarations of interest, Oxfordshire Youth's charity policies, and the working mechanics of the Board of Trustees. It also includes an introduction to Charity Commission resources and the Charity Governance Code, an introduction to the charity's work, and a meeting with the Senior Leadership Team. Induction includes opportunities for practical insights into the work of the charity. New trustees are also encouraged to attend all sub-committees for a deeper insight into the workings of the board.

3.1.5 Trustee Induction

New trustees undergo an induction process which includes one-to-one meetings with the C.E.O. and the Chair. The meeting with the Chair includes briefings on: trustees' legal responsibilities, the content of Oxfordshire Youth's constitution, operational boundaries, declarations of interest, Oxfordshire Youth's charity policies and the working mechanics of the Board of Trustees. It also includes an introduction to Charity Commission resources and the Charity Governance Code, an introduction to the charity's work and a meeting with the Senior Leadership Team. Induction includes opportunities for practical insights into the work of the charity. New trustees are also encouraged to attend all sub-committees for a deeper insight into the workings of the board.

3.1.6 Board Composition

Oxfordshire Youth benefits from a motivated, active, and engaged board of trustees. The present trustees have a variety of backgrounds relevant to the work of Oxfordshire Youth. Trustees are proactive at taking responsibility for the composition of the board and maintain a live board composition audit which sets out the desired mix of skills, experience, and backgrounds.

This financial year saw three new trustee appointments and two resignations. As of the end of March 2024, the Board of Trustees consisted of nine trustees, two of whom were under 25 years old. A rolling programme of training for all trustees continues as part of our ongoing commitment to building and maintaining high standards of governance.

3.1.7 Risks

The trustees consider the notable risks faced by Oxfordshire Youth to be:

- Managing the challenges brought on by our significant growth
- Addressing the potential risks associated with serious safeguarding incidents due to the nature of our work in supported housing
- Navigating the impact of the cost-of-living crisis
- Sustaining our current level of income, which requires robust fundraising efforts

3.1.8 Safeguarding

Safeguarding young people (including those at risk, up to the age of 25), remains a top priority for the charity. We dedicate significant time and resources to staying informed about risks and best practices in safeguarding, ensuring our policies and procedures are current and effective. Risk assessment is fully integrated in our practices. This year, Oxfordshire Youth's supported housing underwent an external audit by Oxfordshire County Council, which resulted in a positive outcome: all 10 areas of the audit were rated as green. This audit, along with our ongoing efforts to strengthen safeguarding, gives us confidence in the robustness of our approach.

3.1.9 Equity, Diversity, and Inclusion (EDI)

Prioritising Equity, Diversity, and Inclusion (EDI) has never been more crucial. At Oxfordshire Youth, it is essential that we fully commit to these principles and practices with dedication and rigour. We understand that EDI is not a fixed goal, but an ongoing journey of unlearning harmful biases, behaviours, and power dynamics. This involves engaging in challenging conversations about racism, ableism, ageism, classism, and sexism.

In 2018, the organisation Charity So White highlighted the pressing need for change by revealing that 54% of charity workers had experienced discrimination or prejudice based on their race or ethnicity. Everyone has a role in eliminating workplace prejudice, and Oxfordshire Youth, as a role model for best practices within the wider youth sector, is committed to contributing to and influencing meaningful progress and change.

Addressing institutional racism, ableism, classism, and sexism requires a cultural transformation. Our EDI action plan will be integrated into all aspects of our work, including service design, HR processes, youth voice initiatives, governance, leadership, and our commitment to ongoing learning and development. We are continuously building a workforce that is diverse, inclusive, and celebrates individuality and difference. It is important for young people to see themselves reflected in the staff who represent Oxfordshire Youth. Our ongoing EDI efforts will involve collaboration with young people from marginalised communities to ensure that we are engaging with and supporting all young people.

Currently, 33% of the Oxfordshire Youth team is from the global majority, 9.5% identify as LGBTQIA+, and 84% have lived experience relevant to the areas in which Oxfordshire Youth operates. Our staff gender ratio is 70% female to 30% male, aligning with UK charity sector statistics. We have no gender pay gap, and we are committed to taking our responsibility for such a diverse workforce seriously, striving to be inclusive for all.

Becoming an organisation committed to anti-racism practices has remained a priority as we developed our new strategy, in collaboration with our global majority-led EDI working group. This year, our focus on anti-racist practice included a series of face-to-face training sessions and workshops for all staff to deepen their understanding and reflect on our work and practices. This important work will continue into 2024-25.

4. Finance

Despite ongoing challenges in the charity sector, Oxfordshire Youth's total income in 2023-24 only slightly decreased by £7,955, bringing in £2,118,785, compared to £2,126,740 in 2022-23. Income from contracts and grants decreased to £1,871,204 from £1,919,265 in 2022-23, whilst donations saw an increase from £81,202 to £218,017 .Total expenditure for the year was significantly reduced to £2,109,042, down from £2,319,402 in 2022-23.

Oxfordshire Youth has continued to deliver high-quality services during these difficult times, thanks to the dedication of our staff, volunteers, supporters, and voluntary fundraisers. We are also grateful to our auditors, UHY Ross Brooke for their assistance in producing our financial accounts.

5. Reserves

Oxfordshire Youth has a reserve risk calculation in place, aiming to increase reserves by £150,000 by 2025-26, and to add to the reserves each year thereafter to reach £450k reserves. Although we did not meet our reserves contribution target for 2023-24, we remain focused on achieving annual increases in reserves as part of our strategic plan.

6. The Future

Oxfordshire Youth has secured over £1 million in project income annually for the next two years. This ensures OY's ability to operate as an infrastructure organisation supporting the county's youth sector in Oxfordshire. Funding has been secured from both the National Lottery Community Fund and The Prudence Trust. Additionally, Oxfordshire Youth is funded to provide support to young people through a supported housing program until October 2027.

However, Oxfordshire Youth has faced challenges in generating unrestricted funding for its core infrastructure costs. We continue to address these challenges with determination and innovation by diversifying our income streams and focusing on building multi-year partnerships with values-driven businesses like Intel, Lucy Group, and Blenheim. We are also engaging with new grant-making bodies that recognise the importance of investing in infrastructure organisations and the inspiring frontline workers that young people rely on now more than ever.

This year, we aim to build on our strengths while bringing in new expertise and skills to enhance our business development efforts. Youth work is increasingly being recognised by central government as a key solution to addressing complex societal issues. We remain committed to innovating in our approach and in the collaborations we form, striving to combine the transformative power of youth work with the voices of young people. Their input will guide our organisational, local, regional, and national direction toward a fairer, more just, and equitable future.

Thank you to the many individual donors who have kindly supported our work over the last twelve months.

Approved by the Trustees on ....28/01/2025..... and signed on their behalf by:

John May, Chair

Signature: 

Email: john.may@oxfordshireyouth.org

OXFORDSHIRE YOUTH

Statement of Trustees' Responsibilities

Trustees' responsibilities in relation to Financial Statements

Law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing financial statements giving a true and fair view, the Trustees should follow best practice and:

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

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them both to ascertain the financial position of the charity and to ensure that the financial statements comply with applicable law, regulations and trust deeds. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board of Trustees on 28/01/2025 and signed on their behalf by:

Signature: 

Email: john.may@oxfordshireyouth.org

John May
Chair of Trustees

INDEPENDENT AUDITOR'S REPORT
TO THE TRUSTEES OF
OXFORDSHIRE YOUTH

Opinion

We have audited the financial statements of Oxfordshire Youth for the year ended 31 March 2024 which comprise the Statement of Financial Activities, Balance sheet, Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2024, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Material uncertainty relating to going concern

We draw attention to pages 21, 22 and Note 1 in the financial statements, which indicate that the charity incurred a deficit of £43,242 on unrestricted funds and surplus of £52,986 on restricted funds during the year ended 31 March 2024 and, as of that date, the charity's net assets were £11,522. As stated in Note 1, these events or conditions, along with other matters as set forth in Note 1, indicate that a material uncertainty exists that may cast significant doubt on the charity's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

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

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 18, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:
We have considered:

- the nature of the charity and sector, control environment and operating performance;
- the charity's own assessment, including assessments made by key management, of the risks that irregularities may occur either as a result of fraud or error;
- any matters we identified having reviewed the charity's policies and procedures relating to:
  - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
  - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; and
  - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;
- the matters discussed amongst the audit engagement team.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the areas in which management is required to exercise significant judgement, such as the disclosure of adjusting items. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context were the Companies Act, Charities Act and tax legislation.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx.

This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

UHY Ross Brooke
Statutory Auditor
Windrush Court
Abingdon Business Park
Abingdon
OX14 1SY

Date....29/01/2025.....

UHY Ross Brooke is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

OXFORDSHIRE YOUTH - STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Income and endowments					
Donations and legacies					
Donations		128,604	89,413	218,017	81,202
Income from other trading activities					
Fundraising events		(484)	13,299	12,815	49,280
Income from charitable activities					
Contracts and grants		107,430	1,763,774	1,871,204	1,919,265
Subscriptions		-	-	-	4,084
Other income					
Other income		12,249	4,500	16,749	72,909
Total income	2	247,799	1,870,986	2,118,785	2,126,740
Expenditure on:					
Generating funds	3	3,807	1,497	5,304	15,330
Charitable activities	3	294,184	1,809,553	2,103,737	2,304,072
Total expenditure		297,991	1,811,050	2,109,041	2,319,402
Net income/(expenditure) before transfers		(50,192)	59,936	9,744	(192,662)
Transfers between funds		6,950	(6,950)	-	-
Net movement of funds in year		(43,242)	52,986	9,744	(192,662)
Reconciliation of funds:					
Total funds brought forward		(90,846)	92,624	1,778	194,440
Total funds carried forward		(134,088)	145,610	11,522	1,778

The Statement of Financial Activities includes all gains and losses recognised in the year. All income and expenditure derives from continuing activities.

OXFORDSHIRE YOUTH

BALANCE SHEET AS AT 31 MARCH 2024

	Notes	2024	2023
		£	£
Fixed Assets			
Tangible assets	8	20,438	26,135
		20,438	26,135
Current Assets			
Debtors	9	200,092	196,778
Cash at bank		104,984	157,504
		305,076	354,282
Creditors			
Amounts due within one year	10	(261,771)	(267,306)
Net Current Assets		43,305	86,976
Total assets less current liabilities		63,743	113,111
Creditors : Amounts falling due after more than one year	11	(52,221)	(111,333)
Net Assets	12	11,522	1,778
The Funds of the Charity			
Restricted income funds	13	145,610	92,624
Unrestricted income funds		(134,088)	(90,846)
		11,522	1,778

The notes on pages 25 to 35 form part of these accounts.

Approved and authorised by the Trustees on ….28/01/2025….

ON BEHALF OF THE TRUSTEES

Signature: 

Email: john.may@oxfordshireyouth.org

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John May, Chair

OXFORDSHIRE YOUTH

STATEMENT OF CASH FLOWS

AS AT 31 MARCH 2024

	2024	2023
	£	£
Cash flows from operating activities:		
Net movement in funds for the reporting period (as per the statement of financial activities)	9,744	(192,662)
Adjustments for:		
(Increase)/decrease in debtors	(3,314)	(58,952)
(Decrease)/increase in creditors	(9,270)	(66,280)
Purchase of tangible fixed assets	(10,343)	(2,514)
Depreciation charge	16,040	16,510
Net cash provided by (used in) operating activities	2,857	(303,898)
Cashflow from financing activities		
Proceeds from loan	-	180,000
Repayment of loan	(55,377)	(13,291)
Net cashflow from financing activities	(55,377)	166,709
Change in cash and cash equivalents in the reporting period	(52,520)	(137,189)
Cash and cash equivalents at the beginning of the reporting period	157,504	294,693
Cash and cash equivalents at the end of the reporting period	104,984	157,504

OXFORDSHIRE YOUTH

COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £
Income and endowments			
Donations and legacies			
Donations	71,345	9,857	81,202
Income from other trading activities			
Fundraising events	49,280	-	49,280
Income from charitable activities			
Contracts and grants	33,290	1,885,975	1,919,265
Subscriptions	4,084	-	4,084
Other income			
Other income	47,400	25,509	72,909
Total Income	205,399	1,921,341	2,126,740
Expenditure on:			
Generating funds	15,318	12	15,330
Charitable activities	435,507	1,868,565	2,304,072
Total Expenditure	450,825	1,868,577	2,319,402
Net income/(expenditure) before transfers	(245,426)	52,764	(192,662)
Transfers between funds	-	-	-
Net movement of funds in year	(245,426)	52,764	(192,662)
Reconciliation of funds:			
Total funds brought forward	154,580	39,860	194,440
Total funds carried forward	(90,846)	92,624	1,778

OXFORDSHIRE YOUTH

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2024

1. Accounting Policies

The following accounting policies have been used consistently in dealing with items which are considered material in relation to the charity's accounts.

(a) Basis of Accounting

The financial statements are prepared under the historical cost convention and in compliance with the Charities Act 2011, the Charities Statement of Recommended Practice FRS 102 (effective 1 January 2019).

The charity is a public benefit entity.

Going concern

The 2023-24 financial statements for Oxfordshire Youth have been prepared on a going-concern basis. Our commitment to financial stability, good governance and transparency remains unwavering.

Oxfordshire Youth experienced significant growth in recent years, from a turnover of £428k in 2019-20 to £1.4m in 2020-21 and £2.8m in 2021-22. This was largely due to the success of a major multi-year supported housing contract, but OY also benefitted from large injections of funding into its youth development and youth voice programmes. There was great support for the work we were carrying out during and directly after Covid, which enabled us to work on the front line and operate strategically in supporting the youth sector in Oxfordshire. Our reach and impact grew significantly. While this was positive, the emergency and reactive funding from commissioners was short term. During 2022-23, OY was faced with the challenge of continuing to maintain the charity at the size to which it had grown, whilst the fundraising environment started to change significantly, and to become much more challenging.

Because of these changes, OY struggled to raise the income it had forecast and ended the year with a deficit - see our accounts for 2022-23. However, with a huge amount of work from the team and tight financial controls, we managed to achieve a much better result for 2023-24, albeit we were not in a position to add to the reserves. We will continue to operate with much tighter financial control over our operations and OY will focus on raising unrestricted income to support its core costs.

The charity's Finance, Audit and Risk Committee convenes regularly to oversee the charity's financial matters, with these updates being reported to the bi-monthly board meeting. The current economic climate and the potential funding challenges have been proactively addressed, while taking into account our limited reserves.

OY will continue to focus on refining its fundraising strategy, particularly in corporate fundraising and reserve building. We aim to increase unrestricted funding in order to enhance team capabilities and operational efficiencies.

Acknowledging the multifaceted challenges within the third sector, OY has demonstrated a commitment to evolving its approach to funding and executing its strategy to support young people in Oxfordshire over the past year. The board expresses confidence in the team's ability to deliver in accordance with the forecast objectives.

Oxfordshire Youth prides itself on its dedication to high performance in its work with its beneficiaries and in the way the charity is run. Governance is robust in both board and senior leadership spaces, and consultants and experts are brought in to assist when we recognise skills gaps. While OY has found maintaining its level of growth difficult, we believe we have the right skills, people and infrastructure to maintain the current operating level and improve our future sustainability.

(b) Fund Accounting

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

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

(c) Income

Income from donations is of a general nature and is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Investment income is recognised on a receivable basis.

The following specific policies are applied to particular categories of income from charitable activities:

- Contract and grant income are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.
- Subscriptions are accounted for in the year to which they relate.
- Contract revenue and grants receivable are reflected in the accounts on the accrual basis.

(d) Debtors

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

Donations, gifts and grants that provide core funding or are of a general nature are recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when the donor specifies it must be used in future accounting periods or the donor has imposed conditions which must be met before the charity has unconditional entitlement. Debtors consists of amounts recognised less any provision for bad or doubtful debts.

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any Value Added Tax which is reported as part of the expenditure to which it relates.

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

- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are on a time apportioned basis.

(f) Redundancy/Termination payments

Termination benefits are amounts payable as a result of a decision by Oxfordshire Youth to terminate an employee's employment before the normal retirement date or an employee's decision to accept voluntary redundancy and are charged on an accruals basis when Oxfordshire Youth is demonstrably committed to the termination of the employment of an employee or group of employees in a legally binding manner.

(g) Creditors

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, the amount of the obligation can be measured reliably and the transfer of economic benefit has occurred. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

(h) Provisions

Provisions are recognised when there is a present obligation (legal or constructive) as a result of a past event, it is probable that the charity will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the provision.

(i) Deferred Income

Deferred income includes all receipts and grants which relate to the period after the year end.

(j) Cash at bank and in hand

Cash is comprised of cash in hand and bank balances (credit or overdraft). Cash equivalents are short-term, highly liquid investments, which mature within three months or less from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value. There were no cash equivalents during the 2023-24 financial year.

(k) Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated at historical cost less depreciation. Depreciation is provided on a reducing balance rate which reflects the anticipated useful lives of the assets and their estimated residual values:

Fixtures and fittings	20%
Computer and printing equipment	33.3%
Website development costs	20%

2. Restricted Funds

	2024	2023
	£	£
ARC Physical Literacy	4,987	-
Big Lottery Project	157,233	133,000
Blenheim Artwork	(1,184)	17,700
Blenheim Diversifying Apprenticeships	26,500	-
Mental Wealth Academy/Oxford Health – Mental Health Training	32,386	-
Mental Health Project	-	32,711
Paul Hamlyn	55,000	50,000
Prudence Sector Support	88,200	-
VPP/Hospital Navigator Unit	22,000	-
Young Leaders	48,500	4,420
Young Women	42,900	19,750
Youth in Mind	5,469	-
Youth in Mind	22,299	-
Youth Justice Sport – Streetgames	-	16,000
Youth Opportunity Fund	-	16,014
Youth Training/NYA Bursary	13,800	-
YPSA Response	1,347,896	1,410,661
YPSA Sanghera Gym Memberships	5,000	-
Mental Wealth Academy	-	41,250
Co-op	-	34,550
Children in Need	-	13,743
Buckinghamshire NHS Trust	-	22,527
Welcome pack funding	-	12,505
Podcast	-	5,000
Prudence building resilience	-	30,000
Substance – chances social impact bond	-	59,750
Witney town council	-	800
YPSA – positive activities	-	960
Total	1,870,986	1,921,341

3. Expenditure

Generating funds	Unrestricted	Restricted	2024	2023
	£	£	£	£
Salaries	-	-	-	-
Other costs	3,807	1,497	5,304	15,330
	3,807	1,497	5,304	15,330

Charitable activities	Unrestricted	Restricted	2024	2023
	£	£	£	£
Salaries	237,800	1,298,475	1,536,275	1,537,298
Activities, equipment, etc.	17,742	282,599	300,341	378,229
Support costs	17,642	228,479	246,121	381,825
Auditor's fee	21,000	-	21,000	6,720
	294,184	1,809,553	2,103,737	2,304,072

4. Auditors Remuneration

	2024	2023
	£	£
Audit fees	21,000	10,000
	21,000	10,000

5. Staff Numbers

The average number of persons employed, analysed by activity, was:

	2024	2023
Generating funds	2	2
Charitable activities	48	50
Total	50	52

6. Staff Costs

	2024	2023
	£	£
Wages and salaries	1,374,759	1,371,016
Social security costs	121,009	128,435
Pensions	40,507	38,788
	1,536,275	1,538,239

One employee earned between £60,000 and £70,000 and no employees earned between £70,000 and £80,000. No other employees earned more than £60,000. No trustee received any remuneration or expenses.

Remuneration paid to key management personnel amounted to £164,409 (2023: £173,216).

7. Related Party Transactions

There were no other related party transactions in the current or prior year.

8. Tangible Fixed Assets

	Computer and printing equipment	Website development costs	Fixtures and Fittings	Total
	£	£	£	£
Cost:				
At 1 April 2023	41,080	16,812	2,856	60,748
Additions	1,259	-	9,084	10,343
Disposals				
At 31 March 2024	42,339	16,812	11,940	71,091
Depreciation:				
At 1 April 2023	27,813	5,602	1,198	34,613
Disposals	-	-	-	-
Charge in year	10,553	3,362	2,125	16,040
At 31 March 2024	38,366	8,964	3,323	50,653
Net Book Value:				
At 31 March 2024	3,973	7,848	8,617	20,438
At 31 March 2023	13,267	11,210	1,658	26,135

9. Debtors

	2024	2023
	£	£
Grants and contracts	169,653	153,163
Other debtors	30,439	43,615
	200,092	196,778

10. Creditors – Amounts Falling Due Within One Year

	2024	2023
	£	£
Loan	59,111	55,376
Trade Creditors	52,468	65,251
Taxation and social security	41,198	39,078
Accruals and other creditors	9,294	19,401
Deferred income	99,700	88,200
	261,771	267,306

11. Creditors – Amounts Falling Due After More Than One Year

	2024 £	2023 £
Loan	52,221	111,333
	52,221	111,333

In November 2022, Oxfordshire Youth received an unsecured loan for £180,000 from CAF, interest is charged at a rate of 6.5% per annum over 3 years, the final payment date is the 31 January 2026.

12. Analysis of Net Assets between Funds

Current Year

	Unrestricted Funds £	Restricted Funds £	2024 Total Funds £
Tangible fixed assets	20,438	-	20,438
Current assets	159,466	145,610	305,076
Creditors < 1 year	(261,771)	-	(262,771)
Creditors > 1year	(52,221)	-	(52,221)
	(134,088)	145,610	11,522

Previous year

	Unrestricted Funds £	Restricted Funds £	2023 Total Assets £
Tangible fixed assets	26,135	-	26,135
Current assets	261,658	92,624	354,282
Creditors < 1 year	(267,306)	-	(267,306)
Creditors > 1 year	(111,333)	-	(111,333)
	(90,846)	92,624	1,778

13. Movements on Restricted Funds

Current year

	Balance 1 Apr 2023 £	Income £	Expenditure £	Transfers £	Balance 31 Mar 2024 £
ARC Physical Literacy	-	4,987	(4,987)	-	-
Big Lottery Project	333	157,233	(139,664)	-	17,902
Blenheim Artwork	7,456	(1,184)	(6,272)	-	-
Blenheim Diversifying	-	26,500	(2,086)	-	24,414
Buckinghamshire NHS	1,992	-	(1,992)	-	-
Children in Need	9,184	-	(9,184)	-	-
Co-op	29,588	-	(29,588)	-	-
Kickstarter	789	-	-	-	789
Young Leaders	(447)	48,500	(7,541)	-	40,512
Mental Health Project	3,995	-	-	-	3,995
Youth Opportunity Fund	13,538	-	-	-	13,538
Mental Wealth Academy	1,490	32,386	(38,470)	4,594	-
Response YPSA	(91,001)	1,347,896	(1,242,353)	-	14,542
Substance Life Chances	(4,623)	-	-	4,623	-
VRU	54,407	-	-	(54,407)	
YPSA Welcome Pack	13,064	-	(8,173)	-	4,891
Leisure for all	1,000	-	-	-	1,000
Paul Hamlyn Trust	12,775	55,000	(50,743)	-	17,032
Podcast	5,000	-	(7,377)	2,377	-
Prudence Sector Support	3,732	88,200	(91,489)	-	443
Prudence Building Resilience	-	-	(11,732)	-	(11,732)
Substance – Chances Social	15,241	-	(10,620)	(4,621)	-
VPP	-	22,000	(5,318)	-	16,682
Witney Town Council	442	-	-	-	442
Young Women	13,386	42,900	(47,602)	-	8,684
Youth Awards	-	5,469	(5,469)	-	-
Youth in Mind	-	22,299	(57,369)	35,070	-
Youth Justice Sport Streetgames	323	-	(1,112)	789	-
Youth Training	-	13,800	(26,324)	-	(12,524)
YPSA – Positive Activities	960	-	(960)	-	-
YPSA Sanghera Gym	-	5,000	-	-	5,000
Unassigned	-	-	(4,625)	4,625	-
	92,624	1,870,986	(1,811,050)	(6,950)	145,610

13. Movements on Restricted Funds (continued)

Previous year

	Balance 1 Apr 2022 £	Income £	Expenditure £	Transfers £	Balance 31 Mar 2023 £
Big Lottery Project	-	133,000	(132,667)	-	333
Voice Vox	-	17,700	(10,244)	-	7,456
Young Leaders	7,928	4,420	(12,795)	-	(447)
Mental Health Project	844	32,711	(29,560)	-	3,995
Youth Opportunity Fund	13,538	16,015	(16,015)	-	13,538
Mental Wealth Academy	753	41,250	(40,513)	-	1,490
Response YPSA	(112,889)	1,410,660	(1,388,772)	-	(91,001)
Co-op	29,588	34,550	(34,550)	-	29,588
Children in Need	9,184	13,743	(13,743)	-	9,184
Substance Life Chances	(4,623)	-	-	-	(4,623)
Buckinghamshire NHS	(1,532)	22,527	(19,003)	-	1,992
VRU	93,094	-	(38,687)	-	54,407
Kickstarter	789	-	-	-	789
Welcome Pack Funding	3,186	12,505	(2,627)	-	13,064
Leisure for all	-	-	1,000	-	1,000
Paul Hamlyn Trust	-	50.000	(37,225)	-	12,775
Podcast	-	5,000	-	-	5,000
Prudence Building Resilience	-	30,000	(26,268)	-	3,732
Substance – CSIB	-	59,750	(44,509)	-	15,241
Witney Town Council	-	800	(358)	-	442
Young Women	-	19,750	(6,364)	-	13,386
Youth Justice Sport - Streetgames	-	16,000	(15,677)	-	323
YPSA – Positive Activities	-	960	-	-	960
	39,860	1,921,341	(1,868,577)	-	92,624

The purposes of each restricted fund are summarised below:

Big Lottery funded project called Investing in Youth in Communities. Three objectives: Volunteers have improved skills and confidence helping them to provide high quality youth club provision; Young people have improved well-being that will enhance their life chances; and Disadvantaged communities are able to provide sustainable good quality youth provision that promotes integration and community cohesion.

The Prudence Trust funded project called Wellbeing for Youth Work Practitioners. Objectives: to support the wellbeing of frontline youth work practitioners, to support the leadership development of youth

13. Movements on Restricted Funds (continued)

leaders/CEO's/Directors of youth work in the county, and to provide specialist training to upskill practitioners working with young people in Oxfordshire.

NYA Bursary funding for Level 2 and Level 3 Awards in Youth Work. Oxfordshire Youth delivers these qualifications for the county and across the south east.

Oxfordshire County Council funded service. Response is the lead organisation in a partnership contract. YPSA – A contract to provide care and support within supported accommodation for young people aged 18-25 within Oxfordshire who are at risk of homelessness.

Cherwell District Council funded programme called Girls and Young Women Project. Support for young women and girls at risk of exploitation.

Thames Valley Violence Prevention Partnership funded project called Hospital Navigators. Youth mentoring support for young people who arrive at A&E at the John Radcliffe hospital.

Transfers between funds

During the year a net transfer of £6,950 (2023: £nil) was made from unrestricted funds to restricted funds in respect of completed projects with residual fund balances. The Trustees confirm that all funding conditions have been met and residual fund balances are eligible to be transferred to unrestricted funds and spent on other purposes.

14. General information

Oxfordshire Youth is an incorporated charity domiciled in England. Its principal office is 4150 Chancellor Court, Oxford Business Park South, Oxford, OX4 2GX.

OXFORDSHIRE YOUTH

England & Wales - Charity number 1151723

Accounts

Oxfordshire Youth

Registered Charity 1151723

Annual Report and Accounts

For the year ended 31st March 2023



OXFORDSHIRE YOUTH

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OXFORDSHIRE YOUTH

LEGAL AND ADMINISTRATIVE INFORMATION

Charitable incorporated organisation: 1151723

Principal office: Oxfordshire Youth, 4400 Nash Court, John Smith Drive, Oxford, OX4 2RU

Email: admin@oxfordshireyouth.org

Auditors: UHY Ross Brooke, Windrush Court, Abingdon Business Park, Abingdon, OX14 1SY

Bankers: Barclays Bank P.L.C., 30 Market Square, Witney, Oxfordshire, OX28 6BJ

Solicitors: Taylor Vinters, Prama House, 267 Banbury Road, Summertown, Oxford, OX2 7HT

OXFORDSHIRE YOUTH TRUSTEE BOARD
The trustees serving during the year and since the year-end were as follows.

Chair
Carl Anglim (retired 01 January 2023)
John May (appointed o1 January 2023)

Deputy Chair
Fiona Clarke

Trustees
Isabel Dharmasiri (appointed 26 May 2022)
Emma-Jane Hampsheir-Gill (appointed April 2022)
Susan Jackson (retired November 2022)
Gerwyn Jenkins (appointed 26/11/2020)
Francesca Lee (appointed April 2022)
Faustine Petron (appointed April 2022)
Catherine Riddle
Paul Stothard (Treasurer) (retired November 2022)
Arun Bahl (Treasurer)(appointed 30 March 2023)
Craig Pinkey (appointed 01 November 2023)

Standing Committees
Finance, Audit and Risk: Paul Stothard (Chair)(resigned 30 March 2023)
Finance, Audit & Risk: Arun Bahl (Chair) Appointed 30 March 2023)
Safeguarding, Quality and Impact: Catherine Riddle (Chair)
People, Culture and Digital: Emma-Jane Hampshire-Gill (Chair)
Remuneration Committee: Mike Watkinson (Chair)

Chief Executive
Jodie Lloyd-Jones

Honorary Members
Lady Henrietta Spencer-Churchill (President)
Mike Watkinson (Vice President)
Richard Venables (Vice-President)

OXFORDSHIRE YOUTH

TRUSTEES' REPORT

Introduction from our Chair

It gives me great pleasure to introduce the Oxfordshire Youth 2022-23 Annual Report.

Oxfordshire Youth's mission is to meet the needs and aspirations of young people and to build a resilient youth sector in Oxfordshire. At the core of our endeavours throughout the past year lies a simple yet profound aspiration. We want the young people of Oxfordshire to feel empowered, be respected and know that they are valued. We advocate for systemic change placing youth work at the heart of young people's lives. And to exemplify our commitment to action, we run direct delivery support to young people across a wide range of projects, all based on youth work values. These include working to prevent homelessness, growing young people's resilience, supporting good mental health, reducing violence and, critically, partnering with young people to make sure their voice is heard.

Young people are at the heart of everything we do. There are many great youth organisations across Oxfordshire, lots are quite small and run by volunteers, and they make an enormous contribution to the individual lives of young people across the county. They are run by people who are passionate about ensuring that young people in Oxfordshire get the best possible start in life, whatever their background or circumstances. We exist for those organisations, to help them survive and thrive, and for the young people whose lives they improve. I have been delighted to watch the many partnerships that have grown within the county, all dedicated to supporting young people find their purpose, place and passions in a challenging world.

In the face of the volatile financial landscape for charities, Oxfordshire Youth remains steadfast in delivering high-quality work. This resilience is a testament to the dedication of our staff, volunteers, supporters, and voluntary fundraisers.

I took over as Chair of Trustees at the beginning of 2023, and it has been a privilege to work with the senior leadership team, so ably led by an exceptional Chief Executive Officer, Jodie Lloyd-Jones, and a brilliant team of fellow trustees. All have been a tower of strength and support to me over the last year and I give them my sincere thanks. My own induction was made so much easier by the support I was given by my predecessor, Carl Anglim. Carl lived and breathed the work of the charity during his tenure and I am delighted that he has accepted the trustees' invitation to serve as an honorary vice-president.

My thanks go to our auditors, UHY Ross Brooke, for their help in producing our financial accounts.

In a world characterised by instability and unpredictability, youth work plays a crucial role in nurturing resilient, adaptable and empowered individuals. Today's societal challenges demand more than academic knowledge; they require practical skills, emotional intelligence, and a sense of community engagement. Oxfordshire Youth supports young people as they develop leadership, problem-solving and communication skills, fostering their ability to navigate an ever-changing landscape. By promoting inclusivity and social cohesion, our charity is supporting a generation that can collaborate across diverse backgrounds, ultimately fostering a more harmonious and collectively resilient society within Oxfordshire. Your support helps us, day by day, to turn the rhetoric of change into reality. Thank you for believing in us and the young people of our county.

John May O.B.E. Deputy Lieutenant for Oxfordshire

Chair of Trustees, Oxfordshire Youth

Introduction from our Chief Executive Officer

Welcome to our annual report. 2022-2023 was a challenging and exciting year for Oxfordshire Youth. We started to look at its big questions such as, 'Who are we?', and, 'Why do we exist?'. The whole organisation, its workforce, trustees and beneficiaries came together over a period of months to answer these questions, and Oxfordshire Youth launched its new Vision, Mission and Values, that are included in this document. Alongside this, we got to work on a new five year strategy that was launched internally in 2023 and we plan to launch externally in 2024.

Oxfordshire Youth is still experiencing the aftermath of the pandemic and a cost of living crisis. The needs of children and young people are evident and we are determined to place our resources where they are most needed. We feel

privileged to work with so many inspiring young people, partners and supporters. The context that we are operating in is forever changing and this year the fundraising picture has evolved. We focused on learning, and pivoting our fundraising efforts, expanding our fundraising skills and building on our strengths. We did not generate as much income as we had predicted but are building on strong foundations in 2023/2024. Funds enable us to create the lasting change needed to ensure every young person has the skills, connections and support they need to thrive.

Our staff worked hard: building internal infrastructure and skills, providing frontline support for vulnerable young people, supporting the sector to navigate challenges, leading on mental health and wellbeing support, running sessions with young people to build skills for work, and developing new partnerships. It is the people that make an organisation great, and I am always very grateful to the inspiring staff at OY for their dedication to the work and commitment to learning and growing to be the best we can be.

I could not be more grateful to our trustees for their strong leadership, governance, and steering of the ship which ensures that OY is compliant. Our ambition for the next twelve months is to continue to build an Oxfordshire Youth that lives and breathes its values, with young people at its core, and continues to stay strong for the young people of Oxfordshire.

Jodie Lloyd-Jones

Chief Executive Officer

ANNUAL REPORT

A. Strategy and performance

Our new Vision, Mission and Values

Our **VISION** is a future in which every young person has the skills, support and connections to thrive.

Our **MISSION**: Through the power of youth work we transform young people's lives, unite communities and tackle inequality of opportunity.

Our **VALUES**

1) We listen and respond to the wisdom of young people
2) We commit to anti-oppressive practice
3) We champion wellbeing
4) We prioritise reflection, learning and growth
5) We act with integrity and courage
6) We make space for innovation and fun

Our people

Oxfordshire Youth benefits from a highly skilled, committed and motivated staff team, whose collective passion to make a difference to young people's lives, is what drives the charity forward. The C.E.O. Jodie Lloyd-Jones, who has been with the charity for nine years, provides strong leadership and commitment - not just to the charity, but to the young people we seek to serve.

Our work

Oxfordshire Youth works across three core areas: (1) Supporting the sector (2) Developing skills for life and (3) Mental health and wellbeing.

<u>1. Supporting the sector</u>

In 1947, Oxfordshire Youth was founded to support volunteer youth clubs and create a safe space for positive activities for young people. For over 75 years, Oxfordshire Youth has acted as a backbone to other organisations working with young people. Now more than ever before, this support is essential in ensuring that young people have access to safe spaces, trusting adults, and development opportunities outside of school, so that they can thrive and move into adulthood with the confidence, social and emotional competencies and practical skills they need to succeed.

Oxfordshire Youth is committed to meeting the changing needs of the grassroots organisations in Oxfordshire that work with children and young people aged 8 to 25, those who have continued to do so during COVID 19 and those who are struggling to survive.

Oxfordshire Youth's established support for the sector

The majority of this work is funded by the National Lottery Community Fund until March 2023. Its three aims are:

1. ensuring Oxfordshire continues to offer high-quality youth work provision and expand the reach of that work in disadvantaged areas
2. supporting and developing a new and existing generation of young leaders and youth workers
3. transforming the voice and influence of grassroots youth organisations and the young people they serve locally.

These aims are met through a range of programmes, described below.

Changemakers Programme

Youth clubs, youth projects, youth organisations and other organisations providing opportunities for young people in Oxfordshire can join Oxfordshire Youth as a member, or 'Changemaker', in order to join a network and gain access to high-quality support and opportunities. Changemakers can access bespoke start-up, sustainability and growth support, policy templates and Disclosure and Barring Service (D.B.S.) checks, as well as a range of high-quality workshops, training and networking opportunities for staff and volunteers. These include support via online youth work and our annual Youth Work Conference.

Children and Young People's Forum

The Children and Young People's Forum (C&YP Forum) is the collective voice of the voluntary sector working with children, young people, and families across Oxfordshire. Over 200 organisations engage in this quarterly forum that is chaired by Oxfordshire Youth's CEO. The C&YP Forum votes representatives from voluntary sector organisations on to various strategic boards in order to collaborate on strategic development with the public sector.
An Early Help Network was born out of this forum and now runs independently with over 200 early years providers signed up. Oxfordshire Youth, in partnership with six other organisations, is currently establishing a children and young people's mental health and wellbeing partnership.

Sector Insider

A digital newsletter designed for the youth sector in Oxfordshire. Almost 900 sector workers and volunteers receive the newsletter which is a space where national and local news in relation to youth work, and opportunities for the sector and young people are shared. In addition, it offers the sector access to OY's employability and leadership programmes, youth voice and participation opportunities - including its Youth Voice Network - and leadership, issue-based and challenge workshops for young people.

2. Developing skills for life

The main beneficiaries of Oxfordshire Youth's work are young people aged 8 to 25, throughout the county and beyond. Within Oxfordshire, young people, many of whom are disadvantaged or have experienced multiple traumatic events in their lives, are reached both through Oxfordshire Youth's direct services and programmes (ages 14-25), and indirectly through our work with the youth sector (ages 8-25).

Oxfordshire Youth believes that everyone has leadership potential and that with the right skills, opportunities and therapeutic support, young people can flourish, take leadership of their own lives, and positively influence those around them.

Skills development happens through Oxfordshire Youth's youth work activities and workshops, youth leadership programmes, and youth voice and participation opportunities. This work takes place in a number of contexts, including 24-hour support in supported accommodation, programmes in schools, youth clubs and organisations, outdoor residential settings and virtual spaces.

Young People's Supported Accommodation
Young People's Supported Accommodation (Y.P.S.A.) is a system-change model commissioned by Oxfordshire County Council and delivered by Response and Oxfordshire Youth. This contract is for five years, renewable for a further two years. Through the service, Oxfordshire Youth supports 121 young people aged 18-24 in two, three and four bedroom homes provided by Response. Launched in October 2020, this service has influenced Oxfordshire

Youth to work towards transforming all its work to be trauma informed, and to create psychologically informed environments where people can flourish.

Oxfordshire Youth's ambition for this service is for all young people to have a holistic offer of support, activities and opportunities, with good quality housing, advice and guidance that supports them to grow in confidence and skills, preparing them to move into independent living.

During the 2022-23 year we housed and supported 180 young people, 84 of whom moved on to independent living, receiving light-touch support from their progression coaches as they established themselves in new homes. We are incredibly proud of every one of them for the determination, positivity and resilience they have shown in making this move, and we are excited to see them flourish. Our Y.P.S.A. staff are on the front line working day in day out to safeguard, support and inspire young people to take positive steps in their lives, they are the heroes of our work.

Youth Leadership programmes

In 2015, Oxfordshire Youth worked with the Institute of Leadership and Management (I.L.M.) to transform its well-recognised adult leadership programme into a programme designed for young people aged 14 and over. Oxfordshire Youth ran the programme over a three-day residential combining leadership workshops and outdoor activities to facilitate learning, and culminating in participants leading a social action challenge, workshop or activity to demonstrate their learning. Through the programme, young people gained an I.L.M. Level 2 Award in Leadership and Team Skills.

This programme, which saw 200 young people gain a qualification in the first three years, has evolved and Oxfordshire Youth now has a range of programmes that weave in the ILM qualification, to make it accessible to young people of all abilities to access the course and gain the qualification. These include:

(i) Young Leaders programme

A four night residential programme followed by: a leadership activity led by young people, a Leadership Day, and a graduation event. This programme is available to young people aged 14-21 in youth sector organisations in Oxfordshire, enabling them to develop skills to lead in their settings.

(ii) Future Leaders programme

A three night residential programme followed by: a leadership activity led by young people, a Leadership Day, and a graduation event. This programme is available to young people aged 16-25 who are in work and/or apprenticeship and graduate programmes.

(iii) Building Resilience programme

A programme delivered in schools, for young people who are at risk of exclusion. Building Resilience includes workshops based on the specific needs identified by the school and the young people. Example workshops include: drugs and alcohol, mental wellbeing, positive relationships, protective behaviours. This programme also introduces the young people to their local youth provision, with the aim that the young people feel confident about accessing a safe space to go with peers.

(iv) Inspiring Futures programme

An employability programme for young people who are not in full-time education, employment or training. This is currently being delivered to young people in Y.P.S.A..

(v) Transition Through Leadership

A leadership programme equipping children in Years 7 and 8 with the skills to develop content and resources for workshops on wellbeing and resilience, which they then deliver to Year 6 children who are moving to their secondary school.

Workshops

Oxfordshire Youth provides a range of workshops for young people, on topics including: leadership, body image and self-esteem, wellbeing and self-care. It also offers workshops that help young people to better understand and celebrate diversity and inclusion, for example on gender empowerment, LGBTQI+ issues, and diversity and inclusion. Oxfordshire Youth's podcast, 'Are You Listening?', is another way in which we create spaces for open dialogue with young people on key social issues and challenges that they face.

Youth Voice Network

This is a network of young people who engage with OY's many projects and programmes. They all volunteer their time to shape, coordinate and evaluate our work and to create change in their communities.

Mental Health Ambassadors Programme

This highly successful programme is part of the Mental Wealth Academy - a third sector partnership coordinated by Response, in partnership with Oxfordshire Mind, Ark-T, South Oxfordshire Food and Education Alliance (SOFEA) and Oxfordshire Youth. Oxfordshire Youth provides a programme for ten 18-to-24-year-olds who have experienced mental health issues, offering them the opportunity to engage in a year-long development programme to learn more about mental health, gain skills, build their confidence, and then create wellbeing workshops to deliver to young people aged 13 to 17.

Youth Awards Youth Committee

Our biannual Youth Awards event took place this year. It is co-designed and coordinated with young people, to celebrate the many amazing achievements of young people and of the youth sector in Oxfordshire. The Youth Awards youth committee (young people aged 14-25) designed the event, coordinated the auditions, reached out to sponsors, and hosted and ran the night. This is a meaningful example of co-production with young people that Oxfordshire Youth is committed to delivering every two-three years, funding dependent.

Podcast Crew

As COVID 19 hit the world, young people from the Youth Awards Youth Committee and Oxfordshire Youth's previous Youth Voice Network joined together online and came up with the idea for a podcast for young people, by young people. The aim was to broadcast their experiences of lockdown. This podcast is entirely youth-led and is something that Oxfordshire Youth continued to grow in 2022 - releasing episodes on topics such black history, transitions, body image, activism, women's rights, queer history, queer present and queer future. All episodes are chosen, discussed, developed and led by young people.

3. Health and wellbeing

All of Oxfordshire Youth's life-changing opportunities for young people provide practical skills for work and adult life as well as aiming to develop social and emotional competencies. Supporting, equipping and enabling young people to engage in a range of opportunities that are inclusive and take place in non-judgemental spaces where they can be themselves, all contributes to their health and wellbeing. At the same time, they are gaining new skills, engaging in physical activity, and developing confidence and self-worth. Oxfordshire Youth is leading and engaging in a number of partnerships to develop the knowledge and training of those who work with children and young people, helping them to be better informed and equipped to support young people's social and emotional literacy.

Youth in Mind

A partnership between Oxfordshire Mind and Oxfordshire Youth to run an inspiring annual conference for over 450 staff and volunteers working with children and young people. This event ran in 2019 and 2020, bringing together people from the education, public and voluntary sectors. The conference moved to a series of online short films called Youth in Mind Talks in 2021 and was back in full swing in 2022.

Child and Adolescent Mental Health Services - Third Sector Partnership

Contracted by Oxford Health to Response Organisation for a period of five years. Response Organisation is leading a third sector partnership with six youth organisations. Oxfordshire Youth delivers, 'An introduction to Children and Young People's Mental Health', training to primary and secondary school staff in Oxfordshire, equipping school staff with a baseline understanding of children and young people's mental health matters, and supporting staff to know where to go if they feel a pupil needs additional support.

Mental Wealth Academy

A partnership approach to mental health support for 18-24-year-olds in Oxfordshire. Response Organisation coordinates the partnership with Oxfordshire Mind, SOFEA, Banbury Young Homeless Project and Oxfordshire Youth. Through this partnership we provide workshops for parents and carers to better understand children and young people's mental health and coordinate a year-long youth development programme to support young people who have experienced mental ill health to develop leadership skills and become mental health ambassadors, running workshops for young people aged 13 to 18.

B. Governance

Objects

Oxfordshire Youth's objects are, "To act as a resource for young people and organisations working with young people within Oxfordshire, by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:

1. helping young people to advance in life by developing their skills, capacities and capabilities, thereby enabling them to participate in society as independent, mature and responsible individuals
2. advancing young people's education
3. relieving unemployment
4. providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, infirmity or disability, poverty or social and economic circumstances, with a view to improving the conditions of life of such persons".

Public Benefit

The trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

Governing Document

Oxfordshire Youth is a charitable incorporated organisation governed by a constitution dated 28th March 2013.

Good Governance

Trustees recognise the importance of good governance as fundamental to the success of Oxfordshire Youth, promoting a culture where everyone works towards realising a united vision and supporting compliance with relevant laws and regulations. Trustees have adopted the Charity Governance Code and review the charity's practice against a section of the code at each board meeting. The Charity Governance Code exists as a standing item on the board agenda.

The Board is made up of the full Board of Trustees and four sub-committees: The Finance and Risk Sub-committee, Safeguarding, Quality and Impact Sub-committee, People, Culture and Digital Sub-Committee and the Remuneration Sub-committee. The Board of Trustees and sub-committees each meet a minimum of six times a year with the exception of the Remuneration Committee which meets twice a year.

The Board of Trustees

The Trustees are responsible for Oxfordshire Youth's governance and the strategic direction of the charity. Trustees are appointed by an ordinary resolution at a general board meeting for a term of three years. A trustee can serve up to a maximum term of nine years before being required to retire for one year. The minimum number of trustees is three and there is no maximum number. All trustees are given access to the Oxfordshire Youth Board of Trustees shared drive on which all relevant documents are held. All trustees continue to be required to undergo General Data Protection Regulation training plus generalised safeguarding training and to be D.B.S. checked.

The Chief Executive Officer, who has direct responsibility for day to day management as well as the development and implementation of appropriate policies and strategies (assisted by the Senior Leadership Team) reports to trustees.

Trustee Induction

New trustees undergo an induction process which includes one-to-one meetings with the C.E.O. and the Chair. The meeting with the Chair includes briefings on: trustees' legal responsibilities, the content of Oxfordshire Youth's constitution, operational boundaries, declarations of interest, Oxfordshire Youth's charity policies and the working mechanics of the Board of Trustees. It also includes an introduction to Charity Commission resources and the Charity Governance Code, an introduction to the charity's work and a meeting with the Senior Leadership Team. Induction includes opportunities for practical insights into the work of the charity. New trustees are also encouraged to attend all sub-committees for a deeper insight into the workings of the board.

Board Composition

Oxfordshire Youth benefits from a motivated, active and engaged board of trustees. The present trustees have a variety of backgrounds relevant to the work of Oxfordshire Youth. Trustees are proactive at taking responsibility for the composition of the board and maintain a live board composition audit which sets out the desired mix of skills, experience and backgrounds. Four new trustees were appointed in April 2022. As of March 2023, the Board of Trustees consisted of 10 trustees, two of whom were under 25, and four of whom identified as having one or more

protected characteristics. During the year, Carl Anglim reached the end of his term as Chair and John May succeeded him for the last three months of this financial year. A rolling programme of training for all trustees continues as part of our ongoing commitment to building and maintaining high standards of governance.

Risks

The trustees consider the notable risks faced by Oxfordshire Youth to be: challenges presented by our recent significant growth, potential consequences arising from serious safeguarding incidents due to the nature of our work in supported housing, and navigating the effects of the COVID 19 pandemic. Also, maintaining our income at the level we now operate requires solid fundraising efforts.

Safeguarding

The safeguarding of young people at risk up to the age of 25 continues to be a major priority of the charity. We invest considerable time and resources in maintaining awareness of risks and best practice in safeguarding and in ensuring our policies and procedures are fully up to date and fit for purpose, and risk assessment is embedded in our practices. This year this included an external audit of Oxfordshire Youth's safeguarding by Safe4Schools and an audit of our supported housing by Oxfordshire County Council. Both audits were positive and gave us a few areas to strengthen. As a result of these audits, we are confident that our safeguarding is robust.

Equality, Diversity and Inclusion (E.D.I.)

There has never been a more important time to prioritise E.D.I.. At Oxfordshire Youth, it is vital that our workforce and our culture commits wholeheartedly and with rigour to its principles and practices. We know that E.D.I. is not a fixed destination, it is an ongoing process of unlearning problematic biases, behaviours and power dynamics, and committing to challenging conversations about racism, ableism, ageism, classism and sexism.

In 2018, the organisation Charity So White shared the results of a charity job survey showing that 54% experienced discrimination or prejudice based on their race/ethnicity. We all have a part to play in eliminating prejudice in the workplace and Oxfordshire Youth, as an organisation role modelling best practice to the wider youth sector, must, and will, do more to contribute to and influence progress and change.

Tackling institutional racism, ableism, classism and sexism requires cultural transformation. Our E.D.I. action plan will permeate through our service design, HR processes, youth voice work, governance and leadership, and our commitment to ongoing learning and development. We want to build a workforce that is diverse and inclusive and which celebrates individuality and difference. We want young people to see themselves reflected back in the staff who carry out the work of Oxfordshire Youth. Our ongoing E.D.I. work will be in partnership with young people from marginalised communities to ensure that we are engaging with all young people.

23.5% of the Oxfordshire Youth team is from the global majority, 13.5% is LGBTQIA+ and 52.6% of the team consider themselves to have lived experience within the areas which Oxfordshire Youth operate. We have a ratio of 66% female to 33% male staff, which is in line with UK Charity Sector statistics. We have no gender pay gap and we work hard to ensure that we take our responsibility of having such a diverse workforce seriously, working to be inclusive for all.

Becoming an organisation that commits to anti-racism practice remained at the forefront of our work as we developed our new strategy, in conjunction with our global majority-led E.D.I. working group. Our focus on anti-racist practice this year saw all staff engage in a number of face-to-face training sessions and workshops to deepen understanding and think about our work and our practices. This work will continue in 2024.

Finance

The charity had a loss for the year ended 31st March 2023 of £192,662 as against a surplus of £103,824 in 2022. Income received from contracts and grants decreased to £1,919,265 (2022: £2,672,123) whilst income from donations decreased to £81,202(2022: £96,707). Total income for the year was £2,126,740 (2022: £2,839,581). Total expenditure for the year was £2,319,402 (2022: £2,735,757).

The financial marketplace for charities continues to be volatile. The fact that Oxfordshire Youth continues to deliver high quality work in difficult times is a credit to its staff, volunteers, supporters and voluntary fundraisers. Our thanks go to our Auditors Ross Brooke & Co for their help in producing our financial accounts. A special thank you to our Treasurer, Arun Bahl , for his expertise and support.

Reserves

Oxfordshire Youth has a reserves strategy in place which aims to increase our reserves levels to £450,000 by 2026 with a stated aim of achieving long term financial security for the charity. Reserves are held to meet any unforeseen future expenditure or any future shortfalls in income. Whilst the contribution to the charity reserves for 2022-23 were not achieved the strategic focus remains on achieving an increase in reserves each year. A review of the reserves policy and adapting to changing circumstances will contribute to the charity's resilience and sustainability.

The Future

During 2021 and 2022 Oxfordshire Youth saw a significant organisational expansion which was predominantly driven by the Young People's Supported Accommodation contract but also a number of smaller contracts in response to covid, including an increase in funding for youth development programmes. At the end of 2023, we secured two three-figure multi-year grants for our sector support, and we are continuing to focus on multi year grants income to sustain our work.

This year ahead we are excited about delivering a reinvigorated offer to support the youth sector in Oxfordshire, which indirectly reaches over 26000 young people. Plus, continuing to deliver face-to-face work through youth programmes, and supported housing, also enabling us to continue to directly contribute to positive outcomes for young people in Oxfordshire.

Donors and sponsors

Thank you to all of our donors and sponsors whose generosity enables the work of Oxfordshire Youth:

Buckinghamshire Healthcare NHS Trust

Blenheim Palace Heritage

B&Q

CAHMS

Children In Need

Cooper Charitable Trust

Co-Op Foundation

Healthwatch Oxfordshire

Oxford City Council

Oxford National Health Trust

Paul Hamlyn Foundation

PF Charitable Trust

Pye Charitable Settlement

Prudence Trust

Scott Bader Commonwealth Ltd

StreetGames UK (Sports England)

Tambour Foundation

The Albert Hunt Trust

The National Lottery Community Fund

Thank you to the many individual donors who have kindly supported our work over the last twelve months.

Approved by the Trustees on 26/04/2024 and signed on their behalf by:

John May (Apr 26, 2024 14:46 GMT+1)

John May, Chair

Trustees' responsibilities in relation to Financial Statements

Law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing financial statements giving a true and fair view, the Trustees should follow best practice and:

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

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them both to ascertain the financial position of the charity and to ensure that the financial statements comply with applicable law, regulations and trust deeds. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board of Trustees on and signed on their behalf by:

26/04/2024



John May
Chair of Trustees

INDEPENDENT AUDITOR'S REPORT
TO THE TRUSTEES OF
OXFORDSHIRE YOUTH

Opinion

We have audited the financial statements of Oxfordshire Youth for the year ended 31 March 2023 which comprise the Statement of Financial Activities, Balance sheet, Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Material uncertainty relating to going concern

We draw attention to pages 17,18 and Note 1 in the financial statements, which indicate that the charity incurred a net deficit of £192,662 (deficit of £245,426 on unrestricted funds and surplus of £52,764 on restricted funds) during the year ended 31 March 2023 and, as of that date, the charity's net assets were £1,778. As stated in Note 1, these events or conditions, along with other matters as set forth in Note 1, indicate that a material uncertainty exists that may cast significant doubt on the charity's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

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

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 13, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

We have considered:

- the nature of the charity and sector, control environment and operating performance;
- the charity's own assessment, including assessments made by key management, of the risks that irregularities may occur either as a result of fraud or error;
- any matters we identified having reviewed the charity's policies and procedures relating to:
    - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
    - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; and
    - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;

- the matters discussed amongst the audit engagement team.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the areas in which management is required to exercise significant judgement, such as the disclosure of adjusting items. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context were the Companies Act, Charities Act and tax legislation.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx.

This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

UHY Ross Brooke
Statutory Auditor
Windrush Court
Abingdon Business Park
Abingdon
OX14 1SY

Date....05/05/2024.....

UHY Ross Brooke is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

OXFORDSHIRE YOUTH - STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Income and endowments					
Donations and legacies					
Donations		71,345	9,857	81,202	96,707
Income from other trading activities					
Fundraising events		49,280	-	49,280	24,699
Income from charitable activities					
Contracts and grants		33,290	1,885,975	1,919,265	2,672,123
Subscriptions		4,084	0	4,084	3,542
Other income					
Other income		47,400	25,509	72,909	42,510
Total income	2	205,399	1,921,341	2,126,740	2,839,581
Expenditure on:					
Generating funds	3	15,318	12	15,330	42,625
Charitable activities	3	435,507	1,868,565	2,304,072	2,693,132
Total expenditure		450,825	1,868,577	2,319,402	2,735,757
Net income/(expenditure) before transfers		(245,426)	52,764	(192,662)	103,824
Transfers between funds		-	-	-	-
Net movement of funds in year		(245,426)	52,764	(192,662)	103,824
Reconciliation of funds:					
Total funds brought forward		154,580	39,860	194,440	90,616
Total funds carried forward		(90,846)	92,624	1,778	194,440

The Statement of Financial Activities includes all gains and losses recognised in the year. All income and expenditure derives from continuing activities.

OXFORDSHIRE YOUTH

BALANCE SHEET AS AT 31 MARCH 2023

	Notes	2023	2022
		£	£
Fixed Assets			
Tangible assets	8	26,135	40,131
		26,135	40,131
Current Assets			
Debtors	9	196,778	137,826
Cash at bank		157,504	294,693
		354,282	432,519
Creditors			
Amounts due within one year	10	(267,306)	(278,210)
Net Current Assets		86,976	154,309
Total assets less current liabilities		113,111	194,440
Creditors : Amounts falling due after more than one year	11	(111,333)	-
Net Assets	12	1,778	194,440
The Funds of the Charity			
Restricted income funds	13	92,624	39,860
Unrestricted income funds		(90,846)	154,580
		1,778	194,440

The notes on pages 21 to 32 form part of these accounts.

Approved and authorised by the Trustees on 26/04/2024

ON BEHALF OF THE TRUSTEES

John May (Apr 26, 2024 14:46 GMT+1)

John May, Chair

Arun Bahl (May 2, 2024 10:55 GMT+4)

Arun Bahl, Treasurer

OXFORDSHIRE YOUTH

STATEMENT OF CASH FLOWS

AS AT 31 MARCH 2023

	2023	2022
	£	£
Cash flows from operating activities:		
Net movement in funds for the reporting period (as per the statement of financial activities)	(192,662)	103,824
Adjustments for:		
(Increase)/decrease in debtors	(58,952)	86,145
(Decrease)/increase in creditors	(66,280)	75,060
Purchase of tangible fixed assets	(2,514)	(33,213)
Depreciation charge	16,510	14,036
Net cash provided by (used in) operating activities	(303,898)	245,852
Cashflow from financing activities		
Proceeds from loan	180,000	-
Repayment of loan	(13,291)	-
Net cashflow from financing activities	166,709	-
Change in cash and cash equivalents in the reporting period	(137,189)	245,852
Cash and cash equivalents at the beginning of the reporting period	294,693	48,841
Cash and cash equivalents at the end of the reporting period	157,504	294,693

OXFORDSHIRE YOUTH

COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £
Income and endowments			
Donations and legacies			
Donations	77,679	19,028	96,707
Income from other trading activities			
Fundraising events	24,699	-	24,699
		-	
Income from charitable activities			
Contracts and grants	11,850	2,660,273	2,672,123
Subscriptions	3,542	-	3,542
Other income			
Other income	30,988	11,522	42,510
Total Income	148,758	2,690,823	2,839,581
Expenditure on:			
Generating funds	42,572	53	42,625
Charitable activities	12,826	2,680,306	2,693,132
Total Expenditure	55,398	2,680,359	2,735,757
Net income/(expenditure) before transfers	93,360	10,464	103,824
Transfers between funds	-	-	-
Net movement of funds in year	93,360	10,464	103,824
Reconciliation of funds:			
Total funds brought forward	61,220	29,396	90,616
Total funds carried forward	154,580	39,860	194,440

OXFORDSHIRE YOUTH

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2023

1. Accounting Policies

The following accounting policies have been used consistently in dealing with items which are considered material in relation to the charity's accounts.

(a) Basis of Accounting

The financial statements are prepared under the historical cost convention and in compliance with the Charities Act 2011, the Charities Statement of Recommended Practice (FRS 102), and FRS 102, The Financial Reporting Standard, applicable in the UK and Republic of Ireland.

The charity is a public benefit entity.

Going concern

The 2022-23 annual financial statements for Oxfordshire Youth have been prepared on a going concern basis. Our commitment to financial stability, good governance and transparency remains unwavering.

Oxfordshire Youth experienced significant growth in recent years, from a turnover of £428k in 2019-2020 to £1.4m in 2020-21 and £2.8m in 2021-22. This was largely due to the success of a major multi-year supported housing contract, but OY also benefitted from large injections of funding into its youth development and youth voice programmes. There was great support for the work we were carrying out during and directly after Covid, which enabled us to work on the front line and operate strategically in supporting the youth sector in Oxfordshire. Our reach and impact grew significantly. While this was positive, the emergency and reactive funding from commissioners was short term. During 2022-23, OY was faced with the challenge of continuing to maintain the charity at the size to which it had grown, whilst the fundraising environment started to change significantly.

Because of these changes, OY struggled to fundraise the income it had forecast. This was mainly due to funders changing their priorities, many looking to serve smaller charities with a turnover of under £1m. At the same time, staff recruitment proved difficult and we had limited resources, capacity and infrastructure to enable effective fundraising. Despite making various cuts and efficiencies during the year, we still ended 2022-23 with a significant deficit. The light at the end of the tunnel was that the year was spent building really robust foundations for more sophisticated fundraising, and towards the end of the year we heard that we had been successful in our applications for large multi-year grants from the National Lottery Community Fund and the Prudence Trust. Whilst these did not affect our results for 2022-23, it gave us a great start to 2023-24, and our results for 2023-24 look much more positive.

Our fundraising resource increased as we successfully recruited a Fundraising Manager to work with the Director of Innovation and Growth on a new fundraising strategy. A new fundraising CRM was put in place; a new approach to engaging with corporates was introduced, backed by the previous commercial experience of the Fundraising Manager; and a new robust 'case for support' for funding core costs was developed in partnership with the finance team. In addition, the new fundraising strategy prioritised a further increase in fundraising resource in order to achieve our income targets.

We will continue to operate in future with much tighter financial control over our operations.

The charity's finance Audit and Risk Committee convenes regularly to oversee the charity's financial matters, with these updates being reported to the board bi-monthly. The current economic climate and potential funding challenges have been proactively addressed, while taking into account our limited reserves.

There has been a number of changes in the position of Head of Finance over the past year, and this has led to variations in approaches to information recording and clarity. However, the recent recruitment of an experienced Head of Finance has provided much needed stability and reassurance to our board of trustees.

A new methodology has been implemented for monthly monitoring of fund performance, in close collaboration with OY's Senior Leadership Team, focusing on achieving desired outcomes on a monthly basis. This includes assessing contract and scheme performance for compliance and delivery, as well as contributing to OY's reputation in impact reporting.

In addition, there is now improved coordination between the Fundraising and Finance teams, to ensure that income is in line with budget expectations and that there is transparent recording of core expenditure. This has improved communication to staff, trustees, and stakeholders.

Board-approved financial reports now delineate between unrestricted and restricted funds, offering enhanced clarity on fund performance. Expenditures are tracked against core costs, providing insights into expenditure distribution relative to total income. The introduction of a purchase order register has strengthened cost control mechanisms, ensuring rigorous approval processes and alignment with cash positions.

Considerable effort has been dedicated to bolstering the fundraising team from 1.25 to 3.5 members, each assigned specific roles integral to the broader fundraising strategy.

OY will continue to focus on refining the fundraising strategy, particularly in corporate fundraising and reserve building. We aim to increase unrestricted funding in order to enhance team capabilities and operational efficiencies.

The budget forecast for 2024-25 places an emphasis on enhancing OY's social media presence, addressing its current underdevelopment, and implementing a robust internal training plan for staff.

Acknowledging the multifaceted challenges within the third sector, OY has demonstrated a commitment to evolving its approach to funding, supporting, and executing its strategy for the youth of Oxfordshire over the past year. The board expresses confidence in the team's ability to deliver in accordance with the forecasted objectives.

Oxfordshire Youth prides itself on its dedication to high performance in its work with its beneficiaries and in the way the charity is run. Governance is strong and robust in both board and senior leadership spaces, and consultants and experts are brought in to assist when we recognise skills gaps. While OY found maintaining its level of fast growth difficult, we believe we have the right skills, people, and infrastructure to maintain the current operating level and to improve our future sustainability.

(b) Fund Accounting

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

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

(c) Income

Income from donations is of a general nature and is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Investment income is recognised on a receivable basis.

The following specific policies are applied to particular categories of income from charitable activities:

- Contract and grant income are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.
- Subscriptions are accounted for in the year to which they relate.
- Contract revenue and grants receivable are reflected in the accounts on the accrual basis.

(d) Debtors

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

Donations, gifts and grants that provide core funding or are of a general nature are recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when the donor specifies it must be used in future accounting periods or the donor has imposed conditions which must be met before the charity has unconditional entitlement. Debtors consists of amounts recognised less any provision for bad or doubtful debts - there is no such provision for the 2022-23 financial year.

(e) Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any Value Added Tax which is reported as part of the expenditure to which it relates.

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

- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are on a time apportioned basis.

(f) Redundancy/Termination payments

Termination benefits are amounts payable as a result of a decision by Oxfordshire Youth to terminate an employee's employment before the normal retirement date or an employee's decision to accept voluntary redundancy and are charged on an accruals basis when Oxfordshire Youth is demonstrably committed to the termination of the employment of an employee or group of employees in a legally binding manner.

(g) Creditors

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, the amount of the obligation can be measured reliably and the transfer of economic benefit has occurred. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

(h) Provisions

Provisions are recognised when there is a present obligation (legal or constructive) as a result of a past event, it is probable that the charity will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the provision.

(i) Deferred Income

Deferred income includes all receipts and grants which relate to the period after the year end.

(j) Cash at bank and in hand

Cash is comprised of cash in hand and bank balances (credit or overdraft). Cash equivalents are short-term, highly liquid investments, which mature within three months or less from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value. There were no cash equivalents during the 2022-23 financial year.

(k) Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated at historical cost less depreciation. Depreciation is provided on a reducing balance rate which reflects the anticipated useful lives of the assets and their estimated residual values:

Fixtures and fittings	20%
Computer and printing equipment	33.3%
Website development costs	20%

2. Restricted Funds

	2023	2022
	£	£
Big Lottery Project	133,000	163,000
Blenheim Art Work	17,700	-
Young Leaders	4,420	10,264
Mental Health Project	32,711	30,596
Youth Opportunity Fund	16,014	16,014
Response YPSA	1,410,661	1,519,018
Mental Wealth Academy	41,250	18,335
YPSA Covid Fund	-	75,000
Co-op	34,550	52,341
Children in Need	13,743	49,660
OCC Youth Study	-	10,050
Substance Life Chances	-	44,750
Buckinghamshire NHS Trust	22,527	22,527
Welcome pack funding	12,505	7,768
Restart Youth Fund	-	10,000
Kickstarter	-	1,500
VRU	-	660,000
Leisure for all	-	-
Paul Hamlyn	50,000	-
Podcast	5,000	-
Prudence building resilience	30,000	-
Substance – chances social impact bond	59,750	-
Witney town council	800	-
Young Women	19,750	-
Youth Justice Sport – streetgames	16,000	-
YPSA – positive activities	960	-
Total	1,921,341	2,690,823

3. Expenditure

Generating funds	Unrestricted	Restricted	2023	2022
	£	£	£	£
Salaries	-	-	-	32,340
Other costs	15,318	12	15,330	10,285
	15,318	12	15,330	42,625

Charitable activities	Unrestricted	Restricted	2023	2022
	£	£	£	£
Salaries	165,446	1,371,852	1,537,298	1,427,319
Activities, equipment, etc.	38,419	339,810	378,229	887,809
Support costs	224,922	156,903	381,825	371,034
Auditor's fee	6,720	-	6,720	6,970
	435,507	1,868,565	2,304,072	2,693,132

4. Auditors Remuneration

	2023 £	2022 £
Audit fees	10,000	6,970
	10,000	6,970

5. Staff Numbers

The average number of persons employed, analysed by activity, was:

	2023 No	2022 No
Generating funds	2	2
Charitable activities	50	52
Total	52	54

6. Staff Costs

	2023 £	2022 £
Wages and salaries	1,371,016	1,318,456
Social security costs	128,435	105,180
Pensions	38,788	36,024
	1,538,239	1,459,660

One employee earned between £60,000 and £70,000 and one employee earned between £70,000 and £80,000. No other employees earned more than £60,000. No trustee received any remuneration or expenses.
Remuneration paid to key management personnel amounted to £173,216 (2022: £146,391).

7. Related Party Transactions

There were no other related party transactions in the current or prior year.

8. Tangible Fixed Assets

	Computer and printing equipment	Website development costs	Fixtures and Fittings	Total
	£	£	£	£
Cost:				
At 1 April 2022	38,566	16,812	2,856	58,234
Additions	2,514	-	-	2,514
Disposals				
At 31 March 2023	41,080	16,812	2,856	60,748
Depreciation:				
At 1 April 2022	15,236	2,240	627	18,103
Disposals	12,577	3,362	571	16,510
Charge in year				
At 31 March 2023	27,813	5,602	1,198	34,613
Net Book Value:				
At 31 March 2023	13,267	11,210	1,658	26,135
At 31 March 2022	23,330	14,572	2,229	40,131

9. Debtors

	2023	2022
	£	£
Grants and contracts	153,163	129,880
Other debtors	43,615	7,946
	196,778	137,826

10. Creditors – Amounts Falling Due Within One Year

	2023	2022
	£	£
Loan	55,376	-
Trade Creditors	65,251	183,028
Taxation and social security	39,078	37,361
Accruals and other creditors	19,401	9,340
Deferred income	88,200	48,481
	267,306	278,210

11. Creditors – Amounts Falling Due After More Than One Year

	2023 £	2022 £
Loan	111,333	-
	111,333	-

In November 2022, Oxfordshire Youth received an unsecured loan for £180,000 (2022:£nil) from CAF, interest is charged at a rate of 6.5% per annum over 3 years, the final payment date is the 31.01.26.

12. Analysis of Net Assets between Funds

Current Year

	Unrestricted Funds £	Restricted Funds £	2023 Total Funds £
Tangible fixed assets	26,135	-	26,135
Current assets	261,658	92,624	354,282
Creditors < 1yr	(267,306)	-	(267,306)
Creditors > 1yr	(111,333)	-	(111,333)
	(90,846)	92,624	1,778

Previous year

	Unrestricted Funds £	Restricted Funds £	2022 Total Assets £
Tangible fixed assets	40,131	-	40,131
Current assets	392,659	39,860	432,519
Creditors < 1 yr	(278,210)	-	(278,210)
	154,580	39,860	194,440

13. Movements on Restricted Funds

Current year

	Balance 1 Apr 2022 £	Income £	Expenditure £	Transfers £	Balance 31 Mar 2023 £
Big Lottery Project	-	133,000	(132,667)	-	333
Blenheim Art Work	-	17,700	(10,244)	-	7,456
Young Leaders	7,928	4,420	(12,795)	-	(447)
Mental Health Project	844	32,711	(29,560)	-	3,995
Youth Opportunity Fund	13,538	16,015	(16,015)	-	13,538
Mental Wealth Academy	753	41,250	(40,513)		1,490
Response YPSA	(112,889)	1,410,660	(1,388,772)	-	(91,001)
Co-op	29,588	34,550	(34,550)	-	29,588
Children in Need	9,184	13,743	(13,743)	-	9,184
Substance Life Chances	(4,623)	-	-	-	(4,623)
Buckinghamshire NHS	(1,532)	22,527	(19,003)	-	1,992
VRU	93,094	-	(38,687)	-	54,407
Kickstarter	789	-	-		789
Welcome Pack Funding	3,186	12,505	(2,627)	-	13,064
Leisure for all	-	-	1,000	-	1,000
Paul Hamlyn Trust	-	50,000	(37,225)	-	12,775
Podcast	-	5,000	-	-	5,000
Prudence Building Resilience	-	30,000	(26,268)	-	3,732
Substance – Chances Social Impact Bond	-	59,750	(44,509)	-	15,241
Witney Town Council	-	800	(358)	-	442
Young Women	-	19,750	(6,364)	-	13,386
Youth Justice Sport – Streetgames	-	16,000	(15,677)	-	323
YPSA – Positive Activities	-	960	-	-	960
	39,860	1,921,341	(1,868,577)	-	92,624

13. Movements on Restricted Funds (continued)

Previous year

	Balance 1 Apr 2021 £	Income £	Expenditure £	Transfers £	Balance 31 Mar 2022 £
Big Lottery Project	6,989	163,000	(169,989)	-	-
Voice Vox	539	-	(539)	-	-
Young Leaders	(2,334)	10,264	-	-	7,928
Mental Health Project	2,316	30,596	(32,068	-	844
Social Investment Business	4,473	-	(4,473)	-	-
Youth Opportunity Fund	25,784	16,015	(28,261)	-	13,538
Mental Wealth Academy	12,428	18,335	(30,010)	-	753
Response YPSA	(39,561)	1,519,018	(1,592,346)	-	(112,889)
YPSA Covid Fund	-	75,000	(75,000)	-	-
Co-op	11,674	52,341	(34,427)	-	29,588
Children in Need	8,433	49,660	(48,909)	-	9,184
OCC Youth Study	(1,345)	10,050	(8,705)	-	-
Substance Life Chances	0	44,750	(49,373)	-	(4,623)
Buckinghamshire NHS	0	22,527	(24,059)	-	(1,532)
VRU	0	660,000	(566,906)	-	93,094
Restart Youth	0	10,000	(10,000)	-	0
Kickstarter	0	1,500	(711)	-	789
Welcome Pack Funding	0	7,768	(4,582)	-	3186
	29,396	2,690,824	(2,680,360)	-	39,860

The purposes of each restricted fund are summarised below:

Big Lottery funded project called Investing in Youth in Communities Three objectives: Volunteers have improved skills and confidence helping them to provide high quality youth club provision; Young people have improved well-being that will enhance their life chances; and Disadvantaged communities are able to provide sustainable good quality youth provision that promotes integration and community cohesion.

Voice VOX (OCC funded) – Oxfordshire Youth are a lead partner supporting the development of young people who are members of VOXY council - an OCC youth council that influences key decisions made by OCC.

Young Leaders Programme – organisational development and development of the programme enabling capabilities for growth and expansion of trading income. There was a carried forward deficit of from 2019/2020 which has been reduced by £5,000 this year. Assuming that Covid-19 restrictions are lifted during 2021/2022, this amount is expected to generate a surplus for financial year end 2022.

Social Investment Business – Investment in a communications and marketing role to support the organisation into trading.

13. Movements on Restricted Funds (continued)

Substance Life Chances - A program called Substance Improving Life Chances introducing disadvantaged young people to physical education. The small overspend on this program reflects that program delivery and subsequent payment has been slightly delayed beyond the original timescale.

Youth Opportunity Fund – Funding for two apprentice youth workers to spend two years with Oxfordshire Youth and partner organisations learning to be youth workers.

Mental Wealth Academy – A program allowing young people who have previously battled with poor mental health to become ambassadors for other young people.

Response YPSA – A contract to provide care and support within supported accommodation for young people aged 18-25 within Oxfordshire who are at risk of homelessness. This is a 5-year contract. Covid has had a large impact on this contract, significantly increasing need, which has caused a significant overspend. As we move past covid this fund is expected to generate a surplus which will cover the deficit by the end of the 5-year term.

YPSA negative balance - This is due to unexpected costs relating to moving young people into emergency accommodation where a safeguarding risk was high. The cost of the accommodation and the increase in night-time support staff to manage the risks all contributed to overspending on this project. A full review took place and Oxfordshire Youth no longer pays for emergency accommodation and has things in place to prevent this from happening again.

YPSA Covid Fund – Additional funding for the YPSA contract to cover the increase in costs as a result of covid.

Co-Op – Transition through leadership workshops for year 6s making the journey to secondary school.

Children in Need – Inspiring Futures program improving self-esteem, confidence and leadership for vulnerable young people in supported accommodation.

OCC Youth Study – a study of existing youth provision across Oxfordshire. OCC funded. The nature of this contract means that the final outcome cannot be recognised until the report has been produced and therefore it is in deficit this year.

VRU – Entitled “Teachable Moments” and supported by Thames Valley Police using money from central government, this work is focused on violence reduction.

Buckinghamshire NHS – Funding from NHS together to provide an additional safeguarding lead within the YPSA program for a year to support with need as a result of covid. The small overspend on this program reflects that the second instalment of funding isn’t paid until more than half way through the year.

Restart Youth Fund – Funding provided to run a residential trip for 18-25 year olds focused on outdoor activities to build confidence and promote youth voice.

Kickstarter – Government funding for one events assistant role including contribution to training.

Welcome pack funding – funding to provide comprehensive welcome pack gifts to young people joining YPSA.

Transfers between funds

During the year a net transfer of £nil (2022: £ nil) was made from unrestricted funds to restricted funds in respect of completed projects with residual fund balances. The Trustees confirm that all funding conditions have been met and residual fund balances are eligible to be transferred to unrestricted funds and spent on other purposes.

14. General information

Oxfordshire Youth is an incorporated charity domiciled in England. Its principal office is 4400 Nash Court, John Smith Drive, Oxford, OX4 2RU.

OXFORDSHIRE YOUTH

England & Wales - Charity number 1151723

Accounts

oxfordshire youth

ANNUAL REPORT AND ACCOUNTS

For the year ended 31 March 2022

Registered Charity 1151723

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oxfordshire youth

TRUSTEE BOARD

The Trustees serving during the year and since the year-end were as follows:

Chair

Carl Anglim

Deputy Chair

Fiona Clarke

Trustees

Lavinia Abell *(retired October 2021)*
Isabel Dharmasiri *(appointed April 2022)*
Emma-Jane Hampsheir-Gill *(appointed April 2022)*
Susan Jackson
Gerwyn Jenkins
Francesca Lee *(appointed May 2022)*
Faustine Petron *(appointed April 2022)*
Catherine Riddle
Paul Stothard *(Treasurer – appointed January 2022)*
Richard Venables *(retired March 2022)*
Mike Watkinson *(retired March 2022)*

Standing Committees

Finance, Audit & Risk: Paul Stothard *(Chair)*

Safeguarding, Quality & Impact:
Catherine Riddle *(Chair)*

Remuneration Committee:
Mike Watkinson *(Chair, retired March 2022)*

Chief Executive

Jodie Lloyd-Jones

The Trustees are pleased to present their report of the work of the Charity for the financial year ended 31 March 2022.

REFERENCE AND ADMINISTRATIVE DETAILS

Charitable Incorporated Organisation: 1151723

Principal office: Bury Knowle Coach House, North Place, Oxford OX3 9HY

Email: admin@oxfordshireyouth.org

Auditors: UHY Ross Brooke, Windrush Court, Abingdon Business Park, Abingdon, OX14 1SY

Bankers: Barclays Bank PLC, 30 Market Square, Witney, Oxfordshire, OX28 6BJ

Solicitors: Taylor Vinters, Buxton Court, Minns Business Park, Unit 3 West Way, Oxford, OX2 0JB

TRUSTEES' REPORT

Statement from our Chair

Welcome to the Oxfordshire Youth 2021-22 Annual Report.

Oxfordshire Youth has experienced another year of dramatic growth. In the last 12 months our team has grown from 28 to 56; our turnover has doubled from £1.4m to £2.9m; our reach has expanded and we have supported more young people and youth organisations than ever before. In contrast, for 2016-17 we reported a turnover of £322k and six staff. Oxfordshire Youth is stronger today than at any point in its 75-year history.

Young people are at the heart of everything we do. They are resilient and creative yet they face tremendous challenges as a result of the pandemic including increased loneliness, instability, anxiety and disrupted education. The cost of living crisis adds further challenges. There is significant need and increasing demand for youth services. In response we have entered a new wave of partnership working that has enabled us to expand our direct work with young people. Our programmes now span from homelessness prevention to violence reduction; from mental health resilience to amplifying youth voice; from supported accommodation to leadership development. Additionally, there are many great youth organisations across Oxfordshire, many that are small and run by volunteers, that make an enormous contribution to the individual lives of young people across the county. Our long-standing sector support work exists for those organisations, to help them to bounce back and to adjust to changing challenges, and for the young people whose lives they improve. Our mission at Oxfordshire Youth, to meet the needs and aspirations of young people and to build a resilient youth sector in Oxfordshire, is the thread that runs through all of our work.

Young people are at the heart of everything we do.

The financial marketplace for charities continues to be volatile. In 2020-2021 we introduced a four-year reserves policy with annual targets to lay the foundations for long-term sustainability and we have met those targets each year since thanks to the unwavering support of our donors, funders and voluntary fundraisers. We are also delighted to have formalised a long-term partnership with Blenheim Palace and look forward to more in the coming year. Our focus for the year ahead is to consolidate our growth and to translate the strength of our position into continuing to increase the quality of our work, through investing in our people at all levels, including meeting our aspiration to develop Oxfordshire's young people's supported accommodation programme into a transformative youth-work-led model having already improved move-on rates from 17% to 27%. Oxfordshire Youth's dramatic growth, and our ability to deliver high quality work through the turbulence of the pandemic, is a credit to the adaptability and



hard work of our staff for which I am incredibly grateful.

The board is dynamic, dedicated and increasingly diverse. Today over a quarter of the board are 25 years old or younger, an important feature for a youth charity, and 30% are ethnically diverse. Thank you to Lavinia Abell and Richard Venables who both retired from the board this year. Special recognition goes to Mike Watkinson who also retired from the board having completed the maximum term. Mike has been involved with the charity for more than 48 years and we will continue to benefit from Mike's insights in his new capacity as a Vice President. I joined the board in 2011 and my term as Chair will come to an end in this next financial year. I am personally grateful to all of the staff, trustees and young people who I have worked with, learnt from and who have provided me with limitless support. In particular, through our CEO Jodie Lloyd-Jones I found a partner who is a driven, values-led and tireless leader dedicated to empowering young people to realise their potential. I am immensely proud of what Oxfordshire Youth has achieved and I have no doubt, based on the dedication of our team and generosity of our supporters, that Oxfordshire Youth will go on to empower many more young people for many more years to come.

Finally, thank you to our Auditors Ross Brooke & Co for their help in producing our financial accounts and a special thank you to our Treasurer, Paul Stothard, for his expertise and support.



Carl Anglim
Chair

Statement from our CEO

Welcome to the Oxfordshire Youth 2021-22 Annual Report.

The pandemic has taught us many lessons but one that stands out to me, in our work with young people, is the importance of community, and the importance of feeling a sense of belonging. The pandemic has highlighted the inequalities within our communities and in many ways, young people have shown the vital part they play in our societies. They demonstrated how much energy and drive they exert in a crisis. However, it has not been easy for many young people and we know that so much work needs to be done to overcome the inequalities and barriers they face and genuinely provide every young person with the equitable opportunities needed to help them thrive. As a charity, we feel privileged to work with so many inspiring young people and partners, but sometimes our work can be tough. This year we focused on staying agile, caring for our team and remaining true to our values.

The bravery and kindness of our team has been inspirational. Our staff worked on the frontline supporting young people in crisis situations; supported the sector to navigate new challenges; led mental health and wellbeing support; ran sessions with young people to build skills for work; developed new partnerships; and kept Oxfordshire Youth fully functioning through its continuing expansion. During this period of change, staff remained consistent and supportive throughout, always looking out for themselves and for others around them.

We feel privileged to work with so many inspiring young people and partners

I could not be more grateful to our trustees, our partners and our staff team for the resilience, hard work and dedication that they have shown this year. The organisation has been expanding, learning and growing. You will see the growth reflected in these pages. Our ambition for the next twelve months is to continue to build an Oxfordshire Youth which is innovative, yet true to its roots. Partnerships, storytelling and the voice of young people will be paving the way for a brighter future for young people in Oxfordshire.



Jodie Lloyd-Jones
CEO, Oxfordshire Youth

ANNUAL REPORT

STRATEGY AND PERFORMANCE



Our people

Oxfordshire Youth benefits from a highly skilled, committed and motivated staff team, whose collective passion to make a difference to young people's lives, is what drives the charity forward. The CEO Jodie Lloyd-Jones, who has been with the charity for nine years, provides strong leadership and commitment to Oxfordshire Youth.

Our work

Oxfordshire Youth works across three core areas:
(1) Supporting the Sector; (2) Developing Skills for Life; and (3) Mental Health and Wellbeing.

1 Supporting the Sector

In 1947 Oxfordshire Youth was founded to support volunteer youth clubs to create a safe space for positive activities for young people. For over 70 years, Oxfordshire Youth has acted as a backbone to other organisations working with young people. Now more than ever before, this support is essential in ensuring that young people have access to safe spaces, trusting adults, and development opportunities out of school, so that they can thrive and move into adulthood with the confidence and the social and emotional competencies and practical skills to succeed.



Oxfordshire Youth is committed to meeting the changing needs of the grassroots organisations in Oxfordshire that work with children and young people aged 8-25, those who have continued to do so during Covid-19 and those who are struggling to survive. UK Youth research shows that two-thirds of youth organisations with a turnover of under £250k are set to close as a result of the pandemic. In Oxfordshire this would equate to around 70 organisations.

Oxfordshire Youth's established support for the sector

The majority of this work is funded by the National Lottery Community Fund until March 2023. The three aims of this work are:

1. To ensure that youth work provision across Oxfordshire continues to offer high-quality provision and to expand its reach in disadvantaged areas;
2. To support and develop a new and existing generation of young leaders and youth workers;
3. To transform the voice and influence of grassroots youth organisations and the young people they serve locally.

These aims are met through a range of programmes, described below.

Changemakers Programme

Youth clubs, youth projects, youth organisations and other organisations that provide opportunities for young people in Oxfordshire can join Oxfordshire Youth as a member, or 'Changemaker', in order to join a network and gain access to high-quality support and opportunities. Changemakers can access bespoke start-up, sustainability and growth support, policy templates and DBS checks, as well as a range of high-quality workshops, training and networking opportunities for staff and volunteers including support with online youth work and an annual Youth Work conference.

"We are long term members of Oxfordshire Youth and we have taken advantage of a lot of the services they provide: recruitment support; we've been to lots of training sessions and attended lots of conferences over the years. I think what we find most useful is a friendly ear on the end of the phone; like-minded people able to help us with challenges we have as a small charity and also connections with other local youth organisations."

CEO of a Changemaker charity

Children and Young People's Forum

The Children and Young People's Forum (C&YP Forum) is the collective voice of the voluntary sector working with children, young people, and families across Oxfordshire. Over 200 organisations engage in this quarterly forum that is chaired by Oxfordshire Youth's CEO. An Early Help Network was born out of this forum and now runs independently with over 200 early years' providers signed up to this network. Oxfordshire Youth in partnership with 6 other organisations, is currently establishing a children and young people's mental health and wellbeing partnership. The C&YP Forum votes representatives from voluntary sector organisations on to various strategic boards in order to collaborate on strategic development with the public sector.

"The Children & Young People's Forum is so important because it allows us to come together to talk about our work, to consider local and national developments, share good practice, provide mutual advice and, above all, to talk about our experiences and concerns about the children and young people that we work with: the pressures on them, the gaps in services. It gives us an opportunity to consider how we work better together in partnership to meet their needs."

CEO of a Changemaker charity

Sector Insider

A digital newsletter designed for the youth sector in Oxfordshire. Over 1000 people receive the newsletter and it is a space where national and local news in relation to youth work and opportunities for the sector are shared. In addition, the sector has access to OY's employability and leadership programmes, youth voice and participation opportunities, including its Youth Voice Network, and leadership, issue-based and challenge workshops for young people.



2 Developing Skills for Life

The main beneficiaries of Oxfordshire Youth's work are young people in the 8-25 age range, throughout the county and beyond. Within Oxfordshire, young people, many of whom are disadvantaged or have experienced multiple traumatic events in their lives, are reached both through Oxfordshire Youth's direct services and programmes (ages 14-25), and indirectly through our work with the youth sector (ages 8-25).

Oxfordshire Youth believes that everyone has leadership potential and that with the right skills, opportunities and therapeutic support, young people can flourish, take leadership of their own lives, and positively influence those around them.

Skills development happens through Oxfordshire Youth's youth work activities and workshops, youth leadership programmes, and youth voice and participation opportunities. This work takes place in a number of contexts, including in 24-hour support in supported accommodation, programmes in schools, youth clubs and organisations, outdoor residential settings and in virtual spaces.

Young People's Supported Accommodation

Young People's Supported Accommodation (YPSA) is a system-change model commissioned by Oxfordshire County Council to Response and Oxfordshire Youth. This contract is for five years, renewable for a further two years. Through the service, Oxfordshire Youth supports 130 young people aged 18-24 in 2–4-bedroom homes provided by Response. Launched in October 2020, this service has influenced Oxfordshire Youth to work towards transforming all its work to be trauma informed and to create Physiologically Informed Environments where people can flourish.

Oxfordshire Youth's ambition for this service is for all young people to have a holistic offer of support, activities and opportunities, with good quality advice and guidance that supports them to grow in confidence and skills, preparing them to move into independent living.

Oxfordshire Youth believes that everyone has leadership potential...

Covid has made the 2021-22 year for this service quite challenging as we have seen a significant increase in support needs as a result of the lockdowns coupled with increased numbers of young people needing to access the service. This is an increase from UK citizens and an increase of unaccompanied asylum seekers in need of housing and support in Oxfordshire.

During the 2021-22 year, 58 YPSA young people moved on to independent living, receiving light touch support from their progression coaches as they established themselves in their new homes. We are incredibly proud of each and every one of them for the determination, positivity and resilience which they have shown in making this move, and we are excited to see them flourish. During that same period the number of young people in the service has grown by a further 85 and we are excited to watch them take their first steps along this journey too.



Youth leadership programmes

In 2015, Oxfordshire Youth worked with the Institute of Leadership and Management to transform their well-recognised adult leadership programme into a programme designed for young people aged 14+. Oxfordshire Youth ran the programme over a three-day residential which combined leadership workshops and outdoor activities to facilitate learning, culminating in the young people leading a social action challenge, workshop or activity to demonstrate their learning. Through the programme, young people gained an ILM Level 2 Award in Leadership and Team Skills.

This programme, which saw 200 young people gain a qualification in the first three years, has evolved, and Oxfordshire Youth now has a range of programmes that weave in the ILM qualification, to make it accessible to young people of all abilities to access the course and gain the qualification. These include:

(i) Young Leaders Programme

A four-night residential programme followed by a leadership activity led by young people, a Leadership Day, and a graduation event. This programme is available to young people aged 14-21 in youth sector organisations in Oxfordshire, enabling them to develop skills to lead in their settings.

(ii) Future Leaders Programme

A three-night residential programme followed by a leadership activity led by young people, a Leadership Day, and a graduation event. This programme is available to young people aged 16-25 in work and in apprenticeship and graduate programmes.

(iii) Building Resilience Programme

A programme delivered in schools, for young people who are at risk of exclusion. This programme includes workshops based on the specific needs identified by the school and the young people. Example workshops include: drugs and alcohol, mental wellbeing, positive relationships, protective behaviours. This programme also introduces the young people to their local youth provision, with the aim that the young people feel confident about accessing a safe space to go with peers.



(iv) Inspiring Futures Programme

An employability programme for young people who are not in full-time education, employment or training. This is currently being delivered to young people in YPSA.

(v) Transition Through Leadership

A leadership programme that equips children in Years 7 and 8 with the skills to develop content and resources for workshops on wellbeing and resilience, which they then deliver to Year 6 children who are moving to their secondary school.

Workshops

OY provides a range of workshops for young people, on topics including leadership, body image and self-esteem, wellbeing and self-care. It also offers workshops that help young people to better understand and celebrate diversity and inclusion, for example on Gender Empowerment, LGBTQ, and Diversity and Inclusion. Are You Listening?, OY's podcast,

is another way in which OY creates spaces for open dialogue with young people on key social issues and challenges that young people face.

We provide a range of workshops for young people on topics including body image and self-esteem

Youth Voice Network

This is a network of young people who engage with OY's many projects and programmes who volunteer their time to shape, coordinate and evaluate OY's work and to create change in their communities.

Mental Health Ambassadors Programme

This highly-successful programme is part of the Mental Wealth Academy – a third sector partnership coordinated by Response in partnership with Oxfordshire Mind, Ark-T, SOFEA and Oxfordshire Youth. Oxfordshire Youth provides a programme for ten 18 to 24-year-olds who have experienced ill mental health the opportunity to engage in a year-long development programme that sees them learn more about mental health, gain skills, build their confidence, and then create wellbeing workshops to deliver to young people aged 13-17.

Youth Awards Youth Committee

This bi-annual signature event will next take place in 2022. It is a wonderful event that is co-designed and coordinated with young people, to celebrate the many amazing achievements of young people and of the youth sector in Oxfordshire. For the 2020 event, young people aged 16-24 were recruited to join the committee that is led by OY's Youth Trustee. The young people design the event, coordinate the auditions, reach out to sponsors, and host the night. This is a meaningful example of co-production with young people that Oxfordshire Youth is committed to delivering bi-annually.

Podcast Crew

As Covid-19 hit the world, young people from the Youth Awards Youth Committee and Oxfordshire Youth's previous Youth Voice joined together online and came up with the idea for a podcast for young people, by young people. The aim was to broadcast young people's experiences of lockdown. During lockdown, the Black Lives Matter (BLM) movement came out in full swing and young people developed a series of BLM episodes to create space for open dialogue about racism. This podcast is entirely youth-led podcast and is something that Oxfordshire Youth will continue to enable to grow.





3 Health and Wellbeing

All of Oxfordshire Youth's life-changing opportunities for young people provide practical skills for work and adult life as well as aiming to develop young people's social and emotional competences. Supporting, equipping and enabling young people to engage in a range of opportunities that are inclusive, non-judgemental spaces where young people can be themselves, gain new skills, engage in physical activity, and develop confidence and self-worth: all of this contributes to the health and wellbeing of young people.

Life-changing opportunities provide practical skills for work and adult life

Oxfordshire Youth is leading and engaging in a number of partnerships to develop the knowledge and training of those who work with children and young people, helping them to be better informed and equipped to support young people's social and emotional literacy.

Youth in Mind

A partnership between Oxfordshire Mind and Oxfordshire Youth to run an inspiring annual conference for over 450 staff and volunteers working with children and young people. This event ran for two years in 2019 and 2020, bringing together people from the education, public and voluntary sectors. This conference moved to a series of online short films called Youth in Mind Talks in 2021. The next conference will be running face-to-face in May 2022.

Child and Adolescent Mental Health Services Third Sector Partnership

Contracted by Oxford Health to Response Organisation for a period of five years. Response Organisation is leading a third sector partnership with six youth organisations. Oxfordshire Youth delivers 'An introduction to Children and Young People's Mental Health' training to primary and secondary school staff in Oxfordshire, equipping school staff with the baseline understanding of children and young people's mental health, and supporting staff to know where to go if they feel a pupil needs additional support.

Mental Wealth Academy

A partnership approach to mental health support for 18–24-year-olds in Oxfordshire. Response Organisation coordinates the partnership with Oxfordshire Mind, SOFEA, Banbury Young Homeless Project (BYHP) and Oxfordshire Youth. Through this partnership OY provides workshops for parents and carers to better understand children and young people's mental health and coordinates a year-long youth development programme that supports young people who have experienced mental ill health to develop leadership skills and become mental health ambassadors, running workshops for young people aged 13-18.

GOVERNANCE

Objects

Oxfordshire Youth's objects are *"to act as a resource for young people and organisations working with young people within Oxfordshire, by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:*

1. *Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;*
2. *Advancing education;*
3. *Relieving unemployment;*
4. *Providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons".*

Public Benefit

The Trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

Governing Document

Oxfordshire Youth is a Charitable Incorporated Organisation governed by a constitution dated 28 March 2013.

Good Governance

Trustees recognise the importance of good governance as fundamental to the success of Oxfordshire Youth, promoting a culture where everyone works towards realising a united vision and supporting compliance with relevant laws and regulations. Trustees have adopted the Charity Governance Code and review the charity's practice against a section of the code at each board meeting. The Charity Governance Code exists as a standing item on the board agenda.

The Board is made up of the full Board of Trustees and three sub-committees: The Finance and Risk Sub-Committee and the Safeguarding, Quality and Impact Sub-Committee and the Remuneration Sub-Committee. The Board of Trustees and Sub-Committees each meet a minimum of six times a year with the exception of the Remuneration Committee which meets twice a year.





The Board of Trustees

The Trustees are responsible for Oxfordshire Youth's governance and the strategic direction of the charity. Trustees are appointed by an ordinary resolution at a general board meeting for a term of three years. A Trustee can serve up to a maximum term of nine years before being required to retire for one year. The minimum number of Trustees is three and there is no maximum number. All Trustees are given access to the Oxfordshire Youth Board of Trustees shared drive on which all relevant documents are held. All trustees continue to be required to undergo GDPR training, to undergo generalised safeguarding training and to be DBS checked.

Reporting to the Trustees is the Chief Executive who has direct responsibility for day to day management as well as the development and implementation of appropriate policies and strategies, assisted by the Senior Leadership Team.

Trustee Induction

New Trustees undergo an induction process which includes one-to-one meetings with the CEO and the Chair. The meeting with the Chair includes briefings on Trustees' legal responsibilities, the content of Oxfordshire Youth's constitution, operational boundaries, declarations of interest, Oxfordshire Youth's charity policies and the working mechanics of the Board of Trustees. The meeting also includes an introduction to Charity Commission resources and the Charity Governance Code. The meeting with the CEO includes an introduction to the charity's work and the Senior Leadership Team. Induction includes opportunities for practical insights into the work of the charity. New Trustees are also required to attend all sub-committees for a complete insight into the workings of the board as part of the induction process.

Board Composition

Oxfordshire Youth benefits from a motivated, active and engaged board of trustees. The present Trustees have a variety of backgrounds relevant to the work of Oxfordshire Youth. Trustees are proactive at taking responsibility for the composition of the board and maintain a live board composition audit which sets out the desired mix of skills, experience and backgrounds. In 2021 this led to a Trustee recruitment campaign to recruit additional legal and youth sector skills to the board and to increase the diversity of the board. Three Trustees stepped down from the board in 2021-22 and four new Trustees were appointed in April 2022. As of April 2022 the Board of Trustees consists of 11 trustees, three of who are aged 25 or younger and three of who are non-white. The current Chair will reach the maximum term of nine years within this next year requiring the appointment of a new Chair in this coming year. A rolling programme of training for all Trustees has been introduced in 2022 as part of our ongoing commitment to building and maintaining high standards of governance.

Risks

The Trustees consider the notable risks faced by Oxfordshire Youth to be challenges presented by our recent significant growth; potential consequences arising from a serious safeguarding incident due to the nature of our work, and navigating the effects of the ongoing Covid-19 pandemic.

Safeguarding

The safeguarding of young people and adults at risk continues to be a major priority of the Charity. We invest considerable time and resources in maintaining awareness of risks and best practice in safeguarding and in ensuring our policies and procedures are fully up to date and fit for purpose and risk assessment is embedded in our practices.

Equality, diversity and inclusion

It has never been a more important time to prioritise EDI. At Oxfordshire Youth, it is vital that our workforce and our culture commits whole-heartedly and with rigour to the principles and practices of Equality, Diversity and Inclusion. We know that EDI is not a fixed destination, it is an ongoing process of unlearning problematic biases, behaviours, power dynamics, accountability, and committing to challenging conversations about racism, ableism, ageism, classism and sexism.

In 2018, the organisation Charity SO White shared the results of a Charity Job survey showing that 54% experienced discrimination or prejudice based on their race/ethnicity. We all have a part to play in eliminating prejudice in the workplace and Oxfordshire Youth, as an organisation which role models best practice to the wider youth sector, must, and will, do more to contribute, evolve, and influence progress and change.

Tackling institutional racism, ableism, classism, and sexism requires cultural transformation. Our EDI action plan will permeate through our service design, HR processes, youth-voice work, governance and leadership, and our commitment to ongoing learning and development. We want to build a workforce that is diverse, inclusive and celebrates individuality and difference. We want young people to see themselves reflected back in the staff who carry out the work of Oxfordshire Youth. Our Youth Voice Network will play a proactive role in ensuring that our youth programmes are inclusive and accessible to all young people. For example, we recognise there is significant work in ensuring representation of disabled young people, and young people from traveller backgrounds in leadership programmes and in youth voice opportunities. Our ongoing work with EDI will be in partnership with young people from marginalised communities to ensure that we are engaging with all young people.

It has never been a more important time to prioritise equality, diversity and inclusion

18.7% of the OY staff team are BAME, 19.1% of the team is LGBTQI+, 58% of the team consider themselves to have lived experience within the areas which Oxfordshire Youth operates. We have no gender pay gap.

Becoming an organisation that commits to anti-racism practice remains at the forefront of our work as we develop our new strategy, in conjunction with our global majority-led EDI working group. Our EDI strategy will be launched in July 2022, with full consultation carried out across the organisation, to ensure that all voices are listened to and shape the future of our work in EDI.



FINANCIAL REVIEW

Finance

The charity had a surplus for the year ended 31 March 2022 of £103,824 as against a surplus of £55,868 in 2021. Income received from contracts and grants increased to £2,672,123 (prior year 1,326,395) whilst income from donations increased to £96,707 (prior year £35,405). Total income for the year was £2,839,581 (prior year £1,440,023). Total expenditure for the year was £2,735,757 (prior year £1,384,155).

The financial marketplace for charities continues to be volatile. The fact that Oxfordshire Youth continues to deliver high quality work in difficult times is a credit to its staff, volunteers, supporters and voluntary fundraisers. Our thanks go to our Auditors Ross Brooke & Co for their work in auditing our financial accounts. A special thank you to our Treasurer, Paul Stothard, for his expertise and support.

Reserves

Oxfordshire Youth has a reserves strategy in place which aims to increase our reserves levels to £489,000 by 2026 with a stated aim of achieving long term financial security for the charity. Reserves are held to meet any unforeseen future expenditure or any future shortfalls in income. Reserves are held in accordance with the Oxfordshire Youth Investment policy.

This strategy aims for us to have £147,000 of unrestricted reserves by the end of the financial year ended 31st March 2022 which has been achieved.

Outlook

Over the last twelve months Oxfordshire Youth has seen the second half of our significant organisational expansion which has been predominantly driven by the Young People's Supported Accommodation contract which has now been operating for eighteen months. The next twelve months will see a period of financial consolidation with 2022-23 turnover predicted to be broadly similar to 2021-22.

It is likely that the next twelve months will bring increasing financial pressure for young people as a result of cost of living increases. For Oxfordshire Youth we are therefore expecting to see an increase in need coupled with a potential downturn in giving which we will need to navigate over the next twelve months. Our 2022-23 consolidation budget should allow us to remain agile and meet that challenge by responding appropriately to any downturn in giving as a result of the cost of living increase.



Donors and sponsors

Thank you to the many individual donors whose generosity has enabled the work of Oxfordshire Youth over the last twelve months. Thank you also to the trusts, foundations and corporate sponsors:

Adrian Swire Charitable Trust
Albert Hunt Trust
Arnold Clark Charitable Trust
Barclays Charity Trust
Barnsbury Charitable Trust
Bartlett Taylor Charitable Trust
Barr Foundation
Big Lottery Community Fund
Blakemore Foundation
Blagrave Trust
Blenheim Palace
B&Q
Buckinghamshire Healthcare NHS Trust
Charles and Mary Ponsonby Charitable Trust
Children in Need
Christopher Laing Foundation
Col. Tom Hall Charitable Trust
Co-Op Foundation
Cotswold Wildlife Trust
Cottway Housing
Coventry Building Society
Davies Charity
Doris Field Charitable Trust
Edward and Diana Hornby Charitable Trust
Green Square Accord
Helen Hamlin Trust
Laing Family Charitable Trust
Lennox Hannay Trust
Lord Barnaby Foundation
Lucy Group
Marsh Christian Trust
Mid counties Co-op
Ormonde Foundation Charitable Trust
Oxford Business Park
Oxford City Council
Oxford Health NHS Trust
Oxford Lottery
Oxfordshire County Council
Oxfordshire Freemasons
Persimmon Homes
Pharsalia Charitable Trust
Peter Meyer Charitable Trust
Pye Charitable Trust
Response Organisation
Robert and Margaret Moss Charitable Trust
Sandra Charitable Trust
Semble Strong Foundations
Shanly Foundation
Sharegift
Skipton Charitable Foundation
Souldern Trust
Sovereign Housing
Stanton Ballard Charitable Trust
St Michaels and All Saints Charities Trust
St John's College
Substance
Tambour Foundation
Thames Valley Police
The Azima Foundation
The Coales Trust
The Jim Cousins Trust
The Prudence Trust
Turners Court Youth Trust
VSL and Partners
Wyfold Charitable Trust



Trustees' responsibilities in relation to Financial Statements

Law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing financial statements giving a true and fair view, the Trustees should follow best practice and:

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

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them both to ascertain the financial position of the charity and to ensure that the financial statements comply with applicable law, regulations and trust deeds. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board of Trustees on 28 July 2022 and signed on their behalf by:

Carl Anglim
Chair of Trustees

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF OXFORDSHIRE YOUTH

Opinion

We have audited the financial statements of Oxfordshire Youth for the year ended 31 March 2022 which comprise the Statement of Financial Activities, Balance sheet, Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2022, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

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

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

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

Other information

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

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 16, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

We have considered:

- the nature of the charity and sector, control environment and operating performance;
- the charity's own assessment, including assessments made by key management, of the risks that irregularities may occur either as a result of fraud or error;
- any matters we identified having reviewed the charity's policies and procedures relating to:
  - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
  - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; and
  - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;
- the matters discussed amongst the audit engagement team.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the areas

in which management is required to exercise significant judgement, such as the disclosure of adjusting items. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context were the Charities Act and tax legislation.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

UHY Ross Brooke
Statutory Auditor

Windrush Court
Abingdon Business Park
Abingdon
OX14 1SY

Date: 30 September 2022

UHY Ross Brooke is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

OXFORDSHIRE YOUTH

STATEMENT OF FINANCIAL ACTIVITIES

(including income and expenditure account) for the year ended 31 March 2022

	Notes	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Income and endowments					
Donations and legacies					
Donations		77,679	19,028	96,707	35,405
Income from other trading activities					
Fundraising events		24,699	0	24,699	125
Income from charitable activities					
Contracts and grants		11,850	2,660,273	2,672,123	1,326,395
Subscriptions		3,542	0	3,542	0
Other income					
Other income		30,988	11,522	42,510	78,098
Total income	2	148,758	2,690,823	2,839,581	1,440,023
Expenditure on:					
Generating funds	3	42,572	53	42,625	11,970
Charitable activities	3	12,826	2,680,306	2,693,132	1,372,185
Total expenditure		55,398	2,680,359	2,735,757	1,384,155
Net income/(expenditure) before transfers		93,360	10,464	103,824	55,868
Transfers between funds		-	-	-	-
Net movement of funds in year		93,360	10,464	103,824	55,868
Reconciliation of funds:					
Total funds brought forward		61,220	29,396	90,616	34,748
Total funds carried forward		154,580	39,860	194,440	90,616

The Statement of Financial Activities includes all gains and losses recognised in the year.

All income and expenditure derives from continuing activities.

OXFORDSHIRE YOUTH

BALANCE SHEET

as at 31 March 2022

	Notes	2022 £	2021 £
Fixed Assets			
Tangible assets	8	40,131	20,954
		40,131	20,954
Current Assets			
Debtors	9	137,826	223,971
Cash at bank		294,693	48,841
		432,519	272,812
Creditors			
Amounts due within one year	10	(278,210)	(203,150)
Net Current Assets		154,309	69,662
Total Net Assets	11	194,440	90,616
The Funds of the Charity			
Restricted income funds	12	39,860	29,396
Unrestricted income funds		154,580	61,220
		194,440	90,616

The notes on pages 24 to 32 form part of these accounts. Approved and authorised by the Trustees on 30 September 2022

ON BEHALF OF THE TRUSTEES

Carl Anglim, *Chair*

Paul Stothard, *Treasurer*

OXFORDSHIRE YOUTH

STATEMENT OF CASH FLOWS

as at 31 March 2022

	2022 £	2021 £
Cash flows from operating activities:		
Net movement in funds for the reporting period (as per the statement of financial activities)	103,824	55,868
Adjustments for:		
(Increase)/decrease in debtors	86,145	(211,535)
Increase/(decrease) in creditors	75,060	179,842
Purchase of tangible fixed assets	(33,213)	(27,322)
Depreciation charge	14,036	4,067
(Profit)/loss on disposal	0	7103
Net cash provided by (used in) operating activities	245,852	8,023
Change in cash and cash equivalents in the reporting period	245,852	8,023
Cash and cash equivalents at the beginning of the reporting period	48,841	40,818
Cash and cash equivalents at the end of the reporting period	294,693	48,841

OXFORDSHIRE YOUTH

COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £
Income and endowments			
Donations and legacies			
Donations	35,405		35,405
Income from other trading activities			
Fundraising events	125	-	125
		-	
Income from charitable activities			
Contracts and grants	6,215	1,320,180	1,326,395
Subscriptions		-	
Other income			
Other income	78,098		78,098
Total Income	119,843	1,320,180	1,440,023
Expenditure on:			
Generating funds	11,970	-	11,970
Charitable activities	51,082	1,321,103	1,372,185
Total Expenditure	63,052	1,321,103	1,384,155
Net income/(expenditure) before transfers	56,791	(923)	55,868
Transfers between funds	1,494	(1,494)	-
Net movement of funds in year	58,285	(2,417)	55,868
Reconciliation of funds:			
Total funds brought forward	2,935	31,813	34,748
Total funds carried forward	61,220	29,396	90,616

NOTES TO THE ACCOUNTS

for the year ended 31 March 2022

1. Accounting Policies

The following accounting policies have been used consistently in dealing with items which are considered material in relation to the charity's accounts.

(a) Basis of Accounting

The financial statements are prepared under the historical cost convention and in compliance with the Charities Act 2011, the Charities Statement of Recommended Practice (FRS 102), and FRS 102, The Financial Reporting Standard, applicable in the UK and Republic of Ireland.

The charity is a public benefit entity.

The financial statements have been prepared on a going concern basis. The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The charity's Finance, Audit and Risk Committee meets regularly to oversee the charity's finances which are then reported to the Board of Management at their bi-monthly meetings.

(b) Fund Accounting

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

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

(c) Income

Income from donations is of a general nature and is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Investment income is recognised on a receivable basis.

The following specific policies are applied to particular categories of income from charitable activities:

- Contract and grant income are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.
- Subscriptions are accounted for in the year to which they relate.
- Contract revenue and grants receivable are reflected in the accounts on the accrual basis.

(d) Debtors

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

Donations, gifts and grants that provide core funding or are of a general nature are recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when the donor specifies it must be used in future accounting periods or the donor has imposed conditions which must be met

before the charity has unconditional entitlement. Debtors consists of amounts recognised less any provision for bad or doubtful debts – there is no such provision for the 2021-22 financial year.

(e) Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any Value Added Tax which is reported as part of the expenditure to which it relates.

- Charitable activities comprise those costs incurred by the charity in the delivery of its services. It includes both costs that can be allocated directly to such services and those costs of an indirect nature necessary to support them.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are on a time apportioned basis.

(f) Redundancy/Termination payments

Termination benefits are amounts payable as a result of a decision by Oxfordshire Youth to terminate an employee's employment before the normal retirement date or an employee's decision to accept voluntary redundancy and are charged on an accruals basis when Oxfordshire Youth is demonstrably committed to the termination of the employment of an employee or group of employees in a legally binding manner.

(g) Creditors

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, the amount of the obligation can be measured reliably and the transfer of economic benefit has occurred. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

(h) Provisions

Provisions are recognised when there is a present obligation (legal or constructive) as a result of a past event, it is probable that the charity will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the provision.

(i) Deferred Income

Deferred income includes all receipts and grants which relate to the period after the year end.

(j) Cash at bank and in hand

Cash is comprised of cash in hand and bank balances (credit or overdraft). Cash equivalents are short-term, highly liquid investments, which mature within three months or less from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value. There were no cash equivalents during the 2021-22 financial year.

(k) Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated at historical cost less depreciation. Depreciation is provided on a reducing balance rate which reflects the anticipated useful lives of the assets and their estimated residual values:

Fixtures and fittings	20%
Computer and printing equipment	33.3%
Website development costs	20%

2. Restricted Funds

	2022	2021
	£	£
Big Lottery Project	163,000	229,547
Young Leaders	10,264	-
Mental Health Project	30,596	32,219
Wellness for Education		40,000
Youth Opportunity Fund	16,014	32,029
Response YPSA	1,519,018	813,921
Mental Wealth Academy	18,335	22,500
YPSA Covid Fund	75,000	105,000
Co-op	52,341	13,459
Children in Need	49,660	16,555
OCC Youth Study	10,050	9,950
Blenheim Young Leaders		5000
Substance Life Chances	44,750	
Buckinghamshire NHS Trust	22,527	
Welcome pack funding	7,768	
Restart Youth Fund	10,000	
Kickstarter	1,500	
VRU	660,000	
Total	2,690,823	1,320,180

3. Expenditure

Generating funds	**Unrestricted**	**Restricted**	**2022**	**2021**
	£	**£**	**£**	**£**
Salaries	32,340	0	32,340	-
Other costs	10,232	53	10,285	11,970
	42,572	53	42,625	11,970

Charitable activities	**Unrestricted**	**Restricted**	**2022**	**2021**
	£	**£**	**£**	**£**
Salaries	1,314	1,426,005	1,427,319	838,619
Activities, equipment, etc.	623	887,186	887,809	227,997
Support costs	6,919	364,115	371,034	301,319
Auditor's fee	3,970	3000	6,970	4,250
	12,826	2,680,306	2,693,132	1,372,185

4. Auditors Remuneration

	2022	**2021**
	£	**£**
Audit fees	6,970	4,250
	6,970	4,250

5. Staff Numbers

The average number of persons employed, analysed by activity, was:

	2022	**2021**
Generating Funds	2	
Charitable activities	52	28
Total	54	28

6. Staff Costs

	2022	**2021**
	£	**£**
Wages and salaries	1,318,456	760,419
Social security costs	105,180	59,217
Pensions	36,024	18,983
	1,459,660	838,619

One employee earned between £60,000 and £70,000.
No other employee earned more than £60,000.

No trustee received any remuneration or expenses.

Remuneration paid to key management personnel amounted to £146,391 (2021: £110,591).

7. Related Party Transactions

There were no other related party transactions in the current or prior year.

8. Tangible Fixed Assets

	Computer and Printing Equipment	Website Development Costs	Fixtures and Fittings	Total
	£	£	£	£
Cost:				
At 1 April 2021	23,421	0	1,600	25,021
Additions	15,145	16,812	1,256	33,213
Disposals				
At 31 March 2022	38,566	16,812	2,856	58,234
Depreciation:				
At 1 April 2021	3,907	0	160	4,067
Disposals				
Charge in year	11,329	2,240	467	14,036
At 31 March 2022	15,236	2,240	627	18,103
Net Book Value:				
At 31 March 2022	23,330	14,572	2,229	40,131
At 31 March 2021	19,514	-	1,440	20,954

9. Debtors

	2022	2021
	£	£
Grants and contracts	129,880	216,645
Other debtors	7,946	7,326
	137,826	223,971

10. Creditors – Amounts Falling Due Within One Year

	2022	2021
	£	£
Trade Creditors	183,028	15,142
Taxation and social security	37,361	27,963
Accruals and other creditors	9,340	10,416
Deferred income	48,481	149,629
	278,210	203,150

11. Analysis of Net Assets between Funds

Current year

	Tangible Fixed Assets	Net Current Assets	2022 Total Assets
	£	£	£
Restricted Funds	-	39,860	39,860
Unrestricted Funds	40,131	114,449	154,580
	40,131	154,309	194,440

Previous year

	Tangible Fixed Assets	Net Current Assets	2021 Total Assets
	£	£	£
Restricted Funds	-	29,396	29,396
Unrestricted Funds	20,954	40,266	61,220
	20,954	69,662	90,616

12. Movements on Restricted Funds

Previous year

	Balance 1 Apr 2020 £	Income £	Expenditure £	Transfers £	Balance 31 Mar 2021 £
Big Lottery Project	499	229,547	(223,057)	-	6,989
Voice Vox	539	-	-	-	539
Young Leaders	(7,334)	5,000	-	-	(2,334)
Mental Health Project	(3,792)	32,219	(26,111)	-	2,316
Wellness for Education	-	40,000	(38,598)	(1,402)	-
Social Investment Business	4,473	-	-	-	4,473
Youth Opportunity Fund	-	32,029	(6,245)	-	25,784
Mental Wealth Academy	12,428	22,500	(22,391)	(109)	12,428
TVP	25,000	-	(25,017)	17	-
Response YPSA	-	813,921	(853,482)	-	(39,561)
YPSA Covid Fund	-	105,000	(105,000)	-	-
Co-op	-	13,459	(1,785)	-	11,674
Children in Need	-	16,555	(8,122)	-	8,433
OCC Youth Study	-	9,950	(11,295)	-	(1,345)
	31,813	1,320,180	(1,321,103)	(1,494)	29,396

Current year

	Balance 1 Apr 2021 £	Income £	Expenditure £	Transfers £	Balance 31 Mar 2022 £
Big Lottery Project	6,989	163,000	(169,989)	-	0
Voice Vox	539		(539)	-	0
Young Leaders	(2,334)	10,264	(2)	-	7,928
Mental Health Project	2,316	30,596	(32,068)	-	844
Social Investment Business	4,473		(4,473)	-	0
Youth Opportunity Fund	25,784	16,015	(28,261)	-	13,538
Mental Wealth Academy	12,428	18,335	(30,010)		753
Response YPSA	(39,561)	1,519,018	(1,592,346)	-	(112,889)
YPSA Covid Fund	0	75,000	(75,000)	-	0
Co-op	11,674	52,341	(34,427)	-	29,588
Children in Need	8,433	49,660	(48,909)	-	9,184
OCC Youth Study	(1,345)	10,050	(8,705)	-	0
Substance Life Chances	0	44,750	(49,373)	-	(4,623)
Buckinghamshire NHS	0	22,527	(24,059)	-	(1,532)
VRU	0	660,000	(566,906)	-	93,094
Restart Youth	0	10,000	(10,000)	-	0
Kickstarter	0	1,500	(711)		789
Welcome Pack Funding	0	7,768	(4,582)		3,186
	29,396	2,690,824	(2,680,360)		39,860

The purposes of each restricted fund are summarised below:

Big Lottery funded project called Investing in Youth in Communities

This project has three objectives:

- Volunteers have improved skills and confidence helping them to provide high quality youth club provision
- Young people have improved well-being that will enhance their life chances
- Disadvantaged communities are able to provide sustainable good quality youth provision that promotes integration and community cohesion.

Voice VOX (OCC funded) – Oxfordshire Youth are a lead partner supporting the development of young people who are members of VOXY council - an OCC youth council that influences key decisions made by OCC.

Young Leaders Programme – organisational development and development of the programme enabling capabilities for growth and expansion of trading income. There was a carried forward deficit of from 2019/2020 which has been reduced by £5,000 this year. Assuming that Covid-19 restrictions are lifted during 2021/2022, this amount is expected to generate a surplus for financial year end 2022.

Social Investment Business – Investment in a communications and marketing role to support the organisation into trading.

Mental Health Project Training (funded by Oxford Health through Response) to deliver mental health training to all schools in Oxfordshire.

Substance Life Chances - A programme called Substance Improving Life Chances introducing disadvantaged young people to physical education.

Youth Opportunity Fund – Funding for two apprentice youth workers to spend two years with Oxfordshire Youth and partner organisations learning to be youth workers.

Mental Wealth Academy – A programme allowing young people who have previously battled with poor mental health to become ambassadors for other young people.

Response YPSA – A contract to provide care and support within supported accommodation for young people aged 18-25 within Oxfordshire who are at risk of homelessness. This is a 5-year contract. Covid has had a large impact on this contract, significantly increasing need. As we move past covid this fund is expected to generate a surplus which will cover the deficit by the end of the 5-year term.

YPSA Covid Fund – Additional funding for the YPSA contract to cover the increase in costs as a result of Covid.

Co-op – Transition through leadership workshops for Year 6 pupils making the journey to secondary school.

Children in Need – Inspiring Futures program improving self-esteem, confidence and leadership for vulnerable young people in supported accommodation.

OCC Youth Study – a study of existing youth provision across Oxfordshire. OCC funded. The nature of this contract means that the final outcome cannot be recognised until the report has been produced and therefore it is in deficit this year.

VRU – Entitled "Teachable Moments" and supported by Thames Valley Police using money from central government, this work is focused on violence reduction.

Buckinghamshire NHS – Funding from NHS together to provide an additional safeguarding lead within the YPSA program for a year to support with need as a result of Covid.

Restart Youth Fund – Funding provided to run a residential trip for 18-25 year olds focused on outdoor activities to build confidence and promote youth voice.

Kickstarter – Government funding for one events assistant role, including contribution to training.

Welcome Pack funding – to provide comprehensive welcome pack gifts to young people joining YPSA.

Transfers between funds

During the year a net transfer of £0 (2021: £1,494) was made from unrestricted funds to restricted funds in respect of completed projects with residual fund balances. The Trustees confirm that all funding conditions have been met and residual fund balances are eligible to be transferred to unrestricted funds and spent on other purposes.

13. General information

Oxfordshire Youth is an unincorporated charity domiciled in England. Its principal office is Bury Knowle Coach House, North Place, Headington, Oxford, OX3 9HY.

oxfordshire youth

Oxfordshire Youth
Bury Knowle Coach House, North Place, Oxford, OX3 9HY
admin@oxfordshireyouth.org
01865 767899

www.oxfordshireyouth.org

Registered Charitable Incorporated Organisation 1151723
Design: goodthinkingcommunications.net

OXFORDSHIRE YOUTH

England & Wales - Charity number 1151723

Accounts

Registered Charity: 1151723

OXFORDSHIRE YOUTH

ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2021

oxfordshire youth

OXFORDSHIRE YOUTH

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OXFORDSHIRE YOUTH
LEGAL AND ADMINISTRATIVE INFORMATION

Patron:
Tim Stevenson, Lord-Lieutenant of Oxfordshire
Sir Charles Ponsonby

President:
Lady Henrietta Spencer-Churchill

Trustees:

Carl Anglim (Chairman)
Fiona Clark (Deputy Chair)
Mike Watkinson (Treasurer)
Sue Jackson
Margie Jarvis
Mark Dessain (Resigned 29th April 2020)
Richard Venables
Lavinia Abell
Paul Stothard
Catherine Riddle (Appointed 26th November 2020)
Gerwyn Jenkins (Appointed 26th November 2020)

Address:

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Bury Knowle Coach House
North Place
Headington
Oxford
OX3 9HY

admin@oxfordshireyouth.org.uk

Auditors:

UHY Ross Brooke
Windrush Court
Abingdon Business Park
Abingdon
OX14 1SY

Bankers:

Barclays Bank PLC
30 Market Square
Witney
Oxfordshire
OX28 6BJ

OXFORDSHIRE YOUTH
TRUSTEES' REPORT

The Trustees present their report, along with the financial statements for the year ended 31 March 2021. The financial statements have been prepared in accordance with the accounting policies set out in Note 1.

GOVERNANCE

Governing Document
Oxfordshire Youth is governed by a constitution dated 28 March 2013.

Organisational Structure
The Trustees are responsible for Oxfordshire Youth's governance. The present Trustees have a variety of backgrounds relevant to the work of Oxfordshire Youth. Operational leadership and day-to-day responsibility for the provision of services is delegated to the Chief Executive Officer.

Trustee Induction
New Trustees receive training arranged by and in conjunction with the Chief Executive. Induction includes one-to-one meetings with the CEO and the Chair. They are also given access to a shared drive where they can review all relevant Oxfordshire Youth and Charity Commission documents.

Risks
The Trustees consider the notable risks faced by Oxfordshire Youth to be challenges presented by our recent significant growth; potential consequences arising from a serious safeguarding incident due to the nature of our work and navigating the effects of the ongoing Covid-19 pandemic.

Key management personnel
Pay and remuneration of key management personnel (defined by OY as the CEO and members of the senior leadership team) are set by the remuneration committee in accordance with the remuneration policy.

OBJECTS

As per the constitution, Oxfordshire Youth's objects are "to act as a resource for young people and organisations working with young people within Oxfordshire, by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:

(a) Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
(b) Advancing education;
(c) Relieving unemployment;
(d) Providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons".

Oxfordshire Youth fundraise in a manner which is ethically responsible in accordance with our fundraising policy. We work with one freelance bid writer who works solely on large grant and trust applications. We are registered with the fundraising regulator and we are committed to maintaining good practise in fundraising. Oxfordshire Youth have received no complaints about our fundraising activity.

CHAIR'S STATEMENT
Young people are at the heart of everything we do at Oxfordshire Youth. There are many great youth organisations across Oxfordshire, many quite small and run by volunteers, that make an enormous contribution to the individual lives of young people across the county. Organisations staffed by people passionate about ensuring young people in Oxfordshire get the best possible start in life whatever their background or circumstances. We exist for those organisations, to help them survive and thrive, and for the young people whose lives they improve. Our mission at Oxfordshire Youth is to work collaboratively to build a resilient youth sector that responds to the changing needs and aspirations of all young people.

Covid 19 presents an unprecedented challenge for the youth sector and for young people. We are supporting the sector and our members by sharing government guidance, regular National Youth Agency and UK Youth updates as well as writing our own guides to and resources for good practice online and youth work activities. Having taken all of our own services online we were supporting individual organisations working with them to re-imagine how their service could respond to the needs of the young people in this challenging context in keeping with our continued mission to increase the skill and confidence of youth leaders.

Oxfordshire Youth works across three core areas: Supporting the Sector; Developing Skills for Life; and Health and Wellbeing.

1. Supporting the Sector

In 1947 Oxfordshire Youth was founded to support volunteer youth clubs to create a safe space for positive activities for young people. For over 70 years, Oxfordshire Youth has acted as a backbone to other organisations working with young people. Now more than ever before, this support is essential in ensuring that young people have access to safe spaces, trusting adults, and development opportunities out of school, so that they can thrive and move into adulthood with the confidence and the social and emotional competencies and practical skills to succeed.

OY is committed to meeting the changing needs of the grassroots organisations in Oxfordshire that work with children and young people aged 8-25, those who have continued to do so during Covid-19 and those who are struggling to survive. UK Youth research shows that two-thirds of youth organisations with a turnover of under £250k are set to close as a result of the pandemic. In Oxfordshire this would equate to around 70 organisations.

OY's established support for the sector

The majority of this work is funded by the National Lottery Community Fund until March 2023. The three aims of this work are:

§ To ensure that youth work provision across Oxfordshire continues to offer high-quality provision and to expand its reach in disadvantaged areas;

§ To support and develop a new and existing generation of young leaders and youth workers;

§ To transform the voice and influence of grassroots youth organisations and the young people they serve locally.

These aims are met through a range of programmes, described below.

Changemakers Programme

Youth clubs, youth projects, youth organisations and other organisations that provide opportunities for young people in Oxfordshire can join OY as a member, or 'Changemaker', in order to join a network and gain access to high-quality support and opportunities. Changemakers can access bespoke start-up, sustainability and growth support, policy templates and DBS checks, as well as a range of high-quality workshops, training and networking opportunities for staff and volunteers including support with online youth work and an annual Youth Work conference.

Children and Young People's Forum

The collective voice of the voluntary sector working with children, young people, and families across Oxfordshire. Over 200 organisations engage in this quarterly forum that is chaired by OY's CEO. An Early Help network has been formed as a sub-network to this forum and OY is currently in conversations about establishing a children and young people's mental health sub-group or network. The C&YP Forum votes representatives from voluntary sector organisations on to various strategic boards in order to collaborate on strategic development with the public sector.

Sector Insider

A digital newsletter designed for the youth sector in Oxfordshire. Over 1000 people receive the newsletter and it is a space where national and local news in relation to youth work and opportunities for the sector are shared. In addition, the sector has access to OY's employability and leadership programmes, youth voice and participation opportunities, including its Youth Voice Network, and leadership, issue-based and challenge workshops for young people.

"I think OY is doing an amazing job and you are right where you are needed right now." CEO of a Changemaker organisation.

"We wouldn't be where we are now without Oxfordshire Youth! We would not have been open! Their support over the years has been incredible." Lead worker of a Changemaker organisation.

2. Developing Skills for Life

The main beneficiaries of OY's work are young people in the 8-25 age range, throughout the county and beyond. Within Oxfordshire, young people, many of whom are disadvantaged or have experienced multiple traumatic events in their lives, are reached both through OY's direct services and programmes (ages 14-25), and indirectly through our work with the youth sector (ages 8-25).

OY believes that everyone has leadership potential and that with the right skills, opportunities and therapeutic support, young people can flourish, take leadership of their own lives, and positively influence those around them.

Skills development happens through OY's youth work activities and workshops, youth leadership programmes, and youth voice and participation opportunities. This work takes place in a number of contexts, including in 24-hour support in supported accommodation, programmes in schools, youth clubs and organisations, outdoor residential settings and in virtual spaces.

YPSA

Young People's Supported Accommodation (YPSA) is a system-change model commissioned by Oxfordshire County Council to Response and Oxfordshire Youth. This contract is for five years, renewable for a further two years. Through the service, OY supports 130 young people aged 18-24 in 2–4-bedroom homes provided by Response. Launched in October 2020, this service has influenced OY to work towards transforming all its work to be trauma informed and to create Physiologically Informed Environments (PIE) where people can flourish.

OY's ambition for this service is for all young people to have a holistic offer of support, activities and opportunities, with good quality advice and guidance that supports them to grow in confidence and skills, preparing them to move into independent living.

Youth leadership programmes

In 2015, OY worked with the Institute of Leadership and Management to transform their well-recognised adult leadership programme into a programme designed for young people aged 14+. OY ran the programme over a three-day residential which combined leadership workshops and outdoor activities to facilitate learning, culminating in the young people leading a social action challenge, workshop or activity to demonstrate their learning. Through the programme, young people gained an ILM Level 2 Award in Leadership and Team Skills. This programme, which saw 200 young people gain a qualification in the first three years, has evolved, and OY now has a range of programmes that weave in the ILM qualification, to make it accessible to young people of all abilities to access the course and gain the qualification. These include:

Young Leaders Programme

A four-night residential programme followed by a leadership activity led by young people, a Leadership Day, and a graduation event. This programme is available to young people aged 14-21 in youth sector organisations in Oxfordshire, enabling them to develop skills to lead in their settings.

Future Leaders Programme

A three-night residential programme followed by a leadership activity led by young people, a Leadership Day, and a graduation event. This programme is available to young people aged 16-25 in work and in apprenticeship and graduate programmes.

Building Resilience Programme

A 3 to 4-month programme delivered in schools, for young people who are at risk of exclusion. This programme includes workshops based on the specific needs identified by the school and the young people. Example workshops include: drugs and alcohol, mental wellbeing, positive relationships, protective behaviours. This programme also introduces the young people to their local youth provision, with the aim that the young people feel confident about accessing a safe space to go with peers.

Inspiring Futures Programme

A six-month employability programme for young people who are not in full-time education, employment or training. This is currently being delivered to young people in YPSA.

Transition Through Leadership

A leadership programme that equips children in Years 7 and 8 with the skills to develop content and resources for workshops on wellbeing and resilience, which they then deliver to Year 6 children who are moving to their secondary school.

Workshops

OY provides a range of workshops for young people, on topics including leadership, body image and self-esteem, wellbeing and self-care. It also offers workshops that help young people to better understand and celebrate diversity and inclusion, for example on Gender Empowerment, LGBTQ, and Diversity and Inclusion. Are You Listening?, OY's podcast, is another way in which OY creates spaces for open dialogue with young people on key social issues and challenges that young people face.

Youth Voice Network

This is a network of young people who engage with OY's many projects and programmes who volunteer their time to shape, coordinate and evaluate OY's work and to create change in their communities.

Mental Health Ambassadors Programme

This highly-successful programme is part of the Mental Wealth Academy – a third sector partnership coordinated by Response in partnership with Oxfordshire Mind, Ark-T, SOFEA and Oxfordshire Youth. Oxfordshire Youth provides a programme for ten 18 to 24-year-olds who have experienced ill mental health the opportunity to engage in a year-long development programme that sees them learn more about mental health, gain skills, build their confidence, and then create wellbeing workshops to deliver to young people aged 13-17.

Youth Awards Youth Committee

This bi-annual signature event will next take place in 2022. It is a wonderful event that is co-designed and coordinated with young people, to celebrate the many amazing achievements of young people and of the youth sector in Oxfordshire. For the 2020 event, young people aged 16-24 were recruited to join the committee that is led by OY's Youth Trustee. The young people design the event, coordinate the auditions, reach out to sponsors, and host the night. This is a meaningful example of co-production with young people that OY is committed to delivering bi-annually.

Podcast Crew

As Covid-19 hit the world, young people from the Youth Awards Youth Committee and OY's previous Youth Voice joined together online and came up with the idea for a Podcast for young people, by young people. The aim was to broadcast young people's experiences of lockdown. During lockdown, the Black Lives Matter movement came out in full swing and young people developed a series of BLM episodes to create space for open dialogue about racism. This podcast is entirely youth led podcast and is something that OY will continue to enable to grow.

3. Health and Wellbeing

All of OY's life-changing opportunities for young people provide practical skills for work and adult life as well as aiming to develop young people's social and emotional competences. Supporting, equipping and enabling young people to engage in a range of opportunities that are inclusive, non-judgemental spaces where young people can be themselves, gain new skills, engage in physical activity, and develop confidence and self-worth: all of this contributes to the health and wellbeing of young people.

Oxfordshire Youth is leading and engaging in a number of partnerships to develop the knowledge and training of those who work with children and young people, helping them to be better informed and equipped to support young people's social and emotional literacy.

Youth in Mind

A partnership between Oxfordshire Mind and OY to run an inspiring annual conference for over 450 staff and volunteers working with children and young people. This event ran for two years in 2018 and 2019, bringing together people from the education, public and voluntary sectors. This conference has been hugely successful, and OY is committed to running it for the next few years.

CAMHs Third Sector Partnership

Contracted by Oxford Health to Response Organisation for a period of five years. Response Organisation is leading a third sector partnership with six youth organisations. OY delivers 'An introduction to Children and Young People's Mental Health' training to primary and secondary school staff in Oxfordshire, equipping school staff with the baseline understanding of children and young people's mental health, and supporting staff to know where to go if they feel a pupil needs additional support.

Mental Wealth Academy

A partnership approach to mental health support for 18–24-year-olds in Oxfordshire. Response Organisation coordinates the partnership with Oxfordshire Mind, SOFEA,

Banbury Young Homeless Project (BYHP) and Oxfordshire Youth. Through this partnership OY provides workshops for parents and carers to better understand C&YP mental health and coordinates a year-long youth development programme that supports young people who have experienced mental ill health to develop leadership skills and become mental health ambassadors, running workshops for young people aged 13-18.

Prioritising Wellbeing Partnership (Wellbeing Education Return package)

This is led by Response Organisation in partnership with One-Eighty and Oxfordshire Youth, supported by NHS Oxfordshire Clinical Commissioning Group and Oxfordshire County Council. In this partnership OY and One-Eighty offer a holistic package of ongoing wellbeing support for schools, the voluntary sector, and parents and carers in Oxfordshire as part of the return to school post lockdown. This partnership is viewed by Oxfordshire County Council as hugely successful. A proposal has been submitted to continue this for a further year.

Please see Oxfordshire Youth's Impact Report 2020 for an overview of achievements from April 2019-November 2020.

Our People

Oxfordshire Youth benefits from a motivated, active and engaged board of trustees. The Board is made up of the full Board and three sub-committees: the Finance and Risk Committee and the Safeguarding, Quality and Impact Committee and the Remuneration Committee. I am grateful for the tireless work of all trustees in support of Oxfordshire Youth and for courageously pursuing change. The trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

Three long-standing Trustees stood down this year representing a combined sixteen years of board service. The board expresses heartfelt thanks to Felicity Dick, Mark Dessain and Tim Martin for their commitment, dedication and expertise throughout those years. The board also said goodbye to Dominic Taylor who joined and stepped down in this period. We warmly welcomed two new Trustees to the board: Richard Venables, recent High Sheriff of Oxfordshire, joined in April 2019 and Lavinia Abell joined in November 2019 following a six month period serving on the board through the young trustees programme. All trustees continue to be required to undergo GDPR training, to undergo generalised safeguarding training and to be DBS checked.

Oxfordshire Youth also benefits from a highly skilled, committed and motivated staff team, whose collective passion to make a difference to young people's lives, is what drives the charity forward. Thank you to the CEO Jodie Lloyd-Jones for her strong leadership and commitment to Oxfordshire Youth and to all of the staff, freelance trainers and facilitators for their continued commitment to Oxfordshire Youth.

Public Benefit

The Trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

Finance

The charity had a surplus for the year ended 31st March 2021 of £55,868 as against a surplus of £8,601 in 2020. Income received from contracts and grants increased to £1,326,395 (2020: £274,677) whilst income from donations decreased to £35,405 (2020: £65,052). Total income for the year was £1,440,023 (2020: £428,094). Total expenditure for the year was £1,384,155 (2020: £419,493).

The financial marketplace for charities continues to be volatile. The fact that Oxfordshire Youth continues to deliver high quality work in difficult times is a credit to its staff, volunteers, supporters and voluntary fundraisers. Our thanks go to our Auditors Ross Brooke & Co for their help in producing our financial accounts. A special thank you to our Treasurer, Paul Stothard, for his expertise and support.

Reserves

Oxfordshire Youth has a reserves strategy in place which aims to increase our reserves levels to £450,000 by 2026 with a stated aim of achieving long term financial security for the charity. Reserves are held to meet any unforeseen future expenditure or any future shortfalls in income. This strategy requires us to have £62,000 of unrestricted reserves by the end of the 2020-21 financial year which has been nearly achieved.

The Future

Over the last twelve months Oxfordshire Youth has seen a significant organisational expansion which has been predominantly driven by the Young People's Supported Accommodation contract. This contract is now fully operating and so the next twelve months will see a period of operational consolidation as we embed the service delivery into the fabric of the organisation. During this period we expect to see a second 12-month period of significant financial growth; followed by an additional three year period of more gradual growth.

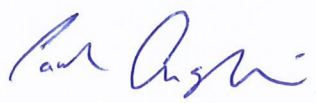
Donors and sponsors

Thank you to all of our donors and sponsors whose generosity enables the work of Oxfordshire Youth:

Big Lottery Community Fund
Co-Op Foundation
Children In Need
Oxford City Council
Thames Valley Police
Oxford Lottery
Aviva
CAF Coronavirus Emergency Fund
Jonathan Towler Memorial Foundation
H D H Willis 1965 Charitable Trust
PF Charitable Trust
Oxford Health NHS Trust
Blenheim Palace
Oxfordshire County Council
Glympton Estates
St John's College
Sandra Charitable Trust
Stanton Ballard Charitable Trust
Hamish Ogston Foundation
Christopher Laing Foundation
Lord Barnaby Foundation
Oxford Office Furniture
Col. Tom Hall Charitable Trust
Lennox Hanney Charitable Trust
Christopher Laing Foundation
Bartlett Taylor Charitable Trust

Thank you to the many individual donors who have kindly supported our work over the last twelve months.

Approved by the Trustees on 29/7 2021 and signed on their behalf by:



Carl Anglim, Chair

OXFORDSHIRE YOUTH
STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 MARCH 2021

Law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing financial statements giving a true and fair view, the Trustees should follow best practice and:

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

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them both to ascertain the financial position of the charity and to ensure that the financial statements comply with applicable law, regulations and trust deeds. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

INDEPENDENT AUDITOR'S REPORT
TO THE TRUSTEES OF
OXFORDSHIRE YOUTH

Opinion

We have audited the financial statements of Oxfordshire Youth for the year ended 31 March 2021 which comprise the Statement of Financial Activities, Balance sheet, Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2021, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

The charity took advantage of audit exemption for 2020 and therefore the comparatives are unaudited.

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the chairty has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 9, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- We have considered:
    - the nature of the charity and sector, control environment and operating performance;
    - the charity's own assessment, including assessments made by key management, of the risks that irregularities may occur either as a result of fraud or error;
    - any matters we identified having reviewed the charity's policies and procedures relating to:
        - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
        - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; and
        - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;
    - the matters discussed amongst the audit engagement team.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the areas in which management is required to exercise significant judgement, such as the disclosure of adjusting items. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context were the Companies Act, Charities Act and tax legislation.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Ron Brooke

UHY Ross Brooke
Statutory Auditor
Windrush Court
Abingdon Business Park
Abingdon
OX14 1SY

Date 17/8/21

UHY Ross Brooke is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

OXFORDSHIRE YOUTH
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Income and endowments					
Donations and legacies					
Donations		35,405	-	35,405	65,052
Income from other trading activities					
Fundraising events		125	-	125	21,432
Young Leaders course fees		-	-	-	14,400
Income from charitable activities					
Contracts and grants		6,215	1,320,180	1,326,395	274,677
Subscriptions		-	-	-	6,120
Other income					
Other income		78,098	-	78,098	46,413
Total income	2	119,843	1,320,180	1,440,023	428,094
Expenditure on:					
Generating funds	3	11,970	-	11,970	6,765
Charitable activities	3	51,082	1,321,103	1,372,185	412,728
Total expenditure		63,052	1,321,103	1,384,155	419,493
Net income/(expenditure) before transfers		56,791	(923)	55,868	8,601
Transfers between funds		1,494	(1,494)	-	-
Net movement of funds in year		58,285	(2,417)	55,868	8,601
Reconciliation of funds:					
Total funds brought forward		2,935	31,813	34,748	26,147
Total funds carried forward		61,220	29,396	90,616	34,748

The Statement of Financial Activities includes all gains and losses recognised in the year. All income and expenditure derives from continuing activities.

OXFORDSHIRE YOUTH
BALANCE SHEET
AS AT 31 MARCH 2021

	Notes	2021 £	2020 £
Fixed Assets			
Tangible assets	8	20,954	4,802
		20,954	4,802
Current Assets			
Debtors	9	223,971	12,436
Cash at bank		48,841	40,818
		272,812	53,254
Creditors			
Amounts due within one year	10	(203,150)	(23,308)
Net Current Assets		69,662	29,946
Total Net Assets	11	90,616	34,748
The Funds of the Charity			
Restricted income funds	12	29,396	31,813
Unrestricted income funds		61,220	2,935
		90,616	34,748

The notes on pages 17 to 25 form part of these accounts.

Approved and authorised by the Trustees on 29/7/21

ON BEHALF OF THE TRUSTEES

Carl Anglim, Chair

Mike Watkinson, Treasurer

OXFORDSHIRE YOUTH
STATEMENT OF CASH FLOWS
AS AT 31 MARCH 2021

	2021	2020
	£	£
Cash flows from operating activities:		
Net movement in funds for the reporting period (as per the statement of financial activities)	55,868	8,601
Adjustments for:		
(Increase)/decrease in debtors	(211,535)	7,698
Increase/(decrease) in creditors	179,842	(6,802)
Purchase of tangible fixed assets	(27,322)	(1,599)
Depreciation charge	4,067	1,200
(Profit)/loss on disposal	7,103	-
Net cash provided by (used in) operating activities	8,023	9,098
Change in cash and cash equivalents in the reporting period	8,023	9,098
Cash and cash equivalents at the beginning of the reporting period	40,818	31,720
Cash and cash equivalents at the end of the reporting period	48,841	40,818

OXFORDSHIRE YOUTH
COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £
Income and endowments			
Donations and legacies			
Donations	65,002	50	65,052
Income from other trading activities			
Fundraising events	21,432	-	21,432
Young Leaders course fees	14,400	-	14,400
Income from charitable activities			
Contracts and grants	57,800	216,877	274,677
Subscriptions	6,120	-	6,120
Other income			
Other income	46,264	149	46,413
Total Income	211,018	217,076	428,094
Expenditure on:			
Generating funds	6,765	-	6,765
Charitable activities	215,996	196,732	412,728
Total Expenditure	222,761	196,732	419,493
Net income/(expenditure) before transfers	(11,743)	20,344	8,601
Transfers between funds	(3,145)	3,145	-
Net movement of funds in year	(14,888)	23,489	8,601
Reconciliation of funds:			
Total funds brought forward	17,823	8,324	26,147
Total funds carried forward	2,935	31,813	34,748

OXFORDSHIRE YOUTH
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2021

1. Accounting Policies

The following accounting policies have been used consistently in dealing with items which are considered material in relation to the charity's accounts.

(a) Basis of Accounting

The financial statements are prepared under the historical cost convention and in compliance with the Charities Act 2011, the Charities Statement of Recommended Practice (FRS 102), and FRS 102, The Financial Reporting Standard, applicable in the UK and Republic of Ireland.

The charity took advantage of audit exemption for 2020 and therefore the comparatives are unaudited.

The charity is a public benefit entity.

The 2020-21 annual financial statements have been prepared on a going concern basis.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. The charity's Finance Committee meet regularly to oversee the charity's finances which are then reported to the Board of Management at their bi-monthly meetings.

The current economic situation, and the concerns around a downturn in giving as a result of covid, have been discussed by the Finance Committee. Whilst this presents an area of concern for Oxfordshire Youth, and the charity sector as a whole, Oxfordshire Youth is financially healthy and the charity has a secure future for a number of years

(b) Fund Accounting

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

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

(c) Income

Income from donations is of a general nature and is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Investment income is recognised on a receivable basis.

The following specific policies are applied to particular categories of income from charitable activities:

- Contract and grant income are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.
- Subscriptions are accounted for in the year to which they relate.
- Contract revenue and grants receivable are reflected in the accounts on the accrual basis.

(d) Debtors

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

Donations, gifts and grants that provide core funding or are of a general nature are recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when the donor specifies it must be used in future accounting periods or the donor has imposed conditions which must be met before the charity has unconditional entitlement. Debtors consists of amounts recognised less any provision for bad or doubtful debts - there is no such provision for the 2020-21 financial year.

(e) Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any Value Added Tax which is reported as part of the expenditure to which it relates.

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

- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are on a time apportioned basis.

(f) Redundancy/Termination payments

Termination benefits are amounts payable as a result of a decision by Oxfordshire Youth to terminate an employee's employment before the normal retirement date or an employee's decision to accept voluntary redundancy and are charged on an accruals basis when Oxfordshire Youth is demonstrably committed to the termination of the employment of an employee or group of employees in a legally binding manner.

(g) Creditors

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, the amount of the obligation can be measured reliably and the transfer of economic benefit has occurred. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

(h) Provisions

Provisions are recognised when there is a present obligation (legal or constructive) as a result of a past event, it is probable that the charity will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.
The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the provision.

(i) Deferred Income
Deferred income includes all receipts and grants which relate to the period after the year end.

(j) Cash at bank and in hand

Cash is comprised of cash in hand and bank balances (credit or overdraft). Cash equivalents are short-term, highly liquid investments, which mature within three months or less from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value. There were no cash equivalents during the 2020-21 financial year.

(k) Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated at historical cost less depreciation. Depreciation is provided on a reducing balance rate which reflects the anticipated useful lives of the assets and their estimated residual values:

Computer Equipment	33.3%
Fixtures and fittings	20%

2. Restricted Funds

	2021	2020
	£	£
Donations	-	50
Big Lottery Project	229,547	110,586
Voice Vox	-	12,000
Young Leaders	-	5,000
Mental Health Project	32,219	29,000
Wellness for Education	40,000	-
Social Investment Business	-	20,291
Youth Opportunity Fund	32,029	-
Response	813,921	15,000
TVP	-	25,000
Mental Health Academy	22,500	-
YPSA Covid Fund	105,000	-
Co-op	13,459	-
Children in Need	16,555	-
OCC Youth Study	9,950	-
Blenheim Young Leaders	5,000	
Other Income	-	149
Total	1,320,180	217,076

3. Expenditure

Generating funds		Unrestricted £	Restricted £	2021 £	2020 £
Salaries		-	-	-	-
Other costs		11,970	-	11,970	6,765
		11,970	-	11,970	6,765

Charitable activities		Unrestricted £	Restricted £	2021 £	2020 £
Salaries		15,848	822,771	838,619	273,121
Activities, equipment, etc.		1,199	226,798	227,997	40,885
Support costs		29,785	271,534	301,319	97,042
Auditor's Remuneration	4	4,250	-	4,250	1,680
		51,082	1,321,103	1,372,185	412,728

4. Auditors Remuneration

	2021 £	2020 £
Audit fees	4,250	-
Non-audit fees(Independent examination)	-	1,680
	4,250	1,680

5. Staff Numbers

The average number of persons employed, analysed by activity, was:

	2021 No	2020 No
Charitable activities	28	10

6. Staff Costs

	2021 £	2020 £
Wages and salaries	760,419	246,611
Social security costs	59,217	19,243
Pensions	18,983	7,267
	838,619	273,121

No employee earned £60,000 p.a. or more. No trustee received any remuneration or expenses.

Remuneration paid to key management personnel amounted to £110,591 (2020: £43,850).

7. Related Party Transactions

There were no other related party transactions in the current or prior year.

8. Tangible Fixed Assets

	Plant and Equipment £	Fixtures and Fittings £	Total £
Cost:			
At 1 April 2020	32,152	1,693	33,845
Additions	25,722	1,600	27,322
Disposals	(34,453)	(1,693)	(36,146)
At 31 March 2021	**23,421**	**1,600**	**25,021**
Depreciation:			
At 1 April 2020	27,350	1,693	29,043
Disposals	(27,350)	(1,693)	(29,043)
Charge in year	3,907	160	4,067
At 31 March 2021	**3,907**	**160**	**4,607**
Net Book Value:			
At 31 March 2021	**19,514**	**1,440**	**20,954**
At 31 March 2020	4,802	-	4,802

9. Debtors

	2021 £	2020 £
Grants and contracts	216,645	-
Other debtors	7,326	12,436
	223,971	12,436

10. Creditors – Amounts Falling Due Within One Year

	2021 £	2020 £
Trade Creditors	15,142	-
Taxation and social security	21,276	5,324
Accruals and other creditors	17,103	6,195
Deferred income	149,629	11,789
	203,150	23,308

11. Analysis of Net Assets between Funds

Current year

	Tangible Fixed Assets £	Net Current Assets £	2021 Total Assets £
Restricted Funds	-	29,396	29,396
Unrestricted Funds	20,954	40,266	61,220
	20,954	69,662	90,616

Previous year

	Tangible Fixed Assets £	Net Current Assets £	2020 Total Assets £
Restricted Funds	-	31,813	31,813
Unrestricted Funds	4,802	(1,867)	2,935
	4,802	29,946	34,748

12. Movements on Restricted Funds

Previous year

	Balance 1 Apr 2019 £	Income £	Expenditure £	Transfers £	Balance 31 Mar 2020 £
Big Lottery Project	(3,234)	110,785	(107,052)	-	499
Voice Vox	-	12,000	(11,461)	-	539
Young Leaders	-	5,000	(12,334)	-	(7,334)
Mental Health Project	-	29,000	(32,792)	-	(3,792)
Response	-	15,000	(2,572)	-	12,428
Social Investment Business	14,703	20,291	(30,521)	-	4,473
Step Change	(3,145)	-	-	3,145	-
TVP	-	25,000	-	-	25,000
	8,324	217,076	(196,732)	3,145	31,813

Current year

	Balance 1 Apr 2020 £	Income £	Expenditure £	Transfers £	Balance 31 Mar 2021 £
Big Lottery Project	499	229,547	(223,057)	-	6,989
Voice Vox	539	-	-	-	539
Young Leaders	(7,334)	5,000	-	-	(2,334)
Mental Health Project	(3,792)	32,219	(26,111)	-	2,316
Wellness for Education	-	40,000	(38,598)	(1,402)	-
Social Investment Business	4,473	-	-	-	4,473
Youth Opportunity Fund	-	32,029	(6,245)	-	25,784
Response	12,428	22,500	(22,391)	(109)	12,428
TVP	25,000	-	(25,017)	17	-
Response YPSA	-	813,921	(853,482)	-	(39,561)
YPSA Covid Fund	-	105,000	(105,000)	-	-
Co-op	-	13,459	(1,785)	-	11,674
Children in Need	-	16,555	(8,122)	-	8,433
OCC Youth Study	-	9,950	(11,295)	-	(1,345)
	31,813	1,320,180	(1,321,103)	(1,494)	29,396

12. Movements on Restricted Funds (continued)

The purposes of each restricted fund are summarised below:

Big Lottery funded project called Investing in Youth in Communities Three objectives: Volunteers have improved skills and confidence helping them to provide high quality youth club provision; Young people have improved well-being that will enhance their life chances; and Disadvantaged communities are able to provide sustainable good quality youth provision that promotes integration and community cohesion.

VOXY (OCC funded) – Oxfordshire Youth are a lead partner supporting the development of young people who are members of VOXY council - an OCC youth council that influences key decisions made by OCC.

Young Leaders Programme – organisational development and development of the programme enabling capabilities for growth and expansion of trading income. There was a carried forward deficit of from 2019/2020 which has been reduced by £5,000 this year. Assuming that Covid-19 restrictions are lifted during 2021/2022, this amount is expected to generate a surplus for financial year end 2022.

Mental Health Project Training (funded by Oxford Health through Response) To deliver mental health training to all schools in Oxfordshire.

Wellness for Education Return. To support young people in their transition back to schools following disruption due to covid.

Social Investment Business. A program called Substance Improving Life Chances introducing disadvantaged young people to physical education.

Youth Opportunity Fund – Funding for two apprentice youth workers to spend two years with Oxfordshire Youth and partner organisations learning to be youth workers.

Mental Wealth Academy – A program allowing young people who have previously battled with poor mental health to become ambassadors for other young people.

Response YPSA – A contract to provide care and support within supported accommodation for young people aged 18-25 within Oxfordshire who are at risk of homelessness. This is a 5-year contract of which just the first six months have run during the financial year end 2021. Large implementation costs were expected and this contract is on track to generate a surplus for financial year end 2022.

YPSA Covid Fund – Additional funding for the YPSA contract to cover the increase in costs as a result of covid.

Co-Op – Transition through leadership workshops for year 6s making the journey to secondary school.

Children in Need – Inspiring Futures program improving self esteem, confidence and leadership for vulnerable young people in supported accommodation.

Youth Study – a study of existing youth provision across Oxfordshire. OCC funded. The nature of this contract means that the final outcome cannot be recognised until the report has been produced and therefore it is in deficit this year.

TVP – Thames Valley Police Restricted fund to provide a 3-4 month youth development programme in schools for young people who are at risk of exclusion from school.

Transfers between funds

During the year a net transfer of £1,494 (2020: £3,145) was made from unrestricted funds to restricted funds in respect of completed projects with residual fund balances. The Trustees confirm that all funding conditions have been met and residual fund balances are eligible to be transferred to unrestricted funds and spent on other purposes.

13. General information

Oxfordshire Youth is an unincorporated charity domiciled in England. Its principal office is Bury Knowle Coach House, North Place, Headington, Oxford, OX3 9HY.

