

Oxfordshire Youth  
Registered Charity 1151723  
Annual Report and Accounts  
For the year ended 31<sup>st</sup> 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

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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 (retired 01 January 2023)

John May (appointed 01 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**

**OXFORDSHIRE YOUTH**  
**TRUSTEES' REPORT (CONTINUED)**

**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**

**OXFORDSHIRE YOUTH**  
**TRUSTEES' REPORT (CONTINUED)**

**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.

**1. Supporting the sector**

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.

**OXFORDSHIRE YOUTH**  
**TRUSTEES' REPORT (CONTINUED)**

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

**OXFORDSHIRE YOUTH**  
**TRUSTEES' REPORT (CONTINUED)**

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..



**OXFORDSHIRE YOUTH**  
**TRUSTEES' REPORT (CONTINUED)**

**(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 as 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.

**OXFORDSHIRE YOUTH**  
**TRUSTEES' REPORT (CONTINUED)**

**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".

**OXFORDSHIRE YOUTH**  
**TRUSTEES' REPORT (CONTINUED)**

**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

## **OXFORDSHIRE YOUTH**

### **TRUSTEES' REPORT (CONTINUED)**

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.

**OXFORDSHIRE YOUTH**  
**TRUSTEES' REPORT (CONTINUED)**

**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.

**OXFORDSHIRE YOUTH**  
**TRUSTEES' REPORT (CONTINUED)**

**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:

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

### Trustees' responsibilities in relation to Financial Statements

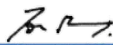
Law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing financial statements 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 (Apr 26, 2024 14:46 GMT+1)

**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.



**INDEPENDENT AUDITOR'S REPORT  
TO THE TRUSTEES OF  
OXFORDSHIRE YOUTH**

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;

**INDEPENDENT AUDITOR'S REPORT  
TO THE TRUSTEES OF  
OXFORDSHIRE YOUTH**

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

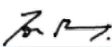
**OXFORDSHIRE YOUTH**  
**BALANCE SHEET AS AT 31 MARCH 2023**

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

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**

	<b>2023</b>	<b>2022</b>
	£	£
<b>Cash flows from operating activities:</b>		
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	-
<b>Change in cash and cash equivalents in the reporting period</b>	(137,189)	245,852
<b>Cash and cash equivalents at the beginning of the reporting period</b>	294,693	48,841
<b>Cash and cash equivalents at the end of the reporting period</b>	157,504	294,693

**OXFORDSHIRE YOUTH**  
**COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES**

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

**OXFORDSHIRE YOUTH**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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.



**OXFORDSHIRE YOUTH**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**(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.

**OXFORDSHIRE YOUTH**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**(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%

**OXFORDSHIRE YOUTH**

**NOTES TO THE ACCOUNTS (continued)**

**FOR THE YEAR ENDED 31 MARCH 2023**

**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

**OXFORDSHIRE YOUTH**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**4. Auditors Remuneration**

	2023 £	2022 £
Audit fees	10,000	6,970
	<u>10,000</u>	<u>6,970</u>

**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	<u>52</u>	<u>54</u>

**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
	<u>1,538,239</u>	<u>1,459,660</u>

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.

**OXFORDSHIRE YOUTH**

**NOTES TO THE ACCOUNTS (continued)**

**FOR THE YEAR ENDED 31 MARCH 2023**

**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

**OXFORDSHIRE YOUTH**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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

	2023 £	2022 £
Loan	111,333	-
	<u>111,333</u>	<u>-</u>

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)
	<u>(90,846)</u>	<u>92,624</u>	<u>1,778</u>

**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)
	<u>154,580</u>	<u>39,860</u>	<u>194,440</u>

**OXFORDSHIRE YOUTH**

**NOTES TO THE ACCOUNTS (continued)**

**FOR THE YEAR ENDED 31 MARCH 2023**

**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

**OXFORDSHIRE YOUTH**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**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.



**OXFORDSHIRE YOUTH**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

**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.

**OXFORDSHIRE YOUTH**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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.