

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

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**OXFORDSHIRE YOUTH TRUSTEE BOARD**

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

**Chair**

John May (appointed 1<sup>st</sup> January 2023)

**Deputy Chair**

Fiona Clarke (appointed 27<sup>th</sup> 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)

## **OXFORDSHIRE YOUTH**

### **LEGAL AND ADMINISTRATIVE INFORMATION (CONTINUED)**

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**

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

**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

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

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***

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

### 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:





**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 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.

## **OXFORDSHIRE YOUTH**

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

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*

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

**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.

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

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

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.

**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 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)

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

*"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.

## **OXFORDSHIRE YOUTH**

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

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.



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

### **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.

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

**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](mailto: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.

**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 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.

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

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 £
<b>Income and endowments</b>					
<b>Donations and legacies</b>					
Donations		128,604	89,413	218,017	81,202
<b>Income from other trading activities</b>					
Fundraising events		(484)	13,299	12,815	49,280
<b>Income from charitable activities</b>					
Contracts and grants		107,430	1,763,774	1,871,204	1,919,265
Subscriptions		-	-	-	4,084
<b>Other income</b>					
Other income		12,249	4,500	16,749	72,909
<b>Total income</b>	2	247,799	1,870,986	2,118,785	2,126,740
<b>Expenditure on:</b>					
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
<b>Total expenditure</b>		297,991	1,811,050	2,109,041	2,319,402
<b>Net income/(expenditure) before transfers</b>					
		(50,192)	59,936	9,744	(192,662)
Transfers between funds		6,950	(6,950)	-	-
<b>Net movement of funds in year</b>		(43,242)	52,986	9,744	(192,662)
<b>Reconciliation of funds:</b>					
Total funds brought forward		(90,846)	92,624	1,778	194,440
<b>Total funds carried forward</b>		(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 £
<b>Fixed Assets</b>			
Tangible assets	8	20,438	26,135
		<hr/> 20,438	<hr/> 26,135
<b>Current Assets</b>			
Debtors	9	200,092	196,778
Cash at bank		104,984	157,504
		<hr/> 305,076	<hr/> 354,282
<b>Creditors</b>			
Amounts due within one year	10	(261,771)	(267,306)
<b>Net Current Assets</b>		<hr/> 43,305	<hr/> 86,976
<b>Total assets less current liabilities</b>		<hr/> 63,743	<hr/> 113,111
<b>Creditors : Amounts falling due after more than one year</b>	11	(52,221)	(111,333)
<b>Net Assets</b>	12	<hr/> 11,522	<hr/> 1,778
<b>The Funds of the Charity</b>			
Restricted income funds	13	145,610	92,624
Unrestricted income funds		(134,088)	(90,846)
		<hr/> 11,522	<hr/> 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**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Cash flows from operating activities:</b>		
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
<b>Change in cash and cash equivalents in the reporting period</b>	(52,520)	(137,189)
<b>Cash and cash equivalents at the beginning of the reporting period</b>	157,504	294,693
<b>Cash and cash equivalents at the end of the reporting period</b>	104,984	157,504

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

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £
<b>Income and endowments</b>			
<b>Donations and legacies</b>			
Donations	71,345	9,857	81,202
<b>Income from other trading activities</b>			
Fundraising events	49,280	-	49,280
<b>Income from charitable activities</b>			
Contracts and grants	33,290	1,885,975	1,919,265
Subscriptions	4,084	-	4,084
<b>Other income</b>			
Other income	47,400	25,509	72,909
Total Income	205,399	1,921,341	2,126,740
<b>Expenditure on:</b>			
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.

**OXFORDSHIRE YOUTH**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2024**

**(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.

**OXFORDSHIRE YOUTH**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

**(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%

**OXFORDSHIRE YOUTH**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

**2. Restricted Funds**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
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

**OXFORDSHIRE YOUTH**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

**3. Expenditure**

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

Charitable activities	<b>Unrestricted</b>	<b>Restricted</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
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
	<u>294,184</u>	<u>1,809,553</u>	<u>2,103,737</u>	<u>2,304,072</u>

**OXFORDSHIRE YOUTH**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

**4. Auditors Remuneration**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Audit fees	21,000	10,000
	<u>21,000</u>	<u>10,000</u>

**5. Staff Numbers**

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

	<b>2024</b>	<b>2023</b>
Generating funds	2	2
Charitable activities	48	50
Total	<u>50</u>	<u>52</u>

**6. Staff Costs**

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

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.



**OXFORDSHIRE YOUTH**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

**8. Tangible Fixed Assets**

	Computer and printing equipment £	Website developmen t 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

**OXFORDSHIRE YOUTH**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

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

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Loan	52,221	111,333
	<u>52,221</u>	<u>111,333</u>

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

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>2024 Total Funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
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)
	<u>(134,088)</u>	<u>145,610</u>	<u>11,522</u>

Previous year

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>2023 Total Assets</b>
	<b>£</b>	<b>£</b>	<b>£</b>
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)
	<u>(90,846)</u>	<u>92,624</u>	<u>1,778</u>

**OXFORDSHIRE YOUTH**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

**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

**OXFORDSHIRE YOUTH**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

**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

**OXFORDSHIRE YOUTH**  
**NOTES TO THE ACCOUNTS (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

**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.