

**Oxfordshire Youth**  
**Charity Registration No: 1151723**

**Financial Statements**  
**for the year ended**  
**31st March 2025**



## **Oxfordshire Youth**

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## **Oxfordshire Youth**

### **Legal and Administrative Information (continued)**

**Charitable incorporated organisation: 1151723**

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

**Email: [admin@oxfordshireyouth.org](mailto:admin@oxfordshireyouth.org)**

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

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

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

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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**

Fiona Clarke (appointed 27<sup>th</sup> September 2018)

Zahid Bhatti (appointed 1<sup>st</sup> May 2024)

Isabel Dharmasiri (appointed 26<sup>th</sup> May 2022)

Nabila Hafiz (appointed 22<sup>nd</sup> May 2024)

Emma-Jane Hampsheir-Gill (appointed 26<sup>th</sup> May 2022)

Craig Pinkey (appointed 5<sup>th</sup> October 2023)

Catherine Riddle (appointed 26<sup>th</sup> November 2020)

Samuel Jones (appointed 12<sup>th</sup> November 2024)

Charles Ravenhill (appointed 25<sup>th</sup> February 2025)

##### **Standing Committees**

Finance, Audit, and Risk: Arun Bahl (Chair, resigned 15<sup>th</sup> May 2024)

Finance, Audit, and Risk: John May (temporary Chair from 16<sup>th</sup> 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

## **Oxfordshire Youth**

### **Legal and Administrative Information (continued)**

#### **Honorary Members**

Lady Henrietta Spencer-Churchill (President)

Carl Anglim BEM (Vice President)

Malcolm Cochrane MBE (Vice President)

Mark Dessain (Vice President)

Felicity Dick (Vice President)

Richard Dick (Vice President)

Jim Duthie (Vice President)

Andrew Feilden (Vice President)

John Harwood (Vice President)

Dave Hutchinson (Vice President)

Margie Jarvis (Vice President)

Sir Charles Ponsonby 3rdBt (Patron)

Sir Tim Stevenson KCVO, OBE, CStJ (Patron)

Miles Tuely (Vice President)

Richard Venables (Ambassador)

Mike Watkinson MBE (Vice President)

## **Oxfordshire Youth**

### **Trustees' Report**

#### **1.1 Statement from our Chair**

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

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

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

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

A key strength of Oxfordshire Youth is this dual role: delivering targeted support to young people while acting as a strategic partner to local authorities, funders, and commissioners. We are committed to collaboration, alignment, and shared outcomes, ensuring that investment in youth services delivers measurable social value. Early intervention, prevention, and joined-up working are not only the right approach for young people; they are essential to long-term system sustainability. This report reflects a year of purposeful delivery and continued organisational maturity. I would like to thank our dedicated staff team, led with focus and determination by Jodie Lloyd-Jones, alongside my fellow trustees, partners, funders, and supporters. Your investment, whether financial, professional, or relational, enables Oxfordshire Youth to respond to need, adapt to changing contexts, and deliver impact at scale.

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

***John May OBE DL***

***Chair of Trustees, Oxfordshire Youth***

**Oxfordshire Youth**  
**Trustees' Report (continued)**

**1.2 Statement from our CEO**

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

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

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

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

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

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

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

**Jodie Lloyd-Jones**  
**CEO**  
**Oxfordshire Youth**

## Statement of Trustees' Responsibilities

### 1.3 Strategy and Performance

#### Our Vision, Mission, and Values

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

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

Our VALUES:

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

#### Our people

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



## Statement of Trustees' Responsibilities

### OXFORDSHIRE YOUTH TRUSTEES' REPORT (CONTINUED)

## 2. The Power of Youth Work

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

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

#### **2.1.1 Changemakers Programme**

Youth clubs, youth projects, youth organisations and other organisations providing opportunities for young people in Oxfordshire can join Oxfordshire Youth as a member, or "Changemaker" in order to join a network and gain access to high-quality support and opportunities. In 2024-25 74 organisations were changemakers.

OY consulted 36 organisations from all regions of the county, including organisations that offer universal access as well as specialist activities, to redesign the Changemaker Network, offering tiered membership to ensure we engage with the youth sector in a way that best suits their needs and priorities.

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

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

#### **2.1.2 Youth Work Conference**

100% respondents said that the conference helped them to understand the value of systems change in their work.

100% respondents said the conference gave them useful tools to implement in their practice with young people.

96% respondents said they improved their skills and confidence in understanding systems change in their work

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

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

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

#### **2.1.3 Training**

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

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

Training experiences provided:

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

#### **2.1.4 Children and Young People's Forum**

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



## Oxfordshire Youth

### Statement of Trustees' Responsibilities

#### 2.1.5 Sector Insider

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

#### 2.1.6 Youth Practitioner Well-being Programme

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

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

#### 2.1.7 Youth Leadership Retreat

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

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

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

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

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

#### 2.2.2 National Youth Work Week

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

#### 2.2.3 Triumph

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

#### 2.2.4 Business Guardians

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

## Oxfordshire Youth

### Statement of Trustees' Responsibilities

#### 2.2.5 Sector Equality, Diversity, and Inclusion Group

We established a Sector Equality, Diversity, and Inclusion (EDI) group in 2020/3, bringing together youth work leaders from the global majority to improve support for organisations serving at-risk and under-served communities. This group was created in response to the shared understanding that young people benefit from having youth workers from diverse backgrounds. Additionally, it provides a much-needed safe space for practitioners with lived experience of marginalisation and discrimination, filling a gap where no such space previously existed.

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

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

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

Skills development is a key part of Oxfordshire Youth's approach, delivered through youth work activities, workshops, leadership programmes, and opportunities for youth voice and participation. These activities take place in various settings, including 24-hour supported accommodation, schools, youth clubs, outdoor residential environments, and virtual spaces. All of Oxfordshire Youth's programmes aim to provide young people with practical skills for work and adult life, while also enhancing their social and emotional development. By offering inclusive, non-judgmental spaces where young people can be themselves, Oxfordshire Youth helps them build new skills, engage in physical activity, and develop confidence and self-worth. Additionally, Oxfordshire Youth leads and participates in several partnerships to improve the knowledge and training of professionals working with children and young people, ensuring they are well-equipped to support young people's social and emotional literacy.

##### 2.3.1 Young People's Supported Accommodation

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

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

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

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

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

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

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

##### 2.3.2 Youth Leadership Programmes

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

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

## Oxfordshire Youth

### Statement of Trustees' Responsibilities

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

These include:

(i) **Young Leaders programme**

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

(ii) **Future Leaders programme**

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

(iii) **Building Resilience programme**

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

(iv) **Inspiring Futures programme**

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

(v) **Transition Through Leadership**

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

#### **Digital Natives**

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

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

Of those who participated in our Transitions through Leadership programme:

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

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

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

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

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

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

### **2.3.3 Girls and Young Women**

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

## Oxfordshire Youth

### Statement of Trustees' Responsibilities

#### 2.3.5 Workshops

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

#### 3. Governance Objects

Oxfordshire Youth's objects are:

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

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

##### 3.1.1 Public Benefit

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

##### 3.1.2 Governing Document

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

##### 3.1.3 Good Governance

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

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

##### 3.1.4 The Board of Trustees

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

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

##### 3.1.5 Trustee Induction

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

## **Oxfordshire Youth**

### **Statement of Trustees' Responsibilities**

#### **3.1.6 Board Composition**

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

#### **3.1.7 Risks**

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

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

#### **3.1.8 Safeguarding**

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

#### **3.1.9 Equity, Diversity, and Inclusion (EDI)**

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

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

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

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

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

## **Oxfordshire Youth**

### **Statement of Trustees' Responsibilities**

#### **4. Finance**

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

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

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

#### **5. Going Concern**

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

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

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

#### **6. Reserves**

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

#### **7. The Future**

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

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

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

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

## Oxfordshire Youth

### Statement of Trustees' Responsibilities

#### Donors and sponsors

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

Andrews Property Group  
ARC Oxford  
Bartlett Taylor Charitable Trust  
BGF Foundation  
Blenheim Palace  
BMW Mini Plant  
Charities Trust  
Cherwell District Council  
Christopher Laing Foundation  
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David Lloyd  
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The Beeching Trust  
The Carlie Tufnell Charitable Trust  
The Lennox Hannay Charitable Trust  
The Lord Lieutenant of Oxfordshire  
The Middle Way Trust  
The Sanghera Foundation  
The Souter Charitable Trust  
The Stockwell Cliffe Charitable Trust  
The Stone Foundation  
UK Youth  
Wendy's

**Oxfordshire Youth**  
**Statement of Trustees' Responsibilities**

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

Approved by the Trustees on 28<sup>th</sup> January 2026 and signed on their behalf by:

**John May, Chair**



## **Oxfordshire Youth**

### **Statement of Trustees' Responsibilities**

#### **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<sup>th</sup> January 2026 and signed on their behalf by:

**John May**

Chair of Trustees

## **Oxfordshire Youth**

### **Report of the Independent Auditor**

#### **Opinion**

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

In our opinion the financial statements:

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

#### **Basis for opinion**

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

#### **Going concern**

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

#### **Other information**

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

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

## **Oxfordshire Youth**

### **Report of the Independent Auditor (continued)**

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

## Oxfordshire Youth

### Report of the Independent Auditor (continued)

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

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

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

A further description of our responsibilities is available on the Financial Reporting Council's website at:

<https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>.

This description forms part of our auditor's report.

#### **Use of our report**

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

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

Date... 29<sup>th</sup> January 2026

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

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

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

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

**Oxfordshire Youth**  
**Balance Sheet as at 31 March 2025**

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

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

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

**Signature:**

**Email:** [john.may@oxfordshireyouth.org](mailto:john.may@oxfordshireyouth.org)

**John May**  
Chair of Trustees

**Oxfordshire Youth**  
**Statement of Cashflows**  
**For the Year Ended 31 March 2025**

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

**Oxfordshire Youth**  
**Comparative Statement of Financial Activities**

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



**Oxfordshire Youth**  
**Notes to the Accounts**  
**For the Year Ended 31 March 2025**

**1. Accounting Policies**

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

**(a) Basis of Accounting**

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

The charity is a public benefit entity.

**Going concern**

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

Oxfordshire Youth experienced significant growth in recent years, from a turnover of £2.1m in 2022-23 and £2.1m in 2023-24 to £2.3m in 2024-25. This was largely due to the success of a major multi-year supported housing contract, but OY also benefitted from large injections of funding into its youth development and youth voice programmes.

There was great support for the work we were carrying out during and directly after Covid, which enabled us to work on the front line and operate strategically in supporting the youth sector in Oxfordshire. Our reach and impact grew significantly. While this was positive, the emergency and reactive funding from commissioners was short term. During 2022-23, OY was faced with the challenge of continuing to maintain the charity at the size to which it had grown, whilst the fundraising environment started to change significantly, and to become much more challenging.

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

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

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

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

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

**Oxfordshire Youth**  
**Notes to the Accounts (continued)**  
**For the Year Ended 31 March 2025**

**(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.

**(e) Redundancy/Termination payments**

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

**Oxfordshire Youth**  
**Notes to the Accounts (continued)**  
**For the Year Ended 31 March 2025**

**(f) Creditors**

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

**(g) Provisions**

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

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

**(h) Deferred Income**

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

**(i) Cash at bank and in hand**

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

**(j) Tangible Fixed Assets and Depreciation**

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

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

**Oxfordshire Youth**  
**Notes to the Accounts (continued)**  
**For the Year Ended 31 March 2025**

**2. Restricted Fund Income**

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

**Oxfordshire Youth**  
**Notes to the Accounts (continued)**  
**For the Year Ended 31 March 2025**

**3. Expenditure**

	<b>Unrestricted</b>	<b>Restricted</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Generating funds				
Other costs	8,133	6,721	14,854	5,304
	<u>8,133</u>	<u>6,721</u>	<u>14,854</u>	<u>5,304</u>

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

**Oxfordshire Youth**  
**Notes to the Accounts (continued)**  
**For the Year Ended 31 March 2025**

**4. Auditors Remuneration**

	<b>2025</b> £	<b>2024</b> £
Audit fees	33,168	21,000
	<hr/> 33,168	<hr/> 21,000

**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	52	48
Total	<hr/> 54	<hr/> 50

**6. Staff Costs**

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

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

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

**7. Related Party Transactions**

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

**Oxfordshire Youth**  
**Notes to the Accounts (continued)**  
**For the Year Ended 31 March 2025**

**8. Tangible Fixed Assets**

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

**Oxfordshire Youth**  
**Notes to the Accounts (continued)**  
**For the Year Ended 31 March 2025**

**9. Debtors**

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

**10. Creditors – Amounts Falling Due Within One Year**

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



**Oxfordshire Youth**  
**Notes to the Accounts (continued)**  
**For the Year Ended 31 March 2025**

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

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Loan	-	52,221
	-	52,221

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

**12. Analysis of Net Assets between Funds –**

**Current Year**

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

**Previous year**

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>2024 Total Assets</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)	-	(261,771)
Creditors > 1 year	(52,221)	-	(52,221)
Total	(134,088)	145,610	11,522

**Oxfordshire Youth**  
**Notes to the Accounts (continued)**  
**For the Year Ended 31 March 2025**

**13. Movements on Restricted Funds**

**Current year**

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

**Oxfordshire Youth**  
**Notes to the Accounts (continued)**  
**For the Year Ended 31 March 2025**

**13. Movements on Restricted Funds (continued)**

**Previous Year**

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

**Oxfordshire Youth**  
**Notes to the Accounts (continued)**  
**For the Year Ended 31 March 2025**

**13. Movements on Restricted Funds (continued)**

The purposes of each restricted fund are summarised below:

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

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

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

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

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

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

Transfers between funds

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

**14. General information**

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