

ETHNIC YOUTH SUPPORT TEAM

England & Wales · Charity number 1152486

Details

Other names EYST

Status Registered

Legal form Charitable company

Company number [06709767](#)

Registered 2013-06-19

Register [View on the Charity Commission register](#)

Contact

Address Units B & C
11 St. Helens Road
Swansea
SA1 4AB

Phone 01792466980

Email info@eyst.org.uk

Website www.eyst.org.uk

Activities

Objects: 2. OBJECTS THE OBJECTS OF THE CHARITY ARE FOR THE PUBLIC BENEFIT:2.1 TO HELP YOUNG PEOPLE AND THEIR FAMILIES, AND THOSE FROM SOCIALLY AND/OR ECONOMICALLY DISADVANTAGED BACKGROUNDS, PARTICULARLY BUT NOT EXCLUSIVELY, THOSE FROM ETHNIC MINORITY GROUPS, THROUGH (WITHOUT LIMITATION) PHYSICAL, SOCIAL EDUCATION, RECREATIONAL, TRAINING AND CULTURAL ACTIVITIES, WITH THE AIM OF DEVELOPING THEIR PHYSICAL, MENTAL, CULTURAL, EDUCATIONAL, MORAL, EMOTIONAL AND SPIRITUAL CAPACITIES SO THAT THEY MAY BECOME INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS AND MEMBERS OF SOCIETY;2.2 THE RELIEF OF UNEMPLOYMENT THROUGH (WITHOUT LIMITATION) THE PROVISION OF WORKSHOPS, TRAINING AND WORK EXPERIENCE OPPORTUNITIES; 2.3 THE PROMOTION OF RELIGIOUS AND RACIAL HARMONY THROUGH (WITHOUT LIMITATION) THE PROVISION OF WORKSHOPS, PRESENTATIONS AND CONFERENCES DESIGNED TO PROMOTE TOLERANCE AND GOOD COMMUNITY RELATIONS;2.4 THE PROVISION AND MAINTENANCE OF A COMMUNITY CENTRE IN THE INTERESTS OF SOCIAL WELFARE FOR USE BY THE GENERAL PUBLIC WITHOUT DISTINCTION OF POLITICAL, RELIGIOUS OR OTHER OPINIONS WITH THE OBJECT OF IMPROVING THE CONDITIONS OF LIVES OF MEMBERS OF THE PUBLIC

Activities: The objectives of the Ethnic Youth Support Team are to continue to focus on helping BME young people and their families living in Wales, through various projects focusing on family support, educational support, sporting activities, health and employment support.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Recreation
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,266,394	£2,188,980	£1,125,525	82
2024-03-31	£1,942,304	£2,117,879	£1,048,111	76
2023-03-31	£2,312,948	£2,022,971	£1,223,686	72
2022-03-31	£1,946,925	£1,824,874	£942,786	71
2021-03-31	£1,656,929	£1,413,879	£820,735	60

Trustees

Name	Role	Appointed
Shehla Khan	Chair	2018-01-17
Fatiha Rahman		2022-03-04
Hywel Vaughan		2017-02-08
Kyriaki Korina Tsioni		2022-02-08
MOHAMMED AZIM AHMED		2019-05-31
Mark Alaszewski		2020-01-27
Saleem Ashghar Kidawi		2023-09-19
Samantha Phiri		2023-08-14

ETHNIC YOUTH SUPPORT TEAM

England & Wales - Charity number 1152486

Accounts

COMPANY REGISTRATION NUMBER: 06709767
CHARITY REGISTRATION NUMBER: 1152486

Ethnic Youth Support Team
Company Limited by Guarantee
Financial Statements
31 March 2025

GORDON DOWN & PARTNERS

Accountants and Business Advisors & statutory auditor
144 Walter Road
Swansea
SA1 5RW

Ethnic Youth Support Team

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2025

	Page
Trustees' annual report (incorporating the director's report)	1
Independent auditor's report to the members	10
Statement of financial activities (including income and expenditure account)	15
Statement of financial position	16
Statement of cash flows	17
Notes to the financial statements	18
The following pages do not form part of the financial statements	
Detailed statement of financial activities	37
Notes to the detailed statement of financial activities	40

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2025

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2025.

Reference and administrative details

Registered charity name Ethnic Youth Support Team

Charity registration number 1152486

Company registration number 06709767

Principal office and registered office UNITS B & C
11 ST. HELENS ROAD
SWANSEA
SA1 4AB

The trustees

Mr Hywel Vaughan
Ms Shehla Khan
Mr Abdul-Azim Ahmed
Mr Mark Alaszweski
Ms Korina Tsioni
Ms Fatiha Rahman
Ms Tahirah Ali (Retired 8 August 2024)
Ms Samantha Phiri
Mr Saleem Asghar Kidwai

Auditor Gordon Down & Partners
Accountants and Business Advisors & statutory auditor
144 Walter Road
Swansea
SA1 5RW

Structure, governance and management

Structure

The Management Committee confirms that the annual report and financial statements of the charity comply with the requirements of the charity's governing documents and the provisions of the Charities Statement of Recommended Practice (SORP FRS 102).

Legal Status

The Charity is a company, limited by guarantee, registration number 06709767. It is registered with the Charity Commission, number 1152486.

Method of Appointment

The Management of the Charity is the responsibility of the management Committee and its officers who are elected and co-opted under the terms of the Charity Commission Scheme.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Structure, governance and management *(continued)*

Trustee induction and training

Trustees receive a full induction on the commencement of their role. The induction covers a wide range of topics including:

Most trustees are already familiar with the practical work of the charity as most were previously involved in EYST in some way including as long-standing volunteers. They are also regularly invited to take part in team-building and staff development days and other EYST events. They play a key part in the Bi-Annual Staff Development Day held every June and December.

Additionally, new trustees are invited and encouraged to attend a series of short training sessions to familiarise themselves with the charity and the context within which it operates. These are jointly led by the Chair of the Management Committee and the Co-Director of the charity and cover:

- The obligations of Management Committee members
- The main documents which set out the operational framework for the charity including the Memorandum and Articles
- Resourcing and the current financial position as set out in the latest published accounts
- Future plans and objectives.

However in view of our recent growth, during the coming year, we plan to strengthen and develop our trustees by undertaking a skills audit and recruiting new trustees to meet identified skills gaps.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Structure, governance and management *(continued)*

Risk Management

The Board of Trustees has conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated bi-annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Significant external risks to funding have led to the development of a strategic plan which will allow for the diversification of funding and activities. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors to the centre. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

The trustees have conducted their own review of the major risks to which the charity is exposed, where at unacceptable levels, haven taken steps to mitigate those risks. The procedures are periodically reviewed to ensure that they still meet the needs of the charity. The principal risks facing the charity and a summary of the key mitigation actions, are noted below.

Risk: Political opposition from competitors

Mitigating Actions:

- Focus on building one-to-one relationships with key organisations and individuals
- Identifying mutual beneficial ways of working and supporting other organisations to achieve their objectives
- Recognising expertise and seeking to harness and bring together strengths of competitors in a coalition style network

Risk: Partnerships breaking up

Mitigating Actions:

- Seeking to work with organisations and individuals with shared values
- Establishing clear partnership agreements from the outset
- Effectively servicing partnerships with regular meetings and communication, regularly reviewing and evaluating progress.

Risk: Loss of focus/ mission drift

Mitigating Actions:

- Regular EYST Wales Staff Development Days, involving range of stakeholders including staff and volunteers.
- Regular and effective consultation with key client group
- Having an engaged, skilled and trained EYST Wales Board who provide challenge and support for EYST leadership.

Risk: Staff malpractice/ a safeguarding failure

Mitigating Actions:

- Implementing recruitment policies and controls for staff/ volunteers with appropriate DBS checks
- Regular provision of safeguarding training for all staff and volunteers
- Effective supervision procedures
- Effective risk assessment systems in place

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Structure, governance and management *(continued)*

Risk: A major property incident

Mitigating Actions:

- Implementation of ongoing property checks

Risk: Loss of key personnel

Mitigating Actions:

- Regular appraisals & team meetings
- Team development activities
- Quality continuing professional development opportunities

Risk: Reduction in clients / service users

Mitigating Actions:

- Development of activities and community projects to attract and support new members and client groups.

Risk: Loss of funding for projects:

- Diversify funding streams
- Generate own income
- Boost public donations

Key management remuneration

The board of Trustees together with key staff members are considered to be the key management personnel of the charity. Details of payments to / from Trustees are disclosed in note 13 to the accounts. Payments made to other key management personnel are given in note 12. The level of payment made to all key management personnel is reviewed annually by Trustees.

Organisational structure

Our Senior Leadership Team within EYST continues to work hard to support the vision of the organisation to ensure business goals are met. EYST is now led by our senior leadership consisting of our Founder Momena Ali, Co-Directors Helal Uddin, Head of Services & Partnerships and Lloyd Williams, Head of People & Governance. The Co-Directors have oversight over the 8 different teams within EYST, with the 8 team leads reporting directly to their respective Co-Director. The SLT has extensive experience and have worked to consolidate the growth of the organisation in previous years.

These 8 Team Leads report to the Co-Directors and are responsible for the day-to-day line management and supervision of staff members within their designated teams. The Co-Directors are responsible for ensuring that the charity delivers the services specified and that key performance indicators are met. The Team Leads have responsibility for the day-to-day operational management of staff, individual supervision of the staff team and also ensuring that the team continue to develop their skills and working practices in line with good practice.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Objectives and activities

The objectives of EYST are to continue to focus on helping BME young people, families and individuals living in Wales to contribute, participate and feel a valued part of Wales, through various projects focusing on youth support, family support, sporting activities, education, health and employment support. They are also to continue to challenge racial stereotypes and promote understanding and community cohesion amongst the wider public.

Annual Report

Welcome to our Annual Report for the year ending March 31st 2025. 2025 see the beginning of our 20th year of our existence, which will mark a year of celebration, highlighting the amazing achievements as well as challenges we have faced and overcome. We have also been grateful for the generous support from a range of funders to respond to new areas of need to support ethnic minority people across Wales, Hard work was at the core of this year, and our frontline services continued to be incredibly busy.

Our work is based on our five key areas of working including Youth Work, Family Support, Sanctuary Support, supporting volunteering and influencing at a strategic policy level. We continue to work hard to support clients at their place of need and supporting policy reform for the long-term benefits for the clients and communities we support.

The demand for our work continues to increase and we are working diligently to ensure that the organisation is resourced with the right staff and infrastructure to continue to undertake this much needed work inline with best practice in the sector.

In solidarity,

EYST Board of Trustees

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Achievements and performance

Summary of Key Projects and Activities

Youth Work

Our Youth Work provision continues to grow from strength to strength supported by our SVYWO funding. Our provision across Wales includes Swansea, Cardiff, Newport, Wrexham, Monmouthshire, Torfaen, Pembrokeshire and Flintshire where deliver weekly Drop-In sessions. The projects are funded by variety of funders including local authorities, Gwent Police and Crime Commissioner, Moondance and Children in Need. Our annual Youth Awards are now a highlight of our calendar, celebrating the amazing achievements of our Young People. The Team also deliver our BME Sports project in Swansea our Actif Sports project in Northeast Wales.

BME CYP

Our BME CYP Project funded by the Welsh Government and our Family Project funded by Swansea Council provides bespoke, holistic and culturally sensitive family and youth support in Cardiff, Newport, Wrexham and Swansea. The project provides vital support to families and works closely with our wonderful partners to provide the best possible support.

Sanctuary Team

Our Sanctuary Team, based in our Sanctuary Hub in Swansea provides one to one support to those seeking sanctuary, both asylum seekers and refugees. The hub provides a number of unique services funded by several funders to ensure a holistic, knowledge and compassion package of support. Our funders include the National lottery, Henry Smith, Welsh Government (Share Tawe Project) and our partnership with the Welsh Refugee council on their Wales Seeking Sanctuary Project. Our work with unaccompanied asylum-seeking young people has provided excellent support to young people in a challenging position so early in their life.

Swansea Resettlement

Our well-established Swansea settlement Team supports Ukrainian and Afghan refugees as part of the UK Governments Refugee resettlement scheme and is funded by Swansea Council, the project provides comprehensive support to encourage integration and independence.

Powys Resettlement

Our Powys Resettlement Team supports Syrian and Afghan refugees as part of the UK Governments Refugee resettlement scheme and is funded by Powys Council. The team have worked tirelessly to support clients with housing, education, health and integration.

Race and Policy Team

Our Race and Policy Team continue to make excellent strides both support clients and influencing Policy makers across the public sector including national and local government in Wales. The Team delivers several projects include our Welsh Government funded All Wales Engagement Programme, our Esme Fairbairn funded Right to Education Project support those at risk of exclusion, our Oak foundation funded Race and Housing project aims to supporting clients with housing issues and support longer term policy change. We are also delighted to continue to work with partners on the Equal Power Equal Voice mentoring scheme supporting people into public life.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Financial review

Financial position

The Charity's net incoming resources for the year amounted to £77,414 (compared to net outgoing resources of £175,575 in 2024). The restricted incoming resources for the year of £1,935,879 consists largely of grant income received. These funds were expended on salaries and agreed overheads. Any unspent revenue income is carried forward to next year. The total unrestricted funds at the end of the year amounted to £920,526 (2024 - £644,234). This is made up of £700,526 general unrestricted reserves representing the Charity's free reserves and a £220,000 Welsh Government funded property fund. The total restricted reserves at the year end amount to £204,999 (2024 - £403,876).

Reserves policy

EYST's reserves policy is to seek to establish and then maintain sufficient level of reserves to enable normal operating activities to continue over a period of up to 6 months should a shortfall in income occur and to take account of potential risks and contingencies that may arise from time to time. EYST's annual income fluctuates but has remained at a similar level to the previous year, when we had a significant increase, however this is still made up mainly of project-specific funding. Core costs are deemed to be premises expenditure and Chief Executive/Co-Director's salary, as well as key project staff who are considered to be integral to EYST's core services. Altogether, these core costs amount to approximately £200k annually. We continue to have a number of large grants which are paid quarterly in arrears, meaning that at any one time we are owed between £100k-£150k. For this reason, it is necessary to increase our target reserves figure to £300k to allow for expenditure in advance, together with 6 months core running costs.

EYST will endeavour to grow its reserves to the agreed target by undertaking the following fundraising activities:

- Delivering Training Services to Professionals and Young People
- Hiring out of EYST Centre to community groups
- Fundraising activities including Dinners, Sponsored Runs, Public Donations, etc, (to be agreed annually at EYST's Annual Visioning Day)

Expenditure of EYST reserves is at the discretion of the Trustees but should be avoided where reserves fall below the target of 6 months' core running costs. Circumstances in which expenditure of reserves can be justified is where the sustainability, survival or safe delivery of EYST core services is at risk without the expenditure. Should EYST reserves grow in excess of the target then steps will be taken by the Trustees to identify the most effective ways of spending the reserves which are in excess of 6 months running costs in order to maximise benefits to the charity in accordance with its charitable objectives. EYST Trustees are presented with regular information relating to the charity's reserves levels and agree any actions to be taken relating to expenditure or generation of reserves. This policy is reviewed at least annually, taking into account the charity's changing financial picture.

Going concern

Having considered budgets for the next twelve months, the Trustees are confident that the Charity will continue to meet its liabilities as they fall due for the foreseeable future and consider that there are no material uncertainties about EYST's ability to continue as a going concern. It is therefore considered appropriate by the Trustees to prepare the financial statements on a going concern basis.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Plans for future periods

We plan to continue consolidating our position as a Wales-wide organisation, and further develop our services in across Wales. These include a commitment to continue to provide frontline services to young people, families and individuals seeking Sanctuary. We are focused on adapting to pressing and changing needs of our clients to ensure we are meeting the client at their place of need. We are committed to continue to develop our internal people practices and processes to upskill and develop our staff to create the best possible environment to empower our staff to be the best they can be to support our clients.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. 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.

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on and signed on behalf of the board of trustees by:

Ms Shehla Khan
Trustee

Charity Secretary

Ethnic Youth Support Team

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ethnic Youth Support Team

Year ended 31 March 2025

Opinion

We have audited the financial statements of Ethnic Youth Support Team (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, 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 FRS 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;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Ethnic Youth Support Team

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ethnic Youth Support Team *(continued)*

Year ended 31 March 2025

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Ethnic Youth Support Team

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ethnic Youth Support Team

(continued)

Year ended 31 March 2025

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) 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

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 extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory frameworks that are applicable to the entity and determined that the most significant are those that relate to: FRS102 Employment law

Tax & pension law

Charities SORP

Health & safety

We assessed the risks of material misstatement in respect of fraud as follows: We inquired with management about the existence of fraud and if there were any unusual transactions or relationships. We also performed various tests on the records to check for misstatement. We did not identify any issues.

We considered the risk of fraud through management override and, in response, we incorporated testing of adjusting entries into our audit approach.

Based on the results of our risk assessment we designed our audit procedures to identify and to address material misstatements in relation to fraud. We considered the possibility of fraudulent payments to third parties and also looked for segregation of duties.

A further description of our responsibilities for the audit of the financial statements is located on the FRC's website at <https://www.frc.org.uk/auditorsresponsibilities>.

Ethnic Youth Support Team

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ethnic Youth Support Team *(continued)*

Year ended 31 March 2025

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Ethnic Youth Support Team

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ethnic Youth Support Team *(continued)*

Year ended 31 March 2025

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members 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 members as a body, for our audit work, for this report, or for the opinions we have formed.

Laurence Cohen (Senior Statutory Auditor)

For and on behalf of
Gordon Down & Partners
Accountants and Business Advisors & statutory auditor
144 Walter Road
Swansea
SA1 5RW

Ethnic Youth Support Team
Company Limited by Guarantee
Statement of Financial Activities
(including income and expenditure account)

Year ended 31 March 2025

		Unrestricted funds £	2025 Restricted funds £	Total funds £	2024 Total funds £
	Note				
Income and endowments					
Donations and legacies	5	204,915	1,935,879	2,140,792	1,794,055
Charitable activities	6	125,602	–	125,602	148,248
Total income		<u>330,517</u>	<u>1,935,879</u>	<u>2,266,394</u>	<u>1,942,303</u>
Expenditure					
Expenditure on charitable activities	7,8	276,701	1,912,281	2,188,980	2,117,878
Total expenditure		<u>276,701</u>	<u>1,912,281</u>	<u>2,188,980</u>	<u>2,117,878</u>
Net income/(expenditure)		<u>53,816</u>	<u>23,598</u>	<u>77,414</u>	<u>(175,575)</u>
Transfers between funds		222,475	(222,475)	–	–
Net movement in funds		<u>276,291</u>	<u>(198,877)</u>	<u>77,414</u>	<u>(175,575)</u>
Reconciliation of funds					
Total funds brought forward		644,235	403,876	1,048,111	1,223,686
Total funds carried forward		<u>920,526</u>	<u>204,999</u>	<u>1,125,525</u>	<u>1,048,110</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 18 to 35 form part of these financial statements.

Ethnic Youth Support Team
Company Limited by Guarantee
Statement of Financial Position

31 March 2025

	Note	2025 £	£	2024 £
Fixed assets				
Tangible fixed assets	14		775,859	626,323
Current assets				
Debtors	15	418,336		447,137
Cash at bank and in hand		325,436		392,901
		<u>743,772</u>		<u>840,038</u>
Creditors: amounts falling due within one year	16	<u>49,879</u>		<u>52,896</u>
Net current assets			<u>693,893</u>	<u>787,142</u>
Total assets less current liabilities			1,469,752	1,413,465
Creditors: amounts falling due after more than one year	17		<u>344,227</u>	<u>365,353</u>
Net assets			<u><u>1,125,525</u></u>	<u><u>1,048,112</u></u>
Funds of the charity				
Restricted funds			204,999	403,876
Unrestricted funds			920,526	644,235
Total charity funds	19		<u><u>1,125,525</u></u>	<u><u>1,048,111</u></u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on, and are signed on behalf of the board by:

Ms Shehla Khan
Trustee

The notes on pages 18 to 35 form part of these financial statements.

Ethnic Youth Support Team

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2025

	2025 £	2024 £
Cash flows from operating activities		
Net income/(expenditure)	77,414	(175,575)
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	44,399	40,503
Interest payable and similar charges	23,603	21,393
Accrued expenses	840	720
<i>Changes in:</i>		
Trade and other debtors	28,801	(162,280)
Trade and other creditors	(17,959)	133,489
Cash generated from operations	157,098	(141,750)
Interest paid	(23,603)	(21,393)
Net cash from/(used in) operating activities	<u>133,495</u>	<u>(163,143)</u>
Cash flows from investing activities		
Purchase of tangible assets	(193,935)	(182,129)
Net cash used in investing activities	<u>(193,935)</u>	<u>(182,129)</u>
Cash flows from financing activities		
Proceeds from borrowings	(7,024)	(6,360)
Net cash used in financing activities	<u>(7,024)</u>	<u>(6,360)</u>
Net decrease in cash and cash equivalents	(67,464)	(351,632)
Cash and cash equivalents at beginning of year	392,901	744,532
Cash and cash equivalents at end of year	<u>325,437</u>	<u>392,900</u>

The notes on pages 18 to 35 form part of these financial statements.

Ethnic Youth Support Team
Company Limited by Guarantee
Notes to the Financial Statements
Year ended 31 March 2025

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is UNITS B & C, 11 ST. HELENS ROAD, SWANSEA, SA1 4AB.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Tangible assets *(continued)*

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Freehold property	-	50 years
Fixtures and fittings	-	25% straight line
Motor vehicles	-	25% straight line
Equipment	-	25% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The company is limited by guarantee and does not have a share capital. The liability of the members in the event of the company being liquidated is limited to £1 per member.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Donations			
Donations	25,924	–	25,924

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Grants			
WCVA	–	20,906	20,906
Monmouthshire Council - Youth Project	–	10,000	10,000
City & County of Swansea - Families First	–	42,000	42,000
City & County of Swansea - BME Sports	–	20,000	20,000
City & Council of Swansea - SPF Pathways to work	–	107,987	107,987
City & County of Swansea - COAST	–	13,598	13,598
Platform - Power Up Project	–	–	–
Young Person's Committee Project	–	–	–
Housing Justice - Share Tawe	–	29,933	29,933
Wrexham Council - EDI	–	20,000	20,000
Wrexham Council - Safer Streets	–	–	–
Wrexham Council - N.E.W Young Leaders	–	–	–
Wrexham Council - Community Cohesion Team	–	–	–
Gwynedd Council - Actif North Wales	–	26,854	26,854
Henry Smith Foundation	–	98,600	98,600
Welsh Government - BME CYP	–	138,552	138,552
Welsh Government - SVWYO	–	54,927	54,927
Oak Foundation	–	107,252	107,252
Lankelly Media - Community Journalism	–	–	–
Welsh Government -Child poverty innovation and supporting communities	–	54,680	54,680
Big Lottery - BAME Helpline	–	–	–
The National Lottery - Sanctuary Hub	–	192,421	192,421
Mind - Time to Change Wales	–	–	–
The National Lottery Community Fund	–	20,000	20,000
Powys Association of Voluntary Organisations	–	5,391	5,391
Haverfordwest Mosque Partnership	–	20,000	20,000
Flintshire Council - Flintshire Youth Support	–	20,000	20,000
Gwent Police - Urban Safe	–	48,931	48,931
Torfaen Council - Youth Grant	–	15,000	15,000
Vale of Glamorgan Youth Support	–	–	–
BBC Children in Need - Wrexham Cultures Youth	–	29,308	29,308
BBC Children in Need - Food Resilience	–	–	–
Joseph Rowntree - RAW	–	–	–
Esmee Fairbairn	65,000	–	65,000
Equal Power Equal Voice: All Wales Mentoring	–	6,721	6,721
Youth Sport Trust	–	6,893	6,893
Public Health Wales	–	15,000	15,000
City & County of Swansea - Afghan Project	1,609	21,585	23,193
City & County of Swansea - Homes for Ukraine	13,609	169,914	183,522
Refugee Resettlement Scheme - Swansea	13,495	150,507	164,002
Syrian Vulnerable persons' Resettlement Scheme - Carms	12,965	149,011	161,976
Syrian Vulnerable persons' Resettlement Scheme - Powys	12,313	141,678	153,991
Welsh Government - Equality Grant	–	106,083	106,083
Welsh Refugee Council - Sanctuary Service	–	17,110	17,110
Other grants - unrestricted	20,000	–	20,000
Other grants - restricted	–	12,840	12,840

Moondance Foundation	–	35,000	35,000
Flintshire City of Sanctuary	–	7,197	7,197
Garfield Weston Foundation	40,000	–	40,000

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
	<u>204,915</u>	<u>1,935,879</u>	<u>2,140,792</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations			
Donations	11,550	–	11,550

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Grants			
WCVA	–	–	–
Monmouthshire Council - Youth Project	1,906	8,094	10,000
City & County of Swansea - Families First	–	38,820	38,820
City & County of Swansea - BME Sports	–	20,000	20,000
City & Council of Swansea - SPF Pathways to work	–	55,736	55,736
City & County of Swansea - COAST	–	14,000	14,000
Platform - Power Up Project	750	2,010	2,760
Young Person's Committee Project	587	(587)	–
Housing Justice - Share Tawe	–	31,773	31,773
Wrexham Council - EDI	–	20,000	20,000
Wrexham Council - Safer Streets	–	11,999	11,999
Wrexham Council - N.E.W Young Leaders	–	6,000	6,000
Wrexham Council - Community Cohesion Team	–	2,000	2,000
Gwynedd Council - Actif North Wales	–	–	–
Henry Smith Foundation	3,700	75,300	79,000
Welsh Government - BME CYP	–	138,552	138,552
Welsh Government - SVWYO	3,788	49,991	53,779
Oak Foundation	10,500	(10,500)	–
Lankelly Media - Community Journalism	–	2,000	2,000
Welsh Government -Child poverty innovation and supporting communities	–	–	–
Big Lottery - BAME Helpline	–	24,905	24,905
The National Lottery - Sanctuary Hub	–	165,256	165,256
Mind - Time to Change Wales	–	(5,496)	(5,496)
The National Lottery Community Fund	–	–	–
Powys Association of Voluntary Organisations	–	–	–
Haverfordwest Mosque Partnership	–	20,000	20,000
Flintshire Council - Flintshire Youth Support	–	25,781	25,781
Gwent Police - Urban Safe	–	49,672	49,672
Torfaen Council - Youth Grant	–	15,000	15,000
Vale of Glamorgan Youth Support	–	6,392	6,392
BBC Children in Need - Wrexham Cultures Youth	–	31,372	31,372
BBC Children in Need - Food Resilience	–	10,500	10,500
Joseph Rowntree - RAW	6,532	39,286	45,817
Esmee Fairbairn	65,000	–	65,000
Equal Power Equal Voice: All Wales Mentoring	4,142	15,820	19,962
Youth Sport Trust	–	–	–
Public Health Wales	–	–	–
City & County of Swansea - Afghan Project	2,100	25,015	27,116
City & County of Swansea - Homes for Ukraine	20,377	219,175	239,552
Refugee Resettlement Scheme - Swansea	5,986	77,743	83,730
Syrian Vulnerable persons' Resettlement Scheme - Carmarthen	15,660	153,495	169,155
Syrian Vulnerable persons' Resettlement Scheme - Powys	12,512	161,384	173,895
Welsh Government - Equality Grant	8,759	98,122	106,881
Welsh Refugee Council - Sanctuary Service	–	12,707	12,707
Other grants - unrestricted	–	–	–
Other grants - restricted	–	8,889	8,889

Moondance Foundation
Flintshire City of Sanctuary
Garfield Weston Foundation

- - -
- - -
- - -

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

5. Donations and legacies *(continued)*

Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
173,849	1,620,206	1,794,055

6. Charitable activities

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Research and fee income	48,699	48,699	64,659	64,659
Training and workshop income	34,019	34,019	19,187	19,187
Other Income	7,200	7,200	334	334
Welsh Government Secondment	35,684	35,684	64,068	64,068
	<u>125,602</u>	<u>125,602</u>	<u>148,248</u>	<u>148,248</u>

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Activity type 1	276,696	1,896,857	2,173,553
Support costs	5	15,424	15,427
	<u>276,701</u>	<u>1,912,281</u>	<u>2,188,980</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Activity type 1	335,568	1,766,859	2,102,427
Support costs	123	15,329	15,451
	<u>335,691</u>	<u>1,782,188</u>	<u>2,117,878</u>

8. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2025 £	Total fund 2024 £
Activity type 1	2,173,553	–	2,173,553	2,102,427
Governance costs	–	15,427	15,427	15,451
	<u>2,173,553</u>	<u>15,427</u>	<u>2,188,980</u>	<u>2,117,878</u>

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

9. Analysis of support costs

	Analysis of support costs activity 1 £	Total 2025 £	Total 2024 £
Finance costs	216	216	125
Support costs - Accountancy	15,210	15,210	15,326
	<u>15,426</u>	<u>15,426</u>	<u>15,451</u>

10. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2025 £	2024 £
Depreciation of tangible fixed assets	44,399	<u>40,503</u>

11. Auditors remuneration

	2025 £	2024 £
Fees payable for the audit of the financial statements	4,000	<u>4,000</u>

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025 £	2024 £
Wages and salaries	1,627,733	1,612,989
Employer contributions to pension plans	19,226	19,676
	<u>1,646,959</u>	<u>1,632,665</u>

The average head count of employees during the year was 82 (2024: 76). The average number of full-time equivalent employees during the year is analysed as follows:

	2025 No.	2024 No.
Number of staff	82	<u>76</u>

No employee received employee benefits of more than £60,000 during the year (2024: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £134,501 (2024:£129,770).

13. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

14. Tangible fixed assets

	Land and buildings £	Fixtures and fittings £	Motor vehicles £	Equipment £	Total £
Cost					
At 1 Apr 2024	636,874	21,519	13,000	193,263	864,656
Additions	157,259	–	–	36,676	193,935
Disposals	–	–	(13,000)	–	(13,000)
At 31 Mar 2025	<u>794,133</u>	<u>21,519</u>	<u>–</u>	<u>229,939</u>	<u>1,045,591</u>
Depreciation					
At 1 Apr 2024	51,137	21,516	13,000	152,680	238,333
Charge for the year	15,883	–	–	28,516	44,399
Disposals	–	–	(13,000)	–	(13,000)
At 31 Mar 2025	<u>67,020</u>	<u>21,516</u>	<u>–</u>	<u>181,196</u>	<u>269,732</u>
Carrying amount					
At 31 Mar 2025	<u>727,113</u>	<u>3</u>	<u>–</u>	<u>48,743</u>	<u>775,859</u>
At 31 Mar 2024	<u>585,737</u>	<u>3</u>	<u>–</u>	<u>40,583</u>	<u>626,323</u>

15. Debtors

	2025 £	2024 £
Trade debtors	–	10,361
Other debtors	418,336	426,776
Other debtors	–	10,000
	<u>418,336</u>	<u>447,137</u>

16. Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	4,955	10,161
Accruals and deferred income	12,600	11,760
Social security and other taxes	28,158	26,525
Other creditors	4,166	4,450
	<u>49,879</u>	<u>52,896</u>

17. Creditors: amounts falling due after more than one year

	2025 £	2024 £
Debenture loans	204,435	211,459
WCVA: Third Sector Resilience Fund Phase 2 Loan	–	9,932
WCVA: Communities Investment Fund Loan	139,792	143,962
	<u>344,227</u>	<u>365,353</u>

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

18. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £19,226 (2024: £19,676).

19. Analysis of charitable funds

Unrestricted funds

	At 1 Apr 2024	Income	Expenditure	Transfers	At 31 Mar 2025
	£	£	£	£	£
General funds	644,235	330,517	(276,701)	2,475	700,526
Restricted property fund - Welsh Government	–	–	–	220,000	220,000
	<u>644,235</u>	<u>330,517</u>	<u>(276,701)</u>	<u>222,475</u>	<u>920,526</u>

	At 1 Apr 2023	Income	Expenditure	Transfers	At 31 Mar 2024
	£	£	£	£	£
General funds	648,543	322,097	(335,691)	9,286	644,235
Restricted property fund - Welsh Government	–	–	–	–	–
	<u>648,543</u>	<u>322,097</u>	<u>(335,691)</u>	<u>9,286</u>	<u>644,235</u>

Restricted funds

	At 1 Apr 2024	Income	Expenditure	Transfers	At 31 Mar 2025
	£	£	£	£	£
WCVA	584	20,906	(16,540)	–	4,950
CC Swansea - Various	1,592	75,598	(76,929)	2	263
Active Inclusion - BME	–	–	–	–	–
Youth Invest	552	–	(552)	–	–
Henry Smith	14,958	98,600	(89,236)	(23)	24,299
BBC CIN	4,406	–	(3,846)	–	560
Youth Support Trust Swansea Council	–	6,895	(6,355)	–	540
Refugee Resettlement Scheme	321	150,507	(150,498)	–	330
SVPR Scheme Carms	2,392	149,011	(150,023)	–	1,380
SVPR Scheme Powys	652	141,678	(141,603)	–	727
Welsh Government - Equality	777	106,083	(107,462)	917	315

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

19. Analysis of charitable funds *(continued)*

Welsh Refugee Council					
- Asylum Rights Project	364	–	(364)	–	–
Citizens Advice Cymru -					
EU Citizens Rights					
Project	–	–	–	–	–
Other small grants	1,893	12,160	(10,017)	–	4,036
Welsh Government -					
Child poverty innovation					
and supporting					
communities	–	54,680	(54,680)	–	–
Joseph Rowntree - RAW	994	–	(450)	–	544
Big Lottery - Awards For					
All	–	–	–	–	–
Welsh Government -					
CFAP	225,000	–	–	(225,000)	–
SRP Pembrokeshire					
County Council	344	–	(344)	–	–
Welsh Government BME					
CYP	7,415	138,552	(141,655)	–	4,312
BAWSO Homework					
Club Project	–	–	–	–	–
Crisis Homelessness					
Project	321	–	(161)	–	160
Joseph Rowntree -					
Democracy Fund	–	–	–	–	–
Vol Sector Emergency					
Fund - BAME Helpline	–	–	–	–	–
BBC Children In Need -					
Inspiring Futures	681	–	(341)	–	340
WCVA: Third Sector					
Resilience Fund Phase					
2	714	–	(714)	–	–
WCVA Vol Sector					
Emergency Fund - Crisis					
Project	75	–	(75)	–	–
Newport County Council					
- Advocacy Project	151	–	(151)	–	–
CAF Resilience Grant	1,293	–	(659)	–	634
Swansea Asylum					
Seekers Support: Share					
Tawe	8,914	–	–	–	8,914
CC Swansea -Afghan					
Project Swansea	477	21,585	(21,842)	19	239

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

19. Analysis of charitable funds *(continued)*

Lankelly Media Grant - Community Journalism Equal Power Equal Voice: All Wales	–	–	–	–	–
Mentoring Scheme	315	6,721	(6,949)	–	87
Big Lottery - BAME Helpline	55	–	(55)	–	–
Housing Justice - Share Tawe Project	8,706	29,932	(39,394)	756	–
AVOW- Youth-Led Grants Scheme	–	680	(250)	–	430
Mind: Time to Change Wales	–	–	–	–	–
CC Swansea - Home for Ukraine	2,379	169,913	(170,550)	854	2,596
Wrexham Council EDI Grant	941	20,000	(19,702)	–	1,239
Wrexham Council Safer Streets	3,766	–	(1,255)	–	2,511
Wrexham Council - Summer of Fun	1,682	–	(841)	–	841
Children In Need - Wrexham Cultures Youth Project	2,742	29,308	(28,544)	–	3,506
National Lottery - Sanctuary Hub	22,058	192,421	(182,248)	–	32,231
Welsh Government - SWWYO	415	54,927	(53,190)	–	2,152
Oak Foundation	54,290	107,252	(127,146)	–	34,396
Haverfordwest Mosque Partnership	1,219	20,000	(20,609)	–	610
Monmouthshire Council Platform - Power Up Project	320	–	(160)	–	160
Streetgames UK	–	–	–	–	–
Race Council Cymru	–	–	–	–	–
National Theatre Wales	–	–	–	–	–
YPC- Young Person's Committee Project	486	–	(162)	–	324
Flintshire Council - Flintshire Youth Support	1,890	20,000	(21,317)	–	573
Gwent Police Urban Safe	14,742	48,931	(52,371)	–	11,302
Torfaen Council - Youth Grant	5,196	15,000	(19,136)	–	1,060
Wrexham Council - N.E.W Young Leaders	4,820	–	(3,953)	–	867

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

19. Analysis of charitable funds *(continued)*

Welsh Refugee Council					
- Sanctuary Service	–	17,110	(17,010)	–	100
Vale of Glamorgan					
Youth Support	2,039	–	(2,039)	–	–
Wrexham Community					
Cohesion Team	–	–	–	–	–
Swansea Council - SPF					
Pathways to work	945	107,987	(107,240)	–	1,692
The National Lottery					
Community Fund	–	20,000	(20,000)	–	–
Gwynedd Council - Actif					
North Wales	–	26,854	(26,368)	–	486
PAYO - (MADIP)	–	5,391	(5,391)	–	–
Moondance Foundation	–	35,000	–	–	35,000
Flintshire City of					
Sanctuary	–	7,197	–	–	7,197
Public Health Wales	–	15,000	(1,904)	–	13,096
	<u>403,876</u>	<u>1,935,879</u>	<u>(1,912,281)</u>	<u>(222,475)</u>	<u>204,999</u>

	At 1 Apr 2023	Income	Expenditure	Transfers	At 31 Mar 2024
	£	£	£	£	£
WCVA	877	–	(293)	–	584
CC Swansea - Various	1,301	72,820	(71,004)	(1,525)	1,592
Active Inclusion - BME					
Youth Invest	1,417	–	(865)	–	552
Henry Smith	32,530	75,300	(92,895)	23	14,958
BBC CIN	183	10,500	(6,277)	–	4,406
Youth Support Trust	–	–	–	–	–
Swansea Council					
Refugee Resettlement					
Scheme	2,473	77,744	(79,894)	(2)	321
SVPR Scheme Carmarthen	2,202	153,495	(153,072)	(233)	2,392
SVPR Scheme Powys	1,090	161,384	(161,820)	(2)	652
Welsh Government -					
Equality	1,829	98,122	(98,514)	(660)	777
Welsh Refugee Council					
- Asylum Rights Project	836	–	(472)	–	364

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

19. Analysis of charitable funds *(continued)*

Citizens Advice Cymru - EU Citizens Rights Project	162	–	(162)	–	–
Other small grants	193	8,889	(7,186)	(3)	1,893
Welsh Government - Child poverty innovation and supporting communities	–	–	–	–	–
Joseph Rowntree - RAW Big Lottery - Awards For All	13,024	39,285	(48,949)	(2,366)	994
Welsh Government - CFAP	2,530	–	(2,530)	–	–
SRP Pembrokeshire County Council	230,000	–	(5,000)	–	225,000
Welsh Government BME CYP	688	–	(344)	–	344
BAWSO Homework Club Project	1,671	138,552	(132,657)	(151)	7,415
Crisis Homelessness Project	163	–	(163)	–	–
Joseph Rowntree - Democracy Fund	2,936	–	(296)	(2,319)	321
Vol Sector Emergency Fund - BAME Helpline	326	–	(326)	–	–
BBC Children In Need - Inspiring Futures	1,035	–	(1,035)	–	–
WCVA: Third Sector Resilience Fund Phase 2	1,171	–	(490)	–	681
WCVA Vol Sector Emergency Fund - Crisis Project	1,427	–	(713)	–	714
Newport County Council - Advocacy Project	150	–	(75)	–	75
CAF Resilience Grant Swansea Asylum Seekers Support: Share Tawe	301	–	(150)	–	151
CC Swansea -Afghan Project Swansea	1,952	–	(659)	–	1,293
Lankelly Media Grant - Community Journalism Equal Power Equal Voice: All Wales Mentoring Scheme	8,914	–	–	–	8,914
	1,113	25,016	(25,652)	–	477
	23,196	2,000	(25,196)	–	–
	6,412	15,820	(21,655)	(262)	315

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

19. Analysis of charitable funds *(continued)*

Big Lottery - BAME Helpline	32,095	24,905	(56,947)	2	55
Housing Justice - Share Tawe Project	2,026	31,773	(25,093)	–	8,706
AVOW- Youth-Led Grants Scheme	–	–	–	–	–
Mind: Time to Change Wales	5,496	(5,496)	–	–	–
CC Swansea - Home for Ukraine	12,083	219,175	(228,879)	–	2,379
Wrexham Council EDI Grant	6,781	20,000	(25,840)	–	941
Wrexham Council Safer Streets	8,244	11,999	(16,498)	21	3,766
Wrexham Council - Summer of Fun	2,523	–	(841)	–	1,682
Children In Need - Wrexham Cultures Youth Project	1,117	31,373	(29,748)	–	2,742
National Lottery - Sanctuary Hub	29,243	165,256	(172,441)	–	22,058
Welsh Government - SVWYO	1,770	49,991	(51,346)	–	415
Oak Foundation	107,346	(10,500)	(42,556)	–	54,290
Haverfordwest Mosque Partnership	6,604	20,000	(25,385)	–	1,219
Monmouthshire Council	2,815	8,093	(10,908)	–	–
Platform - Power Up Project	481	2,010	(2,171)	–	320
Streetgames UK	1,905	–	(1,905)	–	–
Race Council Cymru	1,460	–	(1,460)	–	–
National Theatre Wales	4,180	–	(2,376)	(1,804)	–
YPC- Young Person's Committee Project	6,872	(587)	(5,799)	–	486
Flintshire Council - Flintshire Youth Support	–	25,781	(23,891)	–	1,890
Gwent Police Urban Safe	–	49,671	(34,929)	–	14,742

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

19. Analysis of charitable funds *(continued)*

Torfaen Council - Youth Grant	–	15,000	(9,804)	–	5,196
Wrexham Council - N.E.W Young Leaders	–	6,000	(1,180)	–	4,820
Welsh Refugee Council - Sanctuary Service	–	12,707	(12,707)	–	–
Vale of Glamorgan Youth Support	–	6,392	(4,353)	–	2,039
Wrexham Community Cohesion Team	–	2,000	(1,996)	(4)	–
Swansea Council - SPF Pathways to work	–	55,736	(54,791)	–	945
The National Lottery Community Fund	–	–	–	–	–
Gwynedd Council - Actif North Wales	–	–	–	–	–
PAYO - (MADIP)	–	–	–	–	–
Moondance Foundation	–	–	–	–	–
Flintshire City of Sanctuary	–	–	–	–	–
Public Health Wales	–	–	–	–	–
	<u>575,143</u>	<u>1,620,206</u>	<u>(1,782,188)</u>	<u>(9,285)</u>	<u>403,876</u>

20. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Tangible fixed assets	736,444	39,415	775,859
Current assets	528,309	215,464	743,773
Creditors less than 1 year	–	(49,880)	(49,880)
Creditors greater than 1 year	(344,227)	–	(344,227)
Net assets	<u>920,526</u>	<u>204,999</u>	<u>1,125,525</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	366,447	259,876	626,323
Current assets	643,140	196,898	840,038
Creditors less than 1 year	–	(52,896)	(52,896)
Creditors greater than 1 year	(365,353)	–	(365,353)
Net assets	<u>644,234</u>	<u>403,878</u>	<u>1,048,112</u>

Ethnic Youth Support Team
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2025

21. Analysis of changes in net debt

	At 1 Apr 2024	Cash flows	At 31 Mar 2025
	£	£	£
Cash at bank and in hand	392,901	(67,465)	325,436
Debt due after one year	(211,459)	7,024	(204,435)
	<u>181,442</u>	<u>(60,441)</u>	<u>121,001</u>

**Ethnic Youth Support Team
Company Limited by Guarantee
Management Information
Year ended 31 March 2025**

The following pages do not form part of the financial statements.

Ethnic Youth Support Team

Company Limited by Guarantee

Detailed Statement of Financial Activities

Year ended 31 March 2025

	2025 £	2024 £
Income and endowments		
Donations and legacies		
Donations	25,924	11,550
WCVA	20,906	–
Monmouthshire Council - Youth Project	10,000	10,000
City & County of Swansea - Families First	42,000	38,820
City & County of Swansea - BME Sports	20,000	20,000
City & Council of Swansea - SPF Pathways to work	107,987	55,736
City & County of Swansea - COAST	13,598	14,000
Platform - Power Up Project	–	2,760
Housing Justice - Share Tawe	29,933	31,773
Wrexham Council - EDI	20,000	20,000
Wrexham Council - Safer Streets	–	11,999
Wrexham Council - N.E.W Young Leaders	–	6,000
Wrexham Council - Community Cohesion Team	–	2,000
Gwynedd Council - Actif North Wales	26,854	–
Henry Smith Foundation	98,600	79,000
Welsh Government - BME CYP	138,552	138,552
Welsh Government - SVWYO	54,927	53,779
Oak Foundation	107,252	–
Lankelly Media - Community Journalism	–	2,000
Welsh Government -Child poverty innovation and supporting communities	54,680	–
Big Lottery - BAME Helpline	–	24,905
The National Lottery - Sanctuary Hub	192,421	165,256
Mind - Time to Change Wales	–	(5,496)
The National Lottery Community Fund	20,000	–
Powys Association of Voluntary Organisations	5,391	–
Haverfordwest Mosque Partnership	20,000	20,000
Flintshire Council - Flintshire Youth Support	20,000	25,781
Gwent Police - Urban Safe	48,931	49,672
Torfaen Council - Youth Grant	15,000	15,000
Vale of Glamorgan Youth Support	–	6,392
BBC Children in Need - Wrexham Cultures Youth	29,308	31,372
BBC Children in Need - Food Resilience	–	10,500
Joseph Rowntree - RAW	–	45,817
Esmee Fairbairn	65,000	65,000
Carried forward	<u>(1,187,264)</u>	<u>(952,168)</u>

Ethnic Youth Support Team

Company Limited by Guarantee

Detailed Statement of Financial Activities *(continued)*

Year ended 31 March 2025

	2025 £	2024 £
Brought forward	(1,187,264)	(952,168)
Equal Power Equal Voice: All Wales Mentoring	6,721	19,962
Youth Sport Trust	6,893	–
Public Health Wales	15,000	–
City & County of Swansea - Afghan Project	23,193	27,116
City & County of Swansea - Homes for Ukraine	183,522	239,552
Refugee Resettlement Scheme - Swansea	164,002	83,730
Syrian Vulnerable persons' Resettlement Scheme - Carmarthen	161,976	169,155
Syrian Vulnerable persons' Resettlement Scheme - Powys	153,991	173,895
Welsh Government - Equality Grant	106,083	106,881
Welsh Refugee Council - Sanctuary Service	17,110	12,707
Other grants - unrestricted	20,000	–
Other grants - restricted	12,840	8,889
Moondance Foundation	35,000	–
Flintshire City of Sanctuary	7,197	–
Garfield Weston Foundation	40,000	–
	<u>2,140,792</u>	<u>1,794,055</u>
Charitable activities		
Research and fee income	48,699	64,659
Training and workshop income	34,019	19,187
Other Income	7,200	334
Welsh Government Secondment	35,684	64,068
	<u>125,602</u>	<u>148,248</u>
Total income	<u>2,266,394</u>	<u>1,942,303</u>

Ethnic Youth Support Team

Company Limited by Guarantee

Detailed Statement of Financial Activities *(continued)*

Year ended 31 March 2025

	2025 £	2024 £
Expenditure		
Expenditure on charitable activities		
Wages and salaries	1,627,733	1,612,989
Pension costs	19,226	19,676
Rent	5,602	9,444
Rates and water	2,903	2,015
Light and heat	32,441	26,302
Repairs and maintenance	60,649	20,687
Insurance	12,715	10,796
Other motor/travel costs	27,010	34,747
Legal and professional fees	74,255	45,021
Telephone	62,745	48,005
Other office costs	14,652	19,054
Depreciation	44,399	40,503
Interest on bank loans and overdrafts	23,386	21,268
Other interest payable and similar charges	217	125
Direct charitable activity 1 - other	11,201	8,611
Direct charitable activity 1 - sundry expenses	837	6,693
Direct charitable activity 1 - donations & sponsorship	2,230	2,070
Direct charitable activity 1 - training & tuition fees	18,394	14,731
Direct charitable activity 1 - visits & events	68,370	68,042
Direct charitable activity 1 - refreshments	2,578	5,233
Direct charitable activity 1 - beneficiary payments	40,645	55,133
Direct charitable activity 1 - translation & interpretation costs	2,261	13,234
External providers	9,485	17,875
Staff Expenses	10,760	2,803
Afghan project costs	-	1,804
Participant costs	2,213	8,742
Host / guest payments	12,073	2,275
	<u>2,188,980</u>	<u>2,117,878</u>
Total expenditure	<u>2,188,980</u>	<u>2,117,878</u>
Net income/(expenditure)	<u>77,414</u>	<u>(175,575)</u>

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 31 March 2025

	2025 £	2024 £
Expenditure on charitable activities		
Activity type 1		
Activities undertaken directly		
Direct charitable activity 1 - wages/salaries	1,627,733	1,612,989
Direct charitable activity 1 - pension costs	19,226	19,676
Direct charitable activity 1 - rent	5,602	9,444
Direct charitable activity 1 - rates & water	2,903	2,015
Direct charitable activity 1 - light & heat	32,441	26,302
Direct charitable activity 1 - repairs & maintenance	60,649	20,687
Direct charitable activity 1 - insurance	12,715	10,796
Direct charitable activity 1 - other motor/travel costs	27,010	34,747
Direct charitable activity 1 - legal and professional fees	59,045	29,695
Direct charitable activity 1 - telephone & IT costs	62,745	48,005
Direct charitable activity 1 - other office costs	14,652	19,054
Direct charitable activity 1 - depreciation	44,399	40,503
Direct charitable activity 1 - interest on bank loans and overdrafts	23,386	21,268
Direct charitable activity 1 - other	11,201	8,611
Direct charitable activity 1 - sundry expenses	837	6,693
Direct charitable activity 1 - donations & sponsorship	2,230	2,070
Direct charitable activity 1 - training & tuition fees	18,394	14,731
Direct charitable activity 1 - visits & events	68,370	68,042
Direct charitable activity 1 - refreshments	2,578	5,233
Direct charitable activity 1 - beneficiary payments	40,645	55,133
Direct charitable activity 1 - translation & interpretation costs	2,261	13,234
External providers	9,485	17,875
Staff Expenses	10,760	2,803
Afghan project costs	-	1,804
Participant costs	2,213	8,742
Host / guest payments	12,073	2,275
	<u>2,173,553</u>	<u>2,102,427</u>
Governance costs		
Governance costs - accountancy fees	9,410	9,826
Governance costs - audit fees	5,800	5,500
Governance costs - other finance costs	217	125
	<u>15,427</u>	<u>15,451</u>
Expenditure on charitable activities	<u><u>2,188,980</u></u>	<u><u>2,117,878</u></u>

ETHNIC YOUTH SUPPORT TEAM

England & Wales - Charity number 1152486

Accounts

COMPANY REGISTRATION NUMBER: 06709767
CHARITY REGISTRATION NUMBER: 1152486

Ethnic Youth Support Team
Company Limited by Guarantee
Financial Statements
31 March 2024

GORDON DOWN & PARTNERS

Accountants and Business Advisors & statutory auditor
144 Walter Road
Swansea
SA1 5RW

Ethnic Youth Support Team

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2024

	Page
Trustees' annual report (incorporating the director's report)	1
Independent auditor's report to the members	12
Statement of financial activities (including income and expenditure account)	17
Statement of financial position	18
Statement of cash flows	19
Notes to the financial statements	20
The following pages do not form part of the financial statements	
Detailed statement of financial activities	39
Notes to the detailed statement of financial activities	42

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2024

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2024.

Reference and administrative details

Registered charity name Ethnic Youth Support Team

Charity registration number 1152486

Company registration number 06709767

Principal office and registered office UNITS B & C
11 ST. HELENS ROAD
SWANSEA
SA1 4AB

The trustees

Mr Hywel Vaughan
Ms Shehla Khan
Mr Abdul-Azim Ahmed
Mr Mark Alaszweski
Ms Korina Tsioni
Ms Fatiha Rahman
Ms Tahirah Ali (Retired 8 August 2024)
Ms Samantha Phiri (Appointed 14 August 2023)
Mr Saleem Asghar Kidwai (Appointed 19 September 2023)

Auditor Gordon Down & Partners
Accountants and Business Advisors & statutory auditor
144 Walter Road
Swansea
SA1 5RW

Structure, governance and management

Structure

The Management Committee confirms that the annual report and financial statements of the charity comply with the requirements of the charity's governing documents and the provisions of the Charities Statement of Recommended Practice (SORP FRS 102).

Legal Status

The Charity is a company, limited by guarantee, registration number 06709767. It is registered with the Charity Commission, number 1152486.

Method of Appointment

The Management of the Charity is the responsibility of the management Committee and its officers who are elected and co-opted under the terms of the Charity Commission Scheme.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Structure, governance and management *(continued)*

Trustee induction and training

Trustees receive a full induction on the commencement of their role. The induction covers a wide range of topics including:

- The roles and responsibilities of Trustees
- Articles of Association
- History of the Organisation
- Current Structure
- Financial Position (including most recent audited financial statements)

- Current challenges and sector context
- Future planning

During their onboarding Trustees complete a skills audit and are offered support and training throughout their Trustee journey to support their development in this important role. This includes training on the role of trustee, changing in legislation, financial training and Safeguarding.

Trustees meet with the senior leadership team every two months and receive updates and reports which are presented by the Co-Directors and Finance Manager. They are invited to attend staff development days and other EYST events including project conferences and play a crucial role in planning for future developments within in the organisation. We also have a Trustee mentoring scheme where trustees mentor Teams leads for mutually beneficial learning.

As we continue to grow, we continue to plan to strengthen and develop our existing trustees through bespoke training and recruiting new trustees to meet identified skills gaps.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Structure, governance and management *(continued)*

Risk Management

The Trustee Board conducted regular reviews of the major risks to which the charity is exposed. The risk register updated and reviewed annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Significant external risks to funding have led to the development of a strategic plan which will allow for the diversification of funding and activities. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. The risk to the charity is wide ranging, working with Senior Leadership Team, Finance Manager and Health & Safety Officer the Board continues to work hard to ensure risks and measures are implemented and reinforced to ensure risk is reduced as is reasonably foreseeable and compliance with health and safety and safeguarding of staff, volunteers, clients and visitors in maintained and prioritised.

The risks are ranked on the risk register major risks with a series of measures in place to mitigate those risks. The procedures are periodically reviewed to ensure that they still meet the needs of the charity. The principal risks facing the charity and a summary of the key mitigation actions, are noted below.

Risk: Reduction in funding

Mitigating Actions:

- Commitment to source funding in line with organisational values and mission
- Invest time, money and skill to improve our ability to source funding, including outsourcing role where required
- Improve report mechanisms to best evidence the need for work. Diversify funding streams
- Generate own income
- Boost public donations

Risk: Loss of key personnel

Mitigating Actions:

- Regular appraisals & team meetings
- Team development activities
- Quality continuing professional development opportunities

Risk: Loss of focus/ mission drift

Mitigating Actions:

- Regular EYST Wales Visioning Days, involving range of stakeholders including staff and volunteers.
- Regular and effective consultation with key client group
- Having an engaged, skilled and trained EYST Wales Board who provide challenge and support for EYST leadership.

Risk: Staff malpractice/ a safeguarding failure

Mitigating Actions:

- Implementing recruitment policies and controls for staff/ volunteers with appropriate DBS checks
- Regular provision of safeguarding training for all staff and volunteers
- Effective supervision procedures

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Structure, governance and management *(continued)*

- Effective risk assessment systems in place

Risk: Breach of Health & Safety/ Accident at EYST locations

Mitigating Actions:

- Ensure up to date risk assessments are in place
- Ensure staff are provide with regular training on Health and Safety
- Implementation of ongoing property checks

Risk: Reduction in clients / service users

Mitigating Actions:

- Development of activities and community projects to attract and support new members and client groups.

Risk: Political opposition from Far Right groups

Mitigating Actions:

- Continue to work close with Police Forces across Wales
- Ensure Staff, Volunteer and Clients are safe
- Continue to promote community cohesion and breaking down myths and stereotypes

Key management remuneration

The board of Trustees together with key staff members are considered to be the key management personnel of the charity. Details of payments to / from Trustees are disclosed in note 13 to the accounts. Payments made to other key management personnel are given in note 12. The level of payment made to all key management personnel is reviewed annually by Trustees.

Organisational structure

2023 saw EYST to continue to manage the change stemming from the departure our Long serving CEO. The new leadership and structure within EYST is now fully established and settled, with the leadership coming in the form of our Senior leadership Team of EYST Founder Momena Ali , Co-Directors Helal Uddin, Head of Services & Partnerships and Lloyd Williams, Head of People & Governance. The Co-Directors have oversight over the 9 different teams within EYST, with the 8 team leads reporting directly to their respective Co-Director. Our Head of Services & Partnerships leads our Youth Support Team, BME CYP Team, and our All-Wales Engagement Project. Our of Head of People & Governance leads our Sanctuary Team, Refugee Resettlement Project (Swansea), Refugee Resettlement Scheme (Carmarthenshire, Powys) Helpline Team, Finance Team and RAW (Race Alliance Wales).

These 8 Team Leads report to the Co-Directors and are responsible for the day-to-day line management and supervision of staff members within their designated teams. The Co-Directors is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met. The Team Leads have responsibility for the day-to-day operational management of staff, individual supervision of the staff team and also ensuring that the team continue to develop their skills and working practices in line with good practice.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Objectives and activities

The objectives of EYST are to continue to focus on helping BME young people, families and individuals living in Wales to contribute, participate and feel a valued part of Wales, through various projects focusing on youth support, family support, sporting activities, education, health and employment support. They are also to continue to challenge racial stereotypes and promote understanding and community cohesion amongst the wider public.

Annual Report

This year has been one of many highlights, as well as challenges. We have also been grateful for the generous support from a range of funders to respond to new areas of need to support ethnic minority people across Wales. The heart of our work is supporting clients in face- face on the groundwork and the team and have worked hard to continually provide this support come rain or shine. It has been wonderful to see and hear about the expansion of our Youth work into new areas building on the Youth work tradition the organisation was built on. To complement this work, we are proud to see the strengthening of our influencing work to bring about long-term policy changes in the issues impact the lives of our clients.

We want to give huge thanks to all our funders, supporters, staff, volunteers and service users, without whom nothing would be possible.

In solidarity,

EYST Board of Trustees

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Achievements and performance

Summary of Key Projects and Activities

Youth Work

Youth Work was the start point for EYST and we have been delighted to see our Youth Work provision expand in 2023. We have seen the continuation of our excellent Youth work provision in our four main areas of Swansea, Cardiff, Wrexham and Newport and it has been excellent to see new generations of young people accessing this much in demand service. Much of this work has been supported by our Strategic Youth Work Lead Lee Tiratira who has been able to lead our Team across Wales including hosting provision in new areas thanks to support from local authorities, we rolled out provision in Haverfordwest, Monmouthshire, Flintshire, and Torfaen. The service is delivered in a culturally sensitive holistic manner supporting young people through the A-Z of life's challenges.

Family Support

Our Family support has continued to be very busy in 2023. We provide this service through two projects, the BME CYP Project covering Cardiff, Newport and Wrexham which is funded by the Welsh Government and our Family link project funded by Swansea council supporting families in Swansea. BME CYP Project and Family link project are led by Fateha Ahmed and we support young people and families across providing one to one and group support across the full range of topics including well-being, housing, benefits advice, employment and education. This work is a key area of provision, strengthening our work in existing areas such as Swansea and Cardiff and extending our presence and networks in Newport and Wrexham to meeting the growing demand.

Sanctuary Support (Asylum Seekers and Refugees)

We provide support to Sanctuary Seekers through our Sanctuary Hub in Swansea and provide refugee resettlement support through our local authority refugee resettlement scheme.

Sanctuary Hub

Our Sanctuary Hub Project is led by Nadir Taha and is funded by the National Lottery Community Fund has been able to provide a safe space for sanctuary seekers to access a wide range of support and activities including Volunteering. The hub is a dedicated space supporting asylum seekers and refugees through a variety of means including one to one support through appointment with our support work and providing access to group well-being activities including Music composition and FAN groups. Our Sanctuary Hub also hosts several projects supporting Sanctuary Seekers including our Henry Smith Improving lives and our Henry Smith Crisis support. We also have continued our long running partnership with the Welsh Refugee Council through the Welsh Sanctuary Service and provide support to destitute asylum seekers through our Share Tawe Project.

Swansea Refugee Resettlement Project

Funded by Swansea Council we have continued to provide support to Refugees who have come through the UK Governments Refugee resettlement project under the leadership of Sorupa Ali, In Swansea we provide holistic support to refugees from Syria, Afghanistan and Ukraine. Our team continues to grow to meet the needs of the project which can be fast moving and changeable.

Carmarthenshire Refugee Resettlement Scheme

The team continues to provide support to clients from Syria and Afghanistan through our funding from Carmarthenshire County council and is led by Deborah Cooze. We are pleased to continue this work in supporting the integration and independence of our clients.

Powys Refugee Resettlement Scheme

Our dedicated team continues to support refugees from Syria and Afghanistan through funding from Powys County council. The team are working tirelessly to support clients with a range of issues across

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Wales largest geographical county and is led by Deborah Cooze.

Influencing work

Our influencing has moved from strength to strength under the leadership our Race and Policy Team Lead Selima Bahadur.

All Wales Engagement Project

All Wales Engagement Programme has continued to champion the voice of community to influence partners and public bodies on the issues facing the community we serve. This includes hosting a series of online focused forums to on range of issues to feedback to the Welsh Government. The project continues to spearhead the case for the Wales Anti-Racism action.

Race Alliance Wales

RAW (Race Alliance Wales) is an initiative which aims to act as a collaborative and self-directed platform for individuals and organisations interested in achieving race equality in Wales. RAW is driven and guided by the RAW Steering group but EYST hosts the RAW staff members.

Race and Housing

2023 witnessed the start of our OAK funded Race and Housing Project aimed at support community members with housing issues and work with partners in the public and private sector to champion the rights of clients and highlight trends and concerns.

Right to Education

2023 was the first full year of the Right to Education Project supporting Young People and the families with the process and challenges of school eviction. The face-to-face support is supported by the reporting of evidence to influence policy makers to make lasting long-term change to increase fairness and transparency.

Equal Power Equal Voice

Our Partnership on the Equal Power Equal Voice has continued with WEN Wales, Disability Wales and Stonewall Cymru. The project is a mentoring and development project supporting people into public life. The project has had a real impact in the short and long-term supporting increased representation in public life for marginalized groups.

Community Engagement

EYST Employability Project

Funded by Swansea Council via the Shared Prosperity Fund our Employability Project has sprung into life. Led by Tsega Teweldy, the project provides employment support to clients in Swansea, through CV support, interview techniques, training and development opportunities and reducing barriers to the employment. The project has highlighted the massive need for this bespoke service.

BME Sport Cymru

Our BME Sports Swansea continued to work hard in 2023 to provide opportunities to both individuals and groups. Nicky, our project officer supported by Swansea Council and Sport Wales, worked hard to continue to provide opportunities and the project has been extremely successful and great to see so many people become activity supporting their own physical and mental wellbeing.

Volunteering

We have been able to reintroduce Volunteering back across our Work which has been wonderful to see, particularly in new areas including Wrexham and Newport, volunteering has always been at the heart of our work the power of volunteering to inspire, support and develop change cannot be underestimated.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Telling Our Own Stories

EYST teamed up with The People Newsroom and On Our Radar to deliver training to individual Community Journalists - empowering our communities to Tell Their Own Stories. We created a bespoke training program which looked at many aspects of journalism, with the aim to build and support a community newsroom which is focused on those who have been traditionally marginalised by the media. The Community Journalists have been supported to learn about, design and research many different aspects of journalism. Through this project the Community Journalists learnt and understood how they could use journalism to create meaningful work which would have a positive impact on their communities and help find solutions and raise awareness of local issues.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Financial review

Financial position

The Charity's net outgoing resources for the year amounted to £175,575 (compared to net incoming resources of £289,977 in 2023). The restricted incoming resources for the year of £1,620,206 consists largely of grant income received. These funds were expended on salaries and agreed overheads. Any unspent revenue income is carried forward to next year. The total unrestricted funds at the end of the year represent the Charity's free reserves and amounted to £644,234 (2023 - £648,543). The total restricted reserves at the year end amount to £403,876 (2023 - £575,143).

Reserves policy

EYST's reserves policy is to seek to establish and then maintain sufficient level of reserves to enable normal operating activities to continue over a period of up to 6 months should a shortfall in income occur and to take account of potential risks and contingencies that may arise from time to time. EYST's annual income fluctuates but has remained at a similar level to the previous year, when we had a significant increase, however this is still made up mainly of project-specific funding. Core costs are deemed to be premises expenditure and Chief Executive/Co-Director's salary, as well as key project staff who are considered to be integral to EYST's core services. Altogether, these core costs amount to approximately £200k annually. We continue to have a number of large grants which are paid quarterly in arrears, meaning that at any one time we are owed between £100k-£150k. For this reason, it is necessary to increase our target reserves figure to £300k to allow for expenditure in advance, together with 6 months core running costs.

EYST will endeavour to grow its reserves to the agreed target by undertaking the following fundraising activities:

- Delivering Training Services to Professionals and Young People
- Hiring out of EYST Centre to community groups
- Fundraising activities including Dinners, Sponsored Runs, Public Donations, etc, (to be agreed annually at EYST's Annual Visioning Day)

Expenditure of EYST reserves is at the discretion of the Trustees but should be avoided where reserves fall below the target of 6 months' core running costs. Circumstances in which expenditure of reserves can be justified is where the sustainability, survival or safe delivery of EYST core services is at risk without the expenditure. Should EYST reserves grow in excess of the target then steps will be taken by the Trustees to identify the most effective ways of spending the reserves which are in excess of 6 months running costs in order to maximise benefits to the charity in accordance with its charitable objectives. EYST Trustees are presented with regular information relating to the charity's reserves levels and agree any actions to be taken relating to expenditure or generation of reserves. This policy is reviewed at least annually, taking into account the charity's changing financial picture.

Going concern

Having considered budgets for the next twelve months, the Trustees are confident that the Charity will continue to meet its liabilities as they fall due for the foreseeable future and consider that there are no material uncertainties about EYST's ability to continue as a going concern. It is therefore considered appropriate by the Trustees to prepare the financial statements on a going concern basis.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Plans for future periods

We plan to continue consolidating our position as a Wales-wide organisation, and further develop our services in across Wales. These include a commitment to continue to provide frontline services to young people, families and individuals seeking Sanctuary. We are focused on adapting to pressing and changing needs of our clients to ensure we are meeting the client at their place of need. We are committed to continue to develop our internal people practices and processes to upskill and develop our staff to create the best possible environment to empower our staff to be the best they can be to support our clients.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. 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.

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on and signed on behalf of the board of trustees by:

Ms Shehla Khan
Trustee

Ethnic Youth Support Team

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ethnic Youth Support Team

Year ended 31 March 2024

Opinion

We have audited the financial statements of Ethnic Youth Support Team (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, 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 FRS 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;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Ethnic Youth Support Team

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ethnic Youth Support Team

(continued)

Year ended 31 March 2024

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Ethnic Youth Support Team

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ethnic Youth Support Team

(continued)

Year ended 31 March 2024

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) 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

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 extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory frameworks that are applicable to the entity and determined that the most significant are those that relate to: FRS102 Employment law

Tax & pension law

Charities SORP

Health & safety

We assessed the risks of material misstatement in respect of fraud as follows: We inquired with management about the existence of fraud and if there were any unusual transactions or relationships. We also performed various tests on the records to check for misstatement. We did not identify any issues.

We considered the risk of fraud through management override and, in response, we incorporated testing of adjusting entries into our audit approach.

Based on the results of our risk assessment we designed our audit procedures to identify and to address material misstatements in relation to fraud. We considered the possibility of fraudulent payments to third parties and also looked for segregation of duties.

A further description of our responsibilities for the audit of the financial statements is located on the FRC's website at <https://www.frc.org.uk/auditorsresponsibilities>.

Ethnic Youth Support Team

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ethnic Youth Support Team *(continued)*

Year ended 31 March 2024

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Ethnic Youth Support Team

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ethnic Youth Support Team *(continued)*

Year ended 31 March 2024

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members 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 members as a body, for our audit work, for this report, or for the opinions we have formed.

Laurence Cohen (Senior Statutory Auditor)

For and on behalf of
Gordon Down & Partners
Accountants and Business Advisors & statutory auditor
144 Walter Road
Swansea
SA1 5RW

Ethnic Youth Support Team
Company Limited by Guarantee
Statement of Financial Activities
(including income and expenditure account)

Year ended 31 March 2024

		2024	2023		
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	173,850	1,620,206	1,794,056	2,118,892
Charitable activities	6	148,248	–	148,248	194,056
Total income		<u>322,098</u>	<u>1,620,206</u>	<u>1,942,304</u>	<u>2,312,948</u>
Expenditure					
Expenditure on charitable activities	7,8	335,691	1,782,188	2,117,879	2,022,971
Total expenditure		<u>335,691</u>	<u>1,782,188</u>	<u>2,117,879</u>	<u>2,022,971</u>
Net (expenditure)/income		<u>(13,593)</u>	<u>(161,982)</u>	<u>(175,575)</u>	<u>289,977</u>
Transfers between funds		9,285	(9,285)	–	–
Net movement in funds		<u>(4,308)</u>	<u>(171,267)</u>	<u>(175,575)</u>	<u>289,977</u>
Reconciliation of funds					
Total funds brought forward		648,543	575,143	1,223,686	933,709
Total funds carried forward		<u>644,235</u>	<u>403,876</u>	<u>1,048,111</u>	<u>1,223,686</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 20 to 37 form part of these financial statements.

Ethnic Youth Support Team
Company Limited by Guarantee
Statement of Financial Position

31 March 2024

	Note	2024 £	£	2023 £
Fixed assets				
Tangible fixed assets	14		626,323	484,697
Current assets				
Debtors	15	447,137		284,857
Cash at bank and in hand		392,901		744,532
		840,038		1,029,389
Creditors: amounts falling due within one year	16	52,897		51,129
Net current assets			787,141	978,260
Total assets less current liabilities			1,413,464	1,462,957
Creditors: amounts falling due after more than one year	17		365,353	239,271
Net assets			1,048,111	1,223,686
Funds of the charity				
Restricted funds			403,876	575,912
Unrestricted funds			644,235	647,774
Total charity funds	19		1,048,111	1,223,686

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on, and are signed on behalf of the board by:

Ms Shehla Khan
Trustee

The notes on pages 20 to 37 form part of these financial statements.

Ethnic Youth Support Team

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2024

	2024 £	2023 £
Cash flows from operating activities		
Net (expenditure)/income	(175,575)	289,977
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	40,503	32,917
Interest payable and similar charges	21,393	15,842
Accrued expenses	720	1,212
<i>Changes in:</i>		
Trade and other debtors	(162,280)	42,616
Trade and other creditors	133,489	19,203
Cash generated from operations	(141,750)	401,767
Interest paid	(21,393)	(15,842)
Net cash (used in)/from operating activities	<u>(163,143)</u>	<u>385,925</u>
Cash flows from investing activities		
Purchase of tangible assets	(182,129)	(34,416)
Net cash used in investing activities	<u>(182,129)</u>	<u>(34,416)</u>
Cash flows from financing activities		
Proceeds from borrowings	(6,360)	(5,923)
Net cash used in financing activities	<u>(6,360)</u>	<u>(5,923)</u>
Net (decrease)/increase in cash and cash equivalents	(351,632)	345,586
Cash and cash equivalents at beginning of year	744,532	398,944
Cash and cash equivalents at end of year	<u>392,900</u>	<u>744,530</u>

The notes on pages 20 to 37 form part of these financial statements.

Ethnic Youth Support Team
Company Limited by Guarantee
Notes to the Financial Statements
Year ended 31 March 2024

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is UNITS B & C, 11 ST. HELENS ROAD, SWANSEA, SA1 4AB.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal and fall into one of two sub-classes: restricted income funds or endowment funds.

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable, and its amount can be measured reliably.
- legacy income is recognised when receipt is probable, and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Tangible assets *(continued)*

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Freehold property	-	50 years
Fixtures and fittings	-	25% straight line
Motor vehicles	-	25% straight line
Equipment	-	25% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The company is limited by guarantee and does not have a share capital. The liability of the members in the event of the company being liquidated is limited to £1 per member.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations			
Donations	11,550	–	11,550

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Grants			
WCVA	–	–	–
Monmouthshire Council - Youth Project	1,906	8,094	10,000
City & County of Swansea - Families First	–	38,820	38,820
City & County of Swansea - BME Sports	–	20,000	20,000
City & Council of Swansea - SPF Pathways to work	–	55,736	55,736
City & County of Swansea - Summer of Fun	–	–	–
City & County of Swansea - COAST	–	14,000	14,000
Active Inclusion - BME Youth Invest	–	–	–
Platform - Power Up Project	750	2,010	2,760
Young Person's Committee Project	587	(587)	–
Housing Justice - Share Tawe	–	31,773	31,773
Wrexham Council - EDI	–	20,000	20,000
Wrexham Council - Safer Streets	–	11,999	11,999
Wrexham Council - Summer of Fun	–	–	–
Wrexham Council - N.E.W Young Leaders	–	6,000	6,000
Wrexham Council - Community Cohesion Team	–	2,000	2,000
Henry Smith Foundation	3,700	75,300	79,000
Welsh Government - BME CYP	–	138,552	138,552
Welsh Government - SVWYO	3,788	49,991	53,779
Oak Foundation	10,500	(10,500)	–
Lankelly Media - Community Journalism	–	2,000	2,000
Crisis UK	–	–	–
CAF Resilience	–	–	–
Big Lottery - BAME Helpline	–	24,905	24,905
The National Lottery - Sanctuary Hub	–	165,256	165,256
Mind - Time to Change Wales	–	(5,496)	(5,496)
Street Games UK	–	–	–
Race Council Cymru - Multi Cultural Hub	–	–	–
National Theatre Wales	–	–	–
CWVYS - Summer of Fun	–	–	–
Cardiff Council - Summer of Fun	–	–	–
Swansea University - Summer of Fun	–	–	–
Haverfordwest Mosque Partnership	–	20,000	20,000
Flintshire Council - Flintshire Youth Support	–	25,781	25,781
Gwent Police - Urban Safe	–	49,672	49,672
Torfaen Council - Youth Grant	–	15,000	15,000
Vale of Glamorgan Youth Support	–	6,392	6,392
BBC Children in Need - Inspiring Futures	–	–	–
BBC Children in Need - Wrexham Cultures Youth	–	31,372	31,372
BBC Children in Need - Food Resilience	–	10,500	10,500
Joseph Rowntree - RAW	6,532	39,286	45,817
Esme Fairbairn	65,000	–	65,000
Equal Power Equal Voice: All Wales Mentoring	4,142	15,820	19,962
City & County of Swansea - Afghan Project	2,100	25,015	27,116
City & County of Swansea - Homes for Ukraine	20,377	219,175	239,552
Syrian Vulnerable persons' Resettlement Scheme - Pembrokeshire	–	–	–
Refugee Resettlement Scheme - Swansea	5,986	77,743	83,730

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Syrian Vulnerable persons' Resettlement Scheme - Carms	15,660	153,495	169,155
Syrian Vulnerable persons' Resettlement Scheme - Powys	12,512	161,384	173,895
Welsh Government - Equality Grant	8,759	98,122	106,881
Welsh Refugee Council - Asylum Rights	–	–	–
Welsh Refugee Council - Sanctuary Service	–	12,707	12,707
Other grants - unrestricted	–	–	–
Other grants - restricted	–	8,889	8,889
	<u>173,850</u>	<u>1,620,206</u>	<u>1,794,056</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations			
Donations	17,519	–	17,519
Wales & West Housing donation	10,000	–	10,000

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Grants			
WCVA	–	2,000	2,000
Monmouthshire Council - Youth Project	–	10,000	10,000
City & County of Swansea - Families First	2,675	60,429	63,104
City & County of Swansea - BME Sports	–	30,000	30,000
City & Council of Swansea - SPF Pathways to work	–	–	–
City & County of Swansea - Summer of Fun	–	9,000	9,000
City & County of Swansea - COAST	–	–	–
Active Inclusion - BME Youth Invest	3,676	41,092	44,768
Platform - Power Up Project	–	3,012	3,012
Young Person's Committee Project	–	10,874	10,874
Housing Justice - Share Tawe	–	17,199	17,199
Wrexham Council - EDI	–	20,000	20,000
Wrexham Council - Safer Streets	–	13,000	13,000
Wrexham Council - Summer of Fun	–	13,500	13,500
Wrexham Council - N.E.W Young Leaders	–	–	–
Wrexham Council - Community Cohesion Team	–	–	–
Henry Smith Foundation	6,821	79,929	86,750
Welsh Government - BME CYP	–	129,278	129,278
Welsh Government - SVWYO	6,893	45,418	52,311
Oak Foundation	–	107,364	107,364
Lankelly Media - Community Journalism	–	22,000	22,000
Crisis UK	3,230	21,766	24,996
CAF Resilience	–	56,639	56,639
Big Lottery - BAME Helpline	–	142,556	142,556
The National Lottery - Sanctuary Hub	–	123,687	123,687
Mind - Time to Change Wales	–	40,000	40,000
Street Games UK	–	4,000	4,000
Race Council Cymru - Multi Cultural Hub	–	2,000	2,000
National Theatre Wales	–	4,180	4,180
CWVYS - Summer of Fun	–	9,097	9,097
Cardiff Council - Summer of Fun	–	4,000	4,000
Swansea University - Summer of Fun	–	5,361	5,361
Haverfordwest Mosque Partnership	–	20,000	20,000
Flintshire Council - Flintshire Youth Support	–	–	–
Gwent Police - Urban Safe	–	–	–
Torfaen Council - Youth Grant	–	–	–
Vale of Glamorgan Youth Support	–	–	–
BBC Children In Need - Inspiring Futures	3,609	9,646	13,255
BBC Children In Need - Wrexham Cultures Youth	–	29,044	29,044
BBC Children In Need - Food Resilience	–	–	–
Joseph Rowntree - RAW	11,711	66,767	78,478
Esme Fairbairn	84,500	–	84,500
Equal Power Equal Voice: All Wales Mentoring	4,664	20,821	25,486
City & County of Swansea - Afghan Project	2,789	25,513	28,302
City & County of Swansea - Homes for Ukraine	15,078	167,497	182,575
Syrian Vulnerable persons' Resettlement Scheme - Pembs	1,875	14,736	16,612
Refugee Resettlement Scheme - Swansea	12,685	108,318	121,002

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Syrian Vulnerable persons' Resettlement Scheme -	8,671	176,923	185,594
Syrian Vulnerable persons' Resettlement Scheme - Carms	8,671	176,923	185,594
Syrian Vulnerable persons' Resettlement Scheme - Powys	10,669	127,394	138,063
Welsh Government - Equality Grant	(644)	99,726	99,082
Welsh Refugee Council - Asylum Rights	–	12,480	12,480
Welsh Refugee Council - Sanctuary Service	–	–	–
Other grants - unrestricted	2,576	–	2,576
Other grants - restricted	–	3,648	3,648
	<u>208,997</u>	<u>1,909,894</u>	<u>2,118,892</u>

6. Charitable activities

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Research and fee income	64,659	64,659	76,053	76,053
Training and workshop income	19,187	19,187	26,128	26,128
Other Income	334	334	9,601	9,601
Welsh Government Secondment	64,068	64,068	71,889	71,889
BAVO Secondment	–	–	10,385	10,385
	<u>148,248</u>	<u>148,248</u>	<u>194,056</u>	<u>194,056</u>

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Activity type 1	335,568	1,766,859	2,102,427
Support costs	123	15,329	15,451
	<u>335,691</u>	<u>1,782,188</u>	<u>2,117,878</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Activity type 1	118,692	1,889,778	2,008,468
Support costs	5,102	9,398	14,503
	<u>123,794</u>	<u>1,899,176</u>	<u>2,022,971</u>

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

8. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2024	Total fund 2023
	£	£	£	£
Activity type 1	2,102,427	–	2,102,427	2,008,468
Governance costs	–	15,451	15,451	14,503
	<u>2,102,427</u>	<u>15,451</u>	<u>2,117,878</u>	<u>2,022,971</u>

9. Analysis of support costs

	Analysis of support costs activity 1	Total 2024	Total 2023
	£	£	£
Finance costs	125	125	188
Support costs - Accountancy	15,326	15,326	14,313
	<u>15,451</u>	<u>15,451</u>	<u>14,501</u>

10. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2024	2023
	£	£
Depreciation of tangible fixed assets	40,503	32,917

11. Auditors remuneration

	2024	2023
	£	£
Fees payable for the audit of the financial statements	4,000	4,000

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2024	2023
	£	£
Wages and salaries	1,612,989	1,499,116
Employer contributions to pension plans	19,676	15,684
	<u>1,632,665</u>	<u>1,514,800</u>

The average head count of employees during the year was 76 (2023: 72). The average number of full-time equivalent employees during the year is analysed as follows:

	2024	2023
	No.	No.
Number of staff	76	72

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

12. Staff costs *(continued)*

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £129,770 (2023: £99,866).

13. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees

14. Tangible fixed assets

	Land and buildings £	Fixtures and fittings £	Motor vehicles £	Equipment £	Total £
Cost					
At 1 Apr 2023	480,000	21,519	13,000	168,008	682,527
Additions	156,874	–	–	25,255	182,129
At 31 Mar 2024	<u>636,874</u>	<u>21,519</u>	<u>13,000</u>	<u>193,263</u>	<u>864,656</u>
Depreciation					
At 1 Apr 2023	38,400	20,855	13,000	125,575	197,830
Charge for the year	12,737	661	–	27,105	40,503
At 31 Mar 2024	<u>51,137</u>	<u>21,516</u>	<u>13,000</u>	<u>152,680</u>	<u>238,333</u>
Carrying amount					
At 31 Mar 2024	<u>585,737</u>	<u>3</u>	<u>–</u>	<u>40,583</u>	<u>626,323</u>
At 31 Mar 2023	<u>441,600</u>	<u>664</u>	<u>–</u>	<u>42,433</u>	<u>484,697</u>

15. Debtors

	2024 £	2023 £
Trade debtors	10,361	46,539
Other debtors	426,776	233,851
Other debtors	10,000	4,467
	<u>447,137</u>	<u>284,857</u>

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

16. Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	10,161	9,486
Accruals and deferred income	11,760	11,040
Social security and other taxes	26,525	26,496
Other creditors	4,451	4,107
	<u>52,897</u>	<u>51,129</u>

17. Creditors: amounts falling due after more than one year

	2024	2023
	£	£
Debenture loans	211,459	217,819
WCVA: Third Sector Resilience Fund Phase 2 Loan	9,932	21,452
WCVA: Communities Investment Fund Loan	143,962	–
	<u>365,353</u>	<u>239,271</u>

18. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £19,676 (2023: £15,684).

19. Analysis of charitable funds

Unrestricted funds

	At 1 Apr 2023	Income	Expenditure	Transfers	At 31 Mar 2024
	£	£	£	£	£
General funds	<u>648,543</u>	<u>322,097</u>	<u>(335,691)</u>	<u>9,286</u>	<u>644,235</u>

	At 1 Apr 2022	Income	Expenditure	Transfers	At 31 Mar 2023
	£	£	£	£	£
General funds	<u>349,676</u>	<u>403,053</u>	<u>(123,794)</u>	<u>18,839</u>	<u>647,774</u>

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

19. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 Apr 2023	Income	Expenditure	Transfers	At 31 Mar 2024
	£	£	£	£	£
Big Lottery	–	–	–	–	–
WCVA	877	–	(293)	–	584
CC Swansea - Various	1,301	72,820	(71,004)	(1,525)	1,592
Active Inclusion - BME					
Youth Invest	1,417	–	(865)	–	552
Henry Smith	32,530	75,300	(92,895)	23	14,958
CWVYS	–	–	–	–	–
BBC CIN	183	10,500	(6,277)	–	4,406
Swansea Council					
Refugee Resettlement					
Scheme	2,473	77,744	(79,894)	(2)	321
SVPR Scheme Carms	2,202	153,495	(153,072)	(233)	2,392
SVPR Scheme Powys	1,090	161,384	(161,820)	(2)	652
Welsh Government -					
Equality	1,829	98,122	(98,514)	(660)	777
Big Lottery - BME Skills	–	–	–	–	–
Welsh Refugee Council					
- Asylum Rights Project	836	–	(472)	–	364
Citizens Advice Cymru -					
EU Citizens Rights					
Project	162	–	(162)	–	–
Other small grants	193	8,889	(7,186)	(3)	1,893
Joseph Rowntree - RAW	13,024	39,285	(48,949)	(2,366)	994
Cardiff Council	–	–	–	–	–
Big Lottery - Awards For					
All	2,530	–	(2,530)	–	–
Welsh Government -					
CFAP	230,000	–	(5,000)	–	225,000
SRP Pembrokeshire					
County Council	688	–	(344)	–	344
Welsh Government BME					
CYP	1,671	138,552	(132,657)	(151)	7,415
BAWSO Homework					
Club Project	163	–	(163)	–	–
Crisis Homelessness					
Project	2,936	–	(296)	(2,319)	321
Joesph Rowntree -					
Democracy Fund	326	–	(326)	–	–

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

19. Analysis of charitable funds *(continued)*

Vol Sector Emergency Fund - BAME Helpline	1,035	–	(1,035)	–	–
BBC Children In Need - Inspiring Futures	1,171	–	(490)	–	681
WCVA: Third Sector Resilience Fund Phase 2	1,427	–	(713)	–	714
WCVA Vol Sector Emergency Fund - Crisis Project	150	–	(75)	–	75
HMPPS Probation Research	–	–	–	–	–
Newport County Council - Advocacy Project	301	–	(150)	–	151
CAF Resilience Grant	1,952	–	(659)	–	1,293
Swansea Asylum Seekers Support: Share Tawe	8,914	–	–	–	8,914
CC Swansea -Afghan Project Swansea	1,113	25,016	(25,652)	–	477
Lankelly Media Grant - Community Journalism	23,196	2,000	(25,196)	–	–
Equal Power Equal Voice: All Wales Mentoring Scheme	6,412	15,820	(21,655)	(262)	315
Big Lottery - BAME Helpline	32,095	24,905	(56,947)	2	55
Housing Justice - Share Tawe Project	2,026	31,773	(25,093)	–	8,706
Newport Council - Youth Support & Summer of Fun	–	–	–	–	–
Criminal Justice in Wales	–	–	–	–	–
AVOW- Youth-Led Grants Scheme	–	–	–	–	–
Mind: Time to Change Wales	5,496	(5,496)	–	–	–
CC Swansea - Home for Ukraine	12,083	219,175	(228,879)	–	2,379
Wrexham Council EDI Grant	6,781	20,000	(25,840)	–	941
Wrexham Council Safer Streets	8,244	11,999	(16,498)	21	3,766
Wrexham Council - Summer of Fun	2,523	–	(841)	–	1,682
Children In Need - Wrexham Cultures Youth Project	1,117	31,373	(29,748)	–	2,742
National Lottery - Sanctuary Hub	29,243	165,256	(172,441)	–	22,058
Welsh Government - SVWYO	1,770	49,991	(51,346)	–	415

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

19. Analysis of charitable funds *(continued)*

Oak Foundation	107,346	(10,500)	(42,556)	–	54,290
Haverfordwest Mosque Partnership	6,604	20,000	(25,385)	–	1,219
Monmouthshire Council	2,815	8,093	(10,908)	–	–
Swansea University - Summer of Fun	–	–	–	–	–
Platform - Power Up Project	481	2,010	(2,171)	–	320
Streetgames UK	1,905	–	(1,905)	–	–
Race Council Cymru	1,460	–	(1,460)	–	–
National Theatre Wales	4,180	–	(2,376)	(1,804)	–
YPC- Young Person's Committee Project	6,872	(587)	(5,799)	–	486
Flintshire Council - Flintshire Youth Support	–	25,781	(23,891)	–	1,890
Gwent Police Urban Safe	–	49,671	(34,929)	–	14,742
Torfaen Council - Youth Grant	–	15,000	(9,804)	–	5,196
Wrexham Council - N.E.W Young Leaders	–	6,000	(1,180)	–	4,820
Welsh Refugee Council - Sanctuary Service	–	12,707	(12,707)	–	–
Vale of Glamorgan Youth Support	–	6,392	(4,353)	–	2,039
Wrexham Community Cohesion Team	–	2,000	(1,996)	(4)	–
Swansea Council - SPF Pathways to work	–	55,736	(54,791)	–	945
	<u>575,143</u>	<u>1,620,206</u>	<u>(1,782,188)</u>	<u>(9,285)</u>	<u>403,876</u>

	At 1 Apr 2022	Income	Expenditure	Transfers	At 31 Mar 2023
	£	£	£	£	£
Big Lottery	68	766	(65)	–	769
WCVA	1,170	2,000	(293)	(2,000)	877
CC Swansea - Various	1,479	99,429	(99,533)	(74)	1,301
Active Inclusion - BME	–	–	–	–	–
Youth Invest	2,674	41,092	(42,349)	–	1,417
Henry Smith	18,677	79,929	(66,076)	–	32,530
CWVYS	–	9,097	(7,910)	(1,187)	–
BBC CIN	366	–	(183)	–	183
Swansea Council Refugee Resettlement Scheme	8,954	108,317	(114,798)	–	2,473
SVPR Scheme Carms	534	176,923	(175,255)	–	2,202
SVPR Scheme Powys	2,416	127,394	(128,720)	–	1,090
Welsh Government - Equality	2,880	99,727	(102,740)	1,962	1,829

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

19. Analysis of charitable funds *(continued)*

Big Lottery - BME Skills	127	–	(127)	–	–
Welsh Refugee Council - Asylum Rights Project	2,973	12,480	(13,517)	(1,100)	836
Citizens Advice Cymru - EU Citizens Rights Project	323	–	(161)	–	162
Other small grants	–	3,648	(3,455)	–	193
Joseph Rowntree - RAW Cardiff Council	3,602	66,767	(54,280)	(3,065)	13,024
Big Lottery - Awards For All	–	4,000	(4,000)	–	–
Welsh Government - CFAP	5,060	–	(2,530)	–	2,530
SRP Pembrokeshire County Council	235,000	–	(5,000)	–	230,000
Welsh Government BME CYP	1,031	14,737	(15,080)	–	688
BAWSO Homework Club Project	2,246	129,278	(129,853)	–	1,671
Crisis Homelessness Project	326	–	(163)	–	163
Joseph Rowntree - Democracy Fund	271	21,766	(19,101)	–	2,936
Vol Sector Emergency Fund - BAME Helpline	652	–	(326)	–	326
BBC Children In Need - Inspiring Futures	2,070	–	(1,035)	–	1,035
WCVA: Third Sector Resilience Fund Phase 2	16,539	9,646	(25,184)	170	1,171
WCVA Vol Sector Emergency Fund - Crisis Project	5,904	–	(6,082)	1,605	1,427
HMPPS Probation Research	225	–	(75)	–	150
Newport County Council - Advocacy Project	7,000	–	–	(7,000)	–
CAF Resilience Grant Swansea Asylum Seekers Support: Share Tawe	5,023	(768)	(3,973)	19	301
CC Swansea -Afghan Project Swansea	158,016	56,639	(212,703)	–	1,952
Lankelly Media Grant - Community Journalism Equal Power Equal Voice: All Wales	25,000	–	(16,086)	–	8,914
Mentoring Scheme Big Lottery - BAME Helpline	3,114	25,513	(27,514)	–	1,113
	19,070	22,000	(17,874)	–	23,196
	6,413	20,821	(20,822)	–	6,412
	36,990	142,556	(147,451)	–	32,095

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

19. Analysis of charitable funds *(continued)*

Housing Justice - Share Tawe Project	4,980	17,200	(20,154)	–	2,026
Newport Council - Youth Support & Summer of Fun	2,700	–	–	(2,700)	–
Criminal Justice in Wales	110	–	–	(110)	–
AVOW- Youth-Led Grants Scheme	50	–	–	(50)	–
Mind: Time to Change Wales	–	40,000	(34,504)	–	5,496
CC Swansea - Home for Ukraine	–	167,497	(155,414)	–	12,083
Wrexham Council EDI Grant	–	20,000	(13,219)	–	6,781
Wrexham Council Safer Streets	–	13,000	(4,756)	–	8,244
Wrexham Council - Summer of Fun	–	13,500	(10,917)	(60)	2,523
Children In Need - Wrexham Cultures Youth Project	–	29,044	(27,927)	–	1,117
National Lottery - sanctuary Hub	–	123,687	(94,444)	–	29,243
Welsh Government - SVWYO	–	45,418	(43,648)	–	1,770
Oak Foundation	–	107,364	(18)	–	107,346
Haverfordwest Mosque Partnership	–	20,000	(13,396)	–	6,604
Monmouthshire Council	–	10,000	(5,585)	(1,600)	2,815
Swansea University - Summer of Fun	–	5,361	(1,712)	(3,649)	–
Platform - Power Up Project	–	3,012	(2,531)	–	481
Streetgames UK	–	4,000	(2,095)	–	1,905
Race Council Cymru	–	2,000	(540)	–	1,460
National Theatre Wales	–	4,180	–	–	4,180
YPC- Young Person's Committee Project	–	10,874	(4,002)	–	6,872
	<u>584,033</u>	<u>1,909,894</u>	<u>(1,899,176)</u>	<u>(18,839)</u>	<u>575,912</u>

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

20. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	366,447	259,876	626,323
Current assets	643,140	196,898	840,038
Creditors less than 1 year	–	(52,896)	(52,896)
Creditors greater than 1 year	(365,353)	–	(365,353)
Net assets	<u>644,234</u>	<u>403,878</u>	<u>1,048,112</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	215,776	268,921	484,697
Current assets	677,138	352,251	1,029,389
Creditors less than 1 year	(5,100)	(46,029)	(51,129)
Creditors greater than 1 year	(239,271)	–	(239,271)
Net assets	<u>648,543</u>	<u>575,143</u>	<u>1,223,686</u>

21. Analysis of changes in net debt

	At 1 Apr 2023 £	Cash flows £	At 31 Mar 2024 £
Cash at bank and in hand	744,532	(351,631)	392,901
Debt due after one year	(217,819)	6,360	(211,459)
	<u>526,713</u>	<u>(345,271)</u>	<u>181,442</u>

**Ethnic Youth Support Team
Company Limited by Guarantee
Management Information
Year ended 31 March 2024**

The following pages do not form part of the financial statements.

Ethnic Youth Support Team

Company Limited by Guarantee

Detailed Statement of Financial Activities

Year ended 31 March 2024

	2024 £	2023 £
Income and endowments		
Donations and legacies		
Donations	11,550	17,519
Wales & West Housing donation	–	10,000
WCVA	–	2,000
Monmouthshire Council - Youth Project	10,000	10,000
City & County of Swansea - Families First	38,820	63,104
City & County of Swansea - BME Sports	20,000	30,000
City & Council of Swansea - SPF Pathways to work	55,736	–
City & County of Swansea - Summer of Fun	–	9,000
City & County of Swansea - COAST	14,000	–
Active Inclusion - BME Youth Invest	–	44,768
Platform - Power Up Project	2,760	3,012
Young Person's Committee Project	–	10,874
Housing Justice - Share Tawe	31,773	17,199
Wrexham Council - EDI	20,000	20,000
Wrexham Council - Safer Streets	11,999	13,000
Wrexham Council - Summer of Fun	–	13,500
Wrexham Council - N.E.W Young Leaders	6,000	–
Wrexham Council - Community Cohesion Team	2,000	–
Henry Smith Foundation	79,000	86,750
Welsh Government - BME CYP	138,552	129,278
Welsh Government - SVWYO	53,779	52,311
Oak Foundation	–	107,364
Lankelly Media - Community Journalism	2,000	22,000
Crisis UK	–	24,996
CAF Resilience	–	56,639
Big Lottery - BAME Helpline	24,905	142,556
The National Lottery - Sanctuary Hub	165,256	123,687
Mind - Time to Change Wales	(5,496)	40,000
Street Games UK	–	4,000
Race Council Cymru - Multi Cultural Hub	–	2,000
National Theatre Wales	–	4,180
CWVYS - Summer of Fun	–	9,097
Cardiff Council - Summer of Fun	–	4,000
Swansea University - Summer of Fun	–	5,361
Haverfordwest Mosque Partnership	20,000	20,000
Carried forward	(702,634)	(1,098,195)

Ethnic Youth Support Team

Company Limited by Guarantee

Detailed Statement of Financial Activities *(continued)*

Year ended 31 March 2024

	2024 £	2023 £
Brought forward	(702,634)	(1,098,195)
Flintshire Council - Flintshire Youth Support	25,781	–
Gwent Police - Urban Safe	49,672	–
Torfaen Council - Youth Grant	15,000	–
Vale of Glamorgan Youth Support	6,392	–
BBC Children in Need - Inspiring Futures	–	13,255
BBC Children in Need - Wrexham Cultures Youth	31,372	29,044
BBC Children in Need - Food Resilience	10,500	–
Joseph Rowntree - RAW	45,817	78,478
Esmee Fairbairn	65,000	84,500
Equal Power Equal Voice: All Wales Mentoring	19,962	25,486
City & County of Swansea - Afghan Project	27,116	28,302
City & County of Swansea - Homes for Ukraine	239,552	182,575
Syrian Vulnerable persons' Resettlement Scheme - Pembs	–	16,612
Refugee Resettlement Scheme - Swansea	83,730	121,002
Syrian Vulnerable persons' Resettlement Scheme - Carmarthen	169,155	185,594
Syrian Vulnerable persons' Resettlement Scheme - Powys	173,895	138,063
Welsh Government - Equality Grant	106,881	99,082
Welsh Refugee Council - Asylum Rights	–	12,480
Welsh Refugee Council - Sanctuary Service	12,707	–
Other grants - unrestricted	–	2,576
Other grants - restricted	8,889	3,648
	<u>1,794,055</u>	<u>2,118,892</u>
Charitable activities		
Research and fee income	64,659	76,053
Training and workshop income	19,187	26,128
Other Income	334	9,601
Welsh Government Secondment	64,068	71,889
BAVO Secondment	–	10,385
	<u>148,248</u>	<u>194,056</u>
Total income	<u><u>1,942,303</u></u>	<u><u>2,312,948</u></u>

Ethnic Youth Support Team

Company Limited by Guarantee

Detailed Statement of Financial Activities *(continued)*

Year ended 31 March 2024

	2024 £	2023 £
Expenditure		
Expenditure on charitable activities		
Wages and salaries	1,612,989	1,499,116
Pension costs	19,676	15,684
Rent	9,444	7,946
Rates and water	2,015	3,214
Light and heat	26,302	13,622
Repairs and maintenance	20,687	15,935
Insurance	10,796	9,923
Other motor/travel costs	34,747	10,930
Legal and professional fees	45,021	84,984
Telephone	48,005	34,125
Other office costs	18,797	24,584
Depreciation	40,503	32,917
Interest on bank loans and overdrafts	21,268	15,652
Other interest payable and similar charges	125	190
Direct charitable activity 1 - other	8,611	6,218
Direct charitable activity 1 - sundry expenses	6,693	873
Direct charitable activity 1 - donations & sponsorship	2,070	1,220
Direct charitable activity 1 - training & tuition fees	14,731	10,251
Direct charitable activity 1 - visits & events	68,042	81,514
Direct charitable activity 1 - refreshments	5,233	773
Direct charitable activity 1 - film production	–	1,000
Direct charitable activity 1 - beneficiary payments	55,133	17,191
Direct charitable activity 1 - SVPR scheme expenditure	–	24,580
Direct charitable activity 1 - translation & interpretation costs	13,234	6,338
Website costs	257	3,949
External providers	17,875	45,725
Staff Expenses	2,803	26,942
Afghan project costs	1,804	6,115
Ukraine resettlement costs	–	21,460
Participant costs	8,742	–
Host / guest payments	2,275	–
	<u>2,117,878</u>	<u>2,022,971</u>
Total expenditure	<u>2,117,878</u>	<u>2,022,971</u>
Net (expenditure)/income	<u>(175,575)</u>	<u>289,977</u>

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 31 March 2024

	2024 £	2023 £
Expenditure on charitable activities		
Activity type 1		
Activities undertaken directly		
Direct charitable activity 1 - wages/salaries	1,612,989	1,499,116
Direct charitable activity 1 - pension costs	19,676	15,684
Direct charitable activity 1 - rent	9,444	7,946
Direct charitable activity 1 - rates & water	2,015	3,214
Direct charitable activity 1 - light & heat	26,302	13,622
Direct charitable activity 1 - repairs & maintenance	20,687	15,935
Direct charitable activity 1 - insurance	10,796	9,923
Direct charitable activity 1 - other motor/travel costs	34,747	10,930
Direct charitable activity 1 - legal and professional fees	29,695	70,671
Direct charitable activity 1 - telephone & IT costs	48,005	34,125
Direct charitable activity 1 - other office costs	18,797	24,584
Direct charitable activity 1 - depreciation	40,503	32,917
Direct charitable activity 1 - interest on bank loans and overdrafts	21,268	15,652
Direct charitable activity 1 - other	8,611	6,218
Direct charitable activity 1 - sundry expenses	6,693	873
Direct charitable activity 1 - donations & sponsorship	2,070	1,220
Direct charitable activity 1 - training & tuition fees	14,731	10,251
Direct charitable activity 1 - visits & events	68,042	81,514
Direct charitable activity 1 - refreshments	5,233	773
Direct charitable activity 1 - film production	-	1,000
Direct charitable activity 1 - beneficiary payments	55,133	17,191
Direct charitable activity 1 - SVPR scheme expenditure	-	24,580
Direct charitable activity 1 - translation & interpretation costs	13,234	6,338
Website costs	257	3,949
External providers	17,875	45,725
Staff Expenses	2,803	26,942
Afghan project costs	1,804	6,115
Ukraine resettlement costs	-	21,460
Participant costs	8,742	-
Host / guest payments	2,275	-
	<u>2,102,427</u>	<u>2,008,468</u>
Governance costs		
Governance costs - accountancy fees	9,826	9,213
Governance costs - audit fees	5,500	5,100
Governance costs - other finance costs	125	190
	<u>15,451</u>	<u>14,503</u>
Expenditure on charitable activities	<u>2,117,878</u>	<u>2,022,971</u>

ETHNIC YOUTH SUPPORT TEAM

England & Wales - Charity number 1152486

Accounts

06709767

COMPANY REGISTRATION NUMBER:

CHARITY REGISTRATION NUMBER: 1152486

**Ethnic Youth Support Team
Company Limited by Guarantee
Financial Statements
31 March 2023**

GORDON DOWN & PARTNERS

Accountants and Business Advisors & statutory auditor
144 Walter Road
Swansea
SA1 5RW

Ethnic Youth Support Team

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2023

	Page
Trustees' annual report (incorporating the director's report)	1
Independent auditor's report to the members	13
Statement of financial activities (including income and expenditure account)	18
Statement of financial position	19
Statement of cash flows	20
Notes to the financial statements	21
The following pages do not form part of the financial statements	
Detailed statement of financial activities	37
Notes to the detailed statement of financial activities	39

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2023

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2023.

Reference and administrative details

Registered charity name Ethnic Youth Support Team

Charity registration number 1152486

Company registration number 06709767

Principal office and registered office UNITS B & C
11 ST. HELENS ROAD
SWANSEA
SA1 4AB

The trustees

Mr Hywel Vaughan
Ms Shehla Khan
Mr Abdul-Azim Ahmed
Mr Mark Alaszweski
Ms Nimisha Trivedi (Retired 21 September 2022)
Ms Korina Tsioni
Ms Fatiha Rahman
Ms Tahirah Ali (Appointed 18 May 2022)

Auditor Gordon Down & Partners
Accountants and Business Advisors & statutory auditor
144 Walter Road
Swansea
SA1 5RW

Structure, governance and management

Structure

The Management Committee confirms that the annual report and financial statements of the charity comply with the requirements of the charity's governing documents and the provisions of the Charities Statement of Recommended Practice (SORP FRS 102).

Legal Status

The Charity is a company, limited by guarantee, registration number 06709767. It is registered with the Charity Commission, number 1152486.

Method of Appointment

The Management of the Charity is the responsibility of the management Committee and its officers who are elected and co-opted under the terms of the Charity Commission Scheme.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Structure, governance and management *(continued)*

Trustee induction and training

Most trustees are already familiar with the practical work of the charity as most were previously involved in EYST in some way including as long-standing volunteers. They are also regularly invited to take part in team-building and staff development days and other EYST events. They play a key part in the Bi-Annual Staff Development Day which is an organisation-wide visioning day held every June and December.

Additionally, new trustees are invited and encouraged to attend a series of short training sessions to familiarise themselves with the charity and the context within which it operates. These are jointly led by the Chair of the Management Committee and the Director of the charity and cover:

- ÿ The obligations of Management Committee members
- ÿ The main documents which set out the operational framework for the charity including the Memorandum and Articles
- ÿ Resourcing and the current financial position as set out in the latest published accounts
- ÿ Future plans and objectives.

However in view of our recent growth, during the coming year, we plan to strengthen and develop our trustees by undertaking a skills audit and recruiting new trustees to meet identified skills gaps.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Structure, governance and management *(continued)*

Risk Management

The Management Committee has conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Significant external risks to funding have led to the development of a strategic plan which will allow for the diversification of funding and activities. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors to the centre. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

The trustees have conducted their own review of the major risks to which the charity is exposed, where at unacceptable levels, haven taken steps to mitigate those risks. The procedures are periodically reviewed to ensure that they still meet the needs of the charity. The principal risks facing the charity and a summary of the key mitigation actions, are noted below.

Risk: Political opposition from competitors

Mitigating Actions:

- ÿ Focus on building one-to-one relationships with key organisations and individuals
- ÿ Identifying mutual beneficial ways of working and supporting other organisations to achieve their objectives
- ÿ Recognising expertise and seeking to harness and bring together strengths of competitors in a coalition style network

Risk: Partnerships breaking up

Mitigating Actions:

- ÿ Seeking to work with organisations and individuals with shared values
- ÿ Establishing clear partnership agreements from the outset
- ÿ Effectively servicing partnerships with regular meetings and communication, regularly reviewing and evaluating progress.

Risk: Loss of focus/ mission drift

Mitigating Actions:

- ÿ Regular EYST Wales Visioning Days, involving range of stakeholders including staff and volunteers.
- ÿ Regular and effective consultation with key client group
- ÿ Having an engaged, skilled and trained EYST Wales Board who provide challenge and support for EYST leadership.

Risk: Staff malpractice/ a safeguarding failure

Mitigating Actions:

- ÿ Implementing recruitment policies and controls for staff/ volunteers with appropriate DBS checks
- ÿ Regular provision of safeguarding training for all staff and volunteers
- ÿ Effective supervision procedures
- ÿ Effective risk assessment systems in place

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Structure, governance and management *(continued)*

Risk: A major property incident

Mitigating Actions:

ÿ Implementation of ongoing property checks

Risk: Loss of key personnel

Mitigating Actions:

ÿ Regular appraisals & team meetings

ÿ Team development activities

ÿ Quality continuing professional development opportunities

Risk: Reduction in clients / service users

Mitigating Actions:

ÿ Development of activities and community projects to attract and support new members and client groups.

Risk: Loss of funding for projects

Mitigating Actions:

ÿ Diversify funding streams

ÿ Generate own income

ÿ Boost public donations

Key management remuneration

The board of Trustees together with key staff members are considered to be the key management personnel of the charity. Details of payments to / from Trustees are disclosed in note 13 to the accounts. Payments made to other key management personnel are given in note 12. The level of payment made to all key management personnel is reviewed annually by Trustees.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Structure, governance and management *(continued)*

Organisational structure

In March of 2022 our Long serving CEO moved onto to become the Children's Commissioner of Wales. As a result of this move the leadership and structure within EYST has changed. EYST is now led by our Co-Directors Helal Uddin, Head of Services & Partnerships and Lloyd Williams, Head of People & Governance. The Co-Directors have oversight over the 9 different teams within EYST, with the 8 team leads reporting directly to their respective Co-Director. Our Head of Services & Partnerships leads our Youth Support Team, BME CYP Team, Refugee Resettlement Project (Swansea), Refugee Resettlement Scheme (Carmarthenshire, Powys & Pembrokeshire) and our All-Wales Engagement Project. Our of Head of People & Governance leads our Sanctuary Team, Helpline Team, Finance Team and RAW (Race Alliance Wales).

These 8 Team Leads report to the Co-Directors and are responsible for the day-to-day line management and supervision of staff members within their designated teams. The Co-Directors is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met. The Team Leads have responsibility for the day-to-day operational management of staff, individual supervision of the staff team and also ensuring that the team continue to develop their skills and working practices in line with good practice.

Objectives and activities

The objectives of EYST are to continue to focus on helping BME young people, families and individuals living in Wales to contribute, participate and feel a valued part of Wales, through various projects focusing on youth support, family support, sporting activities, education, health and employment support. They are also to continue to challenge racial stereotypes and promote understanding and community cohesion amongst the wider public.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Objectives and activities *(continued)*

Annual Report

Welcome to our Annual Report for 2022, the 17th year of our existence, and one which has had many highlights, as well as challenges. We have also been grateful for the generous support from a range of funders to respond to new areas of need to support ethnic minority people across Wales. Hard work was at the core of this year, and our frontline services continued to be incredibly busy. Our refugee resettlement team continued to expand supporting hundreds of individuals and families in Powys, Swansea and Carmarthenshire, as well as Pembrokeshire.

Our Black and Minority Ethnic Children and Young People (BME CYP) project supporting ethnic minority children and families in Newport, Wrexham, Cardiff and Swansea, was also exceptionally busy - the team supported 326 children during 2021, delivered over 3400 advice and support sessions, and delivered 17 training and awareness sessions to 158 professionals from across Wales.

On a more strategic level, our All Wales Black, Asian and Minority Ethnic Engagement Programme was also very busy continuing to support Welsh Government's consultation on their important Anti-Racist Wales Action Plan, and we facilitated a high number of online consultation sessions to ensure a range of voices were heard including those of young people, older people, women, men, refugees and asylum-seekers.

Once again, as we look forward to 2024, we give huge thanks to all our funders, supporters, staff, volunteers and service users, without whom nothing would be possible.

In solidarity,

EYST Board of Trustees

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Achievements and performance

Summary of Key Projects and Activities

BME Sport Cymru

Our BME Sports Swansea continued to work hard in 2021 to provide opportunities to both individuals and groups. Basit, our project officer supported by Swansea Council and Sport Wales, worked hard to continue to provide opportunities in challenging conditions. Like many projects the BME Sports project had to adapt to the pandemic. This included handing out a lot of equipment to young people across Swansea and taking some of our activities outdoors and into fresh air. The pandemic highlighted once again the importance of sport and activity for mental health and well-being.

Family Link Project

The Family Link Project provides culturally and emotionally sensitive support through a designated Team. The team continues to use the family approach, covering families and young people between the ages of 11 to 19; including all Black Asian and Minority Ethnic communities across Swansea. Some of the support we provided in the last year ranged from domestic/sexual violence, family/relationship breakdown, employment, training, housing, volunteering, education, parenting, welfare rights and working with schools to tackle bullying and racism. Over the last year we have supported 46 families and 219 individuals. We received referrals from Social Services, schools, job centres, Individual Domestic Violence Adviser (IDVA), within Ethnic Minorities Youth Support Team and other organisations such as YMCA, Swansea MIND, African Community Centre, Citizens Advice and SCVS as well as self-referrals. Specifically, we have worked with 16 families, who have all received support with parenting skills, and 10 domestic violence cases. This year, we have worked with 29 of our partner organisations, helping to directly support our clients. Thankfully we have closed 45 cases with a positive outcome. Thank you to our funders for enabling us to provide much needed support to the community of Swansea.

BME CYP Project

Our BME CYP Project went from strength in 2021, funded by the Welsh Government our project workers led by Fateha Ahmed supported young people and families across Wales. The BME CYP Project works across Cardiff, Newport and Wrexham providing one to one and group support across the full range of topics including well-being, housing, benefits advice, employment and education. The work of the project continues to enhance and develop our work in Newport and Wrexham which are two of our newer areas, and both have shown the great need there is across Wales for quality holistic and culturally sensitive support.

Sanctuary Hub

Our Sanctuary Hub funded by the National Lottery Community Fund has been able to provide a safe space for sanctuary seekers to access a wide range of support and activities including Volunteering. The key for the Hub was given to us just before the COVID-19 Pandemic and as a result of the lockdown we have been in and out completing the work and it has been wonderful to welcome back our volunteers and clients to the space and seeing the support being delivered in person.

Refugee & Asylum Advice Project

Our refugee and asylum support, funded by the Henry Smith Foundation, which is one of our longest running projects, was able to make a smooth transition to working remotely. Much of this was due to the resilience, dedication and skill of our support workers. The demand for this support reached incredibly high levels particularly in the face of the uncertainty around the asylum process and the Home Office systems during the pandemic. Our team was able to support 600 different clients in over 3000 advice sessions in a year. Staff supported our clients in a range of issues including employment, asylum related issues, housing, health and financial issues. During this time the staff embodied the saying "Where there is a will, there is a way".

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

EYST Crisis project

The Crisis project was born out of the pandemic, resulting from the ongoing challenges faced by individuals and families from asylum and refugee backgrounds. Originally funded by the Children's society then later by the WCVA, the project was able to provide support to the most vulnerable in our communities, including help with access to electronic devices including laptops, tablets and mobile data. This project came at a crucial time for our clients as the pandemic highlighted issues of access to IT IT IT equipment and data. This was particularly felt by Sanctuary-seeking families with school-age children.

Supporting the resettlement of refugees in Wales

Swansea

The first families we received on the Resettlement Programme back in 2016 came to the end of the 5 year period. To mark this special moment, goodbye celebrations were held in the presence of Swansea Lord Mayor Mark Child, and later, Mary Jones, as we wished the best to the families. While bittersweet, we have welcomed new families resettling in Wales as we understand the profound impact this can have over time. Client families have resumed life through education and employment access while getting to to know Wales.

Carmarthenshire

The team were privileged to be the first team to receive the first Ukrainian refugee family in Wales and continue doing their brilliant support work with families from Syria and Afghanistan as well as Ukraine.

Pembrokeshire

Our support for refugee families has reached Pembrokeshire this year and our support worker Tammy Foley is doing a fantastic job of supporting families from Syria.

Powys

Our dedicated team comprising Caroline Massey, Eiman Nabag, Hamed Hassoun, Julie Hassoun, Shabnam Brookbank and Chris Brookbank keep up their amazing work supporting refugee families from Syria, Afghanistan and Ukraine. The families are distributed in Ystradgynlais, Newtown, Welshpool and Llandrindod Wells.

BME Youth Invest & BME Invest Project

The BME Invest project funded by WCVA via European funding continued our employability projects into 2021 after closing two successful projects in Swansea and one in Cardiff. The team, led by Deb Cooze focused on finding 16-hour, 16-week placements for both young people aged 18-24 or over 25s in long term unemployment. Three projects targeted young people: Jess Perkins was based in Cardiff and Newport, Rajmin Begum worked from Swansea, Neath Port Talbot and Carmarthenshire and Anna Szymanska's project centred on Wrexham. Aderinola Omole worked with the over 25s in Swansea and Carmarthenshire. Between them they found placements for 40 participants. The placements were with a wide range of wonderful Third Sector, public and private sector firms providing unique opportunities for our participants, many of whom would not have had the opportunity outside of this project. The team worked tirelessly to provide the participants with the best support and guidance for them to succeed in their placement and find sustainable employment upon completion.

"The placements were with a wide range of wonderful Third Sector, public and private sector firms providing unique opportunities for our participants, many of whom would not have had the opportunity outside of this project."

BAME Helpline

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

After a successful pilot, the Multi-lingual Helpline Wales (formerly BAME Helpline) extends its offering for a further two years after securing funding from the National Lottery Community Fund. In the new phase, a LiveChat facility was added, allowing clients an alternative to phoning in or reaching out via text/email. Citizen's Advice Cymru, Women Connect First and Promo Cymru remain partners on the project as we work collaboratively to combat the digital and language barriers first identified in the pilot phase. Project Manager Derin Omole and call handlers Debanjali Bhattacharjee, Anna Szymanska and Sadia Malik saw the project through to the winter period, offering one-to-one support and client referrals on a range of topics including employment, housing, welfare entitlements and mental health. With access to a pool of interpreters and a team that speaks 7 languages, language is never an issue.

Telling Our Own Stories

EYST teamed up with The People Newsroom and On Our Radar to deliver training to individual Community Journalists - empowering our communities to Tell Their Own Stories. We created a bespoke training program which looked at many aspects of journalism, with the aim to build and support a community newsroom which is focused on those who have been traditionally marginalised by the media. The Community Journalists have been supported to learn about, design and research many different aspects of journalism. Through this project the Community Journalists learnt and understood how they could use journalism to create meaningful work which would have a positive impact on their communities and help find solutions and raise awareness of local issues.

Volunteering

We have been able to reintroduce Volunteering back across our Work which has been wonderful to see, particularly in new areas including Wrexham and Newport, volunteering has always been at the heart of our work the power of volunteering to inspire, support and develop change cannot be underestimated.

All Wales Engagement Project

All Wales Engagement Programme proceeded to host a series of online focused forums to enable people to respond to Welsh Government's consultation on its Race Equality Action Plan. We made sure that the diverse voices of young people and older people were not omitted from this conversation and are happy to announce that this has since been acknowledged in the recent publication from Welsh Government. Sadly, the project's long-time Programme Lead Ginger Wiegand left. Her efforts were invaluable in the development of the project. We were also excited to see our Routes to Public Life Mentoring Programme enter a new phase as a cross-equalities project delivered in partnership with WEN Wales, Stonewall Cymru and Disability Wales titled Equal Power Equal Voice!

Race Alliance Wales

RAW (Race Alliance Wales) is an initiative which aims to act as a collaborative and self-directed platform for individuals and organisations interested in achieving race equality in Wales. RAW is driven and guided by the RAW Steering group but EYST hosts the RAW staff members. 2021 was a very busy time for the Race Alliance Wales, the expanded team released two exciting reports Show us you care: exploring the cumulative impact of racism upon racialised young people in the Welsh education system and Do Do the right thing: achieving equity in racialised representation in public and political life in Wales. RAW continued to increase its membership to reach a wider audience and enhance the impact of its research. For more information: www.racealliance.wales

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Financial review

Financial position

The Charity's net incoming resources for the year amounted to £289,977 (compared to net incoming resources of £122,976 in 2022). The restricted incoming resources for the year of £1,909,128 consists largely of grant income received. These funds were expended on salaries and agreed overheads. Any unspent revenue income is carried forward to next year. The total unrestricted funds at the end of the year represent the Charity's free reserves and amounted to £648,543 (2022 - £349,676). The total restricted reserves at the year end amount to £575,143 (2022 - £584,033).

Reserves policy

EYST's reserves policy is to seek to establish and then maintain sufficient level of reserves to enable normal operating activities to continue over a period of up to 6 months should a shortfall in income occur and to take account of potential risks and contingencies that may arise from time to time. EYST's annual income fluctuates but has remained at a similar level to the previous year, when we had a significant increase, however this is still made up mainly of project-specific funding. Core costs are deemed to be premises expenditure and Chief Executive/Co-Director's salary, as well as key project staff who are considered to be integral to EYST's core services. Altogether, these core costs amount to approximately £200k annually. We continue to have a number of large grants which are paid quarterly in arrears, meaning that at any one time we are owed between £100k-£150k. For this reason, it is necessary to increase our target reserves figure to £300k to allow for expenditure in advance, together with 6 months core running costs.

EYST will endeavour to grow its reserves to the agreed target by undertaking the following fundraising activities:

- * Delivering Training Services to Professionals and Young People
- * Hiring out of EYST Centre to community groups
- * Fundraising activities including Dinners, Sponsored Runs, Public Donations, etc, (to be agreed annually at EYST's Annual Visioning Day)

Expenditure of EYST reserves is at the discretion of the Trustees but should be avoided where reserves fall below the target of 6 months' core running costs. Circumstances in which expenditure of reserves can be justified is where the sustainability, survival or safe delivery of EYST core services is at risk without the expenditure. Should EYST reserves grow in excess of the target then steps will be taken by the Trustees to identify the most effective ways of spending the reserves which are in excess of 6 months running costs in order to maximise benefits to the charity in accordance with its charitable objectives. EYST Trustees are presented with regular information relating to the charity's reserves levels and agree any actions to be taken relating to expenditure or generation of reserves. This policy is reviewed at least annually, taking into account the charity's changing financial picture.

Going concern

Having considered budgets for the next twelve months, the Trustees are confident that the Charity will continue to meet its liabilities as they fall due for the foreseeable future and consider that there are no material uncertainties about EYST's ability to continue as a going concern. It is therefore considered appropriate by the Trustees to prepare the financial statements on a going concern basis.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Plans for future periods

Our future plans are to continue consolidating our position as a Wales-wide organisation, and further develop our services in Cardiff, Newport and Wrexham. These include a commitment to continue to provide frontline services to Young people, families and individuals seeking Sanctuary. In Cardiff, we will continue to develop our new offices in Butetown and continue to develop our services in Newport and Wrexham. We plan to continue to develop our role as Lead Body for Race, under Welsh Government's funding of the All Wales Engagement Programme. In Swansea, we will focus on maintaining our core services. Over the last several years we have committed to improving our internal mechanisms and HR provision and we will continue to do this to support our expanding work. We will look to to continue to work in partnership to further meet the needs of our client base.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. 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.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on and signed on behalf of the board of trustees by:

Ms Shehla Khan
Trustee

Charity Secretary

Ethnic Youth Support Team

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ethnic Youth Support Team

Year ended 31 March 2023

Opinion

We have audited the financial statements of Ethnic Youth Support Team (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, 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 FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Ethnic Youth Support Team

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ethnic Youth Support Team

(continued)

Year ended 31 March 2023

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Ethnic Youth Support Team

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ethnic Youth Support Team

(continued)

Year ended 31 March 2023

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) 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

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 extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory frameworks that are applicable to the entity and determined that the most significant are those that relate to: FRS102 Employment law

Tax & pension law

Charities SORP

Health & safety

We assessed the risks of material misstatement in respect of fraud as follows: We inquired with management about the existence of fraud and if there were any unusual transactions or relationships. We also performed various tests on the records to check for misstatement. We did not identify any issues.

We considered the risk of fraud through management override and, in response, we incorporated testing of adjusting entries into our audit approach.

Based on the results of our risk assessment we designed our audit procedures to identify and to address material misstatements in relation to fraud. We considered the possibility of fraudulent payments to third parties and also looked for segregation of duties.

A further description of our responsibilities for the audit of the financial statements is located on the FRC's website at <https://www.frc.org.uk/auditorsresponsibilities>.

Ethnic Youth Support Team

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ethnic Youth Support Team *(continued)*

Year ended 31 March 2023

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Ethnic Youth Support Team

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ethnic Youth Support Team *(continued)*

Year ended 31 March 2023

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members 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 members as a body, for our audit work, for this report, or for the opinions we have formed.

Laurence Cohen (Senior Statutory Auditor)

For and on behalf of
Gordon Down & Partners
Accountants and Business Advisors & statutory auditor
144 Walter Road
Swansea
SA1 5RW

Ethnic Youth Support Team
Company Limited by Guarantee
Statement of Financial Activities
(including income and expenditure account)

Year ended 31 March 2023

	Note	2023			2022
		Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	209,764	1,909,128	2,118,892	1,821,655
Charitable activities	6	194,056	–	194,056	125,270
Total income		<u>403,820</u>	<u>1,909,128</u>	<u>2,312,948</u>	<u>1,946,925</u>
Expenditure					
Expenditure on charitable activities	7,8	123,792	1,899,179	2,022,971	1,833,949
Total expenditure		<u>123,792</u>	<u>1,899,179</u>	<u>2,022,971</u>	<u>1,833,949</u>
Net income		<u>280,028</u>	<u>9,949</u>	<u>289,977</u>	<u>112,976</u>
Transfers between funds		18,839	(18,839)	–	–
Net movement in funds		<u>298,867</u>	<u>(8,890)</u>	<u>289,977</u>	<u>112,976</u>
Reconciliation of funds					
Total funds brought forward		349,676	584,033	933,709	820,732
Total funds carried forward		<u>648,543</u>	<u>575,143</u>	<u>1,223,686</u>	<u>933,708</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 21 to 34 form part of these financial statements.

Ethnic Youth Support Team

Company Limited by Guarantee

Statement of Financial Position

31 March 2023

	Note	2023 £	2022 (restated) £
Fixed assets			
Tangible fixed assets	14		483,198
Current assets			
Debtors	15	284,857	327,473
Cash at bank and in hand		744,532	398,944
		<u>1,029,389</u>	<u>726,417</u>
Creditors: amounts falling due within one year	16	<u>51,129</u>	<u>28,889</u>
Net current assets		<u>978,260</u>	<u>697,528</u>
Total assets less current liabilities		<u>1,462,957</u>	<u>1,180,726</u>
Creditors: amounts falling due after more than one year	17	<u>239,271</u>	<u>247,019</u>
Net assets		<u>1,223,686</u>	<u>933,707</u>
Funds of the charity			
Restricted funds		575,143	584,032
Unrestricted funds		648,543	349,675
Total charity funds	19	<u>1,223,686</u>	<u>933,707</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on, and are signed on behalf of the board by:

Ms Shehla Khan
Trustee

The notes on pages 21 to 34 form part of these financial statements.

Ethnic Youth Support Team

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2023

	2023	2022
	£	(restated) £
Cash flows from operating activities		
Net income	289,977	112,976
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	32,917	37,801
Interest payable and similar charges	15,842	36,675
Accrued expenses/(income)	1,212	(4,932)
<i>Changes in:</i>		
Trade and other debtors	42,616	(161,475)
Trade and other creditors	19,203	(4,517)
Cash generated from operations	401,767	16,528
Interest paid	(15,842)	(36,675)
Net cash from/(used in) operating activities	<u>385,925</u>	<u>(20,147)</u>
Cash flows from investing activities		
Purchase of tangible assets	(34,416)	(247,718)
Net cash used in investing activities	<u>(34,416)</u>	<u>(247,718)</u>
Cash flows from financing activities		
Proceeds from borrowings	(5,923)	223,742
Net cash (used in)/from financing activities	<u>(5,923)</u>	<u>223,742</u>
Net increase/(decrease) in cash and cash equivalents	345,586	(44,123)
Cash and cash equivalents at beginning of year	398,946	443,071
Cash and cash equivalents at end of year	<u>744,532</u>	<u>398,948</u>

The notes on pages 21 to 34 form part of these financial statements.

Ethnic Youth Support Team
Company Limited by Guarantee
Notes to the Financial Statements
Year ended 31 March 2023

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is UNITS B & C, 11 ST. HELENS ROAD, SWANSEA, SA1 4AB.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Tangible assets *(continued)*

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Freehold property	-	50 years
Fixtures and fittings	-	25% straight line
Motor vehicles	-	25% straight line
Equipment	-	25% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The company is limited by guarantee and does not have a share capital. The liability of the members in the event of the company being liquidated is limited to £1 per member.

5. Donations and legacies

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Donations			
Donations	17,519	–	17,519
Wales & West Housing donation	10,000	–	10,000
Grants			
WCVA – Volunteering Project	–	2,000	2,000
City & County of Swansea – Family First	2,675	60,429	63,104
City & County of Swansea – BME Sports	–	30,000	30,000
City & County of Swansea – Summer of Fun	–	9,000	9,000
Active Inclusion – BME Youth Invest	3,676	41,092	44,768
Henry Smith Foundation	6,821	79,929	86,750
CWVYS – Summer of Fun	–	9,097	9,097
Swansea RRP	12,684	108,318	121,002
Carmarthenshire RRP	8,671	176,923	185,594
Powys RRP	10,669	127,394	138,063
Pembrokeshire RRP	1,876	14,736	16,612
CC Swansea – Homes for Ukraine	15,078	167,497	182,575
Welsh Government – Equality	-644	99,726	99,082
Welsh Government – BME CYP	–	129,278	129,278
Welsh Refugee Council	–	12,480	12,480
Joseph Rowntree	11,711	66,767	78,478
Cardiff Council – Summer of Fun	–	4,000	4,000
Crisis UK	3,230	21,766	24,996
BBC Children in Need – Inspiring Futures	3,609	9,646	13,255
CAF Resilience	–	56,639	56,639
CC Swansea – Afghan Project	2,789	25,513	28,302
Lankelly Media – Community Journalism	–	22,000	22,000
Equal Power Equal Voice – All Wales Mentoring	4,664	20,821	25,485

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

5. Donations and legacies *(continued)*

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Big Lottery – BAME Helpline	–	142,556	142,556
Share Tawe – Housing Justice	–	17,199	17,199
Mind – Time to Change	–	40,000	40,000
Wrexham Council	–	46,500	46,500
BBC CIN – Wrexham Cultures Youth Project	–	29,044	29,044
National Lottery – Sanctuary Hub	–	123,687	123,687
Welsh Government – SVWYO	6,893	45,418	52,311
Oak Foundation	–	107,364	107,364
Haverfordwest Mosque Partnership	–	20,000	20,000
Monmouthshire Council	–	10,000	10,000
Swansea University – Summer of Fun	–	5,361	5,361
Platform – Power Up Project	–	3,012	3,012
Street Games UK	–	4,000	4,000
Esme Fairbairn	84,500	–	84,500
Race Council Cymru	–	2,000	2,000
National Theatre Wales	–	4,180	4,180
Young Person’s Committee Project	–	10,874	10,874
Other grants	3,344	2,880	6,224
	<u>209,764</u>	<u>1,909,128</u>	<u>2,118,892</u>

	Unrestricted Funds	Restricted Funds	Total Funds 2022 <i>(restated)</i>
	£	£	£
Donations			
Donations	9,509	–	9,509
Wales & West Housing donation	–	–	–

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

5. Donations and legacies *(continued)*

	Unrestricted Funds	Restricted Funds	Total Funds 2022 <i>(restated)</i>
	£	£	£
Grants			
Grant Income	74,849	1,734,215	1,809,064
Other grants - unrestricted	3,082	–	3,082
Other grants - restricted	–	–	–
	<u>87,440</u>	<u>1,734,215</u>	<u>1,821,655</u>

6. Charitable activities

	Unrestricted Funds	Total Funds 2023	Unrestricted Funds	Total Funds 2022 <i>(restated)</i>
	£	£	£	£
Research and fee income	76,053	76,053	–	–
Training and workshop income	26,128	26,128	17,254	17,254
Other Income	9,601	9,601	33,352	33,352
Welsh Government Secondment	71,889	71,889	51,297	51,297
BAVO Secondment	10,385	10,385	23,367	23,367
	<u>194,056</u>	<u>194,056</u>	<u>125,270</u>	<u>125,270</u>

7. Expenditure on charitable activities by fund type

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Activity type 1	118,692	1,889,778	2,008,468
Support costs	5,100	9,401	14,503
	<u>123,792</u>	<u>1,899,179</u>	<u>2,022,971</u>

	Unrestricted Funds	Restricted Funds	Total Funds 2022 <i>(restated)</i>
	£	£	£
Activity type 1	103,355	1,718,400	1,821,755
Support costs	4,150	8,044	12,194
	<u>107,505</u>	<u>1,726,444</u>	<u>1,833,949</u>

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

8. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2023	Total fund 2022
	£	£	£	£
Activity type 1	2,008,468	–	2,008,468	1,821,755
Governance costs	–	14,503	14,503	12,194
	<u>2,008,468</u>	<u>14,503</u>	<u>2,022,971</u>	<u>1,833,949</u>

9. Analysis of support costs

	Analysis of support costs activity 1	Total 2023	Total 2022
	£	£	£
Finance costs	188	188	134
Support costs - Accountancy	14,313	14,313	12,042
	<u>14,501</u>	<u>14,501</u>	<u>12,176</u>

10. Net income

Net income is stated after charging/(crediting):

	2023	2022 <i>(restated)</i>
	£	£
Depreciation of tangible fixed assets	32,917	37,801
Operating lease rentals	–	545
	<u>–</u>	<u>545</u>

11. Auditors remuneration

	2023	2022 <i>(restated)</i>
	£	£
Fees payable for the audit of the financial statements	4,000	4,000
	<u>4,000</u>	<u>4,000</u>

12. Staff costs

The average head count of employees during the year was 72 (2022: 71). The average number of full-time equivalent employees during the year is analysed as follows:

	2023 No.	2022 No.
Number of staff	72	71
	<u>72</u>	<u>71</u>

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

Key Management Personnel

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

12. Staff costs *(continued)*

During the financial year, payments made to key personnel amount to £99,866 in total, (£130,872 in 2022).

13. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees

14. Tangible fixed assets

	Land and buildings £	Fixtures and fittings £	Motor vehicles £	Equipment £	Total £
Cost					
At 1 Apr 2022 (as restated)	480,000	21,519	13,000	133,592	648,111
Additions	–	–	–	34,416	34,416
At 31 Mar 2023	<u>480,000</u>	<u>21,519</u>	<u>13,000</u>	<u>168,008</u>	<u>682,527</u>
Depreciation					
At 1 Apr 2022	28,800	20,194	13,000	102,919	164,913
Charge for the year	9,600	661	–	22,656	32,917
At 31 Mar 2023	<u>38,400</u>	<u>20,855</u>	<u>13,000</u>	<u>125,575</u>	<u>197,830</u>
Carrying amount					
At 31 Mar 2023	<u>441,600</u>	<u>664</u>	<u>–</u>	<u>42,433</u>	<u>484,697</u>
At 31 Mar 2022	<u>451,200</u>	<u>1,325</u>	<u>–</u>	<u>30,673</u>	<u>483,198</u>

15. Debtors

	2023 £	2022 <i>(restated)</i> £
Trade debtors	46,539	–
Other debtors	233,851	323,006
Other debtors	4,467	4,467
	<u>284,857</u>	<u>327,473</u>

16. Creditors: amounts falling due within one year

	2023 £	2022 <i>(restated)</i> £
Trade creditors	9,486	–
Accruals and deferred income	11,040	9,828
Social security and other taxes	26,496	16,286
Other creditors	4,107	2,775
	<u>51,129</u>	<u>28,889</u>

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

17. Creditors: amounts falling due after more than one year

	2023	2022 <i>(restated)</i>
	£	£
Debenture loans	217,819	223,742
WCVA: Third Sector Resilience Fund Phase 2 Loan	21,452	23,277
	<u>239,271</u>	<u>247,019</u>

18. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £15,684 (2022: £12,981).

19. Analysis of charitable funds

Unrestricted funds

	At 1 Apr 2022	Income	Expenditure	Transfers	At 31 Mar 2023
	£	£	£	£	£
General funds	349,676	403,820	(123,792)	18,839	648,543

	At 1 Apr 2021	Income	Expenditure	Transfers	At 31 Mar 2022
	£	£	£	£	£
General funds	270,096	212,710	(107,505)	(25,626)	349,675

Restricted funds

	At 1 Apr 2022	Income	Expenditure	Transfers	At 31 Mar 2023
	£	£	£	£	£
Big Lottery	68	–	(68)	–	–
WCVA	1,170	2,000	(293)	(2,000)	877
CC Swansea - Various	1,479	99,429	(99,533)	(74)	1,301
Active Inclusion - BME					
Youth Invest	2,674	41,092	(42,349)	–	1,417
Henry Smith	18,677	79,929	(66,076)	–	32,530
CWVYS	–	9,097	(7,910)	(1,187)	–
Children's Society - Interpretation project	–	–	–	–	–
BBC CIN	366	–	(183)	–	183
BME Sports	–	–	–	–	–
Swansea Council					
Refugee Resettlement Scheme	8,954	108,317	(114,798)	–	2,473
SVPR Scheme Carms	534	176,923	(175,255)	–	2,202
SVPR Scheme Powys	2,416	127,394	(128,720)	–	1,090
Welsh Government - Equality	2,880	99,727	(102,740)	1,962	1,829

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

19. Analysis of charitable funds *(continued)*

Lloyds Foundation	–	–	–	–	–
Big Lottery - BME Skills	127	–	(127)	–	–
Welsh Refugee Council - Asylum Rights Project	2,973	12,480	(13,517)	(1,100)	836
Citizens Advice Cymru - EU Citizens Rights Project	323	–	(161)	–	162
Other small grants	–	3,648	(3,455)	–	193
Welsh Government - Don't Hate, Eduate	–	–	–	–	–
Joseph Rowntree - RAW	3,602	66,767	(54,280)	(3,065)	13,024
Cardiff Council	–	4,000	(4,000)	–	–
Big Lottery - Awards For All	5,060	–	(2,530)	–	2,530
Welsh Government - CFAP	235,000	–	(5,000)	–	230,000
SRP Pembrokshire County Council	1,031	14,737	(15,080)	–	688
Welsh Government BME CYP	2,246	129,278	(129,853)	–	1,671
BAWSO Homework Club Project	326	–	(163)	–	163
Big Lottery - We Ae Wales	–	–	–	–	–
Crisis Homelessness Project	271	21,766	(19,101)	–	2,936
Joseph Rowntree - Democracy Fund	652	–	(326)	–	326
Vol Sector Emergency Fund - BAME Helpline	2,070	–	(1,035)	–	1,035
BBC Children In Need - Inspiring Futures	16,539	9,646	(25,184)	170	1,171
WCVA: Third Sector Resilience Fund Phase 2	5,904	–	(6,082)	1,605	1,427
WCVA Vol Sector Emergency Fund - Crisis Project	225	–	(75)	–	150
HMPPS Probation Research	7,000	–	–	(7,000)	–
Newport County Council - Advocacy Project	5,023	(768)	(3,973)	19	301
CAF Resilience Grant	158,016	56,639	(212,703)	–	1,952

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

19. Analysis of charitable funds *(continued)*

Swansea Asylum Seekers Support: Share Tawe	25,000	–	(16,086)	–	8,914
Wrexham Council Winter of Wellbeing & Youth Support	–	–	–	–	–
CC Swansea -Afghan Project Swansea	3,114	25,513	(27,514)	–	1,113
Lankelly Media Grant - Community Journalism Equal Power Equal Voice: All Wales Mentoring Scheme	19,070	22,000	(17,874)	–	23,196
National Museum Nat Wales - Swansea Winter of Wellbeing	6,413	20,821	(20,822)	–	6,412
Big Lottery - BAME Helpline	–	–	–	–	–
Housing Justice - Share Tawe Project	36,990	142,556	(147,451)	–	32,095
Newport Council - Youth Support & Summer of Fun	4,980	17,200	(20,154)	–	2,026
Criminal Justice in Wales	2,700	–	–	(2,700)	–
AVOW- Youth-Led Grants Scheme	110	–	–	(110)	–
Mind: Time to Change Wales	50	–	–	(50)	–
CC Swansea - Home for Ukraine	–	40,000	(34,504)	–	5,496
Wrexham Council EDI Grant	–	167,497	(155,414)	–	12,083
Wrexham Council Safer Streets	–	20,000	(13,219)	–	6,781
Wrexham Council - Summer of Fun Children In Need - Wrexham Cultures Youth Project	–	13,000	(4,756)	–	8,244
National Lottery - Sancturay Hub	–	13,500	(10,917)	(60)	2,523
Welsh Government - SVWYO	–	29,044	(27,927)	–	1,117
Oak Foundation	–	123,687	(94,444)	–	29,243
Haverfordwest Mosque Partnership	–	45,418	(43,648)	–	1,770
Monmouthshire Council	–	107,364	(18)	–	107,346
	–	20,000	(13,396)	–	6,604
	–	10,000	(5,585)	(1,600)	2,815

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

19. Analysis of charitable funds *(continued)*

Swansea University - Summer of Fun Platform - Power Up Project	–	5,361	(1,712)	(3,649)	–
Streetgames UK	–	3,012	(2,531)	–	481
Race Council Cymru	–	4,000	(2,095)	–	1,905
National Theatre Wales	–	2,000	(540)	–	1,460
YPC- Young Person's Committee Project	–	4,180	–	–	4,180
	–	10,874	(4,002)	–	6,872
	<u>584,033</u>	<u>1,909,128</u>	<u>(1,899,179)</u>	<u>(18,839)</u>	<u>575,143</u>

	At 1 Apr 2021	Income	Expenditure	Transfers	At 31 Mar 2022
	£	£	£	£	£
Big Lottery	2,795	(2)	(2,726)	–	67
WCVA	–	20,000	(17,440)	(1,391)	1,169
CC Swansea - Various	6,219	93,251	(99,713)	1,721	1,478
Active Inclusion - BME					
Youth Invest	2,427	161,412	(161,446)	282	2,675
Henry Smith	17,969	57,800	(57,336)	244	18,677
CWVYS	–	–	–	–	–
Children's Society - Interpretation project	–	22,766	(23,943)	1,177	–
BBC CIN	17,813	10,805	(28,131)	(121)	366
BME Sports	124	–	(124)	–	–
Swansea Council					
Refugee Resettlement Scheme	5,268	140,798	(137,112)	–	8,954
SVPR Scheme Carmarthen	1,038	204,541	(205,045)	–	534
SVPR Scheme Powys	2,552	100,170	(100,306)	–	2,416
Welsh Government - Equality	884	120,310	(118,420)	106	2,880
Lloyds Foundation	192	–	(192)	–	–
Big Lottery - BME Skills	354	–	(227)	–	127
Welsh Refugee Council - Asylum Rights Project	322	22,545	(19,924)	31	2,974
Citizens Advice Cymru - EU Citizens Rights Project	5,540	–	(5,217)	–	323
Other small grants	1,596	–	(1,711)	115	–
Welsh Government - Don't Hate, Educate	3,691	–	(2,270)	(1,421)	–
Joseph Rowntree - RAW	19,608	39,988	(58,601)	2,607	3,602
Cardiff Council	–	8,355	(8,355)	–	–
Big Lottery - Awards For All	7,589	–	(2,529)	–	5,060

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

19. Analysis of charitable funds *(continued)*

Welsh Government - CFAP	240,000	–	(5,000)	–	235,000
SRP Pembrokshire County Council	–	30,830	(29,799)	–	1,031
Welsh Government BME CYP	3,142	135,581	(136,477)	–	2,246
BAWSO Homework Club Project	9,906	–	(9,641)	61	326
Big Lottery - We Ae Wales	28,259	–	(28,696)	437	–
Crisis Homelessness Project	1,696	–	(1,425)	–	271
Joesph Rowntree - Democracy Fund	16,473	(4,500)	(11,321)	–	652
Vol Sector Emergency Fund - BAME Helpline	2,192	–	(21,242)	21,120	2,070
BBC Children In Need - Inspiring Futures	31,402	25,260	(40,123)	–	16,539
WCVA: Third Sector Resilience Fund Phase 2	57,824	–	(52,491)	571	5,904
WCVA Vol Sector Emergency Fund - Crisis Project	63,761	–	(63,536)	–	225
HMPPS Probation Research	–	7,000	–	–	7,000
Newport County Council - Advocacy Project	–	9,657	(4,634)	–	5,023
CAF Resilience Grant	–	179,916	(21,900)	–	158,016
Swansea Asylum Seekers Support: Share Tawe	–	25,000	–	–	25,000
Wrexham Council Winter of Wellbeing & Youth Support	–	14,980	(14,980)	–	–
CC Swansea -Afghan Project Swansea	–	30,099	(26,985)	–	3,114
Lankelly Media Grant - Community Journalism	–	26,970	(7,900)	–	19,070
Equal Power Equal Voice: All Wales Mentoring Scheme	–	17,004	(10,591)	–	6,413
National Museum Nat Wales - Swansea Winter of Wellbeing	–	3,287	(3,287)	–	–

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

19. Analysis of charitable funds *(continued)*

Big Lottery - BAME Helpline	–	122,292	(85,302)	–	36,990
Housing Justice - Share Tawe Project	–	28,260	(23,280)	–	4,980
Newport Council - Youth Support & Summer of Fun	–	23,840	(21,226)	86	2,700
Criminal Justice in Wales	–	5,000	(4,890)	–	110
AVOW- Youth-Led Grants Scheme	–	1,000	(950)	–	50
Mind: Time to Change Wales	–	50,000	(50,000)	–	–
	<u>550,636</u>	<u>1,734,215</u>	<u>(1,726,444)</u>	<u>25,625</u>	<u>584,032</u>

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

20. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	215,776	268,921	484,697
Current assets	677,138	352,251	1,029,389
Creditors less than 1 year	(5,100)	(46,029)	(51,129)
Creditors greater than 1 year	(239,271)	–	(239,271)
Net assets	648,543	575,143	1,223,686

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	1,859	265,139	266,998
Current assets	384,167	343,782	727,949
Creditors less than 1 year	(4,000)	(24,887)	(28,887)
Creditors greater than 1 year	(23,277)	–	(23,277)
Net assets	358,749	584,034	942,783

21. Analysis of changes in net debt

	At 1 Apr 2022 £	Cash flows £	At 31 Mar 2023 £
Cash at bank and in hand	398,944	345,588	744,532
Debt due after one year	(223,742)	5,923	(217,819)
	175,202	351,511	526,713

**Ethnic Youth Support Team
Company Limited by Guarantee
Management Information
Year ended 31 March 2023**

The following pages do not form part of the financial statements.

Ethnic Youth Support Team

Company Limited by Guarantee

Detailed Statement of Financial Activities

Year ended 31 March 2023

	2023 £	2022 £
Income and endowments		
Donations and legacies		
Donations	17,519	9,509
Wales & West Housing donation	10,000	–
Grant Income	1,989,213	1,809,064
Joseph Rowntree	11,436	–
Esmee Fairbairn	84,500	–
Other grants - unrestricted	2,576	3,082
Other grants - restricted	3,648	–
	<u>2,118,892</u>	<u>1,821,655</u>
Charitable activities		
Research and fee income	76,053	–
Training and workshop income	26,128	17,254
Other Income	9,601	33,352
Welsh Government Secondment	71,889	51,297
BAVO Secondment	10,385	23,367
	<u>194,056</u>	<u>125,270</u>
Total income	<u><u>2,312,948</u></u>	<u><u>1,946,925</u></u>

Ethnic Youth Support Team

Company Limited by Guarantee

Detailed Statement of Financial Activities *(continued)*

Year ended 31 March 2023

	2023 £	2022 £
Expenditure		
Expenditure on charitable activities		
Wages and salaries	1,499,116	1,306,456
Pension costs	15,684	12,981
Operating leases	-	545
Rent	7,946	(10,258)
Rates and water	3,214	2,123
Light and heat	13,622	8,201
Repairs and maintenance	15,935	10,020
Insurance	9,923	5,418
Other motor/travel costs	10,930	5,595
Legal and professional fees	84,984	40,554
Telephone	34,125	29,718
Other office costs	24,584	16,990
Depreciation	32,917	37,801
Interest on bank loans and overdrafts	15,652	36,523
Other interest payable and similar charges	190	152
Direct charitable activity 1 - other	6,218	6,112
Direct charitable activity 1 - sundry expenses	873	6,813
Direct charitable activity 1 - donations & sponsorship	1,220	720
Direct charitable activity 1 - training & tuition fees	10,251	17,236
Direct charitable activity 1 - visits & events	81,514	60,654
Direct charitable activity 1 - refreshments	773	214
Direct charitable activity 1 - film production	1,000	4,044
Direct charitable activity 1 - beneficiary payments	17,191	88,768
Direct charitable activity 1 - SVPR scheme expenditure	24,580	36,485
Direct charitable activity 1 - translation & interpretation costs	6,338	13,992
Website costs	3,949	362
External providers	45,725	47,753
Staff Expenses	26,942	19,479
Afghan project costs	6,115	27,498
Ukraine resettlement costs	21,460	1,000
	<u>2,022,971</u>	<u>1,833,949</u>
Total expenditure	<u>2,022,971</u>	<u>1,833,949</u>
Net income	<u>289,977</u>	<u>112,976</u>

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 31 March 2023

	2023 £	2022 £
Expenditure on charitable activities		
Activity type 1		
Activities undertaken directly		
Direct charitable activity 1 - wages/salaries	1,499,116	1,306,456
Direct charitable activity 1 - pension costs	15,684	12,981
Direct charitable activity 1 - operating leases	-	545
Direct charitable activity 1 - rent	7,946	(10,258)
Direct charitable activity 1 - rates & water	3,214	2,123
Direct charitable activity 1 - light & heat	13,622	8,201
Direct charitable activity 1 - repairs & maintenance	15,935	10,020
Direct charitable activity 1 - insurance	9,923	5,418
Direct charitable activity 1 - other motor/travel costs	10,930	5,595
Direct charitable activity 1 - legal and professional fees	70,671	28,512
Direct charitable activity 1 - telephone & IT costs	34,125	29,718
Direct charitable activity 1 - other office costs	24,584	16,990
Direct charitable activity 1 - depreciation	32,917	37,801
Direct charitable activity 1 - interest on bank loans and overdrafts	15,652	36,523
Direct charitable activity 1 - other	6,218	6,112
Direct charitable activity 1 - sundry expenses	873	6,813
Direct charitable activity 1 - donations & sponsorship	1,220	720
Direct charitable activity 1 - training & tuition fees	10,251	17,236
Direct charitable activity 1 - visits & events	81,514	60,654
Direct charitable activity 1 - refreshments	773	214
Direct charitable activity 1 - film production	1,000	4,044
Direct charitable activity 1 - beneficiary payments	17,191	88,768
Direct charitable activity 1 - SVPR scheme expenditure	24,580	36,485
Direct charitable activity 1 - translation & interpretation costs	6,338	13,992
Website costs	3,949	362
External providers	45,725	47,753
Staff Expenses	26,942	19,479
Afghan project costs	6,115	27,498
Ukraine resettlement costs	21,460	1,000
	<u>2,008,468</u>	<u>1,821,755</u>
Governance costs		
Governance costs - accountancy fees	9,213	8,042
Governance costs - audit fees	5,100	4,000
Governance costs - other finance costs	190	152
	<u>14,503</u>	<u>12,194</u>
Expenditure on charitable activities	<u><u>2,022,971</u></u>	<u><u>1,833,949</u></u>

ETHNIC YOUTH SUPPORT TEAM

England & Wales - Charity number 1152486

Accounts

06709767

1152486

COMPANY REGISTRATION NUMBER:

CHARITY REGISTRATION NUMBER:

**Ethnic Youth Support Team
Company Limited by Guarantee
Financial Statements
31 March 2022**

GORDON DOWN & PARTNERS

Accountants and Business Advisors & statutory auditor
144 Walter Road
Swansea
SA1 5RW

**Ethnic Youth Support Team
Company Limited by Guarantee
Financial Statements
Year ended 31 March 2022**

	Page
Trustees' annual report (incorporating the director's report)	1
Independent auditor's report to the members	14
Statement of financial activities (including income and expenditure account)	19
Statement of financial position	20
Statement of cash flows	21
Notes to the financial statements	22
The following pages do not form part of the financial statements	
Detailed statement of financial activities	36
Notes to the detailed statement of financial activities	38

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2022

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2022.

Reference and administrative details

Registered charity name Ethnic Youth Support Team

Charity registration number 1152486

Company registration number 06709767

Principal office and registered office
UNITS B & C
11 ST. HELENS ROAD
SWANSEA
SA1 4AB

The trustees

Mr Hywel Vaughan	
Ms Shehla Khan	
Ms Haddijatou Sallah	(Retired 8 September 2021)
Mr Abdul-Azim Ahmed	
Mr Mark Alaszweski	
Ms Nimisha Trivedi	
Ms Korina Tsioni	(Appointed 8 February 2022)
Ms Fatiha Rahman	(Appointed 4 March 2022)
Ms Tahirah Ali	(Appointed 18 May 2022)

Auditor Gordon Down & Partners
Accountants and Business Advisors & statutory auditor
144 Walter Road
Swansea
SA1 5RW

Structure, governance and management

Structure

The Management Committee confirms that the annual report and financial statements of the charity comply with the requirements of the charity's governing documents and the provisions of the Charities Statement of Recommended Practice (SORP FRS 102).

Legal Status

The Charity is a company, limited by guarantee, registration number 06709767. It is registered with the Charity Commission, number 1152486.

Method of Appointment

The Management of the Charity is the responsibility of the management Committee and its officers who are elected and co-opted under the terms of the Charity Commission Scheme.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

(continued)

Year ended 31 March 2022

Structure, governance and management *(continued)*

Trustee induction and training

Most trustees are already familiar with the practical work of the charity as most were previously involved in EYST in some way including as long-standing volunteers. They are also regularly invited to take part in team-building and staff development days and other EYST events. They play a key part in the Annual Visioning Day which is an organisation-wide visioning day held every February.

Additionally, new trustees are invited and encouraged to attend a series of short training sessions to familiarise themselves with the charity and the context within which it operates. These are jointly led by the Chair of the Management Committee and the Director of the charity and cover:

• The obligations of Management Committee members

• The main documents which set out the operational framework for the charity including the Memorandum and Articles

• Resourcing and the current financial position as set out in the latest published accounts

• Future plans and objectives.

However, in view of our recent growth, during the coming year, we plan to strengthen and develop our trustees by undertaking a skills audit and recruiting new trustees to meet identified skills gaps.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

(continued)

Year ended 31 March 2022

Structure, governance and management *(continued)*

Risk Management

The Management Committee has conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Significant external risks to funding have led to the development of a strategic plan which will allow for the diversification of funding and activities. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors to the centre. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

The trustees have conducted their own review of the major risks to which the charity is exposed, where at unacceptable levels, haven taken steps to mitigate those risks. The procedures are periodically reviewed to ensure that they still meet the needs of the charity. The principal risks facing the charity and a summary of the key mitigation actions, are noted below.

Risk: Political opposition from competitors

Mitigating Actions:

- ÿ Focus on building one-to-one relationships with key organisations and individuals
- ÿ Identifying mutual beneficial ways of working and supporting other organisations to achieve their objectives
- ÿ Recognising expertise and seeking to harness and bring together strengths of competitors in a coalition style network

Risk: Partnerships breaking up

Mitigating Actions:

- ÿ Seeking to work with organisations and individuals with shared values
- ÿ Establishing clear partnership agreements from the outset
- ÿ Effectively servicing partnerships with regular meetings and communication, regularly reviewing and evaluating progress.

Risk: Loss of focus/ mission drift

Mitigating Actions:

- ÿ Regular EYST Wales Visioning Days, involving range of stakeholders including staff and volunteers.
- ÿ Regular and effective consultation with key client group
- ÿ Having an engaged, skilled and trained EYST Wales Board who provide challenge and support for EYST leadership.

Risk: Staff malpractice/ a safeguarding failure

Mitigating Actions:

- ÿ Implementing recruitment policies and controls for staff/ volunteers with appropriate DBS checks
- ÿ Regular provision of safeguarding training for all staff and volunteers
- ÿ Effective supervision procedures
- ÿ Effective risk assessment systems in place

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Structure, governance and management *(continued)*

Risk: A major property incident

Mitigating Actions:

ÿ Implementation of ongoing property checks

Risk: Loss of key personnel

Mitigating Actions:

ÿ Regular appraisals & team meetings

ÿ Team development activities

ÿ Quality continuing professional development opportunities

Risk: Reduction in clients / service users

Mitigating Actions:

ÿ Development of activities and community projects to attract and support new members and client groups.

Risk: Loss of funding for projects

Mitigating Actions:

ÿ Diversify funding streams

ÿ Generate own income

ÿ Boost public donations

Key management remuneration

The board of Trustees together with key staff members are considered to be the key management personnel of the charity. Details of payments to / from Trustees are disclosed in note 13 to the accounts. Payments made to other key management personnel are given in note 12. The level of payment made to all key management personnel is reviewed annually by Trustees.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

(continued)

Year ended 31 March 2022

Structure, governance and management *(continued)*

Organisational structure

In March of 2022 our Long serving CEO moved onto to become the Children's Commissioner of Wales. As a result of this move the leadership and structure within EYST has changed. EYST is now led by our Co-Directors Helal Uddin, Head of Services & Partnerships and Lloyd Williams, Head of People & Governance. The Co-Directors have oversight over the 9 different teams within EYST, with the 8 team leads reporting directly to their respective Co-Director. Our Head of Services & Partnerships leads our Youth Support Team, BME CYP Team, Refugee Resettlement Project (Swansea), Refugee Resettlement Scheme (Carmarthenshire, Powys & Pembrokeshire) and our All-Wales Engagement Project. Our of Head of People & Governance leads our Sanctuary Team, Helpline Team, Finance Team and RAW (Race Alliance Wales).

These 8 Team Leads report to the Co-Directors and are responsible for the day-to-day line management and supervision of staff members within their designated teams. The Co-Directors is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met. The Team Leads have responsibility for the day-to-day operational management of staff, individual supervision of the staff team and also ensuring that the team continue to develop their skills and working practices in line with good practice.

Objectives and activities

The objectives of EYST are to continue to focus on helping BME young people, families and individuals living in Wales to contribute, participate and feel a valued part of Wales, through various projects focusing on youth support, family support, sporting activities, education, health and employment support. They are also to continue to challenge racial stereotypes and promote understanding and community cohesion amongst the wider public.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

(continued)

Year ended 31 March 2022

Objectives and activities *(continued)*

Annual Report

Welcome to our Annual Report for 2021, the 16th year of our existence, and one which has had many highlights, as well as challenges. The impact of the Coronavirus pandemic has continued to be felt, although thankfully the adaptations and innovations initiated the previous year set us in good stead, and our staff and services proved resilient to the ongoing challenges of this year. We have also been grateful for the generous support from a range of funders to respond to new areas of need to support ethnic minority people across Wales, including new funding to deliver Strategic Youth Work focused on ethnic minority young people in Wales. A highlight of this year was our 16th birthday party, held online in February, which was a momentous and celebratory occasion, in the company of many esteemed guests including Wales' First Minister Mark Drakeford and Patron of EYST Wales Former Archbishop of Canterbury Rowan Williams, as well as many past and present staff, service users and volunteers. Aside from celebrations, hard work was at the core of this year, and our frontline services continued to be incredibly busy. Our refugee resettlement team continued to expand supporting hundreds of individuals and families in Powys, Swansea and Carmarthenshire, as well as Pembrokeshire.

Our Black and Minority Ethnic Children and Young People (BME CYP) project supporting ethnic minority children and families in Newport, Wrexham, Cardiff and Swansea, was also exceptionally busy - the team supported 326 children during 2021, delivered over 3400 advice and support sessions, and delivered 17 training and awareness sessions to 158 professionals from across Wales.

On a more strategic level, our All Wales Black, Asian and Minority Ethnic Engagement Programme was also very busy continuing to support Welsh Government's consultation on their important Anti-Racist Wales Action Plan, and we facilitated a high number of online consultation sessions to ensure a range of voices were heard including those of young people, older people, women, men, refugees and asylum-seekers.

In November, we had the pleasure of showcasing in Chapter Arts Centre, Cardiff, the final films created through our We Are Wales project - 20 short films which highlighted the contribution of ethnic minority individuals during the Coronavirus pandemic.

The end of 2021 brought the huge news that our long time CEO Rocio Cifuentes would be leaving to take up the incredibly important role of Children's Commissioner for Wales - while this undoubtedly creates a big challenge to EYST, it is one we are confidently embracing, and there is no doubt that that her legacy will continue to bear fruits for the future.

Once again, as we look forward to 2022, we give huge thanks to all our funders, supporters, staff, volunteers and service users, without whom nothing would be possible.

In solidarity,

EYST Board of Trustees

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Achievements and performance

Summary of Key Projects and Activities

Belonging Project

Funded by Children in Need, our Belonging Project continued our long history of support young people in Swansea. Youth work was particularly challenging in 2021 due to the COVID-19 pandemic and ongoing restrictions. We had to look to new inventive ways to support young people during this difficult period, especially for young people. As a result, we moved some of our work online to support young people with Zoom and Instagram live session. As restrictions lifted, we engaged with a lot more outdoor activities with some wonderful partners across Swansea, including surfing activities and exploration of the beautiful Gower area through our Summer of Fun Project and Winter of Wellbeing Project.

Children's Sickle Cell and Thalassaemia project

Also funded by Children in Need with support of the friends of Sickle Cell & Thalassaemia, the project continued to support families and young people dealing with these conditions. The project provided support and practical advice to families which included fun family activities in a safe environment and raising awareness. Unfortunately, there is with this illness still a lack of understanding within the health sector which can add to the challenges to the families who already find themselves in difficult circumstances. The condition reaches into all areas of the client's life, 'Thank everyone for getting back to me and for all the updates and coming to see us'.

BME Sport Cymru

Our BME Sports Swansea continued to work hard in 2021 to provide opportunities to both individuals and groups. Basit, our project officer supported by Swansea Council and Sport Wales, worked hard to continue to provide opportunities in challenging conditions. Like many projects the BME Sports project had to adapt to the pandemic. This included handing out a lot of equipment to young people across Swansea and taking some of our activities outdoors and into fresh air. The pandemic highlighted once again the importance of sport and activity for mental health and well-being.

Homework Club

The pandemic caused a lot of our projects to adapt to the ongoing challenges presented. The Homework Club (funded by WCVA) which has always been in person, made the leap to become on-line using our newfound skill and love of Zoom. We were able to adapt our volunteering process to make the seamless transition for this with much success! We were able to help over 50 clients through the skill and dedication of team of over 30 volunteers. The use of Zoom and the technology opened up access to many more young people as travel was not a problem, which was welcomed by all on a cold, wet November night!

Make Your Mark 2021

Thanks to funding from Joseph Rowntree Reform Trust, this supported the culmination of Make Your Mark - a peer-led campaign encouraging young people to vote in the Welsh Senedd Election. This came after it was confirmed that 16 and 17 year olds were able to vote for the first time. 2021 therefore marked a historic year. Project Workers Roisin Jacobson and Shazia Ali led on the project, designing and delivering the campaign whilst engaging with young people from ethnic minorities on the importance of voting with the help of young volunteers. Over 220 people voted on Election Day as a result!

Family Link Project

The Family Link Project provides culturally and emotionally sensitive support through a designated Team. The team continues to use the family approach, covering families and young people between the ages of 11 to 19; including all Black Asian and Minority Ethnic communities across Swansea.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

(continued)

Year ended 31 March 2022

Some of the support we provided in the last year ranged from domestic/sexual violence, family/relationship breakdown, employment, training, housing, volunteering, education, parenting, welfare rights and working with schools to tackle bullying and racism. Over the last year we have supported 46 families and 219 individuals. We received referrals from Social Services, schools, job centres, Individual Domestic Violence Adviser (IDVA), within Ethnic Minorities Youth Support Team and other organisations such as YMCA, Swansea MIND, African Community Centre, Citizens Advice and SCVS as well as self-referrals. Specifically, we have worked with 16 families, who have all received support with parenting skills, and 10 domestic violence cases. This year, we have worked with 29 of our partner organisations, helping to directly support our clients. Thankfully we have closed 45 cases with a positive outcome. Thank you to our funders for enabling us to provide much needed support to the community of Swansea.

BME CYP Project

Our BME CYP Project went from strength in 2021, funded by the Welsh Government our project workers led by Fateha Ahmed supported young people and families across Wales. The BME CYP Project works across Cardiff, Newport and Wrexham providing one to one and group support across the full range of topics including well-being, housing, benefits advice, employment and education. The work of the project continues to enhance and develop our work in Newport and Wrexham which are two of our newer areas, and both have shown the great need there is across Wales for quality holistic and culturally sensitive support.

Refugee & Asylum Advice Project

Our refugee and asylum support, funded by the Henry Smith Foundation, which is one of our longest running projects, was able to make a smooth transition to working remotely. Much of this was due to the resilience, dedication and skill of our support workers Aliya and Sophie. The demand for this support reached incredibly high levels particularly in the face of the uncertainty around the asylum process and the Home Office systems during the pandemic. Our team was able to support 600 different clients in over 3000 advice sessions in a year. Staff supported our clients in a range of issues including employment, asylum related issues, housing, health and financial issues. During this time the staff embodied the saying "Where there is a will, there is a way".

EYST Crisis project

The Crisis project was born out of the pandemic, resulting from the ongoing challenges faced by individuals and families from asylum and refugee backgrounds. Originally funded by the Children's society then later by the WCVA, the project was able to provide support to the most vulnerable in our communities, including help with access to electronic devices including laptops, tablets and mobile data. This project came at a crucial time for our clients as the pandemic highlighted issues of access to IT equipment and data. This was particularly felt by Sanctuary-seeking families with school-age children.

Supporting the resettlement of refugees in Wales

Swansea

The first families we received on the Resettlement Programme back in 2016 came to the end of the 5 year period. To mark this special moment, goodbye celebrations were held in the presence of Swansea Lord Mayor Mark Child, and later, Mary Jones, as we wished the best to the families. While bittersweet, we have welcomed new families resettling in Wales as we understand the profound impact this can have over time. Client families have resumed life through education and employment access while getting to know Wales.

Carmarthenshire

The team of Nadir Taha, Muhit Rahman, Tsega Teweldy and Grainne Connolly, were privileged to be the first team to receive the first Ukrainian refugee family in Wales and continue doing their brilliant support work with families from Syria and Afghanistan as well as Ukraine.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

(continued)

Year ended 31 March 2022

Pembrokeshire

Our support for refugee families has reached Pembrokeshire this year and our support worker Tammy Foley is doing a fantastic job of supporting families from Syria.

Powys

Our dedicated team comprising Caroline Massey, Eiman Nabag, Hamed Hassoun, Julie Hassoun, Shabnam Brookbank and Chris Brookbank keep up their amazing work supporting refugee families from Syria, Afghanistan and Ukraine. The families are distributed in Ystradgynlais, Newtown, Welshpool and Llandrindod Wells.

BME Youth Invest & BME Invest Project

The BME Invest project funded by WCVA via European funding continued our employability projects into 2021 after closing two successful projects in Swansea and one in Cardiff. The team, led by Deb Cooze focused on finding 16-hour, 16-week placements for both young people aged 18-24 or over 25s in long term unemployment. Three projects targeted young people: Jess Perkins was based in Cardiff and Newport, Rajmin Begum worked from Swansea, Neath Port Talbot and Carmarthenshire and Anna Szymanska's project centred on Wrexham. Aderinola Omole worked with the over 25s in Swansea and Carmarthenshire. Between them they found placements for 40 participants. The placements were with a wide range of wonderful Third Sector, public and private sector firms providing unique opportunities for our participants, many of whom would not have had the opportunity outside of this project. The team worked tirelessly to provide the participants with the best support and guidance for them to succeed in their placement and find sustainable employment upon completion.

"The placements were with a wide range of wonderful Third Sector, public and private sector firms providing unique opportunities for our participants, many of whom would not have had the opportunity outside of this project."

BAME Helpline

After a successful pilot, the Multi-lingual Helpline Wales (formerly BAME Helpline) extends its offering for a further two years after securing funding from the National Lottery Community Fund. In the new phase, a LiveChat facility was added, allowing clients an alternative to phoning in or reaching out via text/email. Citizen's Advice Cymru, Women Connect First and Promo Cymru remain partners on the project as we work collaboratively to combat the digital and language barriers first identified in the pilot phase. Project Manager Dalia Alhusseini and call handlers Debanjali Bhattacharjee, Anna Szymanska and Sadia Malik saw the project through to the winter period, offering one-to-one support and client referrals on a range of topics including employment, housing, welfare entitlements and mental health. With access to a pool of interpreters and a team that speaks 7 languages, language is never an issue. See www.multilingualhelpline.wales. Helpline Telephone Number: 0808 801 0720 (Freephone).

Telling Our Own Stories

EYST teamed up with The People Newsroom and On Our Radar to deliver training to individual Community Journalists - empowering our communities to Tell Their Own Stories. We created a bespoke training program which looked at many aspects of journalism, with the aim to build and support a community newsroom which is focused on those who have been traditionally marginalised by the media. The Community Journalists have been supported to learn about, design and research many different aspects of journalism. Through this project the Community Journalists learnt and understood how they could use journalism to create meaningful work which would have a positive impact on their communities and help find solutions and raise awareness of local issues.

Volunteering

Unfortunately, our usual in-person volunteering which had been so successful and which brought reward for all parties was wiped out by the pandemic and lockdown restrictions. We successfully moved our volunteer-led Homework Club online which enabled us to recruit volunteers outside of our usual base.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

(continued)

Year ended 31 March 2022

Volunteering continues to play a crucial role in EYST and the power that volunteering has to inspire, support and develop change cannot be underestimated.

"What I enjoyed the most was getting to know the young people who needed tutoring. They are so full of life, and I hope to do something similar again soon!"

All Wales Engagement Project

Continuing from the work in 2020, the All Wales Engagement Programme proceeded to host a series of online focused forums to enable people to respond to Welsh Government's consultation on its Race Equality Action Plan. We made sure that the diverse voices of young people and older people were not omitted from this conversation and are happy to announce that this has since been acknowledged in the recent publication from Welsh Government. Sadly, the project's long-time Programme Lead Ginger Wiegand left. Her efforts were invaluable in the development of the project. We were also excited to see our Routes to Public Life Mentoring Programme enter a new phase as a cross-equalities project delivered in partnership with WEN Wales, Stonewall Cymru and Disability Wales titled Equal Power Equal Voice!

We are Wales

The We Are Wales project reached its exciting finale in December 2021 at a Premier event in Chapter Arts Cardiff. The project researched and documented the extraordinary contributions of ordinary people during the Covid19 Pandemic, particularly focusing on people from ethnic minority backgrounds. 4 Citizen Journalists Lauren, Onismo, Martin and Shazia, were employed to find and create 20 short films telling the stories of 20 individuals from Newport, Swansea and Cardiff. Funded by the National Lottery Fund's Emerging Futures Programme, the project was delivered in partnership with Race Alliance Wales and Promo Cymru. Screenings were also held in Swansea and in Newport, with special guests including our Patron Dr. Rowan Williams and South Wales Police & Crime Commissioner Alun Michael. All the films can be viewed here www.wearewales.org

Race Alliance Wales

RAW (Race Alliance Wales) is an initiative which aims to act as a collaborative and self-directed platform for individuals and organisations interested in achieving race equality in Wales. RAW is driven and guided by the RAW Steering group but EYST hosts the RAW staff members. 2021 was a very busy time for the Race Alliance Wales, the expanded team released two exciting reports Show us you care: exploring the cumulative impact of racism upon racialised young people in the Welsh education system and Do Do the right thing: achieving equity in racialised representation in public and political life in Wales. RAW continued to increase its membership to reach a wider audience and enhance the impact of its research. For more information: www.racealliance.wales

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

(continued)

Year ended 31 March 2022

Financial review

Financial position

The Charity's net incoming resources for the year amounted to £122,051 (compared to net incoming resources of £243,050 in 2021). The restricted incoming resources for the year of £1,734,215 consists largely of grant income received. These funds were expended on salaries and agreed overheads. Any unspent revenue income is carried forward to next year. The total unrestricted funds at the end of the year represent the Charity's free reserves and amounted to £358,751 (2021 - £270,098). The total restricted reserves at the year end amount to £584,035 (2021 - £550,637).

Reserves policy

EYST's reserves policy is to seek to establish and then maintain sufficient level of reserves to enable normal operating activities to continue over a period of up to 6 months should a shortfall in income occur and to take account of potential risks and contingencies that may arise from time to time. EYST's annual income fluctuates but has remained at a similar level to the previous year, when we had a significant increase, however this is still made up mainly of project-specific funding. Core costs are deemed to be premises expenditure and Chief Executive/Co-Director's salary, as well as key project staff who are considered to be integral to EYST's core services. Altogether, these core costs amount to approximately £200k annually. We continue to have a number of large grants which are paid quarterly in arrears, meaning that at any one time we are owed between £100k-£150k. For this reason, it is necessary to increase our target reserves figure to £300k to allow for expenditure in advance, together with 6 months core running costs.

EYST will endeavour to grow its reserves to the agreed target by undertaking the following fundraising activities:

- * Delivering Training Services to Professionals and Young People
- * Hiring out of EYST Centre to community groups
- * Fundraising activities including Dinners, Sponsored Runs, Public Donations, etc, (to be agreed annually at EYST's Annual Visioning Day)

Expenditure of EYST reserves is at the discretion of the Trustees, but should be avoided where reserves fall below the target of 6 months' core running costs. Circumstances in which expenditure of reserves can be justified is where the sustainability, survival or safe delivery of EYST core services is at risk without the expenditure. Should EYST reserves grow in excess of the target then steps will be taken by the Trustees to identify the most effective ways of spending the reserves which are in excess of 6 months running costs in order to maximise benefits to the charity in accordance with its charitable objectives. EYST Trustees are presented with regular information relating to the charity's reserves levels and agree any actions to be taken relating to expenditure or generation of reserves. This policy is reviewed at least annually, taking into account the charity's changing financial picture.

Going concern

Having considered budgets for the next twelve months, the Trustees are confident that the Charity will continue to meet its liabilities as they fall due for the foreseeable future and consider that there are no material uncertainties about EYST's ability to continue as a

going concern. It is therefore considered appropriate by the Trustees to prepare the financial statements on a going concern basis.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

(continued)

Year ended 31 March 2022

Plans for future periods

Our future plans are to continue consolidating our position as a Wales-wide organisation, and further develop our services in Cardiff, Newport and Wrexham. These include a commitment to continue to provide frontline services to Young people, families and individuals seeking Sanctuary. In Cardiff, we will continue to develop our new offices in Butetown and continue to develop our services in Newport and Wrexham. We plan to continue to develop our role as Lead Body for Race, under Welsh Government's funding of the All Wales Engagement Programme. In Swansea, we will focus on maintaining our core services. Over the last several years we have committed to improving our internal mechanisms and HR provision and we will continue to do this to support our expanding work. We will look to to continue to work in partnership to further meet the needs of our client base.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. 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.

Ethnic Youth Support Team
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report)
(continued)
Year ended 31 March 2022

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 30 January 2023 and signed on behalf of the board of trustees by:

Ms Shehla Khan
Trustee

Ethnic Youth Support Team

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ethnic Youth Support Team

Year ended 31 March 2022

Opinion

We have audited the financial statements of Ethnic Youth Support Team (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, 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 FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Ethnic Youth Support Team

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ethnic Youth Support Team *(continued)*

Year ended 31 March 2022

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Ethnic Youth Support Team

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ethnic Youth Support Team (continued)

Year ended 31 March 2022

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) 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

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 extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory frameworks that are applicable to the entity and determined that the most significant are those that relate to:

- FRS102
- Employment law
- Tax & pension law
- Charities SORP
- Health & safety

We assessed the risks of material misstatement in respect of fraud as follows: We inquired with management about the existence of fraud and if there were any unusual transactions or relationships. We also performed various tests on the records to check for misstatement. We did not identify any issues.

We considered the risk of fraud through management override and, in response, we incorporated testing of adjusting entries into our audit approach.

Based on the results of our risk assessment we designed our audit procedures to identify and to address material misstatements in relation to fraud. We considered the possibility of fraudulent payments to third parties and also looked for segregation of duties.

A further description of our responsibilities for the audit of the financial statements is located on the FRC's website at <https://www.frc.org.uk/auditorsresponsibilities>.

Ethnic Youth Support Team

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ethnic Youth Support Team *(continued)*

Year ended 31 March 2022

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Ethnic Youth Support Team

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ethnic Youth Support Team *(continued)*

Year ended 31 March 2022

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members 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 members as a body, for our audit work, for this report, or for the opinions we have formed.

Laurence Cohen (Senior Statutory Auditor)

For and on behalf of
Gordon Down & Partners
Accountants and Business Advisors & statutory auditor
144 Walter Road
Swansea
SA1 5RW

30 January 2023

Ethnic Youth Support Team
Company Limited by Guarantee
Statement of Financial Activities
(including income and expenditure account)
Year ended 31 March 2022

		Unrestricted funds	2022 Restricted funds	2022 Total funds	2021 Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	5	87,440	1,734,215	1,821,655	1,603,841
Charitable activities	6	125,270	-	125,270	53,088
Total income		<u>212,710</u>	<u>1,734,215</u>	<u>1,946,925</u>	<u>1,656,929</u>
Expenditure					
Expenditure on charitable activities	7,8	98,430	1,726,444	1,824,874	1,413,879
Total expenditure		<u>98,430</u>	<u>1,726,444</u>	<u>1,824,874</u>	<u>1,413,879</u>
Net income		<u>114,280</u>	<u>7,771</u>	<u>122,051</u>	<u>243,050</u>
Transfers between funds		(25,627)	25,627	-	-
Net movement in funds		88,653	33,398	122,051	243,050
Reconciliation of funds					
Total funds brought forward		270,098	550,637	820,735	577,686
Total funds carried forward		<u>358,751</u>	<u>584,035</u>	<u>942,786</u>	<u>820,736</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 22 to 34 form part of these financial statements.

**Ethnic Youth Support Team
Company Limited by Guarantee
Statement of Financial Position
31 March 2022**

	Note	2022 £	£	2021 £
Fixed assets				
Tangible fixed assets	14		266,998	273,281
Current assets				
Debtors	15	329,006		165,998
Cash at bank and in hand		398,944		443,071
		727,950		609,069
Creditors: amounts falling due within one year	16	28,885		38,338
Net current assets			699,065	570,731
Total assets less current liabilities			966,063	844,012
Creditors: amounts falling due after more than one year	17		23,277	23,277
Net assets			942,786	820,735
Funds of the charity				
Restricted funds			584,035	550,637
Unrestricted funds			358,751	270,098
Total charity funds	19		942,786	820,735

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 30 January 2023, and are signed on behalf of the board by:

Ms Shehla Khan
Trustee

The notes on pages 22 to 34 form part of these financial statements.

Ethnic Youth Support Team

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2022

	2022 £	2021 £
Cash flows from operating activities		
Net income	122,051	243,050
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	24,001	24,644
Interest payable and similar charges	137	174
Accrued (income)/expenses	(4,934)	5,610
<i>Changes in:</i>		
Trade and other debtors	(163,008)	14,144
Trade and other creditors	(4,519)	28,167
Cash generated from operations	(26,272)	315,789
Interest paid	(137)	(174)
Net cash (used in)/from operating activities	(26,409)	315,615
Cash flows from investing activities		
Purchase of tangible assets	(17,718)	(33,672)
Net cash used in investing activities	(17,718)	(33,672)
Net (decrease)/increase in cash and cash equivalents	(44,127)	281,943
Cash and cash equivalents at beginning of year	443,071	161,127
Cash and cash equivalents at end of year	398,944	443,070

The notes on pages 22 to 34 form part of these financial statements.

Ethnic Youth Support Team
Company Limited by Guarantee
Notes to the Financial Statements
Year ended 31 March 2022

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is UNITS B & C, 11 ST. HELENS ROAD, SWANSEA, SA1 4AB.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any

subsequent accumulated depreciation and subsequent accumulated impairment losses.

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

3. Accounting policies *(continued)*

Tangible assets *(continued)*

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Freehold property	-	50 years
Fixtures and fittings	-	25% straight line
Motor vehicles	-	25% straight line
Equipment	-	25% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

3. Accounting policies *(continued)*

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The company is limited by guarantee and does not have a share capital. The liability of the members in the event of the company being liquidated is limited to £1 per member.

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations	9,509	-	9,509
Grants			
WCVA - Volunteering Project	-	20,000	20,000
City & County of Swansea - Family First	-	40,000	40,000
City & County of Swansea - BME Sports	200	25,800	26,000
City & County of Swansea - Summer of Fun	-	7,000	7,000
City & County of Swansea - Holiday Fun	-	1,119	1,119
City & County of Swansea - Youth Support	1,996	16,204	18,200
City & County of Swansea - Winter Wellbeing	1,372	3,218	4,500
Active Inclusion - BME Youth Invest	15,124	161,411	176,535
Henry Smith Foundation	-	57,800	57,800
Children's Society - Interpretation Project	-	22,766	22,766
BBC Children in Need - Belonging	-	11,188	11,188
BBC Children in Need - Sickle Cell	383	(383)	-
Swansea RRP	12,096	140,798	152,894
Carmarthenshire RRP	6,759	204,541	211,300
Powys RRP	8,283	100,170	108,453
Pembrokeshire RRP	3,600	30,830	34,430
Welsh Government - Equality	-	120,310	120,310
Welsh Government - BME CYP	-	135,581	135,581
Welsh Refugee Council - Asylum Rights	-	14,499	14,499
Welsh Refugee Council - Transport Project	-	8,046	8,046
Joseph Rowntree	10,400	35,488	45,888
Cardiff Council - Youth Support	1,445	8,355	9,800
BBC Children in Need - Inspiring Futures	1,250	25,260	26,510
HMPPS Probation Research	-	7,000	7,000
Newport Council - Advocacy Project	-	9,657	9,657
CAF Resilience	-	179,916	179,916
Share Tawe - Swansea Asylum Seekers Support	-	25,000	25,000
Wrexham Council	1,661	14,980	16,641
Swansea Council - Afghan Project	1,052	30,099	31,151
Lankelly Media - Community Journalism	5,000	26,970	31,970
Equal Power Equal Voice - All Wales Mentoring	2,515	17,004	19,519
National Museum Wales - Winter Wellbeing	1,713	3,287	5,000
Big Lottery - BAME Helpline	-	122,292	122,292
Share Tawe - Housing Justice	-	28,260	28,260
Newport Council	-	23,840	23,840
Criminal Justice in Wales	-	5,000	5,000
AVOW - Youth Led Scheme	-	1,000	1,000
Mind - Time to Change	-	50,000	50,000
Other grants - unrestricted	3,082	-	3,082
	<u>87,440</u>	<u>1,734,215</u>	<u>1,821,655</u>

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Donations	4,564	-	4,564
Grants			
Grant Income	81,833	1,436,545	1,518,378
Esmee Fairbairn	74,000	-	74,000
Other grants - unrestricted	6,899	-	6,899
	<u>167,296</u>	<u>1,436,545</u>	<u>1,603,841</u>

6. Charitable activities

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Training and workshop income	17,254	17,254	9,550	9,550
Other Income	33,352	33,352	11,493	11,493
Welsh Government Secondment	51,297	51,297	32,045	32,045
BAVO Secondment	23,367	23,367	-	-
	<u>125,270</u>	<u>125,270</u>	<u>53,088</u>	<u>53,088</u>

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Charitable Activity	94,296	1,718,399	1,812,695
Support costs	4,134	8,045	12,179
	<u>98,430</u>	<u>1,726,444</u>	<u>1,824,874</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Charitable Activity	134,217	1,268,766	1,402,983
Support costs	3,999	6,897	10,896
	<u>138,216</u>	<u>1,275,663</u>	<u>1,413,879</u>

8. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2022 £	Total fund 2021 £
Charitable Activity	1,812,695	-	1,812,695	1,402,983
Governance costs	-	12,179	12,179	10,896

<u>1,812,695</u>	<u>12,179</u>	<u>1,824,874</u>	<u>1,413,879</u>
------------------	---------------	-------------------------	------------------

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

9. Analysis of support costs

	Analysis of support costs	Total 2022	Total 2021
	£	£	£
Finance costs - Bank charges	134	134	175
Support costs - Accountancy	12,042	12,042	10,722
	<u>12,176</u>	<u>12,176</u>	<u>10,897</u>

10. Net income

Net income is stated after charging/(crediting):

	2022	2021
	£	£
Depreciation of tangible fixed assets	24,001	24,644
Operating lease rentals	545	3,323

11. Auditors remuneration

	2022	2021
	£	£
Fees payable for the audit of the financial statements	4,000	4,000

12. Staff costs

The average head count of employees during the year was 71 (2021: 60). The average number of full-time equivalent employees during the year is analysed as follows:

	2022	2021
	No.	No.
Number of staff	71	60

No employee received employee benefits of more than £60,000 during the year (2021: Nil).

Key Management Personnel

During the financial year, payments made to key personnel amount to £130,872 in total, (£54,000 in 2021).

13. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

14. Tangible fixed assets

	Land and buildings £	Fixtures and fittings £	Motor vehicles £	Equipment £	Total £
Cost					
At 1 Apr 2021	250,000	21,519	13,000	115,874	400,393
Additions	-	-	-	17,718	17,718
At 31 Mar 2022	<u>250,000</u>	<u>21,519</u>	<u>13,000</u>	<u>133,592</u>	<u>418,111</u>
Depreciation					
At 1 Apr 2021	10,000	19,533	13,000	84,579	127,112
Charge for the year	5,000	661	-	18,340	24,001
At 31 Mar 2022	<u>15,000</u>	<u>20,194</u>	<u>13,000</u>	<u>102,919</u>	<u>151,113</u>
Carrying amount					
At 31 Mar 2022	<u>235,000</u>	<u>1,325</u>	<u>-</u>	<u>30,673</u>	<u>266,998</u>
At 31 Mar 2021	<u>240,000</u>	<u>1,986</u>	<u>-</u>	<u>31,295</u>	<u>273,281</u>

15. Debtors

	2022 £	2021 £
Other debtors	323,006	159,998
Other debtors	6,000	6,000
	<u>329,006</u>	<u>165,998</u>

16. Creditors: amounts falling due within one year

	2022 £	2021 £
Accruals and deferred income	9,826	14,760
Social security and other taxes	16,284	20,320
Other creditors	2,775	3,258
	<u>28,885</u>	<u>38,338</u>

17. Creditors: amounts falling due after more than one year

	2022 £	2021 £
WCVA: Third Sector Resilience Fund Phase 2 Loan	23,277	23,277
	<u>23,277</u>	<u>23,277</u>

18. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £12,981 (2021: £12,033).

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

19. Analysis of charitable funds

Unrestricted funds

	At 1 Apr 2021	Income Expenditure		Transfers	At 31 Mar 2022
	£	£	£	£	£
General funds	<u>270,098</u>	<u>212,710</u>	<u>(98,430)</u>	<u>(25,627)</u>	<u>358,751</u>

	At 1 Apr 2020	Income Expenditure		Transfers	At 31 Mar 2021
	£	£	£	£	£
General funds	<u>194,123</u>	<u>220,384</u>	<u>(138,216)</u>	<u>(6,193)</u>	<u>270,098</u>

Restricted funds

	At 1 Apr 2021	Income Expenditure		Transfers	At 31 Mar 2022
	£	£	£	£	£
Big Lottery	2,795	-	(2,726)	-	69
CC Swansea SDF	-	-	-	-	-
WCVA	-	20,000	(17,440)	(1,390)	1,170
CC Swansea - Various	6,219	93,251	(99,713)	1,723	1,480
Active Inclusion - BME	-	-	-	-	-
Youth Invest	2,428	161,411	(161,446)	281	2,674
Henry Smith	17,969	57,800	(57,336)	244	18,677
Queens Award	-	-	-	-	-
Children's Society -	-	-	-	-	-
Interpretation project	-	22,766	(23,943)	1,177	-
BBC CIN	17,813	10,805	(28,131)	(121)	366
Esmee Fairbairn	-	-	-	-	-
BME Sports	124	-	(124)	-	-
Youth Support Trust	-	-	-	-	-
Swansea Council	-	-	-	-	-
Refugee	-	-	-	-	-
Resettlement Scheme	5,268	140,798	(137,112)	-	8,954
SVPR Scheme Carms	1,038	204,541	(205,045)	-	534
SVPR Scheme Powys	2,552	100,170	(100,306)	-	2,416
Welsh Government -	-	-	-	-	-
Equality	884	120,310	(118,420)	106	2,880
Lloyds Foundation	192	-	(192)	-	-
Big Lottery - BME	-	-	-	-	-
Skills	354	-	(227)	-	127
Welsh Refugee	-	-	-	-	-
Council - Asylum	-	-	-	-	-
Rights Project	322	22,544	(19,924)	31	2,973
Citizens Advice	-	-	-	-	-
Cymru - EU Citizen	-	-	-	-	-
Rights Project	5,540	-	(5,217)	-	323

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

19. Analysis of charitable funds *(continued)*

Community Chest	1,596	-	(1,711)	115	-
Garfield Weston	-	-	-	-	-
Welsh Government - Don't Hate, Eduate	3,691	-	(2,270)	(1,421)	-
Jill Franklin Trust	-	-	-	-	-
Joseph Rowntree - RAW	19,608	39,988	(58,601)	2,607	3,602
Cardiff Council - Youth Support	-	8,355	(8,355)	-	-
Big Lottery - Awards For All	7,589	-	(2,529)	-	5,060
Welsh Government - CFAP	240,000	-	(5,000)	-	235,000
SRP Pembrokshire County Council	-	30,830	(29,799)	-	1,031
Welsh Government BME CYP	3,142	135,581	(136,477)	-	2,246
BAWSO Homework Club Project	9,906	-	(9,641)	61	326
Big Lottery - We Ae Wales	28,259	-	(28,696)	437	-
Financial Crisis Project	1,696	-	(1,425)	-	271
Joesph Rowntree - Democracy Fund	16,473	(4,500)	(11,321)	-	652
Vol Sector Emergency Fund - BAME Helpline	2,192	-	(21,242)	21,120	2,070
BBC Children In Need - Inspiring Futures	31,402	25,260	(40,123)	-	16,539
WCVA: Third Sector Resilience Fund Phase 2	57,824	-	(52,491)	571	5,904
WCVA Vol Sector Emergency Fund - Crisis Project	63,761	-	(63,536)	-	225
HMPPS Probation Research	-	7,000	-	-	7,000
Newport County Council - Advocacy Project	-	9,657	(4,634)	-	5,023
CAF Resilience Grant	-	179,916	(21,900)	-	158,016
Swansea Asylum Seekers Support: Share Tawe	-	25,000	-	-	25,000

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

19. Analysis of charitable funds *(continued)*

Wrexham Council Winter of Wellbeing & Youth Support	-	14,980	(14,980)	-	-
CC Swansea -Afghan Project Swansea	-	30,099	(26,985)	-	3,114
Lankelly Media Grant - Community Journalism	-	26,970	(7,900)	-	19,070
Equal Power Equal Voice: All Wales Mentoring Scheme	-	17,004	(10,591)	-	6,413
National Museum Nat Wales - Swansea Winter of Wellbeing Big Lottery - BAME Helpline	-	3,287	(3,287)	-	-
Housing Justice - Share Tawe Project	-	122,292	(85,302)	-	36,990
Newport Council - Youth Support & Summer of Fun	-	28,260	(23,280)	-	4,980
Criminal Justice in Wales	-	23,840	(21,226)	86	2,700
AVOW- Youth-Led Grants Scheme	-	5,000	(4,890)	-	110
Mind: Time to Change Wales	-	1,000	(950)	-	50
	-	50,000	(50,000)	-	-
	<u>550,637</u>	<u>1,734,215</u>	<u>(1,726,444)</u>	<u>25,627</u>	<u>584,035</u>

	At 1 Apr 2020 £	Income £	Expenditure £	Transfers £	At 31 Mar 2021 £
Big Lottery	5,522	(1)	(2,726)	-	2,795
CC Swansea SDF	3,687	-	(3,687)	-	-
WCVA	-	-	-	-	-
CC Swansea - Various Active Inclusion - BME	10,239	67,119	(70,603)	(536)	6,219
Youth Invest	1,411	96,124	(95,132)	23	2,426
Henry Smith	17,758	57,900	(57,949)	260	17,969
Queens Award	160	-	(160)	-	-
Children's Society - Interpretation project	-	-	-	-	-
BBC CIN	6,346	54,728	(43,260)	-	17,814
Esmee Fairbairn	10,023	-	(10,023)	-	-
BME Sports	249	-	(124)	-	125
Youth Support Trust Swansea Council Refugee Resettlement Scheme	8,717	(6,653)	-	(2,064)	-
	7,094	125,026	(126,852)	-	5,268

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

19. Analysis of charitable funds *(continued)*

SVPR Scheme Carmarthen	475	100,506	(100,276)	334	1,039
SVPR Scheme Powys	1,602	78,109	(77,159)	-	2,552
Welsh Government - Equality	1,185	107,999	(108,300)	-	884
Lloyds Foundation	384	-	(192)	-	192
Big Lottery - BME Skills	5,484	96,918	(102,984)	936	354
Welsh Refugee Council - Asylum Rights Project	-	14,512	(14,190)	-	322
Citizens Advice Cymru - EU Citizens Rights Project	14	57,476	(56,833)	4,883	5,540
Community Chest	2,431	-	(835)	-	1,596
Garfield Weston	10,910	-	(12,682)	1,772	-
Welsh Government - Don't Hate, Educate	11,115	27,500	(34,924)	-	3,691
Jill Franklin Trust	900	-	(900)	-	-
Joseph Rowntree - RAW	22,857	54,340	(57,590)	-	19,607
Cardiff Council - Youth Support	-	-	-	-	-
Big Lottery - Awards For All	10,000	-	(2,530)	118	7,588
Welsh Government - CFAP	245,000	-	(5,000)	-	240,000
SRP Pembrokeshire County Council	-	6,075	(6,075)	-	-
Welsh Government BME CYP	-	120,860	(118,217)	500	3,143
BAWSO Homework Club Project	-	15,381	(5,475)	-	9,906
Big Lottery - We Are Wales	-	49,500	(21,241)	-	28,259
Financial Crisis Project	-	26,875	(25,113)	(66)	1,696
Joseph Rowntree - Democracy Fund	-	29,983	(13,542)	32	16,473
Vol Sector Emergency Fund - BAME Helpline	-	84,163	(81,971)	-	2,192
BBC Children In Need - Inspiring Futures	-	38,515	(7,113)	-	31,402
WCVA: Third Sector Resilience Fund Phase 2	-	69,829	(12,005)	-	57,824
WCVA Vol Sector Emergency Fund - Crisis Project	-	63,761	-	-	63,761
	<u>383,563</u>	<u>1,436,545</u>	<u>(1,275,663)</u>	<u>6,192</u>	<u>550,637</u>

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

20. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	1,859	265,139	266,998
Current assets	384,169	343,781	727,950
Creditors less than 1 year	(4,000)	(24,885)	(28,885)
Creditors greater than 1 year	(23,277)	-	(23,277)
Net assets	358,751	584,035	942,786

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Tangible fixed assets	1,107	272,174	273,281
Current assets	296,268	312,803	609,071
Creditors less than 1 year	(4,000)	(34,340)	(38,340)
Creditors greater than 1 year	(23,277)	-	(23,277)
Net assets	270,098	550,637	820,735

21. Analysis of changes in net debt

	At 1 Apr 2021 £	Cash flows £	At 31 Mar 2022 £
Cash at bank and in hand	<u>443,071</u>	<u>(44,127)</u>	<u>398,944</u>

**Ethnic Youth Support Team
Company Limited by Guarantee
Management Information
Year ended 31 March 2022**

The following pages do not form part of the financial statements.

Ethnic Youth Support Team
Company Limited by Guarantee
Detailed Statement of Financial Activities
Year ended 31 March 2022

	2022 £	2021 £
Income and endowments		
Donations and legacies		
Donations type 1	9,509	4,564
Grant Income	1,809,064	1,518,378
Esmee Fairbairn	-	74,000
Other grants - unrestricted	3,082	6,899
	<u>1,821,655</u>	<u>1,603,841</u>
Charitable activities		
Training and workshop income	17,254	9,550
Other Income	33,352	11,493
Welsh Government Secondment	51,297	32,045
BAVO Secondment	23,367	-
	<u>125,270</u>	<u>53,088</u>
Total income	<u>1,946,925</u>	<u>1,656,929</u>

Ethnic Youth Support Team

Company Limited by Guarantee

Detailed Statement of Financial Activities *(continued)*

Year ended 31 March 2022

	2022 £	2021 £
Expenditure		
Expenditure on charitable activities		
Wages and salaries	1,306,456	1,027,911
Pension costs	12,981	12,033
Operating leases	545	3,323
Rent	32,959	35,994
Rates and water	1,854	3,456
Light and heat	8,201	9,223
Repairs and maintenance	10,020	14,899
Insurance	5,418	4,730
Other motor/travel costs	5,595	2,337
Legal and professional fees	38,869	29,084
Telephone	29,718	26,318
Other office costs	16,990	15,850
Depreciation	24,001	24,644
Other interest payable and similar charges	137	174
Direct charitable activity 1 - other	6,112	6,289
Direct charitable activity 1 - sundry expenses	6,813	1,909
Direct charitable activity 1 - donations & sponsorship	720	720
Direct charitable activity 1 - training & tuition fees	17,236	15,841
Direct charitable activity 1 - visits & events	60,654	11,208
Direct charitable activity 1 - refreshments	214	143
Direct charitable activity 1 - film production	4,044	6,275
Direct charitable activity 1 - beneficiary payments	88,768	48,770
Direct charitable activity 1 - SVPR scheme expenditure	36,485	11,411
Direct charitable activity 1 - translation & interpretation costs	13,992	3,072
Website costs	362	470
External providers	47,753	90,704
Staff Expenses	19,479	7,091
Afghan project costs	27,498	-
Ukraine resettlement costs	1,000	-
	<u>1,824,874</u>	<u>1,413,879</u>
Total expenditure	<u>1,824,874</u>	<u>1,413,879</u>
Net income	<u>122,051</u>	<u>243,050</u>

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 31 March 2022

	2022 £	2021 £
Expenditure on charitable activities		
Activity type 1		
Activities undertaken directly		
Direct charitable activity 1 - wages/salaries	1,306,456	1,027,911
Direct charitable activity 1 - pension costs	12,981	12,033
Direct charitable activity 1 - operating leases	545	3,323
Direct charitable activity 1 - rent	32,959	35,994
Direct charitable activity 1 - rates & water	1,854	3,456
Direct charitable activity 1 - light & heat	8,201	9,223
Direct charitable activity 1 - repairs & maintenance	10,020	14,899
Direct charitable activity 1 - insurance	5,418	4,730
Direct charitable activity 1 - other motor/travel costs	5,595	2,337
Direct charitable activity 1 - legal and professional fees	26,827	18,362
Direct charitable activity 1 - telephone & IT costs	29,718	26,318
Direct charitable activity 1 - other office costs	16,990	15,850
Direct charitable activity 1 - depreciation	24,001	24,644
Direct charitable activity 1 - other	6,112	6,289
Direct charitable activity 1 - sundry expenses	6,813	1,909
Direct charitable activity 1 - donations & sponsorship	720	720
Direct charitable activity 1 - training & tuition fees	17,236	15,841
Direct charitable activity 1 - visits & events	60,654	11,208
Direct charitable activity 1 - refreshments	214	143
Direct charitable activity 1 - film production	4,044	6,275
Direct charitable activity 1 - beneficiary payments	88,768	48,770
Direct charitable activity 1 - SVPR scheme expenditure	36,485	11,411
Direct charitable activity 1 - translation & interpretation costs	13,992	3,072
Website costs	362	470
External providers	47,753	90,704
Staff Expenses	19,479	7,091
Afghan project costs	27,498	-
Ukraine resettlement costs	1,000	-
	<u>1,812,695</u>	<u>1,402,983</u>
Governance costs		
Governance costs - accountancy fees	8,042	6,722
Governance costs - audit fees	4,000	4,000
Governance costs - other finance costs	137	174
	<u>12,179</u>	<u>10,896</u>
Expenditure on charitable activities	<u><u>1,824,874</u></u>	<u><u>1,413,879</u></u>

ETHNIC YOUTH SUPPORT TEAM

England & Wales - Charity number 1152486

Accounts

COMPANY REGISTRATION NUMBER: 06709767
CHARITY REGISTRATION NUMBER: 1152486

Ethnic Youth Support Team
Company Limited by Guarantee
Financial Statements
31 March 2021

GORDON DOWN & PARTNERS

Accountants and Business Advisors & statutory auditor
144 Walter Road
Swansea
SA1 5RW

Ethnic Youth Support Team
Company Limited by Guarantee
Financial Statements
Year ended 31 March 2021

	Page
Trustees' annual report (incorporating the director's report)	1
Independent auditor's report to the members	13
Statement of financial activities (including income and expenditure account)	17
Statement of financial position	18
Statement of cash flows	19
Notes to the financial statements	20
The following pages do not form part of the financial statements	
Detailed statement of financial activities	34
Notes to the detailed statement of financial activities	36

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2021

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2021.

Reference and administrative details

Registered charity name Ethnic Youth Support Team

Charity registration number 1152486

Company registration number 06709767

Principal office and registered office UNITS B & C
11 ST. HELENS ROAD
SWANSEA
SA1 4AB

The trustees

Mr Hywel Vaughan
Ms Shehla Khan
Ms Haddijatou Sallah (Resigned 8th September 2021)
Mr Abdul-Azim Ahmed
Mr Mark Alaszweski
Ms Nimisha Trivedi
Ms Sara Ijaz (appointed 6th January 2021)

Auditor Gordon Down & Partners
Accountants and Business Advisors & statutory auditor
144 Walter Road
Swansea
SA1 5RW

Structure, governance and management

Structure

The Management Committee confirms that the annual report and financial statements of the charity comply with the requirements of the charity's governing documents and the provisions of the Charities Statement of Recommended Practice (SORP FRS 102).

Legal Status

The Charity is a company, limited by guarantee, registration number 06709767. It is registered with the Charity Commission, number 1152486.

Method of Appointment

The Management of the Charity is the responsibility of the management Committee and its officers who are elected and co-opted under the terms of the Charity Commission Scheme.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Structure, governance and management *(continued)*

Trustee induction and training

Most trustees are already familiar with the practical work of the charity as most were previously involved in EYST in some way including as long-standing volunteers. They are also regularly invited to take part in team-building and staff development days and other EYST events. They play a key part in the Annual Visioning Day which is an organisation-wide visioning day held every February.

Additionally, new trustees are invited and encouraged to attend a series of short training sessions to familiarise themselves with the charity and the context within which it operates. These are jointly led by the Chair of the Management Committee and the Director of the charity and cover:

- The obligations of Management Committee members
- The main documents which set out the operational framework for the charity including the Memorandum and Articles
- Resourcing and the current financial position as set out in the latest published accounts
- Future plans and objectives.

However, in view of our recent growth, during the coming year, we plan to strengthen and develop our trustees by undertaking a skills audit and recruiting new trustees to meet identified skills gaps.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Structure, governance and management *(continued)*

Risk Management

The Management Committee has conducted a review of the major risks to which the charity is exposed. A risk register has been established and is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Significant external risks to funding have led to the development of a strategic plan which will allow for the diversification of funding and activities. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors to the centre. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

The trustees have conducted their own review of the major risks to which the charity is exposed, where at unacceptable levels, have taken steps to mitigate those risks. The procedures are periodically reviewed to ensure that they still meet the needs of the charity. The principal risks facing the charity and a summary of the key mitigation actions, are noted below.

Risk: Political opposition from competitors

Mitigating Actions:

- Focus on building one-to-one relationships with key organisations and individuals
- Identifying mutual beneficial ways of working and supporting other organisations to achieve their objectives
- Recognising expertise and seeking to harness and bring together strengths of competitors in a coalition style network

Risk: Partnerships breaking up

Mitigating Actions:

- Seeking to work with organisations and individuals with shared values
- Establishing clear partnership agreements from the outset
- Effectively servicing partnerships with regular meetings and communication, regularly reviewing and evaluating progress.

Risk: Loss of focus/ mission drift

Mitigating Actions:

- Regular EYST Wales Visioning Days, involving range of stakeholders including staff and volunteers.
- Regular and effective consultation with key client group
- Having an engaged, skilled and trained EYST Wales Board who provide challenge and support for EYST leadership.

Risk: Staff malpractice/ a safeguarding failure

Mitigating Actions:

- Implementing recruitment policies and controls for staff/ volunteers with appropriate DBS checks
- Regular provision of safeguarding training for all staff and volunteers
- Effective supervision procedures
- Effective risk assessment systems in place

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Structure, governance and management *(continued)*

Risk: A major property incident

Mitigating Actions:

- Implementation of ongoing property checks

Risk: Loss of key personnel

Mitigating Actions:

- Regular appraisals & team meetings
- Team development activities
- Quality continuing professional development opportunities

Risk: Reduction in clients / service users

Mitigating Actions:

- Development of activities and community projects to attract and support new members and client groups.

Risk: Loss of funding for projects

Mitigating Actions:

- Diversify funding streams
- Generate own income
- Boost public donations

Key management remuneration

The board of Trustees together with key staff members are considered to be the key management personnel of the charity. Details of payments to / from Trustees are disclosed in note 13 to the accounts. Payments made to other key management personnel are given in note 12. The level of payment made to all key management personnel is reviewed annually by Trustees.

Organisational structure

The CEO line manages 9 Team Leads: Syrian Resettlement Programme Team Lead; Refugee Resettlement Programme Team Lead; Youth Team Lead, BME CYP Team Lead, Sanctuary Team Lead, All Wales BAME Engagement Team Lead; BME Invest Team Lead; Core Team Lead; Helpline Team Lead. These 9 Team Leads report to the Chief Executive and are responsible for the day to day line management and supervision of staff members within their designated teams.

The CEO is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met. The Team Leads have responsibility for the day to day operational management of staff, individual supervision of the staff team and also ensuring that the team continue to develop their skills and working practices in line with good practice.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Objectives and activities

The objectives of EYST are to continue to focus on helping ethnic minority young people, families and individuals living in Wales to contribute, participate and feel a valued part of Wales, through various projects focusing on youth support, family support, sporting activities, education, health and employment support. They are also to continue to challenge racial stereotypes and promote understanding and community cohesion amongst the wider public.

Annual Report

Welcome to our latest Annual Report for 2020-21 a year of considerable growth and impact for EYST, despite the challenges of this globally momentous year. The onset of the Coronavirus pandemic forced us to move the majority of our services online, a transition which we managed remarkably well and is testimony to the hard work, resilience and innovation of our staff team. Responding to the pandemic and its impact on our communities would keep us busy through the year.

Within weeks of the first lockdown in March 2020, we had delivered our first online 'Zoom' forum and remained busy throughout the year, hosting regular online forums to hundreds of participants on topics ranging from the Covid vaccine to mental health and digital exclusion. In April, we launched our brand new BME CYP Project a Wales-wide project supporting children, young people and families from ethnic minority backgrounds, with staff based in Newport, Wrexham and Cardiff. Despite the restrictions, in just the first six months, the team had supported over 200 children with a range of needs, including delivering food parcels, laptops, clothing and sports equipment. In Swansea, our new EYST Crisis project was able to similarly support over 200 individuals with essential items, from food to clothing and phone top ups.

2020 was also the year the whole world woke up to the virus of racism, and the killing of George Floyd galvanised millions to restate that Black Lives Matter. For us, this spurred on the work of the newly funded Race Alliance Wales project, which had many achievements including launching their influential 'Manifesto for an Anti-Racist Wales', as well as producing two peer-led research reports.

In the same vein of challenging racism, our Don't Hate Educate Workshops transitioned effectively online, and during the year, the project delivered an incredible 51 DHE sessions to 766 professionals and 31 sessions to 887 school pupils. Equally busy were our amazing refugee and asylum advice team who supported over 3000 advice sessions for asylum seekers and refugees from over 67 different countries!

This year we also launched a brand new BAME Helpline initiative - a multilingual helpline responding to the closure of services, digital exclusion and the growing needs of ethnic minority people. And thanks to European funding, we were able to create 20 supported employment placements for 18- to 25-year-olds and 12 placements for over 25 year olds in Cardiff and Swansea. This was also the year that our dear long time worker Shahab Miah won the Welsh Government Outstanding Youth Worker award, and our founder Momena Ali was awarded the prestigious Points of Light Award by the Prime Minister.

As we look back on what has undoubtedly been an extraordinary and challenging year. we're proud of all we achieved and grateful for all we received.

Solidarity, health and peace to you all.

EYST TRUSTEE BOARD

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Achievements and performance

Summary of Key Projects and Activities

Belonging Project

Thanks to continued funding from Children in Need, the Belonging Project continued to support young people in Swansea during 2020. 164 young people benefited from the group activities during the year, and 41 from one to one support. With the onset of the Covid Pandemic, we managed to successfully transition many of our activities online, running online quizzes, talent shows, and much more. Senior Youth Worker Shahab Miah proved a hit in his weekly online cookery demonstrations making pancakes, a curry and healthy smoothies too. We also managed to give out over 30 laptops to young people via this project.

Children's Sickle Cell and Thalassaemia project

Also funded by Children In Need the Second Saturday Club 2SC (project entered its second year, supporting children and young people affected by Sickle Cell and Thalassaemia. 42 young people were supported during the year by the project which was run by project officer Derin Omole, in partnership with Friends of Cardiff, Sickle Cell and Thalassaemia. Due to the pandemic, the needs of the children and young people and their families intensified during this period, and many experienced food poverty, digital poverty, mental health and isolation. To meet these needs we worked closely with other agencies including the Food Box project and with the Bute Town Community centre.

BME Sport Cymru

THE BME Sport Cymru continued to support a range of ethnic minority people and community groups in Swansea, especially helping them to remain fit and active during the pandemic. Project worker Mohammed Basit worked with groups including Renew Mind Wales, African Community Centre, Zim Swansea and the Chinese Community Centre to distribute physical activity items such as skipping ropes, footballs and much more, as well as working with key sports governing bodies like Table Tennis Wales and Football Association Wales. We're proud to say that over 320 people benefitted from the project during the year, as did 23 different community groups.

Online Homework Club

Thanks to funding from BAWSO Comic Relief we were able to run an online All Wales Homework Club which provides one to one homework club support for young people aged 11-18 from BAME backgrounds. This is delivered by a team of volunteers overseen by our Homework Club supervisor Lucy Luca. There has been a high demand for this service both from clients and the volunteers wanting to give their free time to help. During the first three months we were able to recruit 31 new Volunteers to support the Homework club ,running a total of 206 online sessions for 36 young people.

Make Your Mark 2021

EYST received funding from Joseph Rowntree Reform Trust to run an engagement programme to encourage Black, Asian and Minority Ethnic young people (aged 16-25) to register and turnout to vote in the Welsh Senedd Elections in 2021. Two project officers Shazia Ali and Roisin Jacobson were employed to run the project using a peer-led model of engagement. The project commenced in November 2020 running until the elections in May 2021 and will work with key organisations funded via the Democracy Fund including Citizens Wales, Boys & Girls Club, the Urdd and the Electoral Reform Society.

Family Link Project

The EYST Family Link Project continued to support ethnic minority young people and their families via a Team around the Family approach during 2020. 95 individuals were supported during the year, with 75% showing positive distance travelled, 90% having improved understanding of their rights and entitlements. 80% of Parents were more confident in their parenting and 87% showed improved

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

emotional health and wellbeing. Family Link Project Worker Rena Ahmed continued to offer intense support to those who needed it during the pandemic, undertaking doorstep visits and liaising with a range of local organisations to support the needs of our families and young people.

EU Citizens Rights Project

EYST worked in partnership with Citizens Advice Cymru to deliver the EU Citizens Rights project, engaging widely with European residents in Wales to support them to register for the European settlement scheme (EUSS). Project workers Lee Tiratira, Anna Szymanska, Lucy Luca and Eliska Havlickova helped to apply their diverse language skills to reach a wide range of European community groups and residents across Wales including in Wrexham, Newport, Cardiff and Swansea. One project beneficiary said *"Thank you so much to EYST for helping me make sure that I and my children filled out the forms in the right way, I was so scared that I might get it wrong, but EYST helped us to get it sorted."*

BME CYP Project

The success of the Family Link project in Swansea was the blueprint for the BME CYP project, a project supporting ethnic minority young people and their families living in Cardiff, Wrexham and Newport. Funded via the Welsh Government's Sustainable Social Services Third Sector Fund, a new team led by project manager Fateha Ahmed was appointed in May 2020, including project officers Lee Tiratira (Wrexham), Jalal Goni and Riz Ahmed (Cardiff) and Fatiha Ali (Newport). The team had an incredibly first year and during just the first 6 months had supported 201 children and young people via 1454 support sessions. They had also engaged with 63 partners organisations and delivered 16 training and awareness sessions to professionals.

BME CYP Project - Case Study

The BME CYP project supported a family consisting of a young single mother with five children under the age of 8, dependent on benefits with no financial support from the children's father. The family was very adversely affected by lockdown and the COVID-19 pandemic. They could not afford to buy an electronic device such as a laptop or computer and this meant that the children were unable to access any online learning. Two of the children have additional needs. The family was under considerable financial and emotional stress on a normal day to day basis. With support to access the right entitlements and crisis grants, the family's financial situation improved greatly as a result of their involvement with the project. The young mother has also said that she feels heard now and has a voice as she feels that organisations are more receptive to her with the aid of the EYST support worker. She feels supported and this has improved her mental wellbeing. The children feel much happier that they can learn and say that their mother is less stressed.

Refugee & Asylum Advice Project

Thanks to continued funding from Henry Smith Foundation and Welsh Government (via the Asylum Rights Programme) and despite the challenges of the Coronavirus, the project continued to support high volumes of clients and during 2020 supported 20% more clients than the previous year. From the outset of the lockdown we transitioned quickly to a telephone and internet-based system, offering half-hour one to one appointments Monday to Friday 9-5pm staffed by Aliya Khalil and Sophie DiMarco. During the year, the service supported a total of 649 clients from 67 different countries (49% asylum-seekers; 37% refugees; 13% European Migrant) through 2805 advice sessions and offered support with accessing NASS support & Migrant Help, providing advice around financial & benefits system, housing advice, help with legal support and their asylum claim, help to access employment, education and health care, and much more.

EYST Crisis project

The impact of the Pandemic increased the vulnerability of our client group impacting them in many ways including mentally, financially, emotionally and practically, with many experiencing food poverty, or extreme isolation due to services being closed. We are grateful that the EYST Crisis Project was funded by the Children's Society, NACCOM and Welsh Government enabling us to play a key coordinating role working with other organisations supporting refugees and asylum-seekers in

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Swansea to ensure that vulnerable clients were quickly identified, cross-referred and supported with emergency crisis payments. Coordinated by Thanuja Hetteriarchi, the project supported over 200 vulnerable individuals during 2020.

Refugee Resettlement Powys, Carmarthenshire and Swansea

- The team comprising of Hamed Hassoun, Jess Perkins, Megan Bowler, Caroline Massey and Fatma Ahmed all worked hard during the year to support mainly Syrian refugee families resettle in Newtown, Llandindrod Wells, and Ystradgynlais.
- The team comprising of Helal Uddin, Noorey Nouredin, and Tsega Teweldy worked hard during the year to support refugee families from Syria and other counties to resettle in Carmarthenshire and Pembrokeshire.
- The team comprising of Sorupa Ali, Gonzalo Silvestre, Mayada Mahmoud and Farzana Rahman all worked hard during the year to support refugee families including from Syrian and other countries to resettle in Swansea.

BME Youth Invest & BME Invest Project

The European Social Funded BME Invest & BME Youth Invest projects continued to go from strength to strength during 2020, with the projects continuing to offer paid work placements for unemployed young people and adults from ethnic minority and other disadvantaged backgrounds. A total of 31 people including 8 young people aged 18-25 and 12 adults aged 25+ from Swansea and 11 Young people aged 18-24 from Cardiff benefited from the paid 16 week work placements, of whom 25 went into paid employment as a result of the programme. They were hosted by a wide range of organisations including: Mayana Naturals, Tiger Bay ABC, Jukebox Collective, Sub Saharan Advisory Panel, Chinese in Wales Association, Gower Unearthed and Women Seeking Sanctuary Advocacy Group to name but a few. The project was managed by Deborah Cooze and supported by project officers Rajmin Begum, Shafina Sahar, and Mikayla Novak.

BAME Helpline

With the onset of the pandemic, and most services suddenly closed, what were those with digital and language barriers to do to get help and information? The idea of the BAME Helpline was born, and EYST started working with partners Henna Foundation, Women Connect First and Promo Cymru to make it a reality. Funding was secured from the Welsh Government's Voluntary Sector Emergency Fund for an initial 8 month pilot phase. Staffed by Project manager Dalia Alhusseini and call handlers Twahida Akbar, Selina Ming Xue and Debanjali Bhatarjee Commencing in September 2020 the Helpline had received 84 contacts by December 2020 with callers on a range of issues including health, mental health, employment issues, financial and much more.

See <https://multilingualhelpline.wales/>

All Wales Black and Minority Ethnic Engagement Programme

We continued to deliver a very busy All Wales Engagement Programme during 2020, led by Programme Lead Ginger Wiegand, and supported by Project Officers Lee Tiratira, Rahila Hamid and Jalal Goni. What had previously been regional network forums quickly transitioned to online monthly forums, on a series of emerging topics as relevant to the emerging impact of the pandemic. A total of 17 online for a were held during the peak of the lockdown between March and August 2020, attended by a total 844 people. The impact and learning from these meetings were captured in a report by Dr Roiyah Saltus <https://www.eyst.org.uk/assets/holding-on-to-the-gains151220.pdf>

"Findings echo those emerging from similar engagement work across the UK Of importance is a collective sense of loss and fear - and the deep dismay, frustration and anger felt by many - as it became evident that long-standing and persistent social and health inequalities meant that not only were BAME groups (to varying extents) at a disproportionate risk of infection and death due to COVID-19 but also that the pandemic was set to further exacerbate their quality of life and life opportunities in multiple ways."

Saltus R (2020), *Holding On to the Gains: Understanding the impact of the COVID-19 crisis on BAME Communities in Wales*. University of South Wales, Pontypridd

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Despite the challenges other aspects of the programme continued apace and we were also able to successfully conclude the second round of the BAME Routes to Public Life Mentoring programme and launch its third round, to conclude during 2021. Across all 3 rounds, 88 mentees have been supported, with 70% of Mentees stated that the programme had had a 'Significant' or 'Huge' impact on their confidence.

"My Mentor has helped me realise what skills I have to offer and boosted my confidence in what my potential could be" Round Two Mentee "Doors have been opened that I thought would never be opened. I have made fast friends too, diverse and across the political spectrum. I am so much closer to achieving my goals, and am now blessed with a wonderful network of friends." Round Two Mentee

Don't Hate Educate

Despite the restrictions of lockdown, our Don't Hate Educate Workshops transitioned effectively online, and during the first 3 months of lockdown we delivered 29 Don't Hate Educate sessions to 335 professionals across 6 counties in South West Wales. During 2020, we delivered a total of 51 Don't Hate Educate sessions to 766 professionals and 31 sessions to 887 school pupils. Huge respect to Nicky Nijjer for his energy and enthusiasm. Working with Tom Godwin, we also delivered Train the Trainer Training to 55 people with lived experience of racism. Thanks to Welsh Government for funding!

Race Alliance Wales

Race Alliance Wales had an epic first year of its project funding from Joseph Rowntree Charitable Foundation. Project workers Jami Abramson and Leila Usmani job shared the role and managed to grow the membership of the alliance to an impressive 57 organisations and 112 individual members by the end of the year. 2020 gave us much to focus on in relation to race with the killing of George Floyd galvanising the world into action, leading to the resurgence of the Black Lives Matter movement. Race Alliance Wales ran bi-monthly general meetings on series of topics, which attracted an average of 52 attendees to each meeting, and continued to spur many into various types of action. Importantly, RAW also produced 'From Rhetoric to Reality: Manifesto for an Anti-Racist Wales' which became a key call to action in the run up to the Welsh Senedd elections. At the end of the year, Assia Kayouche joined the RAW team as Communications & Membership officer, supporting the growing membership and online presence of Race Alliance Wales as an important voice for race equality in Wales.

We are Wales

We are Wales was born of the need identified during a Race Alliance Wales meeting to be the authors of our own history and to tell our own stories. We knew we were living through a seminal moment in time, and during which the contributions of people of diverse ethnic background was ever prominent. To be recognised and documented was the driving ambition behind We Are Wales. We were fortunate that the National Lottery Fund supported this vision, through a collaborative project between EYST, Race Alliance Wales and Promo Cymru, we set out to create a series of films to capture and promote these stories of remarkable contributions by diverse people living in Wales. Four citizen journalists Shazia Ali, Martin Williams, Onismo Muhlana and Lauren Clifford-Keane were recruited to find and document these remarkable stories. See our progress here at www.wearewales.org

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Financial review

Financial position

The Charity's net incoming resources for the year amounted to £243,050 (compared to net incoming resources of £287,367 in 2020). The restricted incoming resources for the year of £1,436,545 consists largely of grant income received. These funds were expended on salaries and agreed overheads. Any unspent revenue income is carried forward to next year. The total unrestricted funds at the end of the year represent the Charity's free reserves and amounted to £270,123 (2020 - £194,123). The total restricted reserves at the year end amount to £550,638 (2020 - £383,563).

Reserves policy

EYST's reserves policy is to seek to establish and then maintain sufficient level of reserves to enable normal operating activities to continue over a period of up to 6 months should a shortfall in income occur and to take account of potential risks and contingencies that may arise from time to time. EYST's annual income fluctuates, but has remained at a similar level to the previous year, when we had a significant increase, however this is still made up mainly of project-specific funding. Core costs are deemed to be premises expenditure and Chief Executive's Salary, as well as key project staff who are considered to be integral to EYST's core services. Altogether, these core costs amount to approximately £180k annually. We continue to have a number of large grants which are paid quarterly in arrears, meaning that at any one time we are owed between £100k-£150k. For this reason it is necessary to increase our target reserves figure to £350k to allow for expenditure in advance, together with 6 months core running costs.

EYST will endeavour to grow its reserves to the agreed target by undertaking the following fundraising activities:

- * Delivering Training Services to Professionals and Young People
- * Offering Community Design Service to Third Sector
- * Hiring out of EYST Centre to community groups
- * Fundraising activities including Dinners, Sponsored Runs, Public Donations, etc, (to be agreed annually at EYST's Annual Visioning Day)

Expenditure of EYST reserves is at the discretion of the Trustees, but should be avoided where reserves fall below the target of 6 months' core running costs. Circumstances in which expenditure of reserves can be justified is where the sustainability, survival or safe delivery of EYST core services is at risk without the expenditure. Should EYST reserves grow in excess of the target then steps will be taken by the Trustees to identify the most effective ways of spending the reserves which are in excess of 6 months running costs in order to maximise benefits to the charity in accordance with its charitable objectives. EYST Trustees are presented with regular information relating to the charity's reserves levels and agree any actions to be taken relating to expenditure or generation of reserves. This policy is reviewed at least annually, taking into account the charity's changing financial picture.

Going concern

Having considered budgets for the next twelve months, the Trustees are confident that the Charity will continue to meet its liabilities as they fall due for the foreseeable future and consider that there are no material uncertainties about EYST's ability to continue as a going concern. It is therefore considered appropriate by the Trustees to prepare the financial statements on a going concern basis.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Plans for future periods

Our future plans are to continue consolidating our position as a Wales-wide organisation serving the needs of ethnic minority people, and further develop our services in Cardiff, Newport and Wrexham. In Cardiff, we will continue to develop our services, as well as developing those in Newport and Wrexham. We plan to continue to develop our role as Lead Body for Race, under Welsh Government's funding of the All Wales BAME Engagement Programme. Across Wales, we will focus on maintaining our core services and bolstering our youth provision in particular. Furthering our objective to support BME Young people specifically, we will continue to develop paid supported work placements to this target group. Plans for this year are also to commit resources to strengthen our internal systems and structures including HR, Governance and Quality. These developments are in line with our key priorities and objectives as identified and refined annually in our EYST Staff, Volunteers and Trustees Annual Visioning Day, which is held every February.

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. 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.

Ethnic Youth Support Team

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 31 January 2022 and signed on behalf of the board of trustees by:

Ms Shehla Khan
Trustee

Ethnic Youth Support Team

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ethnic Youth Support Team

Year ended 31 March 2021

Opinion

We have audited the financial statements of Ethnic Youth Support Team (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, 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 FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Ethnic Youth Support Team

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ethnic Youth Support Team

(continued)

Year ended 31 March 2021

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Ethnic Youth Support Team

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ethnic Youth Support Team

(continued)

Year ended 31 March 2021

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) 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

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 extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory frameworks that are applicable to the entity and determined that the most significant are those that relate to:

FRS102

Employment law

Tax & pension law

Charities SORP

Health & safety

We assessed the risks of material misstatement in respect of fraud as follows:

We inquired with management about the existence of fraud and if there were any unusual transactions or relationships. We also performed various tests on the records to check for misstatement. We did not identify any issues.

We considered the risk of fraud through management override and, in response, we incorporated testing of adjusting entries into our audit approach.

Based on the results of our risk assessment we designed our audit procedures to identify and to address material misstatement in relation to fraud. We considered the possibility of fraudulent payments to third parties and also looked for segregation of duties.

A further description of our responsibilities for the audit of the financial statements is located on the FRC's website at <https://www.frc.org.uk/aufitrsresponsibilities>.

Ethnic Youth Support Team

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ethnic Youth Support Team

(continued)

Year ended 31 March 2021

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members 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 members as a body, for our audit work, for this report, or for the opinions we have formed.

Laurence Cohen (Senior Statutory Auditor)

For and on behalf of
Gordon Down & Partners
Accountants and Business Advisors & statutory auditor
144 Walter Road
Swansea
SA1 5RW

Ethnic Youth Support Team
Company Limited by Guarantee
Statement of Financial Activities
(including income and expenditure account)
Year ended 31 March 2021

		2021			2020
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	167,296	1,436,545	1,603,841	1,509,627
Charitable activities	6	53,088	–	53,088	23,646
Total income		<u>220,384</u>	<u>1,436,545</u>	<u>1,656,929</u>	<u>1,533,273</u>
Expenditure					
Expenditure on charitable activities	7,8	138,216	1,275,663	1,413,879	1,245,906
Total expenditure		<u>138,216</u>	<u>1,275,663</u>	<u>1,413,879</u>	<u>1,245,906</u>
Net income		<u>82,168</u>	<u>160,882</u>	<u>243,050</u>	<u>287,367</u>
Transfers between funds		(6,193)	6,193	–	–
Net movement in funds		<u>75,975</u>	<u>167,075</u>	<u>243,050</u>	<u>287,367</u>
Reconciliation of funds					
Total funds brought forward		194,123	383,563	577,686	290,317
Total funds carried forward		<u>270,098</u>	<u>550,637</u>	<u>820,735</u>	<u>577,683</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 20 to 32 form part of these financial statements.

Ethnic Youth Support Team
Company Limited by Guarantee
Statement of Financial Position

31 March 2021

	Note	2021 £	£	2020 £
Fixed assets				
Tangible fixed assets	14		273,281	264,253
Current assets				
Debtors	15	165,998		180,142
Cash at bank and in hand		443,071		161,127
		609,069		341,269
Creditors: amounts falling due within one year	16	38,338		27,838
Net current assets			570,731	313,431
Total assets less current liabilities			844,012	577,684
Creditors: amounts falling due after more than one year	17		23,277	–
Net assets			820,735	577,684
Funds of the charity				
Restricted funds			550,637	383,562
Unrestricted funds			270,098	194,121
Total charity funds	20		820,735	577,683

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 31 January 2022, and are signed on behalf of the board by:

Ms Shehla Khan
Trustee

The notes on pages 20 to 32 form part of these financial statements.

Ethnic Youth Support Team

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2021

	2021 £	2020 £
Cash flows from operating activities		
Net income	243,050	287,367
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	24,644	19,275
Government grant income	–	250,000
Interest payable and similar charges	174	184
Accrued expenses	5,610	1,938
<i>Changes in:</i>		
Trade and other debtors	14,144	(6,346)
Trade and other creditors	28,167	(246,292)
Cash generated from operations	315,789	(193,874)
Interest paid	(174)	(184)
Net cash from operating activities	<u>315,615</u>	<u>(194,058)</u>
Cash flows from investing activities		
Purchase of tangible assets	(33,672)	(257,460)
Net cash used in investing activities	<u>(33,672)</u>	<u>(257,460)</u>
Cash flows from financing activities		
Government grant income	–	250,000
Net cash from financing activities	<u>–</u>	<u>250,000</u>
Net increase in cash and cash equivalents	281,943	(201,518)
Cash and cash equivalents at beginning of year	161,127	362,644
Cash and cash equivalents at end of year	<u>443,070</u>	<u>161,126</u>

The notes on pages 20 to 32 form part of these financial statements.

Ethnic Youth Support Team
Company Limited by Guarantee
Notes to the Financial Statements
Year ended 31 March 2021

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is UNITS B & C, 11 ST. HELENS ROAD, SWANSEA, SA1 4AB.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

3. Accounting policies *(continued)*

Tangible assets *(continued)*

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Freehold property	-	50 years
Fixtures and fittings	-	25% straight line
Motor vehicles	-	25% straight line
Equipment	-	25% straight line

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the charity will comply with the conditions attaching to them and the grants will be received.

Where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

3. Accounting policies *(continued)*

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

4. Limited by guarantee

The company is limited by guarantee and does not have a share capital. The liability of the members in the event of the company being liquidated is limited to £1 per member.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Donations	4,564	–	4,564
Grants			
Welsh Government - BME CYP	12,000	120,860	132,860
Welsh Government - Equality	12,106	107,999	120,105
Welsh Government – Don't Hate	2,500	27,500	30,000
City & County of Swansea	2,000	67,119	69,119
Active Inclusion - BME Youth Invest	551	96,124	96,675
Henry Smith Foundation	-	57,900	57,900
BBC Children in Need - Belonging	-	44,750	44,750
BBC Children in Need - Sickle Cell	-	9,978	9,978
BBC Children in Need - Inspiring Futures	1,250	38,515	39,765
Youth Sport Trust - Connecting Communities	-	(6,653)	(6,653)
Refugee Resettlement Scheme - Swansea	11,649	125,026	136,675
Refugee Resettlement Scheme - Carmarthenshire	8,056	100,505	108,561
Refugee Resettlement Scheme - Powys	7,200	78,109	85,309
Refugee Resettlement Scheme - Pembrokeshire	1,200	6,075	7,275
Big Lottery - BME Skills	-	96,918	96,918
Big Lottery - We Are Wales	-	49,500	49,500
Welsh Refugee Council - Asylum Rights Project	-	14,511	14,511
Citizens Advice Cymru - EU Citizens Rights Project	5,593	57,475	63,068
Joseph Rowntree - RAW	6,000	54,340	60,340
Joseph Rowntree - Democracy Fund	-	29,983	29,983
WCVA: Third Sector Resilience Fund Phase 2	-	69,830	69,830
WCVA: Vol Sector Emergency Fund - Crisis Project	-	63,761	63,761
Voluntary Sector Emergency Fund - BAME Helpline	9,000	84,163	93,163
BAWSO - Homework Club Project	2,729	15,381	18,110
Financial Crisis Project	-	26,875	26,875
Esmee Fairbairn	74,000	–	74,000
Other grants - unrestricted	6,899	–	6,899
Government grant income	–	–	–
	<u>167,296</u>	<u>1,436,545</u>	<u>1,603,841</u>

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

5. Donations and legacies – *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Donations			
Donations	132	–	132
Grants			
Big Lottery	-	127,881	127,881
Welsh Government - CFAP	-	250,000	250,000
WCVA	-	248	248
Welsh Government – Don't Hate	4,547	25,453	30,000
City & County of Swansea	2,900	67,820	70,720
Active Inclusion - BME Youth Invest	9,955	65,242	75,197
Henry Smith Foundation	-	57,900	57,900
BBC Children in Need	500	52,007	52,507
Children & Young Peoples Fund	-	960	960
Sport Wales	-	1,351	1,351
Youth Sport Trust - Connecting Communities	-	1,880	1,880
Refugee Resettlement Scheme – Swansea	7,284	123,456	130,740
Refugee Resettlement Scheme – Carmarthenshire	3,350	152,549	156,079
Refugee Resettlement Scheme – Powys	9,092	96,248	105,340
Welsh Government - Equality	9,000	110,949	119,949
Big Lottery - BME Skills	10,291	118,934	129,225
Welsh Refugee Council - Asylum Rights Project	-	14,308	14,308
Citizens Advice Cymru - EU Citizens Rights Project	5,975	49,297	55,272
Queens Award: Progression	1,500	17,014	18,514
Garfield Weston Foundation	-	30,000	30,000
Big Lottery – Awards for All	-	10,000	10,000
Joseph Rowntree – RAW	-	26,282	26,282
Cardiff Council: Windrush	-	2,243	2,243
Esmee Fairbairn	-	40,000	40,000
Other grants	-	2,900	2,900
	<u>64,705</u>	<u>1,444,922</u>	<u>1,509,627</u>

6. Charitable activities

	Unrestricted Funds £	Total Funds 2021 £	Unrestricted Funds £	Total Funds 2020 £
Training Income	9,550	9,550	3,495	3,495
Other Income	11,493	11,493	4,111	4,111
Welsh Government Secondment	32,045	32,045	16,040	16,040
	<u>53,088</u>	<u>53,088</u>	<u>23,646</u>	<u>23,646</u>

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Activity	134,217	1,268,766	1,402,983
Support costs	3,999	6,897	10,896
	<u>138,216</u>	<u>1,275,663</u>	<u>1,413,879</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Activity	83,033	1,152,015	1,235,048
Support costs	4,000	6,859	10,858
	<u>87,033</u>	<u>1,158,874</u>	<u>1,245,906</u>

8. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2021 £	Total fund 2020 £
Activity	1,402,983	–	1,402,983	1,235,048
Governance costs	–	10,896	10,896	10,858
	<u>1,402,983</u>	<u>10,896</u>	<u>1,413,879</u>	<u>1,245,906</u>

9. Analysis of support costs

	Analysis of support costs activity 1 £	Total 2021 £	Total 2020 £
Finance costs	175	175	185
Support costs - Accountancy	10,722	10,722	10,674
	<u>10,897</u>	<u>10,897</u>	<u>10,859</u>

10. Net income

Net income is stated after charging/(crediting):

	2021 £	2020 £
Depreciation of tangible fixed assets	24,644	19,275
Operating lease rentals	3,323	1,737

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

11. Auditors remuneration

	2021	2020
	£	£
Fees payable for the audit of the financial statements	<u>4,000</u>	<u>4,000</u>

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2021	2020
	£	£
Wages and salaries	1,027,911	800,823
Employer contributions to pension plans	<u>12,033</u>	<u>10,621</u>
	<u>1,039,944</u>	<u>811,444</u>

The average head count of employees during the year was 60 (2020: 48). The average number of full-time equivalent employees during the year is analysed as follows:

	2021	2020
	No.	No.
Number of staff	<u>60</u>	<u>48</u>

No employee received employee benefits of more than £60,000 during the year (2020: Nil).

Key Management Personnel

During the financial year, payments made to key personnel amount to £54,000 in total.

13. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees

14. Tangible fixed assets

	Land and buildings £	Fixtures and fittings £	Motor vehicles £	Equipment £	Total £
Cost					
At 1 April 2020	250,000	18,877	13,000	84,844	366,721
Additions	—	2,642	—	31,030	33,672
At 31 March 2021	<u>250,000</u>	<u>21,519</u>	<u>13,000</u>	<u>115,874</u>	<u>400,393</u>
Depreciation					
At 1 April 2020	5,000	17,400	13,000	67,068	102,468
Charge for the year	5,000	2,133	—	17,511	24,644
At 31 March 2021	<u>10,000</u>	<u>19,533</u>	<u>13,000</u>	<u>84,579</u>	<u>127,112</u>
Carrying amount					
At 31 March 2021	<u>240,000</u>	<u>1,986</u>	<u>—</u>	<u>31,295</u>	<u>273,281</u>
At 31 March 2020	<u>245,000</u>	<u>1,477</u>	<u>—</u>	<u>17,776</u>	<u>264,253</u>

Ethnic Youth Support Team
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2021

15. Debtors

	2021	2020
	£	£
Other debtors	159,998	174,142
Other debtors	6,000	6,000
	<u>165,998</u>	<u>180,142</u>

16. Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	–	2,136
Accruals and deferred income	14,760	9,150
Social security and other taxes	20,320	14,311
Other creditors	3,258	2,241
	<u>38,338</u>	<u>27,838</u>

17. Creditors: amounts falling due after more than one year

	2021	2020
	£	£
WCVA: Third Sector Resilience Fund Phase 2 Loan	<u>23,277</u>	–

18. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £12,033 (2020: £10,621).

19. Government grants

The amounts recognised in the financial statements for government grants are as follows:

	2021	2020
	£	£
Recognised in income from donations and legacies:		
Government grants income	<u>–</u>	<u>250,000</u>

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

20. Analysis of charitable funds

Unrestricted funds

	1 April 2020	Income	Expenditure	Transfers	31 March 2021
	£	£	£	£	£
General funds	<u>194,123</u>	<u>220,384</u>	<u>(138,216)</u>	<u>(6,193)</u>	<u>270,098</u>
	1 April 2019	Income	Expenditure	Transfers	31 March 2020
	£	£	£	£	£
General funds	<u>202,150</u>	<u>88,351</u>	<u>(87,033)</u>	<u>(9,347)</u>	<u>194,121</u>

Restricted funds

	1 April 2020	Income	Expenditure	Transfers	31 March 2021
	£	£	£	£	£
Big Lottery	5,522	(1)	(2,726)	–	2,795
CC Swansea SDF	3,687	–	(3,687)	–	–
WCVA	–	–	–	–	–
CC Swansea - Various	10,239	67,119	(70,603)	(536)	6,219
Active Inclusion - BME					
Youth Invest	1,411	96,124	(95,132)	23	2,426
Henry Smith	17,758	57,900	(57,949)	260	17,969
Home Office	–	–	–	–	–
Queens Award	160	–	(160)	–	–
Swansea Youth Bank	–	–	–	–	–
BBC CIN	6,346	54,728	(43,260)	–	17,814
Esmee Fairbairn	10,023	–	(10,023)	–	–
BME Sports	249	–	(124)	–	125
Youth Support Trust	8,717	(6,653)	–	(2,064)	–
CYPF	–	–	–	–	–
SVPR Scheme					
Swansea	7,094	125,026	(126,852)	–	5,268
SVPR Scheme Carmar	475	100,506	(100,276)	334	1,039
SVPR Scheme Powys	1,602	78,109	(77,159)	–	2,552
Welsh Government -					
Equality	1,185	107,999	(108,300)	–	884
Lloyds Foundation	384	–	(192)	–	192
Big Lottery - BME Skills	5,484	96,918	(102,984)	936	354
Welsh Refugee Council					
- Asylum Rights Project	–	14,512	(14,190)	–	322
Citizens Advice Cymru -					
EU Citizens Rights					
Project	14	57,476	(56,833)	4,883	5,540
FAW Trust	–	–	–	–	–
Community Chest	2,431	–	(835)	–	1,596
Garfield Weston	10,910	–	(12,682)	1,772	–
Welsh Government -					
Don't Hate, Educate	11,115	27,500	(34,924)	–	3,691

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

20. Analysis of charitable funds *(continued)*

Swansea Church Fund	–	–	–	–	–
Jill Franklin Trust	900	–	(900)	–	–
Joseph Rowntree - RAW	22,857	54,340	(57,590)	–	19,607
Cardiff Council - Windrush	–	–	–	–	–
Big Lottery - Awards For All	10,000	–	(2,530)	118	7,588
Welsh Government - CFAP	245,000	–	(5,000)	–	240,000
SRP Pembrokshire County Council	–	6,075	(6,075)	–	–
Welsh Government BME CYP	–	120,860	(118,217)	500	3,143
BAWSO Homework Club Project	–	15,381	(5,475)	–	9,906
Big Lottery - We Ae Wales	–	49,500	(21,241)	–	28,259
Financial Crisis Project	–	26,875	(25,113)	(66)	1,696
Joesph Rowntree - Democracy Fund	–	29,983	(13,542)	32	16,473
Vol Sector Emergency Fund - BAME Helpline	–	84,163	(81,971)	–	2,192
BBC Children In Need - Inspiring Futures	–	38,515	(7,113)	–	31,402
WCVA: Third Sector Resilience Fund Phase 2	–	69,829	(12,005)	–	57,824
WCVA Vol Sector Emergency Fund - Crisis Project	–	63,761	–	–	63,761
	<u>383,563</u>	<u>1,436,545</u>	<u>(1,275,663)</u>	<u>6,192</u>	<u>550,637</u>

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

20. Analysis of charitable funds *(continued)*

	1 April 2019	Income	Expenditure	Transfers	31 March 2020
	£	£	£	£	£
Big Lottery	13,839	127,881	(136,992)	794	5,522
CC Swansea SDF	7,375	–	(3,687)	–	3,688
WCVA	119	248	(120)	(247)	–
CC Swansea - Various	6,370	67,820	(63,800)	(151)	10,239
Active Inclusion - BME					
Youth Invest	2,117	65,242	(65,948)	–	1,411
Henry Smith	–	57,900	(40,142)	–	17,758
Home Office	114	–	(114)	–	–
Queens Award	4,723	17,014	(26,516)	4,939	160
Swansea Youth Bank	109	–	(109)	–	–
BBC CIN	8,937	52,007	(54,598)	–	6,346
Esmee Fairbairn	10,023	40,000	(40,000)	–	10,023
BME Sports	548	–	(300)	–	248
Youth Support Trust	10,885	1,880	(4,048)	–	8,717
CYPF	839	960	(1,800)	1	–
SVPR Scheme					
Swansea	533	123,456	(117,230)	335	7,094
SVPR Scheme Carms	953	152,549	(153,748)	721	475
SVPR Scheme Powys	582	96,249	(94,866)	(363)	1,602
Welsh Government -					
Equality	2,309	110,948	(112,124)	51	1,184
Lloyds Foundation	3,429	–	(6,244)	3,199	384
Big Lottery - BME Skills	11,996	118,934	(125,429)	(17)	5,484
Welsh Refugee Council					
- Asylum Rights Project	–	14,308	(14,308)	–	–
Citizens Advice Cymru -					
EU Citizens Rights					
Project	–	49,297	(49,283)	–	14
FAW Trust	881	–	(966)	85	–
Community Chest	1,486	1,352	(407)	–	2,431
Garfield Weston	–	30,000	(19,090)	–	10,910
Welsh Government -					
Don't Hate, Educate	–	25,452	(14,337)	–	11,115
Swansea Church Fund	–	2,000	(2,000)	–	–
Jill Franklin Trust	–	900	–	–	900
Joseph Rowntree - RAW	–	26,282	(3,425)	–	22,857
Cardiff Council -					
Windrush	–	2,243	(2,243)	–	–
Big Lottery - Awards For					
All	–	10,000	–	–	10,000
Welsh Government -					
CFAP	–	250,000	(5,000)	–	245,000
	<u>88,167</u>	<u>1,444,922</u>	<u>(1,158,874)</u>	<u>9,347</u>	<u>383,562</u>

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

21. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Tangible fixed assets	1,107	272,174	273,281
Current assets	296,268	312,803	609,071
Creditors less than 1 year	(4,000)	(34,340)	(38,340)
Creditors greater than 1 year	(23,277)	—	(23,277)
Net assets	<u>270,098</u>	<u>550,637</u>	<u>820,735</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Tangible fixed assets	1,509	262,744	264,253
Current assets	196,614	144,654	341,268
Creditors less than 1 year	(4,000)	(23,838)	(27,838)
Creditors greater than 1 year	—	—	—
Net assets	<u>194,123</u>	<u>383,560</u>	<u>577,683</u>

22. Analysis of changes in net debt

	1 Apr 2020 £	Cash flows £	31 Mar 2021 £
Cash at bank and in hand	<u>161,127</u>	<u>281,944</u>	<u>443,071</u>

**Ethnic Youth Support Team
Company Limited by Guarantee
Management Information
Year ended 31 March 2021**

The following pages do not form part of the financial statements.

Ethnic Youth Support Team

Company Limited by Guarantee

Detailed Statement of Financial Activities

Year ended 31 March 2021

	2021 £	2020 £
Income and endowments		
Donations and legacies		
Donations type 1	4,564	132
Grant Income	1,518,378	1,259,495
Esmee Fairbairn	74,000	–
Other grants - unrestricted	6,899	–
Government grant income	–	250,000
	<u>1,603,841</u>	<u>1,509,627</u>
Charitable activities		
Training Income	9,550	3,495
Other Income	11,493	4,111
Welsh Government Secondment	32,045	16,040
	<u>53,088</u>	<u>23,646</u>
Total income	<u>1,656,929</u>	<u>1,533,273</u>

Ethnic Youth Support Team

Company Limited by Guarantee

Detailed Statement of Financial Activities *(continued)*

Year ended 31 March 2021

	2021 £	2020 £
Expenditure		
Expenditure on charitable activities		
Wages and salaries	1,027,911	800,823
Pension costs	12,033	10,621
Operating leases	3,323	1,737
Rent	35,994	45,280
Rates and water	3,456	2,294
Light and heat	9,223	10,159
Repairs and maintenance	14,899	12,755
Insurance	4,730	4,607
Other motor/travel costs	2,337	13,600
Legal and professional fees	29,084	31,224
Telephone	26,318	19,442
Other office costs	15,850	8,030
Depreciation	24,644	19,275
Other interest payable and similar charges	174	184
Direct charitable activity 1 - other	6,289	7,701
Direct charitable activity 1 - sundry expenses	1,909	3,881
Direct charitable activity 1 - donations & sponsorship	720	720
Direct charitable activity 1 - training & tuition fees	15,841	17,354
Direct charitable activity 1 - visits & events	11,208	20,779
Direct charitable activity 1 - refreshments	143	969
Direct charitable activity 1 - film production	6,275	1,350
Direct charitable activity 1 - beneficiary payments	48,770	78,952
Direct charitable activity 1 - SVPR scheme expenditure	11,411	28,072
Direct charitable activity 1 - translation & interpretation costs	3,072	1,357
Website costs	470	1,105
External providers	90,704	71,038
Staff Expenses	7,091	32,597
	<u>1,413,879</u>	<u>1,245,906</u>
Total expenditure	<u>1,413,879</u>	<u>1,245,906</u>
Net income	<u>243,050</u>	<u>287,367</u>

Ethnic Youth Support Team

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 31 March 2021

	2021 £	2020 £
Expenditure on charitable activities		
Activity type 1		
Activities undertaken directly		
Direct charitable activity 1 - wages/salaries	1,027,911	800,823
Direct charitable activity 1 - pension costs	12,033	10,621
Direct charitable activity 1 - operating leases	3,323	1,737
Direct charitable activity 1 - rent	35,994	45,280
Direct charitable activity 1 - rates & water	3,456	2,294
Direct charitable activity 1 - light & heat	9,223	10,159
Direct charitable activity 1 - repairs & maintenance	14,899	12,755
Direct charitable activity 1 - insurance	4,730	4,607
Direct charitable activity 1 - other motor/travel costs	2,337	13,600
Direct charitable activity 1 - legal and professional fees	18,362	20,550
Direct charitable activity 1 - telephone	26,318	19,442
Direct charitable activity 1 - other office costs	15,850	8,030
Direct charitable activity 1 - depreciation	24,644	19,275
Direct charitable activity 1 - other	6,289	7,701
Direct charitable activity 1 - sundry expenses	1,909	3,881
Direct charitable activity 1 - donations & sponsorship	720	720
Direct charitable activity 1 - training & tuition fees	15,841	17,354
Direct charitable activity 1 - visits & events	11,208	20,779
Direct charitable activity 1 - refreshments	143	969
Direct charitable activity 1 - film production	6,275	1,350
Direct charitable activity 1 - beneficiary payments	48,770	78,952
Direct charitable activity 1 - SVPR scheme expenditure	11,411	28,072
Direct charitable activity 1 - translation & interpretation costs	3,072	1,357
Website costs	470	1,105
External providers	90,704	71,038
Staff Expenses	7,091	32,597
	1,402,983	1,235,048
Governance costs		
Governance costs - accountancy fees	6,722	6,674
Governance costs - audit fees	4,000	4,000
Governance costs - other finance costs	174	184
	10,896	10,858
Expenditure on charitable activities	1,413,879	1,245,906