

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

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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

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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, 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 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

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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

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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 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

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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

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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 partner 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

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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

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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 Muhlanga 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

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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.

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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.

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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.

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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/auditresponsibilities>.

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

| | | Unrestricted funds £ | 2021 Restricted funds £ | Total funds £ | 2020 Total funds £ |
|--------------------------------------|------|----------------------------|----------------------------------|-------------------------|--------------------------|
| | Note | | | | |
| 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> | <u>—</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 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 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><u>1,656,929</u></u> | <u><u>1,533,273</u></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 |