

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

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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.

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(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

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Structure, governance and management *(continued)*

Risk: A major property incident

Mitigating Actions:

Y Implementation of ongoing property checks

Risk: Loss of key personnel

Mitigating Actions:

Y Regular appraisals & team meetings

Y Team development activities

Y Quality continuing professional development opportunities

Risk: Reduction in clients / service users

Mitigating Actions:

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

Risk: Loss of funding for projects

Mitigating Actions:

Y Diversify funding streams

Y Generate own income

Y 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

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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

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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

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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 & Thalassemia, 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.

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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

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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

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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
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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

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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

			2022		2021
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
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
	87,440	1,734,215	1,821,655

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

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, Educate	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 Pembrokeshire 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	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
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	8,717	(6,653)	-	(2,064)	-
Swansea Council					
Refugee Resettlement Scheme	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 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
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	443,071	(44,127)	398,944

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	-
	1,824,874	1,413,879
Total expenditure	1,824,874	1,413,879
Net income	122,051	243,050

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	-
	1,812,695	1,402,983
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
	12,179	10,896
Expenditure on charitable activities	1,824,874	1,413,879