YES FUTURES

England & Wales · Charity number 1155082

Details

Status	Registered
Legal form	CIO
Registered	2013-12-19
Register	View on the Charity Commission register

Contact

Address	Yes Futures 3Space International House 6 Canterbury Crescent London
Phone	02081 444 393
Email	info@yesfutures.org
Website	www.yesfutures.org

Activities

Objects: TO ACT AS A RESOURCE FOR YOUNG PEOPLE UP TO THE AGE OF 25 LIVING IN THE UK BY PROVIDING ADVICE AND ASSISTANCE AND ORGANISING PROGRAMMES OF PHYSICAL, EDUCATIONAL AND OTHER ACTIVITIES AS A MEANS OF:(A) ADVANCING IN LIFE AND HELPING YOUNG PEOPLE BY DEVELOPING THEIR CONFIDENCE, RESILIENCE TO LIFE CHALLENGES, SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS;(B) ADVANCING EDUCATION;(C) RELIEVING UNEMPLOYMENT;(D) PROVIDING RECREATIONAL AND LEISURE TIME ACTIVITY IN THE INTERESTS OF SOCIAL WELFARE FOR PEOPLE LIVING IN THE AREA OF BENEFIT WHO HAVE NEED BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABILITY, POVERTY OR SOCIAL AND ECONOMIC CIRCUMSTANCES WITH A VIEW TO IMPROVING THE CONDITIONS OF LIFE OF SUCH PERSONS

Activities: Yes Futures empowers young people to believe in themselves and discover their personal potential.

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Classification

- **How:** Provides Services
- **What:** Education/training
- **Who:** Children/young People

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£353,896	£330,607	-	-
2024-12-31	£430,819	£502,792	-	-
2023-12-31	£579,593	£567,916	£84,341	11
2022-12-31	£511,771	£576,326	£72,664	11
2021-12-31	£449,869	£437,455	-	-

Trustees

Name	Role	Appointed
Emily Ramji	Chair	2021-07-08
Ananya Tiwari		2024-04-18
Dr Malcolm Norman Groves		2023-12-07
Edward Paul Stanley May		2026-05-06
Emily Jane Kirwan		2026-05-06
Joanna Marie Amand		2023-12-07
Stephen John Edward		2026-05-06

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YES FUTURES

England & Wales - Charity number 1155082

Accounts



Yes Futures Annual Report 2025



September 2024 and March 2025 school partners

CHARTERS SCHOOL

Herschel Grammar School

HOLME GRANGE SCHOOL

Lift Kingsley

THE LANGLEY ACADEMY

LPA

MPA

William Edwards School

WIXAMS ACADEMY

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Foreword from the CEO and Chair

2025 was a year of significant transformation for Yes Futures. It was a year that tested our resilience, but ultimately proved the enduring strength of our mission.

It marked the beginning of new journeys for ourselves - Ali became CEO in early 2025 and Emily took the Chair role in late 2025. As we steward this organisation forward, we must first pay tribute to our predecessors, Sarah Sewell and Andrew Thraves. Their passion and vision laid strong foundations, and we are deeply grateful for the legacy they have entrusted to us.

Through operational rigour and prudent financial management, we are proud to report that Yes Futures has moved from a position of survival to one of stability. Thanks to a significant partnership with the Brent Cross Town Community Fund and the hard work of our team, we ended 2025 with a financial surplus, allowing us to begin rebuilding our reserves following the challenges of 2024.

Most importantly, our impact remains undeniable. In 2025, 96% of our students achieved measurable growth in their chosen skill areas. We deepened partnerships with the Connolly Foundation in Bedfordshire and welcomed new school partners like Wixams Academy, proving that our work is as vital as ever.

We enter 2026 as a leaner, more agile organisation. This evolution required difficult decisions, and we want to place on record our profound thanks to the team members who moved on during our restructuring. Their dedication helped secure our future.

Now, we look to that future with three clear priorities:

1. **Product Expansion:** Having launched the Yes Futures Licensed Coach programme in late 2025, we are planning to design further new product streams to diversify our income and reach.

2. **Operational Excellence:** We are investing in our internal efficiency, implementing a new CRM system to ensure our processes are as high-quality as our coaching.

3. **Governance:** We are currently recruiting new Trustees to bring fresh perspectives and skills to our Board as we prepare for the next iteration of our strategy which will be developed in 2026.

We have weathered the worst of the storm and are now ready to grow. Thank you to all our coaches, partners and funders for your continued belief in Yes Futures.



Ali Jaffer, CEO



Emily Ramji, Chair



About Yes Futures

Positive futures begin with self-belief

Too many young people face persistent barriers that prevent them from thriving in school and in life. Across England, nearly half of disadvantaged children do not meet expected standards by the end of primary school, a figure that rises to over 70% by the end of secondary school. Without targeted support, these students are at high risk of disengagement, poor mental health, and reduced life chances.

Yes Futures exists to change this story. Established in 2013 by teachers, we are a multi-award-winning charity that empowers young people from underserved communities to believe in themselves and discover their potential. We focus on building four essential life skills- confidence, resilience, self-awareness, and communication- which are the foundations for academic success, future employability and thriving in life.

Our unique model combines structured one-to-one coaching with inspirational real-world experiences. Since our inception, we have made a proven difference to the lives of over 3,800 young people across more than 85 schools.

We provide targeted support to those who need it most, including students eligible for Free School Meals, those with special educational needs (SEND), and care-experienced young people. By strengthening their self-belief today, we equip them with the tools and agency to lead happy, healthy lives and shape their own positive futures.

“Since our inception, we have made a proven difference to the lives of over 3,800 young people across more than 85 schools.”

Our programmes

Yes Futures delivers a portfolio of high-impact personal development programmes tailored to different stages of a young person's educational journey. Our flagship **Rising Futures** programme (for students aged 11-16) combines one-to-one coaching with experiential learning days, such as 'Into the Wild' and 'World of Work'. We also boast an equivalent programme for Year 5-6 primary pupils, called 'Finding Futures'. These programmes are proven to help participants build confidence and aspiration through developing the essential life skills of confidence, resilience, communication, and self-awareness needed to succeed both in and out of the classroom.

Our Finding and Rising Futures programme





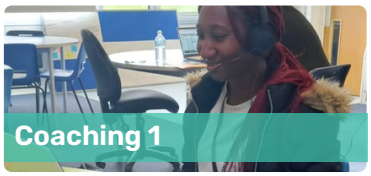




World of Work: Young people visit an inspirational workplace and network with professionals. This raises students' aspirations for their future, improves their knowledge of working life and develops key employability skills.



Personalised Coaching: Dedicated Yes Futures Coaches supported students, coaching them either individually or in small groups to develop confidence, resilience, communication and self-awareness, through a structured personal development framework.





Into the Wild: Our outdoor education experiences provide a more challenging environment for students to face their fears and build relationships with other students, becoming more confident in their own abilities.





Self-Coaching: A key aim of our programmes is to embed life-long personal development within each young person. The Self-Coaching workbook supports students to begin this journey, through taking responsibility for setting and reviewing their own goals. After five months of self-coaching, students attend a Forward to the Future session, which helps them reflect on the progress they've made and set new goals.



Launching Futures

Connecting Futures

Yes Futures Licensed Coach

2025 saw us design three new service offerings, which we expect will build traction in 2026. First, **Launching Futures**, a post-16 version of our flagship coaching programme to support young people in further education and sixth form settings helping them to navigate industry placements and transitions into university and adulthood.

Connecting Futures is designed in partnership with community and youth-focussed organisations to support those not currently in education, employment or training, to help young people find their purpose, set and achieve progression goals. This is an area of national policy focus, and we are confident our coaching model has a key role to play in supporting young people in this category.

We also launched the **Yes Futures Licensed Coach** programme in late 2025, the first of its kind national youth coaching training model. After completing the training in Spring 2026, our first group of coaches will be licensed to use the Yes Futures brand to support their own coaching practice. As the UK's leading organisation in youth coaching this will allow us to support the professionalisation of the sector, give parents more clarity when choosing a coach and allow local partners across the UK to deliver aspects of our proven coaching methodology within their own communities.

> **"2025 saw us design three new service offerings, which we expect will build traction in 2026."**



Our impact

Our impact reporting looks at the individuals who have completed a Yes Futures programme during the 2025 calendar year. Specifically, this data covers the participants within our September 2024 and March 2025 cohorts.

96%

of young people improved in at least one Yes Futures Talent area.

269 students participated in our September 2024 and March 2025 programmes.

82 of these students (from three schools) participated in the Finding Futures (primary) programme.

105 volunteer coaches contributed over 3,959 hours of their time to the programme (plus training). Included in this figure, **19 impact coaches contributed over 1004 hours.**

96% of all students improved in at least one Talent area.

The Yes Futures Talents are:

Confidence **Resilience** **Communication** **Self-awareness**

They form the heart of our coaching programme and are the key outcomes we measure.

Our programmes deliver personalised, strengths-based coaching, meaning young people focus on the skills most relevant to their own goals and starting points.

Overall programme efficacy

96% of students made measurable progress in at least one Talent (Skill) area

Not all students worked on every skill area. Students chose one or two main skills to ensure relevant, high-impact learning. These figures reflect where progress occurred across the group and demonstrate the breadth of impact achieved through this personalised approach. Across the cohort, progress was seen in:



As reported in their end of programme questionnaire:

84% of students feel more prepared for the future

72% of students feel more motivated to achieve at school

84% of students feel they have skills which are valuable to other people

84% of students have a better idea about future opportunities available to them

81% of students feel the Rising Futures programme has made a positive difference to them

Partner spotlight:
Empowering the next generation with Reed Smith

Yes Futures is proud to celebrate our longstanding partnership with Reed Smith, a partner whose expertise, people and commitment play a vital role in supporting disadvantaged young people across the UK.

Growing together to support young people
In 2024–25, Yes Futures' partnership with Reed Smith has continued to flourish. Together, we reached children from disadvantaged areas of London and Essex who were at risk of becoming NEET (not in employment, education or training), offering them personalised coaching, support, and hands-on experiences that opened their eyes to new opportunities.

The impact of our partnership
With Reed Smith's support, Yes Futures worked directly with 103 young people across East London and Essex, including some of the most disadvantaged areas such as Harlow and Thurrock, where nearly 40% of pupils in partner schools receive free school meals. Young people took part in a year-long programme of personalised coaching and two key experiential days: *Into the Wild*, building confidence and teamwork through outdoor challenges, and *World of Work*, exploring professional workplaces and developing employability skills.

A partnership built on shared values
At the heart of our work with Reed Smith is a shared belief that every young person deserves the chance to succeed and unlock their potential. The partnership goes beyond funding: Reed Smith's teams contribute their expertise, strengthen our systems, and expand our volunteer base in East London, helping us deliver sustainable, lasting impact.



How Reed Smith teams get involved

- **World of Work days –** Team members give students immersive experiences of professional life, inspiring ambitious career pathways.
- **Volunteer coaching –** Professionals trained as coaches develop key communication, leadership, and empathy skills, supporting students' goal-setting and reflection.
- **Pro-bono support –** The team helps strengthen Yes Futures' foundations, making the organisation more resilient and able to grow its impact.

The difference we've made

Of the **103 students** receiving Reed Smith's direct support in 2024–25, **92% improved their essential skills.**



Progress was seen in:

Confidence
56%

Resilience
68%

Communication
57%

Self-awareness
63%

When asked about the programme's longer-term benefits:

87%
feel more prepared for the future

87%
have a better understanding of the opportunities available to them

87%
have a better understanding report skills that are valuable to others

Coaches consistently noted remarkable progress, particularly in confidence and resilience. Many initially shy students became articulate, self-assured individuals, stepping out of their comfort zones and forming positive relationships.

Inspiring futures through collaboration
The partnership with Reed Smith illustrates how shared vision, practical support, and committed people combine to change young lives. It's a model that shows what's possible when organisations come together — and offers a template for others who want to make a meaningful impact.

Student story: Fatima
Fatima joined Yes Futures from Passmores Academy in Essex. Through the programme, she became a confident, reflective communicator and demonstrated strong leadership, particularly during World of Work day at Reed Smith. She is now exploring careers in criminal psychology and medical sciences, with a clear, motivated vision for her future.

Thank you to our partners

We would like to extend a huge thank you to all our donors, corporate partners, World of Work Day hosts and our community of schools.

Without their ongoing support, time and commitment we would not be able to deliver such exceptional impact to the young people in our Finding Futures and Rising Futures programmes.



Donors and partners

World of Work partners

Thank you to our coaches

We would like to thank our incredible community of volunteer Yes Futures Coaches for their ongoing support and commitment to the programme.

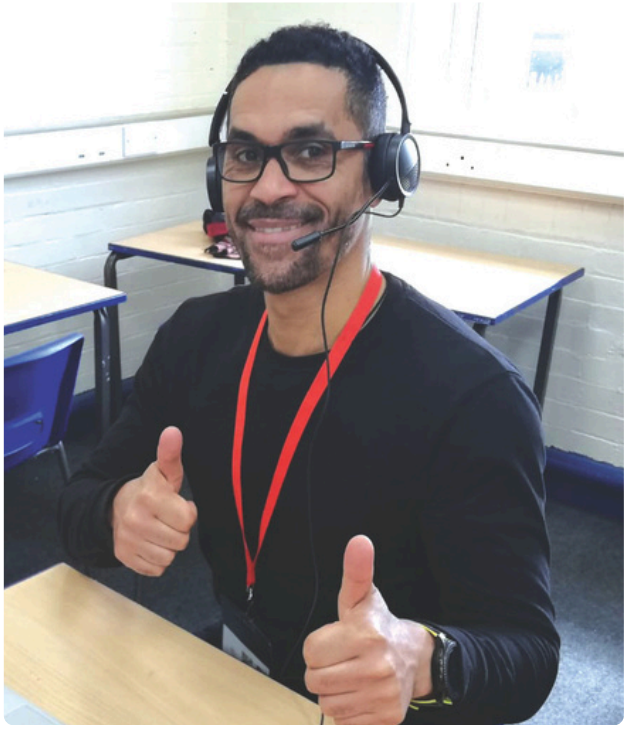
Our volunteer coaches collectively completed **793 hours of training** and contributed over **3,166 voluntary hours** to the programme.



Our impact coaches completed over **171 hours of training** and contributed over **1004 hours to the programme.**

86 One-to-One Coaches and **19** Impact Coaches supported our September 24 and March 25 programmes.

94% of Coaches, who responded to our end of programme survey, said they saw a positive change in the students as they progressed through the programme.







Some coaches shared:

"The 'best part' of participating in the programme for them was…":

"I loved the energy and diversity of the course. The trips were incredible. It was a spectacular journey, one in which I learnt a lot about the education/charity sector and empowering youngsters."

"The team was fabulous and so dedicated.It was a joy to be part of this team. Thank you for this opportunity to give and create something special."

"I have loved meeting the wonderful young students. Witnessing their excitement when they come into the room and them remembering how the activities made them feel."

"Working with the students, seeing them mature and move forwards a bit."

"The passion of everyone in Yes Futures, including the other coaches. You can tell everyone really cares."

"It was great to see the students engage and learn things about themselves."

"Feeling that I am having a positive impact."

"It has been a pleasure to watch the young people grow."

Financial review



During 2025 Yes Futures continued to feel the effects of budget squeezes in schools, which led to many schools cutting back on external programmes such as ours. This resulted in our earned income and overall turnover reducing. However in spite of this we did successfully recruit some new school partners during the year. We were able to maintain donated income at a similar level to recent years. We also started to diversify our income by launching some new products and services which build self-belief in young people.

During the year we implemented a restructure to reduce our cost base and make the organisation more agile. This included shrinking to a smaller core team of delivery staff which resulted in several redundancies. We were successfully able to bring costs down in line with reduced income, and made a surplus during the year to start rebuilding our reserves.

During this time of change we have been very grateful for support from donors and grant funders which has enabled us to be proactive about developing our reach and our services in an uncertain environment. We were pleased to receive grants from several new grant funders during 2025, and ongoing support from our corporate partners.

We were also able to negotiate early settlement of our 2021 loan received under the government's Coronavirus Business Interruption Scheme, including conversion of part of the remaining balance from loan to grant, for which we are grateful. During this year of financial restructure the Trustees have taken steps to monitor the financial position very closely.

Financial position 31 December 2025

At 31 December 2025 we had £24,138 of unrestricted funds and £11,519 of restricted funds (which are ring-fenced for delivery of our programmes).



Reserves policy

Yes Futures aims to be a financially sustainable organisation which is able to grow its work and reach increasing numbers of young people. We hold reserves for several purposes: to deliver commitments to current beneficiaries; to be resilient in case of unexpected financial downturn; to invest in growing our reach to more young people; and to invest in quality improvement of our programme and organisation.

During 2024 we had used some unrestricted reserves to help the organisation survive an unexpected financial downturn, and during 2025 we were glad to be able to start rebuilding reserves. We plan to gradually rebuild our unrestricted reserves each year to reach the equivalent of between 3 and 6 months' costs. The trustees are conscious of the importance of maintaining sufficient reserves, alongside the need to invest to grow our social impact.

Objectives and activities

Objectives and Activities: Our charity's purposes as set out in the objects contained in the constitution are:

To act as a resource for young people up to the age of 25 living in the UK by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:

(a) advancing in life and helping young people by developing their confidence, resilience to life challenges, skills, capacities and capabilities to
enable them to participate in society as independent, mature and responsible individuals;

(b) advancing education;

(c) relieving unemployment;

(d) providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

The trustees have had regard to the guidance issued by the Charity Commission on public benefit.

The trustees delegate day-to-day running of the charity to the Chief Executive and the Leadership Team, within the parameters of the agreed Delegation of Authority.

The trustees have reviewed the activities of the charity and considered the risks to which it is exposed. The trustees have implemented a risk management strategy that includes a regular review of risks, and the establishment of systems and procedures to minimise any potential impact on the charity.

Statement of trustees' responsibilities

The Charities Act requires the Board of Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity as at the end of the financial year and of the surplus or deficit of the charity. In preparing those financial statements the Board is required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.

The Trustees are also responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which are sufficient to show and explain the charity's transactions and enable them to ensure that the financial statements comply with regulations made under the Charities Act. 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.

The Trustees are also responsible for the contents of the Trustees' report, and the responsibility of the Independent Examiner in relation to the Trustees' report is limited to examining the report and ensuring that, on the face of the report, there are no inconsistencies with the figures disclosed in the financial statements.

Declaration

The Trustees declare that they have approved the Trustees' Report for the year ended 31st December 2025.

Signed on behalf of the Board of Trustees:



EMILY RAMJI

Signature

Name

19.03.2026

Reference and administrative details

Charity name:
Yes Futures

Registered charity number:
1155082

Type of governing document:
Constitution

How the charity is constituted:
Charitable Incorporated Organisation

Trustee selection methods:
New trustees are appointed by the existing trustees following an openly advertised, recruitment and interview process.

Charity's principal address:
3Space, International House, Brixton, London, SW9 7QE

Charity's registered address:
3Space, International House, Brixton, London, SW9 7QE

The Trustees:
Andrew Thraves *(resigned 30 September 2025)*
Jessica Badley *(resigned 31 December 2025)*
Emily Ramji
Malcolm Groves
Joanna Amand
Ananya Tiwari
Chief Executive:
Sarah Sewell - *Outgoing CEO (left April 2025)*
Ali Jaffer - Incoming CEO (from March 2025)

The trustees present their annual report and financial statements for the year ended 31 December 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: 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) (effective 1 January 2019)".

YES FUTURES

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF YES FUTURES

I report to the trustees on my examination of the financial statements of Yes Futures (the charity) for the year ended 31 December 2025.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011.

I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared the financial statements in accordance with the relevant version of the Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn. I understand that this has been done in order for the financial statements to provide a true and fair view in accordance with UK Generally Accepted Accounting Practice.

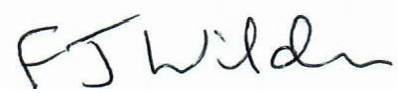
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1 accounting records were not kept in respect of the charity as required by section 130 of the Charities Act 2011.

2 the financial statements do not accord with those records; or

3 the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.



F J Wilde FCCA MBA DChA
Warner Wilde Limited
4 Marigold Drive
Bisley
Surrey
GU24 9SF
Date: .... 30 March 2026

YES FUTURES

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income and endowments from:							
Donations and legacies	**3**	78,151	85,209	163,360	53,260	134,181	187,441
Charitable activities	**4**	188,474	-	188,474	241,969	-	241,969
Investments	**5**	1,782	-	1,782	1,409	-	1,409
Other income	**6**	280	-	280	-	-	-
Total income		268,687	85,209	353,896	296,638	134,181	430,819
Expenditure on:							
Raising funds	**7**	11,950	-	11,950	13,200	-	13,200
Charitable activities	**8**	237,031	78,018	315,049	320,691	161,812	482,503
Other expenditure	**13**	3,608	-	3,608	7,089	-	7,089
Total expenditure		252,589	78,018	330,607	340,980	161,812	502,792
Net income/(expenditure)		16,098	7,191	23,289	(44,342)	(27,631)	(71,973)
Transfers between funds		-	-	-	(312)	312	-
Net movement in funds	**10**	16,098	7,191	23,289	(44,654)	(27,319)	(71,973)
Reconciliation of funds:							
Fund balances at 1 January 2025		8,040	4,328	12,368	52,694	31,647	84,341
Fund balances at 31 December 2025		24,138	11,519	35,657	8,040	4,328	12,368

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

YES FUTURES

BALANCE SHEET

AS AT 31 DECEMBER 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	15		-		566
Current assets					
Debtors	16	13,011		7,456	
Cash at bank and in hand		97,830		185,271	
		110,841		192,727	
Creditors: amounts falling due within one year	18	(75,184)		(120,049)	
Net current assets			35,657		72,678
Total assets less current liabilities			35,657		73,244
Creditors: amounts falling due after more than one year	19		-		(60,876)
Net assets			35,657		12,368
The funds of the charity					
Restricted income funds	22		11,519		4,328
Unrestricted funds	23		24,138		8,040
			35,657		12,368

The financial statements were approved by the trustees on ....19/05/2026.....

.....

Emily Ramji
Chair of Trustees

1 Accounting policies

Charity information

Yes Futures is a foundation Charitable Incorporated Organisation.

1.1 Basis of preparation

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) and the Charities SORP "Accounting and Reporting by Charities: 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)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1 Accounting policies **(Continued)**

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

IT Equipment	3 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

1 Accounting policies **(Continued)**

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	78,151	85,209	163,360	53,260	127,928	181,188
Grants	-	-	-	-	6,253	6,253
	78,151	85,209	163,360	53,260	134,181	187,441

3 Income from donations and legacies **(Continued)**

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts						
Reed Smith	-	10,000	10,000	-	-	-
St James Place Foundation	-	10,000	10,000	-	-	-
Social Investment Business	66,867	-	66,867	-	-	-
LSEG Foundation	-	20,000	20,000	-	20,400	20,400
Progress Foundation	-	-	-	-	15,000	15,000
The Dulverton Trust	-	-	-	35,000	-	35,000
Action Funder Brent Cross Town Community Fund	-	10,744	10,744	-	-	-
Garfield Weston Foundation	-	15,000	15,000	-	-	-
London Borough of Hounslow	-	-	-	-	47,175	47,175
Other	11,284	19,465	30,749	18,260	45,353	63,613
	78,151	85,209	163,360	53,260	127,928	181,188
Grants						
Government Grants: Access to Work	-	-	-	-	6,253	6,253
	-	-	-	-	6,253	6,253

3 Income from donations and legacies **(Continued)**

Other Restricted Grants include:

2025:
£7,600 Connolly Foundation
£5,000 Whirlwind Trust
£4,365 Heathrow Charitable Trust
£2,500 The Gosling Foundation

2024:
£9,834 Sussex Community Foundation
£7,495 Heathrow Charitable Trust
£5,000 Whirlwind Trust
£5,000 Charles S French Charitable Trust
£5,000 The Hedley Foundation
£4,874 Essex Community Foundation
£1,200 Gatwick Airport Trust
£5,000 Vintners Foundation
£1,950 Bedford and Luton Community Foundation

Other Unrestricted Grants include:

2025:
£5,335 The Big Give donations
£4,949 General donations
£1,000 Arnold Clark Community Fund

2024:
£10,000 Reed Smith
£2,557 The Big Give donations

4 Income from charitable activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Charitable activities		
Sale of goods	254,512	319,274
Other income	47	-
Less: deferred income	(66,085)	(77,305)
	188,474	241,969

5 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	1,782	1,409

6 Other income

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Net gain on disposal of tangible fixed assets	280	-

7 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
External staff costs	861	-
Staff costs	11,089	13,200
	11,950	13,200

8 Expenditure on charitable activities

	Charitable activities 2025 £	Charitable activities 2024 £
Direct costs		
Staff costs	233,269	381,168
Depreciation and impairment	567	4,242
Direct cost of programmes	34,889	51,145
Partnership development	4,439	11,958
Other staff costs (recruitment, training, welfare etc.)	3,838	11,002
Rent	3,240	3,240
External staffing costs	24,602	5,138
	304,844	467,893
Share of support and governance costs (see note 9)		
Support	7,739	12,096
Governance	2,466	2,514
	315,049	482,503
Analysis by fund		
Unrestricted funds	237,031	320,691
Restricted funds	78,018	161,812
	315,049	482,503

9 Support costs allocated to activities

	2025 £	2024 £
Administrative costs	7,739	12,096
Governance costs	2,466	2,514
	10,205	14,610
Analysed between:		
Charitable activities	10,205	14,610

Governance costs comprise:	2025 £	2024 £
Independent examiner fees	1,996	1,976
General overheads - governance	470	538
	2,466	2,514

10 Net movement in funds

	2025	2024
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	1,996	1,976
Depreciation of owned tangible fixed assets	567	4,242
Profit on disposal of tangible fixed assets	(280)	-

11 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year. One trustee received reimbursed travel costs of £218.

12 Employees

The average monthly number of employees during the year was:

	2025	2024
	Number	Number
Employees	6	11

Employment costs	2025	2024
	£	£
Wages and salaries	219,394	345,584
Social security costs	12,361	19,110
Other pension costs	12,603	29,674
	244,358	394,368

There were no employees whose annual remuneration was more than £60,000.

Remuneration of key management personnel

	2025	2024
	£	£
Aggregate compensation	133,915	151,875

A staff restructure was implemented during the year. During January to April Key Management Personnel were defined as the Chief Executive, Director of Partnerships, Director of Operations and Director of Finance and Governance. From May, Key Management Personnel were defined as the Chief Executive and Deputy Chief Executive.

13 Other expenditure

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Financing costs	3,608	7,089

14 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

15 Tangible fixed assets

	IT Equipment £
Cost	
At 1 January 2025	26,515
Disposals	(4,249)
At 31 December 2025	22,266
Depreciation and impairment	
At 1 January 2025	25,948
Depreciation charged in the year	567
Eliminated in respect of disposals	(4,249)
At 31 December 2025	22,266
Carrying amount	
At 31 December 2025	-
At 31 December 2024	566

16 Debtors

Amounts falling due within one year:	2025 £	2024 £
Trade debtors	11,500	-
Other debtors	784	4,090
Prepayments and accrued income	727	3,366
	13,011	7,456

17 Loans and overdrafts

	2025	2024
	£	£
Bank loans	-	92,253
Payable within one year	-	31,377
Payable after one year	-	60,876

In 2021 the organisation received a UK Government Resilience and Recovery Loan (via the Social Investment Business). The loan was unsecured, with security provided by the UK Government, and was repayable within 5 years by instalments with interest charged at 7%. During 2025 agreement was reached with the loan provider to settle the outstanding loan, with repayment of 25% of the outstanding balance, and the remaining amount being converted from loan to grant, which is shown in Note 3 above.

18 Creditors: amounts falling due within one year

	Notes	2025	2024
		£	£
Bank loans	17	-	31,377
Other taxation and social security		5,127	4,344
Deferred income	20	66,085	77,305
Trade creditors		25	947
Other creditors		1,199	2,359
Accruals		2,748	3,717
		75,184	120,049

19 Creditors: amounts falling due after more than one year

	Notes	2025	2024
		£	£
Bank loans	17	-	60,876

20 Deferred income

	2025	2024
	£	£
Other deferred income	66,085	77,305

Deferred income is included in the financial statements as follows:

20 Deferred income **(Continued)**

	2025	2024
	£	£
Deferred income is included within:		
Current liabilities	66,085	77,305
Movements in the year:		
Deferred income at 1 January 2025	77,305	108,484
Released from previous periods	(77,305)	(108,484)
Resources deferred in the year	66,085	77,305
Deferred income at 31 December 2025	66,085	77,305

21 Retirement benefit schemes

Defined contribution schemes	2025 £	2024 £
Charge to profit or loss in respect of defined contribution schemes	12,603	29,674

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

22 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 January 2025	Incoming resources	Resources expended	Transfers	At 31 December 2025
	£	£	£	£	£
Student Programmes	-	62,500	(62,500)	-	-
Hounslow	-	4,365	(4,365)	-	-
Bedfordshire	-	7,600	(7,600)	-	-
Sussex	4,328	-	(1,300)	-	3,028
London	-	10,744	(2,253)	-	8,491
	4,328	85,209	(78,018)	-	11,519

22 Restricted funds **(Continued)**

Previous year:	At 1 January 2024	Incoming resources	Resources expended	Transfers	At 31 December 2024
	£	£	£	£	£
Student Programmes	9,500	50,400	(59,900)	-	-
Hounslow	15,873	54,671	(70,544)	-	-
Bedfordshire	-	1,950	(1,950)	-	-
Surrey	1,950	-	(1,950)	-	-
Essex	4,324	9,874	(14,198)	-	-
Sussex	-	11,033	(6,705)	-	4,328
Access to work funding	-	6,253	(6,565)	312	-
	31,647	134,181	(161,812)	312	4,328

Student Programmes: Grants to support the delivery of our student programmes. Grants were received in 2025 from Whirlwind Charitable Trust, Garfield Weston Foundation, Gosling Foundation, St James Place Foundation, and LSEG Foundation.

Surrey: A grant from the Community Foundation for Surrey in 2023 towards delivery of our student programmes in Surrey.

Essex: Grants from the Essex Community Foundation (2023 and 2024) and Charles S French Charitable Trust (2024) towards delivery of our student programmes in Essex.

Hounslow: Grants from the London Borough of Hounslow (2023 and 2024) and Heathrow Charitable Trust (2024 and 2025) towards delivery of our student programmes in Hounslow.

Sussex: Grants in 2024 from Gatwick Airport Community Trust and Sussex Community Foundation towards delivery of our student programmes in Sussex.

Bedfordshire: Grants from the Bedfordshire and Luton Community Foundation (2024) and Connolly Foundation (2025) towards our student programmes in Bedfordshire and Luton.

Access to Work: Grant funding from the Department for Work and Pensions to provide specific access assistance to an employee under the Access to Work scheme.

London: A grant in 2025 from the Brent Cross Town Community Fund for delivery of our student programme in London.

23 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 January 2025	Incoming resources	Resources expended	Transfers	At 31 December 2025
	£	£	£	£	£
General funds	8,040	268,687	(252,589)	-	24,138

Previous year:	At 1 January 2024	Incoming resources	Resources expended	Transfers	At 31 December 2024
	£	£	£	£	£
General funds	52,694	296,638	(340,980)	(312)	8,040

24 Analysis of net assets between funds

	Unrestricted funds 2025	Restricted funds 2025	Total 2025
	£	£	£
At 31 December 2025:			
Current assets/(liabilities)	24,138	11,519	35,657
	24,138	11,519	35,657

	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£
At 31 December 2024:			
Tangible assets	566	-	566
Current assets/(liabilities)	68,350	4,328	72,678
Long term liabilities	(60,876)	-	(60,876)
	8,040	4,328	12,368

25 Related party transactions

During 2025 one (2024: one) trustee claimed reimbursement of travel costs. (Total reimbursed: £218. 2024: £137).

One of the trustees is also a trustee of the Connolly Foundation, which funded Yes Futures £7,600 in 2025 for work in Bedfordshire.

One trustee was a board member of Academies Enterprise Trust and LIFT Schools, both of which organisations were customers of Yes Futures during 2025 and paid for the Rising Futures programme to run in one of their schools.

Empowering every young person to believe in **themselves**

For more information, please contact info@yesfutures.org

www.yesfutures.org | info@yesfutures.org | 02081 444 393

Yes Futures is a charity registered in England and Wales. Registered No. 1155082.

YES FUTURES

England & Wales - Charity number 1155082

Accounts



Yes Futures Annual Report 2024

Finding Futures Partner Schools









Rising Futures Partner Schools



































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Foreword

In the 12 years that Yes Futures has been a charity, we have been proud of our continued high-quality delivery and exceptional impact. 2024 was no exception; 92% of the young people on our programmes saw improvement in at least one of our key skills ('Talent') areas: confidence, resilience, communication and self-awareness. The highest improvement was seen in confidence, with 69% of students showing a measurable increase in their confidence; one of our highest results to date. This year, we brought our impact to life through some new video case studies which are available to view on youtube.

In 2024, we supported a total of 541 primary and secondary school students across 30 cohorts from 23 schools, with the support of 224 volunteer Coaches. We completed our partnership with the London Borough of Hounslow (LBH), delivering excellent results to students in eight schools across Hounslow, and welcomed five new secondary schools to the Yes Futures community. We also developed some new partnerships with businesses *(Tata Consultancy Services, Royal Engineers/Mid Kent College, Galliford Try, Pension Protection Fund and the Clear Group)*, launched a new offer for corporate partners to improve their social mobility and talent pipeline work, and undertook a joint research project with the International Coaching Federation (ICF).

Internally, we focused on Equality, Diversity and Inclusion. Through dedicated Strategic Lever Groups, we developed our team's understanding and knowledge of EDI, and explored how we could further improve inclusion and youth voice within our work. This led to us undertaking some youth voice work with students at Langley Academy, one of our longest-standing school partners, enabling us to gain further insight into the benefits of our programme for students who participate in it year on year, as well as how we could improve the programme for students in different year groups to respond to their different needs.

As you can read our previous Annual Report, this time last year (early 2024), we were developing a new three-year and long-term strategy, in which we were setting out how we planned to scale our impact and deepen our influence by 2026, setting up the foundations for substantial growth beyond this. Any good strategy is responsive to external changes and market conditions; and there's no doubt that we currently exist in a challenging context - both the charity sector and school sector have been hit hard by austerity, budget cuts and the cost-of-living crisis. Yes Futures weathered the storms of the past few years thanks to the generosity of our funders, the commitment of our volunteers, and the tireless hard work of our incredible staff team. However, by summer 2024, against the backdrop of a change in government and uncertainty across the school community, we knew we needed to recalibrate our expectations. The reality is that we are working at a smaller scale now than we were a year ago and we know that school funding is likely to continue to be limited for a while. As such, we have needed to adapt our strategic planning and develop a more responsive and agile way forward.

As a result, in 2025, we are implementing a slightly different plan to secure Yes Futures' future. This new strategic phase will see Yes Futures focus on quality and stability; whilst moving to a more agile delivery model. We will also explore new innovations: using our years of experience, trusted partnerships and respected position in the sector.

Alongside this organisational change, Sarah Sewell, Yes Futures' Founder and current Chief Executive, is stepping down in early 2025, after 12 incredible years at the helm.



"I founded Yes Futures with a powerful passion for young people's self belief - and that will never leave me. But it is time for me to focus this passion on my young family, and open up space for a new leader to take Yes Futures forward to this exciting next chapter.

Whilst my departure represents a significant change for the charity, it also comes at the right time; providing a positive opportunity for the new energy and ideas that will come with a new leader. The new Chief Executive is expected to be in place in summer 2025, and I can't wait to see what they achieve for the charity over the upcoming years."

Sarah Sewell, Chief Executive

"On behalf of the trustees, I want to say a very big thank you to the entire executive team for their hard work and dedication throughout the year. And special thanks to Sarah for her incredible vision and commitment to driving Yes Futures forward, helping young people grow and thrive—we wish her all the very best for the future. The board is also very grateful to our amazing community of volunteers and supporters. Your passion and dedication give us real confidence that Yes Futures will continue to grow, make an even bigger impact, and reach new heights in the years ahead."



Andrew Thraves, Chair of Trustees

About Yes Futures

Positive futures begin with self-belief.

We empower young people to make ambitious choices and realise their potential through developing their confidence, resilience, self-awareness and communication skills, leading to success both in and out of the classroom.

Yes Futures is a multi-award winning charity, registered in December 2013. Since then, our successful Finding Futures programme (for students aged 9-11 in primary schools) and Rising Futures programme (for students aged 11-16 in secondary schools) have made a proven difference to the lives of over 3,400 young people.

These programmes are unique, high-impact and equip young people with the confidence and skills needed for further education, training and employment. We provide this targeted support to the most disadvantaged students in our partner schools. These students are selected by their teachers and are predominantly students on Free School Meals, Looked after Children, those with Special Educational Needs and those for whom English is an additional Language. Most of the students we work with are eligible for Pupil Premium government funding which is provided to schools to spend on interventions for these students.



Our Finding and Rising Futures Programme

Personalised Coaching: Dedicated Yes Futures Coaches supported students, coaching them either individually or in small groups to develop confidence, resilience, communication and self-awareness, through a structured personal development framework.









Into the Wild: Our outdoor education experience provides a more challenging environment to students to face their fears and build relationships with other students, becoming more confident in their own abilities.







World of Work: Young people visit an inspirational workplace and networked with professionals. This raises students' aspirations for their future, improves their knowledge of working life and develops key employability skills.





Self-Coaching: A key aim of our programmes is to embed life-long personal development within each young person. The Self-Coaching workbook supports students to begin this journey, through taking responsibility for setting and reviewing their own goals. After five months of self-coaching, students attend a Forward to the Future session, which helps them reflect on the progress they've made and set new goals.

Our Impact

92% of all students improved in at least one Yes Futures Talent area

Our impact reporting, by nature, is looking back on cohorts that have completed the programme. For this reason, our 2024 impact data is taken from students who completed the programme in 2024 - this includes students who started (and completed) our September 2023 and March 2024 programmes.

- 541 students participated in our September 2023 and March 2024 programmes.
- 51 of these students (from three schools) participated in the Finding Futures programme.
- 191 volunteer coaches contributed over 5,730 hours of their time to the programme (plus training) and 33 impact coaches contributed over 1,800 hours.
- 428 students completed their Talent Toolbox (a response rate of 79%) and 389 students completed our end of programme questionnaire (a response rate of 72%).
- 92% of all students improved in at least one Talent area

The Yes Futures Talents are: Confidence, Resilience, Communication and Self-Awareness. They form the heart of our coaching programme and are the key outcomes we measure.

The following shows what proportion of students reported an increase in each of the Talent areas (most students choose to focus on one or two Talents throughout the programme):

69% of students have increased their **confidence**

62% of students have increased their **communication**

57% of students have increased their **resilience**

59% of students have increased their **self-awareness**

As reported in their end of programme questionnaire:

82% of students feel more prepared for the future

71% of students feel more motivated to achieve at school

81% of students feel they have skills which are valuable to other people

82% of students have a better idea about future opportunities available to them

81% of students feel the Rising Futures programme has made a positive difference to them

What We've Learnt & Areas for Improvement

Last year we said we would like to make improvements in the following areas. We list below how we've made progress against these goals:

- Increase the response rates to our Talent Scorecard and end of programme questionnaire to 75%.
  - 79% of students completed our Talent Scorecard and 72% completed the end of programme questionnaire. This is an overall response rate of 76%.
- Have more students participate from primary schools.
  - We had 3 primary schools participate in our Sept 2023 programme and 5 primary schools participate in Sept 2024. Schools' financial situation continues to be a barrier for many primary schools to participate, so we have developed some innovative ways to enable schools to still access our programmes, for example, schools in multi-academy trusts have been able to co-fund and participate together as a cohort where the logistics allow.
- Continue to demonstrate the wider impact of our programmes on young people, sharing some more of the data we collect on students and cohorts as a whole.
- Develop more written and video case studies of our students so we can share more of their journeys and the impact the programmes have on them.
  - We produced a written case study of the programmes we have run with Robertsbridge Community College
  - We have also produced a number of video case studies which are available on our Youtube channel.

This year we've learnt:

- For our September 2024 programme we started capturing whether students were in care or care experienced so we could explore whether there are differences in the impact for these students specifically, or if we could develop additional support to help students with this experience through our programmes. We can't share data on this until next year, once the programmes have completed.



An update on our partnership with Hounslow Council

"Colleagues on the Yes Futures programme felt a greater sense of connection to our communities, have become more engaged and developed new skills, through this excellent coaching experience."
Amanda Buchanan, Strategic OD Lead, London Borough of Hounslow

London Borough of Hounslow

In the 2023-24 academic year, Yes Futures and the London Borough of Hounslow (LBH) extended our partnership to deliver the Rising Futures programme to 150 students across 8 cohorts from six schools (Gunnersbury School, The Heathland School, Brentford School for Girls, Kingsley Academy, Chiswick School and Springwest Academy).

88% of students improved in at least one talent area

When one cohort is removed from this data (because it was unusually low due to poor attendance behaviour of that particular group) **95% of students improved in at least one talent area.**

63% of students have increased their **confidence**

60% of students have increased their **resilience**

52% of students have increased their **communication**

65% of students have increased their **self-awareness**



The results of the partnership between the London Borough of Hounslow and Yes Futures demonstrate the significant, positive impact of connecting young people from Hounslow who are in need of support and guidance, with inspirational representatives of the council. The Rising Futures programme delivered positive and fulfilling experiences for young people and Hounslow employees alike and in doing so established strong and meaningful connections between the community and local authority, contributing to the Borough's priority ambition of delivering a 'Thriving Hounslow'.



81% of students reported they feel more prepared for the future

71% of students reported they feel more motivated to achieve at school

79% of students reported they feel they have skills which are valuable to other people

89% of students reported they have a better idea about future opportunities available to them

83% of students reported they feel the Rising Futures programme has made a positive difference to them

"I thought it was really interesting going to Hounslow House, learning about the people that work there and what they do. I interviewed a lot of people when I went there. It really opened my eyes to the world of work. The most memorable part was meeting [the] Leader of Hounslow, I got to ask him what he does on a daily basis."

Rising Futures Student, The Gunnersbury School

Thank You to our Supporters

We would like to extend a huge thank you to all our donors, corporate partners, World of Work Day hosts and our community of schools.Wit

hout their ongoing support, time and commitment we would not be able to deliver such exceptional impact to the young people in our Finding Futures and Rising Futures programmes.

Donors

Over £15,000

London Borough of Hounslow

LSEG FOUNDATION

Garfield Weston FOUNDATION

THE DULVERTON TRUST

THE PROGRESS FOUNDATION

£5,000 - £10,000

The Whirlwind Charitable Trust

Sussex Community Foundation

Essex Community Foundation

The Hedley Foundation
A Grant Giving Charity

HAVAS

ReedSmith

Up to £5,000

Hawkins\Brown

St James's Place

The Charles S French Charitable Trust

Gatwick Airport Community Trust

Corporate World of Work Day partner hosts

ZS

LSEG

St James's Place

Hawkins\Brown

HAVAS

cmc markets

ReedSmith

GallifordTry

TCS TATA CONSULTANCY SERVICES

MidKent College

smb

CLEAR INSURANCE MANAGEMENT

London Borough of Hounslow

Pension Protection Fund

ansvar

KPMG

Canon

Thank You To Our Coaches

We would like to thank our incredible community of volunteer Yes Futures Coaches for their ongoing support and commitment to the programme.

191 One-to-One Coaches and 33 Impact Coaches supported our September 23 and March 24 programmes.



Our volunteer coaches collectively completed **1528 hours** of training and contributed **over 5,730 voluntary hours to the programme.**

94% of Coaches, who responded to our end of programme survey, said they saw a positive change in the students as they progressed through the programme.

Some Coaches shared: "The 'best part' of participating in the programme for them was…":

- *Seeing the students grow in self awareness and better understanding of themselves*
- *I have loved meeting the wonderful young students who have the potential for so much in their lives and being a part of the support system to help them towards their goals.*
- *Meeting the students and feeling inspired by their goals and how much potential they have.*
- *Mixing in person with the students, just making learning fun and relaxing. I believe both the students and I learnt something. Also seeing the smile on their faces when I congratulated them on their successful gaol achievement.*
- *Seeing the difference the programme has made for the students. For some it's been about putting their hand up in class, for others it's been giving them the space to think about their futures.*
- *Working with the students - their outlook on life was so refreshing and inspiring. Hearing how they got on at the trips, pushed themselves out of their comfort zone and built their confidence, resilience and self-awareness was amazing.*

The future of Yes Futures: 2025 and beyond

As explained in the Foreword, this year we are embarking on a new strategy, which will make Yes Futures a more innovative, agile and responsive charity.

The challenges that young people face today are immense and ever-evolving, as they navigate growing up in an uncertain, changeable world. Yes Futures' approach to building young people's self-belief through coaching has never been more needed, and we are ambitious about the impact we can have in the coming years.

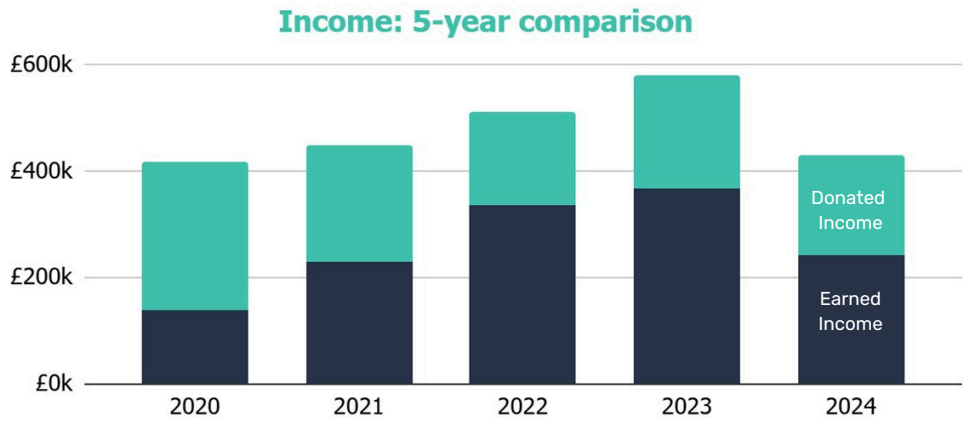
Despite the challenging external context, both across the charity funding sector and the school sector, we are motivated by the fact that several of our long-standing school partners continue to sign up for future programmes and we are attracting new schools to our community each year. Our 2025 school partners have done everything they could to ensure more young people could benefit from our support again this year, and many of our other valued school partners have emphasised how much they want to continue when their budgets allow. We hope to welcome many of them back in the near future.

It is evident that our work is valued, impactful, and needed more than ever. In 2025, we will continue to deliver our 2025 programmes as planned, whilst implementing our new strategy, to secure Yes Futures' future and explore new innovations. We are determined to ensure the quality of our work can be felt by more young people, for many years to come.



Financial Review

During 2024 Yes Futures felt the effects of budget squeezes in the schools sector, which led to many schools cutting back on external programmes such as ours. This resulted in our earned income and overall turnover reducing back to the level of several years ago. However in spite of this we were glad to be able to recruit some new school partners during the year. We were also able to maintain donated income at a similar level to recent years.



During the year we identified the need to become more agile and better able to expand and contract our delivery levels in accordance with variable school market conditions. We therefore started work on a restructure during 2024, which was completed in early 2025. We have shrunk to a smaller core team of delivery staff, to match the likely size of the schools market for the next few years, whilst also allowing more time for development of new products and services which build self-belief in young people.

During this time of change we have been very grateful for support from donors and grant funders which has enabled us to be proactive about developing our reach and our services in an uncertain environment. We were pleased to receive grants from several new grant funders during 2024, and ongoing support from our corporate partners.

During 2024 we used up our brought forward restricted reserves (which were for programme delivery during 2024), and also had to dip into our unrestricted reserves when we faced downturns in school funding. One of our stated reasons for holding reserves is to be resilient in the face of unexpected financial downturns, so the trustees agreed this was a good use of the funds, whilst also planning to rebuild reserves as soon as possible. Having identified the need to use up some unrestricted reserves the trustees took steps to monitor the financial position very closely, including seeking external advice, leading towards a team restructure. During this time of change we are continuing to benefit from the loan we received in 2021 under the government's Coronavirus Business Interruption Scheme, which has secured our cashflow.

Financial position 31 December 2024

At 31 December 2024 we had £8,040 of unrestricted funds and £4,328 of restricted funds (which are ring-fenced for delivery of our programmes).

Reserves policy

Yes Futures aims to be a financially sustainable organisation which is able to grow its work and reach increasing numbers of young people. We hold reserves for several purposes: to deliver commitments to current beneficiaries; to be resilient in case of unexpected financial downturn; to invest in growing our reach to more young people; and to invest in quality improvement of our programme and organisation.

During 2024 we needed to use some unrestricted reserves to help the organisation survive an unexpected financial downturn. We plan to gradually rebuild our unrestricted reserves each year to reach the equivalent of between 3 and 6 months' costs. The trustees are conscious of the importance of maintaining sufficient reserves, alongside the need to invest to grow our social impact.

Reference and Administrative Details

Charity name: Yes Futures
Registered charity number: 1155082
Type of governing document: Constitution
How the charity is constituted: Charitable Incorporated Organisation
Trustee selection methods: New trustees are appointed by the existing trustees following an openly advertised, recruitment and interview process.
Charity's principal address: 3Space, International House, Brixton, London, SW9 7QE

Charity's registered address: 3Space, International House, Brixton, London, SW9 7QE

The Trustees:
Andrew Thraves
Jessica Badley
Emily Ramji
Malcolm Groves
Joanna Amand
Annabel Tuckey (resigned 30 September 2024)
Ananya Tiwari (appointed 18 April 2024)

Chief Executive:
Sarah Sewell - Outgoing CEO (left April 2025)
Ali Jaffer - Interim CEO (from March 2025)

Objectives and activities

Objectives and Activities: Our charity's purposes as set out in the objects contained in the constitution are:

To act as a resource for young people up to the age of 25 living in the UK by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:

(a) advancing in life and helping young people by developing their confidence, resilience to life challenges, skills, capacities and capabilities to
enable them to participate in society as independent, mature and responsible individuals;

(b) advancing education;

(c) relieving unemployment;

(d) providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

The trustees have had regard to the guidance issued by the Charity Commission on public benefit.

The trustees delegate day-to-day running of the charity to the Chief Executive and the Leadership Team, within the parameters of the agreed Delegation of Authority.

The trustees have reviewed the activities of the charity and considered the risks to which it is exposed. The trustees have implemented a risk management strategy that includes a regular review of risks, and the establishment of systems and procedures to minimise any potential impact on the charity.

Statement of Trustees' Responsibilities

The Charities Act requires the Board of Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity as at the end of the financial year and of the surplus or deficit of the charity. In preparing those financial statements the Board is required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.

The Trustees are also responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which are sufficient to show and explain the charity's transactions and enable them to ensure that the financial statements comply with regulations made under the Charities Act. 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.

The Trustees are also responsible for the contents of the Trustees' report, and the responsibility of the Independent Examiner in relation to the Trustees' report is limited to examining the report and ensuring that, on the face of the report, there are no inconsistencies with the figures disclosed in the financial statements.

Declaration

The Trustees declare that they have approved the Trustees' Report for the year ended 31st December 2024.

Signed on behalf of the Board of Trustees: on 30 April 2025

Signature Andrew Thraves

Name ANDREW THRAVES

YES FUTURES

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF YES FUTURES

I report to the trustees on my examination of the financial statements of Yes Futures (the charity) for the year ended 31 December 2024.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011.

I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared the financial statements in accordance with the relevant version of the Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn. I understand that this has been done in order for the financial statements to provide a true and fair view in accordance with UK Generally Accepted Accounting Practice.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1 accounting records were not kept in respect of the charity as required by section 130 of the Charities Act 2011.

2 the financial statements do not accord with those records; or

3 the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

F J Wilde

F J Wilde FCCA MBA DChA
Warner Wilde
4 Marigold Drive
Bisley
Surrey
GU24 9SF
Date: 14 May 2025

YES FUTURES

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income from:							
Donations and legacies	**3**	53,260	134,181	187,441	60,462	150,767	211,229
Charitable activities	**4**	241,969	-	241,969	368,364	-	368,364
Investments	**5**	1,409	-	1,409	-	-	-
Total income		296,638	134,181	430,819	428,826	150,767	579,593
Expenditure on:							
Raising funds	**6**	13,200	-	13,200	14,862	-	14,862
Charitable activities	**7**	320,691	161,812	482,503	373,602	170,055	543,657
Other expenditure	**12**	7,089	-	7,089	9,397	-	9,397
Total expenditure		340,980	161,812	502,792	397,861	170,055	567,916
Net income/(expenditure)		(44,342)	(27,631)	(71,973)	30,965	(19,288)	11,677
Transfers between funds		(312)	312	-	-	-	-
Net movement in funds	**9**	(44,654)	(27,319)	(71,973)	30,965	(19,288)	11,677
Reconciliation of funds:							
Fund balances at 1 January 2024		52,694	31,647	84,341	21,729	50,935	72,664
Fund balances at 31 December 2024		8,040	4,328	12,368	52,694	31,647	84,341

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

YES FUTURES

BALANCE SHEET

AS AT 31 DECEMBER 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible assets	**14**		566		4,808
Current assets					
Debtors	**15**	7,456		94,604	
Cash at bank and in hand		185,271		224,952	
		192,727		319,556	
Creditors: amounts falling due within one year	**17**	(120,049)		(160,092)	
Net current assets			72,678		159,464
Total assets less current liabilities			73,244		164,272
Creditors: amounts falling due after more than one year	**18**		(60,876)		(79,931)
Net assets			12,368		84,341
The funds of the charity					
Restricted income funds	**21**		4,328		31,647
Unrestricted funds	**22**		8,040		52,694
			12,368		84,341

The financial statements were approved by the trustees on 30 April 2025

Andrew Thraves

Andrew Thraves
Chair of Trustees

1 Accounting policies

Charity information

Yes Futures is a foundation Charitable Incorporated Organisation.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) and the Charities SORP "Accounting and Reporting by Charities: 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)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1 Accounting policies **(Continued)**

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

IT Equipment	3 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

1 Accounting policies **(Continued)**

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts	53,260	127,928	181,188	60,462	150,767	211,229
Grants	-	6,253	6,253	-	-	-
	53,260	134,181	187,441	60,462	150,767	211,229

3 Income from donations and legacies **(Continued)**

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts						
Heathrow Charitable Trust	-	7,495	7,495	-	-	-
Sussex Community Foundation	-	9,834	9,834	-	-	-
LSEG Foundation	-	20,400	20,400	-	20,000	20,000
Progress Foundation	-	15,000	15,000	-	15,000	15,000
The Dulverton Trust	35,000	-	35,000	35,000	-	35,000
Garfield Weston Foundation	-	-	-	-	30,000	30,000
London Borough of Hounslow	-	47,175	47,175	-	60,653	60,653
Community Foundation for Surrey	-	-	-	-	6,950	6,950
Other	18,260	28,024	46,284	25,462	18,164	43,626
	53,260	127,928	181,188	60,462	150,767	211,229
Grants						
Government Grants: Access to Work	-	6,253	6,253	-	-	-
	-	6,253	6,253	-	-	-

3 Income from donations and legacies **(Continued)**

Other Restricted Grants include:

2024:
£5,000 Whirlwind Trust
£5,000 Charles S French Charitable Trust
£5,000 The Hedley Foundation
£4,874 Essex Community Foundation
£1,200 Gatwick Airport Trust
£5,000 Vintners Foundation
£1,950 Bedford and Luton Community Foundation

2023:
£5,000 Whirlwind Trust
£5,000 Bedfordshire and Luton Community Foundation
£5,664 Essex Community Foundation
£2,500 Charles S French Charitable Trust

Other Unrestricted Grants include:

2024:
£10,000 Reed Smith
£2,557 The Big Give donations

2023:
£10,000 Reed Smith
£10,000 Havas
£2,500 St James's Place
£2,962 Other donations

4 Income from charitable activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Charitable activities		
Sale of goods	319,274	476,848
Less: deferred income	(77,305)	(108,484)
	241,969	368,364

5 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	1,409	-

6 Expenditure on raising funds

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fundraising		
Staff costs	13,200	14,862

7 Expenditure on charitable activities

	Charitable activities 2024 £	Charitable activities 2023 £
Direct costs		
Staff costs	381,168	374,899
Depreciation and impairment	4,242	6,022
Direct cost of programmes	51,145	128,552
Partnership development	11,958	4,930
Other staff costs (recruitment, training, welfare etc.)	11,002	6,786
Rent	3,240	3,342
External staffing costs	5,138	4,684
	467,893	529,215
Share of support and governance costs (see note 8)		
Support	12,096	12,207
Governance	2,514	2,235
	482,503	543,657
Analysis by fund		
Unrestricted funds	320,691	373,602
Restricted funds	161,812	170,055
	482,503	543,657

8 Support costs allocated to activities

	2024 £	2023 £
Administrative costs	12,096	12,207
Governance costs	2,514	2,235
	14,610	14,442
Analysed between:		
Charitable activities	14,610	14,442

8 Support costs allocated to activities **(Continued)**

	2024	2023
Governance costs comprise:	**£**	**£**
Independent examiner fees	1,976	1,800
General overheads - governance	538	435
	2,514	2,235

9 Net movement in funds

	2024	2023
	£	**£**
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	1,976	1,800
Depreciation of owned tangible fixed assets	4,242	6,022

10 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year. One trustee received reimbursed travel costs of £137.

11 Employees

The average monthly number of employees during the year was:

	2024	2023
	Number	**Number**
Employees	11	11

Employment costs	2024	2023
	£	**£**
Wages and salaries	345,584	335,739
Social security costs	19,110	19,604
Other pension costs	29,674	34,418
	394,368	389,761

There were no employees whose annual remuneration was more than £60,000.

Remuneration of key management personnel

	2024	2023
	£	**£**
Aggregate compensation	151,875	157,976

11 Employees **(Continued)**

Key Management Personnel are defined as the Chief Executive, Director of Partnerships, Director of Operations and Director of Finance and Governance.

12 Other expenditure

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Financing costs	7,089	9,397

13 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

14 Tangible fixed assets

	IT Equipment £
Cost	
At 1 January 2024	26,515
At 31 December 2024	26,515
Depreciation and impairment	
At 1 January 2024	21,707
Depreciation charged in the year	4,242
At 31 December 2024	25,949
Carrying amount	
At 31 December 2024	566
At 31 December 2023	4,808

15 Debtors

Amounts falling due within one year:	2024 £	2023 £
Trade debtors	-	84,540
Other debtors	4,090	6,354
Prepayments and accrued income	3,366	3,710
	7,456	94,604

16 Loans and overdrafts

	2024	2023
	£	£
Bank loans	92,253	116,052
Payable within one year	31,377	36,121
Payable after one year	60,876	79,931

The loan is unsecured, with security provided by the UK Government.

UK Government Resilience and Recovery Loan repayable within 5 years by instalments with interest charged at 7%.

17 Creditors: amounts falling due within one year

	Notes	2024	2023
		£	£
Bank loans	**16**	31,377	36,121
Other taxation and social security		4,344	8,162
Deferred income	**19**	77,305	108,484
Trade creditors		947	210
Other creditors		2,359	3,674
Accruals		3,717	3,441
		120,049	160,092

Non-adjusting post balance sheet event:
The loan provider has given an additional 6-month repayment holiday after the year end.

The updated schedule is as follows:
£12,371 due within one year
£79,882 due after one year

18 Creditors: amounts falling due after more than one year

	Notes	2024	2023
		£	£
Bank loans	**16**	60,876	79,931

19 Deferred income

	2024	2023
	£	£
Other deferred income	77,305	108,484

Deferred income is included in the financial statements as follows:

19 Deferred income **(Continued)**

	2024	2023
	£	£
Deferred income is included within:		
Current liabilities	77,305	108,484
Movements in the year:		
Deferred income at 1 January 2024	108,484	57,258
Released from previous periods	(108,484)	(57,258)
Resources deferred in the year	77,305	108,484
Deferred income at 31 December 2024	77,305	108,484

20 Retirement benefit schemes

Defined contribution schemes	2024 £	2023 £
Charge to profit or loss in respect of defined contribution schemes	29,674	34,418

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

21 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 January 2024	Incoming resources	Resources expended	Transfers	At 31 December 2024
	£	£	£	£	£
Student Programmes	9,500	50,400	(59,900)	-	-
Hounslow	15,873	54,671	(70,544)	-	-
Bedfordshire	-	1,950	(1,950)	-	-
Surrey	1,950	-	(1,950)	-	-
Essex	4,324	9,874	(14,198)	-	-
Sussex	-	11,033	(6,705)	-	4,328
Access to work funding	-	6,253	(6,565)	312	-
	31,647	134,181	(161,812)	312	4,328

21 Restricted funds **(Continued)**

Previous year:	At 1 January 2023	Incoming resources	Resources expended	Transfers	At 31 December 2023
	£	£	£	£	£
Student Programmes	5,798	72,500	(68,798)	-	9,500
Regional Programme Growth - London	45,137	-	(45,137)	-	-
Hounslow	-	60,653	(44,780)	-	15,873
Bedfordshire	-	5,000	(5,000)	-	-
Surrey	-	6,950	(5,000)	-	1,950
Essex	-	5,664	(1,340)	-	4,324
	50,935	150,767	(170,055)	-	31,647

Student Programmes: Grants to support the delivery of our student programmes. Grants were received in 2024 from the Whirlwind Trust, LSEG Foundation, the Hedley Foundation, Vintners Company and the Progress Foundation.

Surrey: A grant from the Community Foundation for Surrey towards delivery of our student programmes in Surrey.

Essex: Grants from the Essex Community Foundation and Charles S French Charitable Trust towards delivery of our student programmes in Essex.

Hounslow: Grants from the London Borough of Hounslow and Heathrow Charitable Trust towards delivery of our student programmes in Hounslow.

Sussex: Grants from Gatwick Airport Community Trust and Sussex Community Foundation towards delivery of our student programmes in Sussex.

Bedfordshire: A grant from the Bedfordshire and Luton Community Foundation towards our student programmes in Bedfordshire and Luton.

Access to Work: Grant funding from the Department for Work and Pensions to provide specific access assistance to an employee under the Access to Work scheme.

22 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 January 2024	Incoming resources	Resources expended	Transfers	At 31 December 2024
	£	£	£	£	£
General funds	52,694	296,638	(340,980)	(312)	8,040

Previous year:	At 1 January 2023	Incoming resources	Resources expended	Transfers	At 31 December 2023
	£	£	£	£	£
General funds	21,729	428,826	(397,861)	-	52,694

23 Analysis of net assets between funds

	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£
At 31 December 2024:			
Tangible assets	566	-	566
Current assets/(liabilities)	68,350	4,328	72,678
Long term liabilities	(60,876)	-	(60,876)
	8,040	4,328	12,368

	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	£	£
At 31 December 2023:			
Tangible assets	4,808	-	4,808
Current assets/(liabilities)	127,817	31,647	159,464
Long term liabilities	(79,931)	-	(79,931)
	52,694	31,647	84,341

24 Related party transactions

During 2024, one trustee claimed reimbursement of travel costs. (Total reimbursed: £136.79).

Empowering every young person to believe in **themselves**

For more information, please contact info@yesfutures.org

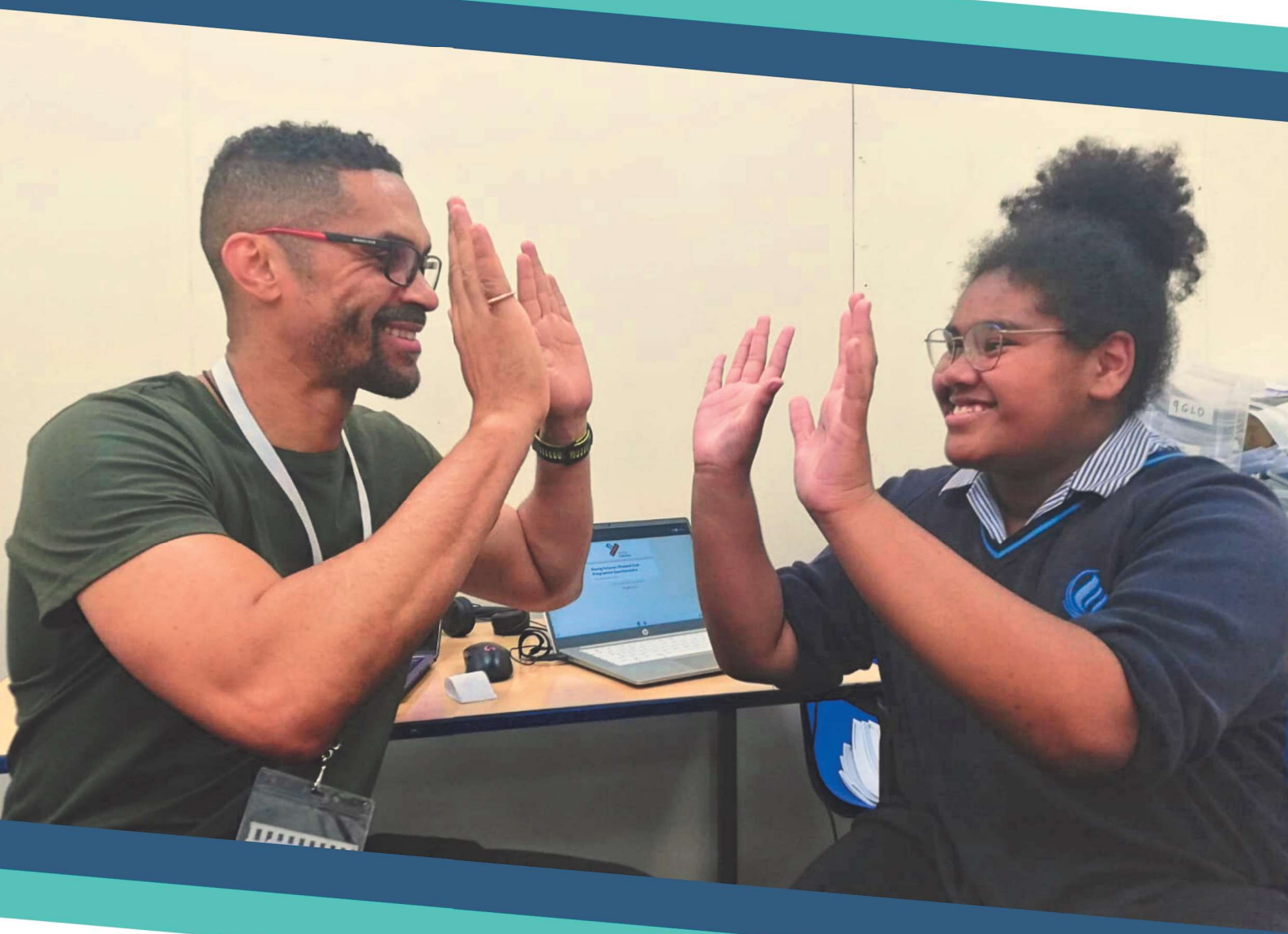
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Yes Futures is a charity registered in England and Wales. Registered No. 1155082.

YES FUTURES

England & Wales - Charity number 1155082

Accounts



Yes Futures Annual Report 2023

"The Rising Futures programme has had a significant impact in improving the confidence, resilience, self-awareness and communication skills for those young people that graduated, as well as making a difference to their school attendance and academic progress over time."

Teacher, Passmores Academy

"I feel that [my son] has become more motivated to perform at a higher level in school. He is more determined and resilient."

Parent

Finding Futures Partner Schools

Rising Futures Partner Schools

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Foreword

I'd like to tell you about Joe. When we first met Joe he was very nervous, worried about peer opinions and didn't have the confidence to answer or ask questions out loud. He wanted to focus on becoming more confident and resilient with his Coach, and by the end of the programme he had seen marked improvements in all four Talent areas: confidence, resilience, communication and self-awareness. He was more emotionally mature, confident in sharing his opinions, and able to ignore negative influences from peers. In his own words, he is now "ready to take on anything!".

"Rising Futures has given me new opportunities to make the most out of what I want for my future. It has also helped me to achieve more goals [and] **feel more confident about the new things I try."**

Joe, Rising Futures student



Joe is just one of the 616 young people who joined our programmes last year - our highest number to date.

As well as the incredible impact we've had on our young people, other 2023 highlights include:

- Welcoming eight new school partners to our network;
- Being recognised in the *NatWest SE100 - Top 100 Social Enterprises in the UK* for the third year;
- Developing our innovative partnership with the London Borough of Hounslow; supporting eight cohorts of young people across six Hounslow schools;
- Strengthening our partnerships with our existing corporate supporters and beginning to work with new ones;
- Introducing innovative ways of reaching our target audience to tell them about what we do through the use of more sophisticated customer relationship management tools;
- Achieving our highest turnover to date and achieving a small surplus, which supports us in the important task of building our reserves;
- Developing our three-year and long-term strategy plans.

For me, the biggest milestone of the year was in December, when we celebrated Yes Futures' 10th Anniversary of becoming a registered charity. 10 years ago we were a tiny volunteer-run organisation, about to embark on our first pilot programme, for 10 young people in a school in Feltham. In that first year, we proved our impact model, gained further funding and employed our first member of staff. I am immeasurably proud of the progress we have made since then (see more detail on page 5!) - expanding beyond London, developing a primary school programme, withstanding the challenges of a pandemic and emerging even stronger.

We have now supported over 3,000 young people to believe in themselves and discover their personal potential.



And none of this would have happened without the dedication, belief and hard work of our community, past and present: THANK YOU to all my incredible colleagues, our knowledgeable trustees, our generous funders, our inspirational partners and our passionate volunteers who have been part of this remarkable 10-year journey. I hope to celebrate with you at our 10th Anniversary event this summer, as we launch our plans for scaling and deepening our impact even further in the next 10 years.

Sarah Sewell, Chief Executive

It has been another exciting year for Yes Futures, and I continue to be extremely proud of the impact we have on the young people we serve.

2023 continued to be a difficult year for many organisations across all sectors. But Yes Futures weathered the economic storms well, in part due to the operational and cost reduction efficiencies we introduced at the start of the year. We continue to make decisions which put ourselves on the best footing to remain a resilient organisation, giving ourselves the best chance to support even more young people in the years ahead.

The challenges facing young people, especially since the pandemic, are complex and multifaceted. Almost every other week a new research report is published or the results of a government consultation are released, which suggests that the mental health, wellbeing and resilience of our younger generation continue to take a turn for the worse.

That's where the work of Yes Futures becomes ever more important. In 2023 we positively influenced the lives of more young people than ever before - and we continue to set our ambitions higher than this. Recently we have developed the initial stages of our new long-term strategy, which we plan to publish in summer 2024.

For several trustees, 2023 was their final year at Yes Futures and I'd like to thank them very much for their unwavering and enthusiastic support given across the years. As one door closes another opens, and I'm delighted to announce that three new trustees joined Yes Futures at the end of 2023, bringing additional skills to our organisation as we look to complete our new strategy and then deliver it. I look forward to working closely with everyone across the coming year.

Looking forward, I'm very optimistic about the future and the important role Yes Futures has to play in empowering as many young people as possible to thrive. Thank you for your ongoing support, and, with Sarah, I look forward to updating you on our progress across the coming year.



Andrew Thraves, Chair of Trustees

About Yes Futures

Positive futures begin with self-belief.

We empower young people to make ambitious choices and realise their potential through developing their confidence, resilience, self-awareness and communication skills, leading to success both in and out of the classroom.

Yes Futures is a multi-award winning charity, established in 2012 (and becoming a registered charity in December 2013). Our successful Finding Futures programme (for students aged 9-11 in primary schools) and Rising Futures programme (for students aged 11-16 in secondary schools) have made a proven difference to the lives of over 3,000 young people and we are steadily growing to more schools each year.

These programmes are unique, high-impact and equip young people with the confidence and skills needed for further education, training and employment. We provide this targeted support to the most disadvantaged students in our partner schools. These students are selected by their teachers and are predominantly students on Free School Meals, Looked after Children, those with Special Educational Needs and those for whom English is an additional Language. Most of the students we work with are eligible for Pupil Premium government funding which is provided to schools to spend on interventions for these students.

"Students that [originally] found talking about their own achievements and goals difficult, seem to have reflected on the coaching, giving them a new confidence and self esteem. Giving students the opportunity to engage with the Coaches and attend visits outside of school was a fantastic experience.

Working with the Yes Futures team was very supportive and professional. Thank you all and I look forward to working with you again!"

Teacher, Cardinal Newman



Launching our newly-improved programmes

From March 2023, we launched an improved version of our programmes, in response to the cost-of-living crisis and the increasing need young people have for the support we offer.
We committed to not raising our prices in 2023 to support schools struggling with financial challenges, and instead looked for efficiencies within our programme design, reducing unpredictable costs alongside focusing delivery on where our data shows we have most impact. Our new programme design added an extra coaching session for every student, condensed the Into the Wild residential and Play Your Part day into a more inclusive, one-day format, and refreshed the World of Work trip to support schools' careers provision.

In 2023, our programmes used the following steps to build self-belief in young people, over a period of 12 months:

Personalised Coaching: Dedicated Yes Futures Coaches supported students, coaching them either individually or in small groups to develop confidence, resilience, communication and self-awareness, through a structured personal development framework.









Into the Wild: Our outdoor education experience provides a more challenging environment to students to face their fears and build relationships with other students, becoming more confident in their own abilities.







World of Work: Young people visited an inspirational workplace and networked with professionals. This raised students' aspirations for their future, improved their knowledge of working life and developed key employability skills.





Self-Coaching: A key aim of our programmes is to embed life-long personal development within each young person. The Self-Coaching workbook supports students to begin this journey, through taking responsibility for setting and reviewing their own goals. After five months of self-coaching, students attend a Forward to the Future session, which helps them reflect on the progress they've made and set new goals.

10 Years of Yes Futures

2023

- 616 students - our highest yet!
- Achieved our highest turnover yet
- Reviewed and adapted our programme model to be more impactful and more scalable
- NatWest SE100: *Top 100 Social Enterprises in the UK* - Natwest and Pioneers Post

2022

- 608 students
- Grew to 12 employees
- Recruited and trained over 100 volunteer Coaches
- Launched our new branding
- Established strategic partnership with LBH
- Reached over £500,000 turnover
- NatWest SE100: *Top 100 Social Enterprises in the UK* - Natwest and Pioneers Post

2021

- 455 students - back on track after the pandemic
- Expanded our leadership team
- Expanded our trustee board

2020

- Pandemic reduced our impact to 166 students
- BUT we supported home learning through launching *My Strengths Toolbox*, and a bank of free online resources for young people, parents and teachers.
- Launch of the *Strengths System* (funded by the FEA Intrapreneurship Award)
- NatWest SE100: *Top 100 Social Enterprises in the UK* - Natwest



2019

- 542 students
- Recruited and trained over 50 volunteer Coaches
- Grew to 9 employees
- Celebrated the success of our first 5 Year Strategy with our FIVE/FIVE event
- Escape 100: *Top 100 Companies to Escape To* – Escape The City
- *Movement for Good Award* - Ecclesiastical Giving



2018

- 455 students (over 30 cohorts)
- Expanded Finding Futures beyond London: to Essex, Kent and Berkshire
- Employed our first full-time Programme Managers
- Completed *Barclays Scale Up Programme* through University of Cambridge Business School

2017



- 230 students
- Expanded Finding Futures to 3 primary schools in London
- Sarah, our CEO, become an inaugural member of the WISE100: *Top 100 Women in Social Enterprise*

2016



- 148 students
- Ran a pilot Finding Futures programme in our first primary partner school
- Grew to 3 employees
- Expanded Rising Futures beyond London: to Eastbourne and High Wycombe
- O2 Think Big Digital Awards: *Youth Partner Award*





2015

- Expanded Rising Futures to four secondary schools in London
- Winner of the *Evidence Competition*, Project Oracle Children and Youth Evidence Hub
- Winner of *The Shackleton Award*

2014

- Ran our first pilot of the Rising Futures programme at Reach Academy, Feltham
- Employed our first member of staff
- Launch our first '5 Year Strategy'

Reach Academy Feltham



2013

- 19th December: received charity status

Our Impact

92% of all students improved in at least one Yes Futures Talent area

Our impact reporting, by nature, is looking back on cohorts that have completed the programme. For this reason, our 2023 impact data is taken from students who completed the programme in 2023 - this includes students who started (and completed) our September 2022 and March 2023 programmes.

- **617 students** participated in our September 2022 and March 2023 programmes.
- **33 of these students** (from three schools) participated in the Finding Futures programme.
- **214 volunteer coaches contributed over 5000 hours** of their time to the programme (plus training).
- 417 students completed their Talent Toolbox (a **response rate of 68%**) and 423 students completed our end of programme questionnaire (a **response rate of 69%**).
- **92% of all students improved in at least one Talent area**

The Yes Futures Talents are: Confidence, Resilience, Communication and Self-Awareness. They form the heart of our coaching programme and are the key outcomes we measure.

The following shows what proportion of students reported an increase in each of the Talent areas (most students choose to focus on one or two Talents throughout the programme):

70% of students have increased their **confidence**

64% of students have increased their **communication**

67% of students have increased their **resilience**

66% of students have increased their **self-awareness**

"Our students were more confident to interact in lessons and offer suggestions. They seemed more motivated to achieve."

Teacher,
Albion Primary School

As reported in their end of programme questionnaire:

78% of students feel more prepared for the future

72% of students feel more motivated to achieve at school

81% of students feel they have skills which are valuable to other people

78% of students have a better idea about future opportunities available to them

77% of students feel the Rising Futures programme has made a positive difference to them



"Some students have really developed in terms of public speaking and getting involved in the extra-curricular life of school. Others have been better at recognising the impact of their choices and been more engaged in class."

Teacher,
John F Kennedy Catholic College

This year we also collected data on students' gender, SEND status and whether they were in receipt of Pupil Premium funding. Our analysis of this data showed:

- There was **no difference between the proportion of girls or boys impacted by the programme** (improving in at least one Talent area). Interestingly the only significant difference across the Talent areas, between boys and girls was in relation to confidence: 75% of girls reported an increase in confidence compared to 66% of boys.

- There was also **no significant difference between how girls and boys experienced the programme**. The only minor difference was a slightly greater proportion of girls (72%) found the programme motivated them more at school compared to boys (67%). And a slightly greater proportion of girls (76%) had a better idea about future opportunities as a result of the programme compared to boys (70%).

- A **greater proportion of students with Pupil Premium funding reported improving their confidence** as a result of the programme (76%) compared to students without Pupil Premium funding (66%).

- Interestingly, **a higher proportion of SEND students** reported an increase in their resilience (72%) and confidence (70%) than their non-SEND peers, as a result of the programme.

What We've Learnt & Areas for Improvement

The adjustments we made to our programme model in 2023* have been implemented very successfully. We've seen more students able to attend all aspects of the programme and therefore more students directly benefitting, with increased impact overall (compared to previous years).

**As described on page 6, the changes included adding one extra coaching session and consolidating the Into the Wild residential and Play your Part day into a one-day Into the Wild trip.*

In 2024 we are working to strengthen our impact measurement even further. We would like to:

- Increase the response rates to our Talent Scorecard and end of programme questionnaire to 75%.
- Have more students participate from primary schools. This has increased again in our September 2023 programme and we hope to continue this trend by reaching out to more primary schools in 2024.
- Continue to demonstrate the wider impact of our programmes on young people, sharing some more of the data we collect on students and cohorts as a whole.
- Develop more written and video case studies of our students so we can share more of their journeys and the impact the programmes have on them.



A spotlight on Hounslow: An innovative partnership

In the 2022-23 academic year, Yes Futures and the London Borough of Hounslow (LBH) collaborated to deliver the Rising Futures programme to 35 students in two schools (Gunnersbury School and The Heathland School). Together LBH and Yes Futures trained 14 LBH employees as Yes Futures Coaches who delivered 160 hours of intensive coaching support; facilitated two World of Work trips to the local government headquarters, Hounslow House; arranged two Play your Part days at Bedford Lakes Country Park and led two outdoor education residential weekends.

London Borough of Hounslow

71% of students completed the talent scorecard and 80% completed the end of programme questionnaire.

84% of students improved in at least one talent area

52% of students have increased their **confidence**

68% of students have increased their **resilience**

72% of students have increased their **communication**

76% of students have increased their **self-awareness**

"Yeah, I really like [coaching sessions]. They teach me loads of things about myself. I like it when someone talks to me one-on-one, for example, if I'm feeling really sad, it helps me remember the positive stuff and not the negative stuff."

Rising Futures Student, The Gunnersbury School



The results of the partnership between the London Borough of Hounslow and Yes Futures demonstrate the significant, positive impact of connecting young people from Hounslow who are in need of support and guidance, with inspirational representatives of the council. The Rising Futures programme delivered positive and fulfilling experiences for young people and Hounslow employees alike and in doing so established strong and meaningful connections between the community and local authority, contributing to the Borough's priority ambition of delivering a 'Thriving Hounslow'.

In September 2023, we continued the partnership for a further eight schools and 150 students (split across our September 2023 and March 2024 programmes).



89% of students reported they feel more prepared for the future

79% of students reported they feel more motivated to achieve at school

82% of students reported they feel they have skills which are valuable to other people

86% of students reported they have a better idea about future opportunities available to them

89% of students reported they feel the Rising Futures programme has made a positive difference to them

"I thought it was really interesting going to Hounslow House, learning about the people that work there and what they do. I interviewed a lot of people when I went there. It really opened my eyes to the world of work. The most memorable part was meeting [the] Leader of Hounslow, I got to ask him what he does on a daily basis."

Rising Futures Student, The Gunnersbury School

Thank You to our Supporters

We would like to extend a **huge thank you** to all our donors, corporate partners, World of Work Day hosts and our volunteer Yes Futures Coaches.

Without their ongoing support, time and commitment we would not be able to deliver such exceptional impact to the young people in our Finding Futures and Rising Futures programmes.

Donors

Over £15,000

London Borough of Hounslow

LSEG FOUNDATION

Garfield Weston FOUNDATION

THE DULVERTON TRUST

THE PROGRESS FOUNDATION

£5,000 - £10,000

THE WHIRLWIND CHARITABLE TRUST

ReedSmith

HAVAS

Community Foundation for Surrey

Essex Community Foundation

BLCF Bedfordshire & Luton Community Foundation

Up to £5,000

Hawkins\Brown

St James's Place

The CHARLES S FRENCH CHARITABLE TRUST

AUGUSTINE COURTAULD TRUST

Corporate World of Work Day partner hosts

ZS

LSEG

St James's Place

Hawkins\Brown

HAVAS

WELLA PROFESSIONALS

smb

ReedSmith

CMC MARKETS

ansvar Insuring the heart of your community

Mercedes-Benz

Gartner

Thank You To Our Coaches

We would like to thank our incredible community of volunteer Yes Futures Coaches for their ongoing support and commitment to the programme.













179 One-to-One Coaches and **35** Impact Coaches supported our September 22 and March 23 programmes.



Our Coaches collectively completed **976 hours of training** and contributed over **5,176 voluntary hours** to the programme.

96% of Coaches, who responded to our end of programme survey, said they saw a positive change in the students as they progressed through the programme.

Some Coaches shared their 'best part' of participating in the programme:

"Seeing the progress amongst students" and "making a difference in a young person's life."

"Seeing the students grow in confidence and start to feel their value and power."

"Meeting the students at ITW and seeing them interact together, push themselves and try new activities."

"The wonderful positive energy that surrounds the lucky participants in the programme. Also to see how young adults need a more directive approach. Finally the joy of coaching young adults with such [open] and curious minds."



"[My child has become] more independent with planning resources needed for school, contributing to house chores unprompted and taking responsibility for being ready for school on time in the morning."

Parent

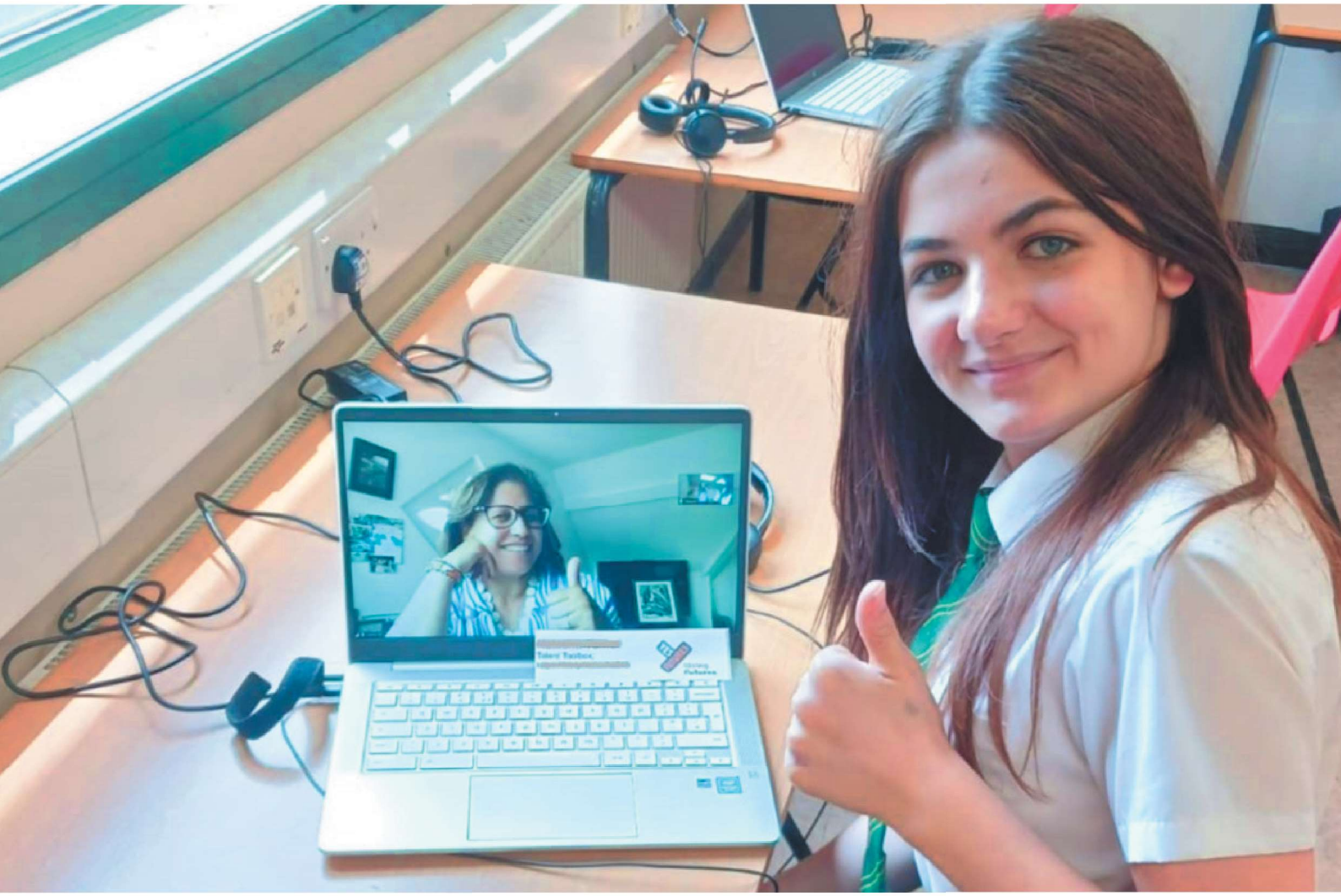
Next Steps

After all we have achieved in 2023, we have a very strong basis from which to grow. This year, we streamlined our programme design, resulting in smoother operations and improved impact. Over the next 12 months, we will be focused on strengthening other aspects of Yes Futures, as we prepare to scale from 2025 onwards.

We are working hard to review and improve all our internal systems, as well as ensuring we have the strong external partnerships in place that we need to scale successfully. Sustainability is a key aim; and it is crucial that we continue to be a well-run charity, with the team capacity and financial stability necessary to achieve growth and deep impact.

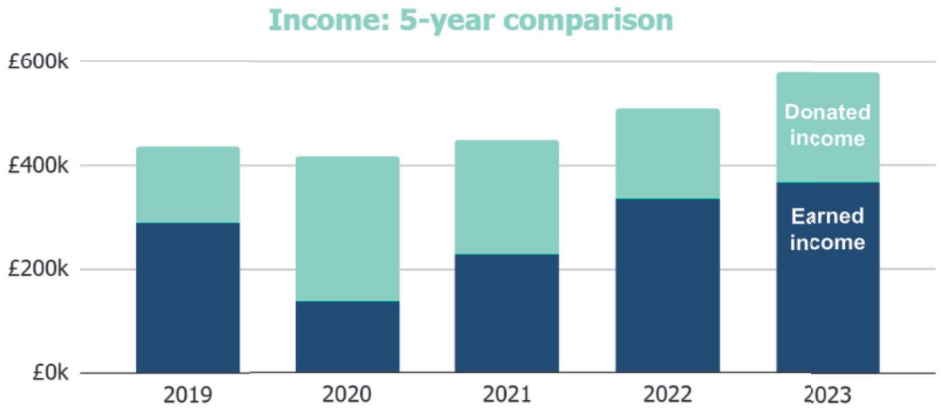
In the next three years (by the end of 2026) we want to have scaled our impact and deepened our influence, in order to be making a substantial difference to many more young people's lives than ever before. To guide us there, the trustees and team have been working on a new long-term strategy which we look forward to publishing in 2024. This strategy has our vision, for all young people to believe in themselves and discover their personal potential, at its heart. Why? Because positive futures begin with self-belief.

To find out more about our programmes and new strategy please visit our website and join our mailing list.



Financial Review

Yes Futures operates a self-sustaining financial model, aiming to secure the bulk of our income from sale of our programmes to schools. During the Covid pandemic in 2020-21 we saw a drop in earned income due to disruption and school closures. However, since 2022 we have seen a recovery of earned income, which increased in 2023 to our highest ever level. Overall turnover also increased for the third successive year.



We continue to view self-sustainability as a key goal, and over the next few years aim to further increase the proportion of earned income. Alongside this, we are grateful for support from donors and grant funders which enables us to be responsive in the midst of an uncertain environment, and to be proactive about developing our services. We were pleased to receive grants from several new grant funders during 2023, as well as donations from new corporate partners.

During 2023 we made a small in-year surplus. We were pleased to increase our unrestricted reserves by the year-end, and we aim to continue growing our unrestricted reserves in future years. We are continuing to benefit from the loan we received in 2021 under the government's Coronavirus Business Interruption Scheme, which has secured our cashflow for several years ahead.

During 2023 we also implemented efficiencies in our operating model. We are continuing to focus on responsible control of costs, whilst also seeking to invest in the systems and infrastructure that will enable us to reach more young people in the future.

Financial position at 31 December 2023
At 31 December 2023 we had £52,694 of unrestricted funds and £31,647 of restricted funds (which are ring-fenced for delivery of our programmes).

Reserves policy
Yes Futures aims to be a financially sustainable organisation which is able to grow its work and reach increasing numbers of young people. We hold reserves for several purposes: to deliver commitments to current beneficiaries; to be resilient in case of unexpected financial downturn; to invest in growing our reach to more young people; and to invest in quality improvement of our programme and organisation.

At the end of 2023 we had a small but growing unrestricted reserve, plus additional restricted reserves (which are for service delivery in the coming period), and a good level of cash to support cashflow going forwards. Over the next few years, we aim to build unrestricted reserves to the equivalent of between 3 and 6 months' costs. The trustees are conscious of the importance of maintaining sufficient reserves, alongside the need to invest to grow our social impact.

Reference and Administrative Details

Charity name	Yes Futures
Registered charity number	1155082
Type of governing document	Constitution
How the charity is constituted	Charitable Incorporated Organisation
Trustee selection methods	New trustees are appointed by the existing trustees following an openly advertised, recruitment and interview process.
Charity's principal address	3Space, International House, Brixton, London, SW9 7QE
Charity's registered address	3Space, International House, Brixton, London, SW9 7QE
The Trustees	Andrew Thraves Jessica Badley Emily Ramji Anas Hassan (resigned 2 February 2023) Holly Piper (ended term of office 19 October 2023) Laurie Cuthbert (resigned 19 October 2023) Malcolm Groves (appointed 7 December 2023) Joanna Amand (appointed 7 December 2023) Annabel Tuckey (appointed 1 February 2024)
Chief Executive	Sarah Sewell

Reference and Administrative Details

Objectives, Activities and Structure

Our charity's purposes as set out in the objects contained in the constitution are:

To act as a resource for young people up to the age of 25 living in the UK by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:

(a) advancing in life and helping young people by developing their confidence, resilience to life challenges, skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;

(b) advancing education;

(c) relieving unemployment;

(d) providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

The trustees have had regard to the guidance issued by the Charity Commission on public benefit.

The trustees delegate day-to-day running of the charity to the Chief Executive and the Leadership Team, within the parameters of he agreed Delegation of Authority.

The trustees have reviewed the activities of the charity and considered the risks to which it is exposed. The trustees have implemented a risk management strategy that includes a regular review of risks, and the establishment of systems and procedures to minimise any potential impact on the charity.

Statement of Trustees' Responsibilities

The Charities Act requires the Board of Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity as at the end of the financial year and of the surplus or deficit of the charity. In preparing those financial statements the Board is required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.

The Trustees are also responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which are sufficient to show and explain the charity's transactions and enable them to ensure that the financial statements comply with regulations made under the Charities Act. 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.

The Trustees are also responsible for the contents of the Trustees' report, and the responsibility of the Independent Examiner in relation to the Trustees' report is limited to examining the report and ensuring that, on the face of the report, there are no inconsistencies with the figures disclosed in the financial statements.

Declaration

The Trustees declare that they have approved the Trustees' Report for the year ended 31st December 2023.

Signed on behalf of the Board of Trustees:

Name 1 May 2024

Signature 

"The students are more confident when discussing their aspirations for the future and the importance of their own character development. Some of the students were reluctant to attend lessons. They now go to their lessons without hassle and have built their resilience."

Teacher, Beacon School

"[My daughter] has absolutely loved the Finding Futures programme and I feel that she has learnt a lot, she is more outspoken and positive."

Parent

YES FUTURES

INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF YES FUTURES

I report to the trustees on my examination of the financial statements of Yes Futures (the charity) for the year ended 31 December 2023.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1 accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2 the financial statements do not accord with those records; or
3 the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

F J Wilde FCCA MBA DChA

Warner Wilde
4 Marigold Drive
Bisley
Surrey
GU24 9SF

Dated: 4 May 2024

YES FUTURES

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Income and endowments from:							
Donations and legacies	**3**	60,462	150,767	211,229	23,598	150,641	174,239
Charitable activities	**4**	368,364	-	368,364	337,417	-	337,417
Other income	**5**	-	-	-	115	-	115
Total income		428,826	150,767	579,593	361,130	150,641	511,771
Expenditure on:							
Raising funds	**6**	14,862	-	14,862	11,667	-	11,667
Charitable activities	**7**	373,602	170,055	543,657	332,393	227,319	559,712
Other	**11**	9,397	-	9,397	4,947	-	4,947
Total expenditure		397,861	170,055	567,916	349,007	227,319	576,326
Net income/(expenditure) for the year/ Net movement in funds		30,965	(19,288)	11,677	12,123	(76,678)	(64,555)
Fund balances at 1 January 2023		21,729	50,935	72,664	9,606	127,613	137,219
Fund balances at 31 December 2023		52,694	31,647	84,341	21,729	50,935	72,664

The statement of financial activities includes all gains and losses recognised in the year.

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

YES FUTURES

BALANCE SHEET

AS AT 31 DECEMBER 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Tangible assets	**13**		4,808		10,830
Current assets					
Debtors	**14**	94,604		44,302	
Cash at bank and in hand		224,952		238,823	
		319,556		283,125	
Creditors: amounts falling due within one year	**16**	(160,092)		(105,239)	
Net current assets			159,464		177,886
Total assets less current liabilities			164,272		188,716
Creditors: amounts falling due after more than one year	**17**		(79,931)		(16,052)
Net assets			84,341		72,664
Income funds					
Restricted funds	**19**		31,647		50,935
Unrestricted funds			52,694		21,729
			84,341		72,664

The financial statements were approved by the Trustees on 18/4/24

Andrew Thraves
Chair of Trustees

YES FUTURES

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	**24**		17,118		(29,545)
Investing activities					
Purchase of tangible fixed assets		-		(2,384)	
Net cash used in investing activities			-		(2,384)
Financing activities					
Repayment of bank loans		(30,989)		(2,959)	
Net cash used in financing activities			(30,989)		(2,959)
Net decrease in cash and cash equivalents			(13,871)		(34,888)
Cash and cash equivalents at beginning of year			238,823		273,711
Cash and cash equivalents at end of year			224,952		238,823

1 Accounting policies

Charity information

Yes Futures is a foundation Charitable Incorporated Organisation.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) and the Charities SORP "Accounting and Reporting by Charities: 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)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1 Accounting policies **(Continued)**

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

IT Equipment	3 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

1 Accounting policies **(Continued)**

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	**Restricted funds**	**Total**	Unrestricted funds	Restricted funds	Total
	2023	**2023**	**2023**	2022	2022	2022
	£	**£**	**£**	£	£	£
Donations and gifts	60,462	150,767	211,229	23,598	149,700	173,298
Government Grant - Kickstart	-	-	-	-	941	941
	60,462	150,767	211,229	23,598	150,641	174,239
Grants						
CMC Markets	-	-	-	-	60,000	60,000
Betsy Foundation	-	-	-	-	10,000	10,000
The Gosling Foundation	-	-	-	-	10,000	10,000
LSEG Foundation	-	20,000	20,000	-	15,000	15,000
Progress Foundation	-	15,000	15,000	-	15,000	15,000
The Dulverton Trust	35,000	-	35,000	-	35,200	35,200
Garfield Weston Foundation	-	30,000	30,000	-	-	-
London Borough of Hounslow	-	60,653	60,653	-	-	-
Community Foundation for Surrey	-	6,950	6,950	-	-	-
Other	25,462	18,164	43,626	23,598	4,500	28,098
	60,462	150,767	211,229	23,598	149,700	173,298

3 Donations and legacies **(Continued)**

Other Restricted Grants include:

2023:
£5,000 Whirlwind Trust
£5,000 Bedfordshire and Luton Community Foundation
£5,664 Essex Community Foundation
£2,500 Charles S French Charitable Trust

2022:
£2,500 Charles S French Charitable Trust
£2,000 The Hedley Foundation

Other Unrestricted Grants include:

2023:
£10,000 Reed Smith
£10,000 Havas
£2,500 St James's Place
£2,962 Other donations

2022:
£10,000 Reed Smith
£10,000 Havas
£3,598 Other Donations

4 Income from charitable activities

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Charitable activities		
Student programmes	476,848	394,675
Less: deferred income	(108,484)	(57,258)
	368,364	337,417

5 Other income

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Other income	-	115

6 Expenditure on raising funds

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Fundraising		
Staff costs	14,862	11,667

7 Expenditure on charitable activities

	Charitable activities 2023 £	Charitable activities 2022 £
Direct costs		
Staff costs	374,899	349,542
Depreciation and impairment	6,022	6,217
Direct cost of programmes	128,552	145,707
Partnership development	4,930	17,273
Other staff costs (recruitment, training, welfare etc.)	6,786	8,861
Rent	3,342	13,906
External staffing costs	4,684	6,068
	529,215	547,574
Share of support and governance costs (see note 8)		
Support	12,207	9,869
Governance	2,235	2,269
	543,657	559,712
Analysis by fund		
Unrestricted funds	373,602	332,393
Restricted funds	170,055	227,319
	543,657	559,712

8 Support costs allocated to activities

	2023 £	2022 £
Administrative costs	12,207	9,869
Governance costs	2,235	2,269
	14,442	12,138
Analysed between:		
Charitable activities	14,442	12,138

8 Support costs allocated to activities **(Continued)**

Governance costs comprise:	2023 £	2022 £
Independent Examiner's fee	1,800	1,800
General overheads - governance	435	469
	2,235	2,269

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

10 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Employees	11	11

Employment costs	2023 £	2022 £
Wages and salaries	335,739	314,363
Social security costs	19,604	8,297
Other pension costs	34,418	38,549
	389,761	361,209

There were no employees whose annual remuneration was more than £60,000.

Remuneration of key management personnel

Key Management Personnel are defined as the Chief Executive, Director of Partnerships, Director of Operations and Director of Finance and Governance.

The aggregate cost of Key Management Personnel (salary plus on costs such as Employer's National Insurance and Employer's Pension Contributions) totalled £157,976 (2022: £142,846).

11 Other

	Unrestricted funds	Unrestricted funds
	2023	2022
Financing costs	9,397	4,947
	9,397	4,947

12 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

13 Tangible fixed assets

	IT Equipment
	£
Cost	
At 1 January 2023	26,515
At 31 December 2023	26,515
Depreciation and impairment	
At 1 January 2023	15,685
Depreciation charged in the year	6,022
At 31 December 2023	21,707
Carrying amount	
At 31 December 2023	4,808
At 31 December 2022	10,830

14 Debtors

	2023	**2022**
Amounts falling due within one year:	**£**	**£**
Trade debtors (schools invoiced in advance of programme)	84,540	-
Other debtors	6,354	1,021
Prepayments and accrued income	3,710	43,281
	94,604	44,302

15 Loans and overdrafts

	2023	2022
	£	£
Bank loans	116,052	147,041
Payable within one year	36,121	30,989
Payable after one year	79,931	116,052

The loan is unsecured, with security provided by the UK Government.

UK Government Resilience and Recovery Loan repayable within 5 years by instalments with interest charged at 7%.

16 Creditors: amounts falling due within one year

	Notes	2023	2022
		£	£
Bank loans	**15**	36,121	30,989
Other taxation and social security		8,162	-
Deferred income	**18**	108,484	57,258
Trade creditors		210	10,166
Other creditors		3,674	-
Accruals		3,441	6,826
		160,092	105,239

17 Creditors: amounts falling due after more than one year

	Notes	2023	2022
		£	£
Bank loans	**15**	79,931	116,052

18 Deferred income

	2023	2022
	£	£
Other deferred income	108,484	57,258

Deferred income is included in the financial statements as follows:

	2023	2022
	£	£
Deferred income is included within:		
Current liabilities	108,484	57,258

Movements in the year:

18 Deferred income **(Continued)**

Deferred income at 1 January 2023	57,258	43,575
Released from previous periods	(57,258)	(43,575)
Resources deferred in the year	108,484	57,258
Deferred income at 31 December 2023	108,484	57,258

19 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 January 2023	Incoming resources	Resources expended	At 31 December 2023
	£	£	£	£
Student Programmes	5,798	72,500	(68,798)	9,500
Regional Programme Growth - London	45,137	-	(45,137)	-
Hounslow	-	60,653	(44,780)	15,873
Bedfordshire	-	5,000	(5,000)	-
Surrey	-	6,950	(5,000)	1,950
Essex	-	5,664	(1,340)	4,324
	50,935	150,767	(170,055)	31,647

Previous year:	At 1 January 2022	Incoming resources	Resources expended	At 31 December 2022
	£	£	£	£
Student Programmes	43,167	35,000	(72,369)	5,798
Regional Programme Growth - London	61,000	75,000	(90,863)	45,137
Regional Programme Growth - Other	-	37,700	(37,700)	-
Head of Operations	15,528	-	(15,528)	-
Day Trips	4,500	2,000	(6,500)	-
Volunteer Coaches	3,418	-	(3,418)	-
Kickstart	-	941	(941)	-
	127,613	150,641	(227,319)	50,935

19 Restricted funds **(Continued)**

Student Programmes: Grants to support the delivery of our student programmes. Grants were received in 2023 from the Whirlwind Trust, LSEG Foundation, Garfield Weston Foundation, the Charles S French Charitable Trust and the Progress Foundation.

Regional Programme Growth – Greater London: Grants to support expansion of our programmes to more disadvantaged young people in Greater London. Grants were received from CMC Markets in 2020, 2021 and 2022.

Regional Programme Growth- Other: Grants towards developing regional programmes outside London. Grants were received from several funders in 2019 and 2020 (the Newby Trust, the Garfield Weston Foundation, the British and Foreign Schools Society, the William Wates Memorial Trust, the Rayne Foundation).

Head of Operations: A grant from the Resilience and Recovery Fund in 2021 towards the recruitment of a new Head of Operations to support scaling.

Day trips: A grant from the Ansvar Community Campaign in 2021 and from the Hedley Foundation in 2022 towards the cost of running day trips for students.

Volunteer Coaches: A grant from The Economist in 2021 towards the costs of recruiting and training volunteer coaches for our programmes.

Kickstart: A grant from Charityworks towards a paid apprentice working on the Kickstart scheme.

Bedfordshire: A grant from the Bedfordshire and Luton Community Foundation towards our student programmes in Bedfordshire and Luton.

Surrey: A grant from the Community Foundation for Surrey towards delivery of our student programmes in Surrey.

Essex: A grant from the Essex Community Foundation towards delivery of our student programmes in Essex.

20 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 January 2023	Incoming resources	Resources expended	At 31 December 2023
	£	£	£	£
General funds	21,729	428,826	(397,861)	52,694

Previous year:	At 1 January 2022	Incoming resources	Resources expended	At 31 December 2022
	£	£	£	£
General funds	9,606	361,130	(349,007)	21,729

21 Analysis of net assets between funds

	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	£	£
Fund balances at 31 December 2023 are represented by:			
Tangible assets	4,808	-	4,808
Current assets/(liabilities)	127,817	31,647	159,464
Long term liabilities	(79,931)	-	(79,931)
	52,694	31,647	84,341

	Unrestricted funds 2022	Restricted funds 2022	Total 2022
	£	£	£
Fund balances at 31 December 2022 are represented by:			
Tangible assets	10,830	-	10,830
Current assets/(liabilities)	126,951	50,935	177,886
Long term liabilities	(116,052)	-	(116,052)
	21,729	50,935	72,664

22 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).

23 Analysis of changes in net funds

	At 1 January 2023	Cash flows	At 31 December 2023
	£	£	£
Cash at bank and in hand	238,823	(13,871)	224,952
Loans falling due within one year	(30,989)	(5,132)	(36,121)
Loans falling due after more than one year	(116,052)	36,121	(79,931)
	91,782	17,118	108,900

24	Cash generated from operations	2023 £	2022 £
	Surplus/(deficit) for the year	11,677	(64,555)
	Adjustments for:		
	Depreciation and impairment of tangible fixed assets	6,022	6,217
	Movements in working capital:		
	(Increase)/decrease in debtors	(50,302)	15,085
	(Decrease)/increase in creditors	(1,505)	25
	Increase in deferred income	51,226	13,683
	Cash generated from/(absorbed by) operations	17,118	(29,545)

Empowering every young person to believe in **themselves**

For more information, please contact Kathryn Luckock, Director of Partnerships:
kathryn.luckock@yesfutures.org

Yes Futures is a charity registered in England and Wales. Registered No. 1155082.

YES FUTURES

England & Wales - Charity number 1155082

Accounts



Yes Futures Annual Report 2022

Foreword

As Yes Futures approaches its 10-year anniversary I am proud to reflect upon its journey from something which once existed as just an idea in my head, into a fully-fledged charity driven forward by so many more individuals and truly existing in its own right.

In 2022, this shift happened completely, as I stepped away from my Chief Executive role for a year of maternity leave. It was a hugely positive experience for both myself and the charity and has led to some fabulous changes - not least, our new branding (I hope you like it!). Sophie Bartlett, our outgoing Director of Impact, took over the reins during the past year and did an incredible job of navigating Yes Futures through a year of growth. A huge thank you to her and our donors and partners, who have continued to provide vital support, enabling us to thrive and overcome challenges along the way.

In 2022 we empowered 562 young people to believe in themselves, our highest number to date. Our volunteer Coach community continues to grow in number and talent, and we welcomed over 150 Coaches to our programmes. We launched a series of free mental health resources for schools, which reached over 1,500 teachers. And we were named one of the Top 100 UK Social Enterprises in NatWest's SE100. These are just the tip of the iceberg of the many achievements of which I feel very proud.

This would not have been possible without a high-performing team and I am grateful for all their hard work. Our team is always evolving, and we bade farewell this year to some colleagues who have taken new and exciting steps in their careers. I particularly want to mention Sophie Bartlett whose skills and hard work have been at the heart of our growth over the years and who was a brilliant Acting Chief Executive. With change comes opportunity and we have also welcomed some fantastic new colleagues to the team during 2022.

The year ahead will see us embed an improved programme design, gain further financial stability and develop deeper partnerships, all of which will drive forward more impact for more young people who need our support. Thanks to the wonderful guidance of our Board and the energy and engagement of our volunteers and partners, I am confident that we have another year of success in 2023.



Sarah Sewell, Chief Executive

Statement from Chair of Trustees: Andrew Thraves

I am extremely proud of the progress we have made over the past year. 2022 was a difficult year for many organisations across all sectors, due to ongoing economic uncertainty caused by the after-effects of the pandemic, political instability at home and conflict in Europe. In the face of these challenges, Yes Futures has performed well, reaching more young people than ever, increasing our turnover, and delivering consistently high-quality work.

The challenging context has prompted us to invest time and effort in reviewing and updating our operating model. This involved a lot of hard work, and I'd like personally to thank the trustees and all the team at Yes Futures for approaching it with an open mind and positive attitude. I am pleased to say that we have significantly improved our operational efficiency, reduced our costs and made our pricing model more financially sustainable. This puts us in an even better position to support more young people in the years ahead.

Looking forward, I'm optimistic about the future. Even so, there will continue to be challenges ahead that we will need to face and questions that we will need to answer. These include: the best way to expand our programmes to reach more young people; our approach to partner with multi-academy trusts; and how we make the most of the new educational policies focused on young people who require more support, which will be launched by government in 2023.

The trustees believe that Yes Futures' long-term strategy, which we keep under regular review, combined with the hard work and dedication of our staff, the ongoing backing from our funders, and the support of our schools, will enable us to meet those challenges and achieve our goals in 2023 and beyond.

Yes Futures will continue to focus on reaching and having a positive impact on as many young people as possible.

Thank you for your ongoing support, and with Sarah, I look forward to updating you on our progress across the coming year.



Andrew Thraves, Chair of Trustees

About Yes Futures

Yes Futures is a multi-award winning charity, established in 2012. We empower young people to make ambitious choices and realise their potential through developing their confidence, resilience and skills, leading to success both in and out of the classroom.

Our successful **Finding Futures** (for students aged 9-11 in primary schools) and **Rising Futures** (for students aged 11-16 in secondary schools) programmes have made a proven difference to the lives of nearly 3,000 young people and we are steadily growing to more schools each year.

These programmes are unique, high-impact and equip young people with the confidence and skills needed for further education, training and employment. We provide this targeted support to the most disadvantaged students in our partner schools. These students are selected by their teachers and are predominantly students on Free School Meals, Looked after Children, those with Special Educational Needs and those for whom English is an additional Language. Most of the students we work with are eligible for Pupil Premium government funding which is provided to schools to spend on interventions for these students.

In 2022, our programmes used the following steps to build self-belief in young people, over a period of 12 months:



Personalised Coaching: Dedicated Yes Futures Coaches supported students, coaching them either individually or in small groups to develop confidence, resilience, communication and self-awareness, through a structured personal development framework.



Play Your Part: Students were immersed in community action for a day. Through volunteering the students realised the benefits of giving back to their communities, fostering strengthened relationships with those around them.



World of Work: Young people visited an inspirational workplace and networked with professionals. This raised students' aspirations for their future, improved their knowledge of working life and developed key employability skills.



Into the Wild: Our three-day outdoor education experience provided a more challenging environment which pushed students to face their fears and build relationships with other students, becoming more confident in their own abilities.

Our impact

In 2022, 562 young people graduated from our programmes. This is the highest ever level of delivery for us and we are delighted that our work has returned to growth after the disruption of the Covid pandemic. The primary way we measure our impact is by monitoring the progress students make in four key skill areas, which we call the Yes Futures 'Talents': Confidence, Resilience, Communication and Self-Awareness.

> **I have mainly developed in confidence and resilience. Rising Futures has meant so much to me and gave me a way to look at life with a new perspective and make goals to achieve more and be happy with my life.**
>
> **Girl, Baylis Court School**

92% of students improved in at least one Talent area

77% of students feel more prepared for the future

70% of students have increased their confidence

81% of students feel they have skills which are valuable to other people.

> **I feel like I can open up to people like my parents and my teachers more than I would have been before I joined Finding Futures**
>
> **Girl, Loudwater Primary School**

> **I know how to organise myself a lot more and realise that my future has an endless amount of options just waiting for me to explore and I know that I can achieve anything I put my mind to.**
>
> **Boy, Herschel Grammar School**

> **It was a great time, fun, interesting and really boosted my confidence while inspiring me.**
>
> **Boy, St Paul's Academy**

> **I would like to say thank you for everything. I will have a lot of my future to thank you for as I may be a completely different person if I hadn't done this and met all of the lovely coaches and people.**
>
> **Girl, John F Kennedy Catholic School**

Schools, Teachers and Parents

Yes Futures is privileged to work alongside so many dedicated and inspirational teachers and education professionals. Of those who responded to our surveys about the programme in 2022:

100%

agreed the programme made a positive difference to their students

agreed the programme helped students become more prepared for the future

agreed the programme helped students become more motivated to achieve

We are delighted with these extremely positive results.

> **Thank you for such an engaging and well organised programme. It has really had a positive impact on our pupils in terms of developing their self-awareness, resilience and confidence.**
>
> **Mr Butler, Assistant Head, Passmores Academy**

Engaging with the parents of the young people on our programmes throughout their Yes Futures journey is central to the success of our programmes and we are proud of the feedback we have received from parents.

> **Lucas is so proud of himself. It has given him confidence that he can do things like other children.**
>
> **Parent/Carer, Goldsworth Primary School Student**

> **Georgia-Ranee is more resilient when doing homework, especially maths. She is more reflective and constructive, taking advice.**
>
> **Parent/Carer, Goldsworth Primary School Student**





Resources for teachers

Creating Space

In March 2022 we ran our Creating Space programmme in Partnership with Animas. 30 teachers each received six 50-minute one-to-one coaching sessions with a dedicated Animas Coach. In doing so, teachers were supported to bring the best version of themselves to their classrooms.

> **As a Primary Educator and leader amidst the aftermath of the pandemic, Creating Space couldn't have come at a better time. It was great to see Animas and Yes Futures collaborate and recognise that educators needed to prioritise their wellbeing. While working hard with the students, their families, colleagues and the school community, it was nice to have a one-to-one Coach who provided a space for reflection and discussion.**
>
> **Claudia Mills, Creating Space Participant**

*M*ental health resources campaign

In February 2022 we launched a campaign, providing free mental health resources to teachers. Over 2,500 teachers have downloaded our free resources and 1,500 teachers have downloaded our mental health resources. We collected feedback on these resources from our newsletter community.

72% of respondents shared the resources with their school community

94% of respondents said they'd like to receive something similar in the future

86% of respondents would recommend the resources to a colleague

Teachers said they'd shared the resources during circle time, on staffroom wellbeing boards and in their weekly teaching and learning briefings. We also surveyed teachers on the biggest contributors to wellbeing challenges: **53% of teachers mentioned workload, 22% Covid, 11% student behaviour and 3% Ofsted.**

Thank you to all our supporters in 2022

All that we have achieved this year would not have been possible without the support of our volunteers, funders and partner organisations.

Workplace partners

A key aspect of our programmes is our World of Work Days, which involve taking students out of school to visit an inspirational workplace. 2022 saw a record number of World of Work days across a range of employment sectors including, law, media and advertising, financial investment and wealth management. These days provide invaluable motivation to the young people on our programmes and will remain with them as formative experiences as they progress into adulthood and into careers of their own. A huge thank you to all of our World of Work partners.

Hawkins\Brown · Pearson · Gartner · Wella Company · EY · KPMG · Havas Group · ansvar · St James's Place · vivace · ReedSmith · ZS · London Borough of Hounslow

Coaches

2022 has been a fantastic year for welcoming new and repeat Coaches onto our programmes. This year we've trained and facilitated over 150 Coaches, more than ever before. Our Coaches are central to the impact of our programmes, and we are grateful to our coaching partners including ICF, Animas and the Moe Foundation for supporting us to recruit some of the best Coaches out there to work with the young people on our programmes. We have taken account of the excellent feedback that we receive from Coaches at the end of each cycle of programmes and have taken the decision to streamline our training, making it more accessible for more Coaches.

ICF United Kingdom Charter Chapter · animas · moe

I cannot tell you how rewarding it feels to be part of the students' personal journeys, to see how far they have come, hear the positivity and sense of real pride in their voices when they describe the improvements they have made thanks to the goals they set themselves, to witness their growth and see how much taller they sit/stand and how they feel motivated and enthusiastic to continue to use the tools they have learned!

Virginie Frezel, Yes Futures Coach



Thank you to our funders

We are especially grateful to our funders, both existing and new funders. Their generous support enabled us to expand our reach to disadvantaged young people during 2022, and to proactively plan for future expansion.

CMC Markets has continued to support us to develop our reach by funding growth of our student programmes in Greater London. Grants were also received from Charles French Charitable Trust and the Dulverton Trust towards delivery of our programmes in Kent and Essex. We received support from the Hedley Foundation towards our day trips for students. We were delighted to get grants from the Betsy Foundation, the Progress Foundation, the Gosling Foundation and the Hedley Foundation towards delivery of our programmes.

We were particularly glad to welcome more corporate supporters during 2022. Alongside CMC markets, who have supported us for the third year in a row, we were delighted to receive financial support from Havas and the London Stock Exchange Group.

Where next?

Utlimately we aim to create a cultural shift: where non-academic skills such as communication and self-awareness are developed with the same focus as academic skills, enabling all students to be successful both at school and beyond.

Over the next few years we are aiming for steady growth of our delivery across London and the South East. We know that our programmes have a high impact on disadvantaged young people, so we will also be considering the best way to expand our delivery to reach more schools and a wider geographical area.

Continuous improvement is always important at Yes Futures and 2023 will be no different. During 2023 we plan to finalise and implement some improvements to our programmes, to help deepen our impact and also make our programme model more scalable. We plan to launch the redesigned programmes in our March 2023 cohorts, and expect these to reach over 690 young people across the March and September cohorts.

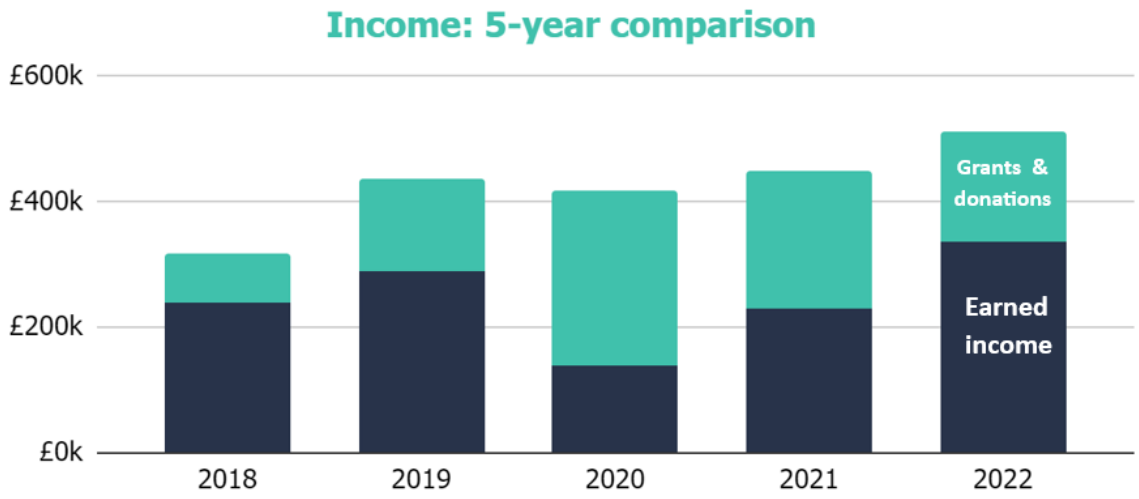
We have been delighted to hear reports from schools about the positive impact that our programmes have had on improving attendance and behaviour among students on our programmes. We're looking forward to building our evaluation and measurement further in 2023, to better capture the range of positive impacts of our programmes.

Over the coming years we also plan to deepen our corporate partnerships. We are delighted to work with several companies in a range of ways, such as hosting World of Work trips, supporting their staff to volunteer as Coaches on our programmes, or supporting our work financially. We look forward to expanding the number of companies we work with, and deepening our existing relationships.



Financial Review

Yes Futures operates a self-sustaining financial model, aiming to secure the bulk of our income from sale of our programmes to schools. During the Covid pandemic in 2020-21 we saw a drop in earned income due to disruption and school closures. However 2022 saw a recovery of earned income which was at our highest ever level. Overall turnover also increased, exceeding £500,000 for the first time.



We continue to view self-sustainability as a key goal, and over the next few years aim to further increase the proportion of earned income. Alongside this, we are grateful for support from donors and grant funders which enables us to be responsive in the midst of an uncertain environment, and to be proactive about developing our services. We were pleased to receive grants from seven new grant funders during 2022, as well as donations from three new corporate partners.

During 2022 we made an in-year deficit, as we spent up restricted funding that had been received in the previous year for the delivery of our programmes. We were pleased to increase our unrestricted reserves by the year-end, and we aim to continue growing our unrestricted reserves in future years. We are continuing to benefit from the loan we received in 2021 under the government's Coronavirus Business Interruption Scheme, which has enabled us to emerge from the pandemic in a position of growth.

To support future sustainability, we took steps during 2022 to reduce our cost base, reducing some overheads and adapting our programme delivery model. We also increased the price of our programmes, to help bring the cost of delivery closer to the fee income we receive from schools. We have been pleased that these changes have been supported by our partner schools, which gives us confidence in our plans for further growth in the coming years.



Financial position at 31 December 2022

At 31 December 2022 we had £21,729 of unrestricted funds and £50,935 of restricted funds (which are ring-fenced for delivery of our programmes).

Reserves policy

Yes Futures aims to be a financially sustainable organisation which is able to grow its work and reach more young people. We hold reserves for several purposes: to deliver commitments to current beneficiaries; to be resilient in case of unexpected financial downturn; to invest in growing our reach to more young people; and to invest in quality improvement of our programme and organisation.

At the end of 2022 we had a small but growing unrestricted reserve, plus additional restricted reserves (which are for service delivery in the coming period), and a good level of cash to support cashflow going forwards. Over the next few years, we aim to build unrestricted reserves to the equivalent of between 3 and 6 months' costs. The trustees are conscious of the importance of maintaining sufficient reserves, alongside the need to invest to grow our social impact.

Reference and Administrative Details

Charity name	Yes Futures
Registered charity number	1155082
Type of governing document	Constitution
How the charity is constituted	Charitable Incorporated Organisation
Trustee selection methods	New trustees are appointed by the existing trustees following an openly advertised, recruitment and interview process.
Charity's principal address	3Space, International House, Brixton, London, SW9 7QE
Charity's registered address	3Space, International House, Brixton, London, SW9 7QE
The Trustees	Andrew Thraves Holly Piper Jessica Badley Anas Hassan (resigned 2 February 2023) Emily Ramji Laurie Cuthbert
Chief Executive	Sarah Sewell (maternity leave til November 2022) Sophie Bartlett (Acting Chief Executive til October 2022)
Objectives, Activities and Structure	Our charity's purposes as set out in the objects contained in the constitution are: To act as a resource for young people up to the age of 25 living in the UK by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:



(a) advancing in life and helping young people by developing their confidence, resilience to life challenges, skills, capacities and capabilities to
enable them to participate in society as independent, mature and responsible individuals;

(b) advancing education;

(c) relieving unemployment;

(d) providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

The trustees have had regard to the guidance issued by the Charity Commission on public benefit.

The trustees delegate day-to-day running of the charity to the Chief Executive and the Leadership Team, within the parameters of the agreed Delegation of Authority.

The trustees have reviewed the activities of the charity and considered the risks to which it is exposed. The trustees have implemented a risk management strategy that includes a regular review of risks, and the establishment of systems and procedures to minimise any potential impact on the charity.

Statement of Trustees' Responsibilities

The Charities Act requires the Board of Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity as at the end of the financial year and of the surplus or deficit of the charity.

In preparing those financial statements the Board is required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.

The Trustees are also responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which are sufficient to show and explain the charity's transactions and enable them to ensure that the financial statements comply with regulations made under the Charities Act. 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.

The Trustees are also responsible for the contents of the Trustees' report, and the responsibility of the Independent Examiner in relation to the Trustees' report is limited to examining the report and ensuring that, on the face of the report, there are no inconsistencies with the figures disclosed in the financial statements.

Declaration

The Trustees declare that they have approved the Trustees' Report for the year ended 31st December 2022.

Signed on behalf of the Board of Trustees: 20 April 2023

Signature  Name ANDREW THRAVES

YES FUTURES

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF YES FUTURES

I report to the trustees on my examination of the financial statements of Yes Futures (the charity) for the year ended 31 December 2022.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1 accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2 the financial statements do not accord with those records; or
3 the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

F J Wilde FCCA MBA DChA

Warner Wilde
4 Marigold Drive
Bisley
Surrey
GU24 9SF

Dated: 12 May 2023

YES FUTURES

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Income and endowments from:							
Donations and legacies	**3**	23,598	150,641	174,239	1,143	220,344	221,487
Charitable activities	**4**	337,417	-	337,417	228,382	-	228,382
Other income	**5**	115	-	115	-	-	-
Total income		361,130	150,641	511,771	229,525	220,344	449,869
Expenditure on:							
Raising funds	**6**	11,667	-	11,667	14,705	-	14,705
Charitable activities	**7**	332,393	227,319	559,712	212,761	209,952	422,713
Other	**11**	4,947	-	4,947	37	-	37
Total expenditure		349,007	227,319	576,326	227,503	209,952	437,455
Net income/(expenditure) for the year/ Net movement in funds		12,123	(76,678)	(64,555)	2,022	10,392	12,414
Fund balances at 1 January 2022		9,606	127,613	137,219	7,585	117,220	124,805
Fund balances at 31 December 2022		21,729	50,935	72,664	9,607	127,612	137,219

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

YES FUTURES

BALANCE SHEET

AS AT 31 DECEMBER 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible assets	**12**		10,830		14,663
Current assets					
Debtors	**13**	44,302		59,387	
Cash at bank and in hand		238,823		273,711	
		283,125		333,098	
Creditors: amounts falling due within one year	**15**	(105,239)		(77,066)	
Net current assets			177,886		256,032
Total assets less current liabilities			188,716		270,695
Creditors: amounts falling due after more than one year	**16**		(116,052)		(133,476)
Net assets			72,664		137,219
Income funds					
Restricted funds	**18**		50,935		127,612
Unrestricted funds			21,729		9,607
			72,664		137,219

The financial statements were approved by the Trustees on 20 April 2023

Andrew Thraves
Chair of Trustees

YES FUTURES

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Cash flows from operating activities					
Cash absorbed by operations	**21**		(29,545)		(1,665)
Investing activities					
Purchase of tangible fixed assets		(2,384)		(15,602)	
Proceeds on disposal of tangible fixed assets		-		1,593	
Net cash used in investing activities			(2,384)		(14,009)
Financing activities					
Repayment of bank loans		(2,959)		-	
Net cash used in financing activities			(2,959)		-
Net decrease in cash and cash equivalents			(34,888)		(15,674)
Cash and cash equivalents at beginning of year			273,711		-
Cash and cash equivalents at end of year			238,823		273,711

1 Accounting policies

Charity information

Yes Futures is a foundation Charitable Incorporated Organisation.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) and the Charities SORP "Accounting and Reporting by Charities: 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)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1 Accounting policies **(Continued)**

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

IT Equipment	3 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

1 Accounting policies **(Continued)**

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	**Restricted funds**	**Total**	Unrestricted funds	Restricted funds	Total
	2022	**2022**	**2022**	2021	2021	2021
	£	**£**	**£**	£	£	£
Donations and gifts	23,598	149,700	173,298	1,143	215,138	216,281
Government Grant - Kickstart	-	941	941	-	5,206	5,206
	23,598	150,641	174,239	1,143	220,344	221,487
Grants						
CMC Markets	-	60,000	60,000	-	60,000	60,000
Betsy Foundation	-	10,000	10,000	-	-	-
The Gosling Foundation	-	10,000	10,000	-	-	-
LSEG Foundation	-	15,000	15,000	-	-	-
Progress Foundation	-	15,000	15,000	-	-	-
The Dulverton Trust	-	35,200	35,200	-	-	-
Resilience and Recovery Fund	-	-	-	-	42,000	42,000
Garfield Weston	-	-	-	-	30,000	30,000
The Newby Trust	-	-	-	-	20,000	20,000
Drapers Charitable Trust	-	-	-	-	15,000	15,000
Other	23,598	4,500	28,098	1,143	48,138	49,281
	23,598	149,700	173,298	1,143	215,138	216,281

3 Donations and legacies **(Continued)**

Other Restricted Grants include:

2022:
£2,500 Charles S French Charitable Trust
£2,000 The Hedley Foundation

2021:
£15,000 Fair Education Alliance
£15,000 Ansvar
£10,000 Lambeth Economic Resilience Fund
£8,138 The Economist

Other Unrestricted Grants include:

2022:
£10,000 Donation from Reed Smith
£10,000 Donation from Hevas
£3,598 Other Donations

2021:
£1,143 Donations

4 Charitable activities

	Charitable Income 2022 £	Charitable Income 2021 £
Student programmes	351,100	254,251
Less: deferred income	(13,683)	(25,869)
	337,417	228,382

5 Other income

	Unrestricted funds 2022 £	Total 2021 £
Other income	115	-

6 Raising funds

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Fundraising		
Staff costs	11,667	14,705
	11,667	14,705

7 Charitable activities

	Charitable Expenditure 2022	**Charitable Expenditure 2021**
	£	**£**
Staff costs	349,542	300,066
Depreciation and impairment	6,217	3,515
Direct cost of programmes	145,707	56,969
Partnership development	17,273	21,635
Other staff costs (recruitment, training, welfare etc.)	8,861	10,880
Rent	13,906	20,390
External staffing costs	6,068	-
	547,574	413,455
Share of support costs (see note 8)	9,869	8,958
Share of governance costs (see note 8)	2,269	300
	559,712	422,713
Analysis by fund		
Unrestricted funds	332,393	212,761
Restricted funds	227,319	209,952
	559,712	422,713

8 Support costs

	Support costs	Governance costs	2022	Support costs	Governance costs	2021
	£	£	£	£	£	£
Administrative costs	9,869	-	9,869	8,958	-	8,958
Independent Examiner's fee	-	1,800	1,800	-	300	300
General overheads - governance	-	469	469	-	-	-
	9,869	2,269	12,138	8,958	300	9,258
Analysed between						
Charitable activities	9,869	2,269	12,138	8,958	300	9,258

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

10 Employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Employees	11	9

Employment costs	2022 £	2021 £
Wages and salaries	314,363	283,757
Social security costs	8,297	17,660
Other pension costs	38,549	13,354
	361,209	314,771

Key Management Personnel are defined as the Chief Executive, Director of Impact (until October 2022), Director of Partnerships (from October 2022), Head of Operations and Head of Finance and Governance. The aggregate cost of Key Management Personnel (salary plus on costs such as Employers National Insurance and Employers Pension Contributions totalled £142,846 (2021: £117,430) excluding employer's pension and national insurance contributions).

There were no employees whose annual remuneration was more than £60,000.

11 Other

	Unrestricted funds	Unrestricted funds
	2022	2021
Financing costs	4,947	37
	4,947	37

12 Tangible fixed assets

	IT Equipment
	£
Cost	
At 1 January 2022	24,131
Additions	2,384
At 31 December 2022	26,515
Depreciation and impairment	
At 1 January 2022	9,468
Depreciation charged in the year	6,217
At 31 December 2022	15,685
Carrying amount	
At 31 December 2022	10,830
At 31 December 2021	14,663

13 Debtors

	2022	**2021**
Amounts falling due within one year:	**£**	**£**
Other debtors	1,021	13,859
Prepayments and accrued income	43,281	45,528
	44,302	59,387

14 Loans and overdrafts

	2022	2021
	£	£
Bank loans	147,041	150,000
Payable within one year	30,989	16,524
Payable after one year	116,052	133,476

The loan is unsecured, with security provided by the UK Government.

UK Government Bounce back Loan repayable within 5 years by instalments with interest charged at 7%.

15 Creditors: amounts falling due within one year

	Notes	2022	2021
		£	£
Bank loans	14	30,989	16,524
Other taxation and social security		-	6,882
Deferred income	17	57,258	43,575
Trade creditors		10,166	5,026
Other creditors		-	3,270
Accruals		6,826	1,789
		105,239	77,066

16 Creditors: amounts falling due after more than one year

	Notes	2022	2021
		£	£
Bank loans	14	116,052	133,476

17 Deferred income

	2022	2021
	£	£
Other deferred income	57,258	43,575

Deferred income is included in the financial statements as follows:

	2022	2021
	£	£
Deferred income is included within:		
Current liabilities	57,258	43,575

Movements in the year:

17 Deferred income **(Continued)**

Deferred income at 1 January 2022	43,575	17,706
Released from previous periods	(43,575)	(17,706)
Resources deferred in the year	57,258	43,575
Deferred income at 31 December 2022	57,258	43,575

18 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds 2021			Movement in funds 2022			
	Balance at 1 January 2021	Incoming resources	Resources expended	1 January 2022	Incoming resources	Resources expended	Balance at 31 December 2022
	£	£	£	£	£	£	£
Student Programmes	-	50,000	(6,833)	43,167	35,000	(72,369)	5,798
Regional Programme Growth - London	60,000	75,000	(74,000)	61,000	75,000	(90,863)	45,137
Regional Programme Growth - Other	15,000	-	(15,000)	-	37,700	(37,700)	-
Head of Operations	-	42,000	(26,472)	15,528	-	(15,528)	-
Day Trips	-	15,000	(10,500)	4,500	2,000	(6,500)	-
Volunteer Coaches	-	8,138	(4,720)	3,418	-	(3,418)	-
Kickstart	-	5,206	(5,206)	-	941	(941)	-
Covid response and recovery work	42,220	-	(42,220)	-	-	-	-
Intrapreneurship	-	15,000	(15,000)	-	-	-	-
Premises	-	10,000	(10,000)	-	-	-	-
	117,220	220,344	(209,951)	127,613	150,641	(227,319)	50,935

18 Restricted funds **(Continued)**

Student Programmes: Grants to support the delivery of our student programmes. Grants were received in 2021 from the Newby Trust and the Garfield Weston Foundation.

Regional Programme Growth – Greater London: Grants to support expansion of our programmes to more disadvantaged young people in Greater London. Grants were received from CMC Markets in 2020, 2021 and 2022, and from the Progress Foundation in 2022.

Regional Programme Growth- Other: Grants towards developing regional programmes outside London. Grants were received from several funders in 2019 and 2020 (the Newby Trust, the Garfield Weston Foundation, the British and Foreign Schools Society, the William Wates Memorial Trust, the Rayne Foundation).

Head of Operations: A grant from the Resilience and Recovery Fund in 2021 towards the recruitment of a new Head of Operations to support scaling.

Day trips: A grant from the Ansvar Community Campaign in 2021 and from the Hedley Foundation in 2022 towards the cost of running day trips for students.

Volunteer Coaches: A grant from The Economist in 2021 towards the costs of recruiting and training volunteer coaches for our programmes.

Kickstart: A grant from Charityworks towards a paid apprentice working on the Kickstart scheme.

Covid response and recovery work: Grants to support our Covid-response and recovery work, including the pilot and roll-out of a new product, and re-establishing our programmes.

Intrapreneurship: A grant from the Fair Education Alliance to support to the salary of the lead Intrapreneur within Yes Futures.

Premises: A grant from Lambeth Council Economic Resilience Fund in 2021 towards the charity’s premises costs.

19 Analysis of net assets between funds

	Unrestricted funds 2022	**Restricted funds 2022**	**Total 2022**	Unrestricted funds 2021	Restricted funds 2021	Total 2021
	£	**£**	**£**	£	£	£
Fund balances at 31 December 2022 are represented by:						
Tangible assets	10,830	-	10,830	14,663	-	14,663
Current assets/ (liabilities)	126,951	50,935	177,886	128,419	127,613	256,032
Long term liabilities	(116,052)	-	(116,052)	(133,476)	-	(133,476)
	21,729	50,935	72,664	9,606	127,613	137,219

20 Related party transactions

There were no disclosable related party transactions during the year (2021 - none).

21 Cash generated from operations

	2022	**2021**
	£	**£**
(Deficit)/surpus for the year	(64,555)	12,414
Adjustments for:		
Depreciation and impairment of tangible fixed assets	6,217	3,515
Movements in working capital:		
Decrease/(increase) in debtors	15,085	(52,452)
Increase in creditors	25	8,989
Increase in deferred income	13,683	25,869
Cash absorbed by operations	(29,545)	(1,665)

22 Analysis of changes in net funds

	At 1 January 2022	**Cash flows**	**At 31 December 2022**
	£	**£**	**£**
Cash at bank and in hand	273,711	(34,888)	238,823
Loans falling due within one year	(16,524)	(14,465)	(30,989)
Loans falling due after more than one year	(133,476)	17,424	(116,052)
	123,711	(31,929)	91,782

YES FUTURES

England & Wales - Charity number 1155082

Accounts

yes! FUTURES



Yes Futures
Annual Report
2021

Foreword

Every day, thousands of young people fail to achieve their potential because of a lack of confidence and key life skills. And Covid-19 has only exacerbated this issue. **41% of young people believe their future goals now seem "impossible to achieve" as a result of the pandemic, rising to 50% of young people from low-income backgrounds** (Censuswide, 2021).

Yes Futures exists to empower young people to believe in themselves and discover their personal potential. 2021 has been an exciting year of growth in the challenging circumstances of the ongoing Covid-19 pandemic. We have worked tirelessly to adapt our programmes this year, continuing to deliver impactful sessions for students and developing new additional support for the whole school community

When schools closed in January 2021, we continued delivery of our coaching sessions, quickly pivoting to deliver these online, providing much-needed contact for students whilst in lockdown. Whilst much of the in-person delivery of our programmes had been put on hold in 2020, this year we were delighted to kick-start our immersive trips - including our Into the Wild residential - once again!

2021 also saw Yes Futures launch the first stage of our 2025 Strategy. It has been a time of growth as we have expanded to new regions, recruited five new members of staff and created new support packages. During the year we bade farewell to three trustees who reached the end of their terms of office and are we hugely grateful for their support and guidance through the early years of Yes Futures. After undertaking a board skills audit and open recruitment we were delighted to welcome four new trustees to the board in the summer.

In October, our founder and Chief Executive, Sarah Sewell, went on maternity leave and I am really proud to be taking on the role of Acting Chief Executive during this time. As we look to the future, we plan to work with even more young people, continue to offer new support packages to more school communities, and deepen our existing partnerships to achieve long-lasting change in the education system.

Thank you to all who contributed during the last year at Yes Futures, supporting our charity to flourish and support a record number of young people on our programmes. We are incredibly grateful to our funders, partners, and community of volunteers. Despite the ongoing challenges of the pandemic, it has been a constant inspiration to see their enthusiasm, commitment, and impact, and we look forward to many more years of improving the lives of as many young people as possible.



Sophie Bartlett, Acting Chief Executive and Director of Impact

About Yes Futures

Yes Futures is a multi-award winning charity, established in 2012. We empower young people to make ambitious choices and realise their potential through developing their confidence, resilience and skills, leading to success both in and out of the classroom.

Our successful Finding Futures and Rising Futures programmes have made a proven difference to the lives of over 2300 young people and we are steadily growing to more schools each year.

These programmes are unique, high-impact and equip young people with the confidence and skills needed for further education, training and employment. We provide this targeted support to the most disadvantaged students in our partner schools. These students are selected by their teachers and are predominantly students on Free School Meals (FSM), Looked After Children (LAC), those with Special Educational Needs (SEND) and those for whom English is an Additional Language (EAL). Most of the students we work with are eligible for Pupil Premium government funding which is provided to schools to spend on interventions for these students.

We have also recently launched some additional programmes and tools, which have the potential to reach many thousands more children and young people over the next five years.

For more information on the work we do, please visit our website.



Thank You to all our supporters in 2021

There is no doubt that the ongoing Covid pandemic in 2021 caused a difficult time for many charities. The disruption to schools presented many challenges to our work. However, we were able to adapt our programmes and relaunch our trips and activities thanks to the support and adaptability of our volunteers, partners and funders

We are very grateful for the input of our 89 **volunteer coaches** who have provided coaching sessions for our students in 2021. Our programmes would not be possible without this meaningful, long-term support which requires our volunteers to give significant time. We have also benefited from partnerships with Coaching organisations – Animas, ICF, MOE Foundation and Barefoot Coaching – to help us spread the word about our volunteering opportunities.



"Becoming a Yes Futures Coach has been such an **uplifting and inspiring experience**. Seeing first-hand young people develop in ways they thought they could not, has been **truly fulfilling**."

Volunteer Coach, 2021

The **generous support of our funders** (see next page) has enabled us to rebuild our programmes, as well as grow as a team, so that we can reach even more young people in London and the South East.

A key aspect of our programmes are the World of Work trips, which usually involve taking students out of school to visit an inspirational workplace. Whilst we were not able to deliver all of these in person this year, many of our incredible **World of Work partners** showed their innovation and passion for our programmes through providing online experiences instead. A huge thank you to all the companies who supported us to do this:

Thank you all!

Thank you to our Funders

We are especially grateful to our funders, both existing funders and new funders. Their generous support enabled us to act proactively during a time of uncertainty and expand our reach to disadvantaged young people.

CMC Markets, The Rayne Foundation, The Newby Trust, The Garfield Weston Foundation and The Drapers Charitable Trust have all supported us to develop our organisational sustainability by funding the regional growth of our student programmes. We also received support from the Resilience and Recovery Fund, Charityworks and the Fair Education Alliance towards specific staff roles within the team. We were delighted to get a grant from the Lambeth Economic Resilience Fund towards our premises costs during a time of uncertainty. Grants were also received from Ansvar towards our 'Play Your Part' volunteering days, and from The Economist towards recruitment and training of volunteer coaches.



Our Impact

Every child deserves the opportunity to fulfil their personal potential. Through our work, we develop young people's skills to prepare them for whatever future they choose. We focus on four essential skills: confidence, resilience, communication and self-awareness.

Finding Futures and Rising Futures

Our flagship personal development programmes

2021 required us to be very flexible as the year started with school closures, and the situation for schools continued to be fast-changing for much of the year. We were able to return to running two cohorts in 2021 and worked with a total of 366 students from 20 schools. We adapted our programmes to provide a blend of in-person and online input and are pleased to see a similarly high level of impact on young people as our pre-pandemic delivery.

"The programme was a great experience, I enjoyed everything, and it has definitely helped me improve myself and my skills. It's unfortunate that it has to come to an end."

Year 10 student, Eastbrook School

"The programme has been a great opportunity – it has had a positive effect on me, and my Coach has been a really good help in my journey."

Year 8 Student, Langley Academy

As a result of our life-changing programmes:

86% of students feel more prepared for the future

76% of students have become more motivated to achieve at school

76% of students have increased their confidence

84% of students feel the programme has made a positive difference to them

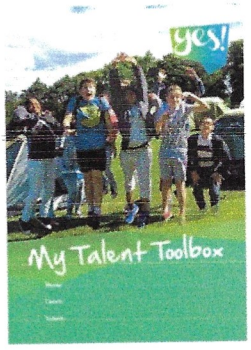




The Talent Toolbox

Our award-winning Impact Measurement Tool

Throughout the programme students use Yes Futures' award-winning Talent Toolbox to document skills developed during the programme.

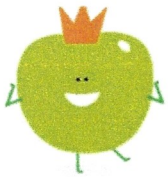


project ORACLE CHILDREN & YOUTH EVIDENCE HUB

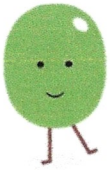
"The Talent Toolbox is a rare and genuinely innovative approach to measurement."

Project Oracle (Leading Youth Evidence Organisation)

Using the Talent Toolbox, students focus on four key 'Talents':



CONFIDENCE



RESILIENCE



COMMUNICATION



SELF-AWARENESS

Based on students' self-evidenced scoring:

95% of students improved in **at least one** Talent area.

"I would definitely recommend the programme. The staff really help you focus on achieving your goals and help you develop a strong mindset.

Yes Futures teach you how to be more confident in your decisions and how to be more resilient. I felt able to communicate positively with others by the end."

Student, John F Kennedy Catholic School



"I think it's very rare that students get the opportunity to have one-to-one support in secondary school. Lots of our students have realised their strengths and weaknesses and have found ways to help with their anxieties."

Ms Drackford, The Saint John Henry Newman Catholic School

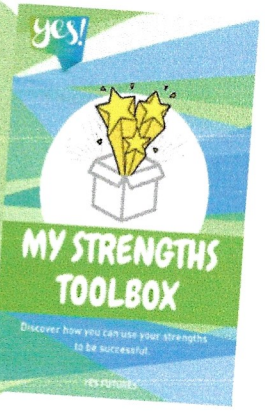
Strengths System

In 2020 in response to the Covid pandemic and a long period of home-based learning we piloted **My Strengths Toolbox**, a personal development workbook of reflective and goal-setting activities

In 2021, we built on this successful pilot to develop the Strengths System. This comprehensive curriculum supports KS3 students to **understand their strengths and how they can use them to be successful**. This includes a series of fully planned lesson plans with PowerPoints and supporting resources, alongside a copy of My Strengths Toolbox for each student.

"The Toolbox provides a structure for teaching complex and important skills. The more a child can recognise and accept their own self-worth, the better."

Emily, Deputy Headteacher



Creating Space

Recognising that this year has put significant additional pressure on teachers, as well as students, we were keen to offer some **support to teachers**, to enable them to bring the best version of themselves to the classroom.

In February, we launched Creating Space in partnership with Animas, the UK's Leading Transformational Coaching School. This programme of coaching has supported **92 teachers** around the country to prioritise their own wellbeing, through one-to-one coaching sessions with a qualified Animas coach.

"Creating Space has given me a non-judgemental and 'safe' space to look very honestly at where we are at as a school. One of its major strengths is that you are able to work with somebody independent, so that you gain a fresh perspective."

Teacher on the Creating Space programme

92%
of teachers would like to see Creating Space **rolled out to the rest of their school**.

100%
of teachers would **recommend** the **coaching techniques they've developed**.

80%
of teachers are **highly satisfied** with the Creating Space programme.

Where next?

Ultimately, we aim to create a cultural shift: where non-academic skills are developed with the same focus as academic skills, enabling all students to be successful, both at school and beyond. The impact of the pandemic on young people has shown just how vital these skills are.

Having overcome the challenges of the pandemic in 2020-21, we are now looking ahead to our five-year plan: our 2025 Strategy, which will focus on the following aims:

- Catalyse our growth: expanding our existing programmes more rapidly to more students.
- Gain greater reach and credibility of our programmes, ensuring we retain high quality and impact.
- Develop more sustainable income streams, through the establishment of new products.

In addition, we will continue to:

- Measure our impact and build feedback into ongoing improvement of our services.
- Consider different ways we can deliver our programmes, especially to the hard to reach.
- Aim to broaden our influence in new and different ways, especially over the next 12 months, when building the resilience, confidence and wellbeing of our young people will be more critical than ever.

The success of our new products – the 'Strengths System' for young people and our new 'Creating Space' teacher coaching programme - suggest opportunities for us to continue to support young people through additional products and programmes. We will continue to test and develop these products over the upcoming months, with the aim to support thousands more young people to develop confidence, resilience and reach their personal potential.

Our ambitious plans to grow our reach and impact require us to be a strong and sustainable organisation. We will continue to build the capacity and career development of our staff team: we have recently created new Leadership Team positions, with roles benchmarked against similarly sized ambitious organisations. We will also invest in equipment and systems to support online elements of our delivery and will continue to strengthen our partnerships.



Continue year-on-year growth, supporting more students each year



Target our support and retain high quality of impact across our programmes

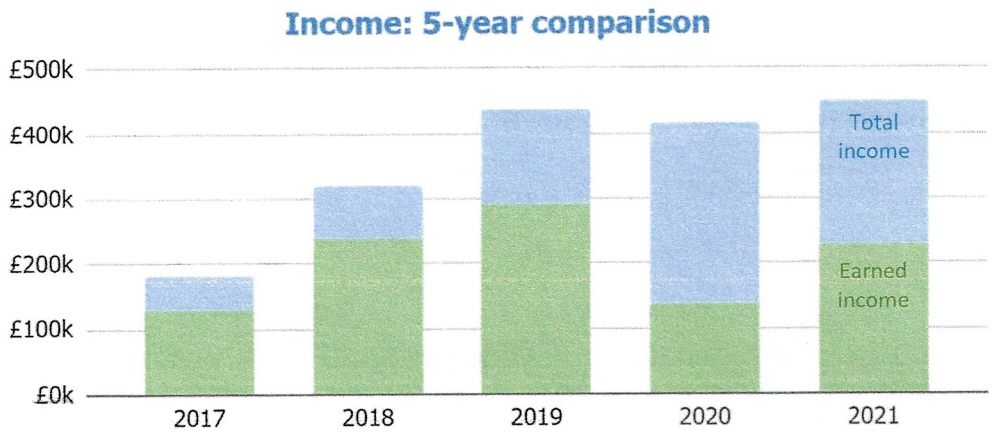


Develop sustainability through diversifying our products and increasing income

Financial Review

Yes Futures operates a highly self-sustaining financial model with a high proportion of our income earned from programme sales to schools. In 2020, earned income dropped to 33% due to the Covid pandemic, as school closures meant we were unable to deliver our programmes. However, in 2021 we were able to increase earned income to over 50% of income. We finished the 2021 year in a strong financial position, with adequate reserves and a strong cashflow.

We continue to view self-sustainability as a key goal we are moving towards, and over the next few years aim to further increase the proportion of earned income. We continue to be grateful for support from donors and grant funders which enables us to be responsive to emerging needs and an uncertain environment. During 2021 we took on a loan of £150,000 utilising the government's Coronavirus Business Interruption Loan Scheme, to support our cashflow during the uncertainty of early 2021 and to enable us to invest in growth – so that we can increase the number of students we support each year.



Financial position at 31 December 2021

At 31 December 2021 we had £9,606 of unrestricted funds and £127,613 of restricted funds which we expect to spend on service delivery in 2022.

Reserves Policy

Yes Futures has a policy of always adopting sound financial planning and aims to build financial resilience. We aim to grow our work to reach more young people and come closer to sustainability, and so a priority is to invest in more partnership development activity. We also need to retain sufficient funds to deliver the commitments to current beneficiaries.

At the end of 2021, we had a small unrestricted reserve, restricted reserves which are for service delivery in the coming period, and a good level of cash to support cashflow going forwards. We aim to build unrestricted reserves to the equivalent of between 3-6 months' costs over the next few years. The trustees are conscious of the importance of maintaining sufficient reserves, alongside the need to invest to grow our social impact.

Reference and Administrative Details

Charity name	Yes Futures
Registered charity number	1155082
Type of governing document	Constitution
How the charity is constituted	Charitable Incorporated Organisation
Trustee selection methods	New trustees are appointed by the existing trustees following an openly advertised, recruitment and interview process.
Charity's principal address	3Space, International House Brixton, London, SW9 7QE
Charity's registered address	3Space, International House Brixton, London, SW9 7QE
The Trustees	Andrew Thraves Holly Piper Rachel Knight (resigned 11 March 2021) Ali Jaffer (resigned 30 June 2021) Humphrey Couchman (resigned 14 October 2021) Jessica Badley (appointed 8 July 2021) Anas Hassan (appointed 8 July 2021) Emily Ramji (appointed 8 July 2021) Laurie Cuthbert (appointed 8 July 2021)
Chief Executive	Sarah Sewell (maternity leave from Nov 2021) Sophie Bartlett (Acting CEO from Nov 2021)
Objectives and Activities	Our charity's purposes as set out in the objects contained in the constitution are: To act as a resource for young people up to the age of 25 living in the UK by providing advice and assistance and organising programmes of physical, educational and other activities as a means of: (a) advancing in life and helping young people by developing their confidence, resilience to life challenges, skills, capacities and capabilities to

enable them to participate in society as independent, mature and responsible individuals;

(b) advancing education;

(c) relieving unemployment;

(d) providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

The trustees have had regard to the guidance issued by the Charity Commission on public benefit.

Statement of Trustees' Responsibilities

The Charities Act requires the Board of Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity as at the end of the financial year and of the surplus or deficit of the charity. In preparing those financial statements the Board is required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.

The Trustees are also responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which are sufficient to show and explain the charity's transactions and enable them to ensure that the financial statements comply with regulations made under the Charities Act. 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.

The Trustees are also responsible for the contents of the Trustees' report, and the responsibility of the Independent Examiner in relation to the Trustees' report is limited to examining the report and ensuring that, on the face of the report, there are no inconsistencies with the figures disclosed in the financial statements.

Declaration

The Trustees declare that they have approved the Trustees' Report for the year ended 31st December 2021.

Signed on behalf of the Board of Trustees:

Signature Andrew Thomas **Name** ANDREW THOMAS **Date** 8th June 2022

YES FUTURES

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES
FOR THE YEAR TO 31 DECEMBER 2021

I report on the accounts of the Charitable Incorporated Organisation (CIO) for the year to 31 December 2021.

The trustees of the CIO are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

The trustees consider that an audit is not required for this year under section 144 of the Act and that an independent examination is needed. I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.
It is my responsibility to:
- examine the accounts under section 145 of the Charities Act,
- to follow the applicable Directions given by the Charity Commission, under section 145(5)(b) of the Act, and
- to state whether particular matters have come to my attention.

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:
- accounting records were not kept in accordance with section 130 of the Charities Act or
- the accounts do not accord with the accounting records.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Ruth Naftalin

Date 16/6/2022

Ruth Naftalin FCA
14 Park Crescent
London N3 2NJ

YES FUTURES

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	Unrestricted Funds	Restricted Funds	Total 2021	Total 2020
		£	£	£	£
Income:					
Fees	2	228,382	-	**228,382**	137,609
Grants and donations	3	1,143	220,344	**221,487**	279,211
Total Income		**229,525**	**220,344**	**449,869**	416,820
Expenditure:					
Charitable Activities	4	212,799	209,951	**422,750**	348,549
Raising funds	5	14,705	-	**14,705**	17,266
Total Expenditure		**227,504**	**209,951**	**437,455**	365,815
Net income/(expenditure)		**2,021**	**10,393**	**12,414**	51,005
Net movement in funds		2,021	10,393	12,414	51,005
Total funds brought forward		7,585	117,220	124,805	73,800
Total funds carried forward		**9,606**	**127,613**	**137,219**	124,805

YES FUTURES

BALANCE SHEET AS AT 31 DECEMBER 2021

	Note	£	2021 £	£	2020 £
Fixed Assets					
Tangible fixed assets	7		14,663		4,529
			14,663		4,529
Current Assets					
Debtors	8	59,387		6,935	
Bank and Cash		273,711		189,025	
		333,098		195,960	
Creditors: amounts due within one year	9	(77,066)		(25,684)	
Net Current Assets			256,032		170,276
Creditors: amounts due after one year	10		(133,476)		(50,000)
Total Net Assets			**137,219**		124,805
Represented by:					
Restricted Funds	11		127,613		117,220
Unrestricted Funds			9,606		7,585
Total Funds			**137,219**		124,805

Approved by the trustees on 8 June *2022, and signed on their behalf:*

..... *Trustee*

ANDREW THRAVES *Name*

YES FUTURES

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

1 Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation and uncertainty in the preparation of the financial statments are as follows.

a Basis of preparation

The accounts are prepared in accordance with the accounting regulations set out under the Charities Act 2011, and with the current Accounting and Reporting by Charities: Statement of Recommended Practice (SORP), issued by the Charity Commission and with the Financial Reporting Standard (FRS) 102 applicable in the United Kingdom.
The charity meets the definition of a public benefit entity as defined by FRS 102.
Assets and liabilities are initially recognised at historical cost or transaction value, unless otherwise stated below.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

b Funds

Restricted funds are funds which must be used in accordance with specific restrictions imposed by the donor or the terms of a specific appeal. Expenditure which meets this criteria is drawn from the fund.
Unrestricted funds are those funds which can be used for any purpose in furtherance of the charitable objects.
Unrestricted funds include any designated funds where the trustees have, at their discretion, temporarily set aside resources for a specific purpose.

c Income

Income is included in the accounts once the charity has entitlement, the amount can be measured with sufficient reliability and there is the probability of receipt.
Earned income is included in the period in which the service is provided, with a portion being deferred if the activity takes place in more than one accounting period.
Grants are included when receivable if the conditions to create entitlement have been met.
Donations are included when given, together with an estimate of the related gift aid due thereon.
Donated services are included in the accounts when received at the value of the gift to the charity provided the value of the gift can be measure reliably. The equivalent amount is recognised as an expense under the appropriate category.
Legacies are included when the date of probate is ascertained and the amount receivable can be reliably estimated.

d Expenditure

Expenditure is included on an accruals basis when incurred, that is when a legal or constructive obligation arises, and includes related irrecoverable VAT. Future liabilities are included at the best estimate of the amount required to settle them.
Expenditure on Raising Funds is allocated on the basis of an estimate of staff time spent on this activity.

e Pensions

The charity makes contributions to an employer defined contribution scheme for eligible employees, which are included in the accounts when they become payable, and allocated to the related staff activity costs.

f Fixed assets

Individual assets with a cost of more than £300, and an expected useful life of more than two years are capitalised.
Fixed assets are stated at cost less accumulated depreciation. Depreciation is charged on a straight line basis at rates estimated to write-off the value of the assets over their useful lives:-

IT equipment	3 years

YES FUTURES
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

	Unrestricted Funds	Restricted Funds	Total 2021	Total 2020
INCOME	£	£	£	£
2 Fees				
Student programmes	251,749	-	**251,749**	118,040
Deferred income adjustments (net)	(25,869)	-	**(25,869)**	14,942
	225,880	-	**225,880**	132,982
Strength Systems and Toolbox	2,502	-	**2,502**	4,627
	228,382	-	**228,382**	137,609
3 Grants and donations	£	£	£	£
Donations	1,143	-	**1,143**	4,790
Grants:				
CMC Markets	-	60,000	**60,000**	60,000
Resilience and Recovery Fund	-	42,000	**42,000**	-
Garfield Weston	-	30,000	**30,000**	-
The Newby Trust	-	20,000	**20,000**	5,000
Drapers Charitable Trust	-	15,000	**15,000**	-
Fair Education Alliance	-	15,000	**15,000**	-
Ansvar	-	15,000	**15,000**	-
Lambeth Economic Resilience Fund	-	10,000	**10,000**	-
The Economist	-	8,138	**8,138**	-
National Lottery CCSF	-	-	**-**	54,000
Rayne Foundation	-	-	**-**	34,500
Social Enterprise Support Fund	-	-	**-**	19,560
The Kusuma Trust	-	-	**-**	17,000
The City Bridge Trust (Stepping Stones)	-	-	**-**	16,700
The Peter Cruddas Foundation	-	-	**-**	5,000
The British and Foreign Schools Society	-	-	**-**	4,840
Charities Aid Foundation	-	-	**-**	2,966
Government grants: Coronavirus Job Retention Scheme	-	-	**-**	54,855
Kickstart	-	5,206	**5,206**	-
	1,143	**220,344**	**221,487**	279,211

The 2020 income included £274,421 of restricted grant income.

EXPENDITURE

4 Charitable Activities (including support costs)

Direct costs of programmes	39,456	17,513	**56,969**	67,359
Partnership development	16,635	5,000	**21,635**	5,297
Staff costs (see note 5)	133,507	177,438	**310,945**	254,425
Rent	10,390	10,000	**20,390**	8,698
Administrative costs	8,958	-	**8,958**	9,727
Depreciation less gain on disposals	3,515	-	**3,515**	2,719
Loan interest	37	-	**37**	24
Independent examination fee	300	-	**300**	300
	212,799	209,951	**422,750**	348,549

The 2020 expenditure included £201,131 from restricted funds.

5 Staff Costs

		2021 £	2020 £
Salaries		283,756	236,293
Social security costs		17,660	21,997
Pension contributions		13,354	10,919
Other staff costs (recruitment, training, welfare, etc.)		10,880	2,482
		325,650	271,691
Allocation on time basis:	Raising funds	**14,705**	17,266
	Charitable Activities	**310,945**	254,425
		325,650	271,691

The charity had an average of 8.5 employees during the year (2020 - 8.5).
No employee received remuneration in excess of £60,000 p.a..
The Senior Leadership Team at 31 12 2021 comprised: S Sewell, Chief Executive (maternity leave from Nov 2021); S Bartlett, Director of Impact (and Acting Chief Executive from Nov 2021); B Charleston, Head of Operations (from Sep 2021); D Fisher, Head of Finance and Governance (from Sep 2021). The Leadership Team's gross salaries in aggregate for 2021 were £82,920 (2020: £65,036), with salary levels being benchmarked against similar sized organisations in the charity sector.
The charity operates a defined contribution scheme. The assets of the scheme are held separately from those of the charity and independently administered. The employer's pension costs above represents the contributions due by the charity to the fund for the year.

6 Trustees' remuneration and expenses

The trustees received no remuneration or expenses from the charity for any services supplied (2020: £nil).

7 Tangible Fixed Assets

	IT Equipment	Total
Cost at 1 January 2021	10,967	10,967
Additions	15,602	15,602
Disposals	(2,438)	(2,438)
Cost at 31 December 2021	24,131	24,131
Depreciation at 1 January 2021	6,438	6,438
Disposals	(845)	(845)
Charge for year	3,875	3,875
Depreciation at 31 December 2021	9,468	9,468
Net Book Value at 31 December 2021	**14,663**	**14,663**
Net Book Value at 31 December 2020	4,529	4,529

YES FUTURES
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

8 Debtors

	2021	2020
	£	£
Grants receivable	9,079	-
Fees due	-	15
Refund due from supplier	3,780	-
Rent deposit	1,000	1,000
Prepayments	45,528	5,920
	59,387	6,935

9 Creditors due in less than one year

Trade creditors	5,026	2,173
Taxation and social security	6,882	5,089
Accruals	1,789	716
Other creditors	3,270	-
Deferred income	43,575	17,706
Loan - Resilience and Recovery Fund (capital due in less than one year)	16,524	-
	77,066	25,684

Deferred income represents and estimate of the value of services invoiced but not yet delivered. The whole of the deferred income at 31 December 2020 was released as income in 2021.

10 Creditors due in more than one year

UK Government Bounceback loan	-	50,000
Resilience and Recovery Fund loan (capital due in less than five years)	133,476	-
	133,476	50,000

11 Restricted funds

	Note	Funds at 1 January	Income	Expenditure	Funds at 31 December
		£	£	£	£
Student Programmes	a	-	50,000	(6,833)	43,167
Regional Programme Growth - London	b	60,000	75,000	(74,000)	61,000
Regional Programme Growth - other	c	15,000	-	(15,000)	-
Covid response and recovery work	d	42,220	-	(42,220)	-
Head of Operations	e	-	42,000	(26,472)	15,528
Play your Part	f	-	15,000	(10,500)	4,500
Intrapreneurship	g	-	15,000	(15,000)	-
Premises	h	-	10,000	(10,000)	-
Volunteer coaches	i	-	8,138	(4,720)	3,418
Kickstart	j	-	5,206	(5,206)	-
Total restricted funds		117,220	220,344	(209,951)	**127,613**

a Grants to support the delivery of our student programmes were received from the Newby Trust and the Garfield Weston Foundation.

b Grants to support expansion of our programmes to more disadvantaged young people in Greater London, were received from CMC markets and Drapers Charitable Fund.

c Grants towards developing regional programmes outside London, were received from several funders in 2019 and 2020 - the Newby Trust, Garfield Weston Foundation, British and Foreign Schools Society, William Wates Memorial Trust, and the Rayne Foundation.

d Grants to support our Covid response and recovery work, including the pilot and roll-out of a new product: My Strengths Toolbox, and re-establishing our programmes to deliver impact to more young people were received in 2020 from the Kusuma Trust, City Bridge Trust, Newby Trust, Peter Cruddas Foundation, Charities Aid Foundation, National Lottery and the Social Enterprise Support Fund.