

YOUR EMPLOYMENT SETTLEMENT SERVICE

England & Wales · Charity number 1155344

Details

Other names YESS

Status Registered

Legal form Charitable company

Company number 08838317

Registered 2014-01-15

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

Contact

Address Your Employment Settlement Service
First Floor
New Wing
Somerset House
Strand
London

Phone 0203 701 7530

Email info@yesslaw.org.uk

Website yesslaw.org.uk

Activities

Objects: FOR THE PUBLIC BENEFIT TO PROMOTE THE RESOLUTION OF CONFLICT AND DISPUTES BETWEEN EMPLOYERS AND EMPLOYEES, WITHOUT RECOURSE TO LITIGATION, TO RELIEVE THE SOCIAL AND ECONOMIC COSTS OF LITIGATION AND EQUIVALENT PROCEDURES INCLUDING BUT NOT LIMITED TO: (I) PROVIDING, AND SUPPORTING THE PROVISION OF, ADVICE SERVICES TO EMPLOYEES; (II) PROVIDING MEDIATION SERVICES; (III) FACILITATING THE EARLY RESOLUTION OF DISPUTES INCLUDING, WHERE APPROPRIATE, EFFECTING A RECONCILIATION BETWEEN EMPLOYERS AND EMPLOYEES; (IV) UNDERTAKING RESEARCH: A. TO CREATE MODELS FOR DISPUTE RESOLUTION BETWEEN EMPLOYERS AND EMPLOYEES; AND B. TO IMPROVE UNDERSTANDING OF THE CAUSES OF CONFLICT AND DISPUTE IN THE WORKPLACE; AND DISSEMINATING THE RESULTS OF SUCH RESEARCH TO THE PUBLIC; (V) PROVIDING TRAINING TO EMPLOYERS AND PRODUCING PUBLICATIONS ON THE PROMOTION OF CONFLICT AVOIDANCE, EARLY DISPUTE RESOLUTION AND EMPLOYMENT LAW.

Activities: Providing low cost employment law advice with the aim of resolving disputes between employers and employees without recourse to litigation. We do this through advice, mediation, and the dissemination of easily accessible factsheets and information about employment law.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, The Prevention Or Relief Of Poverty, Other Charitable Purposes
- **Who:** The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£595,116	£599,457	£251,432	10
2024-06-30	£589,549	£533,679	£255,773	9
2023-06-30	£448,059	£406,403	-	-
2022-06-30	£362,478	£405,171	-	-
2021-06-30	£325,394	£297,777	-	-
2020-06-30	£275,460	£239,820	-	-

Trustees

Name	Role	Appointed
Oliver Segal KC	Chair	2014-03-11
Caroline Rosemary Hibbs		2014-03-10
Mark Talbot Francis Hunt		2016-08-25
Scarlett MccGwire		2014-01-13

YOUR EMPLOYMENT SETTLEMENT SERVICE

England & Wales - Charity number 1155344

Accounts

REGISTERED COMPANY NUMBER: 08838317 (England and Wales)
REGISTERED CHARITY NUMBER: 1155344

Your Employment Settlement Service

Annual Report and Accounts
For the year ended 30 June 2025

ansteybond
1-2 Charterhouse Mews
London
EC1M 6BB

Your Employment Settlement Service

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Your Employment Settlement Service

Report of the Trustees for the year ended 30 June 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 June 2024. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

YESS operates for the public benefit, to promote the resolution of conflict and disputes between employers and employees, without recourse to litigation. The objective is to relieve the social and economic costs of litigation and equivalent procedures including but not limited to:

1. providing and supporting the provision of advice services to employees.
2. providing mediation services.
3. facilitating the early resolution of disputes including where appropriate, effecting a reconciliation between employers and employees.
4. undertaking research to create models for dispute resolution between employers and employees, and to improve understanding of the causes of conflict and dispute in the workplace, and disseminating the results of such research to the public; and
5. providing training to employers and producing publications on the promotion of conflict avoidance, early dispute resolution and employment law.

ACHIEVEMENT AND PERFORMANCE

This financial period marks the 11th anniversary of YESS's formation. In the last 6 financial periods, YESS has given an average of 1,000 free advice calls each period, with the current period being the highest ever.

YESS gives a free advice telephone call to all enquirers, regardless of income. Calls average 20-30 minutes and, in many cases, will resolve the caller's issue.

Enquirers in need of further advice may be offered an affordable fee arrangement, or pro bono services, depending on their personal situation.

In this financial period, 1,850 free advice calls were delivered. 1,100 enquirers went on to become clients, benefiting from a variety of affordable fee arrangements and where appropriate, pro bono services.

From this single point of entry, the main areas of work are:

General employee advice

YESS's core employee advice work is what the charity is best known for. YESS helps employees of all levels across many sectors find solutions to their work problems. Sectors covered include health and social care, education, financial and business services, technology, retail, and manufacturing.

Although the word "settlement" appears in the charity's name, YESS's aspiration is helping to salvage working relationships where possible, rather than purely seeking exit packages.

Settlement agreements

Approximately 50% of new enquiries are from people who have already been offered an exit under a settlement agreement. Many of these have been given our details by their employer.

YESS appears on many employers' lists of suggested advisers for settlement agreements. YESS also has extensive experience of advising multiple employees of a single employer in a reorganisation or collective redundancy situation on the settlement agreements they have been offered. It is the fees from this work that substantially funds the charity's advice line and much of the pro bono casework provision.

Your Employment Settlement Service

Report of the Trustees for the year ended 30 June 2025

Support with settling ET proceedings

YESS will not encourage or progress employment litigation, as made clear in the charity's objects. However, an important part of the charity's work is giving litigants in person support with settling their cases and removing themselves from the litigation process. Most of this work is carried out under the LETSSS scheme (detailed later) but may be done pro bono or on a paid basis if the caller is not eligible for LETSSS.

Services for employers

YESS's employer work comprises some advice provision but is predominantly affordable independent investigation work. This work is key to enabling the charity to help even more people access free advice.

Mediation

Most YESS solicitors are trained mediators, and the charity continues to develop an affordable mediation offering for parties who might otherwise disregard mediation for cost reasons.

London Employment Tribunal Settlement Support Scheme (LETSSS) 2021 - 2026

The London Employment Tribunal Settlement Support Scheme provides support to unrepresented claimants of limited financial means to resolve their employment tribunal cases without proceeding to a final hearing. The scheme is funded by Trust for London.

LETSSS is only available where employment tribunal proceedings have been issued.

There are 2 parts to the scheme.

Part A: YESS support during judicial mediation hearings

Part B: YESS assistance with valuation of claim and settlement negotiations

Unrepresented claimants applying for help under the scheme must be committed to trying to settle their cases. YESS does not represent claimants in employment tribunal proceedings and will not assist in advancing a claimant's claim towards its final hearing.

The scheme contributes directly to YESS's overarching objective of relieving the social and economic cost of litigation, as it frequently results in the settlement of the case well in advance of a final hearing.

FINANCIAL REVIEW

Financial position

YESS ends this financial year in a deficit position of £4,341, comprising a restricted fund surplus of £8,398 and net expenditure of £12,739 in respect of its unrestricted fund.

The unrestricted fund deficit resulted from a reduction in fee income for the year.

The restricted fund position reflects higher expenditure on grant funded activity during the year along with new grant funding for the period.

Principal funding sources

YESS is funded substantially by fees charged for the giving of legal advice to employees and employers. YESS operates a cross-subsidy model, with higher earners paying higher fees than lower earners. In this period, such fees constituted approximately 94% of YESS's income.

The remainder is made up of grant income and ad hoc donations, details of which are noted in Note 12.

Your Employment Settlement Service

Report of the Trustees for the year ended 30 June 2025

Reserves policy

The trustees' stated objective is to achieve a level of unrestricted reserves equating to 9 months of annual expenditure. This is to enable the charity to do the following:

- to grow YESS in furtherance of its charitable objectives, in particular, to enable YESS to expand its pro bono advice offering and increase activity in the areas of research and training (charitable objectives 4 & 5)
- to ensure sufficient cash is available to meet YESS's financial commitments on a timely basis to staff, suppliers and other creditors.

The unrestricted reserves now stand at £229,115, representing 6 months of the current year's unrestricted fund expenditure. The charity has seen these reserves decrease, however only by 5%, than the closing reserves of the prior year. The trustees are therefore satisfied that the charity is still making good progress towards its stated aim.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Trustees

The charity trustees are also directors of the company for the purposes of company law. The board of trustees met 3 times in the year. Trustees are kept informed on a regular basis of key strategic, financial, and operational matters outside of these meetings.

Management

Day-to-day management of YESS is delegated to Shyam Popat, CEO and Principal Solicitor.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

08838317 (England and Wales)

Registered Charity number

1155344

Registered office

Somerset House
Strand
London
WC2R 1LA

Trustees

Ms C R Hibbs
Ms S Mccgwire
O L Segal
M T F Hunt Solicitor

Your Employment Settlement Service

**Report of the Trustees
for the year ended 30 June 2025**

REFERENCE AND ADMINISTRATIVE DETAILS

Independent Examiner

Colin Ellis FCCA
ansteybond
1-2 Charterhouse Mews
London
EC1M 6BB

Approved by order of the board of trustees on and signed on its behalf by:

.....
Ms C R Hibbs - Trustee

**Independent Examiner's Report to the Trustees of
Your Employment Settlement Service**

Independent examiner's report to the trustees of Your Employment Settlement Service ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2025.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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 accounts to be reached.

Colin Ellis FCCA
ansteybond
1-2 Charterhouse Mews
London
EC1M 6BB

Date:

Your Employment Settlement Service

Statement of Financial Activities for the year ended 30 June 2025

	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	7,162	89,694	96,856	36,844
Charitable activities				
Fee Income	<u>498,260</u>	<u>-</u>	<u>498,260</u>	<u>552,705</u>
Total	<u>505,422</u>	<u>89,694</u>	<u>595,116</u>	<u>589,549</u>
EXPENDITURE ON				
Raising funds	518	-	518	2,655
Charitable activities				
Administrative Expenses	517,643	-	517,643	484,017
TFL - LETSSS Grant	-	55,463	55,463	36,141
Maternity Action Grant	-	25,833	25,833	10,084
London Community Response Fund	<u>-</u>	<u>-</u>	<u>-</u>	<u>782</u>
Total	<u>518,161</u>	<u>81,296</u>	<u>599,457</u>	<u>533,679</u>
NET INCOME/(EXPENDITURE)	(12,739)	8,398	(4,341)	55,870
RECONCILIATION OF FUNDS				
Total funds brought forward 1 July 2024	<u>241,854</u>	<u>13,919</u>	<u>255,773</u>	<u>199,903</u>
Total funds carried forward 30 June 2025	<u><u>229,115</u></u>	<u><u>22,317</u></u>	<u><u>251,432</u></u>	<u><u>255,773</u></u>

Your Employment Settlement Service

Balance Sheet 30 June 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
FIXED ASSETS					
Tangible assets	6	4,155	-	4,155	4,755
CURRENT ASSETS					
Debtors	7	101,267	-	101,267	62,408
Cash at bank and in hand		<u>196,755</u>	<u>22,317</u>	<u>219,072</u>	<u>234,063</u>
		298,022	22,317	320,339	296,471
CREDITORS					
Amounts falling due within one year	8	(73,062)	-	(73,062)	(45,453)
NET CURRENT ASSETS					
		<u>224,960</u>	<u>22,317</u>	<u>247,277</u>	<u>251,018</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>229,115</u>	<u>22,317</u>	<u>251,432</u>	<u>255,773</u>
NET ASSETS					
		<u><u>229,115</u></u>	<u><u>22,317</u></u>	<u><u>251,432</u></u>	<u><u>255,773</u></u>
FUNDS					
Unrestricted funds	9			229,115	241,854
Restricted funds				<u>22,317</u>	<u>13,919</u>
TOTAL FUNDS					
				<u><u>251,432</u></u>	<u><u>255,773</u></u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on
and were signed on its behalf by:

.....
C R Hibbs - Trustee

Your Employment Settlement Service

Cash Flow Statement for the year ended 30 June 2025

	Notes	2025 £	2024 £
Cash flows from operating activities			
Cash generated from operations	1	<u>(12,364)</u>	<u>74,294</u>
Net cash (used in)/provided by operating activities		<u>(12,364)</u>	<u>74,294</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(3,368)	(2,400)
Sale of tangible fixed assets		<u>741</u>	<u>-</u>
Net cash used in investing activities		<u>(2,627)</u>	<u>(2,400)</u>
		<hr/>	<hr/>
Change in cash and cash equivalents in the reporting period		(14,991)	71,894
Cash and cash equivalents at the beginning of the reporting period		<u>234,063</u>	<u>162,169</u>
Cash and cash equivalents at the end of the reporting period		<u><u>219,072</u></u>	<u><u>234,063</u></u>

Your Employment Settlement Service

Notes to the Cash Flow Statement for the year ended 30 June 2025

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025	2024
	£	£
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(4,341)	55,870
Adjustments for:		
Depreciation charges	3,227	3,458
(Increase)/decrease in debtors	(38,859)	6,359
Increase in creditors	<u>27,609</u>	<u>8,607</u>
Net cash (used in)/provided by operations	<u>(12,364)</u>	<u>74,294</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.7.24	Cash flow	At 30.6.25
	£	£	£
Net cash			
Cash at bank and in hand	<u>234,063</u>	<u>(14,991)</u>	<u>219,072</u>
Total	<u>234,063</u>	<u>(14,991)</u>	<u>219,072</u>

Your Employment Settlement Service

Notes to the Financial Statements for the year ended 30 June 2025

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

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

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery - 33% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

During the year ended 30 June 2025, the charity utilised £86,696 of restricted grant funding.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Your Employment Settlement Service

Notes to the Financial Statements - continued for the year ended 30 June 2025

2. NET INCOME/(EXPENDITURE)

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

	2025	2024
	£	£
Depreciation - owned assets	<u>3,227</u>	<u>3,458</u>

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 June 2025 nor for the year ended 30 June 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 30 June 2025 nor for the year ended 30 June 2024.

4. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	431,198	323,990
Social security costs	39,086	28,869
Other pension costs	<u>17,014</u>	<u>21,762</u>
	<u>487,298</u>	<u>374,621</u>

The average monthly number of employees during the year was as follows:

	2025	2024
Legal and administration	<u>10</u>	<u>9</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2025	2024
£60,001 - £70,000	<u>1</u>	<u>1</u>

Your Employment Settlement Service

**Notes to the Financial Statements - continued
for the year ended 30 June 2025**

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES for the year ended 30 June 2024

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	9,006	27,838	36,844
Charitable activities			
Fee Income	<u>552,705</u>	<u>-</u>	<u>552,705</u>
Total	<u>561,711</u>	<u>27,838</u>	<u>589,549</u>
 EXPENDITURE ON			
Raising funds	2,655	-	2,655
Charitable activities			
Administrative Expenses	484,017	-	484,017
TFL - LETSSS Grant	-	36,141	36,141
Maternity Action Grant	-	10,084	10,084
London Community Response Fund	<u>-</u>	<u>782</u>	<u>782</u>
Total	<u>486,672</u>	<u>47,007</u>	<u>533,679</u>
 NET INCOME/(EXPENDITURE)	 75,039	 (19,169)	 55,870
 RECONCILIATION OF FUNDS			
Total funds brought forward 1 July 2023	 <u>166,814</u>	 <u>33,089</u>	 <u>199,903</u>
 Total funds carried forward 30 June 2024	 241,853	 13,920	 255,773

Your Employment Settlement Service

**Notes to the Financial Statements - continued
for the year ended 30 June 2025**

6. TANGIBLE FIXED ASSETS

	Plant and machinery £
COST	
At 1 July 2024	20,922
Additions	3,368
Disposals	<u>(1,740)</u>
At 30 June 2025	<u>22,550</u>
DEPRECIATION	
At 1 July 2024	16,167
Charge for year	3,227
Eliminated on disposal	<u>(999)</u>
At 30 June 2025	<u>18,395</u>
NET BOOK VALUE	
At 30 June 2025	<u>4,155</u>
At 30 June 2024	<u>4,755</u>

7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade debtors	83,395	45,654
Other debtors	7,583	6,683
Prepayments	<u>10,289</u>	<u>10,071</u>
	<u>101,267</u>	<u>62,408</u>

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade creditors	3,134	(39)
Social security and other taxes	10,014	8,477
VAT	50,127	30,585
Other creditors	3,633	3,639
Accrued expenses	<u>6,154</u>	<u>2,791</u>
	<u>73,062</u>	<u>45,453</u>

Your Employment Settlement Service

**Notes to the Financial Statements - continued
for the year ended 30 June 2025**

9. MOVEMENT IN FUNDS

	At 1.7.24 £	Net movement in funds £	At 30.6.25 £
Unrestricted funds			
General fund	241,854	(12,739)	229,115
Restricted funds			
Maternity Action	-	8,611	8,611
TFL - LETSSS Grant P2	<u>13,919</u>	<u>(213)</u>	<u>13,706</u>
	<u>13,919</u>	<u>8,398</u>	<u>22,317</u>
TOTAL FUNDS	<u><u>255,773</u></u>	<u><u>(4,341)</u></u>	<u><u>251,432</u></u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	505,422	(518,161)	(12,739)
Restricted funds			
Maternity Action	34,444	(25,833)	8,611
TFL - LETSSS Grant P2	<u>55,250</u>	<u>(55,463)</u>	<u>(213)</u>
	<u>89,694</u>	<u>(81,296)</u>	<u>8,398</u>
TOTAL FUNDS	<u><u>595,116</u></u>	<u><u>(599,457)</u></u>	<u><u>(4,341)</u></u>

Your Employment Settlement Service

**Notes to the Financial Statements - continued
for the year ended 30 June 2025**

9. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.7.23 £	Net movement in funds £	At 30.6.24 £
Unrestricted funds			
General fund	166,814	75,040	241,854
Restricted funds			
TFL - LETSSS Grant P1	22,223	(22,223)	-
Maternity Action	10,084	(10,084)	-
London Community Response Fund	782	(782)	-
TFL - LETSSS Grant P2	<u>-</u>	<u>13,919</u>	<u>13,919</u>
	<u>33,089</u>	<u>(19,170)</u>	<u>13,919</u>
TOTAL FUNDS	<u>199,903</u>	<u>55,870</u>	<u>255,773</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	561,711	(486,671)	75,040
Restricted funds			
TFL - LETSSS Grant P1	-	(22,223)	(22,223)
Maternity Action	-	(10,084)	(10,084)
London Community Response Fund	-	(782)	(782)
TFL - LETSSS Grant P2	<u>27,838</u>	<u>(13,919)</u>	<u>13,919</u>
	<u>27,838</u>	<u>(47,008)</u>	<u>(19,170)</u>
TOTAL FUNDS	<u>589,549</u>	<u>(533,679)</u>	<u>55,870</u>

Your Employment Settlement Service

Notes to the Financial Statements - continued for the year ended 30 June 2025

9. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.7.23 £	Net movement in funds £	At 30.6.25 £
Unrestricted funds			
General fund	166,814	62,301	229,115
Restricted funds			
TFL - LETSSS Grant P1	22,223	(22,223)	-
Maternity Action	10,084	(1,473)	8,611
London Community Response Fund	782	(782)	-
TFL - LETSSS Grant P2	<u>-</u>	<u>13,706</u>	<u>13,706</u>
	<u>33,089</u>	<u>(10,772)</u>	<u>22,317</u>
TOTAL FUNDS	<u>199,903</u>	<u>51,529</u>	<u>251,432</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,067,133	(1,004,832)	62,301
Restricted funds			
TFL - LETSSS Grant P1	-	(22,223)	(22,223)
Maternity Action	34,444	(35,917)	(1,473)
London Community Response Fund	-	(782)	(782)
TFL - LETSSS Grant P2	<u>83,088</u>	<u>(69,382)</u>	<u>13,706</u>
	<u>117,532</u>	<u>(128,304)</u>	<u>(10,772)</u>
TOTAL FUNDS	<u>1,184,665</u>	<u>(1,133,136)</u>	<u>51,529</u>

Your Employment Settlement Service

Notes to the Financial Statements - continued for the year ended 30 June 2025

10. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 30 June 2025.

11. GRANT INCOME

Grant and donation income credited in the year is set out in the table below.

Income from:	Unrestricted £	Restricted £	2025 Total £	2024 Total £
Donations	7,160	-	7,160	9,005
Grants	-	89,694	89,694	27,837
Total	7,160	89,694	96,854	36,843

Restricted Income

The charity received a LETSSS grant of £55,250 from Trust for London to set up and operate the London Employment Tribunal Settlement Support Scheme.

The charity received a donation of £34,444 from Maternity Action (on behalf of the National Lottery Community Fund) to provide employment casework support to pregnant women and new mothers.

Unrestricted Income

Donation income is all from private individuals.

Your Employment Settlement Service

Detailed Statement of Financial Activities for the year ended 30 June 2025

	2025 £	2024 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	7,160	9,006
Grants	<u>89,696</u>	<u>27,838</u>
	96,856	36,844
Charitable activities		
Fee income	<u>498,260</u>	<u>552,705</u>
Total incoming resources	595,116	589,549
EXPENDITURE		
Raising donations and legacies		
Debt Recovery Services	87	279
Other trading activities		
Bad debts	431	2,376
Support costs		
Finance		
Bank charges	312	44
Other		
Wages	431,198	323,990
Social security	39,086	28,869
Pensions	17,014	21,762
Rent	28,438	27,273
Rates	1,223	1,734
Insurance	10,090	11,045
Advertising	8,250	12,369
Telephone	1,964	2,945
Post and stationery	1,128	915
Computer costs	16,537	14,515
Professional fees	13,272	16,084
Donations paid	-	250
Subcontractors	6,976	26,840
Subscriptions	1,109	879
Training	4,893	13,284
Travel	1,345	1,813
Sundry expenses	273	483
Carried forward	582,796	505,050

Your Employment Settlement Service

Detailed Statement of Financial Activities for the year ended 30 June 2025

	2025	2024
	£	£
Other		
Brought forward	582,796	505,050
Entertainment	3,242	10,620
Reference materials	2,071	6,379
Recruitment expenses	3,128	760
Depreciation charges	<u>3,225</u>	<u>3,458</u>
	594,462	526,267
Governance costs		
Accountancy and legal fees	<u>4,165</u>	<u>4,713</u>
Total resources expended	<u>599,457</u>	<u>533,679</u>
Net (expenditure)/income	<u>(4,341)</u>	<u>55,870</u>

YOUR EMPLOYMENT SETTLEMENT SERVICE

England & Wales - Charity number 1155344

Accounts

REGISTERED COMPANY NUMBER: 08838317 (England and Wales)
REGISTERED CHARITY NUMBER: 1155344

Your Employment Settlement Service
Annual Report and Accounts
For the year ended 30 June 2024

ansteybond
1-2 Charterhouse Mews
London
EC1M 6BB

Your Employment Settlement Service

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for the year ended 30 June 2024**

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Your Employment Settlement Service (“YESS”)

Report of the Trustees for the year ended 30 June 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 June 2024. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

YESS operates for the public benefit, to promote the resolution of conflict and disputes between employers and employees, without recourse to litigation. The objective is to relieve the social and economic costs of litigation and equivalent procedures including but not limited to:

1. providing and supporting the provision of advice services to employees.
2. providing mediation services.
3. facilitating the early resolution of disputes including where appropriate, effecting a reconciliation between employers and employees.
4. undertaking research to create models for dispute resolution between employers and employees, and to improve understanding of the causes of conflict and dispute in the workplace, and disseminating the results of such research to the public; and
5. providing training to employers and producing publications on the promotion of conflict avoidance, early dispute resolution and employment law.

ACHIEVEMENT AND PERFORMANCE

This financial period marks the 10th anniversary of YESS’s formation. In the last 5 financial periods, YESS has given an average of 1,000 free advice calls each period, with the current period being the highest ever.

YESS gives a free advice telephone call to all enquirers, regardless of income. Calls average 20-30 minutes and, in many cases, will resolve the caller’s issue.

Enquirers in need of further advice may be offered an affordable fee arrangement, or pro bono services, depending on their personal situation.

In this financial period, 1,850 free advice calls were delivered. 1,100 enquirers went on to become clients, benefiting from a variety of affordable fee arrangements and where appropriate, pro bono services.

From this single point of entry, the main areas of work are:

General employee advice

YESS’s core employee advice work is what the charity is best known for. YESS helps employees of all levels across many sectors find solutions to their work problems. Sectors covered include health and social care, education, financial and business services, technology, retail, and manufacturing.

Although the word “settlement” appears in the charity’s name, YESS’s aspiration is helping to salvage working relationships where possible, rather than purely seeking exit packages.

Settlement agreements

Approximately 50% of new enquiries are from people who have already been offered an exit under a settlement agreement. Many of these have been given our details by their employer.

YESS appears on many employers’ lists of suggested advisers for settlement agreements. YESS also has extensive experience of advising multiple employees of a single employer in a reorganisation or collective redundancy situation on the settlement agreements they have been offered. It is the fees from this work that substantially funds the charity’s advice line and much of the pro bono casework provision.

Support with settling ET proceedings

YESS will not encourage or progress employment litigation, as made clear in the charity’s objects. However, an important part of the charity’s work is giving litigants in person support with settling their cases and removing themselves from the litigation process. Most of this work is carried out under the LETSSS scheme (detailed later) but may be done pro bono or on a paid basis if the caller is not eligible for LETSSS.

Your Employment Settlement Service

Report of the Trustees for the year ended 30 June 2024

Services for employers

YESS's employer work comprises some advice provision but is predominantly affordable independent investigation work. This work is key to enabling the charity to help even more people access free advice.

Mediation

Most YESS solicitors are trained mediators, and the charity continues to develop an affordable mediation offering for parties who might otherwise disregard mediation for cost reasons.

London Employment Tribunal Settlement Support Scheme (LETSSS) 2021 - 2026

The London Employment Tribunal Settlement Support Scheme provides support to unrepresented claimants of limited financial means to resolve their employment tribunal cases without proceeding to a final hearing. The scheme is funded by Trust for London.

LETSSS is only available where employment tribunal proceedings have been issued.

There are 2 parts to the scheme.

Part A: YESS support during judicial mediation hearings

Part B: YESS assistance with valuation of claim and settlement negotiations

Unrepresented claimants applying for help under the scheme must be committed to trying to settle their cases. YESS does not represent claimants in employment tribunal proceedings and will not assist in advancing a claimant's claim towards its final hearing.

The scheme contributes directly to YESS's overarching objective of relieving the social and economic cost of litigation, as it frequently results in the settlement of the case well in advance of a final hearing.

FINANCIAL REVIEW

Financial position

YESS ends this financial year in a surplus position of £55,870, comprising an unrestricted fund surplus of £75,040 and net expenditure of £19,170 in respect of its restricted fund.

The unrestricted fund surplus resulted from substantial growth in fee income for the year, supported by some additional donations received.

The restricted fund position reflects higher expenditure on grant funded activity during the year compared to new grant funding for the period and represents a draw down on the restricted funds of £33k brought forward from the previous year.

Principal funding sources

YESS is funded substantially by fees charged for the giving of legal advice to employees and employers. YESS operates a cross-subsidy model, with higher earners paying higher fees than lower earners. In this period, such fees constituted approximately 94% of YESS's income.

The remainder is made up of grant income and ad hoc donations, details of which are noted in Note 12.

Reserves policy

The trustees' stated objective is to achieve a level of unrestricted reserves equating to 9 months of annual expenditure. This is to enable the charity to do the following:

- to grow YESS in furtherance of its charitable objectives, in particular, to enable YESS to expand its pro bono advice offering and increase activity in the areas of research and training (charitable objectives 4 & 5)

Your Employment Settlement Service

**Report of the Trustees
for the year ended 30 June 2024**

- to ensure sufficient cash is available to meet YESS’s financial commitments on a timely basis to staff, suppliers and other creditors.

The unrestricted reserves now stand at £241,854, representing 6 months of the current year's unrestricted fund expenditure. The charity has seen these reserves continue to grow and almost 45% higher than the closing reserves of the prior year. The trustees are therefore satisfied that the charity is making good progress towards its stated aim.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Trustees

The charity trustees are also directors of the company for the purposes of company law. The board of trustees met 3 times in the year. Trustees are kept informed on a regular basis of key strategic, financial, and operational matters outside of these meetings.

Management

Day-to-day management of YESS is delegated to Karen Teago, CEO and Principal Solicitor.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

08838317 (England and Wales)

Registered Charity number

1155344

Registered office

Somerset House
Strand
London
WC2R 1LA

Trustees

Ms C R Hibbs
Ms S Mccgwire
O L Segal
M T F Hunt Solicitor

REFERENCE AND ADMINISTRATIVE DETAILS

Independent Examiner

Colin Ellis FCCA
ansteybond
1-2 Charterhouse Mews
London
EC1M 6BB

3/21/2025

Approved by order of the board of trustees on and signed on its behalf by:

Signed by:

Caroline Hibbs

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.....
Ms C R Hibbs - Trustee

**Independent Examiner's Report to the Trustees of
Your Employment Settlement Service**

Independent examiner's report to the trustees of Your Employment Settlement Service ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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 accounts to be reached.

Colin Ellis FCCA
ansteybond
1-2 Charterhouse Mews
London
EC1M 6BB

Date:

Your Employment Settlement Service

Statement of Financial Activities
for the year ended 30 June 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		9,006	27,838	36,844	104,125
Charitable activities					
Fee Income		<u>552,705</u>	<u>-</u>	<u>552,705</u>	<u>343,934</u>
Total		<u>561,711</u>	<u>27,838</u>	<u>589,549</u>	<u>448,059</u>
EXPENDITURE ON					
Raising funds		2,655	-	2,655	42
Charitable activities					
Administrative Expenditure		484,016	10,085	494,101	308,018
TFL - LETSSS Grant		-	36,141	36,141	47,723
Maternity Action Grant		-	-	-	33,002
London Community Response Fund		<u>-</u>	<u>782</u>	<u>782</u>	<u>17,618</u>
Total		<u>486,671</u>	<u>47,008</u>	<u>533,679</u>	<u>406,403</u>
NET INCOME/(EXPENDITURE)		75,040	(19,170)	55,870	41,656
RECONCILIATION OF FUNDS					
Total funds brought forward 1 July 2023		<u>166,814</u>	<u>33,089</u>	<u>199,903</u>	<u>158,247</u>
Total funds carried forward at 30 June 2024		<u><u>241,854</u></u>	<u><u>13,919</u></u>	<u><u>255,773</u></u>	<u><u>199,903</u></u>

Your Employment Settlement Service

**Balance Sheet
30 June 2024**

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Tangible assets	6	4,755	-	4,755	5,813
CURRENT ASSETS					
Debtors	7	62,408	-	62,408	68,767
Cash at bank and in hand		<u>220,144</u>	<u>13,919</u>	<u>234,063</u>	<u>162,169</u>
		282,552	13,919	296,471	230,936
CREDITORS					
Amounts falling due within one year	8	(45,453)	-	(45,453)	(36,846)
NET CURRENT ASSETS					
		<u>237,099</u>	<u>13,919</u>	<u>251,018</u>	<u>194,090</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>241,854</u>	<u>13,919</u>	<u>255,773</u>	<u>199,903</u>
NET ASSETS					
		<u><u>241,854</u></u>	<u><u>13,919</u></u>	<u><u>255,773</u></u>	<u><u>199,903</u></u>
FUNDS					
Unrestricted funds	9			241,854	166,814
Restricted funds				<u>13,919</u>	<u>33,089</u>
TOTAL FUNDS					
				<u><u>255,773</u></u>	<u><u>199,903</u></u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

3/21/2025

The financial statements were approved by the Board of Trustees and authorised for issue on and were signed on its behalf by:

Signed by:


 C R Hibbs - Trustee

Your Employment Settlement Service**Cash Flow Statement
for the year ended 30 June 2024**

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	<u>74,294</u>	<u>31,190</u>
Net cash provided by operating activities		<u>74,294</u>	<u>31,190</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		<u>(2,400)</u>	<u>(3,978)</u>
Net cash used in investing activities		<u>(2,400)</u>	<u>(3,978)</u>
		<hr/>	<hr/>
Change in cash and cash equivalents in the reporting period		71,894	27,212
Cash and cash equivalents at the beginning of the reporting period		<u>162,169</u>	<u>134,957</u>
Cash and cash equivalents at the end of the reporting period		<u><u>234,063</u></u>	<u><u>162,169</u></u>

Your Employment Settlement Service

Notes to the Cash Flow Statement
for the year ended 30 June 2024

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	55,870	41,656
Adjustments for:		
Depreciation charges	3,458	2,635
Decrease/(increase) in debtors	6,359	(17,759)
Increase in creditors	<u>8,607</u>	<u>4,658</u>
Net cash provided by operations	<u><u>74,294</u></u>	<u><u>31,190</u></u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.7.23	Cash flow	At 30.6.24
	£	£	£
Net cash			
Cash at bank and in hand	<u>162,169</u>	<u>71,894</u>	<u>234,063</u>
Total	<u><u>162,169</u></u>	<u><u>71,894</u></u>	<u><u>234,063</u></u>

Your Employment Settlement Service

**Notes to the Financial Statements
for the year ended 30 June 2024**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.

Expenditure

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

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery - 33% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

During the year ended 30 June 2024, the charity utilised £47,008 of restricted grant funding.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. NET INCOME/(EXPENDITURE)

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

	2024	2023
	£	£
Depreciation - owned assets	<u>3,458</u>	<u>2,635</u>

Your Employment Settlement Service

**Notes to the Financial Statements - continued
for the year ended 30 June 2024**

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 June 2024 nor for the year ended 30 June 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 30 June 2024 nor for the year ended 30 June 2023.

4. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	323,990	268,233
Social security costs	28,869	24,077
Other pension costs	<u>21,762</u>	<u>19,872</u>
	<u>374,621</u>	<u>312,182</u>

The average monthly number of employees during the year was as follows:

	2024	2023
Legal and administration	<u>9</u>	<u>7</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024	2023
£60,001 - £70,000	<u>1</u>	<u>1</u>

Your Employment Settlement Service

Notes to the Financial Statements - continued
for the year ended 30 June 20245. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES for the year ended 30
June 2023

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	3,536	100,589	104,125
Charitable activities			
Fee Income	<u>327,667</u>	<u>16,267</u>	<u>343,934</u>
Total	<u>331,203</u>	<u>116,856</u>	<u>448,059</u>
EXPENDITURE ON			
Raising funds	42	-	42
Charitable activities			
Administrative Expenditure	308,018	-	308,018
TFL - LETSSS Grant	-	47,723	47,723
Maternity Action Grant	-	33,002	33,002
London Community Response Fund	<u>-</u>	<u>17,618</u>	<u>17,618</u>
Total	<u>308,060</u>	<u>98,343</u>	<u>406,403</u>
NET INCOME	23,143	18,513	41,656
RECONCILIATION OF FUNDS			
Total funds brought forward 1 July 2022	<u>143,671</u>	<u>14,576</u>	<u>158,247</u>
Total funds carried forward at 30 June 2023	<u><u>166,814</u></u>	<u><u>33,089</u></u>	<u><u>199,903</u></u>

6. TANGIBLE FIXED ASSETS

	Plant and machinery £
Cost	
Brought forward 1 July 2023	18,522
Additions	<u>2,400</u>
At 30 June 2024	<u>20,922</u>
Accumulated depreciation	
Brought forward 1 July 2023	12,709
Charge for year	<u>3,458</u>
At 30 June 2024	<u>16,167</u>
Net Book Value	
At 30 June 2023	<u>5,813</u>
At 30 June 2024	<u>4,755</u>

Your Employment Settlement Service

**Notes to the Financial Statements - continued
for the year ended 30 June 2024**

7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade debtors	45,654	52,955
Other debtors	6,683	6,685
Prepayments	<u>10,071</u>	<u>9,127</u>
	<u>62,408</u>	<u>68,767</u>

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	(39)	572
Social security and other taxes	8,477	8,326
VAT	30,585	23,878
Other creditors	3,639	1,090
Accrued expenses	<u>2,791</u>	<u>2,980</u>
	<u>45,453</u>	<u>36,846</u>

9. MOVEMENT IN FUNDS

	At 1.7.23	Net movement in funds	At 30.6.24
	£	£	£
Unrestricted funds			
General fund	166,814	75,040	241,854
Restricted funds			
TFL - LETSSS Grant P1	22,223	(22,223)	-
Maternity Action	10,084	(10,084)	-
London Community Response Fund	782	(782)	-
TFL - LETSSS Grant P2	-	13,919	13,919
	<u>33,089</u>	<u>(19,170)</u>	<u>13,919</u>
TOTAL FUNDS	<u>199,903</u>	<u>55,870</u>	<u>255,773</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	561,711	(486,671)	75,040
Restricted funds			
TFL - LETSSS Grant P1	-	(22,223)	(22,223)
Maternity Action	-	(10,084)	(10,084)
London Community Response Fund	-	(782)	(782)
TFL - LETSSS Grant P2	27,838	(13,919)	13,919
	<u>27,838</u>	<u>(47,008)</u>	<u>(19,170)</u>
TOTAL FUNDS	<u>589,549</u>	<u>(533,679)</u>	<u>55,870</u>

Your Employment Settlement Service

**Notes to the Financial Statements - continued
for the year ended 30 June 2024**

9. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.7.22 £	Net movement in funds £	At 30.6.23 £
Unrestricted funds			
General fund	143,671	23,143	166,814
Restricted funds			
TFL - LETSSS Grant P1	3,945	18,278	22,223
Maternity Action	(7,769)	17,853	10,084
London Community Response Fund	<u>18,400</u>	<u>(17,618)</u>	<u>782</u>
	<u>14,576</u>	<u>18,513</u>	<u>33,089</u>
TOTAL FUNDS	<u>158,247</u>	<u>41,656</u>	<u>199,903</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	331,203	(308,060)	23,143
Restricted funds			
TFL - LETSSS Grant P1	66,001	(47,723)	18,278
Maternity Action	50,855	(33,002)	17,853
London Community Response Fund	<u>-</u>	<u>(17,618)</u>	<u>(17,618)</u>
	<u>116,856</u>	<u>(98,343)</u>	<u>18,513</u>
TOTAL FUNDS	<u>448,059</u>	<u>(406,403)</u>	<u>41,656</u>

The combined movement in funds for the last two financial years is set out below:

	At 1.7.22 £	Net movement in funds £	At 30.6.24 £
Unrestricted funds			
General fund	143,671	98,183	241,854
Restricted funds			
TFL - LETSSS Grant P1	3,945	(3,945)	-
Maternity Action	(7,769)	7,769	-
London Community Response Fund	18,400	(18,400)	-
TFL - LETSSS Grant P2	<u>-</u>	<u>13,919</u>	<u>13,919</u>
	<u>14,576</u>	<u>(657)</u>	<u>13,919</u>
TOTAL FUNDS	<u>158,247</u>	<u>97,526</u>	<u>255,773</u>

Your Employment Settlement Service

**Notes to the Financial Statements - continued
for the year ended 30 June 2024**

9. MOVEMENT IN FUNDS - continued

The combined movement in funds for the last two financial years is analysed below in terms of income and expenditure:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	892,914	(794,731)	98,183
Restricted funds			
TFL - LETSSS Grant P1	66,001	(69,946)	(3,945)
Maternity Action	50,855	(43,086)	7,769
London Community Response Fund	-	(18,400)	(18,400)
TFL - LETSSS Grant P2	<u>27,838</u>	<u>(13,919)</u>	<u>13,919</u>
	<u>144,694</u>	<u>(145,351)</u>	<u>(657)</u>
TOTAL FUNDS	<u>1,037,608</u>	<u>(940,082)</u>	<u>97,526</u>

10. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 30 June 2024.

11. GRANT INCOME

Grant and donation income credited in the year is set out in the table below.

Income from:	Unrestricted £	Restricted £	2024 Total £	2023 Total £
Donations	9,005	-	9,005	3,536
Grants	-	27,837	27,837	100,589
Total	9,005	27,837	36,843	104,125

Restricted Income

The charity received a LETSSS grant of £27,837 from Trust for London to set up and operate the London Employment Tribunal Settlement Support Scheme.

Unrestricted Income

Donation income is all from private individuals.

Your Employment Settlement Service

Detailed Statement of Financial Activities
for the year ended 30 June 2024

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	9,006	3,536
Grants	<u>27,838</u>	<u>100,589</u>
	36,844	104,125
Charitable activities		
Fee income	<u>552,705</u>	<u>343,934</u>
Total incoming resources	589,549	448,059
EXPENDITURE		
Raising donations and legacies		
Debt Recovery Services	279	42
Other trading activities		
Bad debts	2,376	-
Support costs		
Finance		
Bank charges	44	169
Other		
Wages	323,990	268,233
Social security	28,869	24,077
Pensions	21,762	19,872
Rent	27,273	35,538
Rates	1,734	1,263
Insurance	11,045	8,327
Advertising	12,369	12,193
Telephone	2,945	3,293
Post and stationery	915	1,324
Computer costs	14,515	11,563
Professional fees	16,084	3,614
Donations paid	250	100
Subcontractors	26,840	221
Subscriptions	879	636
Training	13,284	2,514
Travel	1,813	852
Sundry expenses	483	26
Entertainment	10,620	1,154
Reference materials	6,379	3,456
Recruitment expenses	760	1,289
Depreciation charges	<u>3,458</u>	<u>2,636</u>
	526,267	402,181

This page does not form part of the statutory financial statements

Your Employment Settlement Service

**Detailed Statement of Financial Activities
for the year ended 30 June 2024**

	2024 £	2023 £
Other		
Governance costs		
Accountancy and legal fees	<u>4,713</u>	<u>4,011</u>
Total resources expended	<u>533,679</u>	<u>406,403</u>
Net income	<u><u>55,870</u></u>	<u><u>41,656</u></u>

YOUR EMPLOYMENT SETTLEMENT SERVICE

England & Wales - Charity number 1155344

Accounts

REGISTERED COMPANY NUMBER: 08838317 (England and Wales)
REGISTERED CHARITY NUMBER: 1155344

Your Employment Settlement Service

Annual Report and Accounts
For the year ended 30 June 2023

ansteybond
1-2 Charterhouse Mews
London
EC1M 6BB

Your Employment Settlement Service

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Your Employment Settlement Service (“YESS”)

Report of the Trustees for the year ended 30 June 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 June 2023. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

YESS operates for the public benefit, to promote the resolution of conflict and disputes between employers and employees, without recourse to litigation. The objective is to relieve the social and economic costs of litigation and equivalent procedures including but not limited to:

1. providing and supporting the provision of advice services to employees;
2. providing mediation services;
3. facilitating the early resolution of disputes including where appropriate, effecting a reconciliation between employers and employees;
4. undertaking research to create models for dispute resolution between employers and employees, and to improve understanding of the causes of conflict and dispute in the workplace, and disseminating the results of such research to the public; and
5. providing training to employers and producing publications on the promotion of conflict avoidance, early dispute resolution and employment law.

ACHIEVEMENT AND PERFORMANCE

Advice services

YESS gives a free advice telephone call to all enquirers, regardless of income. Calls average 20-30 minutes and in many cases will resolve the caller’s issue.

Enquirers in need of further advice may be offered an affordable fee arrangement, or pro bono services, depending on their personal situation.

In this financial period, 1415 free advice calls were delivered. 773 enquirers went on to become clients, benefiting from a variety of affordable fee arrangements and where appropriate, pro bono services.

Joint project with Maternity Action 2020 - 2023

YESS worked in partnership with Maternity Action Between August 2020 and July 2023 to deliver an integrated end-to-end advice and casework support service for pregnant women and new mothers facing problems at work. The service was free at the point of use and funded by the National Community Lottery.

The project’s stated aim was to help and empower women to successfully resolve their disputes. Where possible, clients would correspond and communicate with their employer themselves. YESS solicitors supported and encouraged this, although would step in if the client was unable to make progress, by dealing directly with the employer.

Cases ranged from preparing flexible work requests and appeals, challenging redundancies, raising health and safety concerns, pregnancy and maternity discrimination and dismissals and advising on settlement agreements.

This financial period covered the final year of this project. YESS solicitors supported 32 women under this project over the financial year.

YESS supported 165 women over the life of the project.

Your Employment Settlement Service (“YESS”)

Report of the Trustees for the year ended 30 June 2023

London Employment Tribunal Settlement Support Scheme (LETSSS) 2021 - 2026

The London Employment Tribunal Settlement Support Scheme provides support to unrepresented claimants of limited financial means to resolve their employment tribunal cases without proceeding to a final hearing. The scheme was funded by Trust for London between November 2021 and October 2023.

LETSSS is only available where employment tribunal proceedings have been issued.

There are 2 parts to the scheme.

Part A: YESS support during judicial mediation hearings

Part B: YESS assistance with valuation of claim and settlement negotiations

Unrepresented claimants applying for help under the scheme must be committed to trying to settle their cases. YESS does not represent claimants in employment tribunal proceedings and will not assist in advancing a claimant’s claim towards its final hearing.

The scheme contributes directly to YESS’s overarching objective of relieving the social and economic cost of litigation, as it frequently results in the settlement of the case well in advance of a final hearing.

During this financial period, 60 cases were taken under the scheme. 32 of those cases were settled.

At the time of publishing these accounts, Trust for London has granted continuation funding for YESS to operate LETSSS for a further 2 years, commencing March 2024. In the interim, YESS continues to operate LETSSS from its general fund, albeit at reduced capacity.

Mediation Services

In December 2022, YESS concluded the DRAW (Dispute Resolution Assistance in the Workplace) project within Greater London, funded by Trust for London.

DRAW mediation was set up during 2020, initially as a means by which to resolve workplace issues arising from the early stages of the Covid-19 pandemic. It was expanded to cover all workplace issues later in 2020 and received renewal grant funding in 2021.

The service provided pro bono online mediation to employees and employers within Greater London.

The service received promising levels of enquiries throughout; however, the number of cases being referred to mediation remained relatively low.

Evaluation of the project concluded that:

A free mediation service led by a small charity was not, over the period of the project, universally attractive to parties to workplace disputes.

We believe that the low take up of the service was primarily because parties were not sufficiently aware of the features and benefits of mediation in advance of encountering DRAW. In particular:

- A. Employees often expected or hoped that DRAW would advise them about their case and/or represent them at a mediation or more generally to resolve their case.
- B. Employers only occasionally responded positively to approaches from DRAW to mediate with an employee who had requested DRAW services. Although DRAW provided comprehensive and accessible information at the point of contact, employers’ pre-existing lack of knowledge and/or preconceptions about mediation meant that this was in many cases insufficient to persuade them to engage with the service.

In addition, attempts to raise general awareness of the service with employers directly (by email and phone) were not welcomed. In most cases they were ignored or declined. DRAW team members engaged in this work frequently found that they were suspected of selling something, even though the emphasis was firmly placed on the service being free.

Your Employment Settlement Service

Report of the Trustees for the year ended 30 June 2023

YESS believes that affordable and free mediation services have a long-term place in the workplace dispute resolution landscape. YESS will continue to offer such services directly to parties and will continue to find opportunities to educate potential users on the benefits of mediation. However, this will not include matching parties with volunteer mediators under an arms-length brand such as DRAW.

Improving YESS's reach

In early 2023, YESS was able to further expand its advice offering by adding 2 part-time solicitors to the legal team, bringing the team to 5 solicitors. YESS was also able to create a standalone post of Finance Officer for the first time, expanding the support team to 3 staff.

FINANCIAL REVIEW

Financial position

YESS ends this financial year with a total surplus of £41,655 (an unrestricted fund surplus of £24,223 and a restricted fund surplus of £18,513).

The unrestricted fund surplus resulted from increased fee income and higher than expected levels of donations received.

The restricted fund surplus resulted from lower levels of expenditure on projects. This year's surplus broadly equates to last year's carry forward.

Principal Funding Sources

YESS is funded substantially by fees charged for the giving of legal advice to employees and employers. YESS operates a cross-subsidy model, with higher earners paying higher fees than lower earners. In this period, such fees constituted approximately 76% of YESS's income.

The remainder is made up of grant income and ad hoc donations, details of which are noted in Note 12.

Reserves Policy

The trustees' stated objective to achieve a level of reserves equating to 9 months' unrestricted funds.

This reserves policy applies for 2 reasons:

1. for growing YESS and furthering the charitable objectives, in particular, to enable YESS to expand its pro bono advice offering and increase activity in the areas of research and training (charitable objectives 4 & 5);
2. to ensure sufficient cash to meet YESS's financial commitments to staff, suppliers and other creditors. Despite effective credit control procedures, YESS is often at the behest of large employers' invoice payment schedules. Sufficient reserve funds are needed to mitigate payment delays.

The unrestricted reserves currently stand at £166,814 being 6 months of the current year's unrestricted fund expenditure.

The trustees are satisfied with the level of reserves at the end of this year.

Your Employment Settlement Service

**Report of the Trustees
for the year ended 30 June 2023**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Trustees

The directors of the company are also charity trustees for the purposes of company law. The board of trustees met 3 times in the year. Financial, strategic, and significant operational information is also reported to the trustees regularly in writing in between meetings.

Management

The day-to-day management of YESS is delegated to Karen Teago, CEO and Principal Solicitor.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

08838317 (England and Wales)

Registered Charity number

1155344

Registered office

Somerset House
Strand
London
WC2R 1LA

Trustees

Ms C R Hibbs
Ms S Mccgwire
O L Segal
M T F Hunt Solicitor

REFERENCE AND ADMINISTRATIVE DETAILS

Independent Examiner

Colin Ellis FCCA
ansteybond
1-2 Charterhouse Mews
London
EC1M 6BB

Approved by order of the board of trustees on ..5th March 2024..... and signed on its behalf by:

Caroline Hibbs

.....
Ms C R Hibbs - Trustee

**Independent Examiner's Report to the Trustees of
Your Employment Settlement Service**

Independent examiner's report to the trustees of Your Employment Settlement Service ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of FCCA which is one of the listed bodies.

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:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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 accounts to be reached.

Colin Ellis FCCA
ansteybond
1-2 Charterhouse Mews
London
EC1M 6BB

Date:

Your Employment Settlement Service

Statement of Financial Activities for the year ended 30 June 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		3,536	100,589	104,125	130,670
Charitable activities					
Fee Income		<u>327,667</u>	<u>16,267</u>	<u>343,934</u>	<u>231,808</u>
Total		<u>331,203</u>	<u>116,856</u>	<u>448,059</u>	<u>362,478</u>
EXPENDITURE ON					
Raising funds		42	-	42	1090
Charitable activities					
Administrative Expenses		308,018	-	308,018	285,905
TFL – LETSSS Grant		-	47,723	47,723	31,055
Maternity Action Grant		-	33,002	33,002	55,992
London Community Response Fund		-	17,618	17,618	30,705
Other		<u>-</u>	<u>-</u>	<u>-</u>	<u>424</u>
Total		<u>308,060</u>	<u>98,343</u>	<u>406,403</u>	<u>405,171</u>
NET INCOME/(EXPENDITURE)		23,143	18,513	41,656	(42,693)
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>143,671</u>	<u>14,576</u>	<u>158,247</u>	<u>200,940</u>
TOTAL FUNDS CARRIED FORWARD		166,814	33,089	199,903	158,247

Your Employment Settlement Service

Balance Sheet 30 June 2022

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	6	5,813	-	5,813	4,470
CURRENT ASSETS					
Debtors	7	68,767	-	68,767	51,008
Cash at bank and in hand		<u>129,080</u>	<u>33,089</u>	<u>162,169</u>	<u>142,726</u>
		197,847	33,089	230,936	193,734
CREDITORS					
Amounts falling due within one year	8	(36,846)	-	(36,846)	(39,957)
NET CURRENT ASSETS					
		<u>161,001</u>	<u>33,089</u>	<u>194,090</u>	<u>153,777</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>166,814</u>	<u>33,089</u>	<u>199,903</u>	<u>158,247</u>
NET ASSETS					
		<u>171,615</u>	<u>28,288</u>	<u>199,903</u>	<u>158,247</u>
FUNDS					
Unrestricted funds	10			166,814	143,617
Restricted funds				<u>33,089</u>	<u>14,576</u>
TOTAL FUNDS					
				<u>199,903</u>	<u>158,247</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on ...5th March 2024..... and were signed on its behalf by:

Caroline Hibbs

.....
C R Hibbs - Trustee

Your Employment Settlement Service

Notes to the Financial Statements for the year ended 30 June 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

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

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery - 33% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

During the year ended 30 June 2023, the charity utilised £86,696 of restricted grant funding.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. NET INCOME/(EXPENDITURE)

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

	2023	2022
	£	£
Depreciation - owned assets	2,635	2,136
Deficit on disposal of fixed assets	-	424
	<u> </u>	<u> </u>

Your Employment Settlement Service

Notes to the Financial Statements - continued for the year ended 30 June 2023

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 June 2023 nor for the year ended 30 June 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 30 June 2023 nor for the year ended 30 June 2022.

4. STAFF COSTS

The average monthly number of employees during the year was as follows:

	2023	2022
Legal and administration	<u>7</u>	<u>8</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2023	2022
£60,001 - £70,000	<u>-</u>	<u>1</u>

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	23,831	106,839	130,670
Charitable activities			
Fee Income	<u>231,808</u>	<u>-</u>	<u>231,808</u>
Total	<u>255,639</u>	<u>106,839</u>	<u>362,478</u>
EXPENDITURE ON			
Raising funds	1,090	-	1,090
Charitable activities			
Administrative Expenses	285,905	-	285,905
TFL – LETSSS Grant	-	31,055	31,055
Maternity Action Grant	-	55,992	55,992
London Community Response Fund	-	30,705	30,705
Other	424	-	424
Total	<u>287,419</u>	<u>117,752</u>	<u>405,171</u>

Your Employment Settlement Service

**Notes to the Financial Statements - continued
for the year ended 30 June 2023**

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
NET INCOME	(31,780)	(10,913)	(42,693)
 RECONCILIATION OF FUNDS			
Total funds brought forward	175,451	25,489	200,940
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS CARRIED FORWARD	<u>143,671</u>	<u>14,576</u>	<u>158,247</u>

6. TANGIBLE FIXED ASSETS

	Plant and machinery £
COST	
At 1 July 2022	14,544
Additions	3,978
	<hr/>
At 30 June 2023	<u>18,522</u>
 DEPRECIATION	
At 1 July 2022	10,074
Charge for year	2,635
	<hr/>
At 30 June 2023	<u>12,709</u>
 NET BOOK VALUE	
At 30 June 2023	<u>5,813</u>
At 30 June 2022	<u>4,470</u>

7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade debtors	52,955	29,951
Other debtors	6,685	8,854
Prepayments	<u>9,127</u>	<u>12,203</u>
	<u>68,767</u>	<u>51,008</u>

Your Employment Settlement Service

**Notes to the Financial Statements - continued
for the year ended 30 June 2023**

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Bank loans and overdrafts (see note 9)	-	7,769
Trade creditors	572	-
Social security and other taxes	8,326	8,568
VAT	23,878	19,476
Other creditors	1,090	900
LABD fund reserves	-	-
Accrued expenses	<u>2,980</u>	<u>3,244</u>
	<u><u>36,846</u></u>	<u><u>39,957</u></u>

9. LOANS

An analysis of the maturity of loans is given below:

	2023	2022
	£	£
Amounts falling due within one year on demand:		
Maternity Action grant funds held as casework advance	<u>-</u>	<u>-</u>

10. MOVEMENT IN FUNDS

	At 1.7.22	Net movement in funds	At 30.6.23
	£	£	£
Unrestricted funds			
General fund	143,671	23,143	166,814
Restricted funds			
TFL – LETSSS Grant	3,945	18,278	22,223
Maternity Action	(7,769)	17,853	10,084
London Community Response Fund	<u>18,400</u>	<u>(17,618)</u>	<u>782</u>
	<u>14,576</u>	<u>18,513</u>	<u>33,089</u>
TOTAL FUNDS	<u><u>158,247</u></u>	<u><u>41,656</u></u>	<u><u>199,903</u></u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	331,203	(308,060)	23,143
Restricted funds			
TFL – LETSSS Grant	66,001	(47,723)	18,278
Maternity Action	50,855	(33,002)	17,853
London Community Response Fund	<u>-</u>	<u>(17,618)</u>	<u>(17,618)</u>
	<u>116,856</u>	<u>(98,343)</u>	<u>18,513</u>
TOTAL FUNDS	448,059	(406,403)	41,656

Your Employment Settlement Service

**Notes to the Financial Statements - continued
for the year ended 30 June 2023**

10. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.7.21 £	Net movement in funds £	At 30.6.22 £
Unrestricted funds			
General fund	175,451	(31,780)	143,671
Restricted funds			
TFL – LETSSS Grant	-	3,945	3,945
Maternity Action	1,385	(9,154)	(7,769)
London Community Response Fund	<u>24,104</u>	<u>(5,704)</u>	<u>18,400</u>
	<u>25,489</u>	<u>(10,913)</u>	<u>14,576</u>
TOTAL FUNDS	<u>200,940</u>	<u>(42,693)</u>	<u>158,247</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	255,639	(287,419)	(31,780)
Restricted funds			
TFL LETSSS Grant	35,000	(31,055)	3,945
Maternity Action	46,838	(55,992)	(9,154)
London Community Response Fund	<u>25,001</u>	<u>(30,705)</u>	<u>(5,704)</u>
	<u>106,839</u>	<u>(117,752)</u>	<u>(10,913)</u>
TOTAL FUNDS	<u>362,478</u>	<u>(405,171)</u>	<u>(42,693)</u>

11. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 30 June 2023.

Your Employment Settlement Service

Notes to the Financial Statements - continued for the year ended 30 June 2023

12. GRANT INCOME

Please see below table of Grant and Donation income received in the year.

Income from:	Unrestricted £	Restricted £	2023 Total £	2022 Total £
Donations	3,536	-	3,536	3,400
Grants	-	100,589	100,589	127,269
Total	3,536	100,589	104,125	130,669

Restricted Income

Trust for London – LETSSS Grant [£66,000]: Setting up and operating the London Employment Tribunal Settlement Support Scheme.

Maternity Action (on behalf of the National Lottery Community Fund) [£34,589]: To provide employment casework support to pregnant women and new mothers.

Unrestricted Income

All from private donations.

Your Employment Settlement Service

**Detailed Statement of Financial Activities
for the year ended 30 June 2023**

	2023 £	2022 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	3,536	3,400
Grants	<u>100,589</u>	<u>127,270</u>
	104,125	130,670
Charitable activities		
Fee income	<u>343,934</u>	<u>231,808</u>
Total incoming resources	448,059	362,478
EXPENDITURE		
Raising donations and legacies		
Debt Recovery Services	42	-
Other trading activities		
Bad debts	-	1090
Other		
Loss on sale of tangible fixed assets	-	424
Support costs		
Finance		
Bank charges	169	27
Other		
Wages	268,233	273,537
Social security	24,077	23,563
Pensions	19,872	9,916
Rent	35,538	33,892
Rates	1,263	2,607
Insurance	8,327	7,623
Advertising	12,193	13,646
Telephone	3,293	3,643
Post and stationery	1,324	1,529
Computer costs	11,563	13,005
Professional fees	3,614	2,373
Donations paid	100	80
Subcontractors	221	1,771
Subscriptions	636	511
Training	2,514	3,806
Travel	852	867
Sundry expenses	26	10
Entertainment	1,154	1,112
Reference materials	3,456	3,222
Recruitment expenses	1,289	-
Depreciation charges	<u>2,636</u>	<u>2,136</u>
	402,181	398,849

Your Employment Settlement Service

**Detailed Statement of Financial Activities
for the year ended 30 June 2023**

	2023 £	2022 £
Governance costs		
Accountancy and legal fees	<u>4,011</u>	<u>4,781</u>
Total resources expended	<u>406,403</u>	<u>405,171</u>
Net (expenditure)/income	<u><u>41,656</u></u>	<u><u>(42,693)</u></u>

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YOUR EMPLOYMENT SETTLEMENT SERVICE

England & Wales - Charity number 1155344

Accounts

REGISTERED COMPANY NUMBER: 08838317 (England and Wales)
REGISTERED CHARITY NUMBER: 1155344

Your Employment Settlement Service

Annual Report and Accounts
For the year ended 30 June 2022

ansteybond
1-2 Charterhouse Mews
London
EC1M 6BB

Your Employment Settlement Service

**Contents of the Financial Statements
for the year ended 30 June 2022**

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Your Employment Settlement Service (“YESS”)

Report of the Trustees for the year ended 30 June 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 June 2022. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

YESS operates for the public benefit, to promote the resolution of conflict and disputes between employers and employees, without recourse to litigation. The objective is to relieve the social and economic costs of litigation and equivalent procedures including but not limited to:

1. providing and supporting the provision of advice services to employees;
2. providing mediation services;
3. facilitating the early resolution of disputes including where appropriate, effecting a reconciliation between employers and employees;
4. undertaking research to create models for dispute resolution between employers and employees, and to improve understanding of the causes of conflict and dispute in the workplace, and disseminating the results of such research to the public; and
5. providing training to employers and producing publications on the promotion of conflict avoidance, early dispute resolution and employment law.

ACHIEVEMENT AND PERFORMANCE

Advice services

YESS gives a free advice telephone call to all enquirers, regardless of income. Calls average 20-30 minutes and in many cases will resolve the caller's issue.

Enquirers in need of further advice may be offered an affordable fee arrangement, or pro bono services, depending on their personal situation.

In this financial period, 677 free advice calls were delivered. 450 enquirers went on to become clients, benefiting from a variety of affordable fee arrangements and where appropriate, pro bono services.

Joint project with Maternity Action 2020 - 2023

YESS is working in partnership with Maternity Action to deliver an integrated end-to-end advice and casework support service for pregnant women and new mothers facing problems at work. The service is free at the point of use and funded by the National Community Lottery.

The project's stated aim is to help and empower women to successfully resolve their disputes. Where possible, clients will correspond and communicate with their employer themselves. YESS solicitors support and encourage this, although will step in if the client is unable to make progress by dealing directly with the employer.

Cases range from preparing flexible work requests and appeals, challenging redundancies, raising health and safety concerns, pregnancy and maternity discrimination and dismissals and advising on settlement agreements. YESS solicitors supported 63 women under this project over the financial year.

London Employment Tribunal Settlement Support Scheme (LETSSS) 2021 – 2023

The London Employment Tribunal Settlement Support Scheme provides support to unrepresented claimants of limited financial means to resolve their employment tribunal cases without proceeding to a final hearing. The scheme is funded by Trust for London and operates from November 2021 to October 2023.

LETSSS is only available where employment tribunal proceedings have been issued.

Your Employment Settlement Service (“YESS”)

Report of the Trustees for the year ended 30 June 2022

There are 2 parts to the scheme.

Part A: YESS support during judicial mediation hearings

Part B: YESS assistance with valuation of claim and settlement negotiations

Unrepresented claimants applying for help under the scheme must be committed to trying to settle their cases. YESS does not represent claimants in employment tribunal proceedings and will not assist in advancing a claimant’s claim towards its final hearing.

The scheme contributes directly to YESS’s overarching objective of relieving the social and economic cost of litigation, as it frequently results in the settlement of the case well in advance of a final hearing.

The scheme started part way through this financial year. At the end of the financial year, 34 cases had been taken, almost half of which had been settled.

Mediation Services

YESS continued to operate the DRAW (Dispute Resolution Assistance in the Workplace) service within Greater London, funded by Trust for London.

DRAW mediation was set up during 2020, initially as a means by which to resolve workplace issues arising from the early stages of the Covid-19 pandemic. It was expanded to cover all workplace issues later in 2020 and received renewal grant funding in 2021.

The service provides pro bono online mediation to employees and employers within Greater London.

DRAW provides up to six hours of cost-free employment mediation to facilitate resolution and avoid the need for formal grievances or employment tribunal claims.

Employees and employers may apply for assistance through the service through a referral from another organisation, direct email, or the DRAW website. If the case is deemed suitable for mediation, an attempt is made to allocate a mediator in line with both parties' availability.

During the financial year, mediators delivered talks and published articles intended to increase awareness of the benefits of mediation, as well as arranging mediations for parties willing to mediate following a referral. The service continued to receive promising levels of enquiries; however, the number of cases being referred to mediation remained relatively low.

Improving YESS’s reach

YESS’s website was redesigned and rewritten to include more user-friendly and accessible content. Informational videos were recorded to simplify YESS’s message and provide more digestible information about available services. SEO was improved, which appeared to contribute to a marked increase in enquiries since the new website was launched.

Your Employment Settlement Service

Report of the Trustees for the year ended 30 June 2022

FINANCIAL REVIEW

Financial position

YESS ends this financial year with a total deficit of £42,693 (an unrestricted fund deficit of £31,780 and a restricted fund deficit of £10,913).

The unrestricted fund deficit resulted from increased running costs and lower than expected levels of non-grant revenue.

The restricted fund deficit resulted from the balancing out of funds across part-years of grant funded projects. This year's deficit broadly equates to last year's carry forward.

Principal Funding Sources

YESS is funded substantially by fees charged for the giving of legal advice to employees and employers. YESS operates a cross-subsidy model, with higher earners paying higher fees than lower earners. In this period, such fees constituted approximately 64% of YESS's income.

The remainder is made up of grant income and ad hoc donations, details of which are noted in Note 12.

Reserves Policy

The trustees' stated objective to achieve a level of reserves equating to 9 months' unrestricted funds.

This reserves policy applies for 2 reasons:

1. for growing YESS and furthering the charitable objectives, in particular, to enable YESS to expand its pro bono advice offering and increase activity in the areas of research and training (charitable objectives 4 & 5);
2. to ensure sufficient cash to meet YESS's financial commitments to staff, suppliers and other creditors. Despite effective credit control procedures, YESS is often at the behest of large employers' invoice payment schedules. Sufficient reserve funds are needed to mitigate payment delays.

Reserves of 9 months' unrestricted funds were achieved in the previous financial year, however, reserves have been depleted in this financial year as noted above

The unrestricted reserves currently stand at £143,671, being 6 months of the current year's unrestricted fund expenditure.

The trustees are satisfied with the level of reserves at the end of this year.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Trustees

The directors of the company are also charity trustees for the purposes of company law. The board of trustees met 3 times in the year. Financial, strategic, and significant operational information is also reported to the trustees regularly in writing in between meetings.

Management

The day-to-day management of YESS is delegated to Karen Teago, CEO and Principal Solicitor.

Your Employment Settlement Service

**Report of the Trustees
for the year ended 30 June 2022**

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
08838317 (England and Wales)

Registered Charity number
1155344

Registered office
Somerset House
Strand
London
WC2R 1LA

Trustees
Ms C R Hibbs
Ms S Mccgwire
O L Segal
M T F Hunt Solicitor

REFERENCE AND ADMINISTRATIVE DETAILS

Independent Examiner
Colin Ellis FCCA
ansteybond
1-2 Charterhouse Mews
London
EC1M 6BB

Approved by order of the board of trustees on27th March 2023..... and signed on its behalf by:

Caroline Hibbs

.....
Ms C R Hibbs - Trustee

**Independent Examiner's Report to the Trustees of
Your Employment Settlement Service**

Independent examiner's report to the trustees of Your Employment Settlement Service ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2022.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of FCCA which is one of the listed bodies.

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:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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 accounts to be reached.



Colin Ellis FCCA
ansteybond
1-2 Charterhouse Mews
London
EC1M 6BB

Date:

Your Employment Settlement Service

**Statement of Financial Activities
for the year ended 30 June 2022**

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		23,831	106,839	130,670	106,124
Charitable activities					
Fee Income		<u>231,808</u>	-	<u>231,808</u>	<u>219,270</u>
Total		<u>255,639</u>	<u>106,839</u>	<u>362,478</u>	<u>325,394</u>
EXPENDITURE ON					
Raising funds		1,090	-	1,090	342
Charitable activities					
Administrative Expenses		285,905	-	285,905	230,367
TFL – LETSSS Grant		-	31,055	31,055	-
Maternity Action Grant		-	55,992	55,992	47,518
London Community Response Fund		-	30,705	30,705	19,550
Other		<u>424</u>	-	<u>424</u>	-
Total		<u>287,419</u>	<u>117,752</u>	<u>405,171</u>	<u>297,777</u>
NET INCOME/(EXPENDITURE)		(31,780)	(10,913)	(42,693)	27,617
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>175,451</u>	<u>25,489</u>	<u>200,940</u>	<u>173,323</u>
TOTAL FUNDS CARRIED FORWARD		143,671	14,576	158,247	200,940

The notes form part of these financial statements

Your Employment Settlement Service

**Balance Sheet
30 June 2022**

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	6	4,470	-	4,470	4,769
CURRENT ASSETS					
Debtors	7	51,008	-	51,008	54,006
Cash at bank and in hand		<u>120,381</u>	<u>22,345</u>	<u>142,726</u>	<u>189,052</u>
		171,389	22,345	193,734	243,058
CREDITORS					
Amounts falling due within one year	8	(32,188)	(7,769)	(39,957)	(46,887)
		<u>139,201</u>	<u>14,576</u>	<u>153,777</u>	<u>196,171</u>
NET CURRENT ASSETS					
		143,671	14,576	158,247	200,940
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>143,671</u>	<u>14,576</u>	<u>158,247</u>	<u>200,940</u>
NET ASSETS					
		143,671	14,576	158,247	200,940
FUNDS	10				
Unrestricted funds				143,671	175,451
Restricted funds				<u>14,576</u>	<u>25,489</u>
TOTAL FUNDS				<u>158,247</u>	<u>200,940</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on27th March 2023..... and were signed on its behalf by:

Caroline Hibbs
.....
C R Hibbs - Trustee

The notes form part of these financial statements

Your Employment Settlement Service

Notes to the Financial Statements for the year ended 30 June 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

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

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery - 33% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

During the year ended 30 June 2022, the charity utilised £117,752 of restricted grant funding.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. NET INCOME/(EXPENDITURE)

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

	2022	2021
	£	£
Depreciation - owned assets	2,136	1,641
Deficit on disposal of fixed assets	<u>424</u>	<u>-</u>

Your Employment Settlement Service

**Notes to the Financial Statements - continued
for the year ended 30 June 2022**

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 June 2022 nor for the year ended 30 June 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 30 June 2022 nor for the year ended 30 June 2021.

4. STAFF COSTS

The average monthly number of employees during the year was as follows:

	2022	2021
Legal and administration	<u>8</u>	<u>6</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2022	2021
£60,001 - £70,000	<u>1</u>	<u>-</u>

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	28,921	77,203	106,124
Charitable activities			
Fee Income	<u>219,270</u>	<u>-</u>	<u>219,270</u>
Total	<u>248,191</u>	<u>77,203</u>	<u>325,394</u>
EXPENDITURE ON			
Raising funds	342	-	342
Charitable activities			
Administrative Expenses	230,367	-	230,367
Maternity Action Grant	-	47,518	47,518
London Community Response Fund	<u>-</u>	<u>19,550</u>	<u>19,550</u>
Total	<u>230,709</u>	<u>67,068</u>	<u>297,777</u>
NET INCOME	17,482	10,135	27,617
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>157,969</u>	<u>15,354</u>	<u>173,323</u>
TOTAL FUNDS CARRIED FORWARD	<u>175,451</u>	<u>25,489</u>	<u>200,940</u>

Your Employment Settlement Service

**Notes to the Financial Statements - continued
for the year ended 30 June 2022**

6. TANGIBLE FIXED ASSETS		Plant and machinery £
COST		
At 1 July 2021		12,808
Additions		2,261
Disposals		<u>(525)</u>
At 30 June 2022		<u>14,544</u>
DEPRECIATION		
At 1 July 2021		8,039
Charge for year		2,136
Eliminated on disposal		<u>(101)</u>
At 30 June 2022		<u>10,074</u>
NET BOOK VALUE		
At 30 June 2022		<u>4,470</u>
At 30 June 2021		<u>4,769</u>
7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
	2022	2021
	£	£
Trade debtors	29,951	34,694
Other debtors	8,854	8,852
Prepayments	<u>12,203</u>	<u>10,460</u>
	<u>51,008</u>	<u>54,006</u>
8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
	2022	2021
	£	£
Bank loans and overdrafts (see note 9)	7,769	-
Social security and other taxes	8,568	7,375
VAT	19,476	16,035
Other creditors	900	-
LABD fund reserves	-	20,431
Accrued expenses	<u>3,244</u>	<u>3,046</u>
	<u>39,957</u>	<u>46,887</u>

Your Employment Settlement Service

**Notes to the Financial Statements - continued
for the year ended 30 June 2022**

9. LOANS

An analysis of the maturity of loans is given below:

	2022 £	2021 £
Amounts falling due within one year on demand:		
Maternity Action grant funds held as casework advance	<u>7,769</u>	<u>-</u>

10. MOVEMENT IN FUNDS

	At 1.7.21 £	Net movement in funds £	At 30.6.22 £
Unrestricted funds			
General fund	175,451	(31,780)	143,671
Restricted funds			
TFL – LETSSS Grant	-	3,945	3,945
Maternity Action	1,385	(9,154)	(7,769)
London Community Response Fund	<u>24,104</u>	<u>(5,704)</u>	<u>18,400</u>
	<u>25,489</u>	<u>(10,913)</u>	<u>14,576</u>
TOTAL FUNDS	<u>200,940</u>	<u>(42,693)</u>	<u>158,247</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	255,639	(287,419)	(31,780)
Restricted funds			
TFL – LETSSS Grant	35,000	(31,055)	3,945
Maternity Action	46,838	(55,992)	(9,154)
London Community Response Fund	<u>25,001</u>	<u>(30,705)</u>	<u>(5,704)</u>
	<u>106,839</u>	<u>(117,752)</u>	<u>(10,913)</u>
TOTAL FUNDS	362,478	(405,171)	(42,693)

Your Employment Settlement Service

**Notes to the Financial Statements - continued
for the year ended 30 June 2022**

10. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.7.20 £	Net movement in funds £	At 30.6.21 £
Unrestricted funds			
General fund	157,969	17,482	175,451
Restricted funds			
Maternity Action	6,300	(4,915)	1,385
London Community Response Fund	<u>9,054</u>	<u>15,050</u>	<u>24,104</u>
	<u>15,354</u>	<u>10,135</u>	<u>25,489</u>
TOTAL FUNDS	<u><u>173,323</u></u>	<u><u>27,617</u></u>	<u><u>200,940</u></u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	248,191	(230,709)	17,482
Restricted funds			
Maternity Action	42,603	(47,518)	(4,915)
London Community Response Fund	<u>34,600</u>	<u>(19,550)</u>	<u>15,050</u>
	<u>77,203</u>	<u>(67,068)</u>	<u>10,135</u>
TOTAL FUNDS	<u><u>325,394</u></u>	<u><u>(297,777)</u></u>	<u><u>27,617</u></u>

11. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 30 June 2022.

Your Employment Settlement Service

**Notes to the Financial Statements - continued
for the year ended 30 June 2022**

12. GRANT INCOME

Please see below table of Grant and Donation income received in the year.

Income from:	Unrestricted £	Restricted £	2022 Total £	2021 Total £
Donations	3,400	-	3,400	620
Grants	20,431	106,838	127,269	105,503
Total	23,831	106,838	130,669	106,123

Restricted Income

Trust for London – LETSSS Grant [£35,000]: Setting up and operating the London Employment Tribunal Settlement Support Scheme.

London Community Response Fund [£25,000]: Operation and promotion of the DRAW (Dispute Resolution Assistance in the Workplace) online workplace mediation service in London.

Maternity Action (on behalf of the National Lottery Community Fund) [£46,838]: To provide employment casework support to pregnant women and new mothers.

Unrestricted Income

Legal Aid for Business Diversity [£20,431]: To provide casework services.

Remainder is from private donations.

Note: Amounts stated above for Legal Aid for Business Diversity are the balances utilised by Your Employment Settlement Service in the year, this is not the balance received in the year.

Your Employment Settlement Service
Detailed Statement of Financial Activities
for the year ended 30 June 2022

	2022 £	2021 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	3,400	620
Grants	<u>127,270</u>	<u>105,504</u>
	130,670	106,124
Charitable activities		
Fee income	<u>231,808</u>	<u>219,270</u>
Total incoming resources	362,478	325,394
EXPENDITURE		
Other trading activities		
Bad debts	1,090	342
Other		
Loss on sale of tangible fixed assets	424	-
Support costs		
Finance		
Bank charges	27	-
Other		
Wages	273,537	200,688
Social security	23,563	16,565
Pensions	9,916	6,405
Rent	33,892	22,227
Rates	2,607	1,382
Insurance	7,623	5,827
Advertising	13,646	7,275
Telephone	3,643	2,613
Post and stationery	1,529	1,097
Computer costs	13,005	9,205
Professional fees	2,373	6,341
Donations paid	80	55
Subcontractors	1,771	5,203
Subscriptions	511	988
Training	3,806	355
Travel	867	210
Sundry expenses	10	32
Entertainment	1,112	663
Reference materials	3,222	2,667
Recruitment expenses	-	1,595
Depreciation charges	<u>2,136</u>	<u>1,641</u>
	398,849	293,034

This page does not form part of the statutory financial statements

Your Employment Settlement Service

**Detailed Statement of Financial Activities
for the year ended 30 June 2022**

	2022 £	2021 £
Other		
Governance costs		
Accountancy and legal fees	<u>4,781</u>	<u>4,401</u>
Total resources expended	<u>405,171</u>	<u>297,777</u>
Net (expenditure)/income	<u>(42,693)</u>	<u>27,617</u>

This page does not form part of the statutory financial statements

YOUR EMPLOYMENT SETTLEMENT SERVICE

England & Wales - Charity number 1155344

Accounts

REGISTERED COMPANY NUMBER: 08838317 (England and Wales)
REGISTERED CHARITY NUMBER: 1155344

Your Employment Settlement Service

Annual Report and Accounts
For the year ended 30 June 2021

ansteybond
1-2 Charterhouse Mews
London
EC1M 6BB

Your Employment Settlement Service

Contents of the Financial Statements for the year ended 30 June 2021

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Your Employment Settlement Service

Report of the Trustees for the year ended 30 June 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 June 2021. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The company operates for the public benefit, to promote the resolution of conflict and disputes between employers and employees, without recourse to litigation. The objective is to relieve the social and economic costs of litigation and equivalent procedures including but not limited to:

1. providing and supporting the provision of advice services to employees;
2. providing mediation services;
3. facilitating the early resolution of disputes including where appropriate, effecting a reconciliation between employers and employees;
4. undertaking research to create models for dispute resolution between employers and employees, and to improve understanding of the causes of conflict and dispute in the workplace, and disseminating the results of such research to the public; and
5. providing training to employers and producing publications on the promotion of conflict avoidance, early dispute resolution and employment law.

ACHIEVEMENT AND PERFORMANCE

Achievement and Performance

The objectives of the Charity continue to be positively received by employers, employees and others working in the workplace relations arena (including advice agencies, judges, academics and other employment lawyers). The charity has been operating for over 7 years and is developing a national reputation for its activities.

Specific achievements in this accounting period are:

1. Gave an initial free advice call (typically consisting of 20 minutes of free advice) to about 780 people.
2. Advised and supported about 503 people as clients.
3. Provided affordable advice to those on low incomes who would not otherwise be able to access legal advice, including approximately 260 hours of pro bono advice (in excess of 37 days of solicitor time).
4. Received further funding from London Community Response Fund to expand the online mediation service piloted in the previous accounting period. See Note 11 (Page 12) for further details.
5. Completed year 1 of a 3-year partnership with Maternity Action to provide casework to pregnant women and women on maternity leave experiencing poor treatment and discrimination. 60 women were supported by YESS solicitors. See Note 11 (Page 12) for further details.
6. Conducted a pilot scheme providing Judicial Mediation support services to unrepresented claimants, on which a successful funding application (to Trust for London) was based, to start in Autumn 2021.
7. Ended the year in surplus funds, meeting the trustees' reserves policy and thus supporting the Charity's continued viability.
8. Continued to provide a high service level despite the challenges of remote working for all staff due to the pandemic.
9. Increased staffing to the legal team (adding 0.8 FTE solicitor) and support function (adding 0.8 FTE administrator).
10. Moved to larger offices within the existing complex (Somerset House) to accommodate additional staff and enable a hybrid working model.

Principal Funding Sources

The Charity's main funding is from employees and employers who pay for advice and the signing of settlement agreements, with higher earners paying higher fees than low earners. Income from this work represented 67% of the Charity's revenue in this accounting period.

The Charity was granted additional funding from the London Community Response Fund to expand and develop the online mediation service, DRAW (Dispute Resolution Assistance in the Workplace). Income from this grant represented 11% of the Charity's revenue in this accounting period.

Your Employment Settlement Service

Report of the Trustees for the year ended 30 June 2021

The Charity received funds from Maternity Action, which is the lead partner in a joint project funded by the National Lottery Community Fund. Income from this grant represented 13% of the Charity's revenue in this accounting period.

The remaining funding derived from:

- (a) income from a donation made by Legal Aid for Business Diversity brought forward from the previous accounting period, representing 9% of the Charity's revenue in this accounting period; and
- (b) Donations from private individuals, representing 0.2% of the Charity's revenue in this accounting period.

FUTURE PLANS

Towards the end of the current period, the Charity applied for funding from Trust for London to provide advice and support to unrepresented claimants in London, who wish to settle employment tribunal claims that are already in progress. In line with the Charity's objectives, the services provided are to assist with settlement, not to represent in or assist with tribunal cases themselves. The project takes effect from November 2021.

The Charity will continue to work in formal partnership with Maternity Action to complete the project funded by the National Lottery Community Fund. At least a further 100 women will access the services of a YESS lawyer during the remainder of the project. The project ends in July 2023.

The Charity plans to expand the legal team in the next accounting period, to meet the increasing demand for its services. The high demand for advice services since the onset of the pandemic has meant that the Charity has been less active in its charitable objectives of research and training (objectives 4 & 5). By increasing the capacity of the legal team, the Charity will be better equipped to pursue its full range of objectives in the coming years.

FINANCIAL REVIEW

Financial achievement

The charity has succeeded in delivering a surplus of £27.6k (an unrestricted fund surplus of £17.5k and a restricted surplus of £10.1k) on its activities in this accounting period. This represents 8% of its total income of £325.4k of which £219.3k is fee income.

Reserves Policy

The trustees are satisfied with the level of reserves at the end of this year. The trustees' stated objective to achieve a level of reserves equating to 9 months' unrestricted funds, has been achieved. The reserves currently stand at £175,451, being 9.1 months of the current year's unrestricted fund expenditure.

The aim is to utilise these funds for growing the Charity and furthering the charitable objectives, in particular, to enable YESS to expand its pro bono advice offering and increase activity in the areas of research and training (charitable objectives 4 & 5).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new trustees

The directors of the company are also charity trustees for the purposes of company law.

Induction and training of new trustees

The trustees are developing procedures for the induction and training of new trustees. However, it is not anticipated that the composition of the trustee board will change. One trustee has substantial experience of being a trustee including for very large charities.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

08838317 (England and Wales)

Registered Charity number

1155344

Your Employment Settlement Service

**Report of the Trustees
for the year ended 30 June 2021**

Registered office

Room T139, Third Floor, South Wing
Somerset House
Strand
London
WC2R 1LA

Trustees

Ms C R Hibbs
Ms S Mccgwire
Mr O L Segal
Mr M T F Hunt Solicitor

Independent Examiner

Colin Ellis
FCCA CF
ansteybond
1-2 Charterhouse Mews
London
EC1M 6BB

Approved by order of the board of trustees on9th March 2022..... and signed on its behalf by:

Caroline Hibbs

.....
Ms C R Hibbs - Trustee

**Independent Examiner's Report to the Trustees of
Your Employment Settlement Service**

Independent examiner's report to the trustees of Your Employment Settlement Service ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2021.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of FCCA which is one of the listed bodies.

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:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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 accounts to be reached.



Colin Ellis
FCCA
ansteybond
1-2 Charterhouse Mews
London
EC1M 6BB

Date: 25/3/2022

Your Employment Settlement Service

**Statement of Financial Activities
for the year ended 30 June 2021**

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		28,921	77,203	106,124	77,727
Charitable activities					
Fee Income		219,270	-	219,270	197,733
		<hr/>	<hr/>	<hr/>	<hr/>
Total		248,191	77,203	325,394	275,460
 EXPENDITURE ON					
Raising funds		342	-	342	280
Charitable activities					
Administrative Expenses		230,367	-	230,367	219,494
TFL Grant		-	-	-	11,700
Maternity Action Grant		-	47,518	47,518	5,200
London Community Response Fund		-	19,550	19,550	3,146
		<hr/>	<hr/>	<hr/>	<hr/>
Total		230,709	67,068	297,777	239,820
		<hr/>	<hr/>	<hr/>	<hr/>
NET INCOME		17,482	10,135	27,617	35,640
 RECONCILIATION OF FUNDS					
Total funds brought forward		157,969	15,354	173,323	137,683
		<hr/>	<hr/>	<hr/>	<hr/>
TOTAL FUNDS CARRIED FORWARD		<u>175,451</u>	<u>25,489</u>	<u>200,940</u>	<u>173,323</u>

The notes form part of these financial statements

Your Employment Settlement Service

Balance Sheet 30 June 2021

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
FIXED ASSETS					
Tangible assets	6	4,769	-	4,769	2,332
CURRENT ASSETS					
Debtors	7	54,006	-	54,006	42,907
Cash at bank and in hand		<u>163,563</u>	<u>25,489</u>	<u>189,052</u>	<u>208,718</u>
		217,569	25,489	243,058	251,625
CREDITORS					
Amounts falling due within one year	8	(46,887)	-	(46,887)	(80,634)
		<u>170,682</u>	<u>25,489</u>	<u>196,171</u>	<u>170,991</u>
NET CURRENT ASSETS					
		<u>175,451</u>	<u>25,489</u>	<u>200,940</u>	<u>173,323</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>175,451</u>	<u>25,489</u>	<u>200,940</u>	<u>173,323</u>
NET ASSETS					
		<u>175,451</u>	<u>25,489</u>	<u>200,940</u>	<u>173,323</u>
FUNDS					
Unrestricted funds	9			175,451	157,969
Restricted funds				<u>25,489</u>	<u>15,354</u>
TOTAL FUNDS					
				<u>200,940</u>	<u>173,323</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on9th March 2022..... and were signed on its behalf by:

Caroline Hibbs

.....
C R Hibbs - Trustee

The notes form part of these financial statements

Your Employment Settlement Service

Notes to the Financial Statements for the year ended 30 June 2021

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

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

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery - 33% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

During the year ended 30 June 2021, the charity utilised £67,068 of restricted grant funding.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. NET INCOME/(EXPENDITURE)

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

	2021	2020
	£	£
Depreciation - owned assets	<u>1,641</u>	<u>1,783</u>

Your Employment Settlement Service

**Notes to the Financial Statements - continued
for the year ended 30 June 2021**

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 June 2021 nor for the year ended 30 June 2020.

Trustees' expenses

There were no trustees' expenses paid for the year ended 30 June 2021 nor for the year ended 30 June 2020.

4. STAFF COSTS

The average monthly number of employees during the year was as follows:

	2021	2020
Legal and administration	<u>6</u>	<u>5</u>

No employees received emoluments in excess of £60,000.

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	46,227	31,500	77,727
Charitable activities			
Fee Income	197,733	-	197,733
Total	<u>243,960</u>	<u>31,500</u>	<u>275,460</u>
EXPENDITURE ON			
Raising funds	280	-	280
Charitable activities			
Administrative Expenses	219,494	-	219,494
TFL Grant	-	11,700	11,700
Maternity Action Grant	-	5,200	5,200
London Community Response Fund	-	3,146	3,146
Total	<u>219,774</u>	<u>20,046</u>	<u>239,820</u>
NET INCOME	<u>24,186</u>	<u>11,454</u>	<u>35,640</u>
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>133,783</u>	<u>3,900</u>	<u>137,683</u>
TOTAL FUNDS CARRIED FORWARD	<u><u>157,969</u></u>	<u><u>15,354</u></u>	<u><u>173,323</u></u>

Your Employment Settlement Service

**Notes to the Financial Statements - continued
for the year ended 30 June 2021**

6. TANGIBLE FIXED ASSETS		Plant and machinery £
COST		
At 1 July 2020		8,730
Additions		<u>4,078</u>
At 30 June 2021		<u>12,808</u>
DEPRECIATION		
At 1 July 2020		6,398
Charge for year		<u>1,641</u>
At 30 June 2021		<u>8,039</u>
NET BOOK VALUE		
At 30 June 2021		<u>4,769</u>
At 30 June 2020		<u>2,332</u>
 7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
	2021	2020
	£	£
Trade debtors	34,694	35,114
Other debtors	8,853	5,113
Prepayments	<u>10,460</u>	<u>2,680</u>
	<u>54,007</u>	<u>42,907</u>
 8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
	2021	2020
	£	£
Trade creditors	-	642
Social security and other taxes	7,375	3,354
VAT	16,035	21,297
Other creditors	-	1,013
Fawcett reserve	-	7,385
LABD fund reserves	20,431	44,021
Accrued expenses	<u>3,046</u>	<u>2,922</u>
	<u>46,887</u>	<u>80,634</u>

Your Employment Settlement Service

**Notes to the Financial Statements - continued
for the year ended 30 June 2021**

9. MOVEMENT IN FUNDS

	At 1.7.20 £	Net movement in funds £	At 30.6.21 £
Unrestricted funds			
General fund	157,969	17,482	175,451
Restricted funds			
Maternity Action	6,300	(4,915)	1,385
London Community Response Fund	<u>9,054</u>	<u>15,050</u>	<u>24,104</u>
	<u>15,354</u>	<u>10,135</u>	<u>25,489</u>
TOTAL FUNDS	<u><u>173,323</u></u>	<u><u>27,617</u></u>	<u><u>200,940</u></u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	248,191	(230,709)	17,482
Restricted funds			
Maternity Action	42,603	(47,518)	(4,915)
London Community Response Fund	<u>34,600</u>	<u>(19,550)</u>	<u>15,050</u>
	<u>77,203</u>	<u>(67,068)</u>	<u>10,135</u>
TOTAL FUNDS	<u><u>325,394</u></u>	<u><u>(297,777)</u></u>	<u><u>27,617</u></u>

Comparatives for movement in funds

	At 1.7.19 £	Net movement in funds £	At 30.6.20 £
Unrestricted funds			
General fund	133,783	24,186	157,969
Restricted funds			
TFL Grant	3,900	(3,900)	-
Maternity Action	-	6,300	6,300
London Community Response Fund	-	9,054	9,054
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u><u>137,683</u></u>	<u><u>35,640</u></u>	<u><u>173,323</u></u>

Your Employment Settlement Service

**Notes to the Financial Statements - continued
for the year ended 30 June 2021**

9. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	243,960	(219,774)	24,186
Restricted funds			
TFL Grant	7,800	(11,700)	3,900
Maternity Action	11,500	(5,200)	6,300
London Community Response Fund	12,200	(3,146)	9,054
	<u>275,460</u>	<u>(239,820)</u>	<u>35,640</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.7.19 £	Net movement in funds £	At 30.6.20 £
Unrestricted funds			
General fund	133,783	41,668	175,451
Restricted funds			
TFL	3,900	(3,900)	-
Maternity Action	-	1,385	1,385
London Community Response Fund	-	24,104	24,104
	<u>3,900</u>	<u>21,589</u>	<u>25,489</u>
TOTAL FUNDS	<u>137,683</u>	<u>63,257</u>	<u>200,940</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	492,151	(450,483)	41,668
Restricted funds			
TFL Grant	7,800	(11,700)	(3,900)
Maternity Action	54,103	(52,718)	1,385
London Community Response Fund	46,800	(22,696)	24,104
	<u>108,703</u>	<u>(87,114)</u>	<u>21,589</u>
TOTAL FUNDS	<u>600,854</u>	<u>(537,597)</u>	<u>63,257</u>

Your Employment Settlement Service

Notes to the Financial Statements - continued for the year ended 30 June 2021

10. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 30 June 2021.

11. GRANT AND DONATION INCOME

Please see below table of Grant and Donation income received in the year.

Income from:	Unrestricted £	Restricted £	2021 Total £	2020 Total £
Donations	620	-	620	-
Grants	28,300	77,203	105,503	77,728
Total	28,920	77,203	106,123	77,728

Restricted Income

London Community Response Fund [£34,600]: Operation and promotion of the DRAW (Dispute Resolution Assistance in the Workplace) online workplace mediation service in London.

Maternity Action (on behalf of the National Lottery Community Fund) [£42,603]: To provide employment casework support to pregnant women and new mothers.

Unrestricted Income

Fawcett Society [£4,710]: To provide equal pay casework.

Legal Aid for Business Diversity [£23,590]: To provide casework services.

Remainder is from private donations.

Note: Amounts stated above for Fawcett Society and the Legal Aid for Business Diversity are the balances utilised by Your Employment Settlement Service in the year, this is not the balance received in the year.