

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

Contents of the Financial Statements for the year ended 30 June 2023

	Page
Report of the Trustees	1 to 5
Independent Examiner's Report	6
Statement of Financial Activities	7
Balance Sheet	8
Notes to the Financial Statements	9 to 14
Detailed Statement of Financial Activities	15 to 16

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**

		Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
	Notes				
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		166,814	33,089	199,903	158,247
NET ASSETS		<u>171,615</u>	<u>28,288</u>	<u>199,903</u>	<u>158,247</u>
FUNDS	10				
Unrestricted funds				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

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><u>200,940</u></u>	<u><u>(42,693)</u></u>	<u><u>158,247</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	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><u>362,478</u></u>	<u><u>(405,171)</u></u>	<u><u>(42,693)</u></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	42	-
Debt Recovery Services		
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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