

**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 10<sup>th</sup> 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**

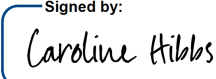
Ms C R Hibbs  
Ms S Mccgwire  
O L Segal  
M T F Hunt Solicitor

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Independent Examiner**

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

Approved by order of the board of trustees on 3/21/2025 ..... and signed on its behalf by:

Signed by:  
  
979AADBC653041B...  
.....  
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 £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies		9,006	27,838	36,844	104,125
<b>Charitable activities</b>					
Fee Income		<u>552,705</u>	<u>-</u>	<u>552,705</u>	<u>343,934</u>
<b>Total</b>		<u>561,711</u>	<u>27,838</u>	<u>589,549</u>	<u>448,059</u>
<b>EXPENDITURE ON</b>					
Raising funds		2,655	-	2,655	42
<b>Charitable activities</b>					
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>
<b>Total</b>		<u>486,671</u>	<u>47,008</u>	<u>533,679</u>	<u>406,403</u>
<b>NET INCOME/(EXPENDITURE)</b>		75,040	(19,170)	55,870	41,656
<b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward 1 July 2023</b>		<u>166,814</u>	<u>33,089</u>	<u>199,903</u>	<u>158,247</u>
<b>Total funds carried forward at 30 June 2024</b>		<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 £
<b>FIXED ASSETS</b>					
Tangible assets	6	4,755	-	4,755	5,813
<b>CURRENT ASSETS</b>					
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
<b>CREDITORS</b>					
Amounts falling due within one year	8	(45,453)	-	(45,453)	(36,846)
		<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
<b>NET CURRENT ASSETS</b>		<u>237,099</u>	<u>13,919</u>	<u>251,018</u>	<u>194,090</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>241,854</u>	<u>13,919</u>	<u>255,773</u>	<u>199,903</u>
<b>NET ASSETS</b>		<u>241,854</u>	<u>13,919</u>	<u>255,773</u>	<u>199,903</u>
<b>FUNDS</b>	9				
Unrestricted funds				241,854	166,814
Restricted funds				<u>13,919</u>	<u>33,089</u>
<b>TOTAL FUNDS</b>				<u>255,773</u>	<u>199,903</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.

The financial statements were approved by the Board of Trustees and authorised for issue on 3/21/2025 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 £
<b>Cash flows from operating activities</b>			
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>
<b>Cash flows from investing activities</b>			
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/>
<b>Change in cash and cash equivalents in the reporting period</b>		71,894	27,212
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>162,169</u>	<u>134,957</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<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 £
<b>Net income for the reporting period (as per the Statement of Financial Activities)</b>	55,870	41,656
<b>Adjustments for:</b>		
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>
<b>Net cash provided by operations</b>	<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 £
<b>Net cash</b>			
Cash at bank and in hand	<u>162,169</u>	<u>71,894</u>	<u>234,063</u>
<b>Total</b>	<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 2024

## 5. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES for the year ended 30 June 2023

	Unrestricted funds £	Restricted funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	3,536	100,589	104,125
<b>Charitable activities</b>			
Fee Income	<u>327,667</u>	<u>16,267</u>	<u>343,934</u>
<b>Total</b>	<u>331,203</u>	<u>116,856</u>	<u>448,059</u>
<b>EXPENDITURE ON</b>			
Raising funds	42	-	42
<b>Charitable activities</b>			
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>
<b>Total</b>	<u>308,060</u>	<u>98,343</u>	<u>406,403</u>
<b>NET INCOME</b>	23,143	18,513	41,656
<b>RECONCILIATION OF FUNDS</b>			
<b>Total funds brought forward 1 July 2022</b>	<u>143,671</u>	<u>14,576</u>	<u>158,247</u>
<b>Total funds carried forward at 30 June 2023</b>	<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 £
<b>Cost</b>	
Brought forward 1 July 2023	18,522
Additions	<u>2,400</u>
At 30 June 2024	<u>20,922</u>
<b>Accumulated depreciation</b>	
Brought forward 1 July 2023	12,709
Charge for year	<u>3,458</u>
At 30 June 2024	<u>16,167</u>
<b>Net Book Value</b>	
At 30 June 2023	<u><u>5,813</u></u>
At 30 June 2024	<u><u>4,755</u></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
	£	£	£
<b>Unrestricted funds</b>			
General fund	166,814	75,040	241,854
<b>Restricted funds</b>			
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>
<b>TOTAL FUNDS</b>	<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
	£	£	£
<b>Unrestricted funds</b>			
General fund	561,711	(486,671)	75,040
<b>Restricted funds</b>			
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	143,671	23,143	166,814
<b>Restricted funds</b>			
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	331,203	(308,060)	23,143
<b>Restricted funds</b>			
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	143,671	98,183	241,854
<b>Restricted funds</b>			
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	892,914	(794,731)	98,183
<b>Restricted funds</b>			
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Donations</b>	9,005	-	9,005	3,536
<b>Grants</b>	-	27,837	27,837	100,589
<b>Total</b>	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 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	9,006	3,536
Grants	<u>27,838</u>	<u>100,589</u>
	36,844	104,125
<b>Charitable activities</b>		
Fee income	<u>552,705</u>	<u>343,934</u>
<b>Total incoming resources</b>	589,549	448,059
<b>EXPENDITURE</b>		
<b>Raising donations and legacies</b>		
Debt Recovery Services	279	42
<b>Other trading activities</b>		
Bad debts	2,376	-
<b>Support costs</b>		
<b>Finance</b>		
Bank charges	44	169
<b>Other</b>		
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 £
<b>Other</b>		
<b>Governance costs</b>		
Accountancy and legal fees	<u>4,713</u>	<u>4,011</u>
Total resources expended	<u>533,679</u>	<u>406,403</u>
<b>Net income</b>	<u><u>55,870</u></u>	<u><u>41,656</u></u>