

YOUTH LEADS UK

England & Wales · Charity number 1155789

Details

Other names	XPLODE MAGAZINE BOLTON, XPLODE MAGAZINE, YOUTH LEADS
Status	Registered
Legal form	CIO
Registered	2014-02-13
Register	View on the Charity Commission register

Contact

Address	Youth Leads UK Blue Media City Uk Salford M50 2ST
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Activities

Objects: 1. TO ACT AS A RESOURCE FOR YOUNG PEOPLE UP TO THE AGE OF 30 LIVING IN ENGLAND AND WALES BY PROVIDING ADVICE AND ASSISTANCE AND ORGANISING PROGRAMMES OF PHYSICAL, EDUCATIONAL AND OTHER ACTIVITIES AS A MEANS OF: (A) ADVANCING IN LIFE AND HELPING YOUNG PEOPLE BY DEVELOPING THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS; (B) ADVANCING EDUCATION; (C) RELIEVING UNEMPLOYMENT;(D) PROVIDING RECREATIONAL AND LEISURE TIME ACTIVITY IN THE INTERESTS OF SOCIAL WELFARE FOR PEOPLE LIVING IN THE AREA OF BENEFIT WHO HAVE NEED BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABILITY, POVERTY OR SOCIAL AND ECONOMIC CIRCUMSTANCES WITH A VIEW TO IMPROVING THE CONDITIONS OF LIFE OF SUCH PERSONS. 2. TO DEVELOP AND PROMOTE NON-FORMAL EDUCATIONAL PROGRAMMES FOR AND BY YOUNG PEOPLE UP TO THE AGE OF 30, WORKING WITH THEM TO DEVELOP THEIR FULL POTENTIAL. 3. TO ACT AS A PLATFORM FOR YOUNG PEOPLE TO DEVELOP BUSINESS AND ENTERPRISE SKILLS, WHICH ARE THEN APPLIED PRACTICALLY THROUGH THE CHARITY'S PUBLICATION, YOUTH LEADS MAGAZINE.

Activities: Youth Leads UK empowers overlooked and underrepresented young people to develop lasting skills, lead change, and influence decisions. We deliver youth-led leadership programmes, amplify youth

voice through media and campaigns, and connect young people to pathways that build confidence, leadership, and opportunity - driving youth power across communities.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, Arts/culture/heritage/science, Economic/community Development/employment, Recreation
- **Who:** Children/young People

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£423,406	£321,074	-	-
2024-03-31	£378,998	£345,057	-	-
2023-03-31	£246,730	£261,017	-	-
2022-03-31	£195,710	£232,071	-	-
2021-03-31	£231,007	£163,723	-	-

Trustees

Name	Role	Appointed
ADAM TOORAWA	Chair	2025-03-14
Aaliah Patel		2026-05-03
Chloe Maria Bennett		2019-09-02
Hannah Lawless		2024-11-09
KHALIL MALJI		2014-01-01
Lydia German		2018-01-26
Rosaleen Tite Ahern		2023-09-16
Saimah Malji		2025-04-01

Accounts



YOUTH LEADS UK

TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDING 31 MARCH 2025

Charity Registration Number (England and Wales) 1155789

LEGAL & ADMINISTRATIVE DETAIL

TRUSTEES

Mrs S Malji
Mr A Toorawa
Miss C Bennett
Mr K Malji
Miss L German
Miss R Tite Ahern
Miss H Lawless

Chair of Trustees (resigned 25/3/24)
Co-Chair of Trustees (appointed 25/3/24)
Co-Chair of Trustees (appointed 25/3/24)
Treasurer
Trustee with communications oversight
Trustee
Trustee

EXECUTIVE LEADERSHIP TEAM

Mr S Atcha MBE DL
Mr M Mokri

Chief Executive Officer
Chief Operating Officer

STRATEGIC ADVISORY COUNCIL

Prof Janet Lord
Kristian Horabin
Kevin Duffy
Kimberley Salmon-Jamieson
Kai Ojo
Sophie Murfin
Richard McNamara

Manchester Metropolitan University
LNT Care Developments
RSM UK
Manchester NHS Foundation Trust
Planisware UK
Wise Owl Trust
Greater Manchester Police

REGISTERED OFFICE & INDEPENDENT EXAMINER

Principal Address
Youth Leads UK
Arrive Blue
Blue, Media City
Salford
M50 2ST

Independent Examiner
KM Chartered Accountants
1st Floor, Block C
The Wharf, Manchester Road
Burnley
BB11 1JG

BANKERS

Virgin Money Plc
7 Gold Street
Northampton
NN1 1EN

CAF Bank Ltd
25 Kings Hill Ave
Kings Hill, West Malling
Kent
ME19 4JQ

A LANDMARK YEAR...

This has been a landmark year for Youth Leads UK, one where we've deepened our impact, grown our team, and stayed true to the principle that young people should be shaping the world around them, not waiting their turn.

We've supported hundreds of young people across Greater Manchester to build skills, lead change, and raise their voices in the places that matter. Our Leadership Programmes continue to thrive, with record demand and more alumni stepping into paid roles within our team. We've launched new strands of work like our Strategic Advisory Council, and strengthened what already works, from our peer-led model to the quality of our programmes.

One of the standout achievements this year has been the Civic Youth Leadership Programme. From co-designing a regional toolkit to delivering a youth-led launch event, the Civic Youth Leaders showed what genuine leadership looks like when they're given trust and opportunity. We're also on the path to rebuilding our curriculum from the ground up, shaped by the people who use it, and we've laid the foundations for a new strategy and Theory of Change that reflect who we are and what's next.

At the same time, we've done some serious work behind the scenes. Thanks to the Weston Charity Awards and Pilotlight 360, we've matured as an organisation - clarifying our operating model, investing in CRM and infrastructure, and having the right conversations about scale and sustainability. We've added capacity with new roles and training, including a dedicated focus on neuroinclusion to make sure our work truly reflects the diversity of the young people we serve.

None of this would be possible without the young people at the heart of everything we do. Their ambition, energy and drive continue to inspire us and challenge us to do better. As ever, we're backed by an incredible team, a committed board, and a growing network of funders and partners who believe in the power of youth leadership.

We don't have all the answers, but we're asking the right questions. And with young people leading the way, we're confident that the best is yet to come.

Adam Toorawa
Co- Chair of Trustees

Chloe Bennett
Co- Chair of Trustees

Saeed Atcha MBE DL
Chief Executive Officer

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENT

Youth Leads UK is a Charitable Incorporated Organisation (CIO) with the registered number 1155789. We are governed by a constitution that establishes the objectives and powers of the organisation.

OBJECTIVES

As stated in our constitution, Youth Leads UK acts as a resource for young people by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:

- A.** Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- B.** Advancing education;
- C.** Relieving unemployment;
- D.** Providing recreational and leisure time activity in the interests of social welfare for people living in the areas of benefit who have need by reason of their youth, age, infirmity or disability, poverty, or social and economic circumstances with a view to improving the conditions of life of such persons.

We also develop and promote innovative non-formal education programmes for and by young people, working with them to develop their full potential. We act as a platform for young people to develop life skills applied practically through our publication, Youth Leads Magazine.

APPOINTMENT OR RENEWAL OF TRUSTEES

Existing trustees appoint new Trustees at any point in the year, and there are no restrictions on who can be nominated. New Trustees are supported through mentorship and an induction process that includes details of their responsibilities, Charity Commission publications, and the governing document. All Trustees are encouraged to meet Youth Leads UK's beneficiaries and staff on a regular basis.

All Trustees give their time freely and are reimbursed for out-of-pocket expenses. Trustees are encouraged to disclose all relevant interests, register them with the CEO, and withdraw for decisions where a conflict of interest may arise.

GOOD GOVERNANCE

Trustees recognise the importance of good governance as fundamental to the success of Youth Leads UK, promoting a culture where everyone works towards fulfilling the Charity's vision and supporting compliance with relevant laws and regulations.

ORGANISATIONAL STRUCTURE

The Board of Trustees meets at least four times per year and is responsible for the organisation's governance as set out in, but not limited to, the constitution. The CEO and Executive Leadership Team make decisions on the organisation's day-to-day running. The Board receives regular reports from the Executive. Decisions and matters with significant implications for the organisation are brought to the Board.

These include policy development, organisational priorities, service development, risk identification (management, mitigation and review) and public relations development.

RISK MANAGEMENT

Youth Leads UK has identified risks across all organisational areas. Where appropriate, systems and processes have been established to mitigate these risks.

Due to the nature of our work, safeguarding remains a risk that we monitor very closely. We will continue to prioritise safeguarding development. DBS checks are carried out for all management or delivery positions and those who regularly work with children and vulnerable adults. Our staff handbook contains a code of conduct relating to safeguarding, and Trustees discuss safeguarding at every board meeting. We have not had any major safeguarding concerns or serious incidents raised in the past year.

Procedures are in place to ensure compliance with health and safety regulations. All colleagues are advised to comply with media law to minimise risk within our publications.

Our risk register identifies three principal risks: reliance on grant funding, reserves falling below the level set in our reserves policy & insufficient staff capacity to meet demand. Mitigation measures include actively diversifying income sources, strengthening relationships with funders, and exploring service-based revenue where appropriate, to add to reserves. To address staffing pressures, we continue to prioritise recruitment-related funding and invest in capacity where demand is growing. These risks are reviewed regularly by the executive leadership team and Board of Trustees to ensure timely action and organisational stability.

"It's like I am a whole different person now when it comes to my confidence. I was able to actually speak on a panel for the first time ever, which was really good, and that was in front of the mayor of Manchester." - Amina, Programme Participant

WHO WE SUPPORT

We work with a vibrant mix of young people, diverse in both ethnicity and socioeconomic background. All of the young people we support are aged between 13 and 26. Where relevant, figures from the previous year are shown in brackets for comparison.

68% (74%) of the young people live in the 30% most deprived areas in the country. An additional 12% (9%) of our beneficiaries reside in the next 20% most deprived areas, while the remaining 20% (17%) are spread across the 50% least deprived areas (UK Gov IMD).

SOCIAL MOBILITY

We use the Social Mobility Commission employer's toolkit to measure certain criteria:

- 89% (91%) of programme participants attend state-run/state-funded schools.
- 4% (2%) of participants attend independent/fee-paying schools.
- 60% (22%) receive free school meals.
- 67% (37%) are from working-class households.

EQUALITY, DIVERSITY AND INCLUSION

We report on the following data to understand more about and further support the young people that we serve:

- 9% (10%) of participants report having learning differences.
- 12% (19%) of participants report that they have suffered mental health difficulties.
- 17% (10%) have a disability.
- 6% (14%) have been excluded from school.
- 70% (42%) of those over 18 are not in employment.
- 3% of participants identify as LGBTQIA+.

ETHNICITY

White British	27%
Bangladeshi	1%
British	4%
Indian	5%
Arab	3%
Pakistani	22%
Black African	21%
Black Caribbean	3%
Mixed	3%
Other	11%

AGES

13-15	13%
16-19	72%
20-26	15%

GENDERS

Male	30%
Female	70%

ACHIEVEMENTS AND PERFORMANCE

VISION

A country where youth leads – where young people feel listened to, part of their communities, and ready to make a difference through skills development opportunities.

MISSION

Youth Leads UK supports young people aged 12-25 to enrich their skills, reach their potential, and influence change. We do this through peer-led programmes of volunteering, social action projects, learning experiences, and by amplifying the voice of young people with key decision makers.

STRATEGIC OBJECTIVES

- **Skills Enrichment:** Immersing young people into new and challenging environments to develop and enrich their skills through mentorship, training and industry insights.
- **Self-Empowering Potential:** Connecting young people to their community through increased responsibility, opportunities and recognition through youth-led projects, co-design and pathways to progress into senior roles.
- **Influencing Change:** Influencing decision-making across society through elevated youth voice opportunities. We work tirelessly to improve perceptions of young people, challenge decision-makers, and champion meaningful representation.
- **Organisational Development:** Establish a sustainable, skilled and effective organisation.

VALUES

- **Fun:** We provide energised activities, opportunities for social inclusion & support networks through new friendships.
- **Bold:** We're not afraid to take risks.
- **Community:** Working in partnership to inspire civic pride and support young people to develop as world-class citizens.
- **Empowering:** Facilitating opportunities – with beneficiaries at the heart of decision-making – to create lasting change through co-designed projects.
- **Aspirational:** Helping and supporting young people to be the best they can be.

The following pages outline our achievements and progress against the objectives above.

“The Civic Leadership programme taught me about the importance of civic roles and encouraged me to get involved with civic roles myself. For example, I became the steering governor in my college and also Co-chair of the GMYCA, where I can contribute to policy making and also empower youth voice.”
- Hannah, Civic Youth Leader & Youth Advisory Board Member

SKILLS ENRICHMENT

Immersing young people into new and challenging environments, to develop and enrich their skills through mentorship, training and industry insights.

Our 'Skills Enrichment' strand continues to be primarily delivered through our two flagship Leadership Programmes - an open-access programme and one specifically designed for care-experienced young people. Both programmes culminate in the youth-led publication Youth Leads Magazine (previously Xplode) and the delivery of a community-focused social action project. Each programme provides weekly, in-person sessions designed to develop core skills and raise aspirations. Typically, each programme supports around 25 young people.

Between April 2024 and March 2025, we delivered the Leadership Programme seven times in Manchester, Bolton, and Salford for young people across all 10 towns and cities in Greater Manchester. We reached over 190 young people. Sessions were held after school, during school holidays, and on weekends, and were delivered at venues including Media City UK, local universities, libraries, and community hubs across Greater Manchester.

Each 12-week programme combines:

- 5 employability & life skills workshops
- 2 digital and media sessions
- 2 social action development sessions
- 3 industry insight sessions

Our industry insight sessions have grown in reach and quality this year, delivered by leading professionals from partners such as KPMG, RSM UK, Planisware UK&I, Commando Joe;s, Plantfood Coaching Ltd, the Electoral Commission and the IOPC. Sessions focused on early career opportunities, financial wellbeing and literacy, media careers and entrepreneurship.

In addition to group sessions, we continued to provide personalised mentorship. Over 60 one-to-one sessions supported participants with CV writing, applications for college or university, and developing professional networks. Each session lasted approximately two hours and was tailored to individual aspirations.

Each cohort previously culminated in a new issue of Xplode Magazine, but this year marked a bold new chapter. In response to feedback from our young people, we rebranded the publication to Youth Leads Magazine - a name that better reflects our identity and ambition. We launched the new brand with a bumper 76-page edition, packed with powerful perspectives from 35 young contributors. This refreshed format allows for more content, more diversity of voice, and more impact.

The magazine was distributed across 34 schools, 8 supermarkets, 4 colleges, and over 25 community venues, including libraries and coffee shops, reaching an estimated audience of 45,000 readers in print and online. Covering topics from mental health and education to climate justice and youth culture, the magazine continues to be a platform for real stories told by real young people.

KEY HIGHLIGHTS

Our end-of-programme survey results reflect the meaningful and wide-ranging impact the Leadership Programme has had on participants this year:

- 100% said they have more belief in themselves and their potential
- 100% said they felt listened to by others
- 100% reported feeling more confident to speak their mind
- 100% would recommend the programme to a friend
- 100% said they want to do more programmes like this in the future
- 100% felt included whilst on the programme
- 97% said they had fun
- 97% said the programme had a positive impact on their personal development
- 97% said the programme improved their employability
- 94% felt more confident applying their skills to jobs or education placements
- 91% knew how to write a CV
- 91% felt more decisive
- 88% felt more confident attending an interview
- 88% had opportunities they had never had before
- 85% improved their writing skills
- 76% knew how to write a cover letter
- 65% said they had made a difference to others
- 62% made lasting friendships
- 62% improved their time management skills

On average, young people spent 4 hours per week on programme-related activities outside of scheduled sessions, demonstrating a high level of engagement and commitment.

We continue to use the validated Shooting Star Outcomes Star tool to measure the change in each participant's development journey. This framework tracks progress across six key areas: aspiration, contribution, confidence, learning, people & support, and communication.

This year, 100% of participants made progress in at least one outcome area, 81% in at least two, and 53% in three or more areas.

"I found a valuable network through Youth Leads during the Leadership Programme. I've definitely grown my confidence and I know better how to identify and use my skills." - Farzana, Youth Advisory Board Member

SELF-EMPOWERING POTENTIAL

Connecting young people to their community through increased responsibility, opportunities and recognition through youth-led projects, co-design and pathways to progress into senior roles.

SOCIAL ACTION PROJECTS

We believe that when young people take practical action in the service of others, they not only shape their communities, they shape their futures. Social action is embedded into all our programmes, giving young people the tools, autonomy and encouragement to lead real change. This year's projects demonstrated courage, responsiveness, and leadership in action.

Response to the Summer Race Riots

In the wake of the race riots that shook communities across the UK, our young people led a powerful media campaign tackling injustice, community safety, and identity. Through interviews, personal reflections and social media content, they provided perspective, solidarity and solutions - amplifying underrepresented voices and calling for unity and systemic change.

Democracy in Action

With a general election on the horizon and growing concern over disengaged youth, participants led a high-energy campaign encouraging voter registration, especially among first-time voters. The campaign promoted democratic participation and called for Votes at 16, echoing the belief that young people should have a say in decisions shaping their lives. This work included peer education sessions, digital assets, and taking part in local hustings events.

'LUNCH WITH THE CEO'

We continued our 'Lunch with the CEO' series, providing a platform for young people to engage directly with the charity's leadership. These sessions offer honest dialogue, a chance to influence organisational direction, and insight into executive leadership. Young people shared ideas, asked bold questions, and helped shape what comes next.

NEXT GEN CONFERENCE

For the second year, we took a group of young people to London to attend My Life My Say's Next Gen Conference. They took part in discussions with politicians, influencers, and activists, challenging perceptions, raising the issues that matter to them, and stepping confidently into civic spaces that too often overlook youth voice.

GRADUATION EVENTS

Celebrating young people is fundamental to our mission. This year's graduation events brought together community leaders, decision-makers and families to honour the impact, creativity and determination of our programme participants. These moments reinforced to young people that their contributions matter and that their journeys are only just beginning.

As Kate Green, Deputy Mayor of Greater Manchester, shared:

"Me and Mayor Andy Burnham have big ambitions for Greater Manchester. We want this city region to be successful, prosperous, and welcoming to everyone. The young citizens that reside here are the most important asset that we've got for achieving that vision. Your voice to us, as decision-makers, is one that we take very seriously, and I want to thank the Civic Youth Steering Group for helping bridge that voice so that we get ideas, thoughts, and opinions from you and your peers."

INFLUENCING CHANGE

Influencing decision-making across society through elevated youth voice opportunities. We work tirelessly to improve perceptions of young people, challenge decision-makers, and champion meaningful representation.

GREATER MANCHESTER YOUTH COMBINED AUTHORITY

Our membership of the Mayor of Greater Manchester's Youth Combined Authority (GMYCA) continues to be a vital route for young people to shape regional policy. This year, our representatives contributed to debates on transport, education, and mental health - ensuring the voice of young people from underrepresented communities remains front and centre in policymaking.

YOUTH IN HEALTHCARE

We expanded our work with the NHS by supporting young people to take on meaningful roles within the recruitment process at Greater Manchester Mental Health NHS Foundation Trust. Trained as co-interviewers, young people helped shape what inclusive hiring looks like in practice, and they also co-created the Trust's first-ever youth participation newsletter, bridging communication between the NHS and younger service users.

YOUTH-LED GOVERNANCE - YOUTH ADVISORY BOARD

Our Youth Advisory Board (YAB), made up of 18 young people, continues to guide and influence our direction as a youth-led charity. This year, the Board played a major role in planning the rebuilding of our programme curriculum from the ground up, ensuring it reflects the needs, ambitions and lived experiences of the young people we serve. The YAB also engaged in a joint session with Trustees and supported our recruitment efforts for new staff and board members.

The Board meets six times a year, working closely with the charity's youth engagement team and the Board of Trustees, guiding them in the right direction and ensuring that all future decisions are youth-led and youth-informed.

YOUTH-LED GRANTMAKING

Through our ongoing partnership with the KFC Foundation, young people took the lead in funding decisions: reviewing applications, debating priorities, and allocating resources to grassroots projects. This year's process was entirely youth-led, demonstrating our belief that those closest to the issues are best placed to drive change.

CIVIC YOUTH LEADERSHIP PROGRAMME

Commissioned by the Greater Manchester Combined Authority (GMCA) The Civic Youth Leadership Programme has become one of Youth Leads UK's flagship initiatives, equipping young people with the knowledge, confidence, and connections to step into civic roles and influence decision-making structures that often feel out of reach.

Throughout the year, 26 young people took part in monthly sessions exploring themes such as leadership, policy, local government, and campaigning. Working alongside the Mayor of Greater Manchester, GMCA officials, and key civic leaders, the young people identified a clear gap in civic awareness among their peers, especially around roles like councillors, MPs, and magistrates. They responded by co-designing a practical and youth-friendly Civic Youth Toolkit, aimed at helping others understand and access civic pathways.

The programme culminated in a powerful launch event hosted by RSM at their Manchester offices. The event was entirely youth-planned and youth-led, attended by over 70 guests including decision-makers, local councillors, charity leaders, and educators. The young people spoke with confidence, led panel discussions, showcased the toolkit, and shared powerful testimonies about why civic inclusion matters. The event sparked commitments from partners to embed the toolkit across schools and youth settings.

Mayor of Greater Manchester, Andy Burnham, praised the programme, stating:

"I encourage educators, community leaders, and youth organisations to use this resource to its full potential. We can help ensure that young people's voices are heard and that they get the chance to play leading roles in decision-making processes. I want to thank Youth Leads UK for partnering with us to bring this initiative to life. As long as I am Mayor of Greater Manchester, we will continue to confront and tackle discrimination, injustice, and structural inequality in our city-region."

The Civic Youth Leadership Programme will continue to grow, with the toolkit now being adopted by organisations across Greater Manchester as a catalyst for civic education and engagement.

INFLUENCING NATIONAL AGENDAS

Youth Leads UK helped shape national policy and perceptions of youth voice in several high-profile arenas:

- Our CEO contributed to the Queen Elizabeth II Memorial Committee, ensuring youth and community values were reflected in the national conversation.
- We spoke at the House of Lords during a roundtable hosted by Barclays Life Skills and provided insight into youth leadership, social mobility and inclusion across various regional and national platforms.

OTHER INFLUENCING CHANGE WORK INCLUDED:

- Our Youth Advisory Board Member, Hannah, became co-chair of the Greater Manchester Youth Combined Authority.
- Running social media campaigns addressing inequalities, National Youth Voter Registration Day, and mental health.
- Taking part in a panel discussion at BDO's Social Mobility Day event.
- Sharing expertise on youth involvement in governance at the Charity Governance Awards.
- Supporting a programme alumni to tell their story at the Care Leavers National Movement Conference.
- Training attendees at the Yorkshire Schools Governance Conference in the recruitment, retention and support of young school governors.
- Providing regular commentary on youth issues across local, regional, and national media.
- Our CEO met with the Prime Minister at 10 Downing Street as part of an Iftar event.
- Our CEO delivered 19 speaking engagements, reaching over 8,550 people, to advocate for action and share the story of Youth Leads UK.



ORGANISATIONAL DEVELOPMENT

Our ambition remains to build a sustainable, skilled, and forward-thinking organisation that evolves with the needs of young people and the communities we serve. This year, we've made significant progress across governance, strategy, outreach, and internal development.

GOVERNANCE & LEADERSHIP

We were proud to appoint two Co-Chairs of the Board of Trustees, a move that brings a more collaborative and distributed leadership model to our governance. This structure strengthens our oversight and reinforces our commitment to being youth-led at every level. We also continued to embed youth voice in governance through our Youth Advisory Board and recruited former programme participants into paid roles within the staff team.

We formally launched our Strategic Advisory Council - a volunteer board of experienced professionals from sectors including business, NHS, education, and local government. The Council provides external challenge and support to our senior team, helping us navigate legal, financial, HR, and digital priorities as we grow. Members include directors, executives and advisors committed to our mission, and induction included direct engagement with our young people.

WESTON CHARITY AWARDS & PILOTLIGHT 360

This year marked the completion of our Pilotlight 360 journey, supported by the Weston Charity Awards.

Over 10 months, we worked with a team of expert Pilotlighters to refine our organisational model, sense-check our structure, and address key questions about growth and sustainability. The process was transformative, resulting in a more confident CEO and COO, a clearer operating model, and a refreshed strategy that is currently out for consultation with input from staff, trustees, and our Youth Advisory Board.

We are thankful to Hagit Amsterdam (Pilotlight Project Manager) and Pilotlighters Amy Malik, Barry John, Kristian Horabin, and Louise Towse for their support, challenge, and encouragement.

BUILDING OUR TEAM & EMBEDDING INCLUSION

We strengthened our delivery capacity by recruiting two Youth Programmes Development Coordinators to oversee the expansion of our leadership and participation programmes. In a powerful example of internal progression, we also appointed four alumni as Youth Engagement Officers, enabling us to retain lived experience and further our commitment to developing future leaders from within.

As part of our efforts to create a more inclusive workplace and programme environment, all staff undertook neuroinclusion training. This has helped us build greater understanding of how to adapt our delivery and internal practices to better support young people and colleagues with diverse needs, ensuring that our work is accessible, affirming, and equity-driven.

IMPACTFUL OUTREACH & REBRAND

We continued to build on last year's communications growth, completing a major rebrand from Xplode Magazine to Youth Leads Magazine. This change, led by young people, reflects our evolution as an organisation and ensures stronger brand alignment across all channels.

We also launched new engagement content across TikTok and Instagram, produced a fresh recruitment video for schools, and expanded our street team initiative to reach more young people in person. Our Marketing, Communications and Engagement Coordinator, funded by The Fore, has played a key role in shaping our tone, improving our reach, and amplifying our story.



THE FUTURE

We're entering a pivotal chapter at Youth Leads UK, shaped by the voices of our young people, the lessons we've learned, and the growing demand for what we do.

In the year ahead, we're doubling down on the things that matter most: meaningful youth participation, smarter ways of working, and making sure we're ready for what's coming next. The Civic Youth Leadership Programme has shown us what's possible when young people are trusted to lead. Now, we want to build on that momentum, embedding the Civic Youth Toolkit across schools, working with partners to bring it to life in communities, and ensuring that we support young people into positions of power.

Our curriculum is also getting a full refresh and rebuilt by the young people it's designed for. That work is already shaping how we deliver programmes, train staff, and measure what success actually looks like. It's bold, challenging, and exactly what we need.

Behind the scenes, we're continuing to build strong foundations. Our Pilotlight 360 journey helped us ask (and answer) big questions about structure, sustainability and strategy. The insights from that work are already being put into practice through new team roles, a more agile operating model, and the roll-out of a new CRM that'll help us better understand our impact.

We've also launched our Strategic Advisory Council, made up of the finest leaders from across business, public services and beyond. They're helping us grow up as an organisation, without losing our youth-led heart. With their support, we're navigating the things many young charities struggle with: fundraising, finance, systems, and scale.

There's more to do. Demand for our work is higher than ever, and we don't take that for granted. We're exploring new ways to meet that demand through partnerships, service development, and income generation that doesn't pull us away from our mission.

Most of all, we're excited. Youth Leads UK is growing into something powerful, something that's reshaping what leadership, influence and opportunity can look like for this generation. The future isn't written yet. But we know who we want writing it.

"For the first time in a long time, I felt comfortable and I started to open up. I'm not scared of rejection anymore. I've learned to see it as a way to grow instead of a reason to give up. Youth Leads taught me that.

One of the best parts of the programme was the social action project. We wanted to do something for homeless people in our area. We did loads of research, found out about the gaps in services and created info packs to help people access support. It felt powerful to be part of something that helped others." - Nicole, Programme Participant

PUBLIC BENEFIT

Youth Leads UK is committed to fulfilling its public benefit duty as outlined in Section 17 of the Charities Act 2011. The trustees understand the importance of complying with the Charity Commission's general guidance on public benefit and have diligently considered the organisation's aims, objectives, and activities in relation to the achievements and outcomes of our various programs.

The trustees can confirm that the charity has fulfilled the public benefit requirement and that this requirement is strongly embedded within the policies and procedures of the organisation, as evidenced throughout this report.

FINANCIAL REVIEW

PRINCIPAL FUNDING SOURCES

Our principal funding source remains as grant income, but the generated income and donations percentage has increased this year due to one-off projects.

In the financial year ending 31 March 2025, the following grant-making organisations have generously supported our work:

- CareTech Charitable Foundation
- Warburtons Foundation
- Global Charities
- Postcode Neighbourhood Trust
- The Fore
- The National Lottery Community Fund
- W O Street Charitable Foundation
- BBC Children In Need
- The Charity Service
- Shears Foundation
- The Henry Smith Charity
- The Garfield Weston Foundation
- The Hedley Foundation
- St. James's Place Charitable Foundation
- Esmee Fairbairn Foundation
- The Swire Charitable Trust
- RSM Foundation
- The Global Fund for Children
- Greggs Foundation
- The Rayne Foundation
- Arnold Clark Community Fund
- Paul Hamlyn Foundation
- Zochonis Charitable Trust

We would like to thank the following organisations for their in-kind support and donations:

- Tech - Google, Breathe HR
- Legal - Faegre Drinker Biddle & Reath LLP
- Financial services - KM Chartered Accountants
- Goods - In Kind Direct
- Partners - Big Change, Greater Manchester Combined Authority, Social Sense, My Life My Say, Bolton Together, RSM UK Manchester, KPMG UK Manchester, University of Salford, Manchester Metropolitan University, We Belong

RESERVES POLICY

Reserves are needed to build Youth Leads UK's sustainability and viability, bridge the gap between income receipt and spending, cover unanticipated expenditures, and lessen the impact of any delays in receipt of committed income.

The Board of Trustees' examination of the charity's need for reserves concludes that a sum is needed to protect current activities, meet day-to-day responsibilities, and build sustainability and viability of Youth Leads UK.

The Trustees consider that the level of unrestricted reserves stood at £40,000 at the end of the 2024-25 financial year, up from £30,000 at the end of the previous financial year.

The Trustees are confident that the current reserves level of £40,000 is sufficient, covering committed annual costs and wind-down fees. The Trustees review the reserves policy every year.

OTHER NOTES

3 Trustees received a total of £103.30 in out-of-pocket expenses in the year 2024-25. In the previous year (2023-24), 5 Trustees received a total of £340.33 in out-of-pocket expenses.

The average number of employees was 8 FTE in the year 2024-25 and 7 FTE last year (2023-24).

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for the preparation of the financial statements for each financial year, which give a true and fair view of the state of affairs of the charity.

In preparing these reports, the Trustees are required to:

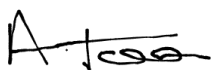
- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed;
- Prepare the financial accounts on the going concern basis unless it is inappropriate;
- To presume that the charity will continue in business.

The Trustees are also responsible for ensuring that the charity has appropriate systems of internal control across the organisation. They are responsible for keeping proper accounting records, which disclose with reasonable accuracy, at the time, the financial position of the charity and enable them to ensure that the financial statements follow best practice. They are further responsible for safeguarding the assets of the charity and, hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The systems of internal control are designed to provide reasonable, but not absolute reassurance against material misstatement of loss. Internal control processes implemented by the Trustees include:

- Agreement of policy and service development;
- An annual budget approved by the Trustees;
- Regular consideration by the Trustees of financial results;
- Delegation of authority to appropriate levels of management;
- Identification and management of risk.

By order of the Trustees dated 31 July 2025



Adam Toorawa
Co-Chair of Trustees

Chloe Bennett
Co-Chair of Trustees

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

I report to the trustees on my examination of the accounts of Youth Leads UK for the year ended 31 March 2025.

RESPONSIBILITIES AND BASIS OF REPORT

As the charity trustees of Youth Leads UK you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Youth Leads UK's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

INDEPENDENT EXAMINER'S STATEMENT

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

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

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

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



Mark Heaton FCCA FCIE
KM Chartered Accountants
1st Floor, Block C
The Wharf
Manchester Road
Burnley, BB11 1JG

31 July 2025

Youth Leads UK
(Registered Charity 1155789)
Statement of Financial Activities for the Year Ended 31 March 2025

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £	Unrestricted funds £	Restricted funds £	Total 2024 £
Income from:							
Donations	2	19,206	356,307	375,513	43,410	284,519	327,929
Charitable activities	3	47,880	-	47,880	51,018	-	51,018
Investment income	4	13	-	13	51	-	51
Total income		67,099	356,307	423,406	94,479	284,519	378,998
Expenditure on:							
Charitable activities		-	(321,074)	(321,074)	(60,980)	(284,077)	(345,057)
Total expenditure		-	(321,074)	(321,074)	(60,980)	(284,077)	(345,057)
Net income/(expenditure)		67,099	35,233	102,332	33,499	442	33,941
Gross transfers between funds		67,099	35,233	102,332	33,499	442	33,941
Net movement in funds		-	(321,074)	(321,074)	(60,980)	(284,077)	(345,057)
Reconciliation of funds							
Total funds brought forward		30,577	3,149	33,726	(2,922)	2,707	(215)
Total funds carried forward	12	97,676	38,382	136,058	30,577	3,149	33,726

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2024 is shown in note 12.

Youth Leads UK
(Registered Charity 1155789)
Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £
Current assets			
Debtors	10	17,000	1,300
Cash at bank and in hand		<u>120,558</u>	<u>36,235</u>
		137,558	37,535
Creditors: Amounts falling due within one year	11	<u>(1,500)</u>	<u>(3,809)</u>
Net assets/(liabilities)		<u>136,058</u>	<u>33,726</u>
Funds of the charity:			
Restricted income funds			
Restricted funds		38,382	3,149
Unrestricted income funds			
Unrestricted funds		<u>97,676</u>	<u>30,577</u>
Total funds	12	<u>136,058</u>	<u>33,726</u>

The financial statements on pages 23 to 28 were approved by the trustees, and authorised for issue on 31 July 2025 and signed on their behalf by:



K Malji
Treasurer

The notes on the following pages form an integral part of these financial statements.

Youth Leads UK
(Registered Charity: 1155789)

Notes to the Financial Statements for the Year Ended 31 March 2025

1 Accounting policies

Statement of compliance

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

Youth Leads UK meets the definition of a public benefit entity under FRS 102. The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Youth Leads UK
(Registered Charity: 1155789)

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

2 Income from donations

	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £
Donations	4,206	-	4,206	28,410
Grants received	15,000	356,307	371,307	299,519
	<u>19,206</u>	<u>356,307</u>	<u>375,513</u>	<u>327,929</u>

3 Income from charitable activities

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Charitable activities	<u>47,880</u>	<u>47,880</u>	<u>51,018</u>

Youth Leads UK
(Registered Charity: 1155789)

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

4 Investment income

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Interest receivable and similar income	13	13	51

5 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £
Charitable activities		150,124	150,124	152,993	150,124
Staff costs	7	169,450	169,450	191,214	169,450
Governance costs		1,500	1,500	850	1,500
		321,074	321,074	345,057	321,074

6 Analysis of governance and support costs

	Governance costs		
	Restricted funds £	Total 2025 £	Total 2024 £
Independent examiner fees			
Examination of the financial statements	1,500	1,500	850
	1,500	1,500	850

Youth Leads UK
(Registered Charity: 1155789)

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

7 Staff costs

The aggregate payroll costs were as follows:

	2025	2024
	£	£
Staff costs during the year were:		
Wages and salaries	132,937	173,984
Social security costs	31,579	14,304
Pension costs	4,934	2,926
	<u>169,450</u>	<u>191,214</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2025	2024
	No	No
Charitable activities	<u>8</u>	<u>7</u>

No employee received emoluments of more than £60,000 during the year

8 Independent examiner's remuneration

	2025	2024
	£	£
Examination of the financial statements	<u>1,500</u>	<u>850</u>

9 Taxation

The charity is a registered charity and is therefore exempt from taxation.

10 Debtors

	2025	2024
	£	£
Trade debtors	17,000	1,000
Other debtors	-	300
	<u>17,000</u>	<u>1,300</u>

Youth Leads UK
(Registered Charity: 1155789)

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

11 Creditors: amounts falling due within one year

	2025 £	2024 £
Other taxation and social security	-	2,959
Accruals	1,500	850
	<u>1,500</u>	<u>3,809</u>

12 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Balance at 31 March 2025 £
Unrestricted funds				
General funds	30,577	67,099	-	97,676
Restricted funds				
Restricted funds	<u>3,149</u>	<u>356,307</u>	<u>(321,074)</u>	<u>38,382</u>
Total funds	<u>33,726</u>	<u>423,406</u>	<u>(321,074)</u>	<u>136,058</u>

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
Unrestricted funds					
General funds	(2,922)	94,479	(60,980)	-	30,577
Restricted funds					
Restricted funds	<u>2,707</u>	<u>284,519</u>	<u>(284,077)</u>	<u>-</u>	<u>3,149</u>
Total funds	<u>(215)</u>	<u>378,998</u>	<u>(345,057)</u>	<u>-</u>	<u>33,726</u>

Youth Leads UK
(Registered Charity: 1155789)
Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

13 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2025 £
Current assets	99,176	38,382	137,558
Current liabilities	(1,500)	-	(1,500)
Total net assets	97,676	38,382	136,058

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2024 £
Current assets	34,386	3,149	37,535
Current liabilities	(3,809)	-	(3,809)
Total net assets	30,577	3,149	33,726

Accounts



YOUTH LEADS UK

TRUSTEES ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDING 31 MARCH 2024

Charity Registration Number (England and Wales) 1155789

LEGAL & ADMINISTRATIVE DETAIL

TRUSTEES

Mrs S Malji

Mr A Toorawa

Mr K Malji

Miss C Bennett

Miss L German

Miss R Tite Ahern

Miss H Lawless

Chair of Trustees

Vice Chair of Trustees

Treasurer

Trustee with safeguarding oversight

Trustee with digital oversight

Trustee (appointed 23/9/23)

Associate Trustee (appointed 23/9/23)

EXECUTIVE

Mr S Atcha MBE DL

Mr M Mokri

Chief Executive Officer

Chief Operating Officer

OFFICERS

Ms B Peel (resigned 01/03/24)

Ms L Dunkerley (resigned 30/11/23)

Ms J Ellis (appointed 01/07/23)

Mrs Z Khan

Ms A Abdul Aziz

Ms F Kayani (appointed 01/08/23)

Projects & Youth Engagement Coordinator

Projects & Youth Engagement Coordinator

Projects & Youth Engagement Coordinator

Governance and Funding Officer

Youth Engagement Officer

Marketing & Communications Officer

REGISTERED OFFICE & INDEPENDENT EXAMINER

Principal Address

Youth Leads UK

Arrive Blue

Blue

Media City

Salford

M50 2ST

Independent Examiner

KM Accountants

1st Floor, Block C

The Wharf

Manchester Road

Burnley

BB11 1JG

BANKERS

HSBC UK Plc

Victoria Square

Bolton

BL1 1RJ

(Until 15/12/23)

Virgin Money Plc

7 Gold Street

Northampton

NN1 1EN

(From 15/12/23)

CAF Bank Ltd

25 Kings Hill Ave

Kings Hill, West Malling

Kent

ME19 4JQ

CHAIR AND CEO WELCOME

This past year has been a remarkable period of growth and achievement for Youth Leads UK as we continue to amplify the voices of young people across Greater Manchester and beyond. Our mission to empower young people as leaders and changemakers has driven us to new heights and we are excited to share our progress.

As we move forward, the strength of our work and the ambition of our city-region provide us with significant opportunities. The growing demand for youth involvement in decision-making, coupled with our expanding partnerships and increased capacity, positions us to make an even greater impact. Our small but dedicated team, along with our committed board and the incredible young people we work with, fuel our success and drive our vision.

We stand out for our peer-led, youth-driven approach, which remains at the heart of everything we do. Our flexibility, responsiveness, and genuine commitment to handing control to young people set us apart in the sector. This year, we have also celebrated significant milestones, including finalising the Big Education Project Council initiative, launching a brand new Civic Leadership Programme and reconstituting our Youth Advisory Board, which are crucial steps in our ongoing journey.

However, like many organisations, we face challenges that we must address to reach our full potential. Ensuring funding security, sustainability, and managing staff capacity remain key areas of focus as we look to the future.

We are proud to call MediaCityUK our regional headquarters, sharing the ambition and opportunities of this vibrant hub with young people across the region. Our strong network of supporters, funders, and partners continues to be a vital source of strength, and we remain deeply committed to transforming the lives of underprivileged young people in the years to come.

This year, we are particularly proud of our youth leaders, who have taken on new and exciting challenges, such as driving policy recommendations, speaking on the national stage, and genuine intergenerational collaboration. Their dedication and passion are truly inspiring, and we look forward to building on these successes as we continue to grow and evolve.

Together, we are not just preparing young people for the future—they are leading the way today.

Saimah Malji
Chair of Trustees

Saeed Atcha MBE DL
Chief Executive Officer

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENT

Youth Leads UK is a Charitable Incorporated Organisation (CIO) with the registered number 1155789. We are governed by a constitution that establishes the objectives and powers of the organisation.

OBJECTIVES

As stated in our constitution, Youth Leads UK acts as a resource for young people by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:

- A.** Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- B.** Advancing education;
- C.** Relieving unemployment;
- D.** Providing recreational and leisure time activity in the interests of social welfare for people living in the areas of benefit who have need by reason of their youth, age, infirmity or disability, poverty, or social and economic circumstances with a view to improving the conditions of life of such persons.

We also develop and promote innovative non-formal education programmes for and by young people, working with them to develop their full potential. We act as a platform for young people to develop life skills applied practically through our publication, Xplode Magazine.

APPOINTMENT OR RENEWAL OF TRUSTEES

Existing trustees elect new Trustees at any point in the year, and there are no restrictions on who can be nominated. New Trustees are supported through mentorship and an induction process that includes details of their responsibilities, Charity Commission publications, and the governing document. All Trustees are encouraged to meet Youth Leads UK's beneficiaries and staff on a regular basis.

All Trustees give their time freely and are reimbursed for out-of-pocket expenses. Trustees are encouraged to disclose all relevant interests, register them with the CEO, and withdraw for decisions where a conflict of interest may arise. Additional Trustees will be appointed in the financial year 2024-25, in line with our Equity, Diversity and Inclusion policy to ensure that we continue to represent the people we serve through all levels of the organisation.

GOOD GOVERNANCE

Trustees recognise the importance of good governance as fundamental to the success of Youth Leads UK, promoting a culture where everyone works towards fulfilling the Charity's vision and supporting compliance with relevant laws and regulations. We are thankful to Brabners LLP for their support in bolstering our Trustee recruitment and appointment procedures.

ORGANISATIONAL STRUCTURE

The Board of Trustees meets at least four times per year and is responsible for the organisation's governance as set out in, but not limited to, the constitution. The CEO and Executive Leadership Team make decisions on the organisation's day-to-day running. The Board receives regular reports from the Executive. Decisions and matters with significant implications for the organisation are brought to the Board.

These include policy development, organisational priorities, service development, risk identification (management, mitigation and review) and public relations development.

RISK MANAGEMENT

Youth Leads UK has identified risks across all organisational areas. Where appropriate, systems and processes have been established to mitigate these risks.

Due to the nature of our work, safeguarding remains a risk that we monitor very closely. We will continue to prioritise safeguarding development. DBS checks are carried out for all management or delivery positions and those who regularly work with children and vulnerable adults. Our staff handbook contains a code of conduct relating to safeguarding, and Trustees discuss safeguarding at every board meeting. We have not had any major safeguarding concerns or serious incidents raised in the past year.

A principal risk in the previous Trustees Annual Report was cyber security. We undertook an audit of our systems and have refreshed our data protection policy and procedures. We thank Mishcon de Reya LLP and Entain LLP for their support.

Procedures are in place to ensure compliance with health and safety regulations. All colleagues are advised to comply with media law to minimise risk within our publications.

Our risk register raises three principal risks: not enough staff, the loss of an existing major funder and/or delays to funds received, and inadequate performance reporting. Mitigation measures are in place for each of these. We prioritise recruitment-related funding, strengthen our funder stewardship function, and improve financial forecasting. We are working to raise funds to strengthen our performance reporting.

WHO WE SUPPORT

We work with a lively mix of young people who are diverse in ethnicity and socioeconomic status. All of our young people are aged 12-25 years. Comparable figures from the previous year, they are in brackets.

74% (72%) of the young people live in the 30% most deprived areas in the country. An additional 9% (18%) of our beneficiaries reside in the next 20% most deprived areas, while the remaining 17% (10%) are spread across the 50% least deprived areas (UK Gov IMD).

SOCIAL MOBILITY

We use the Social Mobility Commission employer's toolkit to measure certain criteria:

- 91% (77%) of programme participants attend state-run/state-funded schools.
- 2% (6%) of participants attend independent/fee-paying schools.
- 22% (23%) receive free school meals.
- 37% (32%) are from working-class households.

EQUALITY, DIVERSITY AND INCLUSION

We report on the following data to understand more about and further support the young people that we serve:

- 10% (5%) of participants report that they have learning differences.
- 19% (23%) of participants report that they have suffered mental health difficulties.
- 10% have a disability.
- 14% (2%) have been excluded from school.
- 42% of those over 18 are not in employment.
- 3% of participants identify as LGBTQIA+.

ETHNICITY

Black African	32%
White British	17%
Pakistani	17%
Indian	12%
Chinese	6%
Bangladeshi	4%
Arab	3%
Mixed	3%
British	3%
Other	3%

AGES

12-15	39% (38%)
16-25	61% (62%)

GENDERS

Male	19% (30%)
Female	78% (70%)

ACHIEVEMENTS AND PERFORMANCE

VISION

A country where youth leads – where young people feel listened to, part of their communities, and ready to make a difference through skills development opportunities.

MISSION

Youth Leads UK supports young people aged 12-25 to enrich their skills, reach their potential, and influence change. We do this through peer-led programmes of volunteering, social action projects, and learning experiences, and by amplifying the voice of young people with key decision makers.

STRATEGIC OBJECTIVES

- **Skills Enrichment:** Immersing young people into new and challenging environments, to develop and enrich their skills through mentorship, training and industry insights.
- **Self-Empowering Potential:** Connecting young people to their community through increased responsibility, opportunities and recognition through youth-led projects, co-design and pathways to progress into senior roles.
- **Influencing Change:** Influencing decision-making across society through elevated youth voice opportunities. We work tirelessly to improve perceptions of young people, challenge decision-makers, and champion meaningful representation.
- **Organisational Development:** establish a sustainable, skilled and effective organisation.

VALUES

- **Fun:** We provide energised activities, opportunities for social inclusion & support networks through new friendships.
- **Bold:** We're not afraid to take risks.
- **Community:** Working in partnership to inspire civic pride and support young people to develop as world-class citizens.
- **Empowering:** Facilitating opportunities – with beneficiaries at the heart of decision-making – to create lasting change through co-designed projects.
- **Aspirational:** Helping and supporting young people to be the best they can be.

The following pages outline our achievements and progress against the objectives above.

SKILLS ENRICHMENT

Immersing young people into new and challenging environments, to develop and enrich their skills through mentorship, training and industry insights.

Our 'Skills Enrichment' strand is primarily delivered by our two core **Leadership Programmes**—an open-access programme and a specific programme for care-experienced young people. Both programmes culminate in the youth-led publication **Xplode Magazine** and a social action project. The programme consists of varied weekly in-person sessions, focusing on developing skills and raising the aspirations of around 25 young people per programme.

Between March 2023 and April 2024, **we delivered the Leadership Programme 10 times to over 200 young people** across all 10 towns and cities in Greater Manchester. Over **160 sessions** took place after school, during school holidays and weekends. Approximately 20% of the sessions took place online. The remaining sessions were held in several locations: our HQ at Media City UK, the University of Salford, the University of Bolton, the University of Manchester, Manchester Metropolitan University, Beswick Library, Oldham Library, Bury Art Museum and Sculpture Centre, and the Octagon Theatre.

At any one time, we deliver up to three programmes. Each programme consists of 14 sessions broken down as follows: 6 employability skills workshops, 2 digital and media sessions, 2 social action sessions and 4 **industry insight sessions** delivered by expert practitioners such as Bauer Media, Global - Heart, Capital, LBC, Smooth & others, Bolton FM, Reform Radio, Hopscotch Consulting, Planisware, ITV, British Red Cross, Peel L&P, Dock 10, Manchester Metropolitan University, Bolton Council, Bury Council and the Greater Manchester Combined Authority.

Alongside these structured sessions, over **20 mentorship and '1-2-1' sessions** took place per programme. These sessions supported young people with applications to college and university, career networking, and personal development. Each session lasts approximately two hours.

Every programme culminates in a publication of Xplode - a youth-led magazine showcasing authentic youth voices. Xplode Magazine is the founding project of Youth Leads UK. The **three magazines published** in the past year reached approximately 65,000 people in print and online. In total, **120 pages of content** were created by 68 young people. These magazines were distributed in 26 high schools, 6 Asda stores, 2 Starbucks stores and 16 libraries across Greater Manchester. The magazine centres on mental health, music, education, conservation, and fashion. Young people in their portfolios are now using this work. We are championing youth voice and preparing the diverse and inclusive newsrooms of the future.

KEY HIGHLIGHTS

- 100% of young people feel like the programme has made a positive impact on their personal development
- 100% of young people would recommend the programme to their friends
- 100% of young people feel like the programme has had a positive impact on their employability prospects
- 69% of young people are more confident about job interviews
- 65% of young people are more confident about applying for jobs
- 61% of young people say they have more belief in themselves
- 77% of young people felt listened to by others
- 57% of young people say they've had opportunities they've never had before
- 69% of young people say they are more confident to speak their minds

We use the 'Shooting Star' Outcomes Star, a validated method of measuring change in the young people we work with. We measure aspiration, contribution, confidence, learning, people & support and communication.

100% of participants progressed in at least one outcome area, 71% in at least two outcome areas, and 47% in at least three outcome areas.

SELF-EMPOWERING POTENTIAL

Connecting young people to their community through increased responsibility, opportunities and recognition through youth-led projects, co-design and pathways to progress into senior roles.

SOCIAL ACTION PROJECTS

We believe in a society where the contributions of young people to their communities are valued, supported and recognised. **Young people taking practical action in the service of others** is central to their futures - it is linked to social mobility and supports the young people involved and the community around them. All of our programmes see young people design and deliver short-term, high-impact social action projects. Working with our cross-sector partners, they create real change in their communities and **develop various skills** from leadership and time management to planning and marketing.

Racial Microaggressions

This project successfully engaged young people across Greater Manchester to raise awareness about racial microaggressions through interactive workshops and a dynamic social media campaign. The project fostered a more inclusive and supportive educational environment by exploring the impact of hurtful words, promoting fairness, and embracing diversity. There are plans to engage primary school students at the transition point to secondary school.

‘Right to Refuge’

Our Spring/Summer Social Action Project raised awareness about the refugee crises and educated the public on supporting refugees and asylum seekers. Partnering with Safe Passage International, we tackled the stigma and prejudices they face using a social media campaign with informative posts, infographics, and a powerful video. The project successfully promoted a more compassionate narrative and inspired people to join Safe Passage International.

Tackling Violence Against Women and Girls

We launched a social action project addressing gender-based violence, focusing on combating violence against women and girls. The initiative included a robust social media campaign, impactful articles in Xplode Magazine, and workshops providing crucial safety advice. The project aimed to raise awareness, educate, and empower individuals to take action against gender-based violence in their communities.

‘LUNCH WITH THE CEO’

The ‘Lunch with the CEO’ initiative is designed to empower young people by connecting them directly with leadership at the highest level, offering a unique opportunity to engage with our CEO. This initiative fosters increased responsibility and provides a platform for young people to voice their ideas, participate in decision-making, and gain valuable insights into leadership pathways. 35 young people attended two of these events.

NEXT GEN CONFERENCE

We took 10 young people to My Life My Say’s Next Gen Conference in London, where our young people had the extraordinary opportunity to meet the Mayor of London, speak on a panel, and connect with young activists and influencers. Only 17% of 16 to 24-year-olds believe that "political parties care about young people,". This trip was a powerful step in bridging the gap, and the experience not only introduced them to the nation's political hub but also empowered them to engage with and influence the very conversations shaping their future, challenging the status quo and amplifying their voices in spaces where they are often overlooked.

COST OF LIVING CRISIS - YOUTH-LED MEDIA

Amid the height of the cost-of-living crisis, our Youth-Led Cost of Living Campaigns project in Bolton empowered young people, many of whom were de facto heads of household, with the tools and knowledge to navigate the challenging circumstances. In collaboration with Bolton Council, we engaged over 35 young people directly and reached many more through partnerships, creating a range of impactful media and campaigns tailored to care-experienced and vulnerable youth. The creativity and commitment of these young individuals were crucial in producing over 20 assets, including social media graphics, videos, and print materials, that collectively reached nearly 36,000 users across Instagram, TikTok, and Xplode magazine.

Throughout the campaign, participants honed valuable media creation, communication, and advocacy skills, equipping them with the tools to effectively address and navigate complex social challenges.

WORK PLACEMENTS

We proudly welcomed six work placement students from Manchester Metropolitan University and The Sixth Form, Bolton, integrating them into our projects where they gained hands-on experience and developed practical skills. These placements provided invaluable real-world exposure, contributing fresh perspectives to our work while empowering the students to apply their knowledge in impactful ways.

VISITING CIVIC LEADERS

Our Future Civic Leaders initiative gave young women from Bolton the incredible opportunity to visit the Mayor's Parlour, where they engaged in meaningful discussions about leadership, civic duty, and the impact of women in public life. This visit celebrated the achievements of local female leaders and inspired the next generation of young women to pursue leadership roles within their communities. The experience highlighted the importance of female representation in civic spaces and empowered participants to envision themselves as future leaders.

GRADUATION EVENTS

Recognition is a cornerstone of our commitment to youth social action, and we proudly celebrate the achievements of our young participants through three graduation events each year. These events are powerful moments to acknowledge and honour the dedication, creativity, and impact of the young people who contribute to their communities through our programs. At each graduation, decision-makers, community leaders, and supporters come together to celebrate these young trailblazers' hard work and accomplishments, reinforcing the value of their contributions and inspiring them to continue their journey of social impact.

Addressing the audience, His Majesty the King's Lord-Lieutenant of Greater Manchester, Mrs Diane Hawkins, said:

"Community is so important. For those who haven't got many people to support them, there are now plenty of people within Youth Leads UK who will help and support you. That's something the lieutenancy recognises; the Palace wants to know how our communities are reacting and acting together. I feel so proud, and I'm sure Youth Leads UK will continue to empower more young people."

INFLUENCING CHANGE

Influencing decision-making across society through elevated youth voice opportunities. We work tirelessly to improve perceptions of young people, challenge decision-makers, and champion meaningful representation.

GREATER MANCHESTER YOUTH COMBINED AUTHORITY

Youth Leads UK is a member of the Mayor of Greater Manchester's Youth Combined Authority (GMYCA). The GMYCA brings together a diverse group of young people who live, work, and study in the region. They are responsible for critiquing, developing, and championing the Combined Authority's policies. Our young people have held elected leadership roles within the YCA and attend regular meetings to have their say. We report the GMYCA's activities through Xplode magazine and our social media channels.

YOUTH HEALTHCARE TRANSFORMATION BOARD

The Bolton Youth Healthcare Transformation Board made up of 8 young people from across Bolton, was designed to discuss experiences of health services and, most importantly, challenge decision-makers to change things.

Over 12 months, the Board shared their experiences, positive and negative, with one another and put together a set of recommendations for Bolton NHS Foundation Trust.

Young people held leadership roles on the YHTB, speaking at events and for health-related campaign videos. Other outcomes included a youth-led research project on sexual health. The report can be found on our website.

YOUTH-LED GOVERNANCE - YOUTH ADVISORY BOARD

Youth Leads UK's Youth Advisory Board consists of 18 young people. The board provides a platform for members to share their insights and experiences on youth-facing issues to help move the charity forward.

The Board meets six times a year, working closely with the charity's youth engagement team and the Board of Trustees, guiding them in the right direction and ensuring that all future decisions are youth-led and youth-informed. The Board are currently working on rebuilding our programme curriculum.

BIG EDUCATION CONVERSATION PROJECT COUNCIL

Youth Leads UK partnered with Big Change to support the youth-led Big Education Conversation's Project Council, which focused on reshaping the future of education. Over the past year, we worked closely with the Project Council members, helping them develop their skills and ignite their passion for change. These young leaders championed the voices of often overlooked groups, such as neurodivergent students and school leavers, ensuring their perspectives were central to discussions about education reform.

The Project Council members and Youth Leads UK Alumni contributed to a policy report titled 'Out of Kilter: How to Rebalance our School System', published by IPPR and supported by Big Change. Their input helped shape this influential report, which outlined critical shifts needed in education. The report was launched at a Big Education Conversation event in Blackpool, where Project Council members led discussions with key stakeholders, including the Shadow Secretary of State for Education, Bridget Phillipson MP. This event highlighted the powerful impact of youth-led advocacy in driving meaningful change in education.

YOUTH-LED GRANTMAKING

Our youth-led grant-making initiatives empower young people to play a central role in shaping the distribution of funding within their communities.

Through our partnership with the KFC Foundation, young people have a direct say in determining where funding goes, ensuring that resources are allocated to projects that matter most to them.

In collaboration with Bolton CVS, we train young people as grant assessors, equipping them with the skills to evaluate funding applications. Once trained, they join an intergenerational panel, working alongside community members to make informed decisions about funding. They blend fresh perspectives with seasoned insights to drive impactful community projects.

INSPIRING GOVERNANCE

We delivered an engaging webinar in partnership with Education and Employers' Inspiring Governance programme, aimed at empowering young people to explore the role of a school governor.

The session demystified the responsibilities and benefits of becoming a school governor, highlighting how this leadership position can significantly enhance personal growth and career prospects. Participants learned how to impact their local communities meaningfully by contributing to their school's leadership and supporting fellow students. This virtual session provided young people with the knowledge and inspiration to step into governance roles and drive positive change in education.

CO-DESIGNING POLICY & STRATEGIES

In collaboration with Social Sense, we facilitated two key co-design projects with Blackburn with Darwen Borough Council, focusing on refreshing the 'Best Start to Life' strategy. One project engaged young people, while the other brought together practitioners, ensuring that the refreshed strategy was shaped by lived experiences and professional insights. Additionally, we played a pivotal role in supporting the creation of Bolton Council's first anti-poverty strategy, ensuring that the voices of young people were central to developing

policies and strategies that directly impact their lives and communities. These initiatives demonstrate our commitment to involving youth in co-designing policies that shape their futures.

CIVIC YOUTH LEADERSHIP PROGRAMME

As part of Youth Leads UK's Civic Youth Leadership Programme, 26 young people collaborated with the Greater Manchester Combined Authority, under the guidance of the Mayor of Greater Manchester, to begin developing a new toolkit designed to enhance civic education and engagement among their peers.

Through extensive research and consultations with decision-makers, educators, and youth groups, they identified a significant gap in awareness about civic roles among young people. Notably, 63% of young people surveyed in Greater Manchester expressed an interest in getting involved in civic roles, highlighting the importance and timeliness of this youth-driven initiative.

OTHER INFLUENCING CHANGE WORK INCLUDED:

- Supporting and speaking at the launch of 'The Big Help Out,' an initiative marking the Coronation of His Majesty King Charles III.
- Running social media campaigns addressing inequalities, National Youth Voter Registration Day, and mental health.
- Sharing expertise on youth involvement in governance at the Charity Governance Awards.
- Delivering workshops to Ormiston Families on facilitating sessions with vulnerable young people and amplifying youth voices.
- Contributing insights to a House of Lords Committee on the education system.
- Raising awareness and sharing the experiences of care-experienced young people at key conferences, including the North West and National Virtual School Heads conferences.
- Providing regular commentary on youth issues across local, regional, and national media.
- Our CEO delivered 26 speaking engagements, reaching over 9,500 people, to advocate for action and share the story of Youth Leads UK.

ORGANISATIONAL DEVELOPMENT

Our key aim is to establish a sustainable, skilled and effective organisation. Highlights from the year include:

NEW TRUSTEES

We proudly appointed two new young Trustees to our Board, one of whom is a former programme participant. This strategic move strengthens our governance with fresh perspectives and firsthand experience and exemplifies our dedication to nurturing leadership from within our ranks. By elevating young voices to positions of influence, we ensure that our mission remains closely aligned with the needs and aspirations of the young people we serve.

WESTON CHARITY AWARDS & PILOTLIGHT 360

As winners of the prestigious Weston Charity Award, we were honoured to participate in the Pilotlight 360 programme. This opportunity connected us with a team of skilled business leaders who provided tailored guidance and strategic support over a 10-month period.

Through Pilotlight 360, we strengthened our organisational capacity, refined our strategies, and enhanced our effectiveness in achieving our mission. The programme ends in the 2024-25 financial year, when we will report on our progress. We are thankful to Hagit Amsterdam (Pilotlight Project Manager) and Pilotlighters Amy Malik, Barry John, Kristian Horabin, and Louise Towse for their support, challenge, and encouragement.

IMPROVING OUR OUTREACH

With funding from The Fore, we were able to appoint a marketing and communications expert, significantly enhancing our outreach efforts. This investment led to establishing our TikTok channel, securing in-kind support from Google Ads, and launching a street team initiative where our young people actively recruit peers in high-traffic areas and distribute Xplode magazine. Additionally, we produced a new recruitment film to be shown in schools and developed an innovative Spotify audio campaign. These efforts have greatly expanded our reach, engaging more young people and raising awareness of our programmes across multiple platforms. These efforts have seen demand for our programmes skyrocket.

INTERNATIONAL LEARNING

This year, Youth Leads UK embarked on two international learning trips to the UAE and the USA, gaining valuable insights into youth empowerment and civic engagement strategies from two of the world's leading nations in these areas.

In the United States, our CEO and COO visited New York and Boston, where they met with key stakeholders, including the New York City Commissioner for Youth, and engaged with youth-led organisations and civic engagement initiatives. The trip highlighted innovative

approaches to youth participation, such as service learning and participatory budgeting, and underscored the importance of connecting young people directly with decision-makers.

In the UAE, we explored the country's advanced youth empowerment infrastructure. We visited the Dubai Youth Hub and learned about initiatives like the 'Done by Youth' programme and Youth Councils embedded within government and corporate sectors. These experiences have provided us with inspiration and practical ideas to enhance our own youth-led initiatives, including potential collaborations to further empower young people in the UK.

THE FUTURE

As we look ahead, Youth Leads UK is poised to significantly strengthen our work in civic engagement and further solidify our organisational foundations. This year, we will launch our Civic Engagement Toolkit and build an online Civic Youth Hub, providing young people with the resources and opportunities to actively participate in their communities. We are also expanding shadowing opportunities through initiatives like a new Board Buddy Programme and facilitating hands-on experiences in magistrates' courts. We aim to ensure the toolkit is widely adopted in schools, empowering more young people to engage in civic life.

In parallel, we will be finalising our participation in the Pilotlight 360 programme, which has been instrumental in shaping our strategic direction. This includes a youth-led rebuild of our programme curriculum, ensuring that our offerings are relevant and impactful. We will also complete the development of a fully articulated theory of change, map and implement all operational model functions, and roll out a refreshed three-year strategy.

To support these initiatives, we will implement a new CRM system that enables precise impact tracking, measurement, and reporting. Our programmes are already in high demand, with fully booked sessions and a growing waiting list, reflecting the strong reputation we have built. Financially, we aim to bolster our sustainability by increasing service-generated income by 10%, achieving a 70%-30% ratio of earned income to grants. Additionally, we are on track to maintain three months of reserves, ensuring our financial stability.

Finally, we will establish an Advisory Council comprising corporate leaders and decision-makers to support our business development and sustainability and provide guidance in areas where we, as a youth-led organisation, seek additional expertise. This council will play a crucial role in guiding our strategic decisions, helping us grow and adapt to the evolving needs of the young people we serve.

We're excited to expand our impact while building a stronger, more resilient organisation ready to support more young people.

PUBLIC BENEFIT

Youth Leads UK is committed to fulfilling its public benefit duty as outlined in Section 17 of the Charities Act 2011. The trustees understand the importance of complying with the Charity Commission's general guidance on public benefit and have diligently considered the organisation's aims, objectives, and activities in relation to the achievements and outcomes of our various programs.

The trustees can confirm that the charity has fulfilled the public benefit requirement and that this requirement is strongly embedded within the policies and procedures of the organisation, as evidenced throughout this report.

FINANCIAL REVIEW

PRINCIPAL FUNDING SOURCES

Our principal funding source remains as grant income, but the generated income and donations percentage has increased this year due to one-off projects.

In the financial year ending 31 March 2024, the following grant-making organisations have generously supported our work:

- The Manchester Guardian Society Trust
- We Love MCR Charity
- The Charity Service
- CareTech Foundation
- Bolton CVS
- BBC Children In Need
- Global's Make Some Noise
- The Henry Smith Charity
- The Shears Foundation
- Bolton Council
- Morrisons Foundation
- St. James's Place Charitable Foundation
- The Fore
- Greater Manchester Police
- The Phoenix Way
- Garfield Weston Foundation
- The National Lottery Community Fund

We would like to thank the following organisations for their in-kind support and donations:

- Tech - Google, Breathe HR
- Property - Peel L&P, MediaCity Arrive
- Consulting - Hopscotch, Pilotlight
- Legal - Brabners LLP, Mishcon de Reya LLP and Entain LLP
- Financial services - RSM UK
- Goods - In Kind Direct
- Partners - Big Change, Greater Manchester Combined Authority, Social Sense, My Life My Say, Lancashire Wildlife Trust and Bolton Together

RESERVES POLICY

Reserves are needed to build Youth Leads UK's sustainability and viability, bridge the gap between income receipt and spending, cover unanticipated expenditures, and lessen the impact of any delays in receipt of committed income.

The Board of Trustees' examination of the charity's need for reserves concludes that a sum is needed to protect current activities, meet day-to-day responsibilities, and build sustainability and viability of Youth Leads UK.

The Trustees consider that the level of unrestricted reserves stood at £30,000 at the end of the 2023-24 financial year, up from £15,000 at the end of the previous financial year.

The Trustees are confident that the current reserves level of £ 30,000 is sufficient, covering committed annual costs and wind-down fees. The Trustees review the reserves policy every year.

OTHER NOTES

5 Trustees received a total of £340.33 in out-of-pocket expenses in the year 2023-24. In the previous year (2022-23), 2 Trustees received a total of £50 in out-of-pocket expenses.

The average number of employees was 7 FTE in the year 2023-24 and 6 FTE last year (2022-23).

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for the preparation of the financial statements for each financial year, which give a true and fair view of the state of affairs of the charity.

In preparing these reports, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed;
- Prepare the financial accounts on the going concern basis unless it is inappropriate;
- To presume that the charity will continue in business.

The Trustees are also responsible for ensuring that the charity has appropriate systems of internal control across the organisation. They are responsible for keeping proper accounting records, which disclose with reasonable accuracy, at the time, the financial position of the charity and enable them to ensure that the financial statements follow best practice. They are further responsible for safeguarding the assets of the charity and, hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The systems of internal control are designed to provide reasonable, but not absolute reassurance against material misstatement of loss. Internal control processes implemented by the Trustees include:

- Agreement of policy and service development;
- An annual budget approved by the Trustees;
- Regular consideration by the Trustees of financial results;
- Delegation of authority to appropriate levels of management;
- Identification and management of risk.

By order of the Trustees dated 9 November 2024



Saimah Malji
Chair of Trustees

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

I report to the trustees on my examination of the accounts of Youth Leads UK for the year ended 31 March 2024.

RESPONSIBILITIES AND BASIS OF REPORT

As the charity trustees of Youth Leads UK you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Youth Leads UK's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

INDEPENDENT EXAMINER'S STATEMENT

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

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

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

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



Mark Heaton FCCA FCIE
KM Chartered Accountants
1st Floor, Block C
The Wharf
Manchester Road
Burnley, BB11 1JG

9 November 2024

Youth Leads UK
(Registered Charity 1155789)
Statement of Financial Activities for the Year Ended 31 March 2024

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £	Unrestricted funds £	Restricted funds £	Total 2023 £
Income from:							
Donations	2	43,410	284,519	327,929	14,338	201,682	216,020
Charitable activities	3	51,018	-	51,018	12,686	-	12,686
Investment income	4	51	-	51	24	-	24
Total income		<u>94,479</u>	<u>284,519</u>	<u>378,998</u>	<u>27,048</u>	<u>201,682</u>	<u>228,730</u>
Expenditure on:							
Charitable activities		<u>(60,980)</u>	<u>(284,077)</u>	<u>(345,057)</u>	<u>(18,672)</u>	<u>(235,795)</u>	<u>(254,467)</u>
Total expenditure		<u>(60,980)</u>	<u>(284,077)</u>	<u>(345,057)</u>	<u>(18,672)</u>	<u>(235,795)</u>	<u>(254,467)</u>
Net income/(expenditure)		33,499	442	33,941	8,376	(34,113)	(25,737)
Gross transfers between funds		<u>-</u>	<u>-</u>	<u>-</u>	<u>(18,000)</u>	<u>18,000</u>	<u>-</u>
Net movement in funds		33,499	442	33,941	(9,624)	(16,113)	(25,737)
Reconciliation of funds							
Total funds brought forward		<u>(2,922)</u>	<u>2,707</u>	<u>(215)</u>	<u>6,702</u>	<u>18,820</u>	<u>25,522</u>
Total funds carried forward	12	<u>30,577</u>	<u>3,149</u>	<u>33,726</u>	<u>(2,922)</u>	<u>2,707</u>	<u>(215)</u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2023 is shown in note 12.

Youth Leads UK
(Registered Charity 1155789)
Balance Sheet as at 31 March 2024

	Note	2024 £	2023 £
Current assets			
Debtors	10	1,300	-
Cash at bank and in hand		<u>36,236</u>	<u>19,157</u>
		37,536	19,157
Creditors: Amounts falling due within one year	11	<u>(3,810)</u>	<u>(19,372)</u>
Net assets/(liabilities)		<u>33,726</u>	<u>(215)</u>
Funds of the charity:			
Restricted income funds			
Restricted funds		3,149	2,707
Unrestricted income funds			
Unrestricted funds		<u>30,577</u>	<u>(2,922)</u>
Total funds	12	<u>33,726</u>	<u>(215)</u>

The financial statements on pages 21 to 28 were approved by the trustees, and authorised for issue on 9 November 2024 and signed on their behalf by:



K Malji
Treasurer

The notes on the pages 21 to 28 form an integral part of these financial statements.

Youth Leads UK
(Registered Charity: 1155789)
Notes to the Financial Statements for the Year Ended 31 March 2024

1 Accounting policies

Statement of compliance

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

Youth Leads UK meets the definition of a public benefit entity under FRS 102. The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Youth Leads UK
(Registered Charity: 1155789)

Notes to the Financial Statements for the Year Ended 31 March 2024 (continued)

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

2 Income from donations

	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Donations	28,410	-	28,410	3,338
Grants received	15,000	284,519	299,519	212,682
	<u>43,410</u>	<u>284,519</u>	<u>327,929</u>	<u>216,020</u>

3 Income from charitable activities

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Charitable activities	51,018	51,018	12,686

Youth Leads UK
(Registered Charity: 1155789)

Notes to the Financial Statements for the Year Ended 31 March 2024 (continued)

4 Investment income

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Interest receivable and similar income	51	51	24

5 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Charitable activities		60,980	92,013	152,993	111,599
Staff costs	7	-	191,214	191,214	141,368
Governance costs		-	850	850	1,500
		60,980	284,077	345,057	254,467

6 Analysis of governance and support costs

	Restricted funds £	Total 2024 £	Total 2023 £
Independent examiner fees			
Examination of the financial statements	850	850	1,500
	850	850	1,500

Youth Leads UK
(Registered Charity: 1155789)

Notes to the Financial Statements for the Year Ended 31 March 2024 (continued)

7 Staff costs

The aggregate payroll costs were as follows:

	2024	2023
	£	£
Staff costs during the year were:		
Wages and salaries	173,984	127,151
Social security costs	14,304	11,579
Pension costs	<u>2,926</u>	<u>2,638</u>
	<u>191,214</u>	<u>141,368</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2024	2023
	No	No
Charitable activities	<u>7</u>	<u>6</u>

No employee received emoluments of more than £60,000 during the year

8 Independent examiner's remuneration

	2024	2023
	£	£
Examination of the financial statements	<u>850</u>	<u>1,500</u>

9 Taxation

The charity is a registered charity and is therefore exempt from taxation.

10 Debtors

	2024
	£
Trade debtors	1,000
Other debtors	<u>300</u>
	<u>1,300</u>

Youth Leads UK
(Registered Charity: 1155789)

Notes to the Financial Statements for the Year Ended 31 March 2024 (continued)

11 Creditors: amounts falling due within one year

	2024	2023
	£	£
Other taxation and social security	2,960	3,085
Other creditors	-	14,787
Accruals	850	1,500
	<u>3,810</u>	<u>19,372</u>

12 Funds

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Balance at 31 March 2024 £
Unrestricted funds				
General funds	(2,922)	94,479	(60,980)	30,577
Restricted funds				
Restricted funds	<u>2,707</u>	<u>284,519</u>	<u>(284,077)</u>	<u>3,149</u>
Total funds	<u>(215)</u>	<u>378,998</u>	<u>(345,057)</u>	<u>33,726</u>

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2023 £
Unrestricted funds					
General funds	6,702	27,048	(18,672)	(18,000)	(2,922)
Restricted funds					
Restricted funds	<u>18,820</u>	<u>201,682</u>	<u>(235,795)</u>	<u>18,000</u>	<u>2,707</u>
Total funds	<u>25,522</u>	<u>228,730</u>	<u>(254,467)</u>	<u>-</u>	<u>(215)</u>

Youth Leads UK
(Registered Charity: 1155789)

Notes to the Financial Statements for the Year Ended 31 March 2024 (continued)

13 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2024 £
Current assets	34,387	3,149	37,536
Current liabilities	(3,810)	-	(3,810)
Total net assets	30,577	3,149	33,726

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2023 £
Current assets	16,450	2,707	19,157
Current liabilities	(19,372)	-	(19,372)
Total net assets	(2,922)	2,707	(215)

Accounts



YOUTH LEADS UK

TRUSTEES ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDING 31 MARCH 2023

Charity Registration Number (England and Wales) 1155789

LEGAL & ADMINISTRATIVE DETAIL

TRUSTEES

Mrs S Malji

Mr A Toorawa

Mr K Malji

Miss C Bennett

Miss L German

Chair of Trustees

Vice Chair of Trustees

Treasurer

Trustee with safeguarding oversight

Trustee with digital oversight

EXECUTIVE

Mr S Atcha MBE DL

Mr M Mokri

Chief Executive Officer

Head of Programmes and Partnerships

OFFICERS

Ms B Peel

Ms L Dunkerley

Mrs Z Khan

Ms A Abdul Aziz

Projects & Youth Engagement Coordinator

Projects & Youth Engagement Coordinator

Project Support Executive

Youth Engagement Officer

REGISTERED OFFICE & INDEPENDENT EXAMINER

Principal Address

Youth Leads UK

Suite 6, Floor 4

White

Media City

Salford

M50 2NT

Independent Examiner

KM Accountants

1st Floor, Block C

The Wharf

Manchester Road

Burnley

BB11 1JG

BANKERS

HSBC UK Plc

Victoria Square

Bolton

BL1 1RJ

M50 2NT

CAF Bank Ltd

25 Kings Hill Ave

Kings Hill, West Malling

Kent

ME19 4JQ

CHAIR AND CEO WELCOME

Youth Leads UK has once again seen an incredible twelve months of youth social action across Greater Manchester and beyond. We're in the process of accelerating and growing our impact. Young people aren't our tomorrow, they are our today.

There are significant opportunities in the strength of our brand, the ambition of the city-region where we are based, the growing demand for youth to be involved in decision-making, increased capacity, growing partnerships and connections, and raising our profile, as well as building and nurturing a small but mighty team of committed staff members.

We are fuelled by our passionate and committed team, board and young people, and we benefit from great support from funders and partners. All involved are driven by the vision of the charity and believe in the impact of the work we produce. We particularly stand out for our peer-led youth-led approach; an exciting, refreshing and collaborative brand; and our ability to be flexible and responsive and to genuinely hand over control to young people.

The organisation has an impressive track record, including receiving the Queen's Award for Voluntary Service, a real moment of achievement and pride for the team, and we are good at promoting our achievements and success stories, which has helped significantly raise our profile over the years.

However, we face familiar challenges currently holding Youth Leads UK back from fulfilling its full potential – predominantly in the lack of funding security and sustainability and challenges around staff capacity.

We are proud to have a regional headquarters at the impressive Media City UK, sharing the ambition and opportunity that's on our doorstep with young people across the region.

Youth Leads UK has benefitted immensely from a strong network of individuals and organisations that believe in us and our mission. We are steadfast in our commitment to changing the lives of underprivileged young people over the years to come.

We are particularly proud of the group of young leaders whose social action project received the inaugural Dame Mary Perkins British Citizen Youth Award. The #BeTheChange social action project tackled hygiene poverty, mental health issues and the climate crisis with a social media campaign, an action day and engagement with education sector leaders.

Saimah Malji
Chair of Trustees

Saeed Atcha MBE DL
Chief Executive

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENT

Youth Leads UK is a Charitable Incorporated Organisation (CIO) with the registered number 1155789. We are governed by a constitution that establishes the objectives and powers of the organisation.

OBJECTIVES

As stated in our constitution, Youth Leads acts as a resource for young people by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:

- A.** Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- B.** Advancing education;
- C.** Relieving unemployment;
- D.** Providing recreational and leisure time activity in the interests of social welfare for people living in the areas of benefit who have need by reason of their youth, age, infirmity or disability, poverty, or social and economic circumstances with a view to improving the conditions of life of such persons.

We also develop and promote innovative non-formal education programmes for and by young people, working with them to develop their full potential. We act as a platform for young people to develop life skills applied practically through our publication, Xplode Magazine.

APPOINTMENT OR RENEWAL OF TRUSTEES

Existing trustees elect new Trustees at any point in the year, and there are no restrictions on who can be nominated. New Trustees are supported through mentorship and an induction process which includes details of their responsibilities, Charity Commission publications and the governing document. All Trustees are encouraged to meet Youth Leads UK's volunteers and beneficiaries.

All Trustees give their time freely and are reimbursed for out of pocket expenses. Trustees are encouraged to disclose all relevant interests and register them with the CEO and withdraw for decisions where a conflict of interest may arise. Additional Trustees will be appointed in the financial year 2023-24, in line with our Equity, Diversity and Inclusion policy to ensure that we continue to represent the people we serve through all levels of the organisation.

GOOD GOVERNANCE

Trustees recognise the importance of good governance as fundamental to the success of Youth Leads UK, promoting a culture where everyone works towards fulfilling the Charity's vision and supporting compliance with relevant laws and regulations.

ORGANISATIONAL STRUCTURE

The Board of Trustees meet at least four times per year and is responsible for the organisation's governance as set out in, but not limited to, the constitution. Decisions on the organisation's day to day running are taken by the Chief Executive and senior management team. The Board receives regular reports from the Executive. Decisions and matters with significant implications on the organisation are brought to the Board.

These include policy development, organisational priorities, service development, risk identification (management, mitigation and review) and public relations development.

RISK MANAGEMENT

Youth Leads UK has identified risks across all areas of the organisation. Where appropriate, systems and processes have been established to mitigate these risks.

Safeguarding remains a risk that we monitor very closely due to the nature of our work. In the past year, we have had a couple of minor concerns in relation to challenging behaviour. As a result, all staff have undertaken challenging behaviour training, and we have strengthened the co-creation of 'ground rules', which are displayed at each session. We will continue to prioritise safeguarding development. DBS checks are carried out for all management or delivery positions and those who regularly work with children and vulnerable adults. Our staff handbook contains a code of conduct relating to safeguarding, and Trustees discuss safeguarding at every board meeting. We have not had any major safeguarding concerns or serious incidents raised in the past year.

In the previous Trustees Annual Report, a principal risk was cyber security. We have since bolstered system security and data protection and taken out a cyber insurance policy.

Procedures are in place to ensure compliance with health and safety regulations. All colleagues are advised to comply with media law to minimise risk within our publications.

Our risk register raises three principal risks. These are not enough staff, the loss of an existing major funder and/or delays to funds received. Mitigation measures are in place for each of these. We prioritise recruitment-related funding, strengthening our funder stewardship function and improving financial forecasting. In the past year, to offset the third principal risk, there has been an occasion where Trustees have entered into a short-term cash flow loan facility.

WHO WE SUPPORT

We work with a lively mix of young people who are diverse in ethnicity and socioeconomic status. All of our young people are aged 12-25 years.

72% of the young people live in the 30% most deprived areas in the country, with 18% of our beneficiaries in the 50% most deprived. The remaining 10% of our young people are scattered across 50% of the least deprived areas in the country.

SOCIAL MOBILITY

We use the Social Mobility Commission employer's toolkit to measure certain criteria to understand more about the young people that we serve:

- 77% of programme participants attend state-run/state-funded schools.
- 6% of participants attend independent/fee-paying school.
- 23% receive free school meals.
- 32% are from working class households.

EQUALITY, DIVERSITY AND INCLUSION

We report on the following data to understand more about and further support the young people that we serve:

- 5% of participants report to have learning differences.
- 23% of participants report that they have suffered mental health difficulties in the past year.
- 2% have been excluded from school.
- 81% are not in employment.
- 3% of participants identify as LGBTQIA+.

ETHNICITY

African	10%
Afro Arab	2%
Bangladeshi	4%
British Indian	6%
British Pakistani	2%
Indian	14%
Mixed	2%
Pakistani	44%
Portuguese	2%
White British	14%

AGES

12-15	38%
16-25	62%

GENDERS

Male	30%
Female	70%

ACHIEVEMENTS AND PERFORMANCE

VISION

A country where youth leads – young people feel listened to, part of their communities, and ready to make change through skills development opportunities.

MISSION

Youth Leads UK supports young people aged 12-25 to enrich their skills, reach their potential, and influence change. We do this through peer-led programmes of volunteering, social action projects, and learning experiences, and by amplifying the voice of young people with key decision makers.

STRATEGIC OBJECTIVES

- **Skills Enrichment:** Immersing young people into new and challenging environments, to develop and enrich their skills through mentorship, training and industry insights.
- **Self-Empowering Potential:** Connecting young people to their community through increased responsibility, opportunities and recognition through youth-led projects, co-design and pathways to progress into senior roles.
- **Influencing Change:** Influencing decision making across society through elevated youth voice opportunities. We work tirelessly to improve perceptions of young people, challenge decision makers, and champion meaningful representation.
- **Organisational Development:** establish a sustainable, skilled and effective organisation.

VALUES

- **Fun:** We provide energised activities, opportunities for social inclusion & support networks through new friendships.
- **Bold:** We're not afraid to take risks.
- **Community:** Working in partnership to inspire civic pride and support young people to develop as world class citizens.
- **Empowering:** Facilitating opportunities – with beneficiaries at the heart of decision making – to create lasting change through co-designed projects.
- **Aspirational:** Helping and supporting young people to be the best they can be.

SKILLS ENRICHMENT

Our skills enrichment strand is delivered by our core **Leadership Programme** culminating in the youth-led publication, **Xplode Magazine** and a social action project. The programme consists of varied weekly in-person sessions, focusing on developing skills and raising the aspirations of around 25 young people per programme. We work closely with each young person supporting their journey to becoming leaders of today.

Since March 2022, **we have delivered the Leadership Programme 10 times to over 200 young people** across all ten towns and cities in Greater Manchester. Over **160 sessions** took place after school, during school holidays and at weekends. Approximately 20% of the sessions took place online. The remaining sessions were held in several locations: our HQ at Media City UK, Bolton Central Library, Manchester Metropolitan University, the University of Manchester, the University of Bolton, Bolton College and the University of Salford.

At any one time, we deliver up to three programmes. Each programme consists of 14 sessions broken down as follows: 6 employability skills workshops, 2 digital and media sessions, 2 social action sessions and 4 **industry insight sessions** delivered by expert practitioners such as GM Higher, KPMG, St. James's Place, and the Greater Manchester Combined Authority.

Alongside these structured sessions, over **20 mentorship and '1-2-1' sessions** took place per programme, supporting young people with applications to college and university, career networking and personal development. Each session lasts approximately 2 hours.

Every programme culminates in a publication of Xplode - a youth-led magazine, showcasing true youth voices. Xplode Magazine is the founding project of Youth Leads UK. The **three magazines published** in the past year reached approximately 55,000 people in print and online. In total, **71 pieces of content** were created by 46 young people. These magazines were distributed in 26 high schools, 6 Asda stores, 2 Starbucks stores and 16 libraries across Greater Manchester. The magazine is centred on mental health, music, education, conservation, and fashion. Young people in their portfolios are now using this work. We are championing youth voice and preparing the diverse and inclusive newsrooms of the future.

KEY HIGHLIGHTS

- 100% of young people feel like the programme has made a positive impact on their personal development
- 100% of young people would recommend the programme to their friends

We use the 'Shooting Star' Outcomes Star, a validated method of measuring change in the young people we work with. We measure aspiration, contribution, confidence, learning, people & support and communication.

60% of young people began the Leadership Programme scoring themselves low in 2 or more areas - at the end of the programme this was 0%. 100% made progress in at least 1 area, and 71% made progress in at least 2 areas.

SELF-EMPOWERING POTENTIAL

We believe in a society where the contributions of young people to their communities are valued, supported and recognised. **Young people taking practical action in the service of others** is central to their futures - it is linked to social mobility and not only supports the young people involved but the community around them. Our participation programme sees young people design and deliver a short-term, high-impact social action project every three months. Working with our cross-sector partners, they create real change in their communities and **develop a whole host of skills** from leadership and time management to planning and marketing.

SOCIAL ACTION PROJECT

Youth social action connects young people to their communities, an opportunity to act in the service of others, and a way to develop skills for the workplace. We ordinarily opt for a number of short-term, high-impact projects per year. This year, one project focused on multiple key areas for a longer period of time.

The #BeTheChange social action project tackled three major issues: hygiene poverty, mental health issues and the climate crisis. The group ran a social media campaign tied into an action day, giving out 100 care packages to residents in the local community. These packs included a leaflet on each of their chosen topics, with tips and signposting for support to those who may be struggling. Also included were eco-friendly ingredients for the community to make their own 'DIY' cleaning products and low-waste alternatives to cleaning products.

The group also sent out resources to 94 schools across Greater Manchester and wrote letters outlining the project and urging the schools and the young people in the area to educate themselves on these important issues.

We are proud that the social action project received the inaugural Dame Mary Perkins British Citizen Youth Award.

ONLINE SAFETY INSIGHTS

Commissioned by Bolton Together, Youth Leads UK were tasked to create a project promoting online safety. We held focus groups at Ladybridge High School, Essa Academy and Bolton College to gather insights which were then used by a group of young people who created three campaigns titled 'My First Phone', 'CyberBullying' and 'Healthy Relationships'.

Campaign materials included three posters, two professional videos to be placed in schools across Bolton and social media content. **The campaigns have engaged over 80 young people and have reached over 55,000 people.**

CELEBRATING OUR TENTH ANNIVERSARY

In August 2022, we held the first of a series of recognition events in Manchester. This event also celebrated Youth Leads UK's tenth anniversary and brought together young people, decision-makers and civic dignitaries such as royal representatives, Greater Manchester Police, Members of Parliament and Civic Mayors.

Young people designed and delivered the entire event, from deciding the guest list and choosing the menu to hosting the evening and sharing their stories on stage. 72 young people had their efforts recognised and were given a certificate by key decision-makers in our region.

Representing His Majesty The King's Lord-Lieutenant, Deputy Lieutenant Melanie

Bryan OBE DL said: "You have inspired us with your passion for service, and we take away a clear call to action to find more opportunities for young people to have their voices heard and make a difference. We passionately believe in the ability of young people to change our world for the better."

Mayor of Greater Manchester, Andy Burnham said: "What Youth Leads has done over the last 10 years is truly amazing. They've helped to create 'Our Pass' supporting school leavers and care leavers' access free bus travel and challenged decision-makers like me. I'm excited to see what the future holds."

INFLUENCING CHANGE

We have worked tirelessly to influence change across society over the last year.

GREATER MANCHESTER YOUTH COMBINED AUTHORITY

Youth Leads UK is a member and 'Official Media Partner' to the Mayor of Greater Manchester's Youth Combined Authority (GMYCA). The YCA brings together a diverse group of young people who live, work and study in the region. They are responsible for critiquing, developing and championing policies of the Combined Authority. Our young people attend regular meetings to have their say, and they report on the GMYCA's activities through the magazine and social media channels.

YOUTH HEALTHCARE TRANSFORMATION BOARD

We have successfully completed the pilot stage of the Bolton Youth Healthcare Transformation Board. The board met monthly to discuss health issues important to young

people. Topics included young people's relationships with healthcare services, personal health and taboos, and knowledge and understanding of patients' rights. The young people have created youth-led campaigns on drugs, safe sex and patient rights and conducted research and **meetings with health decision-makers**.

YOUTH-LED GOVERNANCE - YOUTH ADVISORY BOARD

Our new alumni strategy is being delivered successfully. It is evolving to form part of our thinking around youth-led governance of the organisation now that the CEO is 26 years old and as our Trustees move beyond the age of 25. We will refresh and reinvigorate our Youth Advisory Board which will now include a 50/50 split of beneficiaries and young people with no previous affiliation with Youth Leads UK.

The Youth Advisory Board's Chair will become a Trustee, and regular engagement between Trustees and the Youth Advisory Board will take place to sense-check our strategy.

The new board will be appointed in the 2023-24 financial year.

OTHER INFLUENCING CHANGE WORK INCLUDED:

- Holding a Big Education Conversation in Manchester to get people talking about what education is really for, and how it should change for the future.
- Delivering social media campaigns focused on inequalities, national youth voter registration day, and mental health.
- Working with funders such as the KFC Foundation to give young people a say in grant decision making processes.
- Delivering workshops to the OnSide Youth Zones Network on the importance of young trustees.
- Sharing the Youth Leads UK story with David and Victoria Beckham on BBC One in celebration of Queen Elizabeth II's Platinum Jubilee.
- A seminar for businesses, through our partnership with Hopscotch Consulting, on how to future-proof the workplace for young people.
- Youth Leads UK's CEO conducting 16 speaking engagements to over 6,500 people urging action and sharing the charity's story.

THE FUTURE

Our strong mission is driving impact in many different ways and as our reputation and impact grow, the opportunities also grow.

Youth Leads UK has been selected as a Weston Charity Awards winner for 2023. The Weston Charity Awards is a 12-month programme of top-level strategic support (via Pilotlight 360) and a small unrestricted grant designed to fund the implementation of any changes as a result. Pilotlight 360 is a comprehensive programme built around a relationship between a team of business experts and the key decision-makers in a charity. Youth Leads UK want to grow our impact to support more young people. We're excited to see how this programme will help us identify our strengths and opportunities from all angles of the charity - governance, delivery, staffing structure and our corporate functions such as marketing.

Youth Leads UK has been commissioned to work on a national programme of activity for the *Big Change* charity and their *Big Education Conversation* project. We will be facilitating and supporting a group of young people who make up the Project Council of the Big Education Conversation.

Youth Leads UK has also been commissioned by the Mayor of Greater Manchester, Andy Burnham to deliver a Greater Manchester Youth Civic Leadership Programme to encourage more young people from racially minoritised communities to participate in civic life such as Trusteeships, school governors, magistrates and local politics.

Youth Leads UK is seizing the opportunity to shout loud and proud about the power of young people and we're enthused about what achievements the coming year will bring.

PUBLIC BENEFIT

Youth Leads UK is committed to fulfilling its public benefit duty as outlined in Section 17 of the Charities Act 2011. The trustees understand the importance of complying with the Charity Commission's general guidance on public benefit and have diligently considered the aims, objectives, and activities of the organisation in relation to the achievements and outcomes of our various programs.

The trustees can confirm that the charity has fulfilled the public benefit requirement and that this requirement is strongly embedded within the policies and procedures of the organisation, as evidenced throughout this report.

FINANCIAL REVIEW

For the first time, we have prepared accruals accounts. This is in preparation for the organisation's income to surpass the £250,000 limit on 'Receipts and Payments' accounts, as per Charity Commission guidance for Charitable Incorporated Organisations. CIO accounts require independent examination. The accounts and examination can be found overleaf.

PRINCIPAL FUNDING SOURCES

Our principal funding sources remain as grant income, but the percentage of generated income and donations has increased steadily. We have been able to focus more on income generation due to our increased staffing capacity. We are pleased to have seen much more in the way of donations and the sale of media production and youth consultations.

In the financial year ending 31 March 2023, the following grant-making organisations have generously supported our work:

- The National Lottery Community Fund
- The Henry Smith Charity
- The People's Postcode Lottery Neighbourhood Fund
- Bolton CVS
- The Steel Charitable Trust
- St. James's Place Charitable Foundation
- BBC Children in Need
- Zochonis Charitable Trust
- Comic Relief
- The Hedley Foundation
- Sir James and Lady Scott Trust
- Hits Radio Cash for Kids
- The Skelton Foundation
- Arnold Clark Community Fund
- Tesco
- Magic Little Grants

We would like to thank the following organisations for their in-kind support and donations:

- Meta
- Peel L&P, MediaCity Arrive
- Hyatt Hotels Manchester
- Greater Manchester Police
- In Kind Direct

RESERVES POLICY

Reserves are needed to build the sustainability and viability of Youth Leads UK, to bridge the gap between the receipt and spending of income, cover unanticipated expenditure and lessen the impact of any delays in receipt of committed income.

The Board of Trustees' examination of the charity's need for reserves concludes that to allow the protection of current activities, the meeting of day-to-day responsibilities and the building of sustainability and viability of Youth Leads UK, a sum is needed.

The Trustees consider that the level of unrestricted reserves stands at £15,000 at the end of the 2022-23 financial year. This is below the target of £30,000 due to delays in incoming unrestricted income.

The Trustees are confident that the reserves level will be met at £30,000, and they also wish to increase total reserves to at least £35,000 in the 2023-24 financial year to cover three months of committed annual costs. The Trustees review the reserves policy every year.

OTHER NOTES

2 Trustees received a total of £50 in expenses in the year 2022-23, and there were none in the previous year (2021-22).

The average number of employees was 4.8 FTE in the year 2022-23 and 4.2 FTE last year (2021-22).

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for the preparation of the financial statements for each financial year, which give a true and fair view of the state of affairs of the charity.

In preparing these reports, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed;
- Prepare the financial accounts on the going concern basis unless it is inappropriate;
- To presume that the charity will continue in business.

The Trustees are also responsible for ensuring that the charity has appropriate systems of internal control across the organisation. They are responsible for keeping proper accounting records, which disclose with reasonable accuracy, at the time, the financial position of the charity and enable them to ensure that the financial statements follow best practice. They are further responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The systems of internal control are designed to provide reasonable, but not absolute reassurance against material misstatement of loss. Internal control processes implemented by the Trustees include:

- Agreement of policy and service development;
- An annual budget approved by the Trustees;
- Regular consideration by the Trustees of financial results;
- Delegation of authority to appropriate levels of management;
- Identification and management of risk.

By order of the Trustees dated 26 June 2023



Saimah Malji
Chair of Trustees

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

I report to the charity Trustees on my examination of the accounts of Youth Leads UK for the year ended 31 March 2023 which are set out on the page overleaf.

RESPONSIBILITIES AND BASIS OF REPORT

As the charity's Trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

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

INDEPENDENT EXAMINER'S STATEMENT

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

1. Accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. The accounts do not accord with those records.

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.



Mark Heaton FCCA FCIE DChA

KM Chartered Accountants

1st Floor, Block C

The Wharf

Manchester Road

Burnley

BB11 1JG

26 June 2023

RECEIPTS AND PAYMENTS ACCOUNTS

For the period: 01 APRIL 2022 TO 31 MARCH 2023

Receipts and Payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
Receipts				
Grants	11,000.00	201,682.00	212,682.00	171,582.13
Donations	3,337.79		3,337.79	3,528.48
Sales	12,686.00		12,686.00	20,600.00
Bank Interest	24.29		24.29	- .00
Sub total	27,048.08	201,682.00	228,730.08	195,710.61
Asset and investment sales				
Loans Received	18,000.00		18,000.00	
Sub total	18,000.00	-	18,000	-
Total receipts	45,048.08	201,682.00	246,730.08	195,710.61
Payments				
Accommodation & Services	15,000.00	46,459.54	61,459.54	45,644.00
Direct Project Costs		16,551.65	16,551.65	10,834.79
IT & Software	2,373.98	9,916.16	12,290.14	31,939.04
Communications & Marketing	2,048.08	7,420.52	9,468.60	5,394.12
Staff Costs		141,367.52	141,367.52	119,778.83
Legal, Governance & Banking		10,082.28	10,082.28	14,059.00
Stationary & Postage		2,497.45	2,497.45	4,421.66
Sub total	19,422.06	234,295.12	253,717.18	232,071.44
Asset and investment purchases				
Loans Repaid	7,300.00		7,300.00	
Sub total	7,300.00	-	7,300	-
Total payments	26,722.06	234,295.12	261,017.18	232,071.44
Net of receipts/(payments)	18,326.02	-32,613.12	-14,287.10	-36,360.83
Transfers between funds	-18,000.00	18,000.00	-	-
Cash funds last year end	14,673.98	18,820.31	33,494.29	69,855.12
Cash funds this year end	15,000.00	4,207.19	19,207.19	33,494.29

Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £
Cash funds	Bank	15,000.00	4,207.19
		-	-
		-	-
	Total cash funds	15,000.00	4,207.19
	(agree balances with receipts and payments account(s))	OK	OK

	Details	Unrestricted funds to nearest £	Restricted funds to nearest £
Other monetary assets	Debtors - Greater Manchester Police (Donation)	18,000	-
	Debtors - Garfield Weston Foundation (Grant)	-	25,000
	Debtors - CareTech Foundation (Grant)	-	7,500
		-	-
		-	-
		-	-
		-	-

Liabilities	Loans	10,700	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

	Signature	Print Name	Date of approval
TREASURER		KHALIL MALJI	26/6/2023
VICE CHAIR		ADAM TOORAWA	26/6/2023

Accounts



ANNUAL REPORT.

FOR THE YEAR ENDED 31 MARCH 2022

YOUTH LEADS UK
REGISTERED CHARITY NUMBER: 1155789



PHOTO CREDIT:
PA IMAGES / JOE GIDDENS

**"IF EVERY YOUNG PERSON
EDUCATES THEIR FAMILY
ON THE ENVIRONMENTAL
IMPACT THEY ARE HAVING,
THAT IN TURN IS MAKING A
DIFFERENCE, AND CHANGING
THE TIDE, AND CREATING THAT
MOMENTUM"**

**- HIS ROYAL HIGHNESS, THE
PRINCE OF WALES, PRINCE
WILLIAM.**

**SPOKEN AT AN ADDRESS OUTSIDE
BUCKINGHAM PALACE DURING THE
QUEEN'S PLATINUM JUBILEE.**

ABOUT YOUTH LEADS UK.

Youth Leads UK is a charity supporting young people aged 12-25 to enrich their skills, reach their potential and influence change. We do this through peer-led programmes of volunteering, social action, learning experiences and amplifying young people's voices with key decision-makers.

INTRODUCTION.

"AMPLIFYING THE VOICES OF CHILDREN AND YOUNG PEOPLE IS CENTRAL TO OUR WORK."

"THE SUCCESS OF ANY COUNTRY DEPENDS ON THE SUCCESS OF ITS YOUNG PEOPLE."



The past twelve months have reminded us why we do what we do. Youth Leads UK has taken a human rights approach to our work, and every day, we are reminded by the UN Convention on the Rights of a Child: freedom of expression and the right to have their opinions heard and taken seriously. It is the right of children and young people to have their voices heard in decisions that affect them.

I open with this reminder because amplifying the voices of children and young people is central to our work. The success of any country depends on the success of its young people. Over the past year, Youth Leads UK has been proud to work with some incredible young people across Greater Manchester, upskilling them, empowering their potential and helping them influence change.

I am particularly proud of their work to tackle the stigma around HIV through their social action project working with renowned HIV charity, The George House Trust.

I am also proud of our Youth Media Leaders who have worked with statutory decision-makers to design and deliver public health campaigns on issues that matter to them. We have continued to publish Xplode Magazine, our vehicle for young people to amplify their voices and share their opinions on topics close to their hearts.

In this Queen's Platinum Jubilee Year, we are reminded of our fantastic achievement in 2016 - becoming the youngest organisation to receive Her Majesty the Queen's Award for Voluntary Service. We would like to pay tribute to Her Late Majesty for her outstanding service to communities and for always being such a steadfast supporter of youth social action.

This year, I am looking forward to strengthening our impact measurement, delivering more in-person activities, and building the capacity and sustainability of our organisation to support more young people to change the world around them.

SAIMAH MALJI, CHAIR OF TRUSTEES

LEGAL AND ADMINISTRATIVE DETAIL.

KEY PEOPLE

Chair

Vice Chair

Treasurer

Trustee

Trustee

Mrs S Malji

Mr A Toorawa

Mr K Malji

Miss C Bennett

Miss L German

Chief Executive Officer

Head of Programmes

Youth Engagement and Project Coordinator

Youth Engagement and Project Coordinator

Project Support Executive

Youth Engagement Officer

Mr S Atcha MBE DL

Mr M Mokri

Ms B Peel

Ms L Dunkerley

Mrs Z Khan

Ms A Abdul Aziz

REGISTERED OFFICE

Youth Leads UK,
Suite 6, Floor 4
White Tower, White
Media City UK
Salford, M50 2NT

INDEPENDENT EXAMINER

KM Accountants,
1st Floor, Block C,
The Wharf,
Manchester Road,
Burnley, BB11 1JG.

BANKERS

HSBC UK Plc,
Victoria Square,
Bolton,
BL1 1RJ.

CAF Bank Ltd,
25 Kings Hill Ave,
Kings Hill, West Malling,
Kent, ME19 4JQ

STRUCTURE, GOVERNANCE AND MANAGEMENT.

GOVERNING DOCUMENT

Youth Leads UK is a Charitable Incorporated Organisation (CIO) with the registered number 1155789. We are governed by a constitution that establishes the objectives and powers of the organisation.

OBJECTIVES

As stated in our constitution, Youth Leads acts as a resource for young people by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:

- A) Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- B) Advancing education;
- C) Relieving unemployment;
- D) Providing recreational and leisure time activity in the interests of social welfare for people living in the areas of benefit who have need by reason of their youth, age, infirmity or disability, poverty, or social and economic circumstances with a view to improving the conditions of life of such persons.

We also develop and promote innovative non-formal education programmes for and by young people, working with them to develop their full potential. We act as a platform for young people to develop life skills applied practically through our publication, Xplode Magazine.

APPOINTMENT OR RENEWAL OF TRUSTEES

Existing trustees elect new Trustees at any point in the year, and there are no restrictions on who can be nominated. New Trustees are supported through mentorship and an induction process which includes details of their responsibilities, Charity Commission publications and the governing document. All Trustees are encouraged to meet Youth Leads UK's volunteers and beneficiaries.

All Trustees give their time freely and are reimbursed for out of pocket expenses. Trustees are encouraged to disclose all relevant interests and register them with the CEO and withdraw for decisions where a conflict of interest may arise. It is a priority for the Board to appoint new Trustees in the Financial Year 2022-23.

GOOD GOVERNANCE

Trustees recognise the importance of good governance as fundamental to the success of Youth Leads UK, promoting a culture where everyone works towards fulfilling the Charity's vision and supporting compliance with relevant law and regulation. Trustees regularly review the governance and management of the Charity and have this year started to apply the principles of the Charity Governance Code as appropriate to the structure and operations of the Charity.

ORGANISATIONAL STRUCTURE

The Board of Trustees meet at least four times per year and are responsible for the organisation's governance as set out in, but not limited to, the constitution. Decisions on the organisation's day to day running are taken by the Chief Executive and senior management team. The Board receives regular reports from the Executive. Decisions and matters with significant implications on the organisation are brought to the Board.

These include:

- Policy Development
- Organisational Priorities
- Service Development
- Risk Identification (management, mitigation and review)
- Brand and Public Relations Development

RISK MANAGEMENT

Youth Leads UK has identified risks across all areas of the organisation. Where appropriate, systems and processes have been established to mitigate these risks.

Safeguarding remains a risk that we monitor very closely due to the nature of our work. In the past year, we implemented areas for development as identified in last year's NSPCC consultancy. We have also created a brand new policy and procedure set for online and digital youth engagement. Staff, Trustees and those we work with are regularly trained and reminded of their duties. We will continue to prioritise safeguarding development. DBS checks are carried out for all management or delivery positions and those who regularly work with children and vulnerable adults. Our staff handbook contains a code of conduct relating to safeguarding and Trustees discuss safeguarding at every board meeting. We have not had any safeguarding concerns raised in the past year.

In the previous Trustees Annual Report, a principal risk was impact measurement and evaluation. We have developed this area by introducing the robust and externally validated Outcomes STAR. We are continuing to work with specialists at The FSI to efficiently undertake and strengthen our impact measurement.

Procedures are in place to ensure compliance with health and safety regulations, particularly COVID-secure guidelines. All colleagues are advised to comply with media law to minimise any risk within our magazine and content publications.

The risk of cyber-attacks has been raised by the Charity Commission and National Cyber Security Centre. Trustees are mindful of the risks associated with cyber-attacks, and plans are in place to mitigate and respond to these risks with system security, data protection and insurance cover.



WHO WE SUPPORT.



We work with a lively mix of young people who are diverse in ethnicity and socioeconomic status. All of our young people are aged 12-25 years.

72% of the young people live in the 30% most deprived areas in the country, with 18% of our beneficiaries in the 50% most deprived. The remaining 10% of our young people are scattered across the 50% of least deprived areas in the country.

SOCIAL MOBILITY

We have started to use the Social Mobility Commission employer’s toolkit to measure certain criteria to understand more about the young people that we serve.

- 83% of programme participants attend state-run/state-funded schools
- 10% of participants attend independent/fee-paying school
- 2% of participants report to have learning disabilities
- 18% of participants report that they have suffered mental health difficulties in the past year

ETHNICITY

Afro Arab	2%
Asian	2%
Bangladeshi	4%
Black British	4%
British	2%
British Asian	10%
British Indian	13%
British Pakistani	4%
Indian	6%
Indian + Pakistani	2%
Kenyan	2%
Pakistani	15%
Polish	2%
Somali	4%
White British	23%
White Irish	2%
White/Black Caribbean	2%

AGES

12 years	2%
13 years	8%
14 years	8%
15 years	24%
16 years	18%
17 years	24%
18 years	4%
19 years	6%
21 years	2%
24 years	2%

GENDER

Male	23%
Female	75%
Non-Binary	2%

PRIORITIES, ACHIEVEMENTS AND ACTIVITIES.

VISION

A country where youth leads – young people feel listened to, part of their communities, and ready to make change through skills development opportunities.

MISSION

Youth Leads supports young people aged 12-25 to enrich their skills, reach their potential, and influence change. We do this through peer-led programmes of volunteering, social action projects, and learning experiences, and by amplifying the voice of young people with key decision makers.

STRATEGIC PRIORITIES

SKILLS ENRICHMENT Immersing young people into new and challenging environments enabling them to develop and learn new skills through: • Employer-led Industry Insight sessions • Youth-led training sessions on life skills • Work experience opportunities • Mentorship • Financial and digital literacy projects • Publishing Xplode Magazine	SELF-EMPOWERING POTENTIAL We enable young people to develop through increased responsibility, opportunities and recognition. We do this through: youth-led projects, co-design and pathways to progress into senior roles. • Youth-Led Social Action projects • Co-design of all of our activities • Dedicated Trustee roles on our Board for young people • Advertising staff roles to volunteers first
INFLUENCING CHANGE We help to influence decision making across society through elevated youth voice opportunities. We work tirelessly to improve perceptions of young people, challenge decision makers and board representation through: • Youth focused consultations • Publishing positive stories of young people • Taking part in the GMYCA involving policy scrutiny, challenge and support to the Mayor of Greater Manchester	ORGANISATIONAL DEVELOPMENT We are committed to establishing a sustainable, skilled and effective organisation. Across this strategic priority, the past twelve months has focused on the following: • Developing our impact measurement and reporting alongside our implementing efficiencies in our data collection • Strengthening our staff team • Returning to in-person delivery

SKILLS ENRICHMENT.

Our skills enrichment strand is delivered by a series of 12-week programmes culminating in the youth-led publication, Xplode Magazine and a social action project. The programme consists of 12 varied weekly in-person sessions, focusing on developing skills and raising the aspirations of around 25 young people per programme. We work closely with each person supporting their journey to becoming the young leaders of today. Here are the elements of the programme:

Employability & Life Skills Sessions:

Reframing 'soft skills' as 'life skills', we tailor sessions to cover communication, teamwork and problem solving. Employability sessions cover CVs, interview skills & social media.

Industry Insights:

Led by employers, participants receive masterclasses giving a sneak peek into 'a day in the life' of a range of industries.

Youth Social Action:

Each programme has a 'social action' element where participants design and deliver a project to positively impact their community based on an issue they feel passionately about. Participants report increased responsibility and pride, developing their self-belief and many other vital life skills.

Xplode Magazine:

Every programme culminates in a publication of Xplode - a youth-led magazine, showcasing true youth voices. Xplode Magazine is the founding project of Youth Leads UK. In 2011, our founder was frustrated at the negative media coverage of young people. They were branded 'feral animals', 'yobs', 'scum', 'evil', and 'threatening' in the headlines. Armed with experience of editing the school magazine, our founder and his friends decided to set up a magazine with a larger footprint than just one school - aiming to show the world that young people can be part of the media and showcase their talents.

Very quickly, the group realised the skills they were developing - from project management and budgeting to journalism and photography. We publish 3-4 editions of Xplode every year, upskilling young people in skills they can take into any job. We are preparing the diverse and inclusive newsrooms of the future.

KEY FIGURES

- 100% of young people feel like the programme has made a positive impact on their personal development.
- 100% of young people would recommend the programme to their friends.
- 85% of young people stated they have developed better communication skills.



SELF-EMPOWERING POTENTIAL.

We believe in a society where the contributions of young people to their communities are valued, supported and recognised. Young people taking practical action in the service of others is central to their futures - it is linked to social mobility and not only supports the young people involved but the community around them. Our participation programme sees young people design and deliver a short-term, high-impact social action project every three months. Working with our cross-sector partners, they create real change in their communities and develop a whole host of skills from leadership and time management to planning and marketing.

YOUTH MEDIA LEADERS PROGRAMME

The Covid-19 pandemic reminded us of the importance community-led public health messaging. As we recover from the pandemic and focus shifts back to wider public health, Youth Media Leaders gives young people the opportunity to come up with their own campaigns on health issues that matter to them.

Delivered by Youth Leads UK alongside media experts, young people connected with leaders from media companies across the UK, including television, online and print media. Sessions focused on creating messaging, developing social media campaigns, graphic design and filmmaking.

The three-month programme of skills-building activities, industry insights and employability workshops culminated in participants presenting their campaigns to local health leaders at a showcase event, further building their confidence and communication skills.

“It was a fun and engaging programme where I met a lot of new people whom I am now friends with, alongside developing my own skills to help me personally and career-wise for the future.” - Programme Participant

SOCIAL ACTION PROJECTS

Youth social action connects young people to their communities, an opportunity to act in the service of others, and a way to develop skills for the workplace. Our projects during 2021-22:

BE PERIOD PROUD

Young people conducted research on access to period products in schools. They reported their feedback to decision-makers. They handed out 200 self-care packs to those in need.

HIV AWARENESS

Partnering with the George House Trust, we raised awareness of HIV amongst young people and, urged more people to get tested to stop the spread. The priorities were to educate and reduce the stigma.

#BETHECHANGE

Raising awareness of hygiene poverty, young people educated the public on sustainability and helped 100 people reduce the costs and consumption of cleaning products through 'DIY cleaning kits'.

INFLUENCING CHANGE.

We have worked tirelessly to influence change across society over the last year. Youth Leads UK is a member and 'Official Media Partner' to the Mayor of Greater Manchester's Youth Combined Authority (GMYCA). The YCA brings together a diverse group of young people who live, work and study in the region. They are responsible for critiquing, developing and championing policies of the Combined Authority. Our young people attend regular meetings to have their say, and they report on the GMYCA's activities through the magazine and social media channels.

Youth Leads UK serves as Official Media Partner to the #BeeWell initiative advising on youth-led social media communications:

"Our relationship with Youth Leads has played an invaluable role in ensuring youth voice is front and centre of our communication strategy at #BeeWell. The creativity and collaboration of the Youth Leads team has strengthened our engagement with young people immensely and we look forward to continue working with them to improve young people's wellbeing across Greater Manchester." - Huw Spencer, Project Lead.

We have continued strengthening our relationship with the Bolton Together consortium giving more young people a say in health-related matters that are important to them:

"Youth Leads are a valued member of Bolton Together and have been a key contributor to the 0-19 service engagement programme this year. They have provided young people with the opportunity to have a voice in the services that they receive and in shaping and improving these services. We share a strong belief in the importance of the voice of young people and empowering and supporting them to be involved in decision-making processes that affect them. Youth Leads are experts in this and we look forward to continuing to work with them in the future." - Louise McDade, Chief Executive

Youth Leads UK has again worked with our funders to give young people a say in the grants decision making process:

"We ask young people to take part in the decision-making process because the Foundation supports young people and we are on a journey to ensure that the voices of young people are reflected in what the Foundation does and we want to make sure that young people think that the projects we support are worth the investment, that they are projects they would choose to access if they were given the opportunity." - Louise Norris - KFC Foundation Manager

"Young people are vital in the decisions that affect us all. Being given the opportunity by the KFC Foundation, as a young person, I know that the funds will go towards projects that are 'youth-proof' and will create a long-lasting impact on young people like me." - (Young Person)

Other influencing change work included:

- Working with NATO on a short project and associated events in Manchester and London highlighting the issues around social media disinformation.
- Commissioned by The Office of the Mayor of Greater Manchester to produce a short film consulting residents of all the ten local authority areas on the new 'Greater Manchester strategy'.
- Delivering social media campaigns focused on mental health, national youth voter registration day and Greater Manchester Police's 'Money Mule' campaign.

TRANSFORMING YOUTH HEALTHCARE

The Youth Healthcare Transformation Board model sees young people shaping health services in their local area whilst challenging and supporting local decision-makers. Youth Leads UK was commissioned by Bolton Together and Bolton NHS Foundation Trust to establish a pilot youth forum giving young people the opportunity to share feedback on Bolton NHS' 0-19 Health & Wellbeing Service.

We are proud that the Youth Healthcare Transformation Board model is now being used more widely and by other NHS Trusts who want to increase youth voice. The Youth Boards are linked NHS Trust Boards, ensuring that youth voice is not only heard, but acted upon.

Each local Board meets at least monthly to discuss youth experiences of healthcare, sharing positive experiences and feeding back where young people feel improvements can be made. The Youth Board also conducts research to gather a wide and diverse perspective on issues that matter to them. Their findings are then presented to senior decision-makers who join the Board meetings regularly.

Recent work has included consultation on the creation of a 'young governor' role, feedback on the new Bolton NHS website and discussions on promoting patient rights.

HIGHLIGHTS:



THE YOUTH HEALTHCARE TRANSFORMATION BOARD RECEIVED SENIOR NHS STAFF AT THEIR MEETINGS INCLUDING BOLTON NHS' DIRECTOR OF STRATEGIC TRANSFORMATION AND DIRECTOR OF ENGAGEMENT.

YOUNG PEOPLE ON THE YOUTH MEDIA LEADERS PROGRAMME PRESENTED THEIR CAMPAIGNS TO KEY DECISION MAKERS INCLUDING DIRECTORS OF PUBLIC HEALTH AND CHILDREN'S SERVICES.



A MESSAGE FROM MAYOR ANDY BURNHAM

"I WANT EVERY YOUNG PERSON IN GREATER MANCHESTER TO HAVE A SAY IN DECISIONS THAT AFFECT THEM.

"LET'S CONTINUE TO GIVE YOUNG PEOPLE A PLATFORM TO MAKE THEIR VOICES HEARD AND ACTED UPON."



Congratulations to everyone at Youth Leads UK on your 10th-anniversary milestone.

I remember visiting Xplode in Bolton in 2017, where I was quizzed by young people on topics that were important to them - transport, health and opportunity.

I think it's important that every young person is able to have a say in decisions that affect them. **I want every young person in Greater Manchester to know that they have a stake in society.**

What Youth Leads has done over the past 10 years, starting out as a group of friends in Bolton to a regional charity based at Media City, is truly amazing - they upskill young people across our city-region, they give young people a chance to lead their own projects, and they challenge decision-makers.

I'm proud that young people from Youth Leads UK have consistently played their part in the GMYCA, sharing their ideas,

and supporting and challenging Greater Manchester's political leaders and policy-makers.

They've helped to create Our Pass supporting school leavers, and care leavers access bus travel, they've spoken at key events sharing their experiences of growing up in Greater Manchester, and they've contributed to our Green Summit conferences.

Let's harness the energy and knowledge of our amazing young people and continue to give them a platform to make their voices heard and acted on.

Congratulations and well done to all of the young people who've taken part in Youth Leads UK's programmes. I'm excited to see what the future holds and what Youth Leads UK will do over the next 10 years.

A handwritten signature of Andy Burnham in black ink.

**ANDY BURNHAM,
MAYOR OF GREATER MANCHESTER**

FUTURE PLANS.

We're at an inspiring point in the history of our organisation having reached 10 years. By the end of the next 10 years, we'll celebrate 2 decades of youth social action, support our 20,000th young person and kick-start a brand-new programme of activity across the country.

Now is the time to accelerate and grow our impact. Young people aren't our tomorrow; they are our today. Youth Leads UK's bold strategy, reworked after the pandemic, puts young people at the centre of transforming their lives and their communities around them.

We now have 10 years' worth of alumni. It is time to take our plans to the next level and to help young people continue to serve even when they become young professionals. Over the next 10 years, we hope to change the game when it comes to youth representation on school and college governing boards, charity trustee boards and in our magistracy. After all, the more diverse the table, the better and more representative the decisions are.

Youth Leads UK will continue to adapt our successful programmes based on the needs of young people, and we will establish an Advisory Council to harness the positives of intergenerational collaboration where the Advisory Council can support our Young Trustees.

These next five years will be the time for us to show that when Youth Leads, the country benefits hugely from our energy, action, and pride in our communities.

OUR IMPACT HIGHLIGHTS

£4.6 MILLION
SOCIAL RETURN ON INVESTMENT

TARGETING THE NEED

72% of our young people live in the 30% most deprived areas in the country with 18% of our beneficiaries in the 50% most deprived.

MEASURING OUR IMPACT

We use the 'Shooting Star' Outcomes Star, a validated method of measuring change in the young people we work with. We measure aspiration, contribution, confidence, learning, people & support and, communication.

- 60% of young people began the Leadership Programme scoring themselves low in 2 or more areas - at the end of the programme this was 0%.
- 100% made progress in at least 1 area and 71% made progress in at least 2 areas.

“

Volunteering for Youth Leads is the best decision I have ever made! Before volunteering, I wasn't sure what I wanted my future to be, and even if I had known I might not have had the confidence to pursue it. However, thanks to Youth Leads I have built up the confidence to excel at whatever I choose!

I have worked on a fashion shoot, both in front of and behind the camera, I have spoken to journalists and entrepreneurs, I have written my own articles and I have reached out to the elderly in my community. Working with Youth Leads has opened my eyes to what's out there, and helped me build my CV, so I am all set for the future I want! - Rosaleen

”



OUR SUPPORTERS.

Thank you to all of our funders and supporters.



FINANCIAL REVIEW.

As per Charity Commission guidance for CIO's, we have completed 'Receipts and Payments' accounts which have been examined independently. The accounts and examination can be found overleaf.

PRINCIPAL FUNDING SOURCES

Our principal funding sources remain as grant income, but the percentage of generated income and donations has increased steadily. We have been able to focus more on income generation due to our increased staffing capacity. We are pleased to have seen much more in the way of donations and the sale of media production and youth consultations.

In the financial year ending 31 March 2022, the following grant-making organisations have generously supported our work:

- BBC Children in Need
- Garfield Weston Foundation
- The National Lottery Community Fund
- The Zochonis Charitable Trust
- Bolton CVS
- COSARAF Foundation
- HM Government
- The DofE Diamond Fund
- The Shears Foundation
- The Postcode Lottery Neighbourhood Fund
- Magic Little Grants
- The Arnold Clark Community Fund

We would like to thank the following organisations for their in-kind support and donations:

- The Gregson Family Foundation
- The FSI
- In Kind Direct

RESERVES POLICY

Reserves are needed to build the sustainability and viability of Youth Leads UK, to bridge the gap between the receipt and spending of income and cover unanticipated expenditure.

The Board of Trustees' examination of the charity's need for reserves concludes that to allow the protection of current activities, the meeting of day-to-day responsibilities and the building of sustainability and viability of Youth Leads UK, a sum is needed.

The Trustees consider that the level of unrestricted reserves stands at £15,000 and restricted reserves stand at £7,000. The Trustees wish to increase total reserves to at least £35,000 in the 2022-23 financial year to cover three months of committed annual costs. The Trustees review the reserves policy every year.

STATEMENT OF TRUSTEES' RESPONSIBILITIES.

The Trustees are responsible for the preparation of the financial statements for each financial year, which give a true and fair view of the state of affairs of the charity.

In preparing these reports, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed;
- Prepare the financial accounts on the going concern basis unless it is inappropriate;
- To presume that the charity will continue in business.

The Trustees are also responsible for ensuring that the charity has appropriate systems of internal control across the organisation. They are responsible for keeping proper accounting records, which disclose with reasonable accuracy, at the time, the financial position of the charity and enable them to ensure that the financial statements follow best practice. They are further responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The systems of internal control are designed to provide reasonable, but not absolute reassurance against material misstatement of loss. Internal control processes implemented by the Trustees include:

- Agreement of policy and service development;
- An annual budget approved by the Trustees;
- Regular consideration by the Trustees of financial results;
- Delegation of authority to appropriate levels of management;
- Identification and management of risk.

By order of the Trustees dated 19 August 2022



SAIMAH MALJI
CHAIR

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS.

I report to the charity Trustees on my examination of the accounts of Youth Leads UK for the year ended 31 March 2022 which are set out on the page overleaf.

RESPONSIBILITIES AND BASIS OF REPORT

As the charity's Trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

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

INDEPENDENT EXAMINER'S STATEMENT

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

1. Accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. The accounts do not accord with those records.

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.



Mark Heaton FCCA FCIE DChA
KM Chartered Accountants
1st Floor, Block C
The Wharf
Manchester Road
Burnley
BB11 1JG

10 JANUARY 2023

ACCOUNTS.

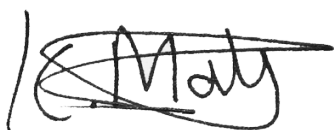
FOR THE PERIOD 1 APRIL 2021 TO 31 MARCH 2022.

Receipts and Payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
Receipts				
Grants		171,582.13	171,582.13	212,713.96
Donations	3,528.48		3,528.48	9,743.34
Sales	20,600.00		20,600.00	8,550.00
Sub total	24,128.48	171,582.13	195,710.61	231,007.30
Total receipts	24,128.48	171,582.13	195,710.61	231,007.30
Payments				
Accommodation & Services	16,250.00	29,394.00	45,644.00	31,530.35
Direct Project Costs		10,834.79	10,834.79	20,851.90
IT & Software		31,939.04	31,939.04	16,959.29
Communications & Marketing		5,394.12	5,394.12	9,184.70
Staff Costs		119,778.83	119,778.83	67,790.30
Legal, Governance & Banking	12,059.00	2,000.00	14,059.00	14,031.50
Stationary & Postage		4,421.66	4,421.66	3,374.83
Sub total	28,309.00	203,762.44	232,071.44	163,722.87
Total payments	28,309.00	203,762.44	232,071.44	163,722.87
Net of receipts/(payments)	-4,180.52	-32,180.31	-36,360.83	67,284.43
Transfers between funds			-	-
Cash funds last year end	18,854.50	51,000.62	69,855.12	2,570.69
Cash funds this year end	14,673.98	18,820.31	33,494.29	69,855.12

Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £
Cash funds	Bank	14,673.98	18,820.31
		-	-
		-	-
	Total cash funds	14,673.98	18,820.31
	(agree balances with receipts and payments account (s))	OK	OK



KHALIL MALJI
TREASURER
19 AUGUST 2022



ADAM TOORAWA
VICE-CHAIR
19 AUGUST 2022

YOUTH LEADS.

**YOUTH LEADS UK
WHITE TOWER
WHITE
MEDIA CITY UK
SALFORD, M50 2NT**

INFO@YOUTHLEADS.UK

**REGISTERED CHARITY
NUMBER: 1155789**



YOUTHLEADS.UK



@YOUTHLEADSUK

Accounts

**YOUTH
LEADS.**



ANNUAL REPORT.

FOR THE YEAR ENDED 31 MARCH 2021

**YOUTH LEADS UK
REGISTERED CHARITY NUMBER: 1155789**



PHOTO CREDIT:
PRESS ASSOCIATION / DANNY LAWSON

"IN THE UNITED KINGDOM AND AROUND THE WORLD, PEOPLE HAVE RISEN MAGNIFICENTLY TO THE CHALLENGES OF THE YEAR, AND I AM SO PROUD AND MOVED BY THIS QUIET INDOMITABLE SPIRIT.

"TO OUR YOUNG PEOPLE IN PARTICULAR I SAY THANK YOU FOR THE PART YOU HAVE PLAYED."

**- HER MAJESTY THE QUEEN,
DECEMBER 2020**

ABOUT YOUTH LEADS UK.

Youth Leads UK is a charity supporting young people aged 12-22 to enrich their skills, reach their potential and influence change. We do this through peer-led programmes of volunteering, social action, learning experiences and amplifying young people's voices with key decision-makers.

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INTRODUCTION.

YOUNG PEOPLE'S LIVES OVER THE PAST YEAR HAVE BEEN TURNED UPSIDE DOWN BY THE PANDEMIC.

MANY OF THEM FACE AN UNCERTAIN FUTURE, CHANGES TO THEIR EDUCATION AND SADLY, UNEMPLOYMENT.

"YOUNG PEOPLE HAVE SHOWN US THAT WE ARE NOT WITHOUT HOPE.

THEY ARE PROVEN EXPERTS IN IDENTIFYING AND SOLVING SOCIETAL ISSUES."



Her Majesty the Queen's words open this year's Annual Report at a time where young people have been the hardest hit by the coronavirus pandemic. Her Majesty's words about the part young people have played provided a much-needed boost at Christmas time.

Young people's lives over the past year have been turned upside down by the pandemic, with many of them having to face an uncertain future, changes to their education and sadly, looming unemployment.

In these days of a global pandemic, we have had to challenge ourselves, adapt and review our services to ensure that we are still here to support young people as the recovery and reopening of society begins.

Young people have shown us that we are not without hope.

Resilience and optimism have been central to us continuing to grow over the past year. We had to shift to online delivery and faced unprecedented demand - thankfully, with the support of our generous donors, we have more than doubled our staff team and supported many young people at this difficult time.

Young people are experts in identifying and solving societal issues, and the past year has been no different - participants on our programmes have been developing themselves and their communities.

This report will show our progress over the past year telling the story of how young people, illustrated by Her Majesty the Queen's words in her Christmas message, have risen magnificently to the challenges of the year and we are proud of the part we have helped young people play.

SAIMAH MALJI, CHAIR OF TRUSTEES

LEGAL AND ADMINISTRATIVE DETAIL.

KEY PEOPLE

Chair	Miss S Malji
Vice Chair	Mr A Toorawa
Treasurer	Mr K Malji
Trustee	Miss C Bennett
Trustee	Miss L German
Trustee (resigned 01/06/20)	Mr E Jankowski
Chief Executive Officer	Mr S Atcha MBE DL
Head of Programmes	Mr M Mokri
Project Support Executive	Mrs Z Khan

REGISTERED OFFICE

Youth Leads UK,
104 Miller House,
47-49 Market Street,
Farnworth, Bolton,
BL4 7NS.

INDEPENDENT EXAMINER

KM Accountants,
1st Floor, Block C,
The Wharf,
Manchester Road,
Burnley,
BB11 1JG.

BANKERS

HSBC UK Plc,
Victoria Square,
Bolton,
BL1 1RJ.

CAF Bank Ltd,
25 Kings Hill Ave,
Kings Hill, West Malling,
Kent, ME19 4JQ

STRUCTURE, GOVERNANCE AND MANAGEMENT.

GOVERNING DOCUMENT

Youth Leads UK is a Charitable Incorporated Organisation (CIO) with the registered number 1155789. We are governed by a constitution that establishes the objectives and powers of the organisation.

OBJECTIVES

As stated in our constitution, Youth Leads acts as a resource for young people by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:

- A) Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- B) Advancing education;
- C) Relieving unemployment;
- D) Providing recreational and leisure time activity in the interests of social welfare for people living in the areas of benefit who have need by reason of their youth, age, infirmity or disability, poverty, or social and economic circumstances with a view to improving the conditions of life of such persons.

We also develop and promote innovative non-formal education programmes for and by young people, working with them to develop their full potential. We act as a platform for young people to develop life skills applied practically through our publication, Xplode Magazine.

APPOINTMENT OR RENEWAL OF TRUSTEES

Existing trustees elect new Trustees at any point in the year, and there are no restrictions on who can be nominated. New Trustees are supported through mentorship and an induction process which includes details of their responsibilities, Charity Commission publications and the governing document. All Trustees are encouraged to meet Youth Leads UK's volunteers and beneficiaries.

All Trustees give their time freely and are reimbursed for out of pocket expenses. Trustees are encouraged to disclose all relevant interests and register them with the CEO and withdraw for decisions where a conflict of interest may arise.

GOOD GOVERNANCE

Trustees recognise the importance of good governance as fundamental to the success of Youth Leads UK, promoting a culture where everyone works towards fulfilling the Charity's vision and supporting compliance with relevant law and regulation. Trustees regularly review the governance and management of the Charity and have this year started to apply the principles of the Charity Governance Code as appropriate to the structure and operations of the Charity.

ORGANISATIONAL STRUCTURE

The Board of Trustees meet at least four times per year and are responsible for the organisation's governance as set out in, but not limited to, the constitution. Decisions on the organisation's day to day running are taken by the Chief Executive and senior management team. The Board receives regular reports from the Executive. Decisions and matters with significant implications on the organisation are brought to the Board. These include:

- Policy Development
- Organisational Priorities
- Service Development
- Risk Identification (management, mitigation and review)
- Brand and Public Relations Development

RISK MANAGEMENT

Youth Leads UK has identified risks by looking across all areas of the organisational strategy and any operational risks. Where appropriate, systems and processes have been established to mitigate these risks.

Safeguarding remains a risk that we monitor very closely due to the nature of our work. In the past year, we have commissioned the NSPCC to audit our policies and procedures and provide training and advice to staff, Trustees and those we work with. We will continue to prioritise safeguarding in 2021-22. DBS checks are carried out for all management or delivery positions and those who regularly work with children and vulnerable adults. Our staff handbook contains a code of conduct relating to safeguarding and Trustees discuss safeguarding at every board meeting. We have not had any safeguarding concerns raised in the past year.

In the last Trustees Annual Report, we noted a lack of staff capacity as a principal risk - over the past year, we have worked hard to double our staff team. During the financial year 2021-22, we will continue to increase staff capacity to meet increased demand.

Another risk focuses on impact measurement and evaluation. This has been strengthened over the past year and will continue to be a priority in the next financial year as we seek external support to further develop and strengthen our impact measurement.

Procedures are in place to ensure compliance with health and safety regulations, particularly COVID-secure guidelines. All colleagues are advised of compliance with media law to minimise any risk within our magazine and content publications.

HIGHLIGHT: JUNE 2020.

YOUTH LEADS UK'S CEO, SAEED ATCHA MBE DL, CO-CHAIRING THE MAYOR OF GREATER MANCHESTER'S LAUNCH OF THE YOUNG PERSON'S GUARANTEE.

THIS EVENT SAW OVER 800 YOUNG PEOPLE AND DECISION MAKERS COME TOGETHER TO DISCUSS THE IMPACT OF COVID-19 ON EDUCATION, EMPLOYMENT AND WELLBEING.



MESSAGES FROM OUR YOUNG PEOPLE.



“During my time at Youth Leads, I have learned how to initiate and create change to benefit my local community, taking an idea and learning how to put it into action. Through Youth Leads, I have had the opportunity to work in a team alongside like-minded people. I have been made to feel valued, and as a result, I have become more confident sharing my thoughts and ideas with others.”

Emma, 21



My experience with Youth Leads has been amazing. It has provided me with a wealth of opportunities, including being on the interview panel for the newly appointed Children’s Commissioner. It was extremely interesting and was truly an honour to share my voice. We interviewed applicants and spoke to senior politicians. I would recommend Youth Leads to anyone who wants to be more involved in their community as this is a great way to get ourselves heard! - Megan, 16

VOLUNTEER VOICE.

Izzy, 16 - “I’ve really enjoyed the programme which has helped me develop my skills and has given me insight into careers that I didn’t know much about.”

Faizan, 14 - “I always wanted to write and edit articles - I’ve done that with Youth Leads and helped my community.”

Maia, 17 - “I really enjoy volunteering with Youth Leads - they have taught me things that will help me in the future.”

Callum, 25 - “The social action project on period poverty was important to tackle because our voices are going straight to the decision makers.”

PRIORITIES, ACHIEVEMENTS AND ACTIVITIES.

VISION

A country where youth leads – young people feel listened to, part of their communities, and ready to make change through skills development opportunities.

MISSION

Youth Leads supports young people aged 14-25 to enrich their skills, reach their potential, and influence change. We do this through peer-led programmes of volunteering, social action projects, and learning experiences, and by amplifying the voice of young people with key decision makers.

STRATEGIC PRIORITIES

SKILLS ENRICHMENT

We immerse young people into new and challenging environments enabling them to develop and learn new skills through:

- Industry Insight sessions led by employers
- Youth-led training sessions on life skills
- Work experience opportunities
- Mentorship
- Publishing Xplode Magazine

SELF-EMPOWERING POTENTIAL

We enable young people to develop through increased responsibility, opportunities and recognition. We do this through: youth-led projects, co-design and pathways to progress into senior roles.

- Quarterly Youth-Led Social Action projects
- Co-design of all of our activities
- Dedicated Trustee roles on our Board for young people
- Advertising staff roles to volunteers first

INFLUENCING CHANGE

We help to influence decision making across society through elevated youth voice opportunities. We work tirelessly to improve perceptions of young people, challenge decision makers and board representation through:

- Youth focused consultations
- Publishing positive stories of young people
- Taking part in the GMYCA involving policy scrutiny, challenge and support to the Mayor of Greater Manchester.

ORGANISATIONAL DEVELOPMENT

We are committed to establishing a sustainable, skilled and effective organisation. Across this strategic priority, the past twelve months has focused on the following:

- A root and branch review of all policies and procedures
- The development of a brand new organisational strategy, business plan and fundraising strategy.

SKILLS ENRICHMENT.

Our skills enrichment strand is delivered by a 12-week programme culminating in the youth-led publication, Xplode Magazine. Xplode is our vehicle for skills development and youth voice. It is a tool for young people to express themselves, gain experience and support their CVs.

Young people involved in the magazine not only write, design or photograph, but they also lead it, too - from the planning stages right through to the delivery of the printed magazines, young people are at the heart of this project.

The magazines cover a variety of topics, carefully striking a balance between popular content and 'life-skills' content. Music, fashion and entertainment are featured alongside more serious pieces covering mental health, employability and crime.

Over the past year, the young people have turned their attention to serious topics such as the Black Lives Matter movement tackling racism and women's safety following the tragic death of Sarah Everard.

The magazines are printed and distributed to high schools, ASDA stores, youth centres, libraries and independent shops across Bolton, Bury and Manchester. We also distribute to all CareTech young people's residential care settings across England and Wales.

Having their work printed and showcased across the region, young people feel believed in, listened to and equipped with the motivation and skills to articulate their thoughts. Not only does the magazine benefit the young people involved in its creation, but it also benefits the readers more broadly with the life-skills content written in a way that young people can relate to and act upon.

Alongside the magazine, participants receive weekly sessions comprising skills training workshops and 'industry insight' sessions where local, regional and national organisations deliver hands-on workshops offering an insight into their industry. These sessions also provide our young people the opportunity to network with leaders and professionals to contact for work experience and mentoring opportunities.

2020-21 SKILLS ENRICHMENT IN NUMBERS:

30 SESSIONS HAVE BEEN DELIVERED

88 YOUNG PEOPLE HAVE TAKEN PART IN AT
LEAST ONE SESSION

375,640 VIEWS ON CONTENT ACROSS
THE YOUTH LEADS WEBSITE,
TWITTER AND INSTAGRAM.



SELF-EMPOWERING POTENTIAL.

We believe in a society where the contributions of young people to their communities are valued, supported and recognised. Young people taking practical action in the service of others is central to their futures - it is linked to social mobility and not only supports the young people involved but the community around them.

Our participation programme sees young people design and deliver a short-term, high-impact social action project every three months. Working with our cross-sector partners, they create real change in their communities and develop a whole host of skills from leadership and time management to planning and marketing.

Our first social action project of the year was called 'Reduce It or Lose It' and took the form of a traditional and social media campaign designed to encourage young people, at the height of the pandemic, to reduce the number of people they socialise with, or places they frequently visit or risk losing the ability to, due to tougher restrictions being brought in. The campaign saw a film played to every Bolton high school pupil in their assemblies, and the message being repeated on social media, BBC News, Sky News and ITV News. Another social action project highlight is the 'Be Period Proud' campaign designed to tackle the low percentage of schools and colleges taking part in the government's free sanitary products programme alongside understanding why disadvantaged young people who experience periods aren't accessing products provided by the scheme. 200 period care packs were also distributed to those in need, and a report written by young people with their findings and recommendations, will be shared with decision-makers in the 2021-22 financial year.

One of the objectives of our self-empowering potential strand is to advertise any staff roles to existing volunteers first. This year, we recruited two Youth Engagement Officers, one of which was an alumna of the volunteer programme. We're really proud of Abeer's continued progress and development.

Sadly, we have had to put our awards scheme on hold, but we look forward to establishing a Greater Manchester youth social action awards when we can safely.

HIGHLIGHT: SOCIAL ACTION.

200 SELF-CARE PACKS HAVE BEEN DISTRIBUTED TO UNDERPRIVILEGED PEOPLE WHO EXPERIENCE PERIODS AS PART OF THE 'BE PERIOD PROUD' CAMPAIGN.

PARTICIPANTS ALSO CREATED A SURVEY LOOKING AT WHY YOUNG PEOPLE AREN'T ACCESSING PRODUCTS AT SCHOOL OR COLLEGE.



INFLUENCING CHANGE.

We have worked tirelessly to influence change across society over the last year. Youth Leads UK is a member and 'Official Media Partner' to the Mayor of Greater Manchester's Youth Combined Authority (GMYCA). The YCA brings together a diverse group of young people who live, work and study in the region. They are responsible for critiquing, developing and championing policies of the Combined Authority. Our young people attend regular meetings to have their say, and they report on the GMYCA's activities through the magazine and social media channels.

Youth Leads UK's CEO, Saeed Atcha MBE DL, was asked by the Mayor of Greater Manchester, Andy Burnham, to co-chair the establishment of the Young Person's Guarantee in June 2020. The YPG is a commitment to improving the lives and experiences of young people from across Greater Manchester. It focuses not only on the impact COVID-19 has had on the city region but also on the worries that young people told us they have for their future employment prospects.

Youth Leads UK supported the facilitation of a panel of Children and Young People as part of the recruitment of the Children's Commissioner for England.

"Thank you for playing a key role in the assessment strategy. The children and young people asked several valuable questions and provided key constructive challenge on candidates approaches in hypothetical exercises. We thank Youth Leads for their support in making this component of the assessment strategy such a meaningful exercise."

- HM Government Department for Education | Children's Rights Team

Early in the pandemic, Youth Leads UK partnered with Action 4 Conservation to deliver an online skills development workshop followed by an opportunity for A4C's young people to be featured in Xplode magazine:

"Working with Youth Leads greatly enhanced the impact of our WildWEB digital environmental action programme last summer. The Youth Leads team enabled 15 young people to develop their media literacy through an interactive workshop and share their views on important environmental issues in the magazine. The young people involved were delighted to see their words in print and felt inspired by the experience. We're grateful for the support the Youth Leads team offered and look forward to working with them again to amplify young voices everywhere." - Hendrikus van Hensbergen - CEO Action 4 Conservation

Bolton Together commissioned Youth Leads UK to run several focus groups to establish how the COVID-19 pandemic has impacted BAME young people aged 8-19 years old. The report, 'Covid Conversations' provided recommendations to key decision-makers in Bolton.

Other influencing change work included:

- 2 Youth Leads UK young people contributing to the Voxburner 'Youth Trends' report.
- A group of young people working with the government's Department for Digital, Culture, Media and Sport on the review into Data Protection Legislation. Their thoughts were taken directly to the Government and a report was published to update Parliament.
- 2 Youth Leads UK young people have been working with BBC Children in Need on the establishment of youth-led grant-making panel for a new social action fund.
- Supporting Big Change with their Trustee recruitment through reviewing the Trustee recruitment process and associated documents.

FUTURE PLANS.

Whilst we were initially set back by the COVID-19 pandemic at the start of the financial year, we are now full-steam ahead at the end of the financial year. Despite the pandemic, we have remained steadfast in our commitment to supporting young people, and we will continue to do so. Young people have been loud and clear in all of our consultations that they would like us to prioritise positive activities, wellbeing support and employability support.

Our priorities at governance level during the 2021-22 financial year are as follows:

- Strengthen our impact measurement.
- Diversify our funding.
- Champion youth voice and the impact of youth action more meaningfully.
- Support even more young people in an increased geography through our participation programme.

In particular, we are looking forward to establishing a Bolton NHS Youth Forum, giving young people a direct route to health decision-makers in the town. We are very pleased to be adding accreditation to our participation programme by delivering The Duke of Edinburgh's Award in Greater Manchester.

HIGHLIGHTS IN PICTURES.



WE SUCCESSFULLY RAN TWO COVID-SECURE YOUTH-LED FASHION SHOOTS WHERE YOUNG PEOPLE DEVELOPED ORGANISATIONAL, PHOTOGRAPHY AND TIME MANAGEMENT SKILLS

BBC CHILDREN IN NEED TEAMED UP WITH BBC NORTH WEST TO FILM A CASE STUDY WITH OUR YOUNG PEOPLE FOR CHILDREN IN NEED WEEK 2020. OVER 2 MILLION PEOPLE WATCHED THE FILM ON THE NIGHT.



OUR SUPPORTERS.



FINANCIAL REVIEW.

As per Charity Commission guidance for CIO's, we have completed 'Receipts and Payments' accounts which have been examined independently. The accounts and examination can be found overleaf.

PRINCIPAL FUNDING SOURCES

Our principal funding sources remain as grant income, but the percentage of generated income and donations has increased steadily. We have been able to focus more on income generation due to our increased staffing capacity. We are pleased to have seen much more in the way of donations and the sale of media production and youth consultations.

In the financial year ending 31 March 2021, the following grant-making organisations have generously supported our work:

- Esmee Fairbairn Foundation
- BBC Children in Need
- Garfield Weston Foundation
- The National Lottery Community Fund
- The Zochonis Charitable Trust
- Bolton CVS
- COSARAF Foundation
- HM Government
- TESCO
- Comic Relief
- KFC Foundation
- The CAF Resilience Fund
- The Charity Service

We would like to thank the following organisations for their support and donations

- Assura Plc
- BDP
- The Bulldog Trust (The Fore RAFT Transition Fund)

RESERVES POLICY

Reserves are needed to build the sustainability and viability of Youth Leads UK, to bridge the gap between the receipt and spending of income and cover unanticipated expenditure.

The Board of Trustees' examination of the charity's need for reserves concludes that to allow the protection of current activities, the meeting of day-to-day responsibilities and the building of sustainability and viability of Youth Leads UK, a sum is needed.

The Trustees consider that the level of unrestricted reserves stands at £10,000 and restricted reserves stand at £5,000. The Trustees wish to increase total reserves to £22,000 in the 2021-22 financial year to cover three months of committed annual costs. The Trustees review the reserves policy every year.

STATEMENT OF TRUSTEES' RESPONSIBILITIES.

The Trustees are responsible for the preparation of the financial statements for each financial year, which give a true and fair view of the state of affairs of the charity. In preparing these reports, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed;
- Prepare the financial accounts on the going concern basis unless it is inappropriate;
- To presume that the charity will continue in business.

The Trustees are also responsible for ensuring that the charity has appropriate systems of internal control across the organisation. They are responsible for keeping proper accounting records, which disclose with reasonable accuracy, at the time, the financial position of the charity and enable them to ensure that the financial statements follow best practice. They are further responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The systems of internal control are designed to provide reasonable, but not absolute reassurance against material misstatement of loss. Internal control processes implemented by the Trustees include:

- Agreement of policy and service development;
- An annual budget approved by the Trustees;
- Regular consideration by the Trustees of financial results;
- Delegation of authority to appropriate levels of management;
- Identification and management of risk.

By order of the Trustees dated 19 May 2021



SAIMAH MALJI
CHAIR

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS.

I report to the charity Trustees on my examination of the accounts of Youth Leads UK for the year ended 31 March 2021 which are set out on pages 18 and 19.

RESPONSIBILITIES AND BASIS OF REPORT

As the charity's Trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

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

INDEPENDENT EXAMINER'S STATEMENT

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

1. Accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. The accounts do not accord with those records.

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.



Mark Heaton FCCA FCIE DChA
KM Chartered Accountants
1st Floor, Block C
The Wharf
Manchester Road
Burnley
BB11 1JG

11 May 2021

ACCOUNTS.

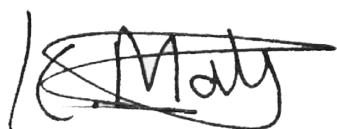
FOR THE PERIOD 1 APRIL 2020 TO 31 MARCH 2021.

Receipts and Payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
Receipts				
Grants		212,713.96	212,713.96	94,780.00
Donations	9,743.34	-	9,743.34	6,859.47
Sales	8,550.00	-	8,550.00	8,300.00
Advertisement		-	0.00	- .00
Accounts Receivable		-	0.00	1,700.00
Grants Receivable		-	0.00	13,700.00
Sub total	18,293.34	212,713.96	231,007.30	125,339.47
Total receipts	18,293.34	212,713.96	231,007.30	125,339.47
Payments				
Accommodation & Services		31,530.35	31,530.35	25,050.17
Direct Project Costs		20,851.90	20,851.90	27,617.39
IT & Software		16,959.29	16,959.29	5,761.63
Communications & Marketing		9,184.70	9,184.70	6,055.70
Staff Costs		67,790.30	67,790.30	40,955.20
Legal, Governance & Banking	1,871.00	12,160.50	14,031.50	22,187.08
Stationary & Postage		3,374.83	3,374.83	3,170.31
Sub total	1,871.00	161,851.87	163,722.87	130,797.48
Total payments	1,871.00	161,851.87	163,722.87	130,797.48
Net of receipts/(payments)	16,422.34	50,862.09	67,284.43	-5,458.01
Transfers between funds			-	-
Cash funds last year end	2,432.16	138.53	2,570.69	8,028.70
Cash funds this year end	18,854.50	51,000.62	69,855.12	2,570.69

Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £
Cash funds	Bank	18,854.50	51,000.62
		-	-
		-	-
	Total cash funds	18,854.50	51,000.62
(agree balances with receipts and payments account (s))		OK	OK



KHALIL MALJI
TREASURER
22 April 2021



ADAM TOORAWA
VICE-CHAIR
22 April 2021

OTHER HIGHLIGHTS OF THE YEAR.

FREE MASKS



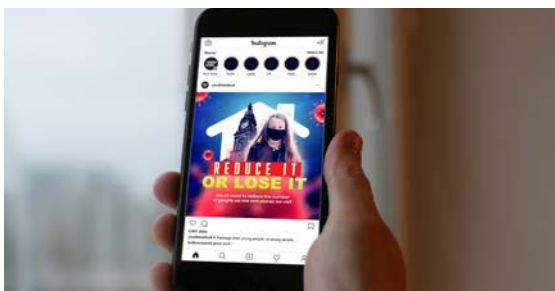
Our young people were concerned that their peers may not have access to masks. Youth Leads UK distributed over 400 masks to those most in need in Bolton.

COVID CONVERSATIONS



We are proud of our 'Covid Conversations' report that looks at the impact of the coronavirus pandemic on the emotional health and wellbeing of BAME young people aged 8-19. The report is available on our website.

REDUCE IT OR LOSE IT



We have always promoted the value of peer-led social action. When parts of Greater Manchester had the highest infection rates, our young people created a campaign to inform their peers of the local rules and actions they can take to reduce the rates of infection.

SUPPORT US

DONATE MONEY OR TIME



Help us to help more young people develop their skills, take on challenges and influence society for the better. You can make a one-off donation or set up regular giving. Find out more on our website, youthleads.uk

DELIVER WORKSHOPS



We're always looking for partners to deliver industry insight sessions or skills training workshops to give our young people a better idea of what's out there in the world. If you'd like to get involved, please email info@youthleads.uk

FOLLOW US ONLINE



YOUTH LEADS.

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104 MILLER HOUSE
47-49 MARKET STREET
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