



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

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Independent Examiner

KM Chartered Accountants

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BANKERS

Virgin Money Plc

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Northampton

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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:

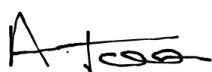
- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed;
- Prepare the financial accounts on the going concern basis unless it is inappropriate;
- To presume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