

YOU MAKE IT

England & Wales · Charity number 1158572

Details

Other names	LADIES WHO L-EARN, LWL
Status	Registered
Legal form	CIO
Registered	2014-09-15
Register	View on the Charity Commission register

Contact

Address	Shed Workspace 1 8 Lee Street London E8 4DY
Phone	07494737706
Email	administrator@you-make-it.org
Website	www.you-make-it.org

Activities

Objects: (1) For the public benefit, to advance the professional and personal development of East London's young unemployed and underemployed women – in particular those from non-privileged backgrounds – so that they may enter into and retain meaningful employment. This is done, in particular, but not exclusively, by delivering holistic three to six month programmes either in person or online, which provide participants with:(a) information through interactive workshops, which are focused on developing skills to increase the participant's employability and wellbeing;(b) advice about learning and earning opportunities through a mentoring programme; and(c) access to work experience and other "hands-on" experience in order to develop job-readiness.(2) For the public benefit, in order to promote racial equality, to design and deliver a programme of interactive anti-racism workshops called You Change It ("YCI"). YCI will principally be delivered (both in person and online) to the employees of other charities, companies and organisations, as well as to individuals, from all backgrounds. Funds raised by YCI will, in part, go back into financially supporting the work described in (1) above. The YCI workshops (the exact number and contents of which may be changed from time to time (therefore this list is not exclusive)) are:(a) story telling by those with lived experiences of being victims of racism ("The Stories Write Themselves"); (b) the history and science of racism and its impact on those living in the UK today("From Then to Now"); (c) an understanding of what having privilege means and what not having it means ("Check Your Privilege"); (d) developing the confidence to challenge racism at work ("What Would You Say If...?"); (e) support to develop actions which lead to racial equity at work ("Activate Your Allyship").

Activities: We run a 6-month long You Make It holistic programme empowering young, unemployed and underemployed women, with the confidence, networks, skills, knowledge and experiences needed to break out of poverty into financially independent lives with reflect greater integration with the social and cultural life of their city. Beneficiaries are largely from Hackney and Tower Hamlets.

Classification

- **How:** Makes Grants To Individuals, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Other Defined Groups

Geography

- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£294,875	£403,869	-	-
2024-03-31	£363,447	£409,881	-	-
2023-03-31	£402,442	£365,123	-	-
2022-03-31	£399,648	£278,853	-	-
2021-03-31	£371,609	£288,338	-	-

Trustees

Name	Role	Appointed
Liana Rose Shamash	Chair	2021-12-15
Alexa Romanelli		2025-06-23
Dr Faith Uwadiae		2025-07-18
Fatou Jeng		2021-12-15
Hodo Sulaiman		2025-10-21
Jessie Date-Ampofo		2025-06-23
Kazim Rashid		2025-06-23
Laurie Schmidt		2025-06-23
Therese Webb		2025-06-23

YOU MAKE IT

England & Wales - Charity number 1158572

Accounts

You Make It

(A Charitable Incorporated Organisation)

Report and Financial Statements

Year ended 31 March 2025

Charity Number 1158572

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You Make It

Report of the Trustees for the year ended 31 March 2025

The trustees present their annual report together with the independently examined financial statements of the charity for the year ended 31 March 2025. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Charities Act 2011 and the recommendations of Accounting and Reporting by Charities: Statement of Recommended Practice (SORP FRS 102 effective October 2019) as they apply to small charities.

Objectives and activities for the public benefit

The objects of You Make It, as set out in its governing document, are to advance the education and to relieve unemployment of Greater London's young unemployed women in particular, but not exclusively, by:

(1) For the public benefit, to advance the professional and personal development of East London's young unemployed and underemployed women – in particular those from non-privileged backgrounds – so that they may enter into and retain meaningful employment. This is done, in particular, but not exclusively, by delivering holistic three to six month programmes either in person or online, which provide participants with:

- (a) information through interactive workshops, which are focused on developing skills to increase the participant's employability and wellbeing;
- (b) advice about learning and earning opportunities through a mentoring programme; and
- (c) access to work experience and other "hands-on" experience in order to develop job-readiness.

(2) For the public benefit, in order to promote racial equality, to design and deliver a programme of interactive anti-racism workshops called You Change It ("YCI"). YCI will principally be delivered (both in person and online) to the employees of other charities, companies and organisations, as well as to individuals, from all backgrounds. Funds raised by YCI will, in part, go back into financially supporting the work described in (1) above. The YCI workshops (the exact number and contents of which may be changed from time to time (therefore this list is not exclusive)) are:

- (a) story telling by those with lived experiences of being victims of racism ("The Stories Write Themselves");
- (b) the history and science of racism and its impact on those living in the UK today ("From Then to Now");
- (c) an understanding of what having privilege means and what not having it means ("Check Your Privilege");
- (d) developing the confidence to challenge racism at work ("What Would You Say If...?");
- (e) support to develop actions which lead to racial equity at work ("Activate Your Allyship").

You Make It

Report of the Trustees for the year ended 31 March 2025 (continued)

The trustees confirm that they have referred to the Charity Commission's guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities. The objects are achieved through a variety of activities:

- Three programmes delivered across a 15 month period, which each run for 4 months for up to 25 women. These provide unemployed and underemployed racialised women with personal and professional development opportunities that allow them to fulfil their potential in the world of work and business;
- Mentoring for each of the women on the programmes with a wide variety of networked mentors from different backgrounds;
- Delivery of workshops, guest talks, seminars and debate clubs to build the confidence to speak up about issues that impact women, and to impart vital skills and knowledge relevant to leading happy and productive lives;
- The provision of therapy and pastoral care to enable women to overcome personal barriers (mental and practical e.g. housing and other issues) in order to stand the best chance at life;
- Working in partnership with employers who offer work placements, deliver workshops, and sponsor staff to mentor with YMI;
- Working in partnership with other local providers to ensure women improve their mental and physical health, activities include yoga classes, healthy cooking classes, and a running club;
- Workshops that are aimed at commercial and third sector organisations and members of the general public.

You Make It

Report of the Trustees for the year ended 31 March 2025 (continued)

A review of our achievements and performance: How our activities delivered public benefit

In the financial year under review, YMI continued to demonstrate its ability to ensure consistent quality provision for up to 75 women who were recruited onto its programmes.

The charity notes that while employers/ employees remain interested in mentoring women on our programmes, they have also reported struggles to get budget sign off for this kind of learning and development opportunity. As such, across this reporting period we took a more flexible approach with mentor training fees with the understanding that while it is important to generate earned income, the immediate needs of our women on programmes who needed mentors was a priority.

Additionally, during this period, while the anti-racism allyship programme – You Change It – had been paused due to reduced interest and budget for this sort of training amongst employers, an arts charity did raise funds for their leadership team to complete the online course in summer 2024. Note after this report's financial period, we delivered the online course to an arts related homelessness charity, and condensed content into a 1 day in person workshop for a music charity - this will further be reported on in our TAR for 25-26.

During the year, we conducted a successful recruitment drive for additional trustees, given that several longer serving ones were coming to the end of their tenure with us. Final appointments have since been made and we are a larger board of 10 trustees now with specialisms including HR, Legal, Sustainability and Branding.

You Make It

Report of the Trustees for the year ended 31 March 2025 (continued)

Programmes for women

During the 2024-25 financial year, You Make It:

Continued 4-month programmes but with increased activities and contact hours as follows:

- 1-1 mentoring weekly online;
- 1-1 therapy weekly online (optional);
- Group yoga online (optional);
- In person weekly sessions for women to create strong peer support and explore the city (note workshops rotated across a range of venues in London) which included breakfast, inspirational guest talks, workshops, lunch, debate club, and seminar group discussions;
- In person weekly running club with a charity partner 'Outrunners' (optional);
- In person reduced waste cooking classes with a charity partner 'Made in Hackney';
- In person graduation celebrations for women to speak about their experiences of YMI and our impact on them to a large audience of key stakeholders.

The three programmes delivered across a four-month period ran as follows: 23 February-17 June 2024; 2 August – 25 November 2024; 6 December – 14 April 2025. Across these programmes 75 women were recruited, of which 59 completed through to graduation. All were racialised from working class backgrounds.

You Make It

Report of the Trustees for the year ended 31 March 2025 (continued)

Across programmes during this reporting period, YMI delivered:

- For the combined number of women who completed across 3 programmes, there were 5664 hours of learning in weekly workshops, debate clubs, seminars and guest talks ensuring creation of a new peer and professional network for women, knowledge and skills relevant to work and business start-ups, encouragement of healthier and happier ways of living, as well as providing a safe space for women to begin to reflect on and overcome issues of abuse and other trauma holding them back from moving forward with life;
- Around 944 of 1-1 mentoring - each woman being matched with a mentor they met with at least 16 times over the course of 4 months; and
- Therapy for 66 women (note this figure reflects therapy for those who started but didn't complete the programme) reflecting at least 660 hours of therapy to address depression and anxiety.

In addition to the above, we have **partnerships with local providers** who across the reporting period offered women access to around 200 hours of wellbeing activities through yoga online, a community sauna, cooking classes and a running club.

By the time of graduation across the cohorts, 32% had accessed either YMI brokered work experience/ shadowing opportunities or longer term paid employment. We note that capacity from employers to host work placements has declined across the cost of living crisis. Our strategy going forward is to develop targeted partnerships with larger employers in growth industries who are more likely to have the resources, including time, to commit to several work experience placements for women on a rolling programme basis.

As with previous programmes, impact data during this period has again demonstrated strong impact across hard and soft skills development/ outcomes. From surveys at the start and then end of programmes, graduates reported increases across social and professional networks, as well as increases in confidence, social skills and mental wellbeing.

You Make It

Report of the Trustees for the year ended 31 March 2025 (continued)

Workshops to employers and the general public

Across this period, 75 employees from across a range of sectors were trained in the art of effective mentoring, and then matched up with young women on our programmes.

As previously reported, there was limited delivery of our anti racism allyship programme (You Change It) and this along with employers struggling to stump up full budgets for mentor training, has impacted our earned income targets.

In respect of YCI, a commercial training partner on a pro bono basis reviewed content traditionally delivered via live zoom workshops to assess whether we could repackage content as an e-learning resource for users to purchase for inhouse use. Their view was that the power of the course is in the real time and highly interactive conversations facilitated by YMI. We have since, as described earlier on in this report, created a 1 day in person workshop for delivery to employers. We will report more on this in our TAR for 25-26.

You Make It

Report of the Trustees for the year ended 31 March 2025 (continued)

Income generation.

During 2024-25, activities were funded by grants and donations from the following funders, and we are incredibly grateful to each one: City Bridge Trust, Englefield Family Trust, The Green Hat Foundation, The Henry Smith Charity, Mageni Trust, The Charity Services and Nike.

Volunteers and in-kind support

We are also immensely grateful to all of our volunteers who, during our empowerment programmes for young women, contributed their time to programme-related activities as mentors and workshop leaders. We are also grateful to local partners who have proactively engaged with us to ensure that those women who have opted to take part in extra curricular wellness activities have been able to.

The cost of volunteered time is not included in the financial statements however, during the year volunteers provided 710 hours of support for our programmes (2024: 710 hours) with an estimated value of £22,800 (2024: £22,800)

In addition to the contribution of volunteers, gifts in kind were provided for the following items: Catering for workshops and graduations with an aggregate value of £3,000, free use of venues to allow women to meet face to face for workshops and graduations was provided at a value of £24,900, self-care items was provided to women with an aggregate value of £3,177 during the year and pro bono guest speakers for workshops with an aggregate value of £3,100. This support totalled £34,177 (2024: £47,350) and is shown in note 3c of the financial statements.

You Make It
Report of the Trustees for the year ended 31 March 2025 (continued)

Financial Review

Income

Total income for the year was £294,875 (2024: £363,447).

Principal sources of income came from grants and donations which totalled £274,232 (2024: £325,193) and included £5,044 (2024: £6,361) in general donations from individuals and businesses, many of whom generously give on a regular basis, £34,177 (2024: £47,350) in donated gifts and services, and £235,011 (2024: £271,482) in grants from Trusts and Foundations.

Other income comprised: mentor training of £15,922 (2024: £37,510), income from You Change It anti-racism courses of £4,500 (2024: nil) and other trading income of £222 (2024: £744).

Expenditure

Total expenditure for the year ended March 2025 was £403,869 (2024: £409,881) of which the largest areas of spend were staff costs of £236,286 (2024: £270,951) and other direct programme costs of £113,841 (2024: £95,363). General running costs totalled £51,897 (2024: £41,968).

The overall total expenditure has been reduced by £6,012. The key changes are:

- A reduction of £34,665 in staffing costs as a result of team restructuring and delay start for new staff.
- Direct programme costs increased by £18,478 due to an increase in participants with therapy needs and increase in workshop running costs due to higher venue and sessional workers costs.

You Make It

Report of the Trustees for the year ended 31 March 2025 (continued)

Total funds, reserves policy and going concern

The trustees review the charity's reserves policy annually and have considered the Charity Commission guidance on reserves in setting this policy. The policy takes a risk-based approach to setting reserves rather than focusing on a monthly requirement.

Based on detailed analysis of the financial risks faced by the charity at this time, the trustees consider it necessary to aim for unrestricted undesignated funds of £245,870 (2024: £255,690), in order to maintain the charity's services.

This target represents:

- £100,000 in case of a shortfall in earned income, being the amount of the earned income target assessed as potentially at risk for the year ahead
- £100,000 in case of a shortfall in grant income, being 3 months of running costs.
- £45,870 to safeguard high quality services in the event of staff sickness or maternity/adoption leave, and

The trustees have considered the risk of sudden unexpected closure or withdrawal of funding, and consider this risk to be very low in the 12 months ahead; therefore, targets have not been set for these areas.

The largest part of the reserves target relates to unsecured earned income. A change in focus on this income stream and changes to the staff team mean that the trustees feel that reserves are required to provide stability to the core programme for women as this income strand continues to develop. This will allow for fluctuations in income levels and provide time for sources of income to be further refined where necessary.

You Make It

Report of the Trustees for the year ended 31 March 2025 (continued)

At 31 March 2025, the level of unrestricted, undesignated reserves held was £256,355 (2024: £300,150) 104% of the agreed target (2024: 117%). Maintaining 100% of the target will be dependent on the success of raising business partnership income during the year ahead and trustees will continue to monitor this.

The Trustees have considered the level of reserves held, secured funding and the charity's cost base and consider that there are no significant threats to You Make It's ability to continue as a going concern for the twelve months from the date of approving these accounts. In drawing this conclusion, Trustees have reviewed detailed financial forecasts including expected cashflows through to December 26. As such the accounts have been prepared on a going concern basis.

Risk Management

There have been capacity and wider climate issues which have impacted on the predicted sales of Mentor training, as well as our anti racism programme as described. The charity has attempted a few times to recruit an experienced and highly skilled post holder to support the CEO with fundraising activities and ideas that yield more from the commercial sector. We note that in addition, we are operating in an uncertain economic climate, and also that DEI commitments have reduced within a wider economic and political context.

We have recently drawn up and are recruiting for the above post with a revised JD and terms that could appeal to those with a stronger fit to our needs.

Trustees monitor progress against fundraised and earned income targets in detail at each board meeting and are informed promptly between meetings of any significant successes or disappointments. With each management report, trustees work with the CEO to consider the level of financial risk in the context of income secured, key prospects in the funder and customer pipelines and current levels of unrestricted reserves. This careful monitoring enables trustees to make appropriate financial decisions regarding commitments to future programmes and activities, in good time.

You Make It

Report of the Trustees for the year ended 31 March 2025 (continued)

Structure, Governance and Management

The charity is a registered Charitable Incorporated Organisation (charity number 1158572) and is governed by the terms of its constitution.

Trustees are approved and appointed by the rest of the board on a majority vote basis. Each trustee position is initially for a 2-year term and may be reappointed for further terms of 2 years subject to the needs of the organisation.

Skills gaps at board level are regularly reviewed and ongoing efforts made to reduce gaps. Any new trustee appointed is provided with an induction pack, which includes a Declaration of Interests section and a Skills Audit.

The Chair and CEO of You Make It also induct new trustees into the work of the charity.

All trustees are made aware of relevant organisational policies e.g. Safeguarding, as well as Charity Commission Guidance (all trustees are asked to register for updates from the Charity Commission).

Organisational structure and key management personnel

The CEO reports to the Chair of You Make It, who is responsible for convening board meetings and ensuring the correct governance of the charity with other trustees. The Chair is also responsible for appraising the performance of the CEO and trustees.

At the time of submitting this report there are 4 working staff: the CEO, Operations & Team Manager (reporting into the CEO), Programmes & Pastoral Manager (reporting into the O&T Manager, and a Programmes Coordinator who reports into the Programmes & Pastoral Manager. We also have 1 day a week freelance Social Media Assistant who reports into our O&T Manager, and a 2 day a week freelance Partnership Manager who reports into the CEO and is responsible for mentor recruitment and support for work experience/ employment brokerage for women.

The board of trustees and the CEO are the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day-to-day basis.

The pay of the charity's CEO is reviewed annually by the board of trustees. Any changes to staff pay are dealt with in accordance with the Staff Pay Policy which is set by the board of trustees and reviewed annually.

Details of trustee expenses and related party transactions are disclosed in note 20 to the accounts. Trustees are required to disclose all relevant interests and register them with the CEO and, in accordance with the charities policy, withdraw from decisions where a conflict of interest arises.

You Make It
Report of the Trustees for the year ended 31 March 2025 (continued)

Reference and administrative information

Charity Name You Make It

Charity Registration Number 1158572

Trustees

The Trustees who have served from 1 April 2024 up to the date of approval of these financial statements were as follows:

Fatou Jeng
Kate O'Connor
Liana Rose Shamash
Jen Beardsley

Additional trustees since July 2024:

Kazim Rashid
Jessie Ampofo
Alexa Romanelli
Faith Uwadiae
Therese Webb
Laurie Schmidt

CEO Asma Shah

Principal Office You Make It, Shed, 8 Lee Street, London, E8 4DY

Independent Examiner Andrew M Wells, 99 Western Road, Lewes,
East Sussex, BN7 1RS

You Make It

Report of the Trustees for the year ended 31 March 2025 (continued)

Trustees' responsibilities in relation to the financial statements

The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period.

In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the constitution. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

Approved by the trustees on **15th December 2025** signed on their behalf by:



Liana Shamash
Chair

You Make It

Independent Examiners Report to the Trustees of You Make It (Charity Number 1158572)

I report to the trustees on my examination of the accounts of the above charity for the year ended 31 March 2025.

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 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

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Association of Accounting Technicians.

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

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable 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.



13th January 2026
Andrew M Wells FMAAT
Counterculture Partnership LLP
23 St Leonards Road
Bexhill
East Sussex
TN40 1HH

You Make It
Statement of Financial Activities
For the year ended 31 March 2025

	Notes	Unrestricted Funds £	Restricted Funds £	Total 31.03.2025 £	Unrestricted Funds £	Restricted Funds £	Total 31.03.2024 £
Income from:							
Donations and legacies:							
Grants and Donations	3	83,082	191,150	274,232	58,711	266,482	325,193
Charitable Activities:							
Mentor Training		15,922	-	15,922	37,510	-	37,510
You Change It		4,500	-	4,500	-	-	-
Other Trading Activities:		222	-	222	744	-	744
Total Income		103,725	191,150	294,875	96,965	266,482	363,447
Expenditure on:							
Staff costs	7	56,857	179,429	236,286	40,966	229,985	270,951
Direct Programme costs	4	57,699	56,142	113,841	52,199	43,164	95,363
Mentor Training		347	-	347	-	1,384	1,384
You Change It		1,483	-	1,483	140	-	140
Fundraising costs		16	-	16	75	-	75
General Running costs	5	31,119	20,778	51,897	4,431	37,537	41,968
Other Trading costs		-	-	-	-	-	-
Total Expenditure	6	147,520	256,349	403,869	97,811	312,070	409,881
Net income/(expenditure) for the year		(43,794)	(65,199)	(108,993)	(846)	(45,588)	(46,434)
Transfer		-	-	-	(10,042)	10,042	-
Net movement in funds for the year		(43,794)	(65,199)	(108,993)	(10,888)	(35,546)	(46,434)
Reconciliation of funds							
Total funds brought forward		300,149	106,258	406,407	311,037	141,804	452,841
Total funds carried forward	15	256,355	41,059	297,414	300,149	106,258	406,407

You Make It
Balance Sheet
As at 31 March 2025

	Notes	31.03.2025	31.03.2024
		£	£
Fixed Assets			
Tangible assets	10	<u>1,371</u>	<u>1,868</u>
Total Fixed Assets		1,371	1,868
Current Assets			
Debtors	11	37,374	8,091
Cash at bank and in hand	14	<u>286,314</u>	<u>426,270</u>
Total Current Assets		323,688	434,361
Creditors:			
Creditors falling due within one year	12	<u>27,645</u>	<u>29,822</u>
Net Current Assets		<u>296,043</u>	<u>404,539</u>
Total Assets less current liabilities		297,414	406,407
Total Net Assets		<u>297,414</u>	<u>406,407</u>
The Funds of the charity:			
Unrestricted income funds		256,355	300,150
Restricted income funds		41,059	106,258
Total charity funds	15	<u>297,414</u>	<u>406,407</u>

Approved for issue by the Trustees on the 15th December 2025



.....
Liana Shamash- Chair

The notes on pages 19 to 28 form part of these accounts

1 Basis of Preparation

1.a Basis of Accounting

These accounts 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. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 and with the Charities Act 2011. The charity constitutes a public benefit entity as defined by FRS 102.

1.b Legal Form

You Make It is a Charitable Incorporated Organisation registered as a body corporate under Part 11 of the Charities Act 2011. The address of the organisation is Shed, 8 Lee Street, London, E8 4DY. The charity's operations and principal activities are included on page 2 of the Trustees' annual report

1.c Going Concern

The financial statements are prepared on a going concern basis, as the Trustees consider there are no material uncertainties around the charities ability to continue as a going concern.

The charity is currently holding £256,355 in unrestricted general funds (104% of target reserves), of which £180k is specifically held to mitigate against the risk of a shortfall in income for the year ahead. In addition, secured income is in place which together with reserves in the event income targets are not met would enable costs to be covered for the 12 months to December 2026. The adequacy of the reserves target is reviewed regularly by the Trustees.

1.d Accounting Policies

The accounts present a true and fair view and the accounting policies adopted are those outlined in note 2. The financial statements are presented in sterling which is the functional currency of the charity rounded to the nearest £

1.e Significant accounting estimates and judgements

Aside from going concern set out in 1b above, there have been no other key estimates or judgements required in determining the carrying value of assets and liabilities. There have been no changes have been to accounting estimates during the year.

2 Accounting Policies

Income

2.a Recognition of income

Income is included in the Statement of Financial Activities (Sofa) when:

- the charity becomes entitled to the resources;
- it is more likely than not that the trustees will receive the resources; and
- the monetary value can be measured with sufficient reliability.

2.b Grants and donations

Grants and donations are only included in the SOFA when the general income recognition criteria are met, generally upon receipt. (5.10 to 5.12 FRS102 SORP).

Where grants are of a performance related nature, income is only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

2.c Government grants

When Government Grants are received these are disclosed separately in the accounts (Note 3b)

2.d Tax reclaims on donations and gifts

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

2.e Donated goods and services/facilities

Gifts in kind for use by the charity are included in the SOFA as income from donations when receivable. Donated goods are measured at fair value(the amount for which the asset could be exchanged) unless impractical to do so.

Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably.

Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA.

2.f Volunteer help

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

Expenditure

- 2.g Liability recognition
Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.
- 2.h Governance and support costs
The charity has chosen to report income and expenditure using natural classification rather than an activity based presentation and as such governance and support costs are shown separately in note 7.

Assets and Liabilities

- 2.i Accrued and Deferred income
Accrued income relates to gift aid receivable only and Nike grant which will be received during the next financial year but where expenditure have been incurred.

Deferred Income relates to:

- Deferred income relates to income received towards You Change It course which took place in April 25 and Mentoring Income received during this financial year but relates to the programme starting in April 25.

- 2.j Creditors
The charity has creditors which are measured at settlement amounts less any trade discounts
- 2.k Bank and Cash
Cash includes cash held in the charity's bank accounts, petty cash, Equals Money and amounts held by PayPal
- 2.l Tangible fixed assets for use by charity
Tangible fixed assets are capitalised if they can be used for more than one year, and cost at least £500. They are valued at cost. Assets are depreciated over 3 years on a straight line basis.

3. Grants and Donations

	Unrestricted Funds	Restricted Funds	Total 31.03.2025	Total 31.03.2024
Donations from Individuals and Businesses	5,044	-	5,044	6,361
Grant Income (note 3b)	43,861	191,150	235,011	271,482
Donated gift and services (note 3c)	34,177	-	34,177	47,350
	<u>£ 83,081</u>	<u>£ 191,150</u>	<u>£ 274,232</u>	<u>£ 325,193</u>

3b. Grant Income

We were grateful to have received Grant income from the following Trusts and Foundations:

	Unrestricted Funds	Restricted Funds	Total 31.03.2025	Total 31.03.2024
City Bridge Trust	-	105,000	105,000	73,125
East End Community Foundation- Societe Generale UK	-	-	-	10,500
Foundation Fund	-	-	-	-
Mageni Trust	5,000	-	5,000	5,000
Englefield Family Trust	4,000	-	4,000	-
Green Hat Foundation	8,000	-	8,000	-
The Henry Smith Charity	-	60,000	60,000	30,000
National Lottery Community Fund	-	-	-	67,884
NIKE	14,861	26,150	41,011	84,973
Charity Services	12,000	-	12,000	-
	<u>£ 43,861</u>	<u>£ 191,150</u>	<u>£ 235,011</u>	<u>£ 271,482</u>

No government grants were received during the year (2024 none).

3c. Donated goods, Facilities and Services

	Total 31.03.2025	Total 31.03.2024
Venue Hire	24,900	20,400
Catering	3,000	7,200
Self care items for women	3,177	2,250
Equipment Provision for women	-	17,500
Guest speakers	3,100	-
	<u>£ 34,177</u>	<u>£ 47,350</u>

Donated services and facilities are included in the SOFA when received and are shown at the value the charity would need to pay to secure the same services, items or facilities provided that amount can be measured reliably.

The time given by volunteers is not recognised in the accounts however we are extremely grateful for the 710 (2024: 710) hours of support provided by them which at estimated market value amounts to £22,800 (2024:£22,800) of donated time.

4. Direct Programme Costs

	Total 31.03.2025	Total 31.03.2024
Workshop Running Costs	49,262	31,619
Workshop Refreshments	11,963	7,533
Participant Travel Costs	3,989	3,510
Graduation Costs	4,900	6,555
Pastoral Care and Counselling	34,347	17,350
DBS Checking	666	875
Evaluation Costs	900	1,250
Photography	1,550	1,431
Equipment provision for women	43	19,750
Recruitment to programmes	1,220	5,490
Programme Marketing	5,000	-
	<u>£ 113,841</u>	<u>£ 95,363</u>

5. General Running Costs

	Total 31.03.2025	Total 31.03.2024
Governance	827	2,947
Office space	12,434	9,343
Team Building, Training and Wellbeing	8,445	5,321
Building capabilities	-	702
Payroll, Accountancy and Bookkeeping	4,515	5,329
Professional Fees	10,171	8,343
Stationery, Postage, Telephones and IT costs	10,203	6,651
Website upgrade	-	-
Insurance	1,322	1,280
Meeting Sundries	781	145
Other support costs	1,807	500
Depreciation	1,392	1,407
	<u>£ 51,897</u>	<u>£ 41,968</u>

6. Net expenditure for the year

This is stated after the following

	Total 31.03.2025	Total 31.03.2024
Depreciation of tangible fixed assets	1,392	1,407
Loss on disposal of IT equipment	-	(215)
Independent Examination Fees (including VAT)	827	840
Operating leases Office space	12,434	9,343

7. Analysis of staff costs, trustee remunerations and expenses, and the cost of key management personnel

	Total 31.03.2025	Total 31.03.2024
The staff costs were		
Wages and Salaries	205,630	229,789
Social Security Costs	17,024	19,232
Pension Costs	11,132	10,664
	<u>£ 233,786</u>	<u>£ 259,685</u>

One employees received employee benefits (excluding employer pension costs and national insurance) for the reporting period of between £80,000 and £90,000. (2024: One employee received employee benefits between £70,000 and £80,000)

You Make It operates a defined contribution pension scheme for all eligible employees. Employer contributions are included in the SOFA within staff costs as an expense for the year ended 31 March 2025 and total £11,132 (2024:£10,644). The employers amount included within creditors at the year end is £ 1,393 (2024:£1,209).

The key management personnel of the charity comprise the Trustees and the CEO. No trustee receives any payment for their services to the charity. The total amount paid to the CEO in the financial year ended 31 March 2025 including Employers National Insurance and Pension was £103,858 (2024: £99,588).

8. Average headcount

	2025		2024	
	Full Time	Part Time	Full Time	Part Time
Charitable activities	2.0	3.0	2.7	2.0
	<u>2</u>	<u>3</u>	<u>2.7</u>	<u>2</u>

9. Taxation

You Make It is a registered charity and as such its income and gains falling within Section 471 to 489 of the Corporation Tax Act 2010 or Section 256 of Taxation of Chargeable Gains Act 1992 are exempt from corporation tax to the extent that they are applied to its charitable objectives.

10. Tangible Fixed Assets

	IT and Office Equipment	Total
Cost		
As at 1 April 2024	11,847	11,847
Additions	895	895
Disposals		
As at 31 March 2025	12,742	12,742
Depreciation		
As at 1 April 2024	9,979	9,979
Charge for the year	1,392	1,392
Disposals		
As at 31 March 2025	11,371	11,371
Net Book Value		
As at 31 March 2024	£ 1,868	£ 1,868
As at 31 March 2025	£ 1,371	£ 1,371

11. Debtors

	Total 31.03.2025	Total 31.03.2024
Trade debtors	8,700	5,877
Prepayments	997	987
Accrued Income	27,677	1,227
VAT debtor	-	-
	£ 37,374	£ 8,091

12. Creditors: Amounts falling due within one year

	Total 31.03.2025	Total 31.03.2024
Trade creditors	2,145	4,437
Accruals	8,654	10,025
Deferred Income	9,073	1,125
Taxation and Social Security	7,773	14,235
	<u>£ 27,646</u>	<u>£ 29,822</u>

13. Deferred Income

	Total 31.03.2025	Total 31.03.2024
Balance at 1 April 2024	1,125	-
Released in the year	(1,125)	-
Deferred in the year	9,073	1,125
Balance at 31 March 2025	<u>£ 9,073</u>	<u>£ 1,125</u>

Deferred income for 24-25 relates to income received towards You Change It course which took place in April 25 and Mentoring Income received during this financial year but relates to the programme starting in April 25. The deferred income from 2024 relates to income received towards You Change It course which took place in April 24.

14. Cash at bank and in hand

	Total 31.03.2025	Total 31.03.2024
Cash at bank	281,476	424,610
Petty Cash	152	273
PayPal	3,507	920
Equals Money	1,179	467
	<u>£ 286,314</u>	<u>£ 426,270</u>

15. Analysis of charitable funds

15a. Details of charitable funds held and movements during the current reporting period

	Fund balance brought forward 31.03.2024	Income	Expenditure	Transfer	Fund balance at 31.03.2025
Unrestricted Funds	300,150	103,725	(151,405)	3,884	256,355
Restricted funds	-	-	-	-	-
National Lottery Community Fund	31,257	-	(31,257)	-	-
City Bridge Trust	12,093	105,000	(85,044)	-	32,049
Henry Smith	457	60,000	(51,446)	-	9,011
Green Hat	3,884	-	-	(3,884)	-
Nike	52,141	26,150	(78,291)	-	-
EECF	6,426	-	(6,426)	-	-
Total Restricted Funds	106,258	191,150	(252,464)	(3,884)	41,059
Total Funds	£ 406,407	£ 294,875	£ (403,869)	-	£297,414

The £3,884 transfer of funds relates to an unrestricted grant from Green Hat that was reported as restricted Fund in the opening balance.

National Lottery Community Fund, City Bridge Trust, Henry Smith and Nike grants are towards running and staff costs for delivery of programmes .

Green Hat grant is towards programmes running costs.

EECF grant is towards staff costs for delivery of programmes.

15b. Details of charitable funds held and movements during the previous reporting period

	Fund balance brought forward 31.03.2023	Income	Expenditure	Transfer	Fund balance at 31.03.2024
Unrestricted Funds	311,037	96,965	(97,811)	(10,042)	300,149
Restricted funds	-	-	-	-	-
National Lottery Community Fund	17,589	67,884	(54,216)	-	31,257
City Bridge Trust	-	73,125	(61,032)	-	12,093
Henry Smith	29,909	30,000	(59,452)	-	457
London Community Response Fund	268	-	(288)	20	-
EDP	21,964	-	(31,964)	10,000	-
Duff and Phelps	9,653	-	(9,676)	23	-
Green Hat	13,884	-	(10,000)	-	3,884
Nike	43,537	84,974	(76,369)	-	52,142
EECF	5,000	10,500	(9,074)	-	6,426
Total Restricted Funds	141,804	266,482	(312,070)	10,043	106,259
Total Funds	£ 452,841	£ 363,447	£ (409,881)	-	£406,408

National Lottery Community Fund, City Bridge Trust, Henry Smith and Nike grants are towards running and staff costs

Green Hat grant is towards programmes running costs.

EECF grant is towards staff costs for delivery of programmes.

16. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds 31.03.2025	Total Funds 31.03.2024
	£		£	£
Fixed Assets	1,371	-	1,371	1,868
Current Assets	263,269	60,419	323,688	434,361
Creditors: amounts falling due within one year	(8,285)	(19,360)	(27,645)	(29,822)
	256,355	41,059	297,414	406,407

17. Transactions with trustees and related parties

None of the trustees have been paid any remuneration or received any other benefits in relation to their role with the charity. No trustees have claimed any expenses in relation to their role.

The aggregate amount of donations and grants made by trustees and people connected with them where no conditions are attached is £180 (2024: £5,974).

No Trustee (2024: one) provided probono services during the year which are included within donated goods and services:

18. Obligations under operating leases

The company had future commitments under non-cancellable operating leases as follows:

	Land and Buildings	
	31.03.2025	31.03.2024
Payments due in less than 1 year	2,200	1,320
	<u>£ 2,200</u>	<u>£ 1,320</u>

The charity has an agreement in place for the use of desk space within a shared workspace. The commitment above relates to a 2 month notice period.

YOU MAKE IT

England & Wales - Charity number 1158572

Accounts

You Make It

(A Charitable Incorporated Organisation)

Report and Financial Statements

Year ended 31 March 2024

Charity Number 1158572

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You Make It

Report of the Trustees for the year ended 31 March 2024

The trustees present their annual report together with the independently examined financial statements of the charity for the year ended 31 March 2024. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Charities Act 2011 and the recommendations of Accounting and Reporting by Charities: Statement of Recommended Practice (SORP FRS 102 effective October 2019) as they apply to small charities.

Objectives and activities for the public benefit

The objects of You Make It, as set out in its governing document, are to advance the education and to relieve unemployment of Greater London's young unemployed women in particular, but not exclusively, by:

(1) For the public benefit, to advance the professional and personal development of largely East London's young unemployed and underemployed women – in particular those from non-privileged, racially minoritised backgrounds – so that they stand a stronger chance of entering into and retaining meaningful employment. This is done, in particular, but not exclusively, by delivering holistic four month long programmes either in person or online, which provide participants with:

- (a) information and inspiration through interactive workshops and guest speaker sessions which are focused on developing skills to increase the participant's employability and wellbeing;
- (b) advice about learning and earning opportunities through a mentoring programme; and
- (c) access to work experience and other "hands-on" experience in order to develop job-readiness.

(2) For the public benefit, in order to promote racial equality, to design and deliver a programme of interactive anti-racism workshops called You Change It ("YCI"). YCI will principally be delivered online with live facilitation to the employees of other organisations. Funds raised by YCI will, in part, go back into financially supporting the work described in (1) above. The YCI workshops (the exact number and contents of which may be changed from time to time (therefore this list is not exclusive)) are:

- (a) story telling by those with lived experiences of being victims of racism ("The Stories Write Themselves");
- (b) the history and science of racism and its impact on those living in the UK today ("From Then to Now");
- (c) an understanding of what having privilege means and what not having it means ("Check Your Privilege");
- (d) developing the confidence to challenge racism at work ("What Would You Say If...?");
- (e) support to develop actions which lead to racial equity at work ("Activate Your Allyship").

You Make It

Report of the Trustees for the year ended 31 March 2024 (continued)

The trustees confirm that they have referred to the Charity Commission's guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities. The objects are achieved through a variety of activities:

- Recruitment of 75 women a year ages 18-30 who are unemployed and underemployed onto 4 month long programmes which equip them with personal and professional development opportunities so that they can fulfil their potential in the world of work and business
- Mentoring for each of the women on the programmes with a wide variety of networked, expertly trained mentors from different backgrounds
- Delivery of workshops, guest talks, seminars and debate clubs to build the confidence to speak up about issues that impact women, and to impart vital skills and knowledge relevant to leading happy and productive lives
- The provision of therapy, as well as pastoral care to sign post women to other services to support them to overcome personal barriers to recognise and achieve their potential in life
- Working in partnership with employers who engage with our work in a number of ways eg by offering work placements, delivering workshops, sponsoring staff to mentor with YMI, and offering venue space for activities
- Working in partnership with other local providers to ensure women improve their mental and physical health through activities which include options of online yoga classes, and a local running club.
- Workshops that are aimed at commercial and third sector organisations to help them become racially inclusive.

You Make It

Report of the Trustees for the year ended 31 March 2024 (continued)

A review of our achievements and performance: How our activities delivered public benefit

In the financial year under review, and in spite of staff recruitment challenges in the sector, YMI continued to demonstrate its resilience and determination to respond to user needs with completion of 2 programmes, and the recruitment for and launch of a 3rd programme which took place between February'24-June'24.

Unfortunately, amid a changed market-place for anti racism allyship training, along with limits on staff capacity , efforts to create a sales pipeline for this programme were not yielding the same results as in the first 18 months of the momentum of Black Lives Matter (2020 onwards). As such, in 2023 YMI decided to pause on delivery of this programme with the intention to fully digitise and make it available to employers in the future. A commercial training provider who have sponsored several of their leadership team to mentor women on our programmes, are investigating with us later this autumn 2024 how they can on a pro bono basis assist with this work.

In terms of organisational development, the charity undertook a review of its board in order to recruit new trustees in autumn 2024. We are pleased that during the financial year we are reporting on, we were also able to recruit a Treasurer with extensive charity finance experience at a senior level.

Additionally, we rethought our staffing structure and during the reporting period, introduced two new permanent posts - a Head of Operations & People and Partnerships Manager.

You Make It

Report of the Trustees for the year ended 31 March 2024 (continued)

Programmes for women

During the 2023-24 financial year, You Make It completed 2 programmes, which provided participants with the following:

- 1-1 mentoring weekly online;
- 1-1 therapy weekly online (optional for women, though take up was strong);
- Group yoga online (optional);
- In person weekly sessions for women to create strong peer support and explore the city (note workshops rotated across a range of venues in London) which included breakfast, inspirational guest talks, workshops, lunch, debate club, and seminar group discussions;
- In person weekly running club with a charity partner 'Outrunners' (optional);
- In person reduced waste cooking classes with a charity partner 'Made in Hackney' (optional and limited numbers due to the partner's capacity);
- In person graduation event/ celebration for women to speak about themselves/ their experiences of YMI after programme completion.

Several graduates from the 2nd of these two programme were also able to take part in paid or expenses paid work experience placements created through partnerships with a flagship arts museum, a leading advertising agency, and large digital consulting company.

Across these programmes 50 women were recruited, of which 43 completed through to graduation, all were from working class backgrounds, with one from a non racialised community.

You Make It

Report of the Trustees for the year ended 31 March 2024 (continued)

The 43 women were supported by YMI who delivered:

- 192 hours of group learning in weekly workshops, debate clubs, seminars and guest talks ensuring creation of a new peer and professional network for women, knowledge and skills relevant to work and business start-ups, encouragement of healthier and happier ways of living, as well as providing a safe space for women to begin to reflect on and overcome issues of abuse and other trauma holding them back from moving forward with life;
- Around 700 hours of 1-1 mentoring - each woman being matched with a mentor they met with at least 16 times over the course of 4 months;
- Around 300 hours of 1-1 therapy to address depression and anxiety; and
- Around 100 hours of wellbeing activities including yoga online, face to face cooking classes and a running club.

Impact data during this period demonstrated strong impact across hard and soft skills development/ outcomes. From surveys at the start and then end of programmes, graduates reported increases to social and professional networks, confidence/ self esteem, social skills and mental wellbeing.

Of 43 graduates from these programmes, data collection shows that around the time of graduation 25 women were able to secure employment.

You Make It

Report of the Trustees for the year ended 31 March 2024 (continued)

Workshops to employers and the general public

Across this period, 50 employees from across a range of sectors were trained in the art of effective mentoring, and these were then matched up with young women beneficiaries on our programmes. Of the few women recruited onto programmes that withdrew due to securing work early or having to manage incredibly complex personal challenges, their allocated mentors were deferred to the February'24-June'24 programme.

As previously explained, we paused on delivery of our anti racism allyship programme for employers, but our CEO did deliver tailored workshops across this period for a funder and a large group of other third sector organisations to learn from our approach in empowering women from racially minoritised communities; as well as a large arts organisation partner and their venue's creative/ cultural tenants who sought to better recruit and engage with young underrepresented talent.

You Make It

Report of the Trustees for the year ended 31 March 2024 (continued)

Income generation

During 2023-24, activities were funded by grants from the following funders, and we are incredibly grateful to each one: Access- the Foundation for Social Investment Grant, City Bridge Trust, East End Community Foundation- Société Generale UK Foundation Fund, Duff and Phelps, The Green Hat Foundation, The Henry Smith Charity, Mageni Trust, National Lottery Community Fund, Nike, and Tudor Trust.

Volunteers and in-kind support

We are also immensely grateful to all of our volunteers who, during our empowerment programmes for young women, contribute their time to the programme-related activities as mentors, workshop leaders and delivered wellness activities.

The cost of volunteers time is not included in the financial statements however, during the year volunteers provided 710 hours of support for our programmes (2023: 1,244 hours) with an estimated value of £22,800 (2023:£39,900)

In addition to the contribution of volunteers, gifts in kind were provided for the following items: Catering for workshops and graduations with an aggregate value of £7,200, free use of venues to allow women to meet face to face for workshops and graduations was provided at a value of £20,400, self-care items and sports equipment was provided to women with an aggregate value of £2,250 during the year, Equipment provision estimated to be valued at £17,500. This support totalled £47,350 (2023: £28,880) and is shown in note 3c of the financial statements.

You Make It
Report of the Trustees for the year ended 31 March 2024 (continued)

Financial Review

Income

Total income for the year was £363,447 (2023: £402,442).

Principal sources of income came from grants and donations which totalled £325,193 (2023: £339,220) and included £6,361 (2023: 27,551) in general donations from individuals and businesses, many of whom generously give on a regular basis, £47,350 (2023: £28,880) in donated gifts and services, and £271,482 (2023: £282,789) in grants from Trusts and Foundations.

Other income comprised: mentors training of £37,510 (2023: £46,792) and other trading income of £744 (2023: £679).

Donation income fell as a result of limited staff capacity in 2023/24 to proactively pursue donations of this kind. You Change it income, which comprised £15,751 in 2023 was not repeated in 2024 due to a strategic shift away from delivering courses of this kind.

Expenditure

Total expenditure for the year ended March 2024 was £409,881 (2023: £365,123) of which the largest areas of spend were staff costs of £270,951 (2023: £234,031) and other direct programme costs of £95,363 (2023: £74,057). General running costs totalled £41,968 (2023: £55,008).

Costs have risen by £44,758. This is the result of three key changes:

- A rise in staff costs of £36,920 as a result of a growth in the size of the staff team in this year.
- Direct programme costs increased by £21,306 with the largest increase being equipment provision to women provided in kind through the Nike Grant.
- This was offset by a reduction in general running costs by £13,040 where expenditure had been high in 2023 following the expenditure of CAF funding towards building capacity which was spent on training, team building and the development of the new website and was not repeated at the same levels in 2024.

You Make It

Report of the Trustees for the year ended 31 March 2024 (continued)

Total funds, reserves policy and going concern

The trustees review the charity's reserves policy annually and have considered the Charity Commission guidance on reserves in setting this policy. The policy takes a risk based approach to setting reserves rather than focusing on a monthly requirement.

Based on detailed analysis of the financial risks faced by the charity at this time, the trustees consider it necessary to aim for unrestricted undesignated funds of £255,690 (2023: £282,990), in order to maintain the charity's services.

This target represents:

- £85,000 in case of a shortfall in earned income, being the amount of the earned income target assessed as potentially at risk for the year ahead
- £106,000 in case of a shortfall in grant income, being 3 months of running costs.
- £64,690 to safeguard high quality services in the event of staff sickness or maternity/adoption leave, and

The trustees have considered the risk of sudden unexpected closure or withdrawal of funding, and consider this risk to be very low in the 12 months ahead; therefore targets have not been set for these areas.

A large part of the reserves target relates to unsecured earned income. A change in focus on this income stream and changes to the staff team mean that the trustees feel that reserves are required to provide stability to the core programme for women as this income strand continues to develop. This will allow for fluctuations in income levels and provide time for sources of income to be further refined where necessary.

You Make It

Report of the Trustees for the year ended 31 March 2024 (continued)

At 31 March 2024, the level of unrestricted, undesignated reserves held was £300,149 (2023: £311,037) 117% of the agreed target (2023: 110%). Maintaining 100% of the target will be dependent on the success of raising business partnership income during the year ahead and trustees will continue to monitor this.

The Trustees have considered the level of reserves held, secured funding and the charity's cost base and consider that there are no significant threats to You Make It's ability to continue as a going concern for the twelve months from the date of approving these accounts. In drawing this conclusion, Trustees have reviewed detailed financial forecasts including expected cashflows through to January 2026. As such the accounts have been prepared on a going concern basis.

Risk Management

While there have been capacity and wider climate issues which have impacted on the predicted sales of YCI (our anti racism programme as described), we are shortly going in discussion with an employer partner with expertise in e-learning products about support they can offer to digitise YCI.

The Partnerships Manager post is a new one within our organisational structure and this was introduced in summer 2023 with a short term post holder as a way to ensure continued support from employers to sponsor mentors for our programmes with women. We have since recruited a longer term Partnership Manager who will explore additional business development opportunities.

Additionally, the CEO has schedule a series of conversations with funders to help fill gaps across the next 3-5 years.

We have, as described, also recruited for a brand new post - Head of Operations & People, who is able to alleviate pressures on the CEO around staffing and operational issues, in order that the CEO is able to focus more on income generation through additional grants and other sources (eg with close working with the Partnerships Manager).

Trustees monitor progress against fundraised and earned income targets in detail at each board meeting and are informed promptly between meetings of any significant successes or disappointments. With each management report, trustees work with the CEO to consider the level of financial risk in the context of income secured, key prospects in the funder and customer pipelines and current levels of unrestricted reserves. This careful monitoring enables trustees to make appropriate financial decisions regarding commitments to future programmes and activities, in good time.

You Make It

Report of the Trustees for the year ended 31 March 2024 (continued)

Structure, Governance and Management

The charity is a registered Charitable Incorporated Organisation (charity number 1158572) and is governed by the terms of its constitution.

Trustees are approved and appointed by the rest of the board on a majority vote basis. Each trustee position is initially for a 3-year term and may be reappointed for further terms of 3 years subject to the needs of the organisation.

Skills gaps at board level are regularly reviewed and ongoing efforts made to reduce gaps. Any new trustee appointed is provided with an induction pack, which includes a Declaration of Interests section and a Skills Audit.

The Chair and CEO of You Make It also induct new trustees into the work of the charity.

All trustees are made aware of relevant organisational policies e.g. Safeguarding, as well as Charity Commission Guidance (all trustees are asked to register for updates from the Charity Commission).

Organisational structure and key management personnel

The CEO reports to the Chair of You Make It, who is responsible for convening board meetings and ensuring the correct governance of the charity with other trustees. The Chair is also responsible for appraising the performance of the CEO and trustees.

At December 2024 there are 6 working staff: the CEO, a Head of Operations & People who reports into the CEO, a Partnerships Manager, Programmes & Pastoral Care Manager, and Administrator who are line managed by the HoOP, and Programmes Coordinator who reports into the P&P Manager. Both managers, while being line managed by the HoOP, have dotted lines to the CEO.

The board of trustees and the CEO are the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day-to-day basis.

The pay of the charity's CEO is reviewed annually by the board of trustees. Any changes to staff pay are dealt with in accordance with the Staff Pay Policy which is set by the board of trustees and reviewed annually.

Details of trustee expenses and related party transactions are disclosed in note 20 to the accounts. Trustees are required to disclose all relevant interests and register them with the CEO and, in accordance with the charities policy, withdraw from decisions where a conflict of interest arises.

You Make It
Report of the Trustees for the year ended 31 March 2024 (continued)

Reference and administrative information

Charity Name You Make It

Charity Registration Number 1158572

Trustees

The Trustees who have served from 1 April 2023 up to the date of approval of these financial statements were as follows:

Muniat Adeyemo (until June 2023)
Jenny Beardsley – Treasurer (from March 24)
Stephanie Grace Collins (until May 24)
Fatou Jeng
Atul Mehta – Chair (until October 2023)
Tashan Nicholas (until May 24)
Kate O'Connor
Liana Rose Shamash – Chair

CEO Asma Shah

Principal Office You Make It, Shed, 8 Lee Street, London, E8
4DY

Independent Examiner Andrew M Wells, Bank Chambers, Main Street,
Hawes, North Yorkshire, DL8 3QL

You Make It

Report of the Trustees for the year ended 31 March 2024 (continued)

Trustees' responsibilities in relation to the financial statements

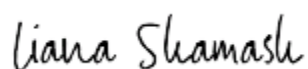
The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period.

In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the constitution. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

Approved by the trustees on 20th January 2025 and signed on their behalf by:



Liana Shamash
Chair

You Make It

Independent Examiners Report to the Trustees of You Make It (Charity Number 1158572)

I report to the trustees on my examination of the accounts of the above charity for the year ended 31 March 2024.

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 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

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Association of Accounting Technicians.

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

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable 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.



Andrew M Wells FMAAT
Counterculture Partnership LLP
Bank Chambers
Main Street, Hawes
North Yorkshire
DL8 3QL

You Make It
Statement of Financial Activities
For the year ended 31 March 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Total 31.03.2024 £	Unrestricted Funds £	Restricted Funds £	Total 31.03.2023 £
Income from:							
Donations and legacies:							
Grants and Donations	3	58,711	266,482	325,193	100,431	238,789	339,220
Charitable Activities:							
Mentor Training		37,510	-	37,510	46,792	-	46,792
You Change It		-	-	-	15,751	-	15,751
Other Trading Activities:		744	-	744	679	-	679
Total Income		96,965	266,482	363,447	163,653	238,789	402,442
Expenditure on:							
Staff costs	7	40,966	229,985	270,951	46,458	187,573	234,031
Direct Programme costs	4	52,199	43,164	95,363	31,676	42,381	74,057
Mentor Training		-	1,384	1,384	-	61	61
You Change It		140	-	140	1,918	-	1,918
Grants		-	-	-	-	-	-
Fundraising costs		75	-	75	48	-	48
General Running costs	5	4,431	37,537	41,968	10,967	44,041	55,008
Other Trading costs		-	-	-	-	-	-
Total Expenditure	6	97,811	312,070	409,881	91,067	274,056	365,123
Net income/(expenditure) for the year		(846)	(45,588)	(46,434)	72,586	(35,267)	37,319
Transfer		(10,042)	10,042	-	-	-	-
Net movement in funds for the year		(10,888)	(35,546)	(46,434)	72,586	(35,267)	37,319
Reconciliation of funds							
Total funds brought forward		311,037	141,804	452,841	238,451	177,071	415,522
Total funds carried forward	15	300,149	106,258	406,407	311,037	141,804	452,841

You Make It
Balance Sheet
As at 31 March 2024

	Notes	31.03.2024	31.03.2023
		£	£
Fixed Assets			
Tangible assets	10	<u>1,868</u>	<u>951</u>
Total Fixed Assets		1,868	951
Current Assets			
Debtors	11	8,091	7,502
Cash at bank and in hand	14	<u>426,270</u>	<u>457,377</u>
Total Current Assets		434,361	464,879
Creditors:			
Creditors falling due within one year	12	<u>29,822</u>	<u>12,989</u>
Net Current Assets		<u>404,539</u>	<u>451,890</u>
Total Assets less current liabilities		406,407	452,841
Total Net Assets		<u>406,407</u>	<u>452,841</u>
The Funds of the charity:			
Unrestricted income funds		300,150	311,037
Restricted income funds		106,258	141,804
Total charity funds	15	<u>406,407</u>	<u>452,841</u>

Approved for issue by the Trustees on 20th January 2025

Liana Shamash

.....
Liana Shamash- Chair

The notes on pages 19 to 29 form part of these accounts

1 Basis of Preparation

1.a Basis of Accounting

These accounts 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. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 and with the Charities Act 2011. The charity constitutes a public benefit entity as defined by FRS 102.

1.b Legal Form

You Make It is a Charitable Incorporated Organisation registered as a body corporate under Part 11 of the Charities Act 2011. The address of the organisation is Shed, 8 Lee Street, London, E8 4DY. The charity's operations and principal activities are included on page 2 of the Trustees' annual report

1.c Going Concern

The financial statements are prepared on a going concern basis, as the Trustees consider there are no material uncertainties around the charity's ability to continue as a going concern.

The charity is currently holding £300,149 in unrestricted general funds (117% of target reserves), of which £191k is specifically held to mitigate against the risk of a shortfall in income for the year ahead. In addition, secured income is in place which together with reserves in the event income targets are not met would enable costs to be covered for the 12 months to January 2026. The adequacy of the reserves target is reviewed regularly by the Trustees.

1.d Accounting Policies

The accounts present a true and fair view and the accounting policies adopted are those outlined in note 2. The financial statements are presented in sterling which is the functional currency of the charity rounded to the nearest £

1.e Significant accounting estimates and judgements

Aside from going concern set out in 1b above, there have been no other key estimates or judgements required in determining the carrying value of assets and liabilities. There have been no changes to accounting estimates during the year.

2 Accounting Policies

Income

2.a Recognition of income

Income is included in the Statement of Financial Activities (Sofa) when:

- the charity becomes entitled to the resources;
- it is more likely than not that the trustees will receive the resources; and
- the monetary value can be measured with sufficient reliability.

2.b Grants and donations

Grants and donations are only included in the SOFA when the general income recognition criteria are met, generally upon receipt. (5.10 to 5.12 FRS102 SORP).

Where grants are of a performance related nature, income is only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

2.c Government grants

When Government Grants are received these are disclosed separately in the accounts (Note 3b)

2.d Tax reclaims on donations and gifts

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

2.e Donated goods and services/facilities

Gifts in kind for use by the charity are included in the SOFA as income from donations when receivable. Donated goods are measured at fair value(the amount for which the asset could be exchanged) unless impractical to do so.

Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably.

Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA.

2.f Volunteer help

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

Expenditure

- 2.g Liability recognition
Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.
- 2.h Governance and support costs
The charity has chosen to report income and expenditure using natural classification rather than an activity based presentation and as such governance and support costs are shown separately in note 7.

Assets and Liabilities

- 2.i Accrued and Deferred income
Accrued income relates to gift aid receivable only.
- Deferred Income relates to:
- income invoiced for You Change It and mentor training activities delivered after the year end
- 2.j Creditors
The charity has creditors which are measured at settlement amounts less any trade discounts
- 2.k Bank and Cash
Cash includes cash held in the charity's bank accounts, petty cash and amounts held by PayPal
- 2.l Tangible fixed assets for use by charity
Tangible fixed assets are capitalised if they can be used for more than one year, and cost at least £500. They are valued at cost. Assets are depreciated over 3 years on a straight line basis.

3. Grants and Donations

	Unrestricted Funds	Restricted Funds	Total 31.03.2024	Total 31.03.2023
Donations from Individuals and Businesses	6,361	-	6,361	27,551
Grant Income (note 3b)	5,000	266,482	271,482	282,789
Donated gift and services (note 3c)	47,350	-	47,350	28,880
	<u>£ 58,711</u>	<u>£ 266,482</u>	<u>£ 325,193</u>	<u>£ 339,220</u>

3b. Grant Income

We were grateful to have received Grant income from the following Trusts and Foundations:

	Unrestricted Funds	Restricted Funds	Total 31.03.2024	Total 31.03.2023
CAF Resilience Fund	-	-	-	37,871
City Bridge Trust	-	73,125	73,125	-
East End Community Foundation- Societe Generale UK Foundation Fund	-	10,500	10,500	10,000
Englefield Family Trust	-	-	-	4,000
Green Hat Foundation	-	-	-	10,000
Access- the Foundation for Social Investment Grant	-	-	-	25,918
The Henry Smith Charity	-	30,000	30,000	30,000
Mageni Trust	5,000	-	5,000	5,000
National Lottery Community Fund	-	67,884	67,884	50,000
NIKE	-	84,973	84,973	85,000
Tudor Trust	-	-	-	25,000
	<u>£ 5,000</u>	<u>£ 266,482</u>	<u>£ 271,482</u>	<u>£ 282,789</u>

Other than funding from the National Lottery Community Fund set out above totalling £67,884 (2023:£50,000) no other government grants were received during the year (2023 none).

3c. Donated goods, Facilities and Services

	Total 31.03.2024	Total 31.03.2023
Venue Hire	20,400	20,080
Catering	7,200	4,675
Self care items for women	2,250	500
Equipment Provision for women	17,500	3,625
Consultancy	-	-
	<u>£ 47,350</u>	<u>£ 28,880</u>

Donated services and facilities are included in the SOFA when received and are shown at the value the charity would need to pay to secure the same services, items or facilities provided that amount can be measured reliably.

The time given by volunteers is not recognised in the accounts however we are extremely grateful for the 710 (2023: 1,244) hours of support provided by them which at estimated market value amounts to £22,800 (2023:£39,900) of donated time.

4. Direct Programme Costs

	Total 31.03.2024	Total 31.03.2023
Workshop Running Costs	31,619	32,867
Workshop Refreshments	7,533	4,607
Participant Travel Costs	3,510	1,672
Graduation Costs	6,555	5,105
Pastoral Care and Counselling	17,350	19,576
DBS Checking	875	629
Evaluation Costs	1,250	3,025
Photography	1,431	850
Equipment provision for women	19,750	4,125
Recruitment to programmes	5,490	1,601
	<u>£ 95,363</u>	<u>£ 74,057</u>

5. General Running Costs

	Total 31.03.2024	Total 31.03.2023
Governance	2,947	1,666
Office space	9,343	13,110
Building Capabilities	702	9,125
Team Building, Training and Wellbeing	5,321	4,421
Payroll, Accountancy and Bookkeeping	5,329	6,008
Professional Fees	8,343	-
Stationery, Postage, Telephones and IT costs	6,651	6,153
Website upgrade	-	9,140
Insurance	1,280	1,220
Meeting Sundries	145	817
Depreciation	1,407	2,652
Other	500	696
	<u>£ 41,968</u>	<u>£ 55,008</u>

6. Net expenditure for the year

This is stated after the following

	Total 31.03.2024	Total 31.03.2023
Depreciation of tangible fixed assets	1,407	2,653
Profit of disposal of IT equipment	(215)	-
Independent Examination Fees (including VAT)	840	840
Operating leases Office space	9,343	13,110

7. Analysis of staff costs, trustee remunerations and expenses, and the cost of key management personnel

	Total 31.03.2024	Total 31.03.2023
The staff costs were		
Wages and Salaries	229,789	186,684
Social Security Costs	19,232	15,527
Pension Costs	10,664	9,265
	<u>£ 259,685</u>	<u>£ 211,476</u>

One employees received employee benefits (excluding employer pension costs and national insurance) for the reporting period of between £80,000 and £90,000. (2023: One employee received employee benefits between £70,000 and £80,000)

You Make It operates a defined contribution pension scheme for all eligible employees. Employer contributions are included in the SOFA within staff costs as an expense for the year ended 31 March 2024 and total £10,664 (2023:£9,265). The employers amount included within creditors at the year end is £1,209 (2023:£nil).

The key management personnel of the charity comprise the Trustees and the CEO. No trustee receives any payment for their services to the charity. The total amount paid to the CEO in the financial year ended 31 March 2024 including Employers National Insurance and Pension was £99,588 (2023: £95,119).

During the year a termination payment of £5,651 was paid to one employee as part of a settlement agreement

8. Average headcount

	2024		2023	
	Full Time	Part Time	Full Time	Part Time
Charitable activities	2.7	2.0	4.1	0.6
	<u>2.7</u>	<u>2</u>	<u>4.1</u>	<u>0.6</u>

9. Taxation

You Make It is a registered charity and as such its income and gains falling within Section 471 to 489 of the Corporation Tax Act 2010 or Section 256 of Taxation of Chargeable Gains Act 1992 are exempt from corporation tax to the extent that they are applied to its charitable objectives.

10. Tangible Fixed Assets

	IT and Office Equipment	Total
Cost		
As at 1 April 2023	10,533	10,533
Additions	2,324	2,324
Disposals	(1,010)	(1,010)
As at 31 March 2024	11,847	11,847
Depreciation		
As at 1 April 2023	9,582	9,582
Charge for the year	1,407	1,407
Disposals	(1,010)	(1,010)
As at 31 March 2024	9,979	9,979
Net Book Value		
As at 31 March 2023	£ 951	£ 951
As at 31 March 2024	£ 1,868	£ 1,868

11. Debtors

	Total 31.03.2024	Total 31.03.2023
Trade debtors	5,877	3,600
Prepayments	987	974
Gift Aid Accrued Income	1,227	927
VAT debtor	-	2,001
	£ 8,091	£ 7,502

12. Creditors: Amounts falling due within one year

	Total 31.03.2024	Total 31.03.2023
Trade creditors	4,437	1,294
Accruals	10,025	7,521
Deferred Income	1,125	-
Taxation and Social Security	14,235	4,174
	<u>£ 29,822</u>	<u>£ 12,989</u>

13. Deferred Income

	Total 31.03.2024	Total 31.03.2023
Balance at 1 April 2023	-	11,250
Released in the year	-	(11,250)
Deferred in the year	1,125	-
Balance at 31 March 2024	<u>£ 1,125</u>	<u>£ -</u>

Deferred income relates to income received towards You Change It course which took place in April 24

14. Cash at bank and in hand

	Total 31.03.2024	Total 31.03.2023
Cash at bank	424,610	457,180
Petty Cash	273	168
PayPal	920	29
Equals Money	467	-
	<u>£ 426,270</u>	<u>£ 457,377</u>

15. Analysis of charitable funds

15a. Details of charitable funds held and movements during the current reporting period

	Restated Fund balance brought forward 31.03.2023	Income	Expenditure	Transfer	Fund balance at 31.03.2024
Unrestricted Funds	311,037	96,965	(97,811)	(10,042)	300,149
Restricted funds					
Programme Costs	101,519	229,910	(236,407)		95,022
Pastoral Care and Counselling	9,654	8,720	(14,842)	22	3,554
Business Development	27,935		(37,935)	10,000	0
Resilience Support	-				-
Overheads	2,427	27,852	(22,598)		7,681
Ladies' Den Grants	-				-
Covid-19 Response funds	268		(288)	20	0
Staff Wellness	0				0
Total Restricted Funds	141,804	266,482	(312,070)	10,042	106,258
Total Funds	£ 452,841	£ 363,447	£ (409,881)	£ 0	£ 406,407

The £10,000 transfer of funds relates to restricted funds held for business development at the end of March 23 which were reported in the general fund in that year.

15b. Details of charitable funds held and movements during the previous reporting period

	Fund balance brought forward 31.03.2022	Income	Expenditure	Transfer	Restated Fund balance at 31.03.2023
Unrestricted Funds	238,450	163,653	(91,065)	-	311,038
Restricted funds					0
Programme Costs	88,131	169,326	(157,132)	1,192	101,517
Pastoral Care and Counselling	9,654	4,808	(6,075)	1,267	9,654
Business Development	49,424	37,821	(59,310)	-	27,935
Resilience Support	9,765	10,000	(19,765)	-	0
Overheads	8,158	14,334	(21,488)	1,425	2,429
Ladies' Den Grants	3,884	-	0	(3,884)	0
Covid-19 Response funds	556	-	(288)	-	268
Staff Wellness	7,500	2,500	(10,000)	-	0
Total Restricted Funds	177,073	238,789	(274,058)	-	141,804
Total Funds	£ 415,522	£ 402,442	£ (365,123)	£ 0	£ 452,841

The fund balance at the 31 March 2023 was restated as the previous presentation included an administration error where the fund transfers were not included in the year end balance shown. This has been corrected in the restatement.

16. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds 31.03.2024	Total Funds 31.03.2023
	£	£	£	£
Fixed Assets	1,868	-	1,868	951
Current Assets	315,619	118,742	434,361	464,879
Creditors: amounts falling due within one year	(17,338)	(12,484)	(29,822)	(12,989)
	300,149	106,258	406,407	452,841

17. Transactions with trustees and related parties

None of the trustees have been paid any remuneration or received any other benefits in relation to their role with the charity. No trustees have claimed any expenses in relation to their role.

The aggregate amount of donations and grants made by trustees and people connected with them where no conditions are attached is £5,974 (2023: £5,480).

One Trustees (2023: two) provided probono services during the year which are included within donated goods and services:

One Trustees, Liana Shamash facilitated free room hire for programme workshops with their employers with a value of £3,000.

18. Obligations under operating leases

The company had future commitments under non-cancellable operating leases as follows:

	Land and Buildings	
	31.03.2024	31.03.2023
Payments due in less than 1 year	1,320	1,320
	<u>£ 1,320</u>	<u>£ 1,320</u>

The charity has an agreement in place for the use of desk space within a shared workspace. The commitment above relates to a 2 month notice period.

YOU MAKE IT

England & Wales - Charity number 1158572

Accounts

You Make It

(A Charitable Incorporated Organisation)

Report and Financial Statements

Year ended 31 March 2023

Charity Number 1158572

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You Make It

Report of the Trustees for the year ended 31 March 2023

The trustees present their annual report together with the independently examined financial statements of the charity for the year ended 31 March 2023. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Charities Act 2011 and the recommendations of Accounting and Reporting by Charities: Statement of Recommended Practice (SORP FRS 102 effective October 2019) as they apply to small charities.

Objectives and activities for the public benefit

The objects of You Make It, as set out in its governing document, are to advance the education and to relieve unemployment of Greater London's young unemployed women in particular, but not exclusively, by:

(1) For the public benefit, to advance the professional and personal development of East London's young unemployed and underemployed women – in particular those from non-privileged backgrounds – so that they may enter into and retain meaningful employment. This is done, in particular, but not exclusively, by delivering holistic three to six month programmes either in person or online, which provide participants with:

- (a) information through interactive workshops, which are focused on developing skills to increase the participant's employability and wellbeing;
- (b) advice about learning and earning opportunities through a mentoring programme; and
- (c) access to work experience and other "hands-on" experience in order to develop job-readiness.

(2) For the public benefit, in order to promote racial equality, to design and deliver a programme of interactive anti-racism workshops called You Change It ("YCI"). YCI will principally be delivered (both in person and online) to the employees of other charities, companies and organisations, as well as to individuals, from all backgrounds. Funds raised by YCI will, in part, go back into financially supporting the work described in (1) above. The YCI workshops (the exact number and contents of which may be changed from time to time (therefore this list is not exclusive)) are:

- (a) story telling by those with lived experiences of being victims of racism ("The Stories Write Themselves");
- (b) the history and science of racism and its impact on those living in the UK today ("From Then to Now");
- (c) an understanding of what having privilege means and what not having it means ("Check Your Privilege");
- (d) developing the confidence to challenge racism at work ("What Would You Say If...?");
- (e) support to develop actions which lead to racial equity at work ("Activate Your Allyship").

You Make It

Report of the Trustees for the year ended 31 March 2023 (continued)

The trustees confirm that they have referred to the Charity Commission's guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities. The objects are achieved through a variety of activities:

- Three programmes a year running for 4 months, each for up to 25 women which provide unemployed and underemployed women with personal and professional development opportunities that allow them to fulfil their potential in the world of work and business
- Mentoring for each of the women on the programmes with a wide variety of networked mentors from different backgrounds
- Delivery of workshops, guest talks, seminars and debate clubs to build the confidence to speak up about issues that impact women, and to impart vital skills and knowledge relevant to leading happy and productive lives
- The provision of counselling and pastoral care to enable women to overcome personal barriers (mental and practical e.g. housing and other issues) in order to stand the best chance at life
- Working in partnership with employers who offer work placements, deliver workshops, and sponsor staff to mentor with YMI
- Working in partnership with other local providers to ensure women improve their mental and physical health, activities include yoga classes, healthy cooking classes, and a running club
- Workshops that are aimed at commercial and third sector organisations and members of the general public.

You Make It

Report of the Trustees for the year ended 31 March 2023 (continued)

A review of our achievements and performance: How our activities delivered public benefit

In the financial year under review, YMI continued to demonstrate its ability to swiftly learn from and respond to user needs, as we moved away from social distancing restrictions. Reflection and evaluation of purely online delivery, with increased contact hours and additional wellness activities, led to the creation of a new hybrid programme to ensure maximum benefit to women.

Additionally, during this period, the anti-racism allyship programme secured an environmental employer, but while speculative conversations took place with other prospective clients, it was felt at the end of 2022 that efforts to create a sales pipeline for this programme were not yielding the same results as in the first 18 months of the momentum of Black Lives Matter. This, along with a staff capacity issues, meant that YMI decided to pause on delivery of this programme with the intention that it could be fully digitised and made available to employers to deliver in the future e.g. 2024/25. To investigate this, YMI will be accessing guidance from a business development professional through one of its current funders in 2024.

In terms of organisational development, the charity recruited a more diverse board of 3 additional trustees during the year who were able to access training funded through a CAF grant.

You Make It

Report of the Trustees for the year ended 31 March 2023 (continued)

Programmes for women

During the 2022-23 financial year, You Make It:

Continued 4-month programmes but with increased activities and contact hours as follows:

- 1-1 mentoring weekly online;
- 1-1 therapy weekly online (optional);
- Group yoga online (optional);
- In person weekly sessions for women to create strong peer support and explore the city (note workshops rotated across a range of venues in London) which included breakfast, inspirational guest talks, workshops, lunch, debate club, and seminar group discussions;
- In person weekly running club with a charity partner 'Outrunners' (optional);
- In person reduced waste cooking classes with a charity partner 'Made in Hackney';
- In person graduation event/ celebration for women to speak about themselves/ their experiences of YMI a few weeks after programme completion.

During this period, 3 four-month long programmes ran: Programme 14 (May'22-September 2022); Programme 15 (September'22-January'23); and Programme 16 (February'22-June'23). Several programme 16 graduates towards end of completion and after graduation, also took part in our reintroduced work experience placements (note this had stopped for YMI during social distancing periods). We will report on this in next year's report e.g. 2023-24 as this activity falls outside of the reporting period.

Across 3 programmes, 75 women were recruited and 71 completed the programme. Of these 3 were from non-racialised communities, and all were from working class backgrounds.

You Make It

Report of the Trustees for the year ended 31 March 2023 (continued)

Across programmes during this reporting period, YMI delivered:

- 288 hours of group learning in weekly workshops, debate clubs, seminars and guest talks ensuring creation of a new peer and professional network for women, knowledge and skills relevant to work and business start-ups, encouragement of healthier and happier ways of living, as well as providing a safe space for women to begin to reflect on and overcome issues of abuse and other trauma holding them back from moving forward with life;
- Around 1,136 hours of 1-1 mentoring - each woman being matched with a mentor they met with at least 16 times over the course of 4 months;
- Therapy for 49 women reflecting 340 hours of therapy to address depression and anxiety; and
- 122 hours of wellbeing activities including yoga online, cooking classes online and face-face, and a running club.

Note that receptivity for work placements from employers was not initially as strong as pre the pandemic, but this picked up again and we have also now recruited a Partnerships Manager whose role will be to create new employer partnerships for placements and new mentors.

As with previous programme, impact data during this period has again demonstrated strong impact across hard and soft skills development/ outcomes. From surveys at the start and then end of programmes, graduates reported increases across social and professional networks, as well as increases in confidence, social skills and mental wellbeing.

Of 71 participants, data collection shows that 27 women were able to secure employment and 6 women entered into formal education linked to longer term goals.

You Make It

Report of the Trustees for the year ended 31 March 2023 (continued)

Workshops to employers and the general public

Across this period, 75 employees from across a range of sectors were trained in the art of effective mentoring, and these were then matched up with young women beneficiaries on our programmes.

Additionally, our anti racism allyship programme (You Change It), delivered some of its content to an environmental organisation (30 participants). However, a range of factors including a diminished appetite for this course amongst employers, along with reduced staff capacity at YMI to develop our sales pipeline for this work meant that we decided to pause on YCI and to rethink strategy for delivery in early 2024 - we are currently packaging content traditionally delivered with live facilitation into a digital learning resources that employers can purchase to deliver in house themselves, and later in 2023 our team will explore this further.

You Make It**Report of the Trustees for the year ended 31 March 2023 (continued)****Income generation**

During the year a decision was made to move away from the delivery of You Change It anti-racism courses and instead focus on increasing income from mentor training and other business partnerships. This pivot saw a significant decrease in income from You Change it, to £15,751 from £52,750 in the prior year, offset by an increase in mentoring income to £46,792 from £21,605 in the previous year. Increasing earned sources of income as a means to diversify income streams which support the core programme for women, will continue to be a key aim for 2023-24.

During 2022-23, activities were funded by grants from the following funders, and we are incredibly grateful to each one: Access- the Foundation for Social Investment Grant, Charities Aid Foundation Resilience Fund, East End Community Foundation- Société Generale UK Foundation Fund, Englefield Family Trust, The Green Hat Foundation, The Henry Smith Charity, Mageni Trust, National Lottery Community Fund, Nike, and Tudor Trust.

Volunteers and in-kind support

We are also immensely grateful to all of our volunteers who, during our empowerment programmes for young women, contribute their time to the programme-related activities as mentors, workshop leaders, delivered wellness activities including yoga classes and running clubs, and provided literacy support.

The cost of volunteered time is not included in the financial statements however, during the year volunteers provided 1,123 hours of support for our programmes (2022: 1,244 hours) with an estimated value of £36,945 (2022:£39,900)

In addition to the contribution of volunteers, gifts in kind were provided for the following items: Catering for workshops and graduations with an aggregate value of £4,675, free use of venues to allow women to meet face to face for workshops and graduations was provided at a value of £20,080, self-care items and sports equipment was provided to women with an aggregate value of £4,125 during the year. This support totalled £28,880 (2022: £5,800) and is shown in note 3c of the financial statements.

You Make It

Report of the Trustees for the year ended 31 March 2023 (continued)

Financial Review

Income

Total income for the year was £402,442 (2022: £399,648).

Principal sources of income came from grants and donations which totalled £339,220 (2022: £324,162) and included £27,551 (2022: £2,654) in general donations from individuals and businesses, many of whom generously give on a regular basis, £58,800 (2022: £5,800) in donated gifts and services, and £282,789 (2022: £265,708) in grants from Trusts and Foundations.

Donations from individuals and businesses were significantly higher in the previous year following in memoriam donations made following the very sad loss of one of our programme mentors following a tragic accident.

Other income comprised: mentors training of £46,792 (2022: £21,605), income from You Change It anti-racism courses of £15,751 (2022: £52,750) and other trading income of £679 (2022: £1,131).

Expenditure

Total expenditure for the year ended March 2023 was £365,123 (2022: £278,853) of which the largest areas of spend were staff costs of £234,031 (2022: £207,539) and other direct programme costs of £74,057 (2022: £42,581). General running costs totalled £55,008 (2022: £25,285).

Costs have risen by £86,270. This is the result of three key changes:

- A rise in staff costs of £26,492 as a result of a growth in the size of the staff team with increased staff focus and time being placed on developing sources of unrestricted income, specifically from sales of training.
- Direct programme costs increased by £31,476 with the largest increase being to workshop running costs as a result of the partial return to face-to-face programme delivery following Covid-19 and the resulting room hire costs, which were provided for free and are including in donated facilities.
- General running costs have increased by £29,723 because of funding received from CAF towards building capacity which was spent on training, team building and the development of the new website.

You Make It

Report of the Trustees for the year ended 31 March 2023 (continued)

Total funds, reserves policy and going concern

The trustees review the charity's reserves policy annually and have considered the Charity Commission guidance on reserves in setting this policy. The policy takes a risk based approach to setting reserves rather than focusing on a monthly requirement.

Based on detailed analysis of the financial risks faced by the charity at this time, the trustees consider it necessary to aim for unrestricted undesignated funds of £282,990 (2022: £230,470), in order to maintain the charity's services.

This target represents:

- £120,000 in case of a shortfall in earned income, being the amount of the earned income target assessed as potentially at risk for the year ahead
- £115,000 in case of a shortfall in grant income, being 3 months of running costs.
- £47,990 to safeguard high quality services in the event of staff sickness or maternity/adoption leave, and

The trustees have considered the risk of sudden unexpected closure or withdrawal of funding, and consider this risk to be very low in the 12 months ahead; therefore targets have not been set for these areas.

The largest part of the reserves target relates to unsecured earned income. A change in focus on this income stream and changes to the staff team mean that the trustees feel that reserves are required to provide stability to the core programme for women as this income strand continues to develop. This will allow for fluctuations in income levels and provide time for sources of income to be further refined where necessary.

You Make It

Report of the Trustees for the year ended 31 March 2023 (continued)

At 31 March 2023, the level of unrestricted, undesignated reserves held was £311,037 (2022: £238,451) 110% of the agreed target (2022: 102%). Maintaining 100% of the target will be dependent on the success of raising business partnership income during the year ahead and trustees will continue to monitor this.

The Trustees have considered the level of reserves held, secured funding and the charity's cost base and consider that there are no significant threats to You Make It's ability to continue as a going concern for the twelve months from the date of approving these accounts. In drawing this conclusion, Trustees have reviewed detailed financial forecasts including expected cashflows through to January 2025. As such the accounts have been prepared on a going concern basis.

Risk Management

While there have been capacity and wider climate issues which have impacted on the predicted sales of YCI (our anti racism programme as described), we have secured the support of a business coach who is helping our new Partnerships Manager post consider other ways of sharing our content and generating earned income from it later in 2023-24.

The Partnerships Manager post is a new one within our organisational structure and this was introduced in summer 2023 as a way to ensure continued business development efforts within our thinking and doing as a forward-facing charity.

Additionally, the CEO has been successful in securing repeat 3-year funding from a long term funder, and 5 year part funding from a new funder, which places us in a good position to leverage in funds to meet gaps across the next 5 years.

Trustees monitor progress against fundraised and earned income targets in detail at each board meeting and are informed promptly between meetings of any significant successes or disappointments. With each management report, trustees work with the CEO to consider the level of financial risk in the context of income secured, key prospects in the funder and customer pipelines and current levels of unrestricted reserves. This careful monitoring enables trustees to make appropriate financial decisions regarding commitments to future programmes and activities, in good time.

You Make It

Report of the Trustees for the year ended 31 March 2023 (continued)

Structure, Governance and Management

The charity is a registered Charitable Incorporated Organisation (charity number 1158572) and is governed by the terms of its constitution.

Trustees are approved and appointed by the rest of the board on a majority vote basis. Each trustee position is initially for a 2-year term and may be reappointed for further terms of 2 years subject to the needs of the organisation.

Skills gaps at board level are regularly reviewed and ongoing efforts made to reduce gaps. Any new trustee appointed is provided with an induction pack, which includes a Declaration of Interests section and a Skills Audit.

The Chair and CEO of You Make It also induct new trustees into the work of the charity.

All trustees are made aware of relevant organisational policies e.g. Safeguarding, as well as Charity Commission Guidance (all trustees are asked to register for updates from the Charity Commission).

Organisational structure and key management personnel

The CEO reports to the Chair of You Make It, who is responsible for convening board meetings and ensuring the correct governance of the charity with other trustees. The Chair is also responsible for appraising the performance of the CEO and trustees.

At December 2023 there are 5 working staff: the CEO, a Programmes & Participation Manager, and Partnerships Manager who report into the CEO, a Programmes Coordinator who reports into the Programmes & Participation Manager, and Administrator & Social Media Assistant who reports into the Partnerships Manager.

The board of trustees and the CEO are the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day-to-day basis.

The pay of the charity's CEO is reviewed annually by the board of trustees. Any changes to staff pay are dealt with in accordance with the Staff Pay Policy which is set by the board of trustees and reviewed annually.

Details of trustee expenses and related party transactions are disclosed in note 20 to the accounts. Trustees are required to disclose all relevant interests and register them with the CEO and, in accordance with the charities policy, withdraw from decisions where a conflict of interest arises.

You Make It

Report of the Trustees for the year ended 31 March 2023 (continued)

Reference and administrative information

Charity Name You Make It

Charity Registration Number 1158572

Trustees

The Trustees who have served from 1 April 2022 up to the date of approval of these financial statements were as follows:

Muniat Adeyemo (trustee until June 2023)
Stephanie Grace Collins
Fatou Jeng
Atul Mehta – Chair (until October 2023)
Kate O'Connor
Liana Rose Shamash – Chair (from October 2023)
Tashan Nicholas

CEO Asma Shah

Principal Office You Make It, Shed, 8 Lee Street, London, E8 4DY

Independent Examiner Andrew M Wells, 99 Western Road, Lewes,
East Sussex, BN7 1RS

You Make It**Report of the Trustees for the year ended 31 March 2023 (continued)****Trustees' responsibilities in relation to the financial statements**

The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period.

In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the constitution. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

Approved by the trustees on 23rd January 2024 and signed on their behalf by:

DocuSigned by:

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Liana Shamash
 Chair

You Make It

Independent Examiners Report to the Trustees of You Make It (Charity Number 1158572)

I report to the trustees on my examination of the accounts of the above charity for the year ended 31 March 2023.

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 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

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Association of Accounting Technicians.

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

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable 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.



26th January 2024

Andrew M Wells FMAAT
Counterculture Partnership LLP
Unit 115
Ducie House
Ducie Street
Manchester
M1 2JW

You Make It
Statement of Financial Activities
For the year ended 31 March 2023

	Notes	Unrestricted Funds £	Restricted Funds £	Total 31.03.2023 £	Unrestricted Funds £	Restricted Funds £	Total 31.03.2022 £
Income from:							
Donations and legacies:							
Grants and Donations	3	100,431	238,789	339,220	88,454	235,708	324,162
Charitable Activities:							
Mentor Training		46,792	-	46,792	21,605	-	21,605
You Change It		15,751	-	15,751	52,750	-	52,750
Workshops		-	-	-	-	-	-
Other Trading Activities:		679	-	679	1,131	-	1,131
Total Income		163,653	238,789	402,442	163,940	235,708	399,648
Expenditure on:							
Staff costs	7	46,458	187,573	234,031	100,289	107,250	207,539
Direct Programme costs	4	31,676	42,381	74,057	9,823	32,758	42,581
Mentor Training		-	61	61	20	380	400
You Change It		1,918	-	1,918	-	2,730	2,730
Grants		-	-	-	-	300	300
Fundraising costs		48	-	48	18	-	18
General Running costs	5	10,967	44,041	55,008	15,148	10,137	25,285
Other Trading costs		-	-	-	-	-	-
Total Expenditure	6	91,067	274,056	365,123	125,298	153,555	278,853
Net income/(expenditure) for the year		72,586	(35,267)	37,319	38,642	82,153	120,795
Net movement in funds for the year		72,586	(35,267)	37,319	38,642	82,153	120,795
Reconciliation of funds							
Total funds brought forward		238,451	177,071	415,522	199,809	94,918	294,727
Total funds carried forward	15	311,037	141,804	452,841	238,451	177,071	415,522

You Make It
Balance Sheet
As at 31 March 2023

	Notes	31.03.2023	31.03.2022
		£	£
Fixed Assets			
Tangible assets	10	<u>951</u>	<u>2,647</u>
Total Fixed Assets		951	2,647
Current Assets			
Debtors	11	7,502	12,393
Cash at bank and in hand	14	<u>457,377</u>	<u>433,681</u>
Total Current Assets		464,879	446,074
Creditors:			
Creditors falling due within one year	12	<u>12,989</u>	<u>33,199</u>
Net Current Assets		<u>451,890</u>	<u>412,875</u>
Total Assets less current liabilities		452,841	415,522
Total Net Assets		<u>452,841</u>	<u>415,522</u>
The Funds of the charity:			
Unrestricted income funds		311,037	238,451
Restricted income funds		141,804	177,071
Total charity funds	15	<u>452,841</u>	<u>415,522</u>

-

Approved for issue by the Trustees on x23rd January 2024

DocuSigned by:
Liana Shamash
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Liana Shamash- Chair

The notes on pages 17 to 27 form part of these accounts

1 Basis of Preparation

1.a Basis of Accounting

These accounts 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. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 and with the Charities Act 2011. The charity constitutes a public benefit entity as defined by FRS 102.

1.b Legal Form

You Make It is a Charitable Incorporated Organisation registered as a body corporate under Part 11 of the Charities Act 2011. The address of the organisation is Shed, 8 Lee Street, London, E8 4DY. The charity's operations and principal activities are included on page 2 of the Trustees' annual report

1.b Going Concern

The financial statements are prepared on a going concern basis, as the Trustees consider there are no material uncertainties around the charities ability to continue as a going concern.

The charity is currently holding £310,672 in unrestricted general funds (110% of target reserves), of which £235k is specifically held to mitigate against the risk of a shortfall in income for the year ahead. In addition, secured income is in place which together with reserves in the event income targets are not met would enable costs to be covered for the 12 months to January 2025. The adequacy of the reserves target is reviewed regularly by the Trustees.

1.c Accounting Policies

The accounts present a true and fair view and the accounting policies adopted are those outlined in note 2. The financial statements are presented in sterling which is the functional currency of the charity rounded to the nearest £

1.d Significant accounting estimates and judgments

Aside from going concern set out in 1b above, there have been no other key estimates or judgments required in determining the carrying value of assets and liabilities. There have been no changes have been to accounting estimates during the year.

You Make It

Notes to the financial statements 31 March 2023

2 Accounting Policies

Income

2.a Recognition of income

Income is included in the Statement of Financial Activities (Sofa) when:

- the charity becomes entitled to the resources;
- it is more likely than not that the trustees will receive the resources; and
- the monetary value can be measured with sufficient reliability.

2.b Grants and donations

Grants and donations are only included in the SOFA when the general income recognition criteria are met, generally upon receipt. (5.10 to 5.12 FRS102 SORP).

Where grants are of a performance related nature, income is only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

2.c Government grants

When Government Grants are received these are disclosed separately in the accounts (Note 3b)

2.d Tax reclaims on donations and gifts

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

2.e Donated goods and services/facilities

Gifts in kind for use by the charity are included in the SOFA as income from donations when receivable. Donated goods are measured at fair value(the amount for which the asset could be exchanged) unless impractical to do so.

Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably.

Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA.

2.f Volunteer help

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

You Make It

Notes to the financial statements 31 March 2023

Expenditure

2.g Liability recognition

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

2.h Governance and support costs

The charity has chosen to report income and expenditure using natural classification rather than an activity based presentation and as such governance and support costs are shown separately in note 7.

Assets and Liabilities

2.i Accrued and Deferred income

Accrued income relates to gift aid receivable only.

Deferred Income relates to:

- income invoiced for You Change It and mentor training activities delivered after the year end

2.j Creditors

The charity has creditors which are measured at settlement amounts less any trade discounts

2.k Bank and Cash

Cash includes cash held in the charity's bank accounts, petty cash and amounts held by PayPal

2.l Tangible fixed assets for use by charity

Tangible fixed assets are capitalised if they can be used for more than one year, and cost at least £500. They are valued at cost. Assets are depreciated over 3 years on a straight line basis.

You Make It
Notes to the financial statements 31 March 2023
(continued)

3. Grants and Donations

	Unrestricted Funds	Restricted Funds	Total 31.03.2023	Total 31.03.2022
Donations from Individuals and Businesses	27,551	-	27,551	52,654
Grant Income (note 3b)	44,000	238,789	282,789	265,708
Donated gift and services (note 3c)	28,880	-	28,880	5,800
	<u>£ 100,431</u>	<u>£ 238,789</u>	<u>£ 339,220</u>	<u>£ 324,162</u>

3b. Grant Income

We were grateful to have received Grant income from the following Trusts and Foundations:

	Unrestricted Funds	Restricted Funds	Total 31.03.2023	Total 31.03.2022
CAF Resilience Fund	-	37,871	37,871	93,612
East End Community Foundation- Societe Generale UK Foundation Fund	-	10,000	10,000	12,096
Englefield Family Trust	4,000	-	4,000	
Green Hat Foundation	10,000	-	10,000	
Access- the Foundation for Social Investment Grant	-	25,918	25,918	20,000
The Henry Smith Charity	-	30,000	30,000	60,000
Mageni Trust	5,000	-	5,000	5,000
National Lottery Community Fund	-	50,000	50,000	50,000
NIKE		85,000	85,000	-
Tudor Trust	25,000	-	25,000	25,000
	<u>£ 44,000</u>	<u>£ 238,789</u>	<u>£ 282,789</u>	<u>£ 265,708</u>

Other than funding from the National Lottery Community Fund set out above totalling £50,000 (2022:£50,000) no other government grants were received during the year (2022 none).

3c. Donated goods, Facilities and Services

	Total 31.03.2023	Total 31.03.2022
Venue Hire	20,080	2,700
Catering	4,675	-
Self care items for women	500	-
Equipment Provision for women	3,625	1,600
Consultancy	-	1,500
	<u>£ 28,880</u>	<u>£ 5,800</u>

Donated services and facilities are included in the SOFA when received and are shown at the value the charity would need to pay to secure the same services, items or facilities provided that amount can be measured reliably.

The time given by volunteers is not recognised in the accounts however we are extremely grateful for the 1,244 (2021: 1,075) hours of support provided by them which at estimated market value amounts to £39,900 (2021:£35,565) of donated time.

You Make It

Notes to the financial statements 31 March 2023
(continued)**4. Direct Programme Costs**

	Total 31.03.2023	Total 31.03.2022
Workshop Running Costs	32,867	11,327
Workshop Refreshments	4,607	3,449
Participant Travel Costs	1,672	800
Graduation Costs	5,105	420
Pastoral Care and Counselling	19,576	20,425
DBS Checking	629	683
Evaluation Costs	3,025	1,200
Photography	850	-
Equipment provision for women	4,125	1,600
Recruitment to programmes	1,601	2,677
	<u>£ 74,057</u>	<u>£ 42,581</u>

5. General Running Costs

	Total 31.03.2023	Total 31.03.2022
Governance	1,666	632
Office space	13,110	9,249
Consultancy	-	1,735
Building Capabilities	9,125	-
Team Building	1,555	-
Payroll, Accountancy and Bookkeeping	6,008	4,744
Stationery, Postage, Telephones and IT costs	6,153	2,491
Website upgrade	9,140	-
Insurance	1,220	1,140
Meeting Sundries	817	578
Depreciation	2,652	2,506
Other	3,562	2,210
	<u>£ 55,008</u>	<u>£ 25,285</u>

You Make It
Notes to the financial statements 31 March 2023
(continued)

6. Net expenditure for the year

This is stated after the following

	Total 31.03.2023	Total 31.03.2022
Depreciation of tangible fixed assets	2,653	2,505
Profit of disposal of IT equipment	-	-
Independent Examination Fees (including VAT)	840	720
Operating leases Office space	13,110	9,249

7. Analysis of staff costs, trustee remunerations and expenses, and the cost of key management personnel

	Total 31.03.2023	Total 31.03.2022
The staff costs were		
Wages and Salaries	186,684	153,506
Social Security Costs	15,527	13,023
Pension Costs	9,265	23,874
	<u>£ 211,476</u>	<u>£ 190,403</u>

One employees received employee benefits (excluding employer pension costs and national insurance) for the reporting period of between £70,000 and £80,000. (2022: One employee recived eployee benefits between £60,000 and £70,000)

You Make It operates a defined contribution pension scheme for all eligible employees. Employer contributions are included in the SOFA within staff costs as an expense for the year ended 31 March 2023 and total £9,378 (2022:£23,874). The employers amount included within creditors at the year end is £nil (2022:£nil).

The key management personnel of the charity comprise the Trustees and the CEO. No trustee receives any payment for their services to the charity. The total amount paid to the CEO in the financial year ended 31 March 2023 including Employers National Insurance and Pension was £95,119 (2022: £90,640). 2022 included a pension adjustment to reflect the Trustee's desire to improve pension provision over the course of the CEO's employment of £11,865.

8. Average headcount

	2023		2022	
	Full Time	Part Time	Full Time	Part Time
Charitable activities	4.1	0.6	3.5	0.5
	<u>4.1</u>	<u>0.6</u>	<u>3.5</u>	<u>0.5</u>

You Make It
Notes to the financial statements 31 March 2023
(continued)

9. Taxation

You Make It is a registered charity and as such its income and gains falling within Section 471 to 489 of the Corporation Tax Act 2010 or Section 256 of Taxation of Chargeable Gains Act 1992 are exempt from corporation tax to the extent that they are applied to its charitable objectives.

10. Tangible Fixed Assets

	IT and Office Equipment	Total
Cost		
As at 1 April 2022	11,358	11,358
Additions	957	957
Disposals	(1,782)	(1,782)
As at 31 March 2023	10,533	10,533
Depreciation		
As at 1 April 2022	8,711	8,711
Charge for the year	2,653	2,653
Disposals	(1,782)	(1,782)
As at 31 March 2023	9,582	9,582
Net Book Value		
As at 31 March 2022	£ 2,647	£ 2,647
As at 31 March 2023	£ 951	£ 951

11. Debtors

	Total 31.03.2023	Total 31.03.2022
Trade debtors	3,600	11,175
Prepayments	974	956
Gift Aid Accrued Income	927	262
VAT debtor	2,001	-
	£ 7,502	£ 12,393

You Make It
Notes to the financial statements 31 March 2023
(continued)

12. Creditors: Amounts falling due within one year

	Total 31.03.2023	Total 31.03.2022
Trade creditors	1,294	1,062
Accruals	7,521	14,451
Deferred Income	-	11,250
Taxation and Social Security	4,174	6,436
	<u>£ 12,989</u>	<u>£ 33,199</u>

13. Deferred Income

	Total 31.03.2023	Total 31.03.2022
Balance at 1 April 2021	11,250	17,700
Released in the year	(11,250)	(17,700)
Deferred in the year	-	11,250
Balance at 31 March 2022	<u>£ -</u>	<u>£ 11,250</u>

In the previous year deferred income comprises income received which relates to Mentor training courses which took place in April 22

14. Cash at bank and in hand

	Total 31.03.2023	Total 31.03.2022
Cash at bank	457,180	433,540
Petty Cash	168	49
PayPal	29	93
	<u>£ 457,377</u>	<u>£ 433,682</u>

You Make It
Notes to the financial statements 31 March 2023
(continued)

15. Analysis of charitable funds

15a. Details of charitable funds held and movements during the current reporting period

	Fund balance brought forward 31.03.2022	Income	Expenditure	Transfer	Fund balance at 31.03.2023
Unrestricted Funds	238,450	163,653	(91,065)	-	311,038
Restricted funds					
Programme Costs	88,131	169,326	(157,132)	1,192	100,325
Pastoral Care and Counselling	9,654	4,808	(6,075)	1,267	8,387
Business Development	49,424	37,821	(59,310)	-	27,935
Resilience Support	9,765	10,000	(19,765)	-	-
Overheads	8,158	14,334	(21,488)	1,425	1,004
Ladies' Den Grants	3,884	-	0	(3,884)	3,884
Covid-19 Response funds	556	-	(288)	-	268
Staff Wellness	7,500	2,500	(10,000)	-	0
Total Restricted Funds	177,073	238,789	(274,058)	-	141,804
Total Funds	£ 415,522	£ 402,442	£ (365,123)	£ 0	£ 452,841

15b. Details of charitable funds held and movements during the previous reporting period

	Fund balance brought forward 31.03.2021	Income	Expenditure	Fund balance at 31.03.2022
Unrestricted Funds	199,809	163,940	(125,299)	238,450
Restricted funds				
Programme Costs	66,824	141,906	(120,599)	88,131
Pastoral Care and Counselling	17,309	5,251	(12,906)	9,654
Business Development	2,739	60,089	(13,404)	49,424
Resilience Support	-	10,000	(235)	9,765
Overheads	1,243	10,962	(4,047)	8,158
Ladies' Den Grants	4,184	-	(300)	3,884
Covid-19 Response funds	844	-	(288)	556
Staff Wellness	1,775	7,500	(1,775)	7,500
Total Restricted Funds	94,919	235,708	(153,554)	177,073
Total Funds	£ 294,727	£ 399,648	£ (278,853)	£ 415,522

You Make It
Notes to the financial statements 31 March 2023
(continued)

16. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds 31.03.2023	Total Funds 31.03.22
	£	£	£	£
Fixed Assets	432	519	951	2,647
Current Assets	323,259	141,620	464,879	446,074
Creditors: amounts falling due within one year	(12,654)	(335)	(12,989)	(33,199)
	311,037	141,804	452,841	415,522

17. Transactions with trustees and related parties

None of the trustees have been paid any remuneration or received any other benefits in relation to their role with the charity. No trustees have claimed any expenses in relation to their role.

The aggregate amount of donations and grants made by trustees and people connected with them where no conditions are attached is £5,480 (2022: £5,900).

Two Trustees (2022: none) provided probono services during the year which are included within donated goods and services:

Two Trustees, Stephanie Collins and Liana Shamash facilitated free room hire for programme workshops with their employers with a value of £3,600 respectively.

You Make It
Notes to the financial statements 31 March 2023
(continued)

18. Obligations under operating leases

The company had future commitments under non-cancellable operating leases as follows:

	Land and Buildings	
	31.03.2023	31.03.2022
Payments due in less than 1 year	1,320	2,112
	<u>£ 1,320</u>	<u>£ 2,112</u>

The charity has an agreement in place for the use of desk space within a shared workspace. The commitment above relates to a 2 month notice period.

YOU MAKE IT

England & Wales - Charity number 1158572

Accounts



You Make It

(A Charitable Incorporated Organisation)

Report and Financial Statements

Year ended 31 March 2022

Charity Number 1158572

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You Make It

Report of the Trustees for the year ended 31 March 2022

The trustees present their annual report together with the independently examined financial statements of the charity for the year ended 31 March 2022. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Charities Act 2011 and the recommendations of Accounting and Reporting by Charities: Statement of Recommended Practice (SORP FRS 102 effective October 2019) as they apply to small charities.

Objectives and activities for the public benefit

The objects of You Make It, as set out in its governing document, are to advance the education and to relieve unemployment of Greater London's young unemployed women in particular, but not exclusively, by:

(1) For the public benefit, to advance the professional and personal development of East London's young unemployed and underemployed women – in particular those from non-privileged backgrounds – so that they may enter into and retain meaningful employment. This is done, in particular, but not exclusively, by delivering holistic three to six month programmes either in person or online, which provide participants with:

- (a) information through interactive workshops, which are focused on developing skills to increase the participant's employability and wellbeing;
- (b) advice about learning and earning opportunities through a mentoring programme; and
- (c) access to work experience and other "hands-on" experience in order to develop job-readiness.

(2) For the public benefit, in order to promote racial equality, to design and deliver a programme of interactive anti-racism workshops called You Change It ("YCI"). YCI will principally be delivered (both in person and online) to the employees of other charities, companies and organisations, as well as to individuals, from all backgrounds. Funds raised by YCI will, in part, go back into financially supporting the work described in (1) above. The YCI workshops (the exact number and contents of which may be changed from time to time (therefore this list is not exclusive)) are:

- (a) story telling by those with lived experiences of being victims of racism ("The Stories Write Themselves");
- (b) the history and science of racism and its impact on those living in the UK today ("From Then to Now");
- (c) an understanding of what having privilege means and what not having it means ("Check Your Privilege");
- (d) developing the confidence to challenge racism at work ("What Would You Say If...?");
- (e) support to develop actions which lead to racial equity at work ("Activate Your Allyship").

You Make It

Report of the Trustees for the year ended 31 March 2022 (continued)

The trustees confirm that they have referred to the Charity Commission's guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities. The objects are achieved through a variety of activities:

- Three programmes a year running for 4 months, each for up to 25 women which provide unemployed and underemployed women with personal and professional development opportunities that allow them to fulfil their potential in the world of work and business
- Mentoring for each of the women on the programmes with a wide variety of networked mentors from different backgrounds
- Delivery of workshops, guest talks, seminars and debate clubs to build the confidence to speak up about issues that impact women, and to impart vital skills and knowledge relevant to leading happy and productive lives
- The provision of counselling and pastoral care to enable women to overcome personal barriers (mental and practical e.g. housing and other issues) in order to stand the best chance at life
- Working in partnership with employers who offer work placements, deliver workshops, and sponsor staff to mentor with YMI
- Working in partnership with other local providers to ensure women improve their mental and physical health, activities include yoga classes, healthy cooking classes, and a running club
- Workshops that are aimed at commercial and third sector organisations and members of the general public.

You Make It

Report of the Trustees for the year ended 31 March 2022 (continued)

A review of our achievements and performance: How our activities delivered public benefit

Our Team worked from home between March 2020 until September 2021. During the period of home working, the team and its partners delivered activities via zoom. During lockdowns we observed and noted even more adverse effects on our women (the large majority of which are from Black and Asian backgrounds) in terms of mental health compared with face to face programmes due to increased isolation, and due to many having close family and friends who were negatively impacted by the virus (racially minoritised population are 4 times more likely to die of it according to research by the Office for National Statistics).

Our online programme, though shorter than the face-to-face one, was more intensive in terms of contact during the week and, since piloting it in May 2020, we have extended our programme to last 4 months and started working with up to 30 women per cohort. Our last fully online programme was delivered between October 2021 – February 2022, and we have now reverted to a mix of face to face and online activities.

To combat issues with digital accessibility, our team were able to secure laptop donations and funding for WIFI dongles to ensure that women are able to access our service online. We also focus more strongly on mental and physical wellbeing. Over the last year we have completed delivery of 3 iterations of our online programme.

You Make It

Report of the Trustees for the year ended 31 March 2022 (continued)

Programmes for women

During the 2021-22 financial year, You Make It:

- completed delivery of three programmes, recruiting 76 women in total with 71 completing and 89% from racially minoritised backgrounds (2020-21: 77 women, 73 completing, 87% racially minoritised backgrounds)
- delivered 204 hours of group learning in weekly workshops, debate clubs, seminars and guest talks ensuring creation of a new peer and professional network for women, knowledge and skills relevant to work and business start-ups, encouragement of healthier and happier ways of living, as well as providing a safe space for women to begin to reflect on and overcome issues of abuse and other trauma holding them back from moving forward with life (2020-21: 184 hours of group learning)
- delivered 1,136 hours of 1-1 mentoring - each woman being matched with a mentor they met with at least 16 times over the course of 4 months on our second and third online programmes. (2020-21: 1,032 hours)
- delivered 511 hours of weekly 1-1 therapy to address depression and anxiety. (2020-21: 396 hours)
- delivered 72 hours of wellbeing activities including weekly yoga, mindfulness sessions and cooking classes (2020-21: 53 hours)

In our previous report we noted a variance in our outputs and outcomes due to COVID-19 and lockdown. We have since been unable to reintroduce our offer of work placements but hope to do this in line with covid safety recommendations in 2022-23 as we resume face to face delivery.

Our programme evaluations across this period nonetheless demonstrate consistent high impact. Through our self-rated surveys, all graduates have shown progress against a range of measures showing strong increases across: size of social network, public speaking skills, confidence levels, social skills, recognition of own skills, ability to promote their skillset online for employment and ability to manage health and wellbeing.

You Make It

Report of the Trustees for the year ended 31 March 2022 (continued)

Despite growing concerns around the impact of COVID-19 on the economy and subsequent job opportunities for beneficiaries, of 71 graduates from our three online programmes, 70% have since found employment, set-up as self-employed/freelance, accessed further educational courses/training or begun working on start-ups since taking part in You Make It. (2020-21: 62%)

In 2022-23, we expect to work with up to 90 beneficiaries across 3 programmes and have already launched and begun delivering our first programme of the year which is hybrid in delivery (online and face to face).

Counselling and pastoral care supporting programmes for women

We are pleased to share that during 2021-22 we recruited 2 new therapists and provided:

- 511 hours of 1-1 counselling with trained therapists to 53 women across 3 programmes (2020-21: 396 hours to 61 women across 3 programmes)
- 5 hours of pastoral care to 4 women across 3 programmes to signpost with issues around housing, benefits, domestic violence and debt (2020-21: 10 hours to 6 women across 3 programmes).

In 2022-23 we will be increasing the number of counselling sessions offered to beneficiaries who have deep unaddressed trauma. As such beneficiaries will now be able to access 10, 15 or 20 hours of counselling via You Make It. We expect to offer:

- 650 hours of 1-1 counselling with trained therapists to approximately 61 women
- 10 hours of pastoral care to 10 women across 3 programmes to deal with issues faced around housing, benefits, domestic violence and debt.

You Make It

Report of the Trustees for the year ended 31 March 2022 (continued)

Workshops to employers and the general public

The majority of the young women benefiting from our programmes as well as the staff team delivering our programmes have experienced racism throughout their lives, including in learning settings and workplaces. In the wake of the death of George Floyd and the momentum of Black Lives Matter since summer 2020, the team have focused instead on developing and launching You Change It, a new Anti-Racist development programme for employers. This evolved during 2020-21 into a pathway of 5 modules aimed at organisations who want to become active allies in the fight for inclusion.

This training offer for employers promotes the following core aims: to share YMI's expertise and knowledge in order to improve chances for young people from diverse backgrounds in the workplace and in doing so, to improve workplaces generally. At the same time, the aim is for this strand of our work, with its potential to earn income from businesses, to support the main programmes of work with young women financially.

In 2021-22 You Change It was delivered to 108 individuals from 6 companies across the cultural, creative and charity sectors. Thanks to grant funding from Enterprise Development Programme and Charities Aid Foundation Resilience Fund, the team are focusing on developing the sales pipeline to secure further clients for You Change It in the 2022-23 financial year.

You Make It

Report of the Trustees for the year ended 31 March 2022 (continued)

Income generation

Increasing earned sources of income in order to support the core programme for women has continued to be a key aim for 2021-22 in order to make sure that we remain a financially sustainable charity. The successful launch of You Change It in summer 2020, along with the sales of mentor training to companies saw income of £74,355 from these sources in the year (2021-21: £74,279)

During 2021-22, activities were funded by grants from the following funders, and we are incredibly grateful to each one: Access- the Foundation for Social Investment Grant, Charities Aid Foundation Resilience Fund, City Bridge Trust - East End Community Foundation, Duff and Phelps, The Green Hat Foundation The Henry Smith Charity, Mageni Trust, National Lottery Community Fund, Oak Foundation, The Funding Network, and Tudor Trust.

Volunteers and in-kind support

We are also immensely grateful to all of our volunteers who, during our 4 month online empowerment programmes for young women, contribute their time to the programme-related activities as mentors, workshop leaders, delivered wellness activities including yoga classes, and provided literacy support.

The cost of volunteered time is not included in the financial statements however, during the year volunteers provided 1,244 hours of support for our programmes (2020-21: 1,075 hours) with an estimated value of £39,900 (2021:£35,565)

In addition to the contribution of volunteers, pro bono consultancy was provided during the year 2021-22 to further support the development of the You Change It programme of £1,500, Laptops and Computers were provided to women with an aggregate value of £1,600, and free use of venues to allow women to meet face to face for brunch was provided at a value of £2,700. This support, totalled £5,800 (2020-21: £40,133) and is shown in note 3c of the financial statements.

You Make It

Report of the Trustees for the year ended 31 March 2022 (continued)

Financial Review

Income

Total income for the year was £399,648 (2021: £371,609).

Principal sources of income came from grants and donations which totalled £324,162 (2021: £295,965) and included £52,654 (2021: £13,031) in general donations from individuals and businesses, many of whom generously give on a regular basis, £5,800 (2021: £40,133) in donated gifts and services, and £265,708 (2021: £242,801) in grants from Trusts and Foundations.

Donations from individuals and businesses was significantly higher than previous years after the very sad loss of one of our programme mentors following a tragic accident. A memorial in her honour recognised her commitment to You Make It and resulted in increased donations to the charity, including one of £14,505 from her employer Vitol and a separate donation from her former employer Reed Smith for £20,000.

Other income comprised: mentors training of £21,605 (2021: £28,675), income from You Change It anti-racism courses of £52,750 (2021: £45,604) and other trading income of £1,131 (2020: £1,365).

Expenditure

Total expenditure for the year ended March 2022 was £278,853 (2021: £288,338) of which the largest areas of spend were staff costs of £207,539 (2021: £182,612) and other direct programme costs of £42,581 (2021: £48,455). General running costs totalled £25,285 (2021: £52,820).

Costs have fallen by £9,485. This is the result of three key changes:

- A rise in staff costs of £24,927. This is the result of higher rates of pay and the introduction of a bonus scheme for all staff linked to earned income to recognise the change in responsibilities and personal cost faced by the team in delivering anti-racism training courses. Decisions were made to increase the salary of the CEO based on track record, performance (including fundraising expertise), increased accountability, her enterprise and networks to generate earned income for the charity. This followed a consultation process with stakeholders including funders.
- General running costs have decreased £27,535. Costs in 2020-21 were much higher than normal levels due to the inclusion of consultancy costs totalling £16,000 to support the Board and Staff team with advice surrounding income generation and programme delivery at the start of the Covid-19 pandemic and legal fees of £15,307. These costs, which were provided pro bono have not been repeated at the same levels in 2021-22.

You Make It

Report of the Trustees for the year ended 31 March 2022 (continued)

- Direct Programme costs fell over the year by £5,874 in comparison to the previous year. The fall in costs was largely the result of Covid-19 crisis support provided in the previous year to women during online programme delivery having not been repeated in 2021/22. During the first part of the year food boxes continued to be provided to women which were replaced by refreshments in the latter part of the year when more face-to-face contact was possible. Counselling support costs increased by £4,096 compared to the previous year as a result of longer support being offered to women where needed.

You Make It

Report of the Trustees for the year ended 31 March 2022 (continued)

Total funds, reserves policy and going concern

The trustees review the charity's reserves policy annually and have considered the Charity Commission guidance on reserves in setting this policy. As income sources have changed during the year and the charity has become less reliant on grant funding, the trustees have refined their approach to setting the reserves policy for 2022/23, moving from considering the core costs requirements over a number of months, to a more detailed risk-based approach.

Based on detailed analysis of the financial risks faced by the charity at this time, the trustees consider it necessary to aim for unrestricted undesignated funds of £230,470 (2020-21: £220,500), in order to maintain the charity's services.

This target represents:

- £113,000 in case of a shortfall in earned income, being the amount of the earned income target assessed as high risk for the year ahead
- £60,000 in case of a shortfall in grant income, being the amount of the fundraising target assessed as high risk for the year ahead
- £42,470 to safeguard high quality services in the event of staff sickness or maternity/adoption leave, and
- £15,000 to cover short term cash flow requirements, as the business model sometimes necessitates committing to costs before the related income is received.

The trustees have considered the risk of sudden unexpected closure or withdrawal of funding, and consider this risk to be very low in the 12 months ahead; therefore targets have not been set for these areas.

The largest part of the reserves target relates to unsecured earned income. Due to the success of the team in developing sources of earned income to reduce YMI's reliance on grant funding, there will now be a higher reliance on unsecured earned income to meet the budgeted running costs at the start of each financial year. Delays in recruiting a business development manager to focus on raising this source of income mean that the trustees feel that reserves are required to provide stability to the core programme for women as this income strand continues to develop. This will allow for fluctuations in income levels and provide time for sources of income to be further refined where necessary.

You Make It

Report of the Trustees for the year ended 31 March 2022 (continued)

At 31 March 2022, the level of unrestricted, undesignated reserves held was £238,451 (2021: £199,809) 102% of the agreed target (2021: 91%). Maintaining 100% of the target will be dependent on the success of the You Change It programme during the year ahead and trustees will continue to monitor this.

The Trustees have considered the level of reserves held, secured funding and the charity's cost base and consider that there are no significant threats to You Make It's ability to continue as a going concern for the twelve months from the date of approving these accounts. In drawing this conclusion, Trustees have reviewed detailed financial forecasts including expected cashflows through to July 2023. As such the accounts have been prepared on a going concern basis.

Risk Management

In the mid to longer term, there are multiple potential risks arising out of the pandemic, including with grant fundraising and demands on key funders from organisations meeting community needs. That said, because of our strong and consistent track record and since effectively pivoting to deliver our core programme as a modified online emergency Covid-19 intervention, since the coronavirus crisis began and also because of the focus on race equality matters in the aftermath of George Floyd (note a large % of our beneficiaries are women of colour) we have been successful in securing funding for our ongoing work. We continue to identify funding prospects and make new applications on a regular basis, and remain hopeful that the impact of and increased need for our services will give YMI a strong chance of securing the necessary financial support over the coming years.

As already noted, in addition we have created a new earned income stream for You Make It that not only has the potential to reduce our reliance on grants, but also responds to the wider climate of racial inequality. At the time of writing You Make It has already delivered to 10 companies and 2 cohorts of individuals largely through the networks of the CEO to take part in this development programme, and is committed to ongoing marketing and development of this service. Although it is noted that with a recession companies are likely to cut their learning and development budgets, our offer is focused around an area that You Make It believes many employers will be likely to retain focus and resources if at all possible.

You Make It

Report of the Trustees for the year ended 31 March 2022 (continued)

Trustees monitor progress against fundraised and earned income targets in detail at each board meeting and are informed promptly between meetings of any significant successes or disappointments. With each report, trustees work with the team to consider the level of financial risk in the context of income secured, key prospects in the funder and customer pipelines and current levels of unrestricted reserves. This careful monitoring enables trustees to make appropriate financial decisions regarding commitments to future programmes and activities, in good time.

In terms of continued delivery of services online, to date You Make It has been successful in recruiting women for online programmes and despite some challenges presented by online delivery, it has also generated unexpected and strong benefits and outcomes.

Covid-19 meant that our staff spent some time working from their homes as well as volunteers supporting our programmes. This did not present significant difficulty for the team or our women beneficiaries. We are at the time of writing this report back in our co-working space, and are now delivering hybrid programmes that include online and face to face contact, having learned lessons about what can work during lockdown programmes.

In terms of employment outcomes for women, the economic impact of Covid-19 is set to mean increased unemployment. This is at present hard to predict, but we will respond as best we can to meet the needs of our women, and to date, our evaluation of programmes since Covid-19 still show positive employment outcomes for women.

You Make It

Report of the Trustees for the year ended 31 March 2022 (continued)

Structure, Governance and Management

The charity is a registered Charitable Incorporated Organisation (charity number 1158572) and is governed by the terms of its constitution.

Trustees are approved and appointed by the rest of the board on a majority vote basis. Each trustee position is initially for a 2-year term and may be reappointed for further terms of 2 years subject to the needs of the organisation.

Skills gaps at board level are regularly reviewed and ongoing efforts made to reduce gaps. Any new trustee appointed is provided with an induction pack, which includes a Declaration of Interests section and a Skills Audit.

The Chair and CEO of You Make It also induct new trustees into the work of the charity.

All trustees are made aware of relevant organisational policies e.g. Safeguarding, as well as Charity Commission Guidance (all trustees are asked to register for updates from the Charity Commission).

Organisational structure and key management personnel

The CEO reports to the Chair of You Make It, who is responsible for convening board meetings and ensuring the correct governance of the charity with other trustees. The Chair is also responsible for appraising the performance of the CEO and trustees.

At present there are 4 staff: the CEO, a Director of Development, managed and appraised by the CEO, and a Programmes Manager and an Administrator, who report into the Director of Development regarding workflow, but to the CEO for personal development. The culture of management is relatively flat with frequent and open communication between all team members.

The trustees consider the board of trustees and the CEO to be the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day-to-day basis.

The pay of the charity's CEO is reviewed annually by the board of trustees. Any changes to staff pay are dealt with in accordance with the Staff Pay Policy which is set by the board of trustees and reviewed annually.

Details of trustee expenses and related party transactions are disclosed in note 20 to the accounts. Trustees are required to disclose all relevant interests and register them with the CEO and, in accordance with the charities policy, withdraw from decisions where a conflict of interest arises.

You Make It

Report of the Trustees for the year ended 31 March 2022 (continued)

Reference and administrative information

Charity Name You Make It

Charity Registration Number 1158572

Trustees

The Trustees who have served from 1 April 2021 up to the date of approval of these financial statements were as follows:

Muniat Adeyemo
Stephanie Grace Collins
Fatou Jeng (from 15 December 2021)
Himesh Kar (until 18 May 2022)
Cath Longman-Jones – Treasurer (until 15 December 2021)
Atul Mehta - Chair
Kate O'Connor
Liana Rose Shamash (from 15 December 2021)
Tashan Nicholas (from December 15 2021)

CEO Asma Shah

Principal Office You Make It, Shed, 8 Lee Street, London, E8 4DY

Independent Examiner Andrew M Wells, 99 Western Road, Lewes,
East Sussex, BN7 1RS

You Make It

Report of the Trustees for the year ended 31 March 2022 (continued)

Trustees' responsibilities in relation to the financial statements

The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period.

In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the constitution. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

Approved by the trustees on 8th September 2022 and signed on their behalf by:

Atul Mehta

Atul Mehta
Chair

You Make It

Independent Examiners Report to the Trustees of You Make It (Charity Number 1158572)

I report to the trustees on my examination of the accounts of the above charity for the year ended 31 March 2022.

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 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

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

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable 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.

Andrew Wells

19/10/2022

Andrew M Wells FMAAT

Counterculture Partnership LLP

Unit 115

Ducie House

Ducie Street

Manchester

M1 2JW

You Make It
Statement of Financial Activities
For the year ended 31 March 2022

	Notes	Unrestricted Funds £	Restricted Funds £	Total 31.03.2022 £	Unrestricted Funds £	Restricted Funds £	Total 31.03.2021 £
Income from:							
Donations and legacies:							
Grants and Donations	3	88,454	235,708	324,162	58,088	237,877	295,965
Charitable Activities:							
Mentor Training		21,605	-	21,605	28,675	-	28,675
You Change It		52,750	-	52,750	45,604	-	45,604
Workshops		-	-	-	-	-	-
Other Trading Activities:		1,131	-	1,131	1,365	-	1,365
Total Income		163,940	235,708	399,648	133,732	237,877	371,609
Expenditure on:							
Staff costs	7	100,289	107,250	207,539	26,941	155,671	182,612
Direct Programme costs	4	9,823	32,758	42,581	4,969	43,486	48,455
Mentor Training		20	380	400	-	1,435	1,435
You Change It		-	2,730	2,730	117	2,290	2,407
Grants		-	300	300	-	200	200
Fundraising costs		18	-	18	59	-	59
General Running costs	5	15,148	10,137	25,285	36,952	15,868	52,820
Other Trading costs		-	-	-	350	-	350
Total Expenditure	6	125,298	153,555	278,853	69,388	218,950	288,338
Net income/(expenditure) for the year		38,642	82,153	120,795	64,344	18,927	83,271
Net movement in funds for the year		38,642	82,153	120,795	64,344	18,927	83,271
Reconciliation of funds							
Total funds brought forward		199,809	94,918	294,727	135,464	75,991	211,455
Total funds carried forward	15	238,451	177,071	415,522	199,809	94,918	294,727

You Make It
Balance Sheet
As at 31 March 2022

	Notes	31.03.2022	31.03.2021
		£	£
Fixed Assets			
Tangible assets	10	<u>2,647</u>	<u>4,211</u>
Total Fixed Assets		<u>2,647</u>	<u>4,211</u>
Current Assets			
Debtors	11	12,393	21,072
Cash at bank and in hand	14	<u>433,681</u>	<u>313,001</u>
Total Current Assets		<u>446,074</u>	<u>334,073</u>
Creditors:			
Creditors falling due within one year	12	<u>33,199</u>	<u>43,558</u>
Net Current Assets		<u>412,875</u>	<u>290,515</u>
Total Assets less current liabilities		415,522	294,725
Total Net Assets		<u>415,522</u>	<u>294,725</u>
The Funds of the charity:			
Unrestricted income funds		238,451	199,809
Restricted income funds		177,071	94,918
Total charity funds	15	<u>415,522</u>	<u>294,727</u>

Approved for issue by the Trustees on 8th September 2022

Atul Mehta

Atul Mehta - Chair

The notes on pages 19 to 24 form part of these accounts

1 Basis of Preparation

1.a Basis of Accounting

These accounts 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. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 and with the Charities Act 2011. The charity constitutes a public benefit entity as defined by FRS 102.

1.b Legal Form

You Make It is a Charitable Incorporated Organisation registered as a body corporate under Part 11 of the Charities Act 2011. The address of the organisation is Shed, 8 Lee Street, London, E8 4DY. The charity's operations and principal activities are included on page 2 of the Trustees' annual report

1.b Going Concern

The financial statements are prepared on a going concern basis, as the Trustees consider there are no material uncertainties around the charity's ability to continue as a going concern.

The charity is currently holding £238,451 in unrestricted general funds (102% of target reserves), of which £173k is specifically held to mitigate against the risk of a shortfall in income for the year ahead. In addition, secured income is in place which together with reserves in the event income targets are not met would enable costs to be covered for the 12 months to 8th September. The adequacy of the reserves target is reviewed regularly by the Trustees.

1.c Accounting Policies

The accounts present a true and fair view and the accounting policies adopted are those outlined in note 2. The financial statements are presented in sterling which is the functional currency of the charity rounded to the nearest £

1.d Significant accounting estimates and judgements

Aside from going concern set out in 1b above, there have been no other key estimates or judgements required in determining the carrying value of assets and liabilities. There have been no changes to accounting estimates during the year.

2 Accounting Policies

Income

2.a Recognition of income

Income is included in the Statement of Financial Activities (Sofa) when:

- the charity becomes entitled to the resources;
- it is more likely than not that the trustees will receive the resources; and
- the monetary value can be measured with sufficient reliability.

2.b Grants and donations

Grants and donations are only included in the SOFA when the general income recognition criteria are met, generally upon receipt. (5.10 to 5.12 FRS102 SORP).

Where grants are of a performance related nature, income is only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

2.c Government grants

When Government Grants are received these are disclosed separately in the accounts (Note 3b)

2.d Tax reclaims on donations and gifts

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

2.e Donated goods and services/facilities

Gifts in kind for use by the charity are included in the SOFA as income from donations when receivable. Donated goods are measured at fair value(the amount for which the asset could be exchanged) unless impractical to do so.

Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably.

Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA.

2.f Volunteer help

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

Expenditure

- 2.g Liability recognition
Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.
- 2.h Governance and support costs
The charity has chosen to report income and expenditure using natural classification rather than an activity based presentation and as such governance and support costs are shown separately in note 7.

Assets and Liabilities

- 2.i Accrued and Deferred income
Accrued income relates to gift aid receivable only.

Deferred Income relates to:
- income invoiced for You Change It and mentor training activities delivered after the year end
- 2.j Creditors
The charity has creditors which are measured at settlement amounts less any trade discounts
- 2.k Bank and Cash
Cash includes cash held in the charity's bank accounts, petty cash and amounts held by PayPal
- 2.l Tangible fixed assets for use by charity
Tangible fixed assets are capitalised if they can be used for more than one year, and cost at least £500. They are valued at cost. Assets are depreciated over 3 years on a straight line basis.

3. Grants and Donations

	Unrestricted Funds	Restricted Funds	Total 31.03.2022	Total 31.03.2021
Donations from Individuals and Businesses	52,654	-	52,654	13,031
Grant Income (note 3b)	30,000	235,708	265,708	242,801
Donated gift and services (note 3c)	5,800	-	5,800	40,133
	<u>£ 88,454</u>	<u>£ 235,708</u>	<u>£ 324,162</u>	<u>£ 295,965</u>

3b. Grant Income

We were grateful to have received Grant income from the following Trusts and Foundations:

	Unrestricted Funds	Restricted Funds	Total 31.03.2022	Total 31.03.2021
CAF Resilience Fund	-	93,612	93,612	-
City Bridge Trust- London Community Response Fund - Wave 2	-	-	-	22,296
Drapers Charitable Trust	-	-	-	10,000
East End Community Foundation	-	12,096	12,096	7,000
Access- the Foundation for Social Investment Grant	-	20,000	20,000	-
The Henry Smith Charity	-	60,000	60,000	60,000
Mageni Trust	5,000	-	5,000	5,000
National Lottery Community Fund	-	50,000	50,000	113,956
Oak Foundation	-	-	-	6,930
Tudor Trust	25,000	-	25,000	17,619
	<u>£ 30,000</u>	<u>£ 235,708</u>	<u>£ 265,708</u>	<u>£ 242,801</u>

Other than funding from the National Lottery Community Fund set out above totalling £50,000 (2021:£113,956) no other government grants were received during the year (2021 none).

3c. Donated goods, Facilities and Services

	Total 31.03.2022	Total 31.03.2021
Venue Hire	2,700	-
Catering	-	-
Self care items for women	-	2,526
Graduation gifts for women	-	1,800
IT equipment for women	-	4,500
Legal Fees	-	15,307
Equipment Provision for women	1,600	-
Consultancy	1,500	16,000
	<u>£ 5,800</u>	<u>£ 40,133</u>

Donated services and facilities are included in the SOFA when received and are shown at the value the charity would need to pay to secure the same services, items or facilities provided that amount can be measured reliably.

The time given by volunteers is not recognised in the accounts however we are extremely grateful for the 1,244 (2021: 1,075) hours of support provided by them which at estimated market value amounts to £39,900 (2021:£35,565) of donated time.

4. Direct Programme Costs

	Total 31.03.2022	Total 31.03.2021
Workshop Running Costs	11,327	11,949
Workshop Refreshments	3,449	-
Participant Travel Costs	800	5
Graduation Costs	420	2,340
Pastoral Care and Counselling	20,425	16,329
DBS Checking	683	908
Evaluation Costs	1,200	2,100
Covid Crisis Support	-	11,586
Equipment provision for women	1,600	
Recruitment to programmes	2,677	3,239
	<u>£ 42,581</u>	<u>£ 48,455</u>

5. General Running Costs

	Total 31.03.2022	Total 31.03.2021
Governance	632	2,232
Office space	9,249	5,280
Consultancy	1,735	16,000
Payroll, Accountancy and Bookkeeping	4,744	6,528
Stationery, Postage, Telephones and IT costs	2,491	2,931
Insurance	1,140	978
Meeting Sundries	578	232
Legal Fees (Gift in Kind)	-	15,307
Depreciation	2,506	2,522
Other	2,210	810
	<u>£ 25,285</u>	<u>£ 52,820</u>

6. Net expenditure for the year

This is stated after the following

	Total 31.03.2022	Total 31.03.2021
Depreciation of tangible fixed assets	2,505	2,522
Profit of disposal of IT equipment	-	-
Independent Examination Fees (including VAT)	720	720
Operating leases Office space	9,249	5,280

7. Analysis of staff costs, trustee remunerations and expenses, and the cost of key management personnel

	Total 31.03.2022	Total 31.03.2021
The staff costs were		
Wages and Salaries	153,506	154,568
Social Security Costs	13,023	12,531
Pension Costs	23,874	8,115
	<u>£ 190,403</u>	<u>£ 175,213</u>

One employees received employee benefits (excluding employer pension costs and national insurance) for the reporting period of between £60,000 and £70,000. (2021: none)

You Make It operates a defined contribution pension scheme for all eligible employees. Employer contributions are included in the SOFA within staff costs as an expense for the year ended 31 March 2022 and total £24,087 (2021:£8,115). The employers amount included within creditors at the year end is £nil (2021:£396).

The key management personnel of the charity comprise the Trustees and the CEO. No trustee receives any payment for their services to the charity. The total amount paid to the CEO in the financial year ended 31 March 2022 including Employers National Insurance and Pension was £90,640 (2021: £68,585). This includes a pension adjustment to reflect the Trustee's desire to improve pension provision over the course of the CEO's employment of £11,865.

8. Average headcount

	2022		2021	
	Full Time	Part Time	Full Time	Part Time
Charitable activities	3.5	0.5	3	1
	<u>3.5</u>	<u>0.5</u>	<u>3</u>	<u>1</u>

9. Taxation

You Make It is a registered charity and as such its income and gains falling within Section 471 to 489 of the Corporation Tax Act 2010 or Section 256 of Taxation of Chargeable Gains Act 1992 are exempt from corporation tax to the extent that they are applied to its charitable objectives.

10. Tangible Fixed Assets

	IT and Office Equipment	Total
Cost		
As at 1 April 2021	11,165	11,165
Additions	941	941
Disposals	(748)	(748)
As at 31 March 2022	11,358	11,358
Depreciation		
As at 1 April 2021	6,954	6,954
Charge for the year	2,505	2,505
Disposals	(748)	(748)
As at 31 March 2022	8,711	8,711
Net Book Value		
As at 31 March 2021	£ 4,211	£ 4,211
As at 31 March 2022	£ 2,647	£ 2,647

11. Debtors

	Total 31.03.2022	Total 31.03.2021
Trade debtors	11,175	19,208
Prepayments	956	1,719
Gift Aid Accrued Income	262	145
	£ 12,393	£ 21,072

12. Creditors: Amounts falling due within one year

	Total 31.03.2022	Total 31.03.2021
Trade creditors	1,062	3,279
Accruals	14,451	16,467
Deferred Income	11,250	17,700
Taxation and Social Security	6,436	6,112
	<u>£ 33,199</u>	<u>£ 43,558</u>

13. Deferred Income

	Total 31.03.2022	Total 31.03.2021
Balance at 1 April 2021	17,700	17,194
Released in the year	(17,700)	(17,194)
Deferred in the year	11,250	17,700
Balance at 31 March 2022	<u>£ 11,250</u>	<u>£ 17,700</u>

Deferred income comprises income received which relates to Mentor training courses which took place in April 22. In the previous year deferred income related to You Change It courses which were delivered in the first part of 2021/22.

14. Cash at bank and in hand

	Total 31.03.2022	Total 31.03.2021
Cash at bank	433,540	312,885
Petty Cash	49	86
PayPal	93	30
	<u>£ 433,681</u>	<u>£ 313,001</u>

15. Analysis of charitable funds

15a. Details of charitable funds held and movements during the current reporting period

	Fund balance brought forward 31.03.2021	Income	Expenditure	Fund balance at 31.03.2022
Unrestricted Funds	199,809	163,940	(125,299)	238,450
Restricted funds				
Programme Costs	66,824	141,906	(120,599)	88,131
Pastoral Care and Counselling	17,309	5,251	(12,906)	9,654
Business Development	2,739	60,089	(13,404)	49,424
Resilience Support	-	10,000	(235)	9,765
Overheads	1,243	10,962	(4,047)	8,158
Ladies' Den Grants	4,184	-	(300)	3,884
Covid-19 Response funds	844	-	(288)	556
Staff Wellness	1,775	7,500	(1,775)	7,500
Total Restricted Funds	94,919	235,708	(153,554)	177,073
Total Funds	£ 294,727	£ 399,648	£ (278,853)	£ 415,522

15b. Details of charitable funds held and movements during the previous reporting period

	Fund balance brought forward 31.03.2020	Income	Expenditure	Fund balance at 31.03.2021
Unrestricted Funds	135,464	133,732	(69,388)	199,809
Restricted funds				
Programme Costs	39,058	150,625	(122,858)	66,824
CEO Salary	-	15,619	(15,619)	-
Pastoral Care and Counselling	25,263	45	(7,999)	17,309
Business Development	3,807	14,041	(15,108)	2,739
Overheads	3,479	7,266	(9,502)	1,243
Ladies' Den Grants	4,384	-	(200)	4,184
Covid-19 Response funds	-	48,282	(47,438)	844
Staff Wellness	-	2,000	(225)	1,775
Total Restricted Funds	75,991	237,877	(218,949)	94,919
Total Funds	£ 211,455	£ 371,609	£ (288,337)	£ 294,727

16. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds 31.03.22	Total Funds 31.03.21
	£	£	£	£
Fixed Assets	2,128	519	2,647	4,211
Current Assets	269,185	176,889	446,074	334,073
Creditors: amounts falling due within one year	(32,864)	(335)	(33,199)	(43,558)
	238,449	177,073	415,522	294,726

17. Transactions with trustees and related parties

None of the trustees have been paid any remuneration or received any other benefits in relation to their role with the charity. No trustees have claimed any expenses in relation to their role.

The aggregate amount of donations and grants made by trustees and people connected with them where no conditions are attached is £5,900 (2021: £7,205).

No Trustees (2021:two) provided probono services during the year which are included within donated goods and services:

YMI Trustee Atul Mehta is a Senior Vice president of Publicis Sapient who provided computer equipment to support women on on-line programmes with a value of £2,500 in the previous financial year.

During the previous 2020/21 financial year, YMI Trustees Stephanie Collins, facilitated the provision of £15,307 of probono legal advice which was delivered by another staff member at the firm where Stephanie is also employed.

18. Obligations under operating leases

The company had future commitments under non-cancellable operating leases as follows:

	Land and Buildings	
	31.03.2022	31.03.2021
Payments due in less than 1 year	2,112	2,112
	<u>£</u> 2,112	<u>£</u> 2,112

The charity has an agreement in place for the use of desk space within a shared workspace. The commitment above relates to a 2 month notice period.

YOU MAKE IT

England & Wales - Charity number 1158572

Accounts



You Make It

(A Charitable Incorporated Organisation)

Report and Financial Statements

Year ended 31 March 2021

Charity Number 1158572

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You Make It

Report of the Trustees for the year ended 31 March 2021

The trustees present their annual report together with the independently examined financial statements of the charity for the year ended 31 March 2021. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Charities Act 2011 and the recommendations of Accounting and Reporting by Charities: Statement of Recommended Practice (SORP FRS 102 effective October 2019) as they apply to small charities.

Objectives and activities for the public benefit

The objects of You Make It, as set out in its governing document, are to advance the education and to relieve unemployment of Greater London's young unemployed women in particular, but not exclusively, by:

- Providing information through workshops focused on developing skills to increase employability;
- Providing advice about learning and earning opportunities through a mentoring programme;
- Making grants to assist the You Make It graduates develop business ideas and become self-employed.
- Promoting public policies focused on assisting young unemployed women in the United Kingdom gain equal access to education and employment opportunities by raising awareness through publications and events.

You Make It

Report of the Trustees for the year ended 31 March 2021 (continued)

The trustees confirm that they have referred to the Charity Commission's guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities. The objects are achieved through a variety of activities:

- Three programmes a year running for 4 months, each for up to 25 women which provide unemployed and underemployed women with personal and professional development opportunities that allow them to fulfil their potential in the world of work and business
- Mentoring for each of the women on the programmes with a wide variety of networked mentors from different backgrounds
- The provision of counselling and pastoral care to enable women to overcome personal barriers (mental and practical e.g. housing and other issues) in order to stand the best chance at life
- Working in partnership with employers who offer work placements, deliver workshops, and sponsor staff to mentor with YMI
- Workshops that are aimed at commercial and third sector organisations and members of the general public.

You Make It
Report of the Trustees for the year ended 31 March 2021 (continued)

A review of our achievements and performance: How our activities delivered public benefit

In light of the coronavirus pandemic and the necessary safety precautions, You Make It rapidly pivoted and within a 2 month period was able to launch an alternative to face-to-face activities through a new online intervention for women, with the first of these commencing in May 2020 and lasting 3 months.

Our team have been working from home since March 2020 and delivering workshops, therapy and mentoring remotely via Zoom. We've observed and noted even more adverse effects on our women (the large majority of which are from Black and Asian backgrounds) in terms of mental health compared with face to face programmes due to increased isolation, and due to many having close family and friends who have been negatively impacted by the virus (BAME population 4 times more likely to die of it according to research by the Office for National Statistics).

Our online programme, though shorter than the face-to-face one, is more intensive in terms of contact during the week and, since piloting it in in May 2020, we have extended our programme to last 4 months and started working with up to 30 women per cohort.

To combat issues with digital accessibility, our team were able to secure laptop donations and funding for WIFI dongles to ensure that women are able to access our service online. We also focus more strongly on mental and physical wellbeing. Over the last year we have delivered 3 iterations of our online programme and since the year end prior to publishing this report, we launched a fourth programme online due to the need for ongoing social distancing.

You Make It

Report of the Trustees for the year ended 31 March 2021 (continued)

Programmes for women

During the 2020-21 financial year, You Make It:

- delivered three programmes, recruiting 77 women in total with 73 completing and 87% from BAME backgrounds (2019-20: 50 women, 45 completing, 98% BAME backgrounds)
- delivered 184 hours of group learning in weekly workshops, debate clubs, seminars and guest talks ensuring creation of a new peer and professional network for women, knowledge and skills relevant to work and business start-ups, encouragement of healthier and happier ways of living, as well as providing a safe space for women to begin to reflect on and overcome issues of abuse and other trauma holding them back from moving forward with life (2019-20: 136 hours of group learning)
- delivered 1,032 hours of 1-1 mentoring - each woman being matched with a mentor they met with at least 12 times over the course of 3 months on our first online programme and at least 16 times over the course of 4 months on our second and third online programmes. (2019-20: 270 hours)
- delivered 396 hours of weekly 1-1 therapy to address depression and anxiety. (2019-20: 224 hours)
- delivered 53 hours of wellbeing activities including weekly yoga, mindfulness sessions and cooking classes (2019-20: 12 hours of yoga)

In our previous report we noted an expectation of variance in our outputs and outcomes due to COVID-19 and lockdown. We have since been unable to offer our work placements and start-up opportunities, but hope to reintroduce these once it is safe to resume face to face delivery (2019-20: 33 work placements brokered, 39 hours of 1-1 business coaching and 14 hours of enterprise masterclasses delivered around start-up opportunities).

Our programme evaluations across this period nonetheless demonstrate consistent high impact. Through our self-rated surveys, all graduates have shown progress against a range of measures showing strong increases across: size of social network, public speaking skills, confidence levels, social skills, recognition of own skills, ability to promote their skillset online for employment and ability to manage health and wellbeing.

You Make It

Report of the Trustees for the year ended 31 March 2021 (continued)

Despite growing concerns around the impact of COVID-19 on the economy and subsequent job opportunities for beneficiaries, of 73 graduates from our three online programmes, 62% have since found employment, set-up as self-employed/freelance, accessed further educational courses/training or begun working on start-ups since taking part in You Make It. (2019-20: 73%)

In 2021-22, we expect to work with up to 90 beneficiaries across 3 programmes and have already launched and begun delivering our first programme of the year online. We anticipate that when we can go back to face to face, some of our services will continue online with more frequent 1-1 contact hours through mentoring, therapy and additional wellness activities trialled during the online/ Covid programmes because we have learnt over the past year that this approach works well.

Counselling and pastoral care supporting programmes for women

We are pleased to share that during 2020-21 we recruited two new therapists and provided:

- 396 hours of 1-1 counselling with trained therapists to 61 women across 3 programmes (2019-20: 224 hours to 23 women across 2 programmes)
- 10 hours of pastoral care to 6 women across 3 programmes to signpost with issues around housing, benefits, domestic violence and debt (2019-20: 13 hours to 8 women across 2 programmes).

In 2021-22 we will be increasing the number of hours of pastoral care and counselling provided to our beneficiaries and have as such recently recruited two further therapists to join our float to meet the growing demand. We expect to offer:

- 567 hours of 1-1 counselling with trained therapists to approximately 63 women
- 20 hours of pastoral care to 20 women across 2 programmes to deal with issues faced around housing, benefits, domestic violence and debt.

You Make It
Report of the Trustees for the year ended 31 March 2021 (continued)

Workshops to employers and the general public

The majority of the young women benefiting from our programmes as well as the staff team delivering our programmes have experienced racism throughout their lives, including in learning settings and workplaces. In the wake of the death of George Floyd and the momentum of Black Lives Matter since summer 2020, the team have focused instead on developing and launching You Change It, a new Anti-Racist development programme for employers. This has evolved during 2020-21 into a pathway of 5 modules aimed at organisations who want to become active allies in the fight for inclusion.

This training offer for employers promotes the following core aims: to share YMI's expertise and knowledge in order to improve chances for young people from diverse backgrounds in the workplace and in doing so, to improve workplaces generally. At the same time, the aim is for this strand of our work, with its potential to earn income from businesses, to support the main programmes of work with young women financially.

This service was initially piloted with the board of trustees and the team has since delivered to 6 companies across the creative, cultural, tech and legal sectors as well as two cohorts comprising of individuals from smaller businesses. The team are currently working on developing a thorough evaluation of this service and securing further clients for the 2021-22 financial year.

You Make It

Report of the Trustees for the year ended 31 March 2021 (continued)

Income generation

Increasing earned sources of income in order to support the core programme for women has continued to be a key aim for 2020-21. The successful launch of You Change It saw income of £45,604 in 2020-21 (2020: £2,250 from You Make It Happen workshops).

In addition, a further £28,675 (2020: £11,130) of earned income was generated from mentor training courses.

During 2020-21, activities were funded by grants from the following funders, and we are incredibly grateful to each one: City Bridge Trust - London Community Response Fund, Drapers' Charitable Fund, East End Community Foundation, The Green Hat Foundation, The Henry Smith Charity, Mageni Trust, National Lottery Community Fund, Oak Foundation and Tudor Trust.

Volunteers and in-kind support

We are also immensely grateful to all of our volunteers who, during our 4 month online empowerment programmes for young women, contribute their time to the programme-related activities as mentors, workshop leaders, delivered wellness activities including yoga classes, and provided literacy support.

The cost of volunteered time is not included in the financial statements however, during the year volunteers provided 1,112 hours of support for our two core programmes during 2020-21, with an estimated value of £36,675 (2020: 385 hours with estimated value of over £18,700).

In addition to the contribution of volunteers, pro bono consultancy was provided during the year 2020-21 to both support the transition of the programme to its online format and to support fundraising, and with legal support with a total value of £31,307 (2020: £nil). This support, together with donated items for women which included computer equipment, flowers for women to celebrate their graduation, and a wide variety of wellbeing items totalled £40,133 and is shown in note 3c of the financial statements. This compared to donated gifts and services provided in the previous year totalling £30,590, which largely related to the provision of free-of-charge room hire and catering for face to face programmes.

Grant Making

In 2019-20 we received a grant from The Green Hat Foundation to enable the provision of start-up grants issued to the winners of our Ladies' Den business pitch competition. During the 2020-21 year grants of £200 were issued (2020: £837).

You Make It

Report of the Trustees for the year ended 31 March 2021 (continued)

Financial Review

Income

Total income for the year was £371,609 (2020: £252,124).

Principal sources of income came from grants and donations which totalled £295,965 (2020: £238,413) and included £13,031 (2020: £30,760) in general donations from individuals and businesses, many of whom generously give on a regular basis, £40,133 (2019: £30,590) in donated gifts and services, and £242,801 (2020: £177,063) in grants from Trusts and Foundations.

Other income comprised: mentors training of £28,675 (2019: £11,130), income from the newly launched You Change It anti-racism courses of £45,604 (2020: £2,250 from other courses) and other trading income of £1,365 (2020: £331).

Expenditure

Total expenditure for the year ended March 2021 was £288,338 (2020: £229,470) of which the largest areas of spend were staff costs of £182,612 (2020: £137,207) and other direct programme costs of £48,455 (2020: £63,108). General running costs totalled £56,820 (2020: £25,149).

Costs have risen by £57,522. This is the result of three key changes:

- A rise in staff costs of £45,404. This is the result of the first full year of costs following the expansion of the staff team during the previous year from 3 to 4 staff, and higher rates of pay and the introduction of a bonus scheme for all staff linked to earned income to recognise the change in responsibilities and personal cost faced by the team in delivering anti-racism training courses.
- General running costs have increased by £27,671 due to the inclusion of consultancy costs totalling £16,000 to support the Board and Staff team with advice surrounding income generation and programme delivery at the start of the Covid-19 pandemic and legal fees of £15,307. These services were provided pro bono and the donated value is also included within income. This increase was offset by cost reduction for office space where the generous offer of a 50% discount throughout the year led to savings of over £5,000 as well as savings seen due to reduced face to face meetings and activities because of Covid-19 social distancing measures.
- These increases have been offset by a fall in Direct Programme costs of £14,653 in comparison to the previous year. The largest area of reduction was seen in Workshop Running costs, where room hire, previously provided for free and included within the costs as a gift in kind, was not required during the pandemic. Meanwhile new costs were incurred related to Covid-19 crisis support provided to women during online programme delivery, including self-care packages, food boxes and the provision of resources to access the online programmes including computer equipment and mobile Wi-Fi.

You Make It

Report of the Trustees for the year ended 31 March 2021 (continued)

Total funds, reserves policy and going concern

The trustees review the charity's reserves policy annually and have considered the Charity Commission guidance on reserves in setting this policy. As income sources have changed during the year and the charity has become less reliant on grant funding, the trustees have refined their approach to setting the reserves policy for 2021/22, moving from considering the core costs requirements over a number of months, to a more detailed risk-based approach.

Based on detailed analysis of the financial risks faced by the charity at this time, the trustees consider it necessary to aim for unrestricted undesignated funds of £220,500 (2019-20: £120,000), in order to maintain the charity's services .

This target represents:

- £115,000 in case of a shortfall in earned income, being the amount of the earned income target assessed as high risk for the year ahead
- £63,000 in case of a shortfall in grant income, being the amount of the fundraising target assessed as high risk for the year ahead
- £25,000 to safeguard high quality services in the event of staff sickness or maternity/adoption leave, and
- £17,500 to cover short term cash flow requirements, as the business model sometimes necessitates committing to costs before the related income is received.

The trustees have considered the risk of sudden unexpected closure or withdrawal of funding, and consider this risk to be very low in the 12 months ahead; therefore targets have not been set for these areas.

The largest part of the reserves target relates to unsecured earned income. Due to the success of the team in developing sources of earned income to reduce YMI's reliance on grant funding, there will now be a higher reliance on unsecured earned income to meet the budgeted running costs at the start of each financial year. This strand of work is still in its infancy and the trustees feel that reserves are required to provide stability to the core programme for women as this income strand continues to develop. This will allow for fluctuations in income levels and provide time for sources of income to be further refined where necessary.

You Make It

Report of the Trustees for the year ended 31 March 2021 (continued)

At 31 March 2021, the level of unrestricted, undesignated reserves held was £199,808 (2020: £135,464) 91% of the agreed target (2020: 100%). Reaching 100% of the new target will be dependent on the success of the You Change It programme during the year ahead, however the trustees are hopeful that the target will be achieved.

The Trustees have considered the level of reserves held, secured funding and the charity's cost base and consider that there are no significant threats to You Make It's ability to continue as a going concern for the twelve months from the date of approving these accounts. In drawing this conclusion, Trustees have reviewed detailed financial forecasts including expected cashflows through to September 2022. As such the accounts have been prepared on a going concern basis.

Risk Management

In the mid to longer term, there are multiple potential risks arising out of the pandemic, including with grant fundraising. With the likelihood of a prolonged economic recession, there will be increased demands on key funders from organisations meeting community needs. That said, because of our strong and consistent track record and since effectively pivoting to deliver our core programme as a modified online emergency Covid-19 intervention, since the coronavirus crisis began we have been successful in securing further funding from National Lottery Community Fund, as well as new funding from the London Community Response Fund, East End Community Foundation and Draper's' Charitable Fund. We continue to identify funding prospects and make new applications on a regular basis, and remain hopeful that the impact of and increased need for our services will give YMI a strong chance of securing the necessary financial support over the coming years.

As already noted, in addition we have created a new earned income stream for You Make It that not only has the potential to reduce our reliance on grants, but also responds to the wider climate of racial inequality. At the time of writing You Make It has already delivered to 7 companies largely through the networks of the CEO to take part in this development programme, and is committed to ongoing marketing and development of this service. Although it is noted that with a recession companies are likely to cut their learning and development budgets, our offer is focused around an area that You Make It believes many employers will be likely to retain focus and resources if at all possible.

You Make It

Report of the Trustees for the year ended 31 March 2021 (continued)

Trustees monitor progress against fundraised and earned income targets in detail at each board meeting and are informed promptly between meetings of any significant successes or disappointments. With each report, trustees work with the team to consider the level of financial risk in the context of income secured, key prospects in the funder and customer pipelines and current levels of unrestricted reserves. This careful monitoring enables trustees to make appropriate financial decisions regarding commitments to future programmes and activities, in good time.

In terms of continued delivery of services online, to date You Make It has been successful in recruiting women for online programmes and despite some challenges presented by online delivery, it has also generated unexpected benefits.

Covid-19 has meant that our staff are currently working from their homes as well as volunteers supporting our programmes. This has not presented significant difficulty for the team or our women beneficiaries.

In terms of employment outcomes for women, the economic impact of Covid-19 is set to mean increased unemployment. This is at present hard to predict, but we will respond as best we can to meet the needs of our women.

You Make It

Report of the Trustees for the year ended 31 March 2021 (continued)

Structure, Governance and Management

The charity is a registered Charitable Incorporated Organisation (charity number 1158572) and is governed by the terms of its constitution.

Trustees are approved and appointed by the rest of the board on a majority vote basis. Each trustee position is initially for a 2 year term and may be reappointed for further terms of 2 years subject to the needs of the organisation.

Skills gaps at board level are regularly reviewed and ongoing efforts made to reduce gaps. Any new trustee appointed is provided with an induction pack, which includes a Declaration of Interests section and a Skills Audit.

The Chair and CEO of You Make It also induct new trustees into the work of the charity.

All trustees are made aware of relevant organisational policies e.g. Safeguarding, as well as Charity Commission Guidance (all trustees are asked to register for updates from the Charity Commission).

Organisational structure and key management personnel

The CEO reports to the Chair of You Make It, who is responsible for convening board meetings and ensuring the correct governance of the charity with other trustees. The Chair is also responsible for appraising the performance of the CEO and trustees.

At present there are 4 staff: the CEO, a Senior Programmes & Partnerships Manager managed and appraised by the CEO, and a Programmes Manager and an Administrator managed and appraised by the Senior Programmes & Partnerships Manager with support from the CEO. The culture of management is relatively flat with frequent and open communication between all team members.

The trustees consider the board of trustees and the CEO to be the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis.

The pay of the charity's CEO is reviewed annually by the board of trustees. Any changes to staff pay are dealt with in accordance with the Staff Pay Policy which is set by the board of trustees and reviewed annually.

Details of trustee expenses and related party transactions are disclosed in note 20 to the accounts. Trustees are required to disclose all relevant interests and register them with the CEO and, in accordance with the charities policy, withdraw from decisions where a conflict of interest arises.

You Make It
Report of the Trustees for the year ended 31 March 2021 (continued)

Reference and administrative information

Charity Name You Make It

Charity Registration Number 1158572

Trustees

The Trustees who have served from 1 April 2020 up to the date of approval of these financial statements were as follows:

Anwara Begum (until 24 June 2020)
Nadine Davies (until 24 June 2020)
Stephanie Grace Collins
Himesh Kar
Cath Longman-Jones - Treasurer
Atul Mehta - Chair
Kate O'Connor
Ian Quest (until 15th March 21)
Geoff Whitehouse (until 26 October 2020)
Muinat Adeyemo (appointed 4 September 2020)

CEO Asma Shah

Principal Office You Make It, Shed, 8 Lee Street, London, E8 4DY

Independent Examiner Andrew M Wells, 99 Western Road, Lewes,
East Sussex, BN7 1RS

You Make It
Report of the Trustees for the year ended 31 March 2021 (continued)

Trustees' responsibilities in relation to the financial statements

The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that period.

In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the constitution. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

Approved by the trustees on 13th September 2021 and signed on their behalf by:

Atul Mehta

Atul Mehta
Chair

You Make It

Independent Examiners Report to the Trustees of You Make It (Charity Number 1158572)

I report to the trustees on my examination of the accounts of the above charity for the year ended 31 March 2021.

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 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

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable 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.

Andrew Wells

Andrew M Wells FMAAT
Counterculture Partnership LLP
Unit 115
Ducie House
Ducie Street
Manchester
M1 2JW

27th September 2021

You Make It
Statement of Financial Activities
For the year ended 31 March 2021

	Notes	Unrestricted Funds £	Restricted Funds £	Total 31.03.2021 £	Unrestricted Funds £	Restricted Funds £	Total 31.03.2020 £
Income from:							
Donations and legacies:							
Grants and Donations	3	58,088	237,877	295,965	68,791	169,622	238,413
Charitable Activities:							
Mentor Training		28,675	-	28,675	11,130	-	11,130
You Change It		45,604	-	45,604	-	-	-
Workshops		-	-	-	2,250	-	2,250
Other Trading Activities:		1,365	-	1,365	331	-	331
Total Income		133,732	237,877	371,609	82,502	169,622	252,124
Expenditure on:							
Staff costs	7	26,941	155,671	182,612	39,524	97,683	137,207
Direct Programme costs	4	4,969	43,486	48,455	31,720	31,388	63,108
Mentor Training		-	1,435	1,435	-	633	633
You Change It		117	2,290	2,407	-	-	-
Grants		-	200	200	-	837	837
Fundraising costs		59	-	59	714	-	714
General Running costs	5	36,952	15,868	52,820	13,738	11,411	25,149
Other Trading costs		350	-	350	300	1,521	1,821
Total Expenditure	6	69,388	218,950	288,338	85,996	143,473	229,469
Net income/(expenditure) for the year		64,344	18,927	83,271	(3,495)	26,149	22,654
Net movement in funds for the year		64,344	18,927	83,271	(3,495)	26,149	22,654
Reconciliation of funds							
Total funds brought forward		135,464	75,991	211,455	138,959	49,842	188,801
Total funds carried forward	15	199,808	94,918	294,726	135,464	75,991	211,455

You Make It
Balance Sheet
As at 31 March 2021

	Notes	31.03.2021	31.03.2020
		£	£
Fixed Assets			
Tangible assets	10	<u>4,211</u>	<u>1,064</u>
Total Fixed Assets		4,211	1,064
Current Assets			
Debtors	11	21,072	5,397
Cash at bank and in hand	14	<u>313,001</u>	<u>238,619</u>
Total Current Assets		334,073	244,016
Creditors:			
Creditors falling due within one year	12	<u>43,558</u>	<u>33,625</u>
Net Current Assets		<u>290,515</u>	<u>210,391</u>
Total Assets less current liabilities		294,725	211,455
Total Net Assets		<u>294,726</u>	<u>211,455</u>
The Funds of the charity:			
Unrestricted income funds		199,808	135,464
Restricted income funds		94,918	75,991
Total charity funds	15	<u>294,726</u>	<u>211,455</u>

Approved for issue by the Trustees on 13th September 2021

Atul Mehta

Atul Mehta - Chair

The notes on pages 18 to 28 form part of these accounts

1 Basis of Preparation

1.a Basis of Accounting

These accounts 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. The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 and with the Charities Act 2011. The charity constitutes a public benefit entity as defined by FRS 102.

1.b Legal Form

You Make It is a Charitable Incorporated Organisation registered as a body corporate under Part 11 of the Charities Act 2011. The address of the organisation is Shed, 8 Lee Street, London, E8 4DY. The charity's operations and principal activities are included on page 1 and 2 of the Trustees' annual report

1.c Going Concern

The financial statements are prepared on a going concern basis, as the Trustees consider there are no material uncertainties around the charities ability to continue as a going concern. The charity is currently holding £199,801 in unrestricted general funds (91% of target reserves), of which £178k is specifically held to mitigate against the risk of a shortfall in income for the year ahead. In addition, strong prospects have been identified to cover the remainder of the total target income for the 12 months to 13 September 2022, and if necessary, programme delivery costs could be reduced. The adequacy of the reserves target is reviewed regularly by the Trustees.

Accounting Policies

1.d The accounts present a true and fair view and the accounting policies adopted are those outlined in note 2. The financial statements are presented in sterling which is the functional currency of the charity rounded to the nearest £

Significant accounting estimates and judgements

1.e Aside from going concern set out in 1c above, there have been no other key estimates or judgements required in determining the carrying value of assets and liabilities. There have been no changes have been to accounting estimates during the year.

2 Accounting Policies

Income

2.a Recognition of income

Income is included in the Statement of Financial Activities (Sofa) when:

- the charity becomes entitled to the resources;
- it is more likely than not that the trustees will receive the resources; and
- the monetary value can be measured with sufficient reliability.

2.b Grants and donations

Grants and donations are only included in the SOFA when the general income recognition criteria are met, generally upon receipt. (5.10 to 5.12 FRS102 SORP).

Where grants are of a performance related nature, income is only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

2.c Government grants

When Government Grants are received these are disclosed separately in the accounts (Note 3b)

2.d Tax reclaims on donations and gifts

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

2.e Donated goods and services/facilities

Gifts in kind for use by the charity are included in the SOFA as income from donations when receivable. Donated goods are measured at fair value(the amount for which the asset could be exchanged) unless impractical to do so.

Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably.

Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA.

2.f Volunteer help

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

Expenditure

- 2.g Liability recognition
Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.
- 2.h Governance and support costs
The charity has chosen to report income and expenditure using natural classification rather than an activity based presentation and as such governance and support costs are shown separately in note 7.

Assets and Liabilities

- 2.i Accrued and Deferred income
Accrued income relates to gift aid receivable only.
- Deferred Income relates to:
- income invoiced for You Change It and mentor training activities delivered after the year end
- 2.j Creditors
The charity has creditors which are measured at settlement amounts less any trade discounts
- 2.k Bank and Cash
Cash includes cash held in the charity's bank accounts, petty cash and amounts held by PayPal
- 2.l Tangible fixed assets for use by charity
Tangible fixed assets are capitalised if they can be used for more than one year, and cost at least £500. They are valued at cost. Assets are depreciated over 3 years on a straight line basis.

3. Grants and Donations

	Unrestricted Funds	Restricted Funds	Total 31.03.2021	Total 31.03.2020
Donations from Individuals and Businesses	13,031	-	13,031	30,760
Grant Income (note 3b)	5,000	237,801	242,801	177,063
Donated gift and services (note 3c)	40,133	-	40,133	30,590
	<u>£ 58,164</u>	<u>£ 237,801</u>	<u>£ 295,965</u>	<u>£ 238,413</u>

3b. Grant Income

We were grateful to have received Grant income from the following trusts and foundations:

	Unrestricted Funds	Restricted Funds	Total 31.03.2021	Total 31.03.2020
Belpech Trust	-	-	-	2,500
Better Community Business Network (BCBN)	-	-	-	2,960
City Bridge Trust- London Community Response Fund - Wave 2	-	22,296	22,296	-
Drapers Charitable Trust	-	10,000	10,000	-
East End Community Foundation (Tampon Tax)	-	-	-	5,000
East End Community Foundation	-	7,000	7,000	-
Green Hat Foundation	-	-	-	5,221
The Henry Smith Charity	-	60,000	60,000	60,000
Mageni Trust	5,000	-	5,000	5,000
National Lottery Community Fund	-	113,956	113,956	62,000
Oak Foundation	-	6,930	6,930	-
Tudor Trust	-	17,619	17,619	34,382
	<u>£ 5,000</u>	<u>£ 237,801</u>	<u>£ 242,801</u>	<u>£ 177,063</u>

Other than funding from the National Lottery Community Fund set out above totalling £113,956 (2020:£62,000) no other government grants were received during the year (2020 none).

Of the total funds shown as having been received from Tudor Trust above, £15,619 relates to income received in the 2019/20 financial year which was deferred as it related to salary payments which could not be made in advance as shown in note 13

3c. Donated goods, Facilities and Services

	Total 31.03.2021	Total 31.03.2020
Venue Hire	-	27,440
Catering	-	3,150
Self care items for women	2,526	-
Graduation gifts for women	1,800	-
IT equipment for women	4,500	-
Legal Fees	15,307	-
Consultancy	16,000	-
	<u>£ 40,133</u>	<u>£ 30,590</u>

Donated services and facilities are included in the SOFA when received and are shown at the value the charity would need to pay to secure the same services, items or facilities provided that amount can be measured reliably.

The time given by volunteers is not recognised in the accounts however we are extremely grateful for the 1,075 (2020:385) hours of support provided by them which at estimated market value amounts to £35,565 (2020:£18,705) of donated time.

4. Direct Programme Costs

	Total 31.03.2021	Total 31.03.2020
Workshop Running Costs	11,948	36,780
Workshop Refreshments	-	6,249
Participant Travel Costs	5	2,357
Graduation Costs	2,340	1,505
Pastoral Care and Counselling	16,329	11,481
DBS Checking	908	448
Filming and Photography	-	2,070
Evaluation Costs	2,100	2,100
Covid Crisis Support	11,586	-
Recruitment to programmes	3,239	-
Other	-	118
	<u>£ 48,455</u>	<u>£ 63,108</u>

5. General Running Costs

	Total 31.03.2021	Total 31.03.2020
Governance	2,232	720
Office space	5,280	10,295
Consultancy	16,000	-
Payroll, Accountancy and Bookkeeping	6,528	6,232
Stationery, Postage, Telephones and IT costs	2,931	3,612
Insurance	978	1,145
Meeting Sundries	232	1,316
Legal Fees (Gift in Kind)	15,307	-
Depreciation	2,522	803
Other	810	1,026
	<u>£ 52,820</u>	<u>£ 25,149</u>

6. Net expenditure for the year

This is stated after the following

	Total 31.03.2021	Total 31.03.2020
Depreciation of tangible fixed assets	2,522	803
Profit of disposal of IT equipment	-	(140)
Independent Examination Fees (including VAT)	720	720
Operating leases Office space	5,280	10,296

7. Analysis of staff costs, trustee remunerations and expenses, and the cost of key management personnel

	Total 31.03.2021	Total 31.03.2020
The staff costs were		
Wages and Salaries	154,568	118,945
Social Security Costs	12,531	9,555
Pension Costs	8,115	5,106
	<u>£ 175,214</u>	<u>£ 133,606</u>

No employees received employee benefits (excluding employer pension costs and national insurance) for the reporting period of more than £60,000. (2020: none)

You Make It operates a defined contribution pension scheme for all eligible employees. Employer contributions are included in the SOFA within staff costs as an expense for the year ended 31 March 2021 and total £8,155 (2020:£5,106). The employers amount included within creditors at the year end is £396 (2020:£466).

The key management personnel of the charity comprise the Trustees and the CEO. No trustee receives any payment for their services to the charity. The total amount paid to the CEO in the financial year ended 31 March 2021 including Employers National Insurance and Pension was £68,585 (2020: £61,126)

8. Average headcount

	2021		2020	
	Full Time	Part Time	Full Time	Part Time
Charitable activities	3	1	2	1
	<u>3</u>	<u>1</u>	<u>2</u>	<u>1</u>

9. Taxation

By virtue of S.478 Corporation Tax Act 2010, the charity is exempt from corporation tax.

10. Tangible Fixed Assets

	IT and Office Equipment	Total
Cost		
As at 1 April 2020	5,496	5,496
Additions	5,669	5,669
Disposals	-	-
As at 31 March 2021	11,165	11,165
Depreciation		
As at 1 April 2020	4,432	4,432
Charge for the year	2,522	2,522
Disposals	-	-
As at 31 March 2021	6,954	6,954
Net Book Value		
As at 31 March 2020	£ 1,064	£ 1,064
As at 31 March 2021	£ 4,211	£ 4,211

11. Debtors

	Total 31.03.2021	Total 31.03.2020
Trade debtors	19,208	2,280
Prepayments	1,719	836
Gift Aid Accrued Income	145	2,281
	£ 21,072	£ 5,397

12. Creditors: Amounts falling due within one year

	Total 31.03.2021	Total 31.03.2020
Trade creditors	3,279	1,010
Accruals	16,467	11,638
Deferred Income	17,700	17,194
Taxation and Social Security	6,112	3,783
	<u>£ 43,558</u>	<u>£ 33,625</u>

13. Deferred Income

	Total 31.03.2021	Total 31.03.2020
Balance at 1 April 2020	17,194	33,935
Released in the year	(17,194)	(33,935)
Deferred in the year	17,700	17,194
Balance at 31 March 2021	<u>£ 17,700</u>	<u>£ 17,194</u>

Deferred income comprises income received which related to you Change It courses which were delivered in the first part of the 2021/22 financial year. In the previous year deferred income related to delayed Mentor Training Workshops and income deferred from the Tudor Trust grant relating to staff salaries and as such could not be paid in advance.

14. Cash at bank and in hand

	Total 31.03.2021	Total 31.03.2020
Cash at bank	312,885	238,470
Petty Cash	86	86
PayPal	30	63
	<u>£ 313,001</u>	<u>£ 238,619</u>

15. Analysis of charitable funds

15a. Details of charitable funds held and movements during the current reporting period

	Fund balance brought forward 31.03.2020	Income	Expenditure	Fund balance at 31.03.2021
Unrestricted Funds	135,464	133,732	(69,388)	199,808
Restricted funds				
Programme Costs	39,058	150,624	(122,858)	66,824
CEO Salary	-	15,619	(15,619)	-
Pastoral Care and Counselling	25,263	45	(7,999)	17,309
Business Development	3,807	14,041	(15,109)	2,739
Overheads	3,479	7,266	(9,502)	1,243
Ladies' Den Grants	4,384	-	(200)	4,184
Covid-19 Response funds	-	48,282	(47,438)	844
Staff Wellness	-	2,000	(225)	1,775
Total Restricted Funds	75,991	237,877	(218,950)	94,918
Total Funds	£ 211,455	£ 371,609	£ (288,338)	£ 294,726

15b. Details of charitable funds held and movements during the previous reporting period

	Fund balance brought forward 31.03.2019	Income	Expenditure	Fund balance at 31.03.2020
Unrestricted Funds	138,959	82,502	(85,996)	135,464
Restricted funds				
Programme Costs	22,884	98,921	(82,747)	39,058
CEO Salary	-	26,381	(26,381)	-
Pastoral Care and Counselling	22,958	12,060	(9,755)	25,263
Business Development	-	18,733	(14,926)	3,807
Overheads	4,000	8,306	8,827	3,479
Ladies' Den Grants	-	5,221	(837)	4,384
Total Restricted Funds	49,842	169,622	(143,473)	75,991
Total Funds	£ 188,801	£ 252,124	£ (229,469)	£ 211,455

16. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds 31.03.21	Total Funds 31.03.20
	£	£	£	£
Fixed Assets	3,367	844	4,211	1,064
Current Assets	239,445	94,628	334,073	244,016
Creditors: amounts falling due within one year	(43,004)	(554)	(43,558)	(33,625)
	199,808	94,918	294,726	211,455

17. Transactions with trustees and related parties

None of the trustees have been paid any remuneration or received any other benefits in relation to their role with the charity. No trustees have claimed any expenses in relation to their role.

The aggregate amount of donations and grants made by trustees and people connected with them where no conditions are attached is £7,205 (2020: £7,073).

During each programme, women attending YMI programmes are invited to pitch their business ideas to a panel of business experts at the Ladies' Den Event. During the 2019-20 financial year The Green Hat Foundation awarded a grant to YMI to administer grants to women to support successful business ideas presented at these events. Ian Quest was a YMI Trustee during the year and he and 3 individuals related to him are also Trustees of Green Hat Foundation CIO when the grant was awarded to YMI. The balance of this fund held at the year end was £4,184, and a total of £200 of grants were administered during the 2020/21 financial year (2020: £837)

Two Trustees (2020:two) provided probono services during the year which are included within donated goods and services:

YMI Trustee Atul Mehta is a Senior Vice president of Publicis Sapient who provided computer equipment to support women on on-line programmes with a value of £2,500 during the year. During the previous financial year Publicis Sapient provided free room hire with a value of £6,600, workshop facilitation with a value of £1,200 and free catering for graduations totalling £750.

During the 2020/21 financial year, YMI trustee Stephanie Collins, facilitated the provision of £15,307 of probono legal advice which was delivered by another staff member at the firm where Stephanie is also employed. During the 2019/20 year Stephanie Collins who is a YMI Trustee also facilitated the provision of £600 of free room hire.

In addition to governance activities, YMI trustees also support the programme itself as volunteers, the value of which is not included within the financial statements but is included in the volunteer hours set out in the Trustees Annual Report. During the year YMI Trustee Ian Quest hosted two workshops (2020: two) and Stephanie Collins who is also a Trustee supported women on the programme as a mentor.

18. Obligations under operating leases

The company had future commitments under non-cancellable operating leases as follows:

	Land and Buildings	
	31.03.2021	31.03.2020
Payments due in less than 1 year	2,112	2,112
	<u>£ 2,112</u>	<u>£ 2,112</u>

The charity has an agreement in place for the use of desk space within a shared workspace. The commitment above relates to a 2 month notice period.

19. Analysis of Grants

	Total	Total
	31.03.2021	31.03.2020
Grants to Individuals	200	837
	<u>£ 200</u>	<u>£ 837</u>

Grants were awarded from funds received from The Green Hat foundation in 2019-20 to enable to provision of start up grants to winners of our Ladies' Den business pitch competition.