



# 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 (unit 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

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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 £
<b>Income from:</b>							
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
<b>Total Income</b>		<b>163,940</b>	<b>235,708</b>	<b>399,648</b>	<b>133,732</b>	<b>237,877</b>	<b>371,609</b>
<b>Expenditure on:</b>							
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
<b>Total Expenditure</b>	6	<b>125,298</b>	<b>153,555</b>	<b>278,853</b>	<b>69,388</b>	<b>218,950</b>	<b>288,338</b>
<b>Net income/(expenditure) for the year</b>		<b>38,642</b>	<b>82,153</b>	<b>120,795</b>	<b>64,344</b>	<b>18,927</b>	<b>83,271</b>
<b>Net movement in funds for the year</b>		<b>38,642</b>	<b>82,153</b>	<b>120,795</b>	<b>64,344</b>	<b>18,927</b>	<b>83,271</b>
<b>Reconciliation of funds</b>							
Total funds brought forward		199,809	94,918	294,727	135,464	75,991	211,455
<b>Total funds carried forward</b>	15	<b>238,451</b>	<b>177,071</b>	<b>415,522</b>	<b>199,809</b>	<b>94,918</b>	<b>294,727</b>

You Make It  
Balance Sheet  
As at 31 March 2022

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

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
<b>Unrestricted Funds</b>	199,809	163,940	(125,299)	238,450
<b>Restricted funds</b>				
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
<b>Total Restricted Funds</b>	<b>94,919</b>	<b>235,708</b>	<b>(153,554)</b>	<b>177,073</b>
<b>Total Funds</b>	<b>£ 294,727</b>	<b>£ 399,648</b>	<b>£ (278,853)</b>	<b>£ 415,522</b>

### 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
<b>Unrestricted Funds</b>	135,464	133,732	(69,388)	199,809
<b>Restricted funds</b>				
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
<b>Total Restricted Funds</b>	<b>75,991</b>	<b>237,877</b>	<b>(218,949)</b>	<b>94,919</b>
<b>Total Funds</b>	<b>£ 211,455</b>	<b>£ 371,609</b>	<b>£ (288,337)</b>	<b>£ 294,727</b>

## 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)
	<b>238,449</b>	<b>177,073</b>	<b>415,522</b>	<b>294,726</b>

## 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.