



LEADING WITH EMPATHY

**PEER POWER YOUTH
IMPACT REPORT
2022-23**



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YOUNG PARTNER WELCOME LETTER

Young people helped us create our charity from the start.

The power of young people supporting each other with love and empathy, continues to lead to real change.

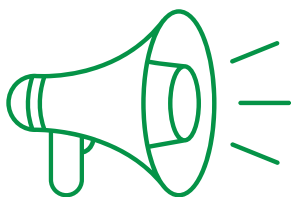
Dear Reader,

Throughout the past year, I've had the privilege of participating in numerous projects with Peer Power Youth, most notably the NHS Violence Reduction Programme (VRP). This has been particularly meaningful to me as it involves directly shaping the NHS's public health approach to addressing violence impacting young people. Being part of this programme has allowed me to contribute insights and share my experiences, influencing the direction of VRP work and the establishment of the Violence Reduction Academy, which disseminates the latest analysis and research.

I've also been actively involved with the UK Trauma Council, where we collaboratively developed a framework for meaningful participation, influencing the direction of UKTC's initiatives. Currently, I'm engaged in creating a short film aimed at conveying a powerful message about mental health and trauma to young people.

What stands out to me about Peer Power Youth is their commitment to not just discussing co-production but actively implementing it. They prioritise the needs of young people both internally and externally, positively impacting the system.

Looking ahead, my goal is to integrate my workshop ideas and showcase the work created by young people. I'm eagerly anticipating my upcoming role as a Peer Leader, where I aim to further develop my leadership and communication skills within Peer Power Youth.



Kind regards,

Tanvir

Peer Leader

Peer Power Youth

CHAIR OF TRUSTEES WELCOME LETTER

Dear Reader,

I am honoured to present the impact report for 1 April 2022 – March 2023, a year in which the unwavering support of our Trustees has been instrumental in steering our charity through a challenging yet transformative period.

As a small charity we have grappled with the complex aftermath of the COVID-19 pandemic and the problematic cost-of-living crisis. As operational costs have escalated and the demand for our services has increased, raising essential funds has become more demanding than ever.

Our dedicated Trustees have been the bedrock of support, providing strategic guidance, offering their leadership, ensuring our organisation stability in the face of difficult circumstances. In June 2022, our charity welcomed three Patrons to our cause: The Rt Hon. the Baroness Prashar CBE, The Rt Hon. the Lord McNally and Simonetta Agnello Hornby.

In the same month we marked the 6th birthday of Peer Power Youth with a celebration at the House of Lords. This occasion provided us with an opportunity to reflect on our remarkable journey, reconnect with the Peer Power Youth community and look forward to the future.

The highlight of December 2022 was the Peer Power Youth Annual Awards, a heartwarming event where we gathered to honour the remarkable achievements of young people. This event fills me with immense pride, as these young individuals are leading the way in driving positive change across health, justice, and social care services.

In February 2023, we held our Strategic Planning Day, where our entire community – comprising Patrons, Trustees, Advisory Forum, staff, and young people – came together to shape and evaluate our strategy. Working together across the organisation is central to our commitment to constant improvement.

Our services continue to be in high demand and as a small charity our dedication to our mission and values remains resolute. We are committed in our pursuit of enhancing the lives of young people.

I extend my heartfelt gratitude to you for your continued support. I am eagerly looking forward to the positive impact we will continue to create together.



Warm regards,

Dame Lorna Boreland-Kelly DBE. JP. FRSA
Chair of Trustees
Peer Power Youth

CO-CEO WELCOME LETTER

Dear Reader,

As we reflect on the year ending March 2023, we are both really pleased to be appointed as Co-CEOs of Peer Power Youth. The trust of our Board of Trustees in our leadership assures us that our charity will continue its essential work.

The past year has seen the weight of the cost-of-living crisis press heavily not just on us as a charity, but on the young people and individuals within our Peer Power Youth community. Although it has been a difficult time, we have not lost hope and determination. We are as committed as ever to our core values and mission, and continue to persistently deliver on projects, bound by a shared resolve to make a positive impact. The young people within Peer Power Youth are a continuous source of joy and motivation for us. They work alongside professionals, share impactful presentations and provide compelling evidence for positive change through their experience of health, social care and the justice systems.

We are truly fortunate to have a dedicated and enthusiastic Board of Trustees. Their expertise, support, and encouragement have been invaluable throughout the year, and we must give heartfelt thanks for their commitment and support. To meet the growing demand for our charity's services, we expanded our team. This has included an introduction of Heads of Departments, each with a unique focus on areas such as Human Resources, Communications, Fundraising and Youth Engagement in order that we can continue to prioritise well-being, support the growth of the charity and increase our impact.

Our transition to Co-CEO's in March 2023 represents a culture of collaboration, empathy and self-care. We are committed to supporting each other and harnessing the lived and learned experiences across our Peer Power Youth community, among our senior leadership, and within ourselves as Co-CEOs. During our Strategic Planning Day in February 2023, we identified wellness, community, and stability as our key priorities for the coming year. We are taking deliberate actions to ensure that our strategic objectives as an anti-racist and anti-oppressive charity are not just aspirations but realities.

Our Peer Power Youth community continues to serve as a beacon of hope and a heartbeat for change six years into our journey. Despite the challenges faced, we take pride in the impact demonstrated within this report and the accomplishments throughout the year across individual and system change.

We extend our heartfelt gratitude to everyone who is part of our Peer Power Youth community and to all those who have supported us along the way.



Thank you for reading,

Anne-Marie Douglas and Nic Kidston
Co-CEOs
Peer Power Youth

WHO WE ARE



We are a beating heart for change.

Peer Power Youth is a national charity that does vital work to support young people dealing with trauma.

In our charity, we connect with young people aged 13-25, who have described themselves as being 'abandoned by society'. The childhood trauma they have experienced may include abuse, exclusion or being in care. Inequalities such as racism, disabilities and poverty also have a huge effect on these young people.

Despite their circumstances, we see their power and potential. They are the most under-supported and unheard voices in our society.

As a social justice charity - we want to change this. We build on strengths and lead with empathy, which means that we know what's needed to build trusted relationships and improve support services, because many of us have had similar experiences.



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OUR VALUES



EMPATHY

We believe in consideration and care for the experience of others and communicating boundaries.



OPENNESS AND HONESTY

We believe in being transparent with each other and those we work with.



RESPECT

We believe in valuing others and letting this lead how we treat them.



LOVE

We show care and kindness to everyone.



POSITIVITY

We believe in having a solution focused approach.



FAIRNESS

We believe in justice and equity for all in our community.

OUR VISION AND MISSION



Vision

A world where all young people can realise their dreams and live their best life.



Mission:

To enhance the lives of young people dealing with trauma and work with them to create positive change in services for others.

STRATEGIC OBJECTIVES

Strategic Objective 1:

Individual children, teenagers and young adults achieve positive impact in their lives



Strategic Objective 2:

Disrupt, influence, and improve child and youth services



Strategic Objective 3:

Building an anti-racist charity & tackling oppression in all its forms



Strategic Objective 4:

Organisational stability, growth and sustainability



BACKGROUND

Peer Power Youth was launched in 2016.

Driven by her personal experience, Anne-Marie Douglas set up Peer Power Youth in 2016 to support young people dealing with trauma.

At Peer Power Youth, caring for each other creates belonging and the power to bring positive change in services for others. This is what we mean by 'Peer Power'.

Young people are finding it harder than ever to get stability in their lives, to earn money, get housing, access mental health support services and this has been made harder with the cost-of-living crisis.

“ **We want to change this.** ”

THE DIFFERENCE WE MAKE

We lead with empathy, which means that we know what's needed to build trusted relationships and change support services.

We provide young people with life skills, work experience and support them to lead on improving services across health, youth justice and social care.

We build on their strengths and create hope for a future where they can realise their dreams and live their best life.

Between 1st April 2022 and 31st March 2023, Peer Power Youth delivered a total of 158 sessions working with Young Partners, forming a total of 440+ hours of delivery. Through our work in the justice system, we delivered a total of 146 hours in Young Offenders Institutes, Secure Children's Homes and Youth Offending Services.



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OUR THEORY OF CHANGE

We are trying to effect change in two areas:

INDIVIDUAL CHANGE

1

Individual change: improving the health and wellbeing of young people, supporting them into work and developing them as future leaders.

2

SYSTEM CHANGE

Improving, influencing and changing the systems that are supposed to support young people, including justice, health, education and social care.

We believe these go hand in hand. The more we support young people affected by adversity to overcome their trauma and the challenges it can create, the more they'll be able to work with professionals within these sectors to create better, more supportive, compassionate systems. Systems that actually meet the needs of children and young people. The better the systems we have, the fewer young people will need our support. Eventually we will have an inclusive and just society that recognises each individual's assets, skills and strengths.



VIOLENCE REDUCTION PROGRAMME (VRP)

In the NHS Violence Reduction Programme (VRP) Peer Power Youth's role is supporting young people to share their insights and experiences to inform what the health system in London can do for young people impacted by violence.

As part of this ongoing partnership, Peer Power Youth young people have had an impact through:



Shaping the NHS VRP, which is the public health approach to tackling violence that impacts young people



Leading on conducting workshops, getting insights from other young people in communities, amplifying their experiences of healthcare and how this relates to violence



Themes that come from peer led workshops are communicated by young people through reports and meetings that continually guide the direction of the VRP work



Co-producing the creation of the VR Academy which was established to promote evidence-based models of violence reduction of practice in health and social care across the capital



Delivering peer led community workshops to a total of 30 young people (10 female, 20 male), ranging in age between 11 and 21 years old. The locations were based in the Vanguard areas across London.

What is a Vanguard?

In 2015, NHS England selected 50 sites to act as 'vanguards' to lead the development of five new care models. The vanguard programme's aim is to transform and integrate health and social care services.



VIOLENCE REDUCTION PROGRAMME (VRP)

Young Partners at Peer Power Youth co-produced these visuals around the theme of 'The Power of Community Kindness' which was shared as a social media campaign on Great Mental Health Day (London) 27th January 2023:

**"My community is..
powerful, loving, safe,
caring, enthusiastic
and collaborative."**

- Young Partner



**"Community kindness looks
like people being available
to answer any concerns I
have – they are making
themselves available."**

- Young Partner



**"Community kindness means
being there for each other
no matter the good or bad
times."**

- Young Partner



HEALTH AND JUSTICE

In this project Young Partners at Peer Power Youth worked alongside NHS England's Health and Justice services across London. They ensure that diverse groups of young people are able to be involved in sharing their insights, expertise and experience to better shape their service delivery across London.

These programmes include connecting with young people in secure setting HMYOI Feltham and across youth health and justice prevention programmes in London. Young people's involvement can challenge thinking, improve access to services and well as improve health outcomes.

Healthcare and Inequalities

Phase 1 of the project involved creating a film 'addressing healthcare inequalities' that was co-produced by young people in collaboration with organisations ODD arts and 84 youth.

Young people went on to develop this work on inequalities in healthcare by:

- Exploring the next steps from the film, by creating the 'Inequalities' toolkit through a series of co-production sessions in partnership with designer Cynthia Voza-Lusilu
- Creating the concept for a flick-book of cards based on the A-Z of Inequalities that young people experience, that contains conversation prompts for healthcare professionals
- Exploring systemic and individual inequalities experienced by children, young people and adults who access healthcare services as part of the Inequalities Project
- Creating 'The Dynamic Toolkit' which is a youth-led collection of resources developed to prompt discussion, drive empathy and spark action for all professionals, decision makers and people who use support services
- Developed and presented a series of podcast episodes in the 'Inequalities Podcast' exploring healthcare inequalities
- Presented our Inequalities Toolkit work to Health & Justice commissioners in London

HOUSE OF LORDS EVENT

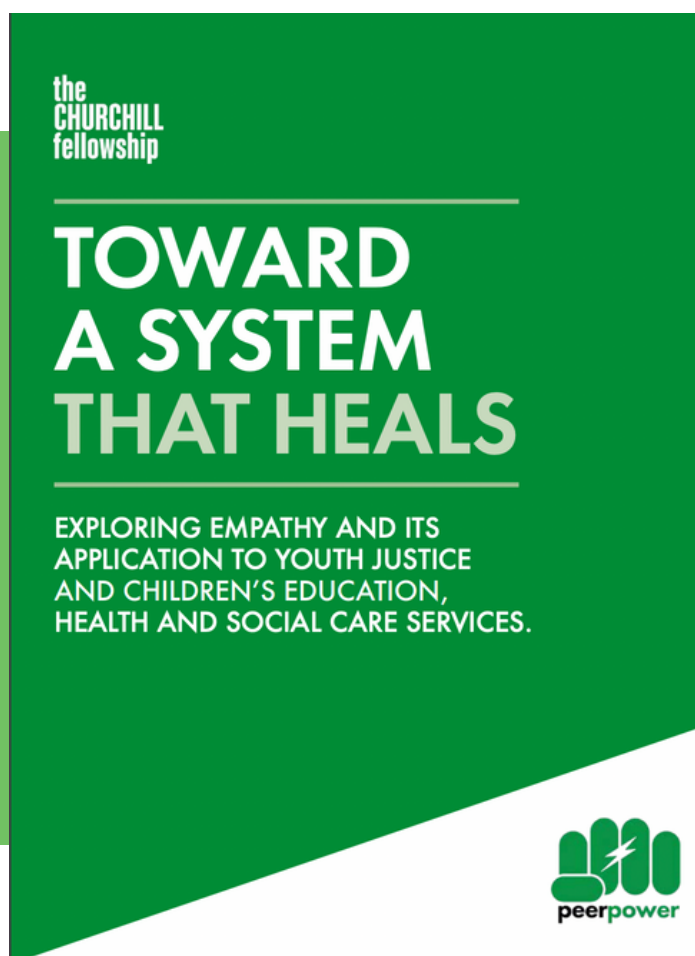


Sixth year anniversary – 15th June 2022

On 15th June 2022, our charity Peer Power Youth marked its sixth year of collaborating with young people and creating system change, and returned to the House of Lords where Peer Power Youth was launched in 2016.

Hosting the event for 60 guests was new Patron, Baroness Usha Prashar celebrated the achievements of Peer Power Youth for young people individually and in changing the system.

Driven by her personal experience, Anne-Marie Douglas set up Peer Power Youth in 2016. At the event Anne-Marie presented from her Churchill Fellowship, 'The Empathy Report' which explores the application of empathy in children's services setting out why it's important that youth services dealing with trauma are delivered by people with lived experience.



Peer Power Youth's Chair of Trustees, Dame Lorna Boreland-Kelly, explained how Peer Power Youth has gone from strength to strength, connecting with more than 500 young people, with 92% going into education, training or employment within six months. We have delivered workshops, training and coaching to over 5000 professionals, partnering with organisations such as NHS London, Ministry of Justice, Youth Justice Board, HM Inspectorate of Probation and a range of funders and youth charities. Since 2016, Peer Power Youth has grown from a staff team of 2 to a team of 18, and its patrons include Lord McNally, author Simonetta Hornby and Baroness Usha Prashar.

Anne-Marie Douglas, Founder and CEO, said, "Now more than ever, young people need to be heard. Peer Power Youth exists to harness the potential of young people dealing with trauma by providing support, building trusting relationships, and working with services to help them improve. We are proud of what we have achieved, but it does not stop. We must learn to demonstrate empathy more as a society and continue to elevate youth voice, so that we can continue to improve outcomes for the young people most impacted by inequalities".



HOUSE OF LORDS EVENT

They say that in unfortunate circumstances you meet the best people and I wholeheartedly say this is true. Anne-Marie saw something in me that I hadn't seen in myself. Peer Power Youth has been there for me through good times and bad. It has helped me to be my best self.

Young Partner

Young Partner voices:

"I've actually managed to achieve all my goals which is really mind-blowing, because I was a kid who was depressed and insecure before I came to Peer Power Youth but a few months with the charity it's like I'm living the dream I've always wanted for myself"

"I definitely feel more confident now than when I first joined. I feel as if I am able to contribute to the 'real world' now"

"Mentally, I am struggling, but at work, I feel so much more confident. Professionally, I feel much more confident and enthused about work and have so much more energy and drive to put into the thing I am most passionate about - my campaign!"

"My confidence was a 0.5 before joining Peer Power Youth and now it's a 9.5 so it's really gone up on a huge scale"

*Let YOUR
voice be
HEARD*

“We thank all those involved in Peer Power Youth’s journey to date. We are really grateful to be able to reconnect and look to the future with the Peer Power Youth community.”

Peer Power Youth Board of Trustees



SECURE SETTINGS

In 2022-23 we delivered at a total of 8 secure welfare and justice settings around the country; Swanwick Lodge, Clare Lodge and Lansdowne Secure Children's Homes, Werrington, Feltham and Cookham Wood Young Offenders Institutes (YOI), the new Oasis secure school, and Milton Keynes Youth Offending Team reaching a total of 65 young people aged 16-21 years old across justice and welfare settings.

Across these settings, young people have worked with us to co-produce a range of projects such as:



A self care booklet for young people



A project exploring young people's views of special educational needs provision (SEND)



Training and coaching on co-production and empathy for staff teams



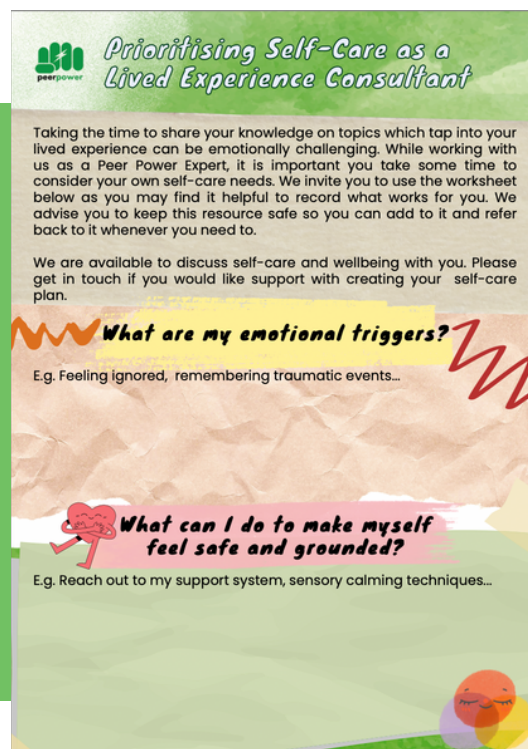
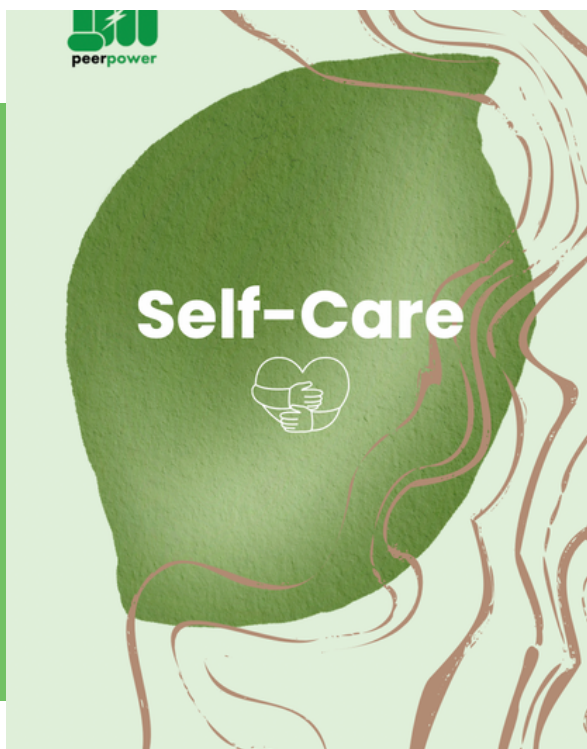
Exploring the impact of trusted relationships between staff and young people



Identifying the views of young people to help shape processes in the new secure school



Ensuring that the health and welfare priorities of young people are heard and responded to in secure settings



HEALTHCARE STANDARDS

Report – Engaging Children and Young People in the Refresh of Healthcare Standards in Secure Settings

In 2022, NHS England commissioned an audit to understand how the 2019 standards were being met by healthcare providers within the Children and Young People's Secure Estate (CYPSE) across England. The audit found that there had been an increase in the number of standards being met since the 2018 stocktake, with 99% of standards now being fully met.

As a result, it was concluded that a refresh of the standards would provide a valuable opportunity to enhance the standard of healthcare delivered to children and young people living in welfare and justice settings.

The standards refresh has been led by NHS England Health & Justice, together with an expert reference group comprised of clinical and non-clinical professionals including commissioners, providers and national bodies. NHS England also collaborated with Peer Power Youth to ensure the child's voice shaped the development of the refreshed standards.

As a result of our work together, we are pleased to see new standards around:

- The importance of listening to children and working collaboratively with them, to ensure their views, wishes and feelings are heard
- The need for children to have a member of healthcare staff they have a trusted relationship with and they can go to with concerns
- Entry and assessment was added to the standards, to ensure that children have all care and supervision practices explained to them

“The children's participation would not have been possible without the help and support of the staff at the settings and our engagement partner, Peer Power Youth”



Royal College of Paediatrics and Child Health (RCPCH)



SOUTH EAST PROJECTS

Across our projects, we have delivered with young people in Cookham Wood, Blagrove Trust such as:

- Meeting with educational professionals to scope out the needs of the project
- Further exploration of inequalities and how to overcome them
- Understanding and listening to the expertise of the young people's lived experience
- Developing local partnerships with youth support organisations
- Co-producing the theme of transitions within the care and justice sectors, exploring and bridging the identified gaps
- Coaching sessions with Young Partners that supports healthcare professionals with reflective practice
- Adapting learnings from the co-production training and supporting professionals to adapt their practice



PEER POWER YOUTH ANNUAL AWARDS 2022

On 8th December 2022, we hosted our 6th in-person Peer Power Youth Annual Awards at The Halley Space. It was attended by funders and commissioners of Peer Power Youth's work, the Chair of the board and Trustees, along with friends and supporters of our work. The Annual Awards was created to acknowledge and celebrate the achievements of Peer Power Youth, Young Partners.

Peer Power Youth's Chair of Trustees, Dame Lorna Boreland-Kelly, described how important the evening is in recognising Young Partners' expertise and their immense contribution to the organisation. Throughout the evening the Annual Awards were hosted by some of our incredible Young Partners, Rico, Jummy and Chrissy alongside members of Peer Power Youth's delivery team.

We also heard from Young Partners Rico, Chrissy and Many and their journeys and how they came to work with Peer Power Youth. This followed with an amazing rapping performance from Many, Young Partner.

**Think to yourself if... I could choose to
be anywhere in life, knowing that I
couldn't fail, where would I choose to
be? And start heading in that direction.
Many, Young Partner**

“The fantastic Young Partners are a credit to themselves and we could see sincere pride in their own achievements which was a joy to witness”

Peer Power Youth Board of Trustees



TRAINING AND NATIONAL

Peer to Professional

Through presentations and public events, Young Partners at Peer Power Youth presented to 170+ professionals working across healthcare, justice settings, local authorities Members of Parliament (MPs) and more. They also delivered to 30+ young people aged 10-21 years old in community settings across London. We continue to support young people with:



Day to day support

Listening and giving advice, support with housing, education work applications, providing a warm space, emergency food vouchers and other crisis support.



Life skills, training and work experience

Helping with managing money, cooking skills, training in empathy, public speaking, leading on the direction of the organisation, a range of work experiences and networking with professionals.

Act For Change Legacy

Through funding from Act for Change fund, Young Partners developed co-production training and coaching sessions that have been sustained. Act for Change Fund's high-level aims were:

- More opportunities for disadvantaged young people to lead social change
- A greater understanding of how youth-led social change impacts on young people and their communities (geographical or communities of interest)
- Organisations supporting young people to lead social change are in a more sustainable position

This included:

3

co-production planning sessions which focused on generating ideas and views on the training we are aiming to create together

3

personal development session with our young people which focused on public speaking, learning styles and clear communication

4

focus groups with young people; which focused on getting feedback and suggestions on the overall design of the trainings

2

completed trainings: 'Empathy and an introduction in Co-production'

On average between 5-8 young people provided meaningful input at each of the training cycle stages.

TRAINING AND NATIONAL

UK Trauma Council (UKTC)

We continued our work with the UK Trauma Council to give young people the position and necessary support to contribute to and directly influence the direction and focus of the UKTC programme of work. In the project we:

- Established a group of young people for the Experts by Experience (EbE) Group
- Recruited to the Experts by Experience UKTC Group
- Co-produced a framework for meaningful participation & identified priorities
- Developed and maintaining the Expert by Experience Group, providing ongoing support to achieve priorities and embedding participatory culture across UKTC

HM Inspectorate of Probation (HMIP)

We impacted positive system change by increasing the effectiveness of youth engagement within youth justice inspections and embedding a youth strategy within HMIP itself. To do this we:

- Explored ways to ensure the voice of the child is heard and listened to in HM Inspectorate of Probation (HMIP) work
- Understood how children are currently participating and the opportunities for deeper participation
- Designed and delivered co-production training for lead HMI Inspectors of youth team
- Identified priority areas for development of child participation and shared key recommendations from children and young people

Ministry of Justice (MOJ)

We delivered our co-production training to the Ministry of Justice (MOJ) Youth Custody Service (YCS) Executive as well as their Senior Leaders, and supporting with development of their shadow youth board. We presented findings with all Youth Custody Services and the golden thread was the crucial impact of developing co-production.

Following this work the Youth Custody Services now have co-production with young people as a key operational pillar of how they work running through all services like a 'golden thread'.

Key objectives and outcomes include:

- To support development and understanding from the Senior Leadership Team (SLT) and Strategic Youth Advisory Board (SYAB) so that both work in partnership to improve outcomes for children and young people in our care
- To ensure the SYAB are adequately trained, equipped and able to facilitate and act as advocates, representatives, know how to challenge and influence up, manage down and support peer to peer
- To support development and understanding from both SLT and SYAB of different forms of participation and where this work sits on the Participation continuum

Young campaigners

The Peer Power Youth Young campaigners project finished in Oct 2022.

The campaigns led by young people ranged from addressing inequalities, raising awareness around mental health and educating young people around their legal rights.

Additional partnerships:

NHS Provider Collaborative commissioning project

This project with the NHS began to understand and develop the quality of how experts by experience are involved in the commissioning of local in-patient services as part of local provider collaboratives.

University of Cambridge research

We engaged a wide range of young people in participatory workshops exploring the ways we can embed love and care in youth justice services.

We co-produced with young people what caring relationships with practitioners looks like. Initial workshops generated and developed research and included 4 workshops over the space of the year.

Young Campaigners

Below are the stories from three Young Campaigners at Peer Power Youth:

INEQUALITIES AND STIGMA

1 - USING HER EXPERIENCES AND KNOWLEDGE TO SPARK A MOVEMENT TO CHANGE INEQUALITIES AND STIGMA CURRENTLY IN PLACE IN CHILDREN'S SOCIAL CARE SERVICES. SHE HAS BEEN BUILDING STRONG RELATIONSHIPS WITH STRATEGIC GROUPS IN HER COMMUNITY, BUILDING CONNECTIONS WITH YOUNG PEOPLE AND PROFESSIONALS.

MENTAL HEALTH

2 - AIMS TO NORMALISE CONVERSATIONS ABOUT MENTAL HEALTH AND PROVIDES A SAFE SPACE FOR CREATIVES TO EXPLORE MENTAL HEALTH AND SHARE THEIR TALENT. THE CAMPAIGN FOCUSES ON CHALLENGES BROUGHT ON BY THE PANDEMIC AND PROVIDES SUPPORT AND RESOURCES TO THOSE IMPACTED.

CRIMINAL JUSTICE SYSTEM

3 - AS SOMEONE WHO STUDIES LAW, THE GOAL OF THIS CAMPAIGN IS FOR EVERYONE TO HAVE A BASIC UNDERSTANDING OF THEIR RIGHTS AND THE PROCESS IN THE CRIMINAL JUSTICE SYSTEM. THE USE OF SOCIAL MEDIA AND DIRECT INTERACTION HAVE BEEN WAYS TO INCREASE THE CAMPAIGN'S PROFILE AND PLATFORM.

INDIVIDUAL CHANGE

Story from Rico, Peer Power Youth, Young Partner on how he was offered an amazing opportunity:

“My life really changed towards the end of 2021 and it got progressively better in 2022 and I guess that was about me watching my surroundings, the people I was hanging around with and controlling my temper.

Since I joined Peer Power Youth I have managed to control it, and being at Peer Power Youth led me to getting an opportunity. It was Peer Power Youth who built that connection with Barra, Training Development Manager at the radio station at Bloomsbury Insititute London and that built a foundation for me.

I was presented with the opportunity to host my own podcast at Bloomsbury Insititute London talking about the political state of the country and inviting my friend Strilly. My first politically guest was Cllr Katy Thompson and that’s when Bloomsbury noticed my potential. I was surprised and fortunate enough to get a Law Scholarship at Bloomsbury Institute and a unconditional offer to Buckingham University. After having conversations with my peers, I accepted and it’s been really good.”

92% of Young Partners go into education, training or employment within six months

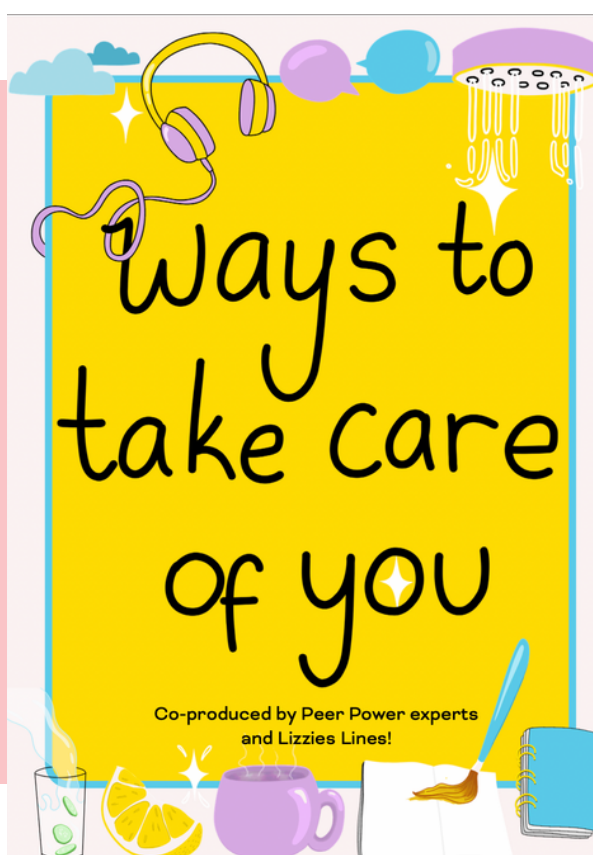


SYSTEM CHANGE

We are improving, influencing and changing the systems that aim to support young people, including justice, health, education and social care through:

Co-producing NHS leaflets across the UK

On #YouthWorkWeek we reflected on presenting the final piece of the NHS England translation project at Mary Ward House. In this project Peer Power Youth young people translated a large NHS England document into accessible language for families and young people. Young Partners from Peer Power Youth co-produced leaflets that mapped out support for other young people.



HM Prison &
Probation Service

Our resources published by HM Inspectorate of Probation

HMIP published our report and resources have been included under the theme 'Collaborating with children' called the 'The evidence base – youth offending services'.

We have delivered workshops, training and coaching to over 5000 professionals

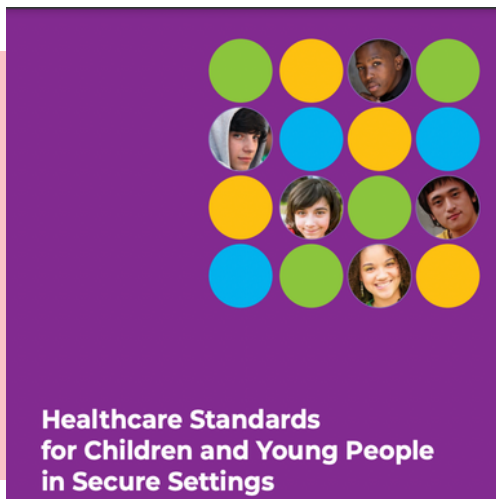
SYSTEM CHANGE

Recognition by the Youth Justice Board for England and Wales (YJB) for developing resources that explore youth justice participation and its barriers and enablers.

In the new guidance from the Youth Justice Board for England and Wales (YJB) they write in the 'How to support children's participation and co-creation' section: "Peer Power Youth developed this suite of resources, including an exploration of participation in youth justice (explaining some of the barriers and enablers)".



Healthcare standards for children and young people in secure settings.



We are pleased that the refreshed standards included the recommendations we presented, such as:

- In Children and Young People's Secure Settings (CCYPSS) Standard 13, 'to assure that feedback mechanisms for children and young people are robust.'

Cited in academic publications

Peer Power Youth have had acknowledgment in 'Co-creation and participation in Youth Justice' by Russell Webster and 'Disadvantage, educational social mobility, and barriers to student engagement', highlighting the organisation's impact in various domains by Caroline Sarah Jones.

In 'Embracing children's Voices: Transforming Youth Justice Practice Through Co-production and Child First Participation' we are referenced by Samantha Burns and Sean Creaney.

We have been referenced in the YJB Resource Hub in Children and Young People CYP Now in 'Young people laud youth work role in tackling trauma'.

We are also referenced in the 'Review of the Children's social care implementation strategy and family hubs rollout' attending the Public Services Committee at the House of Lords, with Rose, Peer Leader providing evidence.

LOOKING FORWARD TO 2023-24

Our goal is to encourage cooperation and learning in the charity and youth support sectors. We do this by creating anti-racist and anti-oppressive strategies, helping young people succeed with comprehensive support, reaching a wider audience, urging decision makers to be more empathetic and securing financial stability through diverse fundraising. In 2023 we will:

- Increase the knowledge, skills and experience of the young people we partner with through our holistic approach that will support them to achieve their dreams and lead their best lives
- Develop our social justice activities, influencing directly decision makers and those in positions of power to be more empathetic, person-led and relational in their approaches to children, teenagers and young adults
- Develop our strategies, policies and procedures in community and within an anti-oppressive, intersectional and anti-racist approach, ensure a clear process for responding to racism and discrimination
- Deliver a co-designed Fundraising Strategy and compelling 'Case for Support' that ensures diversity in income streams and ensures our viability and future sustainability
- Expand our communications to promote Peer Power Youth's work, reaching a wider audience of young people, amplifying the social action priorities of the young people we partner with



OUR SUPPORTERS

Thank you to:

Paul Hamlyn Foundation
Esmée Fairbairn Foundation
Centre for Mental Health
The Blagrove Trust
NHS England and Improvement London Health & Justice and Violence Reduction Partnership
Oasis Restore, Oasis UK
NHS Health and Justice South East
Ministry of Justice Youth Custody Service
Youth Justice Board for England and Wales And All Youth Justice Services Involved In The Project
HM Inspectorate of Probation
Institute of Criminology – University of Cambridge
NHS England and Improvement South East health and justice
London NHS England and Improvement National
The Listening Fund, funded by BBC Children In Need, Blagrove, Esmée Fairbairn Foundation, National Lottery Community Fund and the Tudor Trust
The Opportunity Fund, funded by Paul Hamlyn Foundation and Blagrove Trust
UK Trauma Council (established by the Anna Freud Centre)
National Lottery Community Fund
NHS NEL Healthcare Consulting
HCRG Care Group
The Tudor Trust
UK Trauma Council
City Bridge Foundation
ClearView Research
Sounddelivery Media
Inspirechilli
Lizzie Reid, Lizzies Lines
Kema Daley
Cynthia Voza-Lusilu
Ehireme Omoaka
Morrison Foerster
Youth Justice Board
Constable Educational Trust
Cranfield Trust
Pilotlight
Vauxhall Gardens Community Centre
Children and Young People Now
Community Care
Pavilion Publishing & Media
Bloomsbury Institute London
Leonardo Hotel Brighton
Hilton Brighton Metropole
Katie Jones, Mint Fundraising

We are extremely grateful for your support, guidance and dedication to our charity.

“The Peer Power Youth team has helped me so much – I felt lost before”

Young Partner

Thank you to our committed Patrons, Trustees and Advisory Forum members who live our values and ensure our organisation stability as a charity.

TRUSTEES' ANNUAL REPORT

1 APRIL 2022 – 31 MARCH 2023

The Board of Trustees present their report with the financial statements of the charity for the financial year April 1st 2022 to 31st March 2023.

GOVERNING DOCUMENT

Peer Power Youth (also known as 'Peer Power') is a Charitable Incorporated Organisation (CIO) registered under the charity number 1167758. It is governed by the CIO Constitution which sets out the charity's objects and how it is to be administered.

APPOINTMENT OF TRUSTEES

Peer Power Youth Trustees are appointed based on the skills they bring to the organisation and their ability to offer an independent opinion on the organisation's strategy and operations. Peer Power Youth ensures it reaches a wide and diverse pool of talent and skills to support the charity through targeted advertising into skills groups required and to under-represented groups. Board members are appointed after a skills evaluation by incumbent Board members and Co-CEOs and upon receipt of CV, interview, references and DBS Check. Young people are involved in the recruitment process of new Trustees and feed into decision-making, though the final decision for recruitment is made by the Board. New Trustees must complete safeguarding training, and Trustee induction training with other relevant training offered annually.

PEER POWER YOUTH STAFF AND GOVERNANCE

Between 1 April 2022 and 31 March 2023 Peer Power Youth employed:

Peer Power Youth Staff at 31 March 2023

- Co-CEO and Founder – 32 hours
- P/t CO-CEO – 28 hours
- P/t Executive Assistant to Co-CEO & Founder – 24 hours
- Head of Fundraising & Partnerships – 32 hours
- P/t Head of Communications and Marketing – 28 hours
- P/t Head of Human Resources and Operations – 28 hours
- P/t Head of Co-production and Development – 28 hours
- P/t Administrative Assistant – 24 hours
- 4 x P/t Senior Youth Engagement Coordinators
- 2 x P/t Peer Engagement Workers

TRUSTEES' ANNUAL REPORT

1 APRIL 2022 – 31 MARCH 2023

MANAGEMENT

The Board of Trustees governs the charity, meeting on a quarterly basis in person, and bi-monthly Zoom meetings. The Trustees appoint the Co-Chief Executive Officers who oversee the day-to-day operation of Peer Power Youth with a Scheme of Delegation process in place. A number of advisory sub-committees undertake more detailed work as below. The full Board remains the ultimate decision-making body for Peer Power Youth. The subcommittees include:

- Income Generation & Communications Subcommittee
- Human Resources (HR) Subcommittee
- Finance Subcommittee- in which all Trustees are members
- Remuneration Subcommittee
- Legal & Quality Assurance Subcommittee
- Anti-racism, Equity and Equality circle
- Youth Voice and Influence Circle
- Advisory Forum

A handbook has been developed for Trustees. This outlines their responsibilities, provides governing documents, individual biographies, subcommittee details, role descriptions, policies, guidance and a glossary. In addition, a skills audit has been conducted where gaps in the Trustees' expertise were identified. To address this, a series of sessions took place during 2022-2023 where individual Trustees were to conduct training, providing the board with knowledge of good practice in areas relevant to the charity's work. Trustees also have access to training run by external organisations about their responsibilities and duties.

EQUITY, EQUALITY AND DIVERSITY

Peer Power Youth wholeheartedly supports the principles of equity, equality and diversity in all aspects of the organisations' operations. We encourage, value and manage diversity and recognise there are moral, social and legal reasons for promoting such practice. We live these values through the Anti-racism, equity and equality decision-making circle which critically reflects upon and develops our practice internally and externally, recruitment and selection of staff, and the development of organisational policies. For example, ensuring that they are inclusive, developed collaboratively, and reviewed through an intersectional and anti-oppression lens, as well as through our wider responsibility to our partners and beneficiaries of our work. We ensure that staff and Young Partners (the young people we connect with through our work) are included in decisions that affect them to ensure that all voices are heard and to foster a sense of belonging in the organisation.

TRUSTEES' ANNUAL REPORT

1 APRIL 2022 – 31 MARCH 2023

The responsibility for the implementation of our work on Equity, Equality and Diversity sits with our Co-CEO & Founder with regular oversight and monitoring by the Trustee Board, and a commitment from all staff to work on this.

In 2022-2023 we invested in our team to create roles to reflect the key skills areas that the organisation had identified were required for growth and stability. This included recruitment of part time 'heads of ' roles, across HR & Operations, communications, youth engagement and fundraising. At the start of 2023, to reduce the cost of senior leadership team, support well-being and to maximise the strengths, the Charity undertook a Senior Leadership Team restructure creating a co-CEO structure, this coincided with the departure of the Head of Finance.

RISK MANAGEMENT

Peer Power Youth has undertaken a review of the main risks to the organisation and established mitigating actions undertaken to minimise those issues. The Co-CEO and leadership team are responsible for implementing the mitigating actions and reporting back regularly to the Board. Although risk can never be eliminated, it can be reduced by careful planning and preparation. Principal risks during 2022-2023 and our approach to these were:

FINANCIAL MANAGEMENT

As part of the growth and development plan for the Charity Peer Power Youth undertook an independent review of financial systems and processes. This was part of the development of a devolved budget process and ensures that the processes are now scalable as the organisation grows. Finance processes will be reviewed annually.

FINANCIAL SUSTAINABILITY

Peer Power Youth carefully manages finances and relationships with funders to develop strong multi-year funding relationships and to manage growth carefully, to align with our fundraising pipeline. We have also invested in an associate fundraising officer who has brought in significant income. In 2022-2023 we further invested in our fundraising capacity and capabilities recruiting our first fundraiser to develop and implement our fundraising strategy that will see us diversify our income streams with a long-term income generation plan to support the future stability of the charity.

TRUSTEES' ANNUAL REPORT

1 APRIL 2022 – 31 MARCH 2023

GOVERNANCE AND MANAGEMENT

Governance processes are in place to ensure legal compliance and internal controls. Trustees reviewed all safeguarding, data protection/GDPR, health and safety, financial and HR systems and procedures during 2022-2023 and are currently implementing resulting actions.

Our charity has always shared decisions across the organisation with young people and to support this we continue to practice sociocratic principles for decision making as a structure and method. Sociocracy is a governance system, just like democracy or corporate governance methods. It is best suited for organisations that want to self-govern based on the values of equality. (Sociocracy For All).

We operate in different circles across the team:

- Circle leads (Heads of roles)
- Youth Voice and Influence
- HR and Operations Circle
- Finance and Risk Circle
- Youth Engagement Team Circle
- Fundraising and income-generation circle
- Communication and marketing circle
- Anti-Racism, equity and equality circle
- New work, events and proposals circle

HEALTH AND SAFETY

The health and safety of the young people, as well as our staff and supporters, is paramount and we regularly review our policies and procedures to ensure a healthy working environment.

WELLBEING

The wellbeing and mental health of our Young Partners, staff, volunteers and supporters is extremely important to our mission and objectives. To mitigate this risk we have regular wellbeing check-ins for staff, Young Partners and Trustees, and provide an enhanced well-being offer across our community with access to therapeutic support and clinical supervision for the youth engagement team.

TRUSTEES' ANNUAL REPORT

1 APRIL 2022 – 31 MARCH 2023

CHANGES TO LAW AND REGULATION

Our operations are impacted by many areas of regulation including safeguarding, health and safety, data protection, fundraising, justice, health and charity regulation. We regularly update and review our practices to ensure best practice and legal compliance.

SAFEGUARDING

Peer Power Youth seeks to provide an environment where everyone can work safely, and children, young people and adults at risk can engage with the charity's activities and enjoy programmes provided through the work of the Charity or in partnership with other agencies and/or community voluntary sector organisations.

It is the policy of Peer Power Youth to safeguard the welfare of children, young people and adults at risk involved in the work we do by protecting them from neglect, physical, sexual or emotional abuse.

It is also Peer Power Youth's policy to provide those working for or with the charity with a framework to operate within to keep everyone who is engaged in the Charity's activities safe. We follow safe recruitment practices, ensuring that all staff, apprentices, Trustees, consultants and volunteers (legally responsible adults) working with children, young people or adults at risk: are carefully selected, are checked by the Disclosure and Barring Service, have two appropriate references and understand and accept their responsibility for the safety of children, young people and adults at risk in their care. We also provide Safeguarding Training to all new staff, volunteers and contractors following our Safeguarding Policy.

Safeguarding for the charity has been implemented in the Charity's Safeguarding Policy and Procedures. The Leadership Team will ensure the policy and its accompanying procedures and practice guidelines are implemented across their geographical and functional areas of responsibility.

TRUSTEES' ANNUAL REPORT

1 APRIL 2022 – 31 MARCH 2023

FINANCIAL REVIEW

Over 2022–2023 Peer Power Youth continued to work towards increasing unrestricted income to cover core costs and to improve our quality and care in the provision of services. Income increased by £186k from £453k to £639k and expenditure increased accordingly. We worked towards bringing general reserves closer to the target.

Total funds held at the end of the period were £149k of which £40k were restricted reserves and not available for the general purposes of the charity. Peer Power Youth holds general reserves to provide cover for unexpected changes in income and expenditure, allowing the continuation of key activities in the event of:

- a temporary loss of income
- a permanent fall in income giving time to adjust our cost base or adjust our business model
- incurring a one-off unplanned cost not covered by existing funding

Holding general reserves also enables us to invest in new opportunities that help us to achieve our goals. Following an annual assessment of the risks associated with our income and expenditure profile, our target is for general reserves to represent 3 months of core operating costs. This reserves policy is reviewed annually to reassess the risks associated with our income and expenditure profile and identify any changes needed to our reserves policy given the organisation's growth and operating context.

PUBLIC BENEFIT

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to public benefit guidance published by the Charity Commission in determining the activities undertaken by the Charity. The following sections demonstrate our provision of public benefit:

HISTORY OF THE ORGANISATION

Peer Power Youth is an exciting, young, national social justice charity. It was founded by Anne-Marie Douglas, together with an Advisory Group of young people with lived experience (of justice, health and social care), academics and professionals in the voluntary and statutory sectors. It was founded because of Anne-Marie's belief in, and personal experience of, trauma peer-support services and empathy, and because through her work she had found that the experiences and views of young people nationally were not being meaningfully involved in systems there to support them. The organisation was originally constituted as 'Peer Power YJ' in 2015 as a Company Limited by Guarantee (Company registration number 09328982) and operated until December 2016.

TRUSTEES' ANNUAL REPORT

1 APRIL 2022 – 31 MARCH 2023

Peer Power Youth was registered as a Charitable Incorporated Organisation (CIO) with the Charity Commission (Charity Registration number 1167758) in June 2016 and began its charitable activities from 1 January 2017. The resources of Peer Power YJ were transferred to Peer Power Youth as a donation on 1 January 2017.

CHARITABLE OBJECTIVES

To enhance the lives of young people dealing with trauma and work with them to create positive change in services for others. We believe in a world where all young people can realise their dreams and live their best life.

- Individual children, teenagers and young adults achieve positive impact in their lives
- Disrupt, influence, and improve child and youth services
- Building an anti-racist charity & tackling oppression in all its forms
- Organisational stability, growth and sustainability

PUBLIC BENEFIT OUTCOMES: RELATED TO THE CHARITY'S AIMS

Peer Power Youth empowers children and young people. We create platforms for the voices of those with lived experience of the issues they want to tackle, through storytelling and peer engagement, to improve empathy, public perception and understanding, care and compassion for those who rarely have a stake in society. We collaborate and work in partnership with a wide range of professionals and organisations to develop higher standards of empathy, inclusion, diversity, and whole system transformation.

Peer Power Youth is distinctive in that it involves young people in decision-making at all levels of the organisation, and it always has. All work is peer-led and designed in partnership with young people with lived experience of the issues they seek to campaign about. Young people input regularly into the development of the charity, from determining priorities and values, to planning events and feeding into recruitment. A third of our advisory forum are young adults with experience of social care, justice, and health agencies and we have two young Trustees.

TRUSTEES' ANNUAL REPORT

1 APRIL 2022 – 31 MARCH 2023

TRUSTEES/DIRECTORS OF THE CHARITY AND COMPANY

Dame Lorna Boreland-Kelly (Chair) (appointed – 1st June 2021)
Sarah Jones (Treasurer) (appointed – 8th Dec 2019)
Annie Morris (appointed 2nd March 2020)
Annalisa Mensah (leaving date – 11th July 2023)
Nicola Gilbert (leaving date – 31st March 2023)
Rebecca Olokun (leaving date – 20th April 2023)
Kristin Barker (appointed – 2nd March 2020)
Elena Laguna (appointed – 15th Oct 2018)
Alex Lloyd – (leaving date – 28th Sept 2023)
Jeffery Wotherspoon (leaving date – 20th April 2023)
Clare Richards (appointed – 1st June 2023)
Dominic Cotton (appointed – 1st June 2023)

BANKERS

Metro Bank PLC
82 North Street
Brighton
BN1 1ZA

REGISTERED CHARITY NUMBER

1167758

ADDRESS

Peer Power Youth
8-10 Grosvenor Gardens,
London,
SW1W 0DH

INDEPENDENT EXAMINER

David Payne
Turpin Barker Armstrong
Allen House
Westmead Road
Sutton
Surrey
SM1 4LA

INDEPENDENT EXAMINER'S REPORT

1 APRIL 2022 – 31 MARCH 2023

To the members of Peer Power Youth,

I report on the financial statements of Peer Power Youth, which are set out on pages 39 to 51.

Respective responsibilities of trustees and examiner

The Trustees, who are also the directors of the company for the purposes of company law, are responsible for the preparation of the financial statements. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act); and
- state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from the Trustees concerning any such matters.

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.

INDEPENDENT EXAMINER'S REPORT

1 APRIL 2022 – 31 MARCH 2023

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.

David Payne

Fellow of the Institute of Chartered Accountants in England and Wales

Turpin Barker Armstrong

Allen House

Westmead Road

Sutton

Surrey

SM1 4LA

FINANCIAL REPORT

1 APRIL 2022 – 31 MARCH 2023

Statement of financial activities (incorporating an income and expenditure account)

	Note	Unrestricted £	Restricted £	2023 Total £	2022 Total £
Income from:					
Grants from Charitable Trusts	3	135,246	132,428	267,674	266,600
Donations and legacies	4	7,060	-	7,060	9,606
Charitable activities	5	344,272	-	344,272	176,769
Investment income	6	555	-	555	
Other activities	7	19,819	-	19,819	
Total income		506,952	132,428	639,380	452,975
Expenditure on:					
Raising funds		18,544	-	18,544	3,450
Charitable activities	8	515,249	207,468	722,717	532,550
Total expenditure		533,739	207,468	741,261	536,000
Net expenditure for the year	9	(26,841)	(75,040)	(101,881)	(83,025)
Reconciliation of funds:					
Total funds brought forward		136,475	114,691	251,166	334,191
Total funds carried forward		109,634	39,651	149,285	251,166

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 17a to the financial statements.

PEER POWER YOUTH BALANCE SHEET

	Note	£	2023 £	(Restated) 2022 £
Current assets:				
Debtors	14		62,924	26,165
Cash at bank and in hand			<u>122,206</u>	<u>253,159</u>
			185,130	279,324
Liabilities:				
Creditors: amounts falling due within one year	15		<u>(35,845)</u>	<u>(28,158)</u>
Net current assets			149,285	251,166
Total net assets			<u>149,285</u>	<u>251,166</u>
The funds of the charity:	17a		39,651	114,691
Restricted income funds				
Unrestricted income funds:				
Designated funds		30,439		27,486
General funds		<u>79,195</u>		<u>108,989</u>
Total unrestricted funds			<u>109,634</u>	<u>136,475</u>
Total charity funds			<u>149,285</u>	<u>251,166</u>

Balance sheet

Approved by the Trustees on 29th January 2024 and signed on their behalf by:

Dame Lorna Boreland-Kelly
Chair of Trustees

Sarah Jones
Treasurer




PEER POWER YOUTH

STATEMENT OF CASH FLOWS

	2023 £	£	2022 £	£
Cash flows from operating activities				
Net expenditure for the reporting period (as per the statement of financial activities)		(101,881)		(83,025)
Dividends, interest and rent from investments		(555)		(7,645)
Increase in debtors (Decrease)/increase in creditors		(36,759)		22,249
		(7,687)		(68,421)
		<u>(131,508)</u>		<u></u>
Net cash used in operating activities				
Cash flows from investing activities:	555		-	
Dividends, interest and rents from investments	<u>555</u>		<u>-</u>	
Net cash provided by investing activities				
Change in cash and cash equivalents in the year		(130,953)		(68,421)
Cash and cash equivalents at the beginning of the year		253,159		321,580
		<u></u>		<u></u>
Cash and cash equivalents at the end of the year		<u>122,206</u>		<u>253,159</u>

Analysis of cash and cash equivalents and of net debt

	At 1 April 2022 £	Cash flows £	Other non- cash changes £	At 31 March 2023 £
Cash at bank and in hand	253,159	(130,953)	-	122,206
Total cash and cash equivalents	<u>253,159</u>	<u>(130,953)</u>	<u>-</u>	<u>122,206</u>

PEER POWER YOUTH

NOTES TO THE FINANCIAL STATEMENTS

1 Accounting policies

a) Statutory information

Peer Power Youth is an unincorporated charity registered with the Charity Commission for England and Wales.

The registered office address and principal place of business is Fivefields, 8 – 10 Grosvenor Gardens, London, SW1W 0DH.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – (Charities SORP FRS 102) and the Charities Act 2011.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note. In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

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

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably. Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

g) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes. Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.

PEER POWER YOUTH

NOTES TO THE FINANCIAL STATEMENTS

1 Accounting policies (continued)

h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charity in public fundraising, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services and other activities undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

i) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned, based on staff time, to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

j) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

k) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

l) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

PEER POWER YOUTH

NOTES TO THE FINANCIAL STATEMENTS

2 Detailed comparatives for the statement of financial activities

	Unrestricted £	Restricted £	2022 Total £
Income from:			
Grants from Charitable Trusts	142,880	123,720	266,600
Donations and legacies	9,606	-	9,606
Charitable activities	<u>45,265</u>	<u>131,504</u>	<u>176,769</u>
Total income	<u>197,751</u>	<u>255,224</u>	<u>452,975</u>
Expenditure on:			
Raising funds	3,450	-	3,450
Charitable activities	<u>185,524</u>	<u>347,026</u>	<u>532,550</u>
Total expenditure	<u>188,974</u>	<u>347,026</u>	<u>536,000</u>
Net income / expenditure for the year	8,777	(91,802)	(83,025)
Transfers between funds	55,322	(55,322)	-
Net movement in funds	64,099	(147,124)	(83,025)
Total funds brought forward	72,376	261,815	334,191
Total funds carried forward	<u>136,475</u>	<u>114,691</u>	<u>251,166</u>

3 Income from grants from charitable trusts

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Paul Hamlyn Foundation	-	35,913	35,913	15,000	1,500	16,500
The Blagrave Trust	32,546	10,182	42,728	32,546	92,220	124,766
The Blagrave Trust - Listening Fund (note below)	-	43,000	43,000	-	-	-
Esmee Fairbairn Foundation	55,200	-	55,200	52,000	-	52,000
Garfield Weston Foundation	10,000	-	10,000	-	-	-
The Tudor Trust	37,500	-	37,500	-	30,000	30,000
John Constable Educational Trust	-	43,333	43,333	43,334	-	43,334
	<u>135,246</u>	<u>132,428</u>	<u>267,674</u>	<u>142,880</u>	<u>123,720</u>	<u>266,600</u>

The Listening Fund is led by The Blagrave Trust and funded by the National Lottery Community Fund, BBC Children in Need, The Tudor Trust and the Esmee Fairbairn Foundation.

PEER POWER YOUTH

NOTES TO THE FINANCIAL STATEMENTS

4 Income from donations and legacies

	2023 Total £	2022 Total £
Donations	3,264	9,606
individuals Gift aid	3,796	-
	<u>7,060</u>	<u>9,606</u>

All income from donations and legacies is unrestricted.

5 Income from charitable activities

2023

	Unrestricted Total £	Unrestricted £	Restricted £	2022 Total £
NHS SE London	60,000	-	17,540	17,540
NHS Violence Reduction Programme	30,000	-	-	-
NHS London Health & Justice	100,000	-	100,000	100,000
NHS Providing Collaboratives	40,000	-	-	-
University of Cambridge	7,551	-	-	-
UK Trauma Council	23,493	-	-	-
Youth Justice Board	-	-	13,964	13,964
Youth Justice Sector Improvement Partnership	2,500	-	-	-
Loughborough University	1,934	-	-	-
	<u>265,478</u>	<u>-</u>	<u>131,504</u>	<u>131,504</u>
Events	78,794	45,265	-	45,265
Total income from charitable activities	<u>344,272</u>	<u>45,265</u>	<u>131,504</u>	<u>176,769</u>

6 Income from investments

	2023 Total £	2022 Total £
Interest received	555	-
	<u>555</u>	<u>-</u>

All income from investments is unrestricted.

7 Income from other activities

	2023 Total £	2022 Total £
Statutory grants	19,819	-
	<u>19,819</u>	<u>-</u>

All income from other activities is unrestricted.

PEER POWER YOUTH

NOTES TO THE FINANCIAL STATEMENTS

8a Analysis of expenditure (current year)

	Staff costs £	Direct costs £	Core costs £	Sub total £	Support costs £	Governance costs £	2023 Total £	2022 Total £
Act for Change	2,500	10,097	-	12,597	165	35	12,797	64,597
Blagrave Trust SE	24,972	4,802	-	29,774	1,661	352	31,787	32,166
Blagrave Trust Opportunity Fund	4,051	66,088	-	70,139	270	57	70,466	61,802
City Bridge Trust	-	-	-	-	-	-	-	5,840
Esmee Fairbairn Foundation	51,154	1,093	-	52,247	3,404	720	56,371	69,273
Joseph Levy Foundation	-	-	-	-	-	-	-	11,385
Listening Fund	4,354	17,258	-	21,612	290	61	21,963	-
Loughborough University	-	1,934	-	1,934	-	-	1,934	-
NHS London Health & Justice	41,502	120,596	-	162,098	2,762	584	165,444	83,458
NHS SE Commissioning	35,376	29,267	-	64,643	2,354	498	67,495	13,694
NHS Providing Collaboratives	4,307	7,351	-	11,658	287	61	12,006	-
NHS Violence Reduction Programme	29,469	17,987	-	47,456	1,961	415	49,832	61,078
Paul Hamlyn Youth Funding	29,226	12,881	-	42,107	1,945	411	44,463	36,958
Peer to Professional	28,887	30,855	-	59,742	1,922	407	62,071	18,627
Tudor Trust Finance Support	23,549	25,478	-	49,027	1,567	332	50,926	37,318
Youth Justice Board	-	-	-	-	-	-	-	30,602
UK Trauma Council	3,550	10,683	-	14,233	236	50	14,519	-
University of Cambridge	2,076	3,369	-	5,445	138	29	5,612	-
Events	52,695	2,336	-	55,031	-	-	55,031	5,752
Governance	-	4,012	-	4,012	-	(4,012)	-	-
Support costs	-	-	18,962	18,962	(18,962)	-	-	-
Total expenditure 2023	337,668	366,087	18,962	722,717	-	-	722,717	
Total expenditure 2022	339,029	148,004	45,517	532,550	-	-		532,550

8b Analysis of expenditure (prior year)

	Staff costs £	Direct cost £	Core costs £	Sub total £	Support costs £	Governance costs £	2022 Total £
Act for Change	36,144	17,498	-	53,642	10,883	72	64,597
Blagrave Trust SE	24,685	-	-	24,685	7,432	49	32,166
Blagrave Trust Opportunity Fund	126	61,638	-	61,764	38	-	61,802
City Bridge Trust	-	5,840	-	5,840	-	-	5,840
Esmee Fairbairn	50,438	3,548	-	53,986	15,187	100	69,273
Joseph Levy Foundation	8,737	-	-	8,737	2,631	17	11,385
NHS London Health & Justice	49,225	19,423	-	68,648	14,713	97	83,458
NHS SE Commissioning	9,263	1,624	-	10,887	2,789	18	13,694
NHS Violence Reduction Programme	41,589	6,884	-	48,473	12,522	83	61,078
Paul Hamlyn Youth Funding	26,359	2,610	-	28,969	7,937	52	36,958
Peer to Professional	10,627	4,779	-	15,406	3,200	21	18,627
Tudor Trust Finance Support	26,534	2,742	-	29,276	7,989	53	37,318
Youth Justice Board	8,515	19,505	-	28,020	2,564	18	30,602
Events	4,419	1,333	-	5,752	-	-	5,752
Governance	-	580	-	580	-	(580)	-
Support costs	42,368	-	45,517	87,885	(87,885)	-	-
Total expenditure 2022	339,029	148,004	45,517	532,550	-	-	532,550

PEER POWER YOUTH

NOTES TO THE FINANCIAL STATEMENTS

9 Net expenditure for the year

This is stated after charging

	2023 £	2022 £
Operating lease rentals payable:		
Property	30,795	20,647
Independent Examiner's Fee (excluding VAT):		
Independent Examination	<u>2,000</u>	<u>750</u>

10 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2023 £	2022 £
Staff costs were as follows:		
Salaries and wages	430,716	298,295
Social security costs	43,288	28,054
Employer's contribution to defined contribution pension schemes	8,947	6,697
Redundancy and termination costs	<u>7,514</u>	<u>-</u>
	<u>490,465</u>	<u>333,046</u>

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2023 No.	2022 No.
£60,000 – £69,999	<u>1</u>	<u>-</u>

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £150k (2022: £139k).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

11 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 11 (2022: 13).

12 Related party transactions

There are no related party transactions to disclose for this financial year (2022: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

PEER POWER YOUTH

NOTES TO THE FINANCIAL STATEMENTS

13 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

14 Debtors

	2023 £	2022 £
Trade debtors	55,424	25,455
Prepayments	-	710
Accrued income	7,500	-
	<u>62,924</u>	<u>26,165</u>

15 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	3,413	-
Taxation and social security	11,449	10,240
Accruals	20,983	17,918
	<u>35,845</u>	<u>28,158</u>

16a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Net current assets	79,195	30,439	39,651	149,285
Net assets at 31 March 2023	<u>79,195</u>	<u>30,439</u>	<u>39,651</u>	<u>149,285</u>

16b Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Net current assets	108,989	27,486	114,691	251,166
Net assets at 31 March 2022	<u>108,989</u>	<u>27,486</u>	<u>114,691</u>	<u>251,166</u>

PEER POWER YOUTH

NOTES TO THE FINANCIAL STATEMENTS

17a Movements in funds (current year)

	(Restated) At 1 April 2022 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2023 £
Paul Hamlyn Foundation					-
- Act for Change Fund	13,866	-	(13,866)	-	-
Paul Hamlyn Foundation - Youth Fund	6,196	35,913	(42,109)	-	
John Constable Educational Trust				-	18,263
- Peer to Professional	34,672	43,333	(59,742)	-	
The Blagrove Trust - Opportunity Fund	59,957	10,182	(70,139)	-	
The Blagrove Trust - The National Lottery Community Fund - Listening Fund	-	43,000	(21,612)	-	21,388
Total restricted funds	114,691	132,428	(207,468)	-	39,651
Unrestricted funds:					
Designated funds:					
Esmee Fairbairn Foundation	27,486	55,200	(52,247)	-	30,439
Total designated funds	27,486	55,200	(52,247)	-	30,439
General funds	108,989	451,752	(481,546)	-	79,195
Total unrestricted funds	136,475	506,952	(533,793)	-	109,634
Total funds	251,166	639,380	(741,261)	-	149,285

The narrative to explain the purpose of each fund is given at the foot of the note below.

PEER POWER YOUTH

NOTES TO THE FINANCIAL STATEMENTS

17b Movements in funds (prior year) (restated)

	At 1 April 2021 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2022 £
Paul Hamlyn Foundation					
- Act for Change Fund	67,508	-	(53,642)	-	13,866
Paul Hamlyn Foundation - Youth Fund	33,664	1,500	(28,968)	-	6,196
John Constable Educational Trust					
- Peer to Professional	4,779	-	(4,779)	34,672	34,672
The Blagrove Trust - Opportunity Fund	29,502	92,220	(61,765)	-	59,957
City Bridge Trust	5,840	-	(5,840)	-	-
Joseph Levy Foundation	8,737	-	(8,737)	-	-
NHS London Health & Justice	19,440	100,000	(68,648)	(50,792)	-
NHS SE Commissioning	-	17,540	(8,877)	(8,663)	-
NHS Violence Reduction Programme	68,950	-	(48,474)	(20,476)	-
Youth Justice Board	14,055	13,964	(28,019)	-	-
Tudor Trust	9,340	30,000	(29,277)	(10,063)	-
					-
Total restricted funds	261,815	255,224	(347,026)	(55,322)	114,691
Unrestricted funds:					
Designated funds:					
Esmée Fairbairn Foundation	35,472	46,000	(53,986)	-	27,486
Total designated funds	35,472	46,000	(53,986)	-	27,486
General funds	36,904	151,751	(134,988)	55,322	108,989
Total unrestricted funds	72,376	197,751	(188,974)	55,322	136,475
Total funds	334,191	452,975	(536,000)	-	251,166

Purposes of restricted funds

Paul Hamlyn Foundation - Act for Change is a youth led project to develop Co-production and Empathy training for peers and professionals. It is a joint initiative by the Paul Hamlyn Foundation and Fairbairn Foundation, in partnership with the National Lottery Community Fund, on behalf of #iwill fund.

Paul Hamlyn Foundation - Youth Fund continued to support Peer Power Youth's communications and marketing function.

John Constable Educational Trust is the main funder for our Peer to Professional programme supporting individual young people who have experienced trauma to pursue their dreams and live their best lives.

The Blagrove Trust - Opportunity Fund enabled the Charity to act as an agent supporting individual young campaigners to develop their own campaigns.

The Blagrove Trust - The National Lottery Community Fund - Listening Fund Phase 2 is developing youth leadership, power and decision making across Peer Power Youth ensuring accountability to our Young Partners.

PEER POWER YOUTH

NOTES TO THE FINANCIAL STATEMENTS

Purposes of designated funds

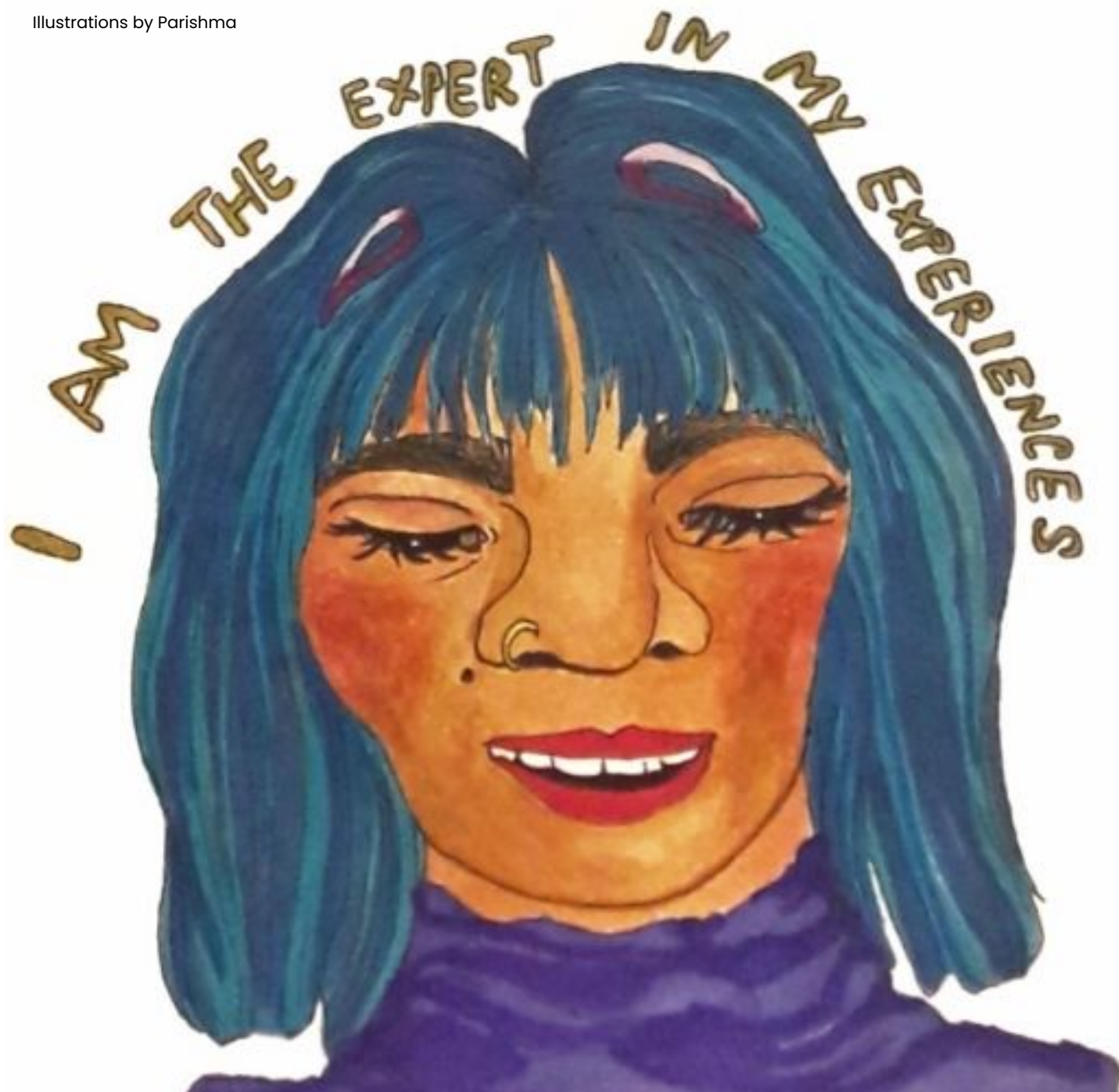
Esmee Fairbairn Foundation – providing funding towards the Chief Executive Officer's salary.

Transfers between funds (restated)

In the 2021–22 financial statements some contracts for services were incorrectly disclosed as restricted income. These have now been transferred to unrestricted general funds in line with the terms of the agreements and the balances at 31 March 2022 restated to reflect this.

18 Legal status of the charity

The charity is a Charitable Incorporated Organisation.



Contact us



info@peerpower.org.uk



[peerpoweruk](https://www.instagram.com/peerpoweruk)



[Peer Power Youth](https://www.linkedin.com/company/peer-power-youth)



[Peer Power Youth](https://www.facebook.com/PeerPowerYouth)



[@Peer_PowerUK](https://twitter.com/Peer_PowerUK)



[Peer Power Youth](https://www.youtube.com/PeerPowerYouth)

The Charity is a Public Benefit Entity

REGISTERED OFFICE AND OPERATIONAL ADDRESS

COMPANY NUMBER
COUNTRY OF INCORPORATION
CHARITY NUMBER
COUNTRY OF REGISTRATION

CE007587
United Kingdom
1167758
England & Wales

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