

POWER AND POTENTIAL



PEER POWER YOUTH
ANNUAL REPORT & ACCOUNTS
2023-2024



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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.

Throughout the past year I've had the privilege of being in the role of a Peer Leader and understanding more about the charity. My favourite work has been about getting an air time on a radio show and interviewing an NHS nurse about his experiences. I've enjoyed learning about the NHS service and the commissioning work regarding it; and discussing how it can be improved. All of which I had worked on both as a Young Partner and Peer Leader.

I am excited to create my own projects and circles as a Peer Leader. This was demonstrated through my dedication in projects and the co-production sessions I had participated in.

Other achievements of mine have been the opportunities Peer Power Youth has given me, by being able to be a young judge at the Children and Young Partners Awards. Here, I showcased my communication, networking and analytical skills. My favourite highlight was being able to part take in several discussions about personal development and have parliamentary visits and meeting Florence Eshalomi (MP for Vauxhall) . I hope to increase and improve the lives of other people as a Peer Leader whilst also increasing my leadership and achieving my personal goals.



Kind regards,

Anika
Peer Leader
Peer Power Youth

CHAIR OF TRUSTEES WELCOME LETTER

I am delighted to present the Annual Report for 1 April 2023 – 31 March 2024. This year we have continued to work for young people, removing barriers and allowing equitable impact.

It has been another year of considerable change within the sector, and the economic landscape continues to be extremely tough in our society. We continue to strategise and adapt as a Board of Trustees to navigate the 'Cost of Giving' crisis as demand for services increase.

Throughout the year we have focused on deepening our impact and working towards our key strategic objectives. Trustees have been determined to support the organisation to achieve a positive impact on the lives of young people, ensuring the sustainability and growth of the organisation. A thread throughout our work has been to ensure equity and justice. The Anti-Racism Equity and Equality circle has supported our objective to 'build an anti-racist charity, tackling discrimination in all its forms'.

The Board of Trustees welcomed Co-CEO leadership, to continue to move the charity forward. We believe that a co-chief executive model can allow charities to tap into leaders' individual strengths and skills.

In October 2023, we embarked on a new journey, moving to our new office at x+why FiveFields, Victoria. The flexible workspace is dedicated to charities supporting children and young people, and in December 2023 we hosted the Annual Awards at our brand-new workspace. This is where we honoured the outstanding accomplishments of young people at Peer Power Youth.

Through a National Lottery Community fund a primary focus throughout the year has been developing ways to support other organisations to work alongside young people in a meaningful way through our own Empathy Involvement Framework (EIF). This fund will also support us to employ more young people in roles, such as Peer Researchers and Peer Trainers.

Thank you to the Peer Power Youth Community. If it was not for our supporters, we would not be able to continue with our mission to enhance the lives of young people who have experienced trauma. Our values continue to underpin our organisation, and although there are challenges, we see the power and strength of young people in our organisation every day.



**DAME LORNA
BORELAND-KELLY**

Chair of Trustees

CO-CEO WELCOME LETTER

We write this as we reflect on the year ended March 2024, having been Co-CEOs of Peer Power Youth for a year. We are fortunate to be fully supported by the Board of Trustees and commend the staff and young people for all their hard work and commitment.

Co-leadership has been a foundation to model empathy, trust and putting our mission first has been key to a good Co-CEO relationship. This reflects how as an organisation we want to focus on our individual strengths and work flexibly to achieve our strategic goals. We have been committed to deepening our work and impact through continuing to support Young Partners and Peer Leaders to positively change systems.

We have made great strides in increasing our reach, profile and maintaining the effectiveness of our organisation. We have consolidated our key messages and increased creative ways of working through the creation of film, music and freewriting. The launch of Tik Tok and podcasts have marked new, exciting ways to amplify Young Partner's voices.

Through sustaining the quality of our work we have continued to work with key partners, funders and young people that want to improve the mental health, justice and social services they were once in, to help other peers.

Young people continue to challenge services and their work this year has contributed to key system change areas that are highlighted through this report.

The Board of Trustees have continued to support the governance and the strategic objectives of Peer Power Youth. We would like to thank the Board for their commitment, their role is invaluable for the growth of our organisation. The appointment of our new Ambassador Ria Hebden has elevated our organisation in a short amount of time with their appearances on TV, representing Peer Power Youth on BBC Celebrity Mastermind.

There are exciting times ahead, we will continue to make sure we are aligning with our values and creating positive change. We invite you to read key sections of this report demonstrating individual and system change.

Thank you to those who have supported us from the start and those who have joined us on this journey.



ANNE-MARIE DOUGLAS
NIC KIDSTON

Co-CEOs

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 aged 13-25, who have felt with childhood trauma.

That **childhood trauma** may include abuse, exclusion or violence affecting their communities, and they have experience in the justice and care services.

In addition, these young people have also faced **systemic inequalities** such as racism, disabilities and poverty, having a huge effect on them.

The combination of childhood trauma and systemic inequalities plays a big role in preventing them from living the lives they deserve.

The young people that we work with have described themselves as being 'abandoned by society', consequently becoming the most under-supported and unheard voices in our society.

Despite their circumstances, we see their power and potential. We do vital work to support these young people in their journey and improve the youth support services they were once in. That's why we focus on both **individual change and system change**.

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

Our story

Driven by her lived experience of trauma, Anne-Marie Douglas set up Peer Power Youth in 2015, because the systems (like mental health, care and justice services) that are supposed to support children and young people who have experienced significant trauma, were not doing this. Anne-Marie knew this through her international research on empathy, her professional work in children's support services, and through personal experience.

Children and young people were not being listened to or involved in their own support services, and yet they are young people with the most unmet needs, and who have the most experience of these services. Some young people were being harmed by the services that were designed to support them. There was a distinct lack of trust in these support services, and the system itself lacked empathy for those experiencing it. Young people who have experienced these support services said what was needed, which was real care, and an empathy led approach, with services that listen, respond, and help young people to achieve their dreams.

That has formed the basis of Peer Power Youth's work from the beginning, and young people continue to be involved in inter-generational decision making and peer leadership roles across the charity, as well as supporting their peers and making real improvements to these support services that impact thousands more children and young people nationally.



WHAT MAKES US DIFFERENT

The problem

Youth support services within the justice and care sectors lack empathy and trusting relationships with young people.

Therefore, young people who have experienced trauma (abuse, exclusion, violence) can sometimes struggle to engage with these services, failing to create positive, long-term change.

This means that young people do not get the help they need and public money is being lost on services struggling to support them.

The solution

1. Co-production

We work closely with youth support services to embed the expertise of young people with lived experience in the design of these services. **Together in a partnership, young people and professionals** recognise that both of their contributions are vital to make the services efficient.

This way young people will support other 'peers' in the community as they are changing the services for their benefit.

Rather than assuming what works for young people, young people tell us what works for them.

2. Leading with empathy

We build relationships through understanding young people's experience - we know how they feel because many of us have experienced similar circumstances. The more professionals create trusting relationships with young people, the more young people will get the support they need.

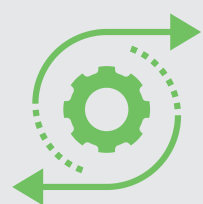
WHAT WE DO

Our Theory of Change:



Individual Change

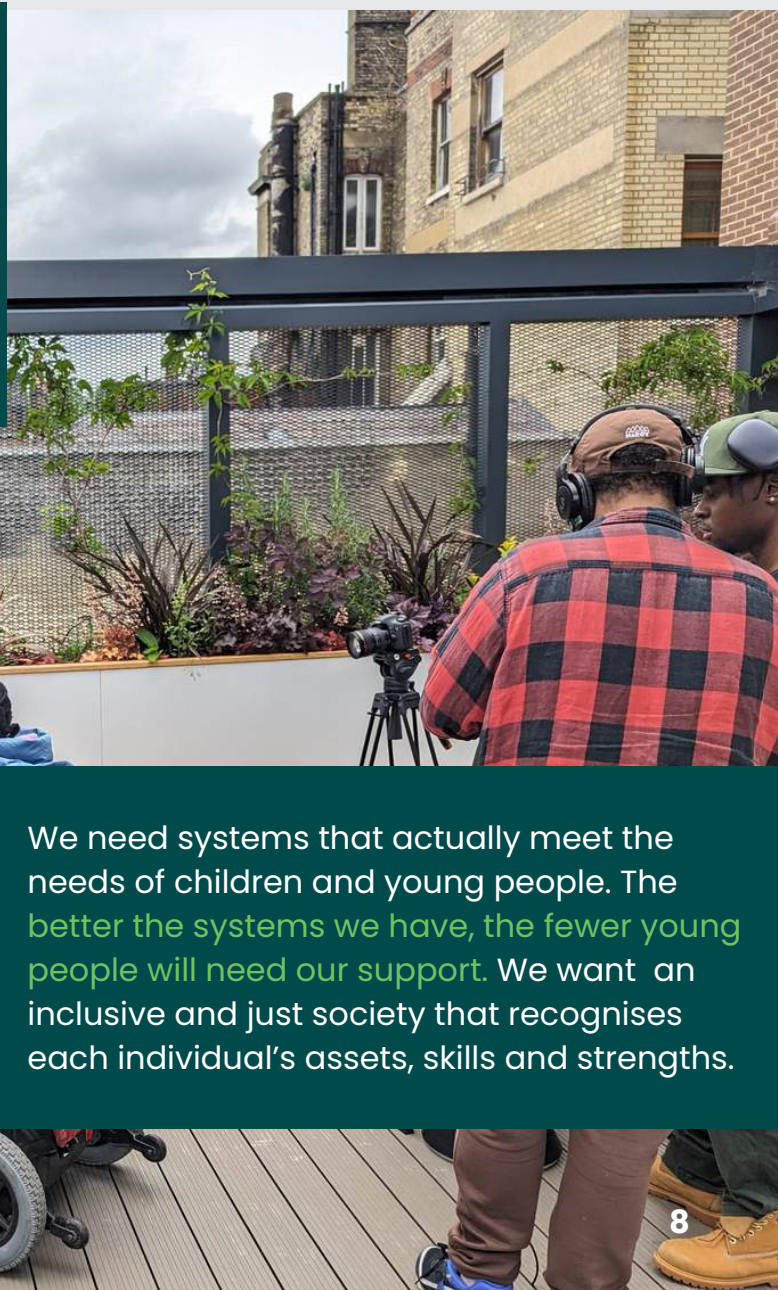
We offer young people support in training, education, professional experience and promote positive wellbeing.



System Change

We work with young people to create real change for others in justice and social services.

We believe these go hand in hand. The more we support young people affected by adversity to overcome their childhood 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.**



We need 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.** We want an inclusive and just society that recognises each individual's assets, skills and strengths.

INDIVIDUAL CHANGE

What is individual change?

We work on an individual basis with young people who have dealt with childhood trauma.

Every young person's journey is different and they will have specific support to help them on their personal and professional development.

Young people usually get in touch with us directly, through their networks, or are recommended through a range of public and community organisations. Youth workers work with young people on their strengths, skills and what they want to achieve through our Peer to Professional programme.

Peer to Professional programme

Peer to Professional is our employability-readiness programme providing workshops that develop young people's skills such as communication, public speaking, and networking and increases their knowledge on areas such as financial literacy, and job applications to support them into education, training, or employment.

Depending on their interests, they also participate in different departments within the charity (i.e. having an interest in communications and working with the communications and marketing team on their strategy and wider duties).

Benefits for young people:

- Food and transport to get to and from workshops and provided with a meal
- Outdoor and community engagement activities to foster a sense of belonging
- Chill n Skill sessions for young people to discover their interests such as music, art and culture and develop life skills such as cooking and budgeting
- External professional therapy to learn coping mechanisms for stress and self-care practices to support their wellbeing.

Young Partners

This is how we describe young people who first join Peer Power Youth. They are 16-25 year olds and connect with us to improve services, amplify their voice and use their experience to create positive change for others.

Peer Leaders

Young Partners transition into Peer Leaders and take on the responsibility to help and guide other young people. They use the skills they have developed to facilitate training in justice and care services and other youth organisations, becoming ambassadors for the charity.

INDIVIDUAL CHANGE



Rose, Peer Leader

Speaking at the House of Lords, providing insights on the Government's Children's Social Care Implementation Strategy, meant a lot to me.

I was able to share my experience on the care system in the Public Services Committee. In the session I shared that youth voice is as important as listening to organisations. As one of the only young people with lived experience in care at the evidence session, I wanted there to be a true representation of care-experience.

Telling my story, undergoing my own research and highlighting solutions allowed for an honest discussion on the needs for young people that I felt empowered to speak upon.

As a Peer Leader at Peer Power Youth, I am a pioneer for change for other peers with lived experience.

Read more [here](#).

Tanvir, Peer Leader

With Peer Power Youth's support I engaged with significant initiatives, including collaborating with the NHS Violence Reduction Programme and Your Stance to educate young people on life-saving skills in response to knife violence. These experiences honed my leadership skills and reinforced the power of young people being part of the decision making process and how we can find solutions to issues in our community. On 15th June 2022, one standout moment was being invited to the House of Lords to witness the impact of our work and discuss policy changes.

The interpersonal skills I developed at Peer Power Youth proved invaluable. I increased my confidence and developed my leadership and communication skills. I used my experience and knowledge from the NHS Violence Reduction Programme to showcase my passion for reducing crime and reoffending. This, combined with the career advice and CV support I received from Peer Power Youth, I was hired as a product manager at the Ministry of Justice (MOJ). This allows me to exercise my sociological insights with technological solutions to improve public services.

Read more [here](#).



FEEDBACK: YOUNG PARTNERS



"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'."

"We don't want you to judge us, we want you to understand us."

"I love Peer Power Youth, I feel like I fit in, my opinions are taken to be important and valid, and I feel we are genuinely empathy-led."

SYSTEM CHANGE

This is how young people with lived experience get involved in changing the youth support services they were once in.

What is System Change?

Our system change work involves influencing the design, commissioning, delivery, and evaluation of justice and care services for young people, ensuring approaches to delivery are driven by participation and empathy. We create system change through:

1. Young Partners and Peer Leaders deliver coaching and training sessions to the professionals working at these services on how they can build trusting relationships with young people. This ensures that services understand young people's needs through trauma responsive approaches.
2. Young Partners and Peer leaders lead on co-designing and co-delivering our work to professionals on how services should work for young people. We help these professionals create relevant and effective processes, to enable young people to be part of the decision making.

When young people are actively involved in shaping the services that affect them, they feel a greater sense of ownership and empowerment.

System change highlights:



Collaboration with Peer Power Youth to shape the refresh of NHS England Health & Justice



Coordinated with Youth Justice Service to see how they can co-produce effective policy



We joined a number of All-Party Parliamentary Groups (APPGs) and consultations, providing recommendations to the Government and local services



Our Anti-Racism Equity and Equality work is embedded throughout our organisation and is in our agenda across meetings to ensure we meet our objectives



We provided evidence at the Public Services Committee inquiry and we were referenced in the Children's Social Care Implementation Strategy Report



After co-producing the opening of a Secure School and working on its development, Young Partners visited during the opening

The Secure School - "First-of-a-kind facility" focusing on getting young people in custody into jobs or further education to reduce reoffending.

IMPACT THROUGH THE LAST YEAR:

107

young people reached
through engagement sessions
with youth support services

625

professionals
reached through training and
coaching.

44

young people
engaged in South East projects

32

professionals
took part in our 'Introduction to
Co-Production' training



2,057 hours

engaging with young
people



85 hours

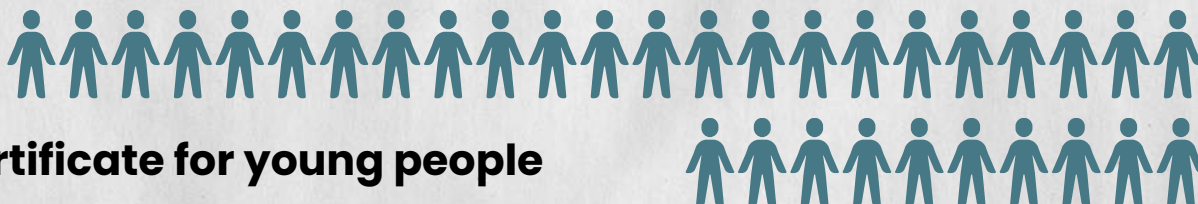
therapy for staff and
young people

First time welcoming Young Partners from all over the UK to join,
increasing our national reach!

First community sessions with young people from East and West
Sussex as part of our work in the South East.

First time a Peer Leader has joined staff members going into a
YOI (Youth Offending Institute) to help deliver our work.

33



AQA certificate for young people

AQA (Assessment and Qualifications Alliance) – An awarding body
that compiles specifications and holds examinations in various
subjects at GCSE, AS and A Level and offers vocational qualifications.

SYSTEM CHANGE – VIOLENCE REDUCTION PROGRAMME (VRP)

Professionals and young people we engaged with:

Peer Power Youth engaged with a broad spectrum of stakeholders within the Violence Reduction Programme (VRP) in London. This included healthcare professionals, NHSE staff, and our Young Partners who have lived experience of violence. The VRP initiative also involved collaboration with various organisations and community groups dedicated to reducing violence and improving trauma-informed care.

Background of projects:

The project centered on enhancing the understanding and responsiveness of NHSE services towards young people impacted by violence. The focus was on several key areas: differentiating types of services (such as A&E vs. urgent care), explaining the A&E experience, emphasising the importance of trauma-informed care, and outlining the statutory obligations and interactions with the police. The project sought to bridge gaps in knowledge and improve the overall support system for young people navigating these services.

Launch of the Violence Reduction Academy

The Violence Reduction Academy (VRA) was established to identify, synthesise and promote evidence-based models of violence reduction in health and social care, sharing the latest research.

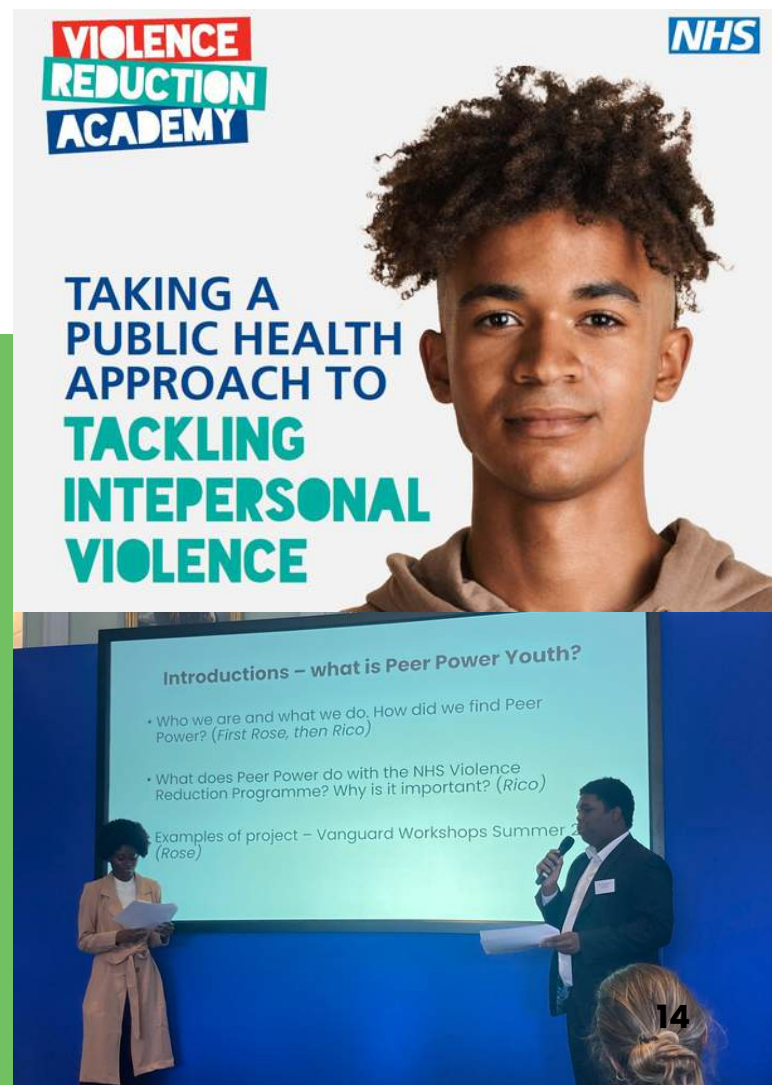
Rico and Rose, Peer Power Youth Peer Leaders, presented at the launch. Their expertise within health and care makes an impactful change in reducing health inequalities through their youth voice. Learn more about the Violence Reduction Academy [here](#).

Outcome:

The project resulted in addressing crucial topics like the role of NHSE services in violence reduction, the experience of young people in A&E environments, and the importance of trauma-informed care.

Impact:

The impact of this project was significant across multiple domains. For individual young people, it provided a platform to share their experiences and contribute to meaningful discussions about healthcare and violence reduction. Overall, the project demonstrated a successful model for involving young people in shaping services that directly affect their lives, contributing to ongoing efforts to improve the healthcare system's response to violence and trauma.



SYSTEM CHANGE – HEALTH & JUSTICE

Across Health and Justice, we have worked with young people in the secure estate and young justice services in HMP YOI Feltham, HMP YOI ISIS and HMP Pentonville. Between April 2023 and March 2024 we worked with over 30 young people. This work is London based.

Impact:

- AQA (Assessment and Qualifications Alliance) Unit Awards in Managing Health and Exploring Mental Health for participants and insights that will inform future service delivery
- Ongoing engagement and capturing the young people's priorities for the Patient Forum
- Peer Power Youth has laid the groundwork for improved participation and more effective feedback mechanisms within the prison
- The feedback received was overwhelmingly positive, with many participants expressing relief and a sense of empowerment through the act of writing

Imagine if we...

Poem by a young person in a secure setting

LIVED IN A WORLD WHERE MURDER WAS NEVER COMMITTED.

WHERE LIES WERE NEVER TOLD. WHERE THE RICH BUILT TOWNS FOR THE POOR. RACISM BECAME NON-EXISTENT. OPPORTUNITIES CAME BACK TO THOSE WHO BEG FOR ONLY ONE.

PEOPLE NEVER TRIED TO BACKSTAB NOR GOSSIP. IGNORANCE NEVER OCCURS NOR ARROGANCE.

NEGLIGENCE TO CHILDREN WHO LONG TO BE LOVED BY THEIR PARENTS. NEGOTIATIONS TOOK PLACE TO RESOLVE. VIOLENCE BEING THE ABSOLUTE LAST RESULT. TRUST IN OTHERS BEING THE FIRST THOUGHTS, INSTEAD OF BEING THOUGHT TWICE.

TREES WERE CARED FOR, ANIMALS WERE LOVED. HOMES BEING GIVEN TO THE HOMELESS AND MONEY NEVER AS POWERFUL AS WHAT IT IS...

IMAGINE IF WE LIVED IN A WORLD WHERE WE COULD BE FREE, BUT HAVE MORALS TO SURVIVE OFF THE POWER OF LOVE.



Feedback: Professionals



"I was pleasantly surprised by how the young people seemed much more focused and less distractable than when I have seen them in other contexts. Seeing the young people engage in games – and be very excited about this during the session was also really nice."



"One of the young people who attended the groups was very reluctant to engage .. but I think the opportunity to engage in the space provided by Peer Power Youth allowed him to feel more comfortable with the idea of engaging the team."



"Your approach promoted a lot of thinking for our team and colleagues offered some very useful reflections in moving forward with our work in engaging with young people."



"One young adult I spoke to on his release day, said he had Peer Power Youth work contact details and wanted to reach out to him for further support."



"Yet again I had a great time and found the awards, totally inspirational, creative and fun and the perfect vehicle to celebrate all the wonderful achievements of the young people who are a part of your fantastic organisation."

SYSTEM CHANGE – SOUTH EAST PROJECTS

Between April 2023 and March 2024, we engaged with 44 young people in South East based projects. The young people we engaged with were in various secure settings, such as Swanwick Lodge and Lansdowne Secure Children's Homes, Oasis Restore Secure School and HMP YOI Cookham Wood.

Impact:



In sessions we facilitated workshops included written tasks, games, and group activities focused on topics such as identity, inequalities, and safety



Created a variety of outputs, including written reflections and creative pieces that highlighted the young people's perspectives



All participants were rewarded with vouchers and AQA (Assessment and Qualifications Alliance) Unit Awards in 'Exploring Healthcare'



Fostered stronger relationships between Peer Power Youth, The Russell Martin Foundation and Swanwick Lodge staff



AQA (Assessment and Qualifications Alliance) Unit Awards for recognition of positive behavioural reports that contributed to their enhanced pathways within the prison



Several engagement sessions were held to gather input and feedback, resulting in actionable insights that directly influenced the school's design and operations.



Delivered on revolutionising the youth justice system by creating the UK's first secure school



Enhanced the understanding and implementation of trauma-informed care and co-production within the setting

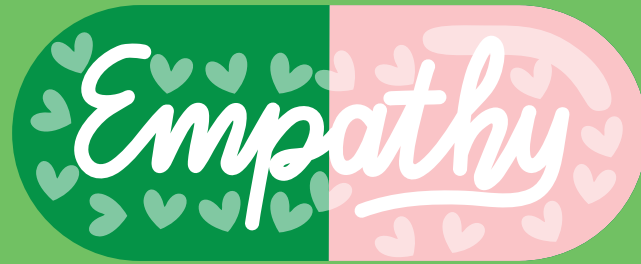


Young Partners developed leadership skills and gained qualifications that enhanced their employability



Peer Power Youth used the key findings from our reports and the voices of young people we worked with to consolidate plans for improved justice-based practice at a new secure school

SYSTEM CHANGE – EMPATHY INVOLVEMENT FRAMEWORK (EIF)



We are continuing to build our empathy involvement framework (EIF) co-produced with young people. We want to ensure that services for young people can fully address the when young people need support.

Through leading as an empathy led organisation we constantly learn how empathy and building trusting relationships relates to young people and their needs.

As a organisation that leads with empathy we are creating the tools for services and how we can positively change the system for young people.

What does it mean to be an empathy-led organisation?

These are 5 areas to think about for organisations and practitioners working in this sector:

01



Create safe and reflective environments

It's developing leaders from different backgrounds with cultural competency.

02



Openly talk about empathy

Compassionate, curious, loving and caring empathy to build and sustain relationships.

03



Modelling self-empathy

To be in the best position to emotionally give to others.

04



It's not being a 'saviour' or a 'rescuer'

But a safe, trusted, solid, and bounded relationship, that also encourages.

05

Intentional

Deep and intentional empathy

It's more than kindness, more than niceness. It is presence, reflecting and understanding.

NPC (National Provider's Collaborative)

Professionals and young people we engaged with:

Peer Power Youth collaborated with the National Provider's Collaborative to engage Young Partners in the commissioning of NHS services, with a particular focus on mental health and learning difficulties. The sessions involved young people who have lived experiences with these challenges, providing crucial insights into how services are perceived and utilised. Professionals from the NHS and related sectors are involved to help co-produce resources that are responsive to the needs and experiences of young people.

Background of projects:

This project aimed to address the gaps in communication and service accessibility within the NHS, as identified by Young Partners. During the sessions, participants expressed that they were unaware of NHS services for learning difficulties and specialised/privatised service reimbursements, highlighting a critical gap in signposting and communication. They voiced frustration over the inconsistencies in service access across different regions, particularly in receiving specialist mental health support beyond basic Cognitive behavioural therapy (CBT) for mild cases. The sessions also critiqued the NHS's lack of presence on social media, pointing to a missed opportunity for broader engagement with young people.

Cambridge University project

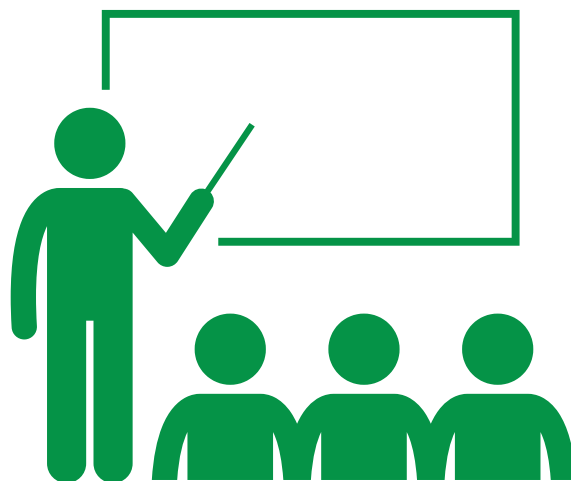
We engaged a wide range of young people in participatory workshops exploring the ways we can embed love and care in youth justice services. We co-produced with young people what caring relationships with practitioners looks like. Initial workshops and focused groups have been held over the space of the year. We have worked towards attending a YOS (Youth Offending Service) for interviewing and focused groups.

Outcome:

The key outcomes from these discussions were a set of recommendations and insights that will inform the creation of a film-based resource aimed at commissioners of children and young people's mental health services. The resource will emphasise the importance of transparency, trauma-informed approaches, and the active involvement of young people in commissioning processes. Young partners stressed the need for honest communication from the NHS—if a service or action is not possible, this should be clearly communicated rather than overpromising and underdelivering.

Impact:

The impact of these sessions was substantial in shaping a youth-led approach to commissioning NHS services. Young partners emphasised the principle of “Nothing about me without me,” advocating for their involvement at every stage of the commissioning process. They called for a more trauma-informed approach, which includes advance notice of questions, breaks during sessions, and acknowledgment of the emotional labour involved in sharing personal experiences. The young people's feedback also stressed the importance of feeling valued and equal in these discussions, which is critical for creating trusting relationships that lead to meaningful system change.



SYSTEM CHANGE – ANTI-RACISM, EQUITY AND EQUALITY CIRCLE WORK

We have worked hard this year to continue our learning and work towards becoming an anti-racist charity and tackling oppression in all its forms. We recognise that work must run through all parts of the charity's work, internally and externally.

We have learnt that no matter the time devoted, this work needs more and more resource.

We have learnt to go slow and build vulnerability, trust and the relational foundations in this circle meeting.

In this space, Peer Leaders want to work on very tangible and action focused areas that matter to them, such as racism in secure settings, eliminating power dynamics and exploring what true equity means.



CO-CEO LEADERSHIP

We moved to a Co-CEO leadership in order to:

Find strength in our skillsets

Sharing Power

Model empathy and trust

Achieving our mission



Here are some of the key things we have learned along the way:

**Prioritise wellbeing
and your mission.**

**Lead with your
strengths.**

**Set clear boundaries
and lines of
accountability.**

**Stay true to your
values and
principles.**

**Invest in leadership
and opportunities for
all.**

COMMUNITY

Office community

In October 2023, we arrived at our new office located at 8-10 Grosvenor Gardens in x+why Fivefields, just a short walk from Victoria station. This flexible workspace is dedicated to charities supporting children and young people, offering a collaborative environment to grow and build alongside each other.

Our thanks go to the Westminster Foundation, Grosvenor and x+why for creating this innovative space for like-minded charities to collaborate. Returning to our roots in the London Borough of Westminster, this space marks a meaningful homecoming for our charity.

“We are really excited to join the community at Fivefields and return to the London Borough of Westminster where our charity originally started! The flexible working space will be a great environment for our team to work alongside young people, helping them to make positive change”.

Peer Power Youth members have been participating in socials and events that x+why provide at FiveFields such as Better Breakfast, Drink and Links, Yoga, and the Fivefields Falcons running club.

The Falcons running club continues to grow in size and synchronicity. This is a social group inclusive of all speeds, a group focused on socialising over setting your 'Personal Best'. Peer Power Youth members have been participants from the start and continue to join weekly.



Fundraising community

On 10th September, Nic Kidston, Co-CEO at Peer Power Youth and her husband Dave, raised over £3,000 for our organisation.

We are immensely proud of them conquering Britain's best-known one day cycle route cycling 60 miles from London to Brighton.

Over 4,000 made their way through the idyllic English countryside putting their legs to the test on Ditchling Beacon before gliding down to Brighton to cross the finish line and celebrate their success.

During the ride, Nic reflected on the motivation for signing up to the event. She reflected on the challenges of the young people we work with and how the community comes together in times of need. It is a challenge that was outside her comfort zone, something young people with lived experience of trauma are asked and required to step into all the time.



On 8 October 2023, Kristin raised over £1,500 for our organisation, running in the Royal Parks Half Marathon.

Kristin challenged herself to achieve a personal best with a race time and raised money to support the growth of Peer Power Youth.

Kristin has been a Trustee for Peer Power Youth for over four years. She has dedicated her career to improving young lives through direct service and broader system change.

She moved to London from the United States where she provided trauma-focused mental health treatment to young people. We thank Kristin for the money she raised and her commitment to Peer Power Youth.



**Thank you to Kristin
who raised over £1000
for Peer Power Youth
by running the Royal
Parks Half Marathon!**



Chill and Skill spotlight

Lucia, Young Partner, said that Chill and Skill sessions has enabled them to re-connect with her creativity and developed her skills as a singer and songwriter.

Lucia was able to access a producer to make her an exclusive beat and she performed at our Annual Awards!

Young Partners developed their confidence, leadership and facilitation skills through designing and delivering peer to peer workshops in the community.

Other community days

Young people found the theatre trip to see 'For Black Boys Who Have Considered Suicide When The Hue Gets Too Heavy)' inspiring moving and relatable and said it unified them in their understanding of different ways of expressing and understanding blackness and masculinity.

Other community days were the bowling trips, community drop in sessions, the Annual Awards, the Christmas party and Go Ape.

"During my time as a Young Partner at Peer Power Youth, I have learnt the importance of my voice. I've been encouraged to realise the value that my lived experience of mental health difficulties has and as a result, I have been able to pursue a career in mental health.

Peer Power Youth has equipped me with skills which I currently use in my full time role as a mental health support worker, such as workshop facilitation. Due to having social anxiety, I often believed that my voice and my thoughts weren't important enough to be shared but throughout my journey at Peer Power Youth, I have been constantly reminded of my talents and strengths and this has grown my confidence immensely."

Lucia, Young Partner



 **peerpower**
TEAM DAY



CREATIVITY

The following creative pieces have been written by Young Partners, inspired by different writing prompts.

I am caged...

BY MY INNER DEMONS. FICTION OR THE TRUTH, DO THEY EXIST? I NEED TO IMPRESS THAT GIRL, BUT I PUT ON A PERSONA. THE CAGE FEELS LIKE METAL LINING WITH ELECTRICITY RUNNING THROUGH, MAKING IT A HAZARD TO BREAK THROUGH. IT FEELS LIKE A BAG OVER YOUR HEAD IN GUANTANAMO AND WATER IS POURING INTO YOUR MOUTH.

IT LOOKS LIKE THE ENDLESS INDIAN OCEAN. YOU CAN'T REALLY SWIM ACROSS THE INDIAN OCEAN? TO ESCAPE THE CAGE, I NEED DAVID GOGGIN'S DISCIPLINE. I NEED TO STOP MAKING EXCUSES FOR MYSELF AND HAVE A DON'T THINK JUST DO MENTALITY. FREEDOM IS NOT ENDLESS AMOUNT OF CASH. IT'S SMILING AND MASTERING THE ART OF NOT GIVING A F*CK. TO THINK THAT PERSON'S OPINION OF ME IS NOT GOING TO GIVE ME ANOTHER PAY CHEQUE.

IT'S THANKING YOURSELF FOR BEING ALIVE AND HEALTHY. IT SOUNDS LIKE BIRDS CHIRPING IN THE EARLY HOURS OF THE MORNING. THE SMELL OF FRESH STREET FOOD, IT'S TELLING THAT GIRL YOU FIND HER LENG. ITS OVERCOMING.

WITH FREEDOM I COULD BE ANYONE I WHAT TO BE. TAKE ON NEW CHALLENGES WITHOUT FEAR, BEING ASSERTIVE, YOU COULD DO ANYTHING YOU PUT YOUR MIND TO. WITHOUT A CAGE I COULD FLOURISH, MY SKIN CLEAR, ME, MYSELF AND I. SO AM I CAGED BY MY DEMONS? THE ANSWER IS YES.

My Message

YESTERDAY WAS HARD TO LIVE WITH.
ALL THE MEMORIES FLOODING BACK.
SAT IN MANAGED AWAY REMEMBERING,

MY HEAD FULL OF ANXIETIES.
MY LIFE LOOKED WORTHLESS.
I TRIED TO CONTROL MYSELF BUT
EVERYTHING ELSE GOT IN MY WAY.
HOPING IT WOULD GO AWAY;
NO SUPPORT FROM ANYONE.

MY PRESENT IS GETTING BETTER.
MANAGING MYSELF MORE AND GETTING
MORE SUPPORT EVERY DAY; FEELING
HAPPIER.
IT MAKES ME FEEL BETTER ABOUT
MYSELF AND HAPPIER FOR MY FAMILY.

I AM STARTING TO APPRECIATE THE BAD
MEMORIES MORE.
MY FUTURE IS BRIGHT AND I WANT TO
HELP OTHER PEOPLE. WHETHER WORKING
WITH KIDS OR BEING A POLICE OFFICER,
I WANT TO HELP PEOPLE WITH THEIR
PROBLEMS.
I HAVE THE POWER TO CHANGE MY
FUTURE AND TRY AND DO MY BEST IN
LIFE.

Unmasking: extreme overwhelm

WHEN THE WORLD BECOMES TOO MUCH
PLEASE, I ASK, TRY NOT TO JUDGE
THE WAY I ACT IS HOW I EXPRESS
ALL THE OVERWHELM AND STRESS
MY MIND WILL SPIN AND MY VISION BLUR
IT'S KIND OF HARD TO FORM ACTUAL WORDS
AND I WON'T KNOW WHAT TO DO;
I WON'T KNOW HOW TO SPEAK TO YOU
SOMETIMES I MIGHT YELL, EVEN HIT OUT
OCCASIONALLY I CAN BE LOUD OR SHOUT
BUT OTHER TIMES I JUST SHUT DOWN
CRAWL INTO A BALL AND BLOCK OUT SOUND
WHEN PEOPLE GET ANGRY; TELL ME I'M A CHILD
OR WORSE, THAT I'VE BEEN ACTING SPOILT
I WISH THAT I WAS NOT LIKE THIS
AND SOMETIMES, LIKE I DONT EXIST
IT REALLY MAKES ME ANGRY AT MYSELF
I FEEL FRUSTRATED; IT DOESN'T HELP
WHAT I NEED IS SOME UNDERSTANDING
NOT TO BE TOLD THAT I'M DEMANDING
PLEASE GIVE ME SPACE AND TIME INSTEAD
TO COPE, WITH EVERYTHING INSIDE MY HEAD
I NEED SPACE TO PROCESS, AND TO DEAL
SO I CAN THINK THROUGH HOW I FEEL.
AND I KNOW - IT SEEMS A LOT TO ASK...
BUT THIS IS ME, TRYING TO UNMASK.

'Caged and Free'

(1)

I AM CAGED BY SOCIAL SERVICES.

THEY KEEP ME LOCKED UP WHEN THEY DON'T
KNOW WHAT TO DO.

THE CAGE FEELS HORRIBLE AND SOMETIMES
SCARY. IT LOOKS LIKE SECURE AND COURT ON
REPEAT.

TO ESCAPE THE CAGE I NEED SUPPORT AND
SOCIAL SERVICES TO CARE.

TO ME FREEDOM IS BEING OUT WITH MY
MATES, HAVING A LAUGH, AND ACTING.

WITH FREEDOM I COULD GO FAR IN LIFE AND
HELP OTHER PEOPLE.

I COULD HELP PEOPLE STILL TRAPPED BY
TELLING THEM MY EXPERIENCES AND
SUPPORTING THEM THROUGH THEIRS.

(2)

FREEDOM IS PRICELESS,

FREE THE GUYS THEY NEED FREEDOM,

OUR VOICES BROKE IN YEAR 9/YEAR 10/YEAR 11, VOICES IS
STILL BREAKING, HASN'T BROKEN YET.

WE USE OUR VOICE TO BE HEARD, AND TO VOICE OUR OPINIONS
TO SPEAK, COMMUNICATE

DON'T USE OUR VOICE TO LISTEN

DON'T USE OUR VOICE FOR VIOLENCE.

WE USE OUR VOICE FOR MOST THINGS,

WE USE OUR VOICE TO GET OUR EMOTIONS ACROSS, TO SPREAD
AWARENESS WHAT IF EVERYONE ELSE WAS ABLE TO USE
THEIR VOICE APART FROM YOU? THIS IS JAIL.

WE'RE CHATTING TO THE GOVS BUT THEY'RE NOT HEARING US.

(3)

I AM CAGED BY JAIL.

THE JAIL LOOKS LIKE BARS.

TO ESCAPE THE JAIL I MUST KEEP MY HEAD DOWN.

FREEDOM IS LIFE.

BEING FREE IS IMPORTANT

WITHOUT FREEDOM I FEEL TRAPPED.

COMMUNICATIONS



We've had consistent communications through our channels on Twitter, Instagram, Facebook, TikTok and LinkedIn. Through our newsletter we've been able to highlight young people's achievements and through our podcast we've addressed young people's priorities, collaborating with the NHS.



Our website has been populated with news pieces, blogs and, press releases as we document Peer Power Youth's and Young Partners' journey.

Throughout this year we have amplified young people's voices through our communications and social media. We co-created themes with young people and focused on one each month.

"I feel positive/energised. Feeling sunny. I always find these interactions where we can express ourselves in a safe space. When we're in a place like this – I thank you for that"

– Young Partner

'Let's Talk NHS'

LIVE NOW



Peer Power Youth Podcast

Episode #1



We launched our First Podcast– 'Let's Talk NHS'. The first episode features Anika and Rico interviewing Michael Carver from the NHS Violence Reduction Programme!

Peer Power Youth collaborated with Barra Fitzgibbon at The Bloomsbury Institute to provide podcast/radio production skills training for Young Partners. The podcast will continue to guide informative discussions with healthcare professionals.

Special thanks to Barra at Bloomsbury Institute, Michael Carver from the NHS and Anika and Rico for their amazing work on this episode.

Communication successes:

- Aligning back to our values, we are committed to our mission and our vision.
- Our reach has improved on our website and social media, consistent on LinkedIn, Instagram, Facebook, Twitter and TikTok.
- We have launched our first podcast, newsletter, Young Partner spotlight bulletins and launched Tik Tok.
- Media success with Children and Young People and BBC.
- Producing content alongside young people and making the content young person led.



74.3%

increase in LinkedIn followers



4.1%

increase in Twitter followers



33.8%

increase in Instagram followers



26.6%

increase in Newsletter clicks



+2000

reach across Facebook



2024

launch of Tik Tok



Key reports:

- The Impact of Forced resilience on Health Inequalities

Key blogs:

- Celebrating Neurodiversity in the Workplace
- Highlights and Achievements from the Peer Power Youth Annual Awards
- Four reasons why we have Co-CEOs at Peer Power Youth
- Youth voice is needed to change systems
- Tips on living and working alongside people who experience ADHD
- Celebrating Neurodiversity in the Workplace



The Impact of Forced resilience on Health Inequalities

Core Health:

A youth voice enquiry into the development of Children and Young People's Core20Plus5 Policy & Practice.

Peer Power Youth

December 2023

"Access and experience of healthcare should be the same for everyone".



Youth voice in communications

Young people have had their own Young Partner circle and different members of the communication team have had a slot at this space to hear about young people's priorities and co-produce content on our channels. Young Partners also feed into Peer Power Youth's strategic plan annually. In 2024, we have begun a six month process of redefining our strategic goals with our whole community, re-launching our new 3–5 year co-created organisational strategy in 2025.





Press outlets:

- The Big Issue Changemakers of 2024: Featured: 'These inspirational Changemakers are doing their bit to help the next generation and create a fairer UK'.
- Leadership: Appointing a co-chief executive: A co-chief executive model can allow charities to tap into leaders' individual strengths and skills, helping them to focus on specific areas while working more flexibly to achieve key strategic goals
- Empathetic practice, North America – CYP Now has teamed up with the Churchill Fellowship to publish a series of articles summarising key findings.
- Peer Power Youth appeared on Celebrity Mastermind BBC One as our Ambassador Ria Hebden represented us. Ria got quizzed on their Specialist Subject, 'The Feature-Length Films of Ava DuVernay' by the host Clive Myrie.



LOOKING FORWARD TO 2024-2025

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 supporting young people to lead and change the system for others.

In 2024 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 to 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
- Support more people to get involved with our charity as a corporate partner, pro-bono work, legacy funding, as a volunteer and as a major donor
- Deepen our impact and continue to develop our Empathy Impact Framework (EIF)



Peer Power is an
EMPATHY-LED
Social Justice Charity

THANK YOU

to all our supporters

Anna Freud Centre – UK Trauma Council
(established by the Anna Freud Centre)
Bloomsbury Institute London
Blagrove Trust
Brighton Metropole
Centre for Mental Health
Children and Young People Now
ClearView Research
City Bridge Foundation
Constable Educational Trust
Cranfield Trust
Community Care
Cynthia Voza-Lusilu
Ehireme Omoaka
Esmée Fairbairn Foundation
Hilton Brighton
HM Inspectorate of Probation
Inspirechilli
Institute of Criminology – University of Cambridge
Katie Jones, Mint Fundraising
Leonardo Hotel Brighton
Lizzie Reid, Lizzie's Lines
London Health & Justice and Violence Reduction
Partnership

Ministry of Justice Youth Custody Service
Morrison Foerster
National Lottery Community Fund
NHS England and Improvement
NHS England and Improvement South East
Health and Justice
NHS Health and Justice South East
Oasis Restore, Oasis UK
Paul Hamlyn Foundation
Pavilion Publishing & Media
Pilotlight
Sounddelivery Media
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
The Tudor Trust
Vauxhall Gardens Community Centre
Youth Justice Board for England and Wales
All Youth Justice Services Involved in the Project

© Peer Power Youth Registered Charity No. 1167758

Fivefields 8-10 Grosvenor Gardens, London, SW1W 0DH

www.peerpower.org.uk/

TRUSTEE REPORT



The Board of Trustees present their report with the financial statements of the charity for the financial year 1st April 2023 to 31st March 2024.

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 2023 and 31 March 2024 Peer Power Youth employed:

Peer Power Youth Staff at 31 March 2024:

- Co-CEO and Founder – 32 hours
- P/t CO-CEO – 28 hours
- P/t Executive Assistant to Co-CEO & Founder – 24 hours
- P/t Head of Fundraising & Partnerships – 32 hours
- P/t Head of Communications and Marketing – 32 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
- P/t Finance and Payroll Officer
- P/t Training and Development Manager- 32 hours
- P/t Digital Comms producer- 16 hours
- 2 x P/t Senior Youth Engagement Coordinators
- 2x P/t Senior Youth workers
- P/t Youth Workers- 28 Hours
- P/t Peer Training and Development Worker- 16 hours

MANAGEMENT

The Board of Trustees governs the charity, meeting on a quarterly basis in person, and bi-monthly on Zoom. 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 2023–2024 where individual Trustees were to complete Anti-Racism training and general training about the organisation, 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.

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

In 2023–2024 we have looked at our internal work as a organisation and external work that we can do in the community. We aim to design a workshop that explores intersectionality and power to develop our own anti-racism framework. We have started the work on designing our own wheel of privilege that is specific to for the work we do, working with young people. With representation in this circle from staff, Young Partners and Trustees we can co-produce our language, tackle systemic inequalities and work towards our strategic aims together.

RISK MANAGEMENT

Peer Power Youth has undertaken a review of the main risks to the organisation and established mitigating actions 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 2023–2024 include:

- Sustainable income generation in a challenging environment
- Recruitment in competitive field
- Balancing individual access needs with in person engagement
- Wellbeing challenges around supporting employees with experience of trauma
- Wellbeing, safeguarding and welfare of young people in crisis



FINANCIAL MANAGEMENT

Following an independent review of financial systems and processes in 2022–23, Peer Power Youth recruited a finance and Payroll Officer and an external accountant to ensure robust approach to the management of day to day finances, management accounts, budgeting and forecasting. This includes greater process in readiness for audit when the organisation grows beyond £1 million. Finance processes will continue 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 2023–2024 we worked to diversify our income streams with a long-term income generation plan to support the future stability of the charity and increase our donor base. This included fundraising through challenge events for the first time.

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 2023–2024 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 selfgovern 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

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 2023–2024 we worked to diversify our income streams with a long-term income generation plan to support the future stability of the charity and increase our donor base. This included fundraising through challenge events for the first time.

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 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.

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.

FINANCIAL REVIEW

Over 2023–2024 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 £108,240 from £639,380 to £747,620, however expenditure increased by only £11,021. We worked towards bringing general reserves closer to the target.

Total funds held at the end of the period were £144,623 of which £104,367 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.

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.

- Dame Lorna Boreland-Kelly (Chair)
- Sarah Jones (Treasurer)
- Annie Morris
- Kristin Barker
- Elena Laguna
- Clare Richards (appointed - 1st June 2023) Dominic Cotton (appointed - 1st June 2023)
- Marsha Peacock (appointed 1st April 2023)
- David Williams (appointed 1st April 2023)
- Alex Lloyd - (leaving date - 28th Sept 2023) Jeffery Wotherspoon (leaving date - 20th April 2023)
- Annalisa Mensah (leaving date - 11th July 2023)
- Rebecca Olokun (leaving date - 20th April 2023)

BANKERS

Metro Bank PLC
82 North Street Brighton
BN1 1ZA

CAF Bank
25 Kings Hill Avenue
Kings Hill
West Malling
ME19 4JQ

REGISTERED CHARITY NUMBER

1167758

ADDRESS

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

INDEPENDENT EXAMINER'S REPORT



To the members of Peer Power Youth,

I report on the financial statements of Peer Power Youth, which are set out on pages 47 to 61.

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.

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



9/12/2024

Fellow of the Institute of Chartered Accountants in England and Wales

Turpin Barker Armstrong

Allen House

Westmead Road

Sutton

Surrey

SM1 4LA

FINANCE REPORT



Peer Power Youth

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

For the year ended 31 March 2024

				2024	2023
	Note	Unrestricted £	Restricted £	Total £	Total £
Income from:					
Grants from charitable trusts	3	84,327	395,061	479,388	267,674
Donations and legacies	4	10,672	–	10,672	7,060
Charitable activities	5	231,338	–	231,338	344,272
Investment income	6	1,125	–	1,125	555
Other activities	7	25,097	–	25,097	19,819
Total income		352,559	395,061	747,620	639,380
Expenditure on:					
Raising funds		16,206	–	16,206	18,544
Charitable activities	8	405,731	330,345	736,076	722,717
Total expenditure		421,937	330,345	752,282	741,261
Net expenditure for the year	9	(69,378)	64,716	(4,662)	(101,881)
Reconciliation of funds:					
Total funds brought forward		109,634	39,651	149,285	251,166
Total funds carried forward		40,256	104,367	144,623	149,285

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

As at 31 March 2024

	Note	£	2024 £	£	2023 £
Current assets:					
Debtors	14		142,049		62,924
Cash at bank and in hand			90,477		122,206
			<u>232,526</u>		<u>185,130</u>
Liabilities:					
Creditors: amounts falling due within one year	15		(87,903)		(35,845)
Net current assets			<u>144,623</u>		<u>149,285</u>
Total net assets			<u>144,623</u>		<u>149,285</u>
The funds of the charity:	17				
Restricted income funds			104,367		39,651
Unrestricted income funds:					
Designated funds		-		30,439	
General funds		40,256		79,195	
Total unrestricted funds			<u>40,256</u>		<u>109,634</u>
Total charity funds			<u>144,623</u>		<u>149,285</u>

Approved by the trustees on 4th December 2024 and signed on their behalf by

Dame Lorna Boreland Kelly
Chair of Trustees



Elena Laguna
Vice Chair of Trustees



Peer Power Youth

Statement of cash flows

For the year ended 31 March 2024

	2024		2023	
	£	£	£	£
Cash flows from operating activities				
Net expenditure for the reporting period (as per the statement of financial activities)		(4,662)		(101,881)
Dividends, interest and rent from investments		(1,125)		(555)
Increase in debtors		(79,125)		(36,759)
Increase in creditors		52,058		7,687
		<hr/>		<hr/>
Net cash used in operating activities		(32,854)		(131,508)
Cash flows from investing activities:				
Dividends, interest and rents from investments	1,125		555	
	<hr/>		<hr/>	
Net cash provided by investing activities		1,125		555
		<hr/>		<hr/>
Change in cash and cash equivalents in the year		(31,729)		(130,953)
Cash and cash equivalents at the beginning of the year		122,206		253,159
		<hr/>		<hr/>
Cash and cash equivalents at the end of the year		90,477		122,206
		<hr/> <hr/>		<hr/> <hr/>

Analysis of cash and cash equivalents and of net debt

	At 1 April 2023	Cash flows	Other non- cash changes	At 31 March 2024
	£	£	£	£
Cash at bank and in hand	122,206	(31,729)	–	90,477
	<hr/>	<hr/>	<hr/>	<hr/>
Total cash and cash equivalents	122,206	(31,729)	–	90,477
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

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: 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.

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.

2 Detailed comparatives for the statement of financial activities

	Unrestricted £	Restricted £	2023 Total £
Income from:			
Grants from charitable trusts	135,246	132,428	267,674
Donations and legacies	7,060	–	7,060
Charitable activities	344,272	–	344,272
Investment income	555	–	555
Other activities	19,819	–	19,819
Total income	506,952	132,428	639,380
Expenditure on:			
Raising funds	18,544	–	18,544
Charitable activities	515,249	207,468	722,717
Total expenditure	533,793	207,468	741,261
Net expenditure for the year	(26,841)	(75,040)	(101,881)
Transfers between funds	–	–	–
Net movement in funds	(26,841)	(75,040)	(101,881)
Total funds brought forward	136,475	114,691	251,166
Total funds carried forward	109,634	39,651	149,285

3 Income from grants from charitable trusts

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
AB Charitable Trust	25,000	0	25,000	–	–	–
Dulverton Trust	–	34,922	34,922	–	–	–
Esmee Fairbairn Foundation	6,000	–	6,000	55,200	–	55,200
Garfield Weston Foundation	–	–	–	10,000	–	10,000
John Constable Educational Trust	–	43,333	43,333	–	43,333	43,333
National Lottery	–	131,019	131,019	–	–	–
Paul Hamlyn Foundation	–	33,000	33,000	–	35,913	35,913
The Blagrave Trust	–	35,800	35,800	32,546	10,182	42,728
The Blagrave Trust – Listening Fund (note below)	–	43,500	43,500	–	43,000	43,000
The City Bridge Trust	–	36,510	36,510	–	–	–
The Tudor Trust	53,327	–	53,327	37,500	–	37,500
Westminster Foundation	–	36,977	36,977	–	–	–
	84,327	395,061	479,388	135,246	132,428	267,674

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

4 Income from donations and legacies

	2024 Total £	2023 Total £
Donations – individuals	10,346	3,264
Donations – companies	100	–
Gift aid	226	3,796
	<u>10,672</u>	<u>7,060</u>

All income from donations and legacies is unrestricted.

5 Income from charitable activities

	2024 Total £	2023 Total £
NHS SE London	60,000	60,000
NHS Violence Reduction Programme	50,000	30,000
NHS London Health & Justice	100,000	100,000
NHS Providing Collaboratives	–	40,000
University of Cambridge	758	7,551
UK Trauma Council	3,672	23,493
HMIP	474	–
Lambeth YOT	6,007	–
CW SEN	3,952	–
Youth Justice Sector Improvement Partnership	6,475	2,500
Loughborough University	–	1,934
	<u>231,338</u>	<u>265,478</u>
Events	–	78,794
Total income from charitable activities	<u>231,338</u>	<u>344,272</u>

All income from charitable activities is unrestricted.

6 Income from investments

	2024 Total £	2023 Total £
Interest received	1,125	555
	<u>1,125</u>	<u>555</u>

All income from investments is unrestricted.

7 Income from other activities

	2024 Total £	2023 Total £
Statutory grants	25,097	19,819
	<u>25,097</u>	<u>19,819</u>

All income from other activities is unrestricted.

Peer Power Youth

Notes to the financial statements

For the year ended 31 March 2024

8a Analysis of expenditure (current year)

	Staff costs	Direct costs	Core costs	Sub total	Support costs	Governance costs	2024 Total	2023 Total
	£	£	£	£	£	£	£	£
AB Charitable Trust	-	25,000	-	25,000	-	-	25,000	-
Act for Change	-	-	-	-	-	-	-	12,797
Anti-Racism Work	2,000	(8,548)	-	(6,548)	43	19	(6,486)	-
Awards for All	5,528	298	-	5,826	121	52	5,999	-
Blagrove Trust SE	26,280	9,520	-	35,800	576	251	36,627	31,787
Blagrove Trust Opportunity Fund	-	-	-	-	-	-	-	70,466
City Bridge Trust	19,165	5,175	-	24,340	420	183	24,943	-
Core20Plus5	5,947	2,101	-	8,048	130	57	8,235	-
CW SEN	1,808	4,977	-	6,785	39	17	6,841	-
CYP Vanguard	2,307	2,293	-	4,600	50	22	4,672	-
Dulverton Trust	12,653	1,898	-	14,551	277	121	14,949	-
Esmee Fairbairn Foundation	34,131	(692)	-	33,439	748	327	34,514	56,371
Esmee Fairbairn Foundation –Lived Experience	3,000	-	-	3,000	65	28	3,093	-
HMIP	-	1,915	-	1,915	-	-	1,915	-
Lambeth YOT	2,920	2,275	-	5,195	64	27	5,286	-
Listening Fund	22,976	20,572	-	43,548	503	220	44,271	21,963
Loughborough University	1,401	593	-	1,994	30	13	2,037	1,934
National Lottery	66,900	43,454	-	110,354	1,467	641	112,462	-
NHS London Health & Justice	60,588	35,489	-	96,077	1,340	593	98,010	165,444
NHS SE Commissioning	38,798	21,677	-	60,475	851	371	61,697	67,495
NHS Violence Reduction Programme	28,771	19,980	-	48,751	631	275	49,657	49,832
NHS Provising Collaboratives	17,345	3,497	-	20,842	380	166	21,388	12,006
Paul Hamlyn Youth Funding	27,273	5,727	-	33,000	598	261	33,859	44,463
Peer To Professional	38,518	10,040	-	48,558	844	369	49,771	62,071
Tudor Trust Finance Support	12,263	36,891	-	49,154	268	117	49,539	50,926
UK Trauma Council	6,701	6,222	-	12,923	146	64	13,133	14,519
University of Cambridge	5,597	546	-	6,143	122	53	6,318	5,612
Westminster Foundation	2,157	4,539	-	6,696	47	20	6,763	-
YJSIP	4,168	3,785	-	7,953	91	39	8,083	-
Westminster Foundation (Rent)	-	13,500	-	13,500	-	-	13,500	-
Events	-	-	-	-	-	-	-	55,031
Governance	-	4,306	-	4,306	-	(4,306)	-	-
Support costs	81,020	-	(71,169)	9,851	(9,851)	-	-	-
Total expenditure 2024	530,215	277,030	(71,169)	736,076	-	-	736,076	
Total expenditure 2023	490,465	366,087	(133,835)	722,717	-	-		722,717

Peer Power Youth

Notes to the financial statements

For the year ended 31 March 2024

8b Analysis of expenditure (prior year)

	Staff costs	Direct costs	Core costs	Sub total	Support costs	Governance costs	2023 Total
	£	£	£	£	£	£	£
Act for Change	2,500	10,097	–	12,597	165	35	12,797
Blagrave Trust SE	24,972	4,802	–	29,774	1,661	352	31,787
Blagrave Trust Opportunity Fund	4,051	66,088	–	70,139	270	57	70,466
Esmee Fairbairn Foundation	51,154	1,093	–	52,247	3,404	720	56,371
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
NHS SE Commissioning	35,376	29,267	–	64,643	2,354	498	67,495
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
Paul Hamlyn Youth Funding	29,226	12,881	–	42,107	1,945	411	44,463
Peer to Professional	28,887	30,855	–	59,742	1,922	407	62,071
Tudor Trust Finance Support	23,549	25,478	–	49,027	1,567	332	50,926
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
Governance	–	4,012	–	4,012	–	(4,012)	–
Support costs	152,797	–	(133,835)	18,962	(18,962)	–	–
Total expenditure 2023	490,465	366,087	(133,835)	722,717	–	–	722,717

9 Net expenditure for the year

This is stated after charging

	2024 £	2023 £
Operating lease rentals payable:		
Property	30,795	30,795
Independent Examiner's Fee (excluding VAT):		
Independent Examination	2,000	2,000
	32,795	32,795

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

Staff costs were as follows:

	2024 £	2023 £
Salaries and wages	472,015	430,716
Social security costs	47,865	43,288
Employer's contribution to defined contribution pension schemes	10,335	8,947
Redundancy and termination costs	–	7,514
	530,215	490,465

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

	2024 No.	2023 No.
£60,000 – £69,999	1	1

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £172k (2023: £150k).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

Trustees receive reimbursement for travel expenditure whilst on charity business, which is part of the normal course of business. During the year ended 31 March 2024 expenses totalling £94 were reimbursed or paid directly to one trustee (2023: £nil).

11 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 13 (2023: 11).

12 Related party transactions

There are no related party transactions to disclose for this financial year (2023: none).

During the year payments of £3,313 were made to a former trustee, J Wotherspoon, for consultancy work undertaken in the normal course of business. J Wotherspoon resigned on 20 April 2023.

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

13 Taxation

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

14 Debtors

	2024 £	2023 £
Trade debtors	140,049	55,424
Other debtors	2,000	–
Accrued income	–	7,500
	142,049	62,924

15 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	4,540	3,413
Taxation and social security	14,532	11,449
Accruals	8,831	20,983
Deferred income	60,000	–
	87,903	35,845

Deferred income

Deferred income comprises grants received in advance.

	2024 £	2023 £
Balance at the beginning of the year	–	–
Amount deferred in the year	60,000	–
Balance at the end of the year	60,000	–

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

	General unrestricted £	Designated £	Restricted £	Total funds £
Net current assets	40,256	–	104,367	144,623
Net assets at 31 March 2024	40,256	–	104,367	144,623

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

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

Peer Power Youth

Notes to the financial statements

For the year ended 31 March 2024

17a Movements in funds (current year)

	At 1 April 2023 £	Income & gains £	Expenditure & losses £	At 31 March 2024 £
Restricted funds:				
Dulverton Trust	–	34,922	(14,551)	20,371
John Constable Educational Trust				
– Peer to Professional	18,263	43,333	(48,558)	13,038
National Lottery	–	131,019	(110,352)	20,667
Paul Hamlyn Foundation				
– Act for Change Fund	–	–	–	–
Paul Hamlyn Foundation – Youth Fund	–	33,000	(33,000)	–
The Blagrave Trust – Opportunity Fund	–	35,800	(35,800)	–
The Blagrave Trust – The National				
Lottery Community Fund – Listening Fund	21,388	43,500	(43,548)	21,340
The City Bridge Trust	–	36,510	(24,340)	12,170
Westminster Foundation	–	36,977	(20,196)	16,781
Total restricted funds	39,651	395,061	(330,345)	104,367
Unrestricted funds:				
Designated funds:				
Esmee Fairbairn Foundation	30,439	3,000	(33,439)	–
Total designated funds	30,439	3,000	(33,439)	–
General funds	79,195	349,559	(388,498)	40,256
Total unrestricted funds	109,634	352,559	(421,937)	40,256
Total funds	149,285	747,620	(752,282)	144,623

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

17b Movements in funds (prior year)

	At 1 April 2022 £	Income & gains £	Expenditure & losses £	At 1 April 2023 £
Restricted funds:				
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				
– Peer to Professional	34,672	43,333	(59,742)	18,263
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

Purposes of restricted funds

Dulverton Trust – funding for a Senior Youth Worker, for one year, to support our young partners co-delivering system change work in youth justice services.

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.

National Lottery Community Fund– Reaching Communities– Investment in development of training and resources to share our approach and support community organisations understand and embed empathic involvement with young people

Paul Hamlyn Foundation – Youth Fund continued to support Peer Power Youth's communications and marketing function enabling youth-led communications across our channels.

The Blagrove Trust – supported expansion of our work across the South East region supporting young partners and community organisations with co-production and empathy.

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.

The City Bridge Trust – Bridging Divides core funding to provide support to our young partners leading and delivering voice and influence work across health, social care and justice.

Westminster Foundation – Funds our Chill and Skill programme with young people as well as supporting us with Core office costs.

Purposes of designated funds

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

18 Legal status of the charity

The charity is a Charitable Incorporated Organisation.

