

SAYIT (SHEENA AMOS YOUTH TRUST)

England & Wales · Charity number 1177477

Details

Other names	SAYIT, SHEENA AMOS YOUTH TRUST
Status	Registered
Legal form	CIO
Registered	2018-03-08
Register	View on the Charity Commission register

Contact

Address	Sayit Carver House 4 Carver Street Sheffield S1 4FS
Phone	0114 308 1228
Email	info@sayit.org.uk
Website	www.sayit.org.uk

Activities

Objects: (1) TO PRESERVE, PROMOTE AND IMPROVE PHYSICAL, SEXUAL AND PSYCHOLOGICAL HEALTH AMONGST YOUNG PERSONS AGED UP TO 25 YEARS, LIVING IN THE CITY OF SHEFFIELD AND SURROUNDING AREAS, AND IN PARTICULAR, BUT NOT EXCLUSIVELY, THOSE YOUNG PERSONS WHO ARE VULNERABLE OR DISADVANTAGED;(2) TO ADVANCE THE EDUCATION OF THE PUBLIC, LOCALLY AND NATIONALLY, (INCLUDING SUCH YOUNG PERSONS AS AFORESAID) IN ALL ASPECTS OF THE PRESERVATION AND IMPROVEMENT OF PSYCHOSEXUAL HEALTH AMONGST YOUNG PERSONS.

Activities: SAYiT works with LGBT+ & HIV-affected young people up to age of 25 years, supporting them with the challenges they face; empowering them to make their world a better place. We deliver 3 weekly youth groups and one-to-one work. We work in schools & anywhere where young people meet. We run awareness-raising workshops & conferences for professionals, parents/carers & young people.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Other Defined Groups

Geography

- Barnsley
- Derbyshire
- Doncaster
- Rotherham
- Sheffield City

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£443,302	£371,687	-	-
2024-03-31	£338,331	£373,958	-	-
2023-03-31	£345,430	£343,368	-	-
2022-03-31	£262,680	£330,562	-	-
2021-03-31	£405,056	£343,591	-	-

Trustees

Name	Role	Appointed
Michelle Baxter	Chair	2025-08-13
George Dunn		2024-01-15
Joe Butler		2021-01-11
Jon Gleek		2023-01-23
Karen Squillino		2024-01-15
Laura Wiltshire		2024-01-15
Lucy Jones		2023-01-23

SAYIT (SHEENA AMOS YOUTH TRUST)

England & Wales - Charity number 1177477

Accounts



SAYiT
(Sheena Amos Youth Trust)

Annual Report & Financial Statements
For period 1 April 2024 - 31 March 2025

Registered Charity Number: 1177477

Contents

Legal and administrative information for period ended 31 March 2025	p2
Trustees' report 2024-25	p3
Independent examiner's report to the trustees of SAYiT	p18
Statement of financial activities for the period ended 31 March 2025	p19
Balance sheet as at 31 March 2025	p20
Notes to the accounts for the period ended 31 March 2025 (note 1)	p21
Statement of Financial Activities – prior year comparison	p22
Notes to the accounts for the period ended 31 March 2024 (notes 2-4)	p23
Notes to the accounts for the period ended 31 March 2024 (notes 5-7)	p24
Notes to the accounts for the period ended 31 March 2024 (notes 8-11)	p25

LEGAL AND ADMINISTRATIVE INFORMATION

Full Name: SAYiT (Sheena Amos Youth Trust)

Registered Charity Number: 1177477

Principal Address: Star House, 43 Division Street, Sheffield, S1 4GE

Trustees:

Annie Gainsborough (Senior Consultant, Gradconsult) – Chair

Dr. Jasna Magic (Research Director - Crime, Justice & Equalities, NatCen Social Research)

Joe Butler (SEND Consultancy and Training, SEND Support)

Jon Gleek (Head of Service - Policy, Insight & Change, City of Doncaster Council)

Dr. Lucy Jones (Associate Professor in Sociolinguistics, University of Nottingham) – Safeguarding Lead until October 2024

Lucy Everley (Programme Facilitator, The Diana Award) (until October 2024)

Dr. Gemma Halliwell (Data, Insights & Engagement Manager, University of Sheffield) – Treasurer

Karen Squillino (Local Services Director, NSPCC) – Safeguarding Lead from October 2024

George Dunn (National Maternity and Perinatal Audit Lead, Royal College of Obstetricians and Gynaecologists)

Laura Wiltshire (Care Group Director – Rotherham, Doncaster and South Humber NHS Foundation Trust)

Staff:

Heather Paterson – Chief Executive Officer (until July 2024)

Nic Fearnley-Hill – Charity Manager (until July 2024) Chief Executive Officer (from July 2024)

Oliver Harrap – Business Manager

Harriet Wan-Hallam – Youth Worker

Dylan Hadley – Youth Worker (until June 2024)

Charly Calpin – Senior Youth Worker

Fiona Moorcroft – Training and Events Coordinator

Alex Brailsford – Assistant Youth Worker

Max Kirk - Assistant Youth Worker

Liz Wilson – Parent and Carer Worker

Christopher Outlaw – Admin Assistant

Jack Turner – Admin Assistant (from January 2025)

Jake Hall – Youth Worker (until January 2025)

Vinnie Fisher – Assistant Youth Worker & Hate Crime Coordinator (until October 2024) Youth Worker (from October 2024)

Bank: Co-operative Bank, PO Box 250, Delf House, Southway, Skelmersdale

Independent Examiner:

Faith Star, 1 Concourse Way, Sheffield, S1 2BJ

Overall management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Constitution of the CIO (Charitable Incorporated Organisation). Day-to-day project activities are managed and carried out by paid staff members, paid sessional workers, volunteers and trustees.

TRUSTEES REPORT

Structure, Governance & Management

SAYiT was registered as a CIO in 2018 after operating as Sheena Amos Youth Trust since 1999. This report covers SAYiT's activity from 1st April 2024 to 31st March 2025.

The CIO Constitution states that the Charity shall have at least 3 Trustees, but no more than 12 at any one time. All new Trustees are required to provide the names of 2 referees prior to their appointment. Trustees are appointed following personal recommendation or individual application. Potential Trustees are required to submit a written application and undergo an interview before being accepted onto the board. A Trustee Handbook has been compiled, which will be used in the induction of future trustees and updated at regular intervals along with other handbooks. A Volunteer Handbook is also available.

At present, the full Board of Trustees meets at least 4 times a year. Subgroups are appointed by the Board of Trustees to deal with specific areas of work, e.g., employment matters. A Finance Group, consisting of the treasurers, the senior management team and the freelance finance worker, meets at regular intervals. Much of the trustees' work between meetings is conducted via email, video calls and telephone contact.

The day-to-day work of the charity is managed by the CEO and 2 part-time managers; the CEO reports to the Chair of Trustees.

During 2024-25, SAYiT employed 11 part-time employees and 3 full time. The average fulltime equivalent during this time being 8.5. All employees took part in child safeguarding training, PREVENT training, monthly supervisions, annual appraisals and regular team meetings.

SAYiT has a comprehensive set of employment policies and guidance documents, which are assembled in Employer and Staff Handbooks. These documents are reviewed and updated at regular intervals. All have been approved for Insurance¹ and Employment Protection² purposes.

Enhanced Criminal Records Bureau checks are carried out on all employees, volunteers and trustees.

Trustees can claim expenses, e.g., travel, postage and stationery.

¹ Employers' Insurance – Victor Third Sector Secure Insurance Policy through Ladbrook Insurance Brokers, Sheffield.

² Bulletproof Protection Plan – Employer Protection Scheme through Taylor Bracewell Employment Law, Sheffield.

Objectives

The objectives of SAYiT are:

- (1) To preserve, promote and improve physical, sexual and psychological health amongst young persons aged up to 25 years, living in the City of Sheffield and surrounding areas, and in particular, but not exclusively, those young persons who are vulnerable or disadvantaged.
- (2) To advance the education of the public (including such young persons as aforesaid) in all aspects of the preservation and improvement of psychosexual health amongst young persons.

Public Benefit Statement

SAYiT Trustees have been mindful of the Charity Commission's guidance on Public Benefit in their discussions about the direction the charity should take. They are confident that all the work currently being undertaken by the charity benefits the young people involved, by offering information, helping them develop new skills, allowing them to grow in confidence, empowering them to make healthy decisions and ultimately to ensure that they become active and healthy citizens. The testimonies of young people using our services confirm this.

SAYiT's projects are open to all young people in Sheffield free of charge, regardless of personal background, race, faith, disability, gender or sexuality. Workers are particularly careful to ensure that vulnerable young people from all backgrounds are given the opportunity to take part in activities. All staff, volunteers and trustees model inclusive ways of working together.

Our current main target group, LGBTQ+ young people, includes some of the most vulnerable and marginalised young people in the city. We are providing services not offered elsewhere in the city to these individuals. Groups are attracting a growing number of young people, demonstrating both the need for the groups, and the success of our workers in providing the activities which help and support the young people accessing them.

Our funders for 2024-25 have received reports on the work we have undertaken during the year, and are satisfied that we have delivered the required outcomes.

Evidence of our work to date has also convinced new funders that we will continue to deliver first-class services to LGBTQ+ young people and we have successfully secured funding to continue our work.

Our constitution allows us to work in "Sheffield and surrounding areas", so we can continue to support colleagues in South Yorkshire, either by helping to train and support local workers or by doing some of the work ourselves. This way we hope to ensure that LGBTQ+ young people can have access to excellent support wherever they live in South Yorkshire.

Please see the section of this report under "Achievements & Performance" for reports from individual projects which give examples of the way our work has delivered public benefit.

Collaborating Organisations

SAYiT adds value to the work of other agencies and service providers through joint working, partnership working and training. Those with whom SAYiT has worked during the past year include;

Age UK	Rise at 7
Chancet Wood Childrens Home	Roundabout
Chilypep	Royal College of Obstetricians and Gynaecologi:
Citizens Advice	Sexual Health Sheffield
Colours of Sheffield	Sheffield Children's Hospital
DWP	Sheffield City Council
Forced Entertainment	Sheffield Futures
Gary Clarke Dance Studio	Sheffield Hallam University
Healthwatch	Sheffield Libraries
Heeley City Farm	Sheffield United Community Foundation
ICB South Yorkshire	Sexual Health Sheffield
Juno Books	SOAR
LGBT Consortium	South Yorkshire Police
Lush	Southampton University
Mount Cook	St Marks Church
Museums Sheffield	Synergy
NewYou	Team Fostering
Niagra Centre	UK Skating
Orthodontic Study Circle	UniHomes
Proud Changemakers	University of Sheffield
Rainbow Blades	Voluntary Action Sheffield
Rainbow Owls	Wild Encounters

Achievements and Performance

Chair of the Board of Trustees Report

As we complete our 25th year as an organisation, the work SAYiT does means more than ever. In a year that has seen a general election, with political and social challenges to trans rights remaining a central issue, SAYiT and its team continues to provide vital and unwavering support to our city's LGBTQ+ young people, who even at the top of our age range, have never known Sheffield without SAYiT! In the climate, demonstrations of queer joy and celebration are as important as ever and so we were thrilled to finish our birthday celebrations with our 25th Birthday Gala dinner bringing young people together with staff, volunteers, funders and supporters from across the city.

As chair, I want to extend the thanks of all trustees to each and every one of our youth workers, admin team, volunteers, as well as the management team – the team is where SAYiT's strength lies. This year we said a heartfelt goodbye to Heather Patterson who led the team as CEO for three years, building SAYiT's reputation and impact on a national scale with her unrivalled sector expertise and drive. Nicola Fearnley-Hill and Oliver Harrap, alongside every member of the team and board, stepped up to provide seamless interim support, for which I am very grateful. I want to thank everyone who expressed interest and applied to the post, and to the young people and staff who took part in the interview process. We were delighted to appoint Nic to the role, and see her step from Charity Manager to CEO, bringing her thorough understanding of SAYiT's work, innovative ideas and true dedication to our young people to the role. We are excited and confident to see SAYiT continue to flourish under Nic's leadership, and the commitment and knowledge of our youth workers and wider team, alongside our able new Charity Manager, Becky Pullin. It is also important to thank our donors and funders, particularly Sheffield City Council, whose support is particularly valued at the moment, as it remains clear that SAYiT's work has never been more important.

On a personal note, this annual report marks my final message as Chair, but I know my support of SAYiT will not be coming to an end. It has been an absolute honour to work with every member of the team, board, funders, partners and supporters and of course have the chance to play a small part in the lives of our young people. I leave the board with complete confidence in their skill and expertise, with each member embedded in post, generously sharing energy, ideas, personal and professional experience to ensure the very best for SAYiT. Particular thanks goes to Lucy Everley who we said goodbye to as trustee this year, and to George Dunn, who will be leading the board on an interim basis from April 2025.

With such excellent colleagues and partners, I am confident the Charity will continue to grow, in spite of the challenges the political and social landscape provides, allowing us to provide more much-needed support to the lives of so many LGBTQ+ young people.

Annie Gainsborough
Chair of Trustees

CEO's Report

As I come to the end of my 1st year in post as CEO and reflect on the last 12 months, I feel it has been a time of growth, challenge, and deep reflection for our organisation. While we've celebrated important milestones and delivered impactful work, this year has also tested our resilience in profound ways—particularly in the face of an increasingly hostile political and social climate.

One of the most complex and time-consuming challenges was securing a new building. The process was marked by delays, rising costs, and ongoing concerns around accessibility and suitability. After much persistence, we're pleased to report that a location has now been secured, with a move planned for this summer. This new space will allow us to grow, strengthen our services, and provide a welcoming, inclusive space for LGBTQ+ young people.

Our events programme has been a major highlight. From our vibrant 25th Anniversary Gala to a rich series of talks and activities for LGBTQ+ History Month, we've worked hard to maintain a strong presence and offer meaningful opportunities for connection and education. Staff have gone above and beyond, curating thoughtful and engaging content. The strong attendance (with many of the events selling out quickly) and positive feedback have been deeply encouraging.

Perhaps the most emotionally and morally challenging aspect of the year has been the escalating hostility toward the trans and non-binary community, both in the media and in political discourse. We've witnessed a surge in anti-trans rhetoric, policy proposals that undermine the rights and dignity of trans and non-binary people, and a growing sense of fear among those we support. This has had a direct impact on our staff, volunteers, and young people—and has required us to be more vigilant, vocal, and supportive than ever. We've seen how important it is to provide safe spaces where young people can come and have fun, make friends and express themselves authentically without fear. These values remain at the heart of everything we do.

Despite the challenges faced, we've achieved things we're incredibly proud of. Being shortlisted for **Charity of the Year** at the *Rainbow Honours Awards* was a huge moment for us. As the smallest organisation in our category, we're proud to stand alongside national charities and to have our impact recognised at a wider level. Whilst we didn't win, the nomination alone is a testament to the passion, dedication, and community spirit that drives our work.

This past year has reminded us that progress isn't always linear. There have been moments of frustration and fatigue—but also moments of unity, pride, and purpose. Through it all, we have continued to show up for our community, to speak out where it matters, and to build something meaningful in the face of adversity.

I look to the year ahead with hope and pride, knowing that whatever challenges come our way, we have a strong, committed, and skilled team of staff and trustees behind us. Their unwavering dedication—and their deep belief in putting young people at the heart of everything we do—gives me confidence in our future. I am extremely thankful for their support, passion, and shared vision.

Nicola Fearnley-Hill
CEO

Youth Work

This report outlines the activities and sessions conducted by SAYiT for the young LGBTQ+ people of Sheffield from April 2024 to March 2025. The youth groups included are Prism, Fruitbowl and Comets. We will also outline other project work the young people have been involved in. Each group has been actively engaged in various activities aimed at fostering community, learning, and personal growth.

Prism

Prism is a supportive youth group for LGBTQ+ young adults aged 18 to 25 in Sheffield. It provides a safe and inclusive environment for both group-based activities and one-to-one support. The group meets every other week, with some other activities added at other times for accessibility and flexibility for all participants.

Throughout the year, SAYiT has worked closely with Prism members to co-design the programme, ensuring that the sessions reflect their interests, needs, and priorities. As a result, Prism has delivered a diverse and engaging calendar of activities, including:

- Peer Mentoring
- Media Club - book/film/song/poem
- Games Night
- Baking
- Craft nights
- Friendship is magic
- Takeaway night
- Sexual health
- Sparkle and Shine
- What is love? Healthy relationships and safe sex
- Karaoke
- Rest and relaxation
- Global Winter Traditions

Fruitbowl

Fruitbowl is a weekly youth group designed to support and empower LGBTQ+ young people aged 11 to 17. It provides a welcoming, confidential space where participants can connect with peers who share similar experiences, build lasting friendships, and access guidance from experienced youth workers. The group is based at Star House, a centrally located LGBTQ+ youth hub in Sheffield, offering excellent transport links and a dedicated environment tailored to young people's needs.

The venue features three distinct areas: the main activity room where most sessions take place, the Sunshine Room for informal socialising, and the Snug—a calm, quiet space for those needing time to decompress or unwind after a challenging day.

Fruitbowl sessions are shaped by the interests and requests of the young people who attend. The programme offers a diverse mix of creative, educational, and wellbeing-focused activities. Over the past year, these have included:

- Wild Encounters
- IDAHOBIT banner making
- Debate Night
- Bingo Night

- Yoga
- Learning BSL
- Games Night
- Paper crafts
- Wii Sports Day
- Craft session (knot tying)
- Conversation Jenga
- Bingo!
- Tie dye
- Halloween Prom
- Creative Writing
- Jewellery / friendship bracelet making
- Sparkle and Shine (dress up night)
- Show n Tell, Children's Lawyer Visit
- Queer History Craft
- LGBTQ+ Fashion history
- What is love? sex and relationships
- Sewing – altering clothing / make a bag
- Bob Ross tutorial
- Unloved Animals Friendship Club - Worm, Pigeon, Rat, Frog

Comets

Comets is a monthly youth group for children aged 8 to 10 who are beginning to explore their identity in a safe, supportive, and inclusive environment. The group offers opportunities for young people to build friendships, engage in creative and playful activities, and connect with others who share similar experiences.

Participation in Comets is complemented by involvement from parents and carers, who must stay on site during the session and are encouraged to join the SAYiT Parent & Carer Group. This ensures a holistic approach to support, fostering understanding and connection both within families and the wider community.

Throughout the year, Comets has delivered a variety of engaging sessions, including:

- Group Agreement writing
- Film Night
- 1-1s
- Scavenger Hunt
- Sparkle and Shine
- The Proud Piñata
- Games
- Crafts
- Christmas Party

Steering Group

The Steering Group has been actively engaged in various activities throughout the year. LGBTQ+ young people from across Sheffield are encouraged to bring their lived experiences to the table, helping to shape the future of services in Sheffield. By sharing what's working well and what could be improved,

they can provide valuable feedback that drives meaningful change. They're invited to talk about their passions and reflect on what LGBTQ+ individuals, in particular, would like to see moving forward. Additionally, they're encouraged to think creatively about how to reach and engage other LGBTQ+ young people, ensuring that a diverse range of voices is heard and included in shaping inclusive, supportive communities. These are some of the things they have discussed, influenced and taken part in in the last year:

- Art & Activism
- Recording a Podcast
- Youth Parliament
- Interview panels for new staff members
- Research for NHS Yorkshire and the Humber

Projects and campaign work

Alongside the regular youth groups SAYiT also run projects and campaigns which are open to all SAYiT young people. During school holidays we hold joint activities where all ages are welcome to join.

Below are some of the sessions that took place during the summer programme, with guests, external providers:

- Forced Entertainment – Drama Workshop
- Hannah Hirst Research group
- Healthwatch research
- Mount Cook - Matlock outdoor activity day
- SAYiT's 25 year celebration Gala
- Queer Panel – (Queer Adults joined the group to answer the young people's questions about their lives)
- Colours of Sheffield Workshop (an art workshop run by a local artist)
- Guest speaker from the gender identity clinic
- Heeley City Farm visit
- Rainbow Blades visits
- Outreach with Sexual Health Sheffield

Residential Trip

This year's residential trip for our younger Fruitbowl group took place in January 2025 at The Peak Centre, Champion House in Edale. The residential offered a unique opportunity for many young people to experience their first couple of nights away from home in a safe and supportive environment. The trip blended exciting outdoor adventure activities with cosy indoor crafts, games, dodgeball, films, and even a talent show that brought out everyone's creativity and confidence. To top it all off, the group woke up to a snowfall overnight, which the young people thoroughly enjoyed playing in. These age-appropriate residencies are completely free to attend and are designed to build confidence, friendships, and unforgettable memories

Youth Pride

Youth Pride 2024 was Sheffield's first youth pride event, it was a vibrant celebration held in August at Star House, with the joyful theme of *Fun at the Fair*. This free event welcomed young people from across Sheffield and beyond, with several youth services bringing their groups along to join in the festivities. The day was packed with traditional fairground games, free popcorn, arts and crafts, and a

buzzing marketplace where many of our talented young people hosted their own stalls to sell their handmade goods. The atmosphere was full of energy and creativity, and we were thrilled with the fantastic turnout. Given its success, we're excited to make Youth Pride an annual highlight in our calendar.

Other Work

Social Media Campaigns & Website

Our website is used to update young people, supporters and professionals about upcoming events, changes to services, useful resources and keep a regular blog; which shows the breadth and depth of work we do.

We use social media platforms to share information and advertising about days of significance such as LGBTQ+ History Month, Trans Day of Remembrance, World Aids Day and International Day Against Homophobia, Biphobia and Transphobia, as well as sharing fundraising details.

SAYiT has over 2000 followers across Facebook, X and Instagram. We also use LinkedIn and Bluesky to promote events more relevant to professionals.

Updates are also provided through monthly supporter's newsletters.

History Month February 2025

For LGBTQ+ History Month in February we hosted several events round the city and held an LGBTQ+ History session for the SAYiT young people.

The public events we held were an LGBTQ+ Writers Panel at the Sheffield Central Library, a Visual Tour of Sheffield's Queer History at the Weston Park Museum, a theatrical performance by Mark Farrelly at the Library Theatre and an LGBTQ+ Activism Panel at the Sheffield Central Library.

Training

During the year we have continued to offer several different LGBTQ+ related training options: The most popular of these continues to be LGBTQ+ Awareness Training and we have seen an increase in Trans Awareness Training bookings. This is a half day CPD Accredited session and can be tailored to any organisation.

We have also delivered Allyship, LGBTQ+ Sexual Health and LGBTQ+ History.

We have delivered sessions in person and online.

During this report period, we delivered over 45 training sessions.

We also ran online multi-agency forums every two months for professionals working with LGBTQ+ young people.

Volunteering

Volunteers are required to complete an advance DBS check and an interview before they start with our organisation. We have 2 types of volunteers; General Volunteers, who offer their time helping at

events, designing materials, fundraising and attending stalls and Youth Group Volunteers. Youth Group Volunteers are given additional training and screening is completed to enable them to progress to being involved with the youth group.

We have up to 50 active volunteers at any one time. Our volunteers are a vital part to the of the running of our organisation. They enable us to have a wider team, smoother delivery and expand our resources.

Noah Lomax Fund

Noah Lomax tragically died in August 2018 at the age of 15. Noah's family, alongside SAYiT, set up the Noah Lomax Fund. This has enabled us to offer SAYiT young people access to LGBTQ+ affirmative counsellors and also family therapy. The fund allows us to continue to be able to be responsive and provide urgent support, whilst young people are often sat on lengthy waiting lists.

Those who have accessed the hardship fund have benefitted from clothing vouchers, clothing for job interviews, food vouchers, travel costs and gas and electric top ups. This list is not exhaustive and we feel extremely lucky that we can fund items that would not be seen as essential elsewhere.

Events

We ran and attended several events throughout the year including stalls, awareness events and conferences.

Our stalls include traveling to schools, community events, other organisations' conferences and LGBTQ+ awareness events. At our stalls we:

- Showcase SAYiT's work
- Have a visible presence in the local community
- Fundraise and sell merchandise
- Hold educational games and distribute resources
- Engage with the public and young people about our services and how to refer to us
- Talk with the public about how they can support SAYiT
- Network with other organisations for future events and partnerships
- Advertise training sessions and how to book them

Our increased presence throughout Sheffield and surrounding areas has seen more engagement with other organisations and schools.

Awareness events have included of IDAHOBIT (International day against homophobia, biphobia and transphobia) at the Sheffield Winter Gardens, TDOR (Trans Day of Remembrance) at the Sheffield Winter Gardens and World Aids Day event at Sheffield Medical School. At all of our events we invite the opportunity for our young peoples' voices to be heard. If they are unable to attend, then we often read their poems or speeches and display and distribute their artworks.

In February 2025 we hosted the SAYiT 25th Anniversary Gala. This was a chance for the young people to attend a gala event, give out awards and experience a formal style event for the first time. It was also an opportunity to give something back to our supporters, funders and stakeholders.

Parent and Carers Group

SAYiT's Parent and Carer Group has continued to operate on a monthly basis.

There are over 140 contacts signed up to the group and the group has around 15 participants in attendance at each monthly session. The group is run by a specialist worker who is supported by a SAYiT volunteer.

Each session is a chance for parents and carers of LGBTQ+ young people to share their issues and concerns, how to best support their child and how to support each other. There is usually a theme or topic each session based on what the attendees have requested and we arrange outside speakers to come to deliver.

Donations and Fundraising

Over the last year many of our wonderful supporters and volunteers have run fundraisers and events for us. Including:

- Karaoke
- Gigs
- DJ sets
- Fetes
- Drag Shows
- Film Screenings

The SAYiT young people designed a 25th Anniversary Badge which was sold at events throughout the year.

Third Party Hate Crime Reporting Centre

SAYiT is a Third Party Hate Crime Reporting Centre. This means that anyone can report an incident of hate crime that they have witnessed or experienced without having to contact the police. This is open to all ages and all types of hate crime. We have a confidential email address or can log the report over the phone. This project has enabled the South Yorkshire Police and Crime Commissioners to see patterns of behaviour locally, and highlight areas of concern within communities who otherwise may face barriers to reporting crimes.

Financial Review (See also the Independent Examiner's Report.)

These financial statements cover the period between 1st April 2024 and 31st March 2025.

We gratefully acknowledge support from the following major funders during 2024-2025.

- Tudor Trust
- Big Lottery Fund
- Henry Smith Charity
- BBC Children in Need (Fruitbowl)
- Sheffield City Council (LGBT Health and Intersectionalities)

Masonic Charitable Fund, Lancaster University, The University of Sheffield, Learn Sheffield and South Yorkshire Charitable Foundation have also contributed to our funds.

Donations from the Public

We continued receiving donations from the public towards SAYiT's charitable aims. We are grateful to members of the community for their support.

Reserves Policy

SAYiT has a policy of maintaining sufficient unrestricted reserves, which are not committed, to meet the following needs while minimising the negative financial impact on the provision of services to young people.

- Unexpected costs such as breakdown of essential equipment, staff cover for illness, maternity leave etc. and
- Unavoidable running costs for a period of at least 6 months in the event of grant income being withdrawn.

The commitment under this policy is now estimated at £211,661, covering running costs for just over 6 months. Our unrestricted reserves are £302,651 as at 31st March 2025.

Further Financial Review Details

Our major sources of funds thus far have been grants from both statutory as well as independent grant-making bodies.

The largest contributors were the Big Lottery Fund, the Henry Smith Charity, and Children in Need.

Sheffield City Council also continued to support our work on LGBT health and intersectionalities.

We still need to continue working on diversifying our sources of income further to include a mixture of grants, commissions, donations and other income-generating activities, to maximise the prospect of a sustainable future for SAYiT.

Our Financial Controls Policy was updated and approved at the October 2024 AGM and is to be reviewed annually.

Our Reserves Policy was updated and approved at the October 2024 AGM. It is due to be reviewed again at our October 2025 AGM in light of our continuously changing financial circumstances.

Gemma Halliwell
Treasurer

Trustees responsibilities for the financial statements

Charity law requires the trustees to prepare financial statements for each financial period which show the state of affairs of the charity and of net income or expenditure of the charity for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation;
- state whether applicable accounting standards of recommended practice have been followed subject to any departures disclosed and explained in the financial statements.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable the Trustees to prepare financial statements. The Trustees are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention of fraud and other irregularities.

This report was approved by the Trustees on

and is signed on their behalf by:

16 December 2025



LUCY JONES

I report on the accounts of **SAYIT** for the year ended **March 2025**.

Respective responsibilities of the PCC and examiner

SAYIT is responsible for the preparation of the accounts. **SAYIT** considers 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.

It is my responsibility to:

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

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by **SAYIT** 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 **SAYIT** concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

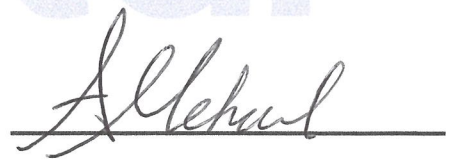
Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- 1) which gives me reasonable cause to believe that in any material respect the requirements
 - to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act have not been met; or
- 2) To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

FaithStar LLP
1 Concourse Way,
Acero
S1 2BJ

LLP



Signed Independent Examiner

SAYiT (Sheena Amos Youth Trust)**Statement of financial activities
for the year ended 31 March 2025**

		Unrestricted fund	Restricted fund	Total 2025	Total 2024
	Notes	£	£	£	£
Income from					
Donations and legacies	5	267,480	165,040	432,520	317,150
Other trading activities		5,633	-	5,633	16,707
Income from investments		5,149	-	5,149	4,474
Total income		<u>278,262</u>	<u>165,040</u>	<u>443,302</u>	<u>338,331</u>
Expenditure on					
Charitable activities					
Wages and NI, Pension	4	130,418	113,618	244,035	239,772
Publicity		225	813	1,037	2,673
Legal and professional costs		5,746	6,804	12,551	723
Premises costs		13,503	41,097	54,600	53,271
Office and IT equipment		1,895	3,975	5,870	5,897
Payroll Service		1,158	-	1,158	4,644
Training and conferences		3,468	1,980	5,448	19,050
Insurance		2,966	-	2,966	4,665
Office costs		4,014	2,177	6,192	3,276
Publications & subscriptions		1,177	854	2,031	2,154
Project work		5,243	25,683	30,926	23,198
Travel & subsistence		861	2,873	3,734	9,859
Bank Charges		-	-	-	3,639
Governance costs	7	1,140	-	1,140	1,140
Other Payments		-	-	-	-
Total expenditure		<u>171,813</u>	<u>199,874</u>	<u>371,687</u>	<u>373,958</u>
Net movements in funds		106,449	- 34,834	71,615	- 35,627
Fund Transfers		-	-	-	-
Funds brought forward		194,717	64,795	259,512	295,139
Funds carried forward		<u>301,166</u>	<u>29,961</u>	<u>331,127</u>	<u>259,512</u>

SAYiT (Sheena Amos Youth Trust)**Balance Sheet as at 31 March 2025**

	Notes	2025 £	2024 £
Current Assets			
Debtors	2	-	-
Balance at Bank and cash		335,066	264,076
Total Current Assets		335,066	264,076
Creditors: amounts falling due within one year	3	- 3,939	- 4,564
Net current assets/(liabilities)		331,127	259,512
Total assets less current liabilities		331,127	259,512
Net Assets		331,127	259,512
Represented By			
Restricted income fund	6	29,961	64,795
Unrestricted income fund		301,166	194,717
		331,127	259,512
		0	0

This report was approved by the Trustees on their behalf by:


LUCY JONES

and is signed on

16 Dec 2025

SAYiT (Sheena Amos Youth Trust)**Notes to the Accounts****for the year ended 31 March 2025****1 Accounting Policies****(a) Basis of preparation**

The Financial Statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS102 (effective from January 2015 and updated with effect from January 2019) - (the Charities SORP (FRS102)), as modified for smaller charities.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The Charity meets the definition of a public benefit entity as defined under FRS102.

(b) Income

Income from 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.

(c) Restricted Funds

Restricted funds are used for specific purposes as laid down by the donor. Expenditure which meets the criteria is identified to the fund together with a fair allocation of management and support costs.

(d) General Funds

Unrestricted Funds are other income received or generated for the objects of the charity without further specified purpose and are available as general funds.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose

(e) Resources Expended

Sheena Amos Youth Trust is not VAT registered.

third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably.

(f) Tangible Fixed Assets and Depreciation

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost of each asset over its useful life.

(g) Fund Accounting

Funds held by the charity are either restricted funds or unrestricted general funds. Unrestricted funds are funds which can be used in accordance with the charitable objects at the discretion of the trustees. Restricted funds that can only be used for a particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

(h) Creditors and provisions

Creditors and provisions are recognised where there is 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.

(i) Pensions

Sheena Amos Youth Trust are contracted to The People's Pension to provide their workplace

The People's Pension is a multi-employer, defined contribution occupational pension scheme that has master trust status. It's run by B&CE, a not-for-profit organisation.

The employer's contributions made to the scheme in 2025 were £16,053 (2024: £14,935) with an employer's contribution rate of 7% of total pay.

SAYiT (Sheena Amos Youth Trust)**Statement of financial activities
for the year ended 31 March 2024****Statement of Financial Activities - prior year comparison**

		Unrestricted fund	Restricted fund	Total 2024
	Notes	£	£	£
Income from	1			
Donations and legacies	5	110,068	207,082	317,150
Other trading activities		16,707	-	16,707
Income from investments		4,474	-	4,474
Total income		131,249	207,082	338,331
Expenditure on Charitable activities				
Wages and NI	4	102,090	137,682	239,772
Publicity		678	1,995	2,673
Legal and professional costs		-	723	723
Premises costs		23,973	29,298	53,271
Office and IT equipment		1,743	4,154	5,897
Payroll Service		-	4,644	4,644
Training and conferences		642	18,408	19,050
Insurance		1,767	2,898	4,665
Office costs		-	3,276	3,276
Publications & subscriptions		1,140	1,014	2,154
Project work		6,863	16,334	23,198
Travel & subsistence		2,306	7,553	9,859
Bank Charges		-	3,639	3,639
Governance costs	7	348	792	1,140
Other payments		-	-	-
Total expenditure		141,550	232,408	373,958
 Net movements in funds		- 10,301	- 25,326	- 35,627
 Fund Transfers	6	-	-	-
 Funds brought forward		205,018	90,121	295,139
 Funds carried forward		194,718	64,795	259,512

SAYiT (Sheena Amos Youth Trust)**Notes to the accounts****for the year ended 31 March 2025**

	2025	2024
	£	£
2 Debtors: amounts falling due within one year		
Receivable	0	0
	<u>0</u>	<u>0</u>

3 Creditors: amounts falling due within one year

These are expenses that have been incurred but have not been billed or paid for during the accounting period. They are in respect of:

	2025	2024
	£	£
Accruals & Income	1,140	1,140
Wages and NI, Pension	2,799	3,424
	<u>3,939</u>	<u>4,564</u>

4 Staff costs and trustees' remuneration

	2025	2024
	£	£
Salaries	224,807	213,347
Redundancy costs	-	-
Social Security costs	3,175	11,490
Pensions	16,053	14,935
	<u>244,035</u>	<u>239,772</u>

The average number of monthly employees was 13 (2024: 13)

The average number of monthly full time equivalents was 7.6 (2024: 7.6)

None of the staff earned more than £60,000 pa (2024: nil)

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025	2024
	£	£
Aggregate compensation	84,152	105,133

Trustees' remuneration

Trustees received no expenses, remuneration or benefits during the period for 2025 (2024: £nil)

SAYiT (Sheena Amos Youth Trust)**Notes to the accounts****for the year ended 31 March 2025****5 Income**

Donations and legacies	Unrestricted £	Restricted £	2025 Total £	2024 Total £
Donations and legacies include the following grants receivable:				
Big Lottery Fund	-	90,061	90,061	88,295
Children in Need (Fruitbowl)	-	41,979	41,979	38,908
Children in Need (Volunteer Coordinator)	-	-	-	-
ESC Lottery Fund	-	-	-	1,855
Medical Health Education	-	-	-	-
Masonic Charitable Fund	5,000	-	5,000	5,000
LANCASTER UNI	1,550	-	1,550	-
Key Fund	-	-	-	-
Sheffield NHS Trust	-	-	-	2,548
Sheffield United Football Club	-	-	-	250
Suicide Project	-	-	-	2,340
The University of Sheffield	5,096	-	5,096	10,192
SOUTH YORKSHIRE CO SYCF	3,000	-	3,000	5,520
The Tudor Trust - Main grant	-	33,000	33,000	30,000
LEARN SHEFFIELD(Kids Grant)	1,984	-	1,984	1,400
Little Lives	-	-	-	-
Henry Smith	60,000	-	60,000	60,000
Contracts	-	-	-	-
Sheffield City Council - LGBT Health	26,350	-	26,350	26,000
Sheffield City Council - Intersectionalities	139,247	-	139,247	29,851
	<u>242,227</u>	<u>165,040</u>	<u>407,267</u>	<u>302,159</u>
Donations				
Noah Lomax(Donation)	-	-	-	14,991
General Donation	<u>25,254</u>	<u>-</u>	<u>25,254</u>	<u>-</u>
	<u>25,254</u>	<u>-</u>	<u>25,254</u>	<u>14,991</u>
Other trading activities				
Conference income (Training)	5,626	-	5,626	16,593
Income from investments	5,149	-	5,149	4,474
Refunds	8	-	8	114
Total income	<u>278,262</u>	<u>165,040</u>	<u>443,302</u>	<u>338,331</u>

6 Restricted funds

	Opening		Closing		
Funder	01/04/2024 £	Income £	Expenditure £	Transfers £	31/03/2025 £
Big Lottery Fund (2022 - 2023)	10,781	90,061	95,357	-	5,485
Children in Need (Fruitbowl 2022 -25)	5,733	41,979	47,712	-	0
The Tudor Trust - Main grant	7,038	33,000	40,038	-	0
Donations					
Noah Lomax Trust	41,242	-	16,766	-	24,476
	<u>64,794</u>	<u>165,040</u>	<u>199,873</u>	<u>-</u>	<u>29,961</u>

Information of funders is included in the Trustee Report Financial Review

7 Governance costs

Included in Governance costs is an amount of £1140 (2024 - £1140) for Independent Examiner fees.

SAYiT (Sheena Amos Youth Trust)**Notes to the accounts
for the year ended 31 March 2025****8 Analysis of net assets by funds**

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
Current assets	305,105	29,961	335,066
Debtors	-	-	-
Current Liabilities	- 3,939	-	- 3,939
	<u>301,166</u>	<u>29,961</u>	<u>331,127</u>

9 Statement of cash flows

Cashflow from operating activities	2025 £	2024 £
Income from		
Donations and legacies	432,520	317,150
Other trading activities	5,633	16,707
Income from investments	5,149	4,474
Expenditure on		
Charitable activities	- 371,687	- 373,958
Changes in Working Capital		
Changes in Receivables	-	30,000
Changes in Payables	- 626	- 1,154
Net cash	70,990	- 6,781
Cash brought forward	264,076	270,857
Cash carried forward	<u>335,066</u>	<u>264,076</u>
	- 0	

10 Going Concern

The trustees are of the view that the charity is a going concern.

Work for funding to replace existing grants due to expire, additional new grants and contracts is ongoing.

11 Operating leases

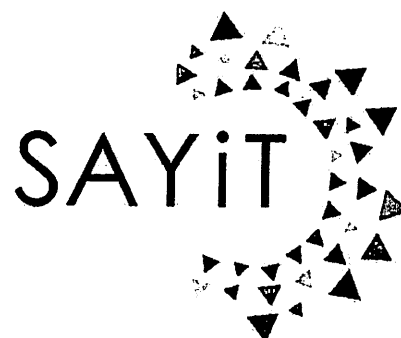
The charity has the following lease commitments under non-cancellable operating leases:

	2025 £	2024 £
Not later than one year	27,006	27,006
Later than one year and not later than five years		
	<u>27,006</u>	<u>27,006</u>
	2025	2024
Total Lease Payments	<u>54,012</u>	<u>50,772</u>

SAYIT (SHEENA AMOS YOUTH TRUST)

England & Wales - Charity number 1177477

Accounts



SAYiT
(Sheena Amos Youth Trust)

Annual Report & Financial Statements
For period 1 April 2023 - 31 March 2024

Registered Charity Number: 1177477

Contents

Legal and administrative information for period ended 31 March 2024	p2
Trustees' report 2023-24	p3
Independent examiner's report to the trustees of SAYiT	p21
Statement of financial activities for the period ended 31 March 2024	p22
Balance sheet as at 31 March 2024	p23
Notes to the accounts for the period ended 31 March 2024 (note 1)	p24
Statement of Financial Activities – prior year comparison	p25
Notes to the accounts for the period ended 31 March 2024 (notes 2-4)	p26
Notes to the accounts for the period ended 31 March 2024 (notes 5-7)	p27
Notes to the accounts for the period ended 31 March 2024 (notes 8-11)	p28

LEGAL AND ADMINISTRATIVE INFORMATION

Full Name: SAYIT (Sheena Amos Youth Trust)

Registered Charity Number: 1177477

Principal Address: Star House, 43 Division Street, Sheffield, S1 4GE

Trustees:

Annie Gainsborough (Senior Consultant, Gradconsult) – Chair

Wei-Sheng Lin (Assistant Manager, KPMG) – Treasurer *until October 2023*

Deborah Murdoch-Eaton (Emeritus Professor in Medical Education, former Dean, University of Sheffield) *until October 2023*

Dr. Jasna Magic (Research Director - Crime, Justice & Equalities, NatCen Social Research)

Katie Marvin (Midwifery Researcher, Sheffield Hallam University) *until October 2023*

Joe Butler (SEND Consultancy and Training, SEND Support)

Jon Gleek (Head of Service - Policy, Insight & Change, City of Doncaster Council)

Dr. Lucy Jones (Associate Professor in Sociolinguistics, University of Nottingham) – Safeguarding Lead *from January 2024*

Lucy Everley (Programme Facilitator, The Diana Award)

Dr. Gemma Halliwell (Data, Insights & Engagement Manager, University of Sheffield) – Treasurer *from January 2024*

Karen Squillino (Local Services Director, NSPCC) *from January 2024*

George Dunn (National Maternity and Perinatal Audit Lead, Royal College of Obstetricians and Gynaecologists) *from January 2024*

Laura Wiltshire (Head of Service Sheffield Health and Social Care NHS) *from January 2024*

Staff:

Heather Paterson – Chief Executive Officer

Nic Fearnley-Hill – Charity Manager

Oliver Harrap – Business Manager

Harriet Wan-Hallam – Youth Worker

Dylan Hadley – Youth Worker

Charly Calpin – Youth Worker

Fiona Moorcroft – Training Coordinator

Alex Brailsford – Assistant Youth Worker

Max Kirk - Assistant Youth Worker

Liz Wilson – Parent and Carer Worker

James Dunne – Volunteer & Events Coordinator *until January 2024*

Christopher Outlaw – Admin Assistant

Jake Hall – Youth Worker *from August 2023*

Vinnie Fisher – Assistant Youth Worker *from October 2023*

Bank: Co-operative Bank, PO Box 250, Delf House, Southway, Skelmersdale

Independent Examiner:

Wells Richardson, Cannon House, Rutland Road, Sheffield, S3 8DP

Overall management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Constitution of the CIO (Charitable Incorporated Organisation). Day-to-day project activities are managed and carried out by paid staff members, paid sessional workers, volunteers and trustees.

TRUSTEES REPORT**Structure, Governance & Management**

SAYIT was registered as a CIO in 2018 after operating as Sheena Amos Youth Trust since 1999. This report covers SAYIT's activity from 1st April 2023 to 31st March 2024.

The CIO Constitution states that the Charity shall have at least 3 Trustees, but no more than 12 at any one time. All new Trustees are required to provide the names of 2 referees prior to their appointment. Trustees are appointed following personal recommendation or individual application. Potential Trustees are required to submit a written application and undergo an interview before being accepted onto the board. A Trustee Handbook has been compiled, which will be used in the induction of future trustees and updated at regular intervals along with other handbooks. A Volunteer Handbook is also available.

At present, the full Board of Trustees meets at least 4 times a year. Subgroups are appointed by the Board of Trustees to deal with specific areas of work, e.g., employment matters. A Finance Group, consisting of the treasurers, the senior management team and the freelance finance worker, meets at regular intervals. Much of the trustees' work between meetings is conducted via email, video calls and telephone contact.

The day-to-day work of the charity is managed by the CEO and 2 part-time managers; the CEO reports to the Chair of Trustees.

During 2023-24, SAYIT employed 11 part-time employees and 2 full time. The average fulltime equivalent during this time being 7.6. All employees took part in child safeguarding training, PREVENT training, monthly supervisions, annual appraisals and regular team meetings.

SAYIT has a comprehensive set of employment policies and guidance documents, which are assembled in Employer and Staff Handbooks. These documents are reviewed and updated at regular intervals. All have been approved for Insurance¹ and Employment Protection² purposes.

Enhanced Criminal Records Bureau checks are carried out on all employees, volunteers and trustees.

Trustees can claim expenses, e.g., travel, postage and stationery.

¹ Employers' Insurance – Victor Third Sector Secure Insurance Policy through Ladbrook Insurance Brokers, Sheffield.

² Bulletproof Protection Plan – Employer Protection Scheme through Taylor Bracewell Employment Law, Sheffield.

Objectives

The objectives of SAYIT are:

- (1) To preserve, promote and improve physical, sexual and psychological health amongst young persons aged up to 25 years, living in the City of Sheffield and surrounding areas, and in particular, but not exclusively, those young persons who are vulnerable or disadvantaged.
- (2) To advance the education of the public (including such young persons as aforesaid) in all aspects of the preservation and improvement of psychosexual health amongst young persons.

Public Benefit Statement

SAYIT Trustees have been mindful of the Charity Commission's guidance on Public Benefit in their discussions about the direction the charity should take. They are confident that all the work currently being undertaken by the charity benefits the young people involved, by offering information, helping them develop new skills, allowing them to grow in confidence, empowering them to make healthy decisions and ultimately to ensure that they become active and healthy citizens. The testimonies of young people using our services confirm this.

SAYIT's projects are open to all young people in Sheffield free of charge, regardless of personal background, race, faith, disability, gender or sexuality. Workers are particularly careful to ensure that vulnerable young people from all backgrounds are given the opportunity to take part in activities. All staff, volunteers and trustees model inclusive ways of working together.

Our current main target group, LGBTQ+ young people, includes some of the most vulnerable and marginalised young people in the city. We are providing services not offered elsewhere in the city to these individuals. Groups are attracting a growing number of young people, demonstrating both the need for the groups, and the success of our workers in providing the activities which help and support the young people accessing them.

Our funders for 2023-24 have received reports on the work we have undertaken during the year, and are satisfied that we have delivered the required outcomes.

Evidence of our work to date has also convinced new funders that we will continue to deliver first-class services to LGBTQ+ young people and we have successfully secured funding to continue our work.

Our constitution allows us to work in "Sheffield and surrounding areas", so we can continue to support colleagues in South Yorkshire, either by helping to train and support local workers or by doing some of the work ourselves. This way we hope to ensure that LGBTQ+ young people can have access to excellent support wherever they live in South Yorkshire.

Please see the section of this report under "Achievements & Performance" for reports from individual projects which give examples of the way our work has delivered public benefit.

Collaborating Organisations

SAYIT adds value to the work of other agencies and service providers through joint working, partnership working and training. Those with whom SAYIT has worked during the past year include;

Building Equality	Sheffield College
Burton Street Project	Sheffield Dementia Action
CAMHS Yorkshire	Sheffield Flourish
Depaul	Sheffield Foster Carers
Disability Sheffield	Sheffield Futures
ED Lounge	Sheffield Hallam University
EDEN Film	Sheffield Health and Social Care
Forced Entertainment	Sheffield Libraries
Freeman College	Sheffield Medical School
GamCare	Sheffield Mind
Heeley Development Trust	Sheffield Museums
Irwin Mitchell	Sheffield Teaching Hospitals
Kelham Island Table Tennis	Sheffield United
LGBT Sheffield	Shelter
Liverpool Hope University	South West Yorkshire NHS Partnerships
MAST	South Yorkshire Fire & Rescue
Mount Cook (Matlock)	SUFC Community Foundation
NAVCA The Circle	SYEDA
NHS South Yorkshire	SYHA
Now Then Magazine	That Looks Queer
Period Positive	Together Women
Porterbrook GIC	TT Electronics
Primary Care Sheffield (NHS)	University of Nottingham
Project 6	University of Sheffield
Proud Change Makers	University of Sheffield LGBT+ Staff Network
Rainbow Blades	Victim Support
Rainbow Project	Voluntary Action Sheffield
Rotherham Metropolitan Borough Council Foster Carers	Weston Park Cancer Support
Sexual Health Sheffield	Wildhouse Animal Encounters
Sheffield Children's NHS Foundation Trust	Young Women's Housing Project
Sheffield City Council	YWCA Yorkshire

Achievements and Performance

Chair of the Board of Trustees Report– [April 2023 to March 2024]

As we enter our 25th year as an organisation, the SAYIT team's dedication to supporting LGBTQ+ youth in Sheffield remains unwavering. This anniversary means that even those young people at the top of our age range, have never known Sheffield without SAYIT! Amidst growing political and social challenges to LGBTQ+ (and particularly trans) rights, our services remain critically important and SAYIT continues to represent vital sanctuary for some of our city's most marginalised young people.

Our strength lies in our dedicated team led by CEO Heather Patterson, who approaches her third year as CEO, and whose leadership and sector expertise has seen SAYIT's reputation and impact grow. Our leadership team is completed by Nicola Fearnley-Hill, who has taken our youth team from strength to strength as Charity Manager, and Oliver Harrap, whose unwavering work as Business Manager has enabled the development of our admin team. Our youth team has grown to full strength over the past year, with some excellent new team members bringing fresh expertise. Our youth workers and wider team, without a doubt, continue to dedicate themselves to providing the highest quality of support to our young people and making the mission of SAYIT a reality. We couldn't do what we do without them and so I want to extend a huge thank you to the team on behalf of myself and the rest of the board.

At the AGM we said goodbye to valued trustees: Katie Marvin-Doyle, Deborah Murdoch-Eaton and Wei-Sheng Lin. They are sadly missed but I hope they leave knowing that SAYIT and the board have gained so much from their collective knowledge and expertise. Our long-standing Treasurer Wei stayed on with us until January to oversee a comprehensive handover to the capable hands of Gemma Halliwell; and Debbie handed over her responsibilities as Safeguarding Lead, to Lucy Jones. Since then, we have also had the pleasure this year of welcoming three new trustees to the board, bringing enthusiasm, generosity of time and skill, and a breadth of knowledge and experience from the charity sector, health and wider public sector. All Trustees – past and present – continue to be truly dedicated to the Charity's success and as chair, I truly appreciate all they do.

This year also marks the first year of our latest contract with our long-term partner Sheffield City Council, which has enabled us to expand our support of LGBTQ+ young people through initiatives like our 8-10s youth group. Under Fiona Moorcroft's guidance, our training and events offerings have flourished, including CPD accredited training sessions, alongside a host of events and podcasts for LGBT History month. We also ran our Intersections Conference in March, recognising the complex and varied experiences and challenges of LGBTQ+ people from diverse and intersecting backgrounds. These educational events have seen resounding success and enable us to share SAYIT's expertise with a wider network of individuals and organisations to further enhance the lives of young LGBTQ+ people.

The hard work and unwavering commitment of our staff team, management team, the Board of Trustees, our volunteers, our accountants at Faithstar, our funders and donors, mean that young LGBTQ+ people can continue to receive the support they need through our groups, counselling and peer support via innovative and creative activities. Although I said this last year, it continues to be clear that SAYIT's work has never been more important. I am constantly humbled to act as Chair and remain incredibly proud of all that our wider team achieves. Working alongside such excellent colleagues and partners, I am confident the Charity will continue to grow, in spite of the challenges the political and social landscape provides, allowing us to provide more much-needed support to the lives of so many LGBTQ+ young people.

Annie Gainsborough, Chair of Trustees, 2024

CEO's Report

I write this report as SAYIT enters our 25th year and am reflecting on the changes we have seen for LGBTQ+ young people during the past quarter of a century. While we have seen many advances in equality, legal protection, and representation for LGBTQ+ people, over recent years we are seeing a pushback against that and attempts to roll back those hard-won rights.

We have come a long way from our founding in 1999 when Section 28 was still in force, to see the equalising of the age of consent in 2000, the repeal of Section 28 in 2003, the introduction of the Gender Recognition Act in 2004, the Equality Act in 2010 and the introduction of statutory LGBTQ+ inclusive Relationships and sex education (RSE) and health education guidance in 2019. However, since the launch of a consultation on reform of the Gender Recognition Act was launched in 2018, we have seen an increase in organised anti-LGBTQ+ and specifically anti-trans campaigning.

SAYIT offers a range of groups where young people can access peer support alongside one-to-one and counselling provision to be able to support the individual needs and mental well-being of the young people who access our services. Our work with parents and carers, in schools and other agencies, works to improve the wider environments in which our young people experience their lives. Over the past year, SAYIT has continued to deliver and expand our services in an ongoing difficult climate for young LGBTQ+ people. LGBTQ+ issues have again been prominent in the political sphere with a current focus on LGBTQ+ education and health provision. We have continued to see increases in anti-LGBTQ+ hate crimes, largely fuelled by hostile media and online hate and misinformation, as we are currently seeing the most anti-LGBTQ+ hostile environment in the UK in decades. This is understandably impacting the mental health and safety of the young people we support with our young people seeing their existence and right to access support debated daily. It is unsurprising in this context that LGBTQ+ young people continue to experience higher rates of mental health issues, self-harm, and suicidal ideation compared to their heterosexual and cisgender peers.

This year we have continued our 3rd party hate crime reporting service and, through funding provided by South Yorkshire PCC have run sessions on managing the mental health impacts of hate for young people and provided safety packs with essential items to improve young people's safety. We also ran our Break the Hate: Responding to anti-LGBTQ+ hate bringing together professionals, academics, and community members to explore the extent of anti-LGBTQ+ hate and develop solutions to challenge anti-LGBTQ+ hate and prevent hate-motivated violence and discrimination.

We also negotiated an increased contract with Sheffield City Council this year to extend our age range to support primary-age young people and, adding to our existing youth groups Fruitbowl and Prism, launched our Comets group for young people aged 8-10 in December. Under the new contract, we have also developed our LGBTQ+ youth steering group and are providing updates to professionals in the city through our Working with LGBTQ+ Young People forum.

I am proud that our long-standing expertise in working with LGBTQ+ young people has been recognised and we have seen increases this year in our training and education provision to share our expertise to improve support for LGBTQ+ young people wherever they present. Our second conference event this year, Intersections looked at the impact of being a minority within a minority and the unique needs faced by people with intersecting marginalised identities with a range of speakers and workshops discussing the intersections of LGBTQ+ and disability, faith, class, age, race, and family/parenting.

We have completed our first full year in our new centre at Star House and have continued to work with young people to make the space welcoming and accessible. We are grateful to have received

multiple donations to our 'Queer Book Nook' providing a reading space and lending resource for our young people. Our Noah Lomax fund has continued to provide vital counselling and hardship support for young people at the point of need and we have worked with our young people to produce a suicide prevention video for professionals to increase their understanding of the mental health needs of LGBTQ+ young people. We have received additional funding based on this to develop a training package alongside the video, which will be delivered this coming year.

We have been actively working with partnerships locally and nationally to support LGBTQ+ young people in the current climate. We have worked with the Supportive Schools Campaign around supporting trans and non-binary young people in education settings. Locally we co-chair the Sheffield LGBTQ+ Multi-Agency Network and are active members of the Sheffield Mental Health Professionals, Synergy Mental Health Alliance, Sheffield Sexual Health Network, and Voluntary Action Sheffield. Nationally we are members of the LGBT Consortium and coordinate with members through this network on national issues. As the existing charity partner of Rainbow Blades, Sheffield United's LGBTQ+ supporters club, we were proud this year to also become the official charity partner of Rainbow Owls, Sheffield Wednesday's LGBTQ+ supporters club.

We expect the climate for LGBTQ+ young people to continue to be challenging for some time, but I am incredibly proud of our team of dedicated, talented staff, trustees, and volunteers for continuing to respond to these challenges and provide the best support and positive spaces to empower LGBTQ+ young people to achieve their potentials. Our service has never been more vital for LGBTQ+ young people, for whom the value of a supportive space where they can simply be themselves without judgement and feel safe cannot be underestimated. I hope that one day services like ours are no longer needed as LGBTQ+ young people will face no discrimination or barriers to living their best lives, but until that is the case we will continue to provide that lifeline.

Heather Paterson
CEO, April 2024

Youth Work

Fruitbowl

Fruitbowl is a weekly youth group that aims to provide support and empower LGBTQ+ young people between the ages of 11 - 17. This inclusive, safe space serves as a confidential environment where young people can connect with others who share similar experiences and form meaningful friendships, build their social and support network, along with the opportunity to chat with experienced youth workers. Fruitbowl operates out of a dedicated LGBTQ+ youth group space at Star House, a city centre location with convenient travel links. Within this youth space there are three distinct rooms: the primary youth space where most of the activities occur, the sunshine room which serves as a social space for casual conversations and the snug which is a tranquil area where young people can relax and decompress when they are feeling overwhelmed or after a particularly stressful week.

The content of Fruitbowl sessions vary from week to week and are a mixture of fun, educational and enriching activities. They are based on requests from young people. Throughout the past year, some of these activities included:

- Quiz night
- Baking
- Zine Making
- Drama Workshop
- Debate Night
- Book club
- Terrarium Making
- Wii 'Sports Day'
- Clay Sculpting and Painting
- Visit from Sexual Health Sheffield
- Anti-Racism Awareness Session
- Gambling Awareness Session
- Hate Crime Awareness Sessions
- Healthy Friendships and Relationships Session

Prism

Prism is a youth group empowering LGBTQ+ young people in Sheffield who are aged 18-25 years old. Prism offers a safe place for both group work and 1-1 support. The group runs twice a month and alternates fortnightly between remote online support and face-to-face groups.

Throughout the year, SAYiT consulted with Prism young people to determine what group sessions they would like to engage in. Based on this consultation, there have been a range of different sessions at Prism including:

- Zine Making
- Friendship session
- Housing / Homelessness
- Show and Tell

- Poetry
- Games Night
- Water Marbling
- Animation Workshop
- Quiz
- Picnic in the Park
- Anti-Racism
- Christmas Grotto

Comets

Comets is a safe place for 8 to 10 year olds who are exploring their identity to make friends, have fun and meet other like-minded young people. The group runs monthly and there is an expectation of parents and carers of young people attending this group to be part of the SAYIT Parent & Carer Group

Sessions at Comets included:

- Nintendo Video Games
- The Floor is Lava
- Board Games

Projects & Campaign Work

Alongside the youth groups Fruitbowl and Prism, SAYIT also run projects and campaigns which are open to all SAYIT young people and during school holidays we held joint activities.

Sessions included:

- Forced Entertainment – Drama Workshop
- Bingo
- Treasure Hunt
- PrEP & PEP talk with Sexual Health Sheffield
- Halloween Party
- Animation workshop with Youth Voice & Influence team – creating the film ‘Some Moments’
- Show and Tell
- Skate Boarding trip to House

Awareness Events:

- World Aids Day event
- Trans Day of Remembrance (TDOR)
- International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT)

Projects:

- Interviews – SAYIT young people have been involved in our recruitment process to hire youth workers, forming a youth interview panel.
- Suicide Prevention Video – SAYIT young people appeared in a harm reduction video for youth support services.
- Chef's Circle with Element Society

Residential Trips:

We held our young people residential trips at The Peak Centre, Champion House in Edale. At this space the young people were able to do adventure activities, cook and for many of them, have their first experience of a night away from their family home. The residentials are split up into age appropriate ranges and are free for the young people to attend.

Steering Group

The Steering Group is a chance for 11-25 year olds to influence local decisions about their future, give feedback on their experiences and steer local policy to reflect what they want. The group enables young people to use their voice to:

- Bring their lived experience to the table
- Shape the future of services in Sheffield
- Feedback on what's being done well, and what could be done better
- Talk about their passions
- Think about what LGBTQ+ people in particular would like moving forward
- Think about how to reach other young LGBTQ+ people

Clothes Swap

During the summer holidays we did a clothing swap. This was a space for young people to try on clothes they otherwise may not feel able to and a chance for them to own and take home these items. Suit Works donated many masculine and formal clothes.

Peer Mentoring

The Peer Mentoring sessions help young people develop and demonstrate a range of skills through Peer Mentoring activities. Develop and build on LGBTQ+ knowledge and feel confident in supporting others around this. The sessions intend to equip young people with a better understanding of the following skills:

- Allyship
- Intersectionality
- Boundaries, confidentiality and safeguarding
- Active listening skills
- Wellbeing
- Leadership
- Identity
- Goal setting

Safer Sex Packs

In Summer 2023 we created SAYIT branded Safer Sex Packs containing 2 x condoms, a sachet of lubricant and instructions on how to safely use. These were distributed to community groups around Sheffield and also available from SAYIT stalls.

Text Service

A text service was established during the pandemic, which enabled us to have direct contact with young people to inform them about the groups and project which we were running. This service also provided young people a way of contacting us when needed. The service has continued to run since the pandemic, being staffed on Wednesday and Fridays.

British Sign Language / Deafness Support

As part of SAYIT's continued efforts to be an inclusive service for everyone, we have continued with providing our youth workers with an introduction training to sign language. At each youth group sessions, we have a BSL sign of the day. We have also purchased a hearing loop for use either at groups, training or events.

Other Work**Social Media Campaigns & Website**

Our website is used to update young people and professionals about upcoming events, changes to services, useful resources and keep a regular staff blog, which shows the breadth and depth of work we do.

We use social media platforms to keep young people and followers informed of upcoming events, what services we are offering, sharing information and advertising days of significance such as LGBTQ+ History Month, Trans Day of Remembrance, World Aids Day and International Day Against Homophobia, Biphobia and Transphobia.

SAYIT has over 2000 followers across Facebook, X and Instagram. We also use LinkedIn to promote events more relevant to professionals.

Updates are also provided through monthly supporter's newsletters.

History Month February 2024

This year, we staged a Sheffield wide LGBTQ+ History Month Festival. This was our first, and it was incredibly well attended with incredible feedback. We hosted two panel discussions with Sheffield Libraries, both of which were recorded by Proud Changemakers for their podcasts. The first of these was sold out, with more than 80 people packed into the Edward Carpenter room to hear a group of LGBTQ+ adults in their 30s and 40s discuss the problems and pitfalls of attending school during Section 28 as queer school children. This podcast is available on Spotify and Apple, and comes with trigger warnings. We also held a queer readers and writers panel at Sheffield Libraries where we had around 50 people in attendance. This was also recorded for podcast.

We gave two talks for Sheffield Museums, the first a history of Drag Kings, and the second a talk about the museums own LGBTQ+ collection. Both were well attended with over 50 people for each talk, including people attending from as far afield as Manchester.

As the official theme of History Month this year was medicine, we also held a private discussion (recorded for podcast) on the AIDS Crisis, and how HIV is treated today. This featured our own Liz Wilson, Dr Naomi Sutton and Dr Jo Bassett. Dr Naomi Sutton is famous for her sex positive TV appearances and continues to work in sexual health at Rotherham hospital. Dr Jo Bassett is the doctor who

runs Sexual Health Sheffield's HIV clinic. The discussion was lively, positive and informative. It is available through Proud Changemakers on Spotify and Apple, amongst others.

We also recorded 3 others podcasts about local LGBTQ+ history that are available to listen to online.

During LGBTQ+ History Month the SAYiT young people created a zine called 'Our Histories', some of these were taken to be stored at the Sheffield Archives and the Weston Park Museum.

Training

Over the course of 2023 and into 2024 the most popular training courses delivered remain LGBTQ+ Awareness training and Trans Awareness, although there was also a sharp increase in interest in LGBTQ+ Sexual Health. We have also developed a LGBTQ+ Allyship Workshop, which has been delivered several times both in person and online. The LGBTQ+ Awareness and Trans Awareness courses are both CPD Accredited and can be taken face to face or online. Sexual Health and Allyship are not yet accredited, but we may decide to have them accredited next year. We have also begun to advertise LGBTQ+ Domestic Abuse training, and LGBTQ+ History, which will be part of our updated online offer. Our multi-agency LGBTQ+ Awareness session was delivered online every month.

Our modular training packages have allowed us to promote non-accredited short courses, and have even seen us combine LGBTQ+ Awareness with the Allyship Workshop when requested, and we have now delivered tailored training for organisations with just 30 minutes to spare. New breakout sessions have been created, and all of our courses have three breakout sessions, a quiz, and a card game based on LGBTQ+ language to ensure participants remain engaged throughout.

We have also delivered bespoke talks to colleges and universities. These include an hour long talk for Sheffield College around misogyny, and Queer coding in music and the media. We have also travelled outside of the Sheffield region to deliver training in Liverpool and Derbyshire.

We have also run short training workshops on Bystander Intervention and Working Class Queer experience.

During this report period, we delivered over 55 training sessions.

Training has been delivered to (not an exhaustive list):

Sheffield Futures
Sheffield United
Heeley Development Trust
Sheffield College
Rotherham Metropolitan Borough Council Foster Carers
Sheffield Teaching Hospitals
Young Women's Housing Project
Primary Care Sheffield (NHS)
Sheffield University
CAMHS Yorkshire
Sheffield Foster Carers
South West Yorkshire NHS Partnerships
Burton Street Project
Weston Park Cancer Support
NAVCA The Circle
Voluntary Action Sheffield
Mount Cook (Matlock)

Shelter
Liverpool Hope University
Freeman College
SYEDA
SYHA
NHS South Yorkshire
TT Electronics
Sheffield Children's NHS Foundation Trust
Sheffield Museums
Sheffield Libraries
Sheffield Medical School
ED Lounge
MAST

Volunteering

Volunteers are required to complete an advance DBS check and an interview before they start with our organisation. We have 2 types of volunteers; General Volunteers, who offer their time helping at events, designing materials, fundraising and attending stalls and Youth Group Volunteers. Youth Group Volunteers are given additional training and screening is completed to enable them to progress to being involved with the youth group.

We have up to 50 active volunteers at any one time. Our volunteers are a vital part to the of the running of our organisation. They enable us to have a wider team, smoother delivery and expand our resources. Whilst also giving them experience or first start of

We use a software named Better Impact to store all of our Volunteers data and communicate directly with them via email and newsletters.

Noah Lomax Fund

Noah Lomax tragically died in August 2018 at the age of 15. Noah's family, alongside SAYIT, set up the Noah Lomax Fund. This has enabled us to offer SAYIT young people access to LGBTQ+ affirmative counsellors, we currently have a pool of 6 counsellors, 3 of whom also family therapy. The fund allows us to continue to be able to be responsive and provide support, whilst young people are often sat on lengthy waiting lists.

Those who have accessed the hardship fund have benefitted from clothing vouchers, clothing for job interviews, mobile phones and phone credit, travel costs and gas and electric top ups. This list is not exhaustive and we feel extremely lucky that we can fund items that would not be seen as essential elsewhere.

Events

Our events are put into 3 categories: stalls, awareness events and conferences.

Our stalls include traveling to schools, community events, other organisations' conferences and LGBTQ+ awareness events. At our stalls we:

- Showcase SAYIT's work
- Have a visible presence in the local community

- Fundraise and sell merchandise
- Hold educational games and distribute resources
- Engage with the public and young people about our services and how to refer to us
- Talk with the public about how they can support SAYIT
- Network with other organisations for future events and partnerships
- Advertise training sessions and how to book them

Our increased presence throughout Sheffield and surrounding areas has seen more engagement with other organisations and schools.

Awareness events have consisted of IDAHOBIT (International day against homophobia, biphobia and transphobia), TDOR (Trans Day of Remembrance) and World Aids Day. These have been important events in the community to show solidarity and support, whilst also delivering important educational speeches from key note speakers, other community groups and giving people who are directly affected by these issues a platform. At all of our events we invite the opportunity for our young peoples' voices to be heard. If they are unable to attend, then we often read their poems or speeches and display and distribute their artworks.

We also held educational talks and conferences throughout the year. In March 2024 we held a conference about Intersecting LGBTQ+ Identities. This was attended by over 100 delegates from all over the country and featured expert speakers and workshops.

Parent and Carers Group

SAYIT's Parent and Carer Group has gone from strength to strength over the last year to March 31st 2024.

There are over 120 contacts signed up to the group and the group has between 12-16 participants in attendance at each monthly session. The group is run by a specialist work who is supported by 1 SAYIT volunteer.

All sessions offer parents and carers the opportunity to share issues and concerns that they are facing and how to support their children and young people and each other. We also have session topics, sometimes with an invited guest speaker such as: neurodiversity and LGBTQ+ young people; mental health and well-being; living as an adult Queer person; being the best ally we can be; our Parent Trustee attended to consult with other parents; responding to the Government draft guidance and other national issues related to young LGBTQ+ children and young people.

Parents and carers say that they find the group invaluable in being able to support their children. In March of this year we asked them how the group benefitted both them and their children. The following quotes are just a few quotes from the things that they said:

How has this group benefitted you?

'Permission to feel rage, fear, laugh and "not know"'

'A sounding board and a sense check in a very confusing world'

'It stopped me feeling so alone and isolated. It was a revelation to be with other parents who understood how I felt, and to be somewhere safe to express my fears, ignorance, questions. I have learnt so much from other parents and feel so proud of how supportive we are as a group'

'It's a safe space where other parents "get it" and you can speak unguarded. It's a time in the month you can "unmask" because it's a safe space where I won't be judged. I've made friends and received lots of support from them'

'A lifeline of support, which cannot be gained from any other source'

'Very emotionally affirming knowing that other people going through the same issues and problems'

'The fact that the group exists feels like a miracle. At the beginning of child's journey to transition and being able to find out other parents' experiences has been a life-saver. Answering questions, advice, information and support when I don't know which way to turn'

'It gave me a lot of emotional support and I cannot imagine not to have this group'

How has your child benefitted from you attending this group?

'My child has benefitted from informed parenting in order to support them better'

'By having a parent that is stronger and braver and can continue to advocate for them'

'With support for myself I can support my child. And there is a huge lack of support for trans kids, so they only have us'

'It really helped our child by attending SAYIT as they realised we were being proactive on their behalf'

In addition to organising and facilitating the monthly group, we also carried out 1:1 meetings with parents and carers and also provided phone and email support.

Donations and Fundraising

Over the last year many of our wonderful supporters and volunteers have run fundraisers and events for us. Including:

- Drag events
- Karaoke
- Gigs
- Marathon Runners
- Fashion Show
- Art Show
- Plays
- HIV Awareness Quiz

Third Party Hate Crime Reporting Centre

SAYIT is a Third Party Hate Crime Reporting Centre. This means that anyone can report an incident of hate crime that they have witnessed or experienced without having to contact the police. This is open to all ages and all types of hate crime. We have a confidential email address or can log the report over the phone. This project has enabled the South Yorkshire Police and Crime Commissioners to see patterns of behaviour locally, and highlight areas of concern within communities who otherwise may face barriers to reporting crimes.

Financial Review (See also the Independent Examiner's Report.)

These financial statements cover the period between 1st April 2023 and 31st March 2024.

We gratefully acknowledge support from the following major funders during 2023-2024.

- Tudor Trust (CEO post)
- Big Lottery Fund (Team leader posts and overheads)
- Henry Smith Charity (Senior manager posts and overheads)
- BBC Children in Need (Fruitbowl)
- The University of Sheffield
- Sheffield City Council (LGBT Health and Intersectionalities)

ESC Lottery Fund, Masonic Charitable Fund, Sheffield NHS Trust, Learn Sheffield and South Yorkshire Charitable Foundation have also contributed to our funds.

Donations from the Public

We continued receiving donations from the public to Noah Lomax's Fund. We are particularly grateful to Noah Lomax's parents for their continuing support. This fund is currently helping to provide young people attending our projects with much-needed referrals to counselling.

Reserves Policy

SAYIT has a policy of maintaining sufficient unrestricted reserves, which are not committed, to meet the following needs while minimising the negative financial impact on the provision of services to young people.

- Unexpected costs such as breakdown of essential equipment, staff cover for illness, maternity leave etc. and
- Unavoidable running costs for a period of at least 6 months in the event of grant income being withdrawn.

The commitment under this policy is now estimated at £195,711, covering running costs for just over 6 months. Our unrestricted reserves are £194,717 as at 31st March 2024.

Further Financial Review Details

Our major sources of funds thus far have been grants from both statutory as well as independent grant-making bodies.

The largest contributors were the Big Lottery Fund, The Tudor Trust and the Henry Smith Charity.

Sheffield City Council also continued to support our work on public health and sexual health awareness.

We still need to continue working on diversifying our sources of income further to include a mixture of grants, commissions, donations and other income-generating activities, to maximise the prospect of a sustainable future for SAYIT.

Our Financial Controls Policy was updated and approved at the October 2023 AGM and is to be reviewed annually.

Our Reserves Policy was updated and approved at the October 2023 AGM. It is due to be reviewed again at our October 2024 AGM in light of our continuously changing financial circumstances.

Gemma Halliwell
Treasurer
May 2024

Trustees responsibilities for the financial statements

Charity law requires the trustees to prepare financial statements for each financial period which show the state of affairs of the charity and of net income or expenditure of the charity for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation;
- state whether applicable accounting standards of recommended practice have been followed subject to any departures disclosed and explained in the financial statements.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable the Trustees to prepare financial statements. The Trustees are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention of fraud and other irregularities.

This report was approved by the Trustees on 14/10/24 and is signed on their behalf by:



Annie Gainsborough
Chair

SAYIT (Sheena Amos Youth Trust)**Independent Examiner's report to the trustees of
SAYIT (Sheena Amos Youth Trust) CIO: 1177477**

I report to the charity trustees on my examination of the accounts of the charity ("the Trust") for the year ended 31/03/2024 which are set out on pages 22-28.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

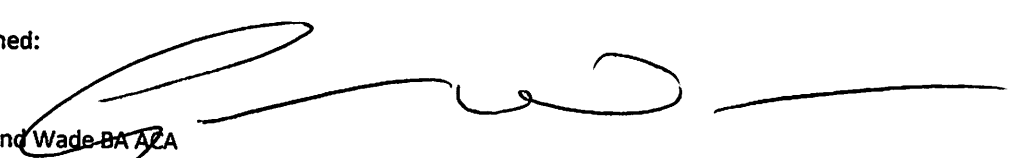
Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination by being a member of ICAEW, which is one of the listed bodies.

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

- accounting records were not kept in accordance with section 130 of the Act; or
- the accounts do not accord with those records; or
- the accounts do 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.

Signed:


Grand Wade BA A2A
Wells Richardson
Canon House
Rutland Road
Sheffield
S3 8DP

Date:

16 January 2025

SAYIT (Sheena Amos Youth Trust)**Statement of financial activities
for the year ended 31 March 2024**

		Unrestricted fund	Restricted fund	Total 2024	Total 2023
	Notes	£	£	£	£
Income from	1				
Donations and legacies	5	110,068	207,082	317,150	335,256
Other trading activities		16,707	-	16,707	8,442
Income from investments		4,474	-	4,474	1,732
Total income		131,249	207,082	338,331	345,430
Expenditure on					
Charitable activities					
Wages and NI, Pension	4	102,090	137,682	239,772	247,892
Publicity		678	1,995	2,673	5,450
Legal and professional costs		-	723	723	175
Premises costs		23,973	29,298	53,271	36,225
Office and IT equipment		1,743	4,154	5,897	6,546
Payroll Service		-	4,644	4,644	5,925
Training and conferences		642	18,408	19,050	10,482
Insurance		1,767	2,898	4,665	3,899
Office costs		-	3,276	3,276	4,029
Publications & subscriptions		1,140	1,014	2,154	1,140
Project work		6,863	16,334	23,198	12,473
Travel & subsistence		2,306	7,553	9,859	5,866
Bank Charges		-	3,639	3,639	2,546
Governance costs	7	348	792	1,140	720
Other Payments		-	-	-	-
Total expenditure		141,550	232,408	373,958	343,368
Net movements in funds	-	10,301	- 25,326	- 35,627	2,062
Fund Transfers		-	-		
Funds brought forward		205,018	90,121	295,139	293,077
Funds carried forward		194,717	64,795	259,512	295,139

SAYiT (Sheena Amos Youth Trust)**Balance Sheet as at 31 March 2024**

	Notes	2024 £	2023 £
Current Assets			
Debtors	2	-	30,000
Balance at Bank and cash		264,076	270,857
Total Current Assets		264,076	300,857
Creditors: amounts falling due within one year	3	- 4,564	- 5,718
Net current assets/(liabilities)		259,512	295,139
Total assets less current liabilities		259,512	295,139
Net Assets		259,512	295,139
Represented By			
Restricted income fund	6	64,795	90,121
Unrestricted income fund		194,717	205,018
		259,512	295,139
		0	- 0

This report was approved by the Trustees on 14/1/25 and is signed on their behalf by:

Annie Gainsborough
Chair



SAYIT (Sheena Amos Youth Trust)**Notes to the Accounts
for the year ended 31 March 2024****1 Accounting Policies****(a) Basis of preparation**

The Financial Statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS102 (effective from January 2015 and updated with effect from January 2019) - (the Charities SORP (FRS102)), as modified for smaller charities.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The Charity meets the definition of a public benefit entity as defined under FRS102.

(b) Income

Income from 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.

(c) Restricted Funds

Restricted funds are used for specific purposes as laid down by the donor. Expenditure which meets the criteria is identified to the fund together with a fair allocation of management and support costs.

(d) General Funds

Unrestricted Funds are other income received or generated for the objects of the charity without further specified purpose and are available as general funds.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose

(e) Resources Expended

Sheena Amos Youth Trust is not VAT registered.

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.

(f) Tangible Fixed Assets and Depreciation

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost of each asset over its useful life.

(g) Fund Accounting

Funds held by the charity are either restricted funds or unrestricted general funds. Unrestricted funds are funds which can be used in accordance with the charitable objects at the discretion of the trustees. Restricted funds that can only be used for a particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

(h) Creditors and provisions

Creditors and provisions are recognised where 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.

(i) Pensions

Sheena Amos Youth Trust are contracted to The People's Pension to provide their workplace pension scheme.

The People's Pension is a multi-employer, defined contribution occupational pension scheme that has master trust status. It's run by B&CE, a not-for-profit organisation.

The employer's contributions made to the scheme in 2024 were £14,935 (2023: £15,981) with an employer's contribution rate of 7% of total pay.

SAYiT (Sheena Amos Youth Trust)**Statement of financial activities
for the year ended 31 March 2023****Statement of Financial Activities - prior year comparison**

		Unrestricted fund	Restricted fund	Total 2023
	Notes	£	£	£
Income from	1			
Donations and legacies	5	127,561	207,695	335,256
Other trading activities		8,442	-	8,442
Income from investments		1,732	-	1,732
Total income		137,735	207,695	345,430
Expenditure on				
Charitable activities				
Wages and NI	4	112,262	135,630	247,892
Publicity		-	5,450	5,450
Legal and professional costs		175	-	175
Premises costs		13,850	22,375	36,225
Office and IT equipment		1,688	4,858	6,546
Payroll Service		5,925	-	5,925
Training and conferences		1,648	8,834	10,482
Insurance		2,186	1,713	3,899
Office costs		715	3,314	4,029
Publications & subscriptions		1,140	-	1,140
Project work		7,989	4,484	12,473
Travel & subsistence		2,035	3,831	5,866
Bank Charges		2,546	3,639	2,546
Governance costs	7	720	792	720
Other payments		-	-	-
Total expenditure		152,879	194,920	343,368
Net movements in funds	-	15,144	12,775	2,062
Fund Transfers	6	-	-	-
Funds brought forward		220,163	72,914	293,077
Funds carried forward		205,019	85,689	295,139

SAYIT (Sheena Amos Youth Trust)**Notes to the accounts****for the year ended 31 March 2024**

	2024	2023
	£	£
2 Debtors: amounts falling due within one year		
Receivable	0	30,000
	<u>0</u>	<u>30,000</u>

3 Creditors: amounts falling due within one year

These are expenses that have been incurred but have not been billed or paid for during the accounting period. They are in respect of:

	2024	2023
	£	£
Accruals & Income	1,140	792
Wages and NI, Pension	3,424	4,926
	<u>4,564</u>	<u>5,718</u>

4 Staff costs and trustees' remuneration

	2024	2023
	£	£
Salaries	213,347	218,338
Redundancy costs	-	-
Social Security costs	11,490	13,573
Pensions	14,935	15,981
	<u>239,772</u>	<u>247,892</u>

The average number of monthly employees was 13 (2023: 16)

The average number of monthly full time equivalents was 7.6 (2023: 7.4)

None of the staff earned more than £60,000 pa (2023: nil)

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2024	2023
	£	£
Aggregate compensation	105,133	109,887

Trustees' remuneration

Trustees received no expenses, remuneration or benefits during the period for 2024 (2023: £nil)

SAYIT (Sheena Amos Youth Trust)**Notes to the accounts****for the year ended 31 March 2024****5 Income**

Donations and legacies	Unrestricted funds	Restricted funds	2024 Total	2023 Total
	£	£	£	£
Donations and legacies include the following grants receivable:				
Big Lottery Fund	-	88,295	88,295	88,563
Children in Need (Fruitbowl)	-	38,908	38,908	38,146
Children in Need (Volunteer Coordinator)	-	-	-	-
ESC Lottery Fund	1,855	-	1,855	-
Medical Health Education	-	-	-	10,192
Masonic Charitable Fund	5,000	-	5,000	-
Hate Crime	-	-	-	4,680
Key Fund	-	-	-	43,425
Sheffield NHS Trust	-	2,548	2,548	-
Sheffield United Football Club	250	-	250	2,500
Suicide Project	-	2,340	2,340	-
The University of Sheffield	10,192	-	10,192	-
SOUTH YORKSHIRE CO SYCF	5,520	-	5,520	-
The Tudor Trust - Main grant	-	30,000	30,000	-
LEARN SHEFFIELD	1,400	-	1,400	-
Little Lives	-	-	-	66
Henry Smith	60,000	-	60,000	54,400
Contracts	-	-	-	-
Sheffield City Council - LGBT Health	28,000	-	28,000	28,000
Sheffield City Council - Intersectionalities	29,851	-	29,851	42,464
	<u>110,068</u>	<u>192,091</u>	<u>302,159</u>	<u>308,436</u>
Donations				
Noah Lomax(Donation)	-	14,991	14,991	24,689
Group Room	-	-	-	2,131
	<u>-</u>	<u>14,991</u>	<u>14,991</u>	<u>26,820</u>
Other trading activities				
Conference income	16,593	-	16,593	7,800
Income from investments	4,474	-	4,474	1,732
Refunds	114	-	114	642
Total Income	<u>131,249</u>	<u>207,082</u>	<u>338,331</u>	<u>345,430</u>

6 Restricted funds	Opening balance				Closing balance
Funder	01/04/2023	Income	Expenditure	Transfers	31/03/2024
	£	£	£	£	£
Big Lottery Fund (2022 - 2023)	10,846	88,295	-	-	10,781
Children in Need (Fruitbowl 2022 -25)	5,685	38,908	-	-	5,733
Hate Crime	1,614	-	1,614	-	0
Key Fund	19,209	-	19,209	-	0
Medical Health Education	10,192	-	10,192	-	0
Sheffield City Council - Vulnerable Children	25,436	-	25,436	-	0
Sheffield NHS Trust	1,730	2,548	-	-	3
Suicide Project	-	2,340	-	-	30
The Tudor Trust - Main grant	-	60,000	-	-	7,038
Donations	-	-	-	-	-
Noah Lomax Trust	38,886	14,991	-	-	41,289
	<u>90,121</u>	<u>207,082</u>	<u>232,408</u>	<u>-</u>	<u>64,795</u>

Information of funders is included in the Trustee Report Financial Review

7 Governance costs

Included In Governance costs is an amount of £1140 (2023 - £792) for Independent Examiner fees.

SAYIT (Sheena Amos Youth Trust)**Notes to the accounts****for the year ended 31 March 2024****8 Analysis of net assets by funds**

	Unrestricted funds £	Restricted funds £	Total funds £
Current assets	199,281	64,795	264,076
Debtors	-	-	-
Current Liabilities	- 4,564	-	- 4,564
	<u>194,717</u>	<u>64,795</u>	<u>259,512</u>

9 Statement of cash flows

Cashflow from operating activities	2024 £	2023 £
Income from		
Donations and legacies	317,150	335,256
Other trading activities	16,707	8,442
Income from investments	4,474	1,732
Expenditure on		
Charitable activities	- 373,958	- 343,368
Changes in Working Capital		
Changes in Receivables	30,000	4,586
Changes in Payables	- 1,154	4,926
Net cash	- 6,781	11,574
Cash brought forward	270,857	259,283
Cash carried forward	<u>264,076</u>	<u>270,857</u>
	- 0	

10 Going Concern

The trustees are of the view that the charity is a going concern.
Work for funding to replace existing grants due to expire, additional new grants and contracts is ongoing.

11 Operating leases

The charity has the following lease commitments under non-cancellable operating leases:

	2024 £	2023 £
Not later than one year	27,006	-
Later than one year and not later than five years		23,766
	<u>27,006</u>	<u>23,766</u>
Total Lease Payments	<u>27,006</u>	<u>23,766</u>
	2024 50,772	2023 36,610

SAYIT (SHEENA AMOS YOUTH TRUST)

England & Wales - Charity number 1177477

Accounts



SAYiT
(Sheena Amos Youth Trust)

Annual Report & Financial Statements
For period 1 April 2022 - 31 March 2023

Registered Charity Number: 1177477

Contents

Legal and administrative information for period ended 31 March 2023	p2
Trustees' report 2022-23	p3
Independent examiner's report to the trustees of SAYiT	p21
Statement of financial activities for the period ended 31 March 2023	p22
Balance sheet as at 31 March 2023	p23
Notes to the accounts for the period ended 31 March 2023	p24

LEGAL AND ADMINISTRATIVE INFORMATION

Full Name: SAYiT (Sheena Amos Youth Trust)

Registered Charity Number: 1177477

Principal Address: Scotia Works, Leadmill Road, Sheffield, S1 4SE (until November 2022)

Star House, 43 Division Street, Sheffield, S1 4GE (from November 2022)

Trustees:

Annie Gainsborough (Senior Consultant, Gradconsult) – Chair

Christopher Harvey (Head of Communications, Sheffield Museums) until October 2022

Georgina Burns-O’Connell (Research & Teaching Associate, Aston University) – Co-Treasurer until October 2022

Wei-Sheng Lin (Assistant Manager, KPMG) – Treasurer

Deborah Murdoch-Eaton (Emeritus Professor in Medical Education, former Dean, University of Sheffield)

Dr. Jasna Magic (Research Director - Crime, Justice & Equalities, NatCen Social Research)

Katie Marvin (Midwifery Researcher, Sheffield Hallam University)

Joe Butler (SEND Consultancy and Training, SEND Support)

Jon Gleek (Head of Service - Policy, Insight & Change, City of Doncaster Council)

Dr. Lucy Jones (Associate Professor in Sociolinguistics, University of Nottingham)

Lucy Morris (Programme Facilitator, The Diana Award)

Dr. Gemma Halliwell (Data and Reporting Analyst, University of Sheffield)

Staff:

Heather Paterson – Chief Executive Officer

Nic Fearnley-Hill – Charity Manager

Oliver Harrap – Business Manager

Sophie Williams – Youth Worker until Jan 2023

Harriet Wan-Hallam – Youth Worker

Hannah Greenslade – Youth Worker until March 2023

Dylan Hadley – Youth Worker

Charly Calpin – Youth Worker from March 2023

Iona Dixon – Admin Assistant / Assistant Youth Worker until March 2023

Fiona Moorcroft – Training Coordinator

Alex Brailsford – Assistant Youth Worker

Max Kirk - Assistant Youth Worker

Liz Wilson – Parent and Carer Worker

Alia Tariq – Admin Assistant from July 2022 until January 2023

James Dunne – Volunteer & Events Coordinator from September 2022

Christopher Outlaw – Admin Assistant from February 2023

Bank: Co-operative Bank, PO Box 250, Delf House, Southway, Skelmersdale

Independent Examiner:

Wells Richardson, Cannon House, Rutland Road, Sheffield, S3 8DP

Overall management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Constitution of the CIO (Charitable Incorporated Organisation). Day-to-day project activities are managed and carried out by paid staff members, paid sessional workers, volunteers and trustees.

TRUSTEES REPORT

Structure, Governance & Management

SAYiT was registered as a CIO in 2018 after operating as Sheena Amos Youth Trust since 1999. This report covers SAYiT's activity from 1st April 2022 to 31st March 2023.

The CIO Constitution states that the Charity shall have at least 3 Trustees, but no more than 12 at any one time. All new Trustees are required to provide the names of 2 referees prior to their appointment. Trustees are appointed following personal recommendation or individual application. Potential Trustees are required to submit a written application and undergo an interview before being accepted onto the board. A Trustee Handbook has been compiled, which will be used in the induction of future trustees and updated at regular intervals along with other handbooks. A Volunteer Handbook is also available.

At present, the full Board of Trustees meets at least 4 times a year. Subgroups are appointed by the Board of Trustees to deal with specific areas of work, e.g., employment matters. A Finance Group, consisting of the treasurers, the senior management team and the freelance finance worker, meets at regular intervals. Much of the trustees' work between meetings is conducted via email, video calls and telephone contact.

The day-to-day work of the charity is managed by the CEO and 2 part-time managers; the CEO reports to the Chair of Trustees.

During 2022-23, SAYiT employed 14 part-time employees and 2 full time. The average fulltime equivalent during this time being 7.4. All employees took part in child safeguarding training, PREVENT training, monthly supervisions, annual appraisals and regular team meetings.

SAYiT has a comprehensive set of employment policies and guidance documents, which are assembled in Employer and Staff Handbooks. These documents are reviewed and updated at regular intervals. All have been approved for Insurance¹ and Employment Protection² purposes.

Enhanced Criminal Records Bureau checks are carried out on all employees, volunteers and trustees.

Trustees can claim expenses, e.g., travel, postage and stationery.

¹ Employers' Insurance – Victor Third Sector Secure Insurance Policy through Ladbrook Insurance Brokers, Sheffield.

² Bulletproof Protection Plan – Employer Protection Scheme through Taylor Bracewell Employment Law, Sheffield.

Objectives

The objectives of SAYiT are:

- (1) To preserve, promote and improve physical, sexual and psychological health amongst young persons aged up to 25 years, living in the City of Sheffield and surrounding areas, and in particular, but not exclusively, those young persons who are vulnerable or disadvantaged.
- (2) To advance the education of the public (including such young persons as aforesaid) in all aspects of the preservation and improvement of psychosexual health amongst young persons.

Public Benefit Statement

SAYiT Trustees have been mindful of the Charity Commission's guidance on Public Benefit in their discussions about the direction the charity should take. They are confident that all the work currently being undertaken by the charity benefits the young people involved, by offering information, helping them develop new skills, allowing them to grow in confidence, empowering them to make healthy decisions and ultimately to ensure that they become active and healthy citizens. The testimonies of young people using our services confirm this.

SAYiT's projects are open to all young people in Sheffield free of charge, regardless of personal background, race, faith, disability, gender or sexuality. Workers are particularly careful to ensure that vulnerable young people from all backgrounds are given the opportunity to take part in activities. All staff, volunteers and trustees model inclusive ways of working together.

Our current main target group, LGBTQ+ young people, includes some of the most vulnerable and marginalised young people in the city. We are providing services not offered elsewhere in the city to these individuals. Groups are attracting a growing number of young people, demonstrating both the need for the groups, and the success of our workers in providing the activities which help and support the young people accessing them.

Our funders for 2022-23 have received reports on the work we have undertaken during the year, and are satisfied that we have delivered the required outcomes.

Evidence of our work to date has also convinced new funders that we will continue to deliver first-class services to LGBTQ+ young people and we have successfully secured funding to continue our work.

Our constitution allows us to work in "Sheffield and surrounding areas", so we can continue to support colleagues in South Yorkshire, either by helping to train and support local workers or by doing some of the work ourselves. This way we hope to ensure that LGBTQ+ young people can have access to excellent support wherever they live in South Yorkshire.

Please see the section of this report under "Achievements & Performance" for reports from individual projects which give examples of the way our work has delivered public benefit.

Collaborating Organisations

SAYiT adds value to the work of other agencies and service providers through joint working, partnership working and training. Those with whom SAYiT has worked during the past year include;

+Me, 9000 Lives, ADIRA, Andro and Eve, All Saints School Sheffield, Ashiana, Asylum Welcome, Aston University, Barnsley Council, Barnsley Eating Disorder Team, Barnsley Recovery Steps, Berneslai Homes, Barnsley Sexual Abuse and Rape Crisis Services, Bradfield School, Brantwood, Burton Street Foundation, CEASE, Centre Point, Change Grow Live, Cherry Tree Support Services, CHILYPEP, Church Temple of Fun, CRESST, DECSY, Diva, Docfest, Doncaster Council, Doncaster Domestic Abuse Hub, Doncaster Foyer, Eden Films, Ethical Properties, Endorphins, Galop, Glass Onion, Esland Homes, Global Brands, Growth Company, Haven, iBme UK, IKEA, FaithStar, Flourish, High Storrs School, Humankind Charity, IDAS, Irwin Mitchell Solicitors, Kelham Island Museum, Leadmill, Learn Sheffield, LGBT Sheffield, Lush, MAST, Mermaids, Nacro, NHS Sheffield, NHS Doncaster, Nomad Sheffield, National Probation Service, Outwood Academy, Peter Abraham (Sign Language Interpreter), Porterbrook Clinic, Phoenix Women's Aid, Rdash, Really Neet, Riverdale Grange, Riverside, RMBC Fostering, Rotherham Council Adoption Service, Rotherham Metropolitan Borough Council, Rothacs, Rotherham Hospice, Rotherham Rise, Rotherham Safeguarding Adults Board, REMEDI, Ritetrax, School of Sexuality, Sheffield Area Refuge and Support, Sheffield Children's Hospital, Sheffield City Council, Sheffield College, Sheffield Foyer, Sheffield Futures, Sheffield Hallam University, Sheffield Mental Health Network, Sheffield Nursing School, Sheffield Rape and Sexual Abuse Centre, Sheffield Rainbow Laces, SOAR, Sheffield United Community Foundation, Sheffield United, Shelter, Sheffield Wednesday, Showroom, South Yorkshire Community Rehabilitation Company, South Yorkshire CRC, South Yorkshire Fire and Rescue, South Yorkshire PCC, South Yorkshire Women's Aid, South Yorkshire Fire and Rescue, South Yorkshire Housing Association, Stop Hate UK, SYEDA, South Yorkshire Police, St. Leger Homes, Strengthening Families, Stonewall, Suitworks, Taylor Bracewell, Together Women, TT Electronics, University of Sheffield, University of Nottingham, Utilita, Voluntary Action Sheffield, West London Equality Centre, Widowed and Young, YASY, YWCA Yorkshire, Young Women's Housing Project, ZEST.

Achievements and Performance

Chair of the Board of Trustees Report– [April 2022 to March 2023]

The SAYiT team work consistently to support and empower LGBT+ young people in and around Sheffield, and this year has been no exception. Last year I reported a political and social landscape which is increasingly hostile in relation to LGBTQ+ (particularly trans) rights, and this trend sadly shows no sign of abating. The UK, which nine years ago ranked at number 1, has fallen to number 17 in Rainbow Europe's review of 49 countries and their approach to LGBT rights. This year has also seen a continued rise in LGBT+ hate crime in the UK, something we have seen directly through our new role as a third-party hate crime reporting centre. Most recently, the government's attempts to propose dangerous and unlawful trans guidance for schools, places LGBT+ young people at the centre of this hostile debate. In this context and against the backdrop of an ongoing cost of living crisis, SAYiT's services are increasingly and critically important, and the enduring support of SAYiT remains vital, providing hope, safety and a sense of belonging for some of the most marginalised young people across our city.

Our strength as an organisation comes from our team, and the whole staff team work resolutely every day to improve the lives of our young people, ensuring their voices are heard and they have the chance to flourish. Heather Patterson moves into her third year as CEO, using her unrivalled knowledge of the sector and political landscape to grow and develop SAYiT's activities, reputation and network. Heather is ably supported in her leadership by Nicola Fearnley-Hill who manages and guides our youth work as Charity Manager, and Oliver Harrap who supports the team operationally as Business Manager. We have said goodbye to some longstanding Youth Workers this year, who will be very missed, but we wish them well as they take their next steps, and we are pleased and honoured to have been a part of their journeys. We had the pleasure of welcoming some new team members, bringing enthusiasm and experience from elsewhere into the SAYiT team. At the point of writing, we are also advertising for another Youth Worker to continue to grow our team. Our youth workers and wider team, without a doubt, continue to dedicate themselves to providing the highest quality of support to our young people and make the mission of SAYiT possible.

In terms of the Trustee Board, at the last AGM we said goodbye to valued trustees: long-standing board members Christopher Harvey and our Vice Treasurer Georgie Burns-O'Connell. SAYiT and the Board has gained so much from the passion and careful judgement of both of them of the years, and while they are sadly missed, we know both of them remain committed to SAYiT's mission. On a personal note – it was a delight to work with both of you and we continue to wish you all the best in future. In their place, we have also had the pleasure this year of welcoming five new trustees bringing enthusiasm, generosity of time and skill, and a breadth of knowledge and experience from inside and outside of the LGBT+ and youth sectors. All Trustees – past and present– continue to be truly dedicated to the Charity's success and I want to say a huge thank you to them all for their tireless work.

The outstanding work of our wider team, and the continued demand for our services, has also meant that we have been able to renew our contracts with long-term partner Sheffield City Council, as well as other generous funders including the Tudor Trust, Henry Smith, Children in Need and the National Lottery and the Key Fund's Social Enterprise Support Fund. None of this would also have been possible without the steadfast support of our Bookkeeper Craig Williamson, who has generously served SAYiT for over 10 years. In recognition of our growth, this year we say goodbye (and a huge thank you) to Craig and welcome FaithStar as our accountants.

The generosity of our funders has enabled SAYiT's vital services to continue and seen SAYiT's activities grow from strength to strength. The introduction last year of our Training Officer and Volunteer and Events Coordinator posts, has seen SAYiT expand our reach into the city. Our Training Officer has introduced five new core training programmes (including two CPD accredited programmes), allowing us to share our expertise with individuals and organisations to further enhance the lives of young LGBTQ+ people. And our Volunteer and Events Coordinator has recruited 40+ volunteers, reaching over 2500 attendees through conferences, educational talks and stalls. Our move from Scotia Works – our long-term base and ally – to Star House, has also provided us with new partners and allies in the youth work sector, as well as more space for our groups, for Open Days and professionals drop-ins and to anticipate growth in our team and among the young people we support.

The hard work and unwavering commitment of our staff team, Management Team, the Board of Trustees, our volunteers and funders means that young LGBT+ people can continue to receive the support they need through our groups, counselling and peer support via innovative and creative activities. In this climate, we remain eternally grateful for the donations in time and money of all individuals and funders who enable our activities to continue. The work SAYiT is doing has never been more important, I am humbled to act as Chair and remain incredibly proud of all our wider team achieves. Working alongside such excellent people and partners, I am confident the Charity will continue to grow, in spite of the challenges the political and social landscape provides, allowing us to provide more much-needed support to the lives of so many LGBT+ young people.

Annie Gainsborough
Chair of Trustees
2023

CEO's Report

The past year has continued to present significant challenges for LGBTQ+ young people as they navigate a hostile climate marked by continuing increases in anti-LGBTQ+ hate crimes and intense political and media debates centred around LGBTQ+ rights, particularly concerning transgender and non-binary people. It is unsurprising in this context that LGBTQ+ young people continue to experience higher rates of mental health issues, self-harm, and suicidal ideation compared to their heterosexual and cisgender peers. This year in response to the sustained demand for our services, we have relocated to a larger centre, with a dedicated youth space and one-to-one counselling rooms designed by our young people. We have also expanded our training programs, outreach initiatives, and events to reach a larger number of young people.

In October 2022 in recognition of the underreporting of anti-LGBTQ+ hate crimes, SAYiT became a third-party hate crime reporting centre. This allows young people who may experience barriers preventing them from reporting directly to the police, to instead make a report through SAYiT, also allowing us to ensure that they receive any support which may be necessary.

We have experienced a continued high level of mental health support needs, which has been exacerbated for some of our young people who have experienced difficulties accessing statutory health services due to lengthy waiting lists and changes in services provided by the Tavistock Clinic. We have expanded our support offer under our Noah Lomax fund, diversifying our pool of counsellors to provide a broader range of therapeutic approaches, including traditional talking therapy, as well as creative art and drama therapies. However, it is important to note that these sessions are a short-term offer providing either a brief early intervention or interim bridging support and cannot substitute for statutory services.

In this challenging climate, the support provided by SAYiT is more vital than ever in providing a sense of belonging, support, and information for LGBTQ+ young people. SAYiT offers a range of groups where young people can access peer support alongside one-to-one and counselling provisions to be able to support the individual needs and mental well-being of the young people who access our services. Our work with parents and carers, in schools and other agencies, works to improve the wider environments in which our young people experience their lives.

Moving forward, we are committed to further developing our service offerings to meet the growing demands of LGBTQ+ young people in our city. We will continue to strengthen our existing partnerships with other agencies in the region, including Sheffield Council, city universities, and the many voluntary, community, and faith-based organizations, to effectively deliver our work.

While we continue to operate amidst challenging and constantly evolving circumstances, which disproportionately affect the lives of young LGBTQ+ people, I am confident in the resilience of our organization to confront these challenges and support and empower our young people. As CEO, I take great pride in leading a dedicated team that strives to make a substantial difference in the lives of LGBTQ+ individuals in our region, as well as in building the reputation, reach, and visibility of our charity.

Heather Paterson
CEO
2023

Youth Work

Fruitbowl

Fruitbowl is a weekly youth group that aims to provide support and empower LGBTQ+ youth and individuals that may be questioning their gender and/or sexuality. This inclusive, safe space serves as a confidential environment where young people can connect with others who share similar experiences and form meaningful friendships, along with the opportunity to chat with experienced youth workers. Fruitbowl operates out of a dedicated LGBTQ+ youth group space at Star House, a city centre location with convenient travel links. Within this youth space there are three distinct rooms: the primary youth space where most of the activities occur, the sunshine room which serves as a social space for casual conversations and the snug which is a tranquil area where young people can relax and decompress when feeling overwhelmed or after a particularly stressful week.

The content of Fruitbowl sessions vary from week to week and are a mixture of fun, educational and enriching activities. They are based on requests from young people. Throughout the past year, some of these activities included:

- Stop Motion Animation
- Bingo Evening
- Book Club
- Visit from Sexual Health Sheffield
- Debate Night
- Boomwhackers Music Session
- Visit from Wildhouse Encounters
- Pom Pom Making
- Tile Painting
- Norfolk Park Picnic
- Solar System of Self Mindfulness Activity
- LGBTQ+ History Month Talk
- Show and Tell
- Quiz Night

Dylan Hadley
Youth Worker
2023

Prism

Prism is a youth group empowering LGBTQ+ young people in Sheffield who are aged 18-25 years old. Prism offers a safe place for both group work and 1-1 support. The group runs twice a month and alternates fortnightly between remote online support and face-to-face groups.

Throughout 2022/23, SAYiT consulted with Prism young people to determine what group sessions they would like to engage in. Based on this consultation, there have been a range of different sessions at Prism including:

- Games sessions
- LGBTQ+ history month
- Film night
- Future planning
- Christmas party
- Mindfulness
- Mug making
- LGBTQ+ History Timeline
- Spring Crafts
- Easter Crafts
- Debate Night

Harriet Wan-Hallam
Youth Worker
2023

Projects & Campaign Work

Alongside the youth groups Fruitbowl and Prism, SAYiT also run projects and campaigns which are open to all SAYiT young people and during school holidays we held joint activities.

Sessions included:

- Forced Entertainment – Drama Workshop
- Bingo
- LGBTQ+ History Month Talk
- Jigsaw Making
- Holocaust Memorial Day Quiz
- Feminising Hair Experience at Laundry
- Treasure Hunt
- Christmas Crafts
- PrEP & PEP talk with Sexual Health Sheffield
- Halloween Party
- ISAC talk
- Politics Talk
- Express Yourself Workshop
- Picnic in the Park
- Forge Dam Walk
- Queer Futures Session
- Festival of Debate Trip – Shon Faye
- Trans Influencer Visit - Cambell Kenneford
- Food Hygiene Level One
- Gender Expression Session
- Show and Tell
- Easter Egg Hunt at Bramall Lane

Awareness Events:

- World Aids Day event
- Trans Day of Remembrance (TDOR)
- International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT)

Projects:

- Interviews – SAYiT young people have been involved in our recruitment process to hire youth workers, forming a youth interview panel.
- Suicide Prevention Video – SAYiT young people appeared in a harm reduction video for youth support services.

Residentials: we held our young people residentials at The Peak Centre, Champion House in Edale. At this space the young people were able to do adventure activities, cook and for many of them, have their first experience of a night away from their family home. The residentials are split up into age appropriate ranges and are free for the young people to attend.

SAYeaT

In June 2021 we started an Aviva Campaign named SAYeaT. Our goal was to be able to create a pop-up café that is LGBTQ+ inclusive, neuro-diverse friendly and alcohol free. A promotional video was filmed by and starred some of the young people from our Fruitbowl (11-17) and Prism (18-25) groups. This can be viewed here:

<https://www.youtube.com/watch?v=dbENRkulzX0>

The café did not have its own building, instead utilising community spaces round the city. While the café is a space for everyone in the community to come to, it was staffed and facilitated by the amazing young people that are a part of SAYiT.

During this project, SAYiT's young people had the opportunity to gain employment skills, food hygiene and preparation qualifications, work experience and most importantly, confidence in positions such as customer service, food preparation and hygiene, money handling and barista training.

The café ran several times from June 2022 and the young people who completed the training are now offered the chance to utilise their skills at upcoming SAYiT events.

Text Service

A text service was established during the pandemic, which enabled us to have direct contact with young people to inform them about the groups and project which we were running. This service also provided young people a way of contacting us when needed. The service has continued to run since the pandemic, being staffed on Wednesday and Fridays.

British Sign Language / Deafness Support

As part of SAYiT's continued efforts to be an inclusive service for everyone, we have continued with providing our youth workers with an introduction training to sign language. At each youth group sessions, we have a BSL sign of the day.

Other Work**Moving Building**

It had become evident that we had outgrown our former workspace at Scotia Works and in November 2022, we were able to move premises to Star House. This meant we were able to have a new designated LGBTQ+ youth group room, two one to one rooms and a wellbeing snug for our young people. We also have a larger office space for the staff team and a training / meeting room.

Having a designated group space for the LGBTQ+ young people of Sheffield, has given them a sense of ownership. Young people have decorated each room to what they would like. This has included a large rainbow wall, a rainforest themed room, a sunflower themed room and a snug which is filled with sensory toys, soft furnishings and mood lighting.

On 17th February 2023, we held an open day and invited services, press, parents and carers, professionals and young people from around the city to come and visit our new space. The event was a great success with over 250 visitors and our group room was officially opened by the Lord Mayor of South Yorkshire

Social Media Campaigns & Website

In September 2022 we underwent a marketing review, which gave us space to reflect on how we appear to our young people, professionals and parents and carers, to make sure we are fully displaying the breadth of work we do.

We built a new website in 2022. This gave us more freedom to update young people and professionals about upcoming events, changes to services, useful resources and keep a regular staff blog, which shows the breadth and depth of work we do.

We use social media platforms to keep young people and followers informed of upcoming events, what services we are offering, sharing information and advertising days of significance such as LGBTQ+ History Month, Trans Day of Remembrance, World Aids Day and International Day Against Homophobia, Biphobia and Transphobia.

SAYiT now has over 2000 followers across Facebook, Twitter and Instagram. We also use LinkedIn to promote events more relevant to professionals.

Updates are also provided through monthly supporter's newsletters.

Oliver Harrap
Business Manager
July 2023

Training and Education

The most popular courses we deliver are LGBTQ+ Awareness training and Trans Awareness. Both these courses are CPD Accredited, and can be taken face to face or online. Each course is modular, meaning that new modules can be created and included easily. This has allowed us to promote non accredited shorter courses, and I have delivered tailored training for organisations with an hour to spare, or even less. New breakout sessions have been created, and presently each course has three breakout sessions, a quiz, and a card game based on LGBTQ+ language to ensure participants remain engaged throughout.

We have also delivered bespoke talks for schools, colleges and universities. These include a 2 hour talk with Q&A for All Saints RC school and a number of shorter sessions for SEND schools across Sheffield. We have also travelled outside of the Sheffield region to deliver training in Northampton, Lincolnshire, Leeds and Birmingham.

In late 2022, we ran a half day programme alongside the NHS for doctor's surgeries in Sheffield. This was a great opportunity for us to see and hear from local NHS GPs and Equality, Diversity & Inclusion staff, and share knowledge and resources.

Over the course of 2022, delivering LGBTQ+ training became more challenging, as participants seemed to feel increasingly able to be openly homophobic and transphobic, even in their own work places. Having spoken with other trainers in similar organisations, this has been a common experience as these attitudes are once again acceptable in our society. Our response to this was to include a module on what homophobia, biphobia and transphobia look like, with examples. This has helped keep the discussions civil.

When it was noticed that some people didn't fully engage during online training, we started to use Menti, an online tool which enables participants to answer the questions and make comments anonymously. Feedback following these changes has been excellent, and it's great to think that we are making real changes in how the LGBTQ+ community is seen and understood.

During this report period, we delivered of 40 training sessions.

Training has been delivered to (not an exhaustive list):

- Global Brands
- MAST
- Esland Group
- NHS Doncaster
- Sheffield Children's Hospital
- NHS Sheffield
- RMBC Fostering
- Really Neet
- Growth Company
- Bernslai Homes
- Aston University
- Barnsley Eating Disorder Team
- Brantwood
- Sheffield Nursing School
- Doncaster Foyer
- Rotherham Council Adoption Service

- SOAR
- CTS Training
- University of Sheffield
- Church. Temple of Fun
- Outwood Academy
- Asylum Welcome
- SYHA
- All Saints School
- Burton Street Foundation
- Sheffield Wednesday Football Club
- Sheffield College
- Riverdale Grange

Fiona Moorcroft
Training Coordinator
2023

Volunteering

Volunteers are required to complete an advance DBS check and an interview before they start with our organisation. We have 2 types of volunteers; General Volunteers, who offer their time helping at events, designing materials, fundraising and attending stalls and Youth Group Volunteers. Youth Group Volunteers are given additional training and screening is completed to enable them to progress to being involved with the youth group.

Over the year we had a total of 64 volunteers and up to 50 active volunteers at any one time. In December 2022 we held a SAYiT volunteers social event, to create more of a community amongst them. We have continued to do this throughout the year. We have a good relationship with our volunteers and the feedback we get is that they feel supported, appreciated and valued.

Our volunteers are a vital part to the of the running of our organisation. They enable us to have a wider team, smoother delivery and expand our resources. Whilst also giving them experience or first start of

We use a software named Better Impact to store all of our Volunteers data and communicate directly with them via email and newsletters.

James Dunne
Volunteer and Events Coordinator
2023

Noah Lomax Fund

Noah Lomax tragically died in August 2018 at the age of 15. Noah's family, alongside SAYIT, set up the Noah Lomax Fund. This has enabled us to offer SAYIT young people access to LGBTQ+ affirmative counsellors, we currently have a pool of 6 counsellors, 3 of whom also family therapy. The fund allows us to continue to be able to be responsive and provide support, whilst young people are often sat on lengthy waiting lists.

Those who have accessed the hardship fund have benefitted from clothing vouchers, clothing for job interviews, mobile phones and phone credit, travel costs and gas and electric top ups. This list is not exhaustive and we feel extremely lucky that we can fund items that would not be seen as essential elsewhere.

Nicola Fearnley-Hill
Charity Manager
2023

Events

Our events are put into 3 categories: stalls, awareness events and conferences.

Our stalls include traveling to schools, community events, other organisations conferences and LGBTQ+ awareness events. At our stalls we:

- Showcase SAYIT's work
- Have a visible presence in the local community
- Fundraise and sell merchandise
- Engage with the public and young people about our services and how to refer to us
- Talk with the public about how they can get involved
- Network with other organisations for future events and partnerships
- Advertise training sessions and how to book them

Our increased presence throughout Sheffield and surrounding areas has seen more engagement with other organisations and schools.

Awareness events have consisted of IDAHOBIT (International day against homophobia, biphobia and transphobia), TDOR (Trans Day of Remembrance) and World Aids Day. These have been important events in our community to show solidarity and support, whilst also delivering important educational speeches from key note speakers, other community groups and giving people who are directly affected by these issues a platform. At all of our events we invite the opportunity for our young peoples' voices to be heard. If they are unable to attend, then we often read their poems or speeches and display and distribute their artworks.

We also held educational talks and conferences throughout the year. In March 2023 we were extremely proud to showcase the impact that the Noah Lomax Fund has made to the lives of LGBTQ+ young people accessing SAYIT at the Noah Lomax Memorial Event. The event was held at Sheffield University and included a keynote speech entitled 'Inequalities and LGBTQ+ Young People's Mental Health' by Richard Wilkinson. The event a huge success and enabled us to raise the profile of the fund.

Keynote speech here: <https://www.youtube.com/watch?v=I78eKYNZjCI>

James Dunne
Volunteer and Events Coordinator
2023

Parents and Carers Group

At SAYiT, we understand that parents and carers of LGBTQ+ young people might need support too. We have a sessional worker and a volunteer associated with the project and throughout the year the group ran monthly in Sheffield city centre.

Parents and carers tell us that it is really useful for them to have somewhere safe and friendly to go to talk to other parents and carers whose young people are LGBTQ+. Even though most parents and carers are really supportive, they often worry about what is the right (or wrong) thing to say to their child in a variety of situations or how to deal with issues that arise, and they find it helpful to talk things through with others. The group members tell us what they would like the session to be around and we use feedback from our young people to inform the sessions.

Liz Wilson
Parent & Carer Worker
2023

Donations and Fundraising

Over the last year many of our wonderful supporters and volunteers have run fundraisers and events for us. Including:

- Drag events
- Karaoke
- Disco
- Gigs
- Marathon
- Bake Sale
- Tie Dye t-shirt sale

Third Party Hate Crime Reporting Centre

This year SAYiT became a Third Party Hate Crime Reporting Centre. This means that anyone can report an incident of hate crime that they have witnessed or experienced without having to contact the police. This is open to all ages and all types of hate crime. We have a confidential email address or can log the report over the phone. This project has enabled the South Yorkshire Police and Crime Commissioners to see patterns of behaviour locally, and highlight areas of concern within communities who otherwise may face barriers to reporting crimes.

Oliver Harrap
Business Manager
2023

Financial Review (See also the Independent Examiner's Report.)

These financial statements cover the period between 1st April 2022 and 31st March 2023. We gratefully acknowledge support from the following major funders during 2022-2023.

- Big Lottery Fund (Team Leader posts and overheads)
- BBC Children in Need (Fruitbowl)
- Henry Smith Charity (senior manager posts and overheads)
- Medical Health Education
- Key Fund
- Sheffield City Council (LGBT Health and Intersectionalities)

Egress, Sheffield United Football Club and Little Lives have also contributed to our funds.

Donations from the Public

We continued receiving donations from the public to Noah Lomax's Fund. We are particularly grateful to Noah Lomax's parents for their continuing support. This fund is currently helping to provide young people attending our projects with much-needed referrals to counselling.

Reserves Policy

SAYiT has a policy of maintaining sufficient unrestricted reserves, which are not committed, to meet the following needs while minimising the negative financial impact on the provision of services to young people.

- Unexpected costs such as breakdown of essential equipment, staff cover for illness, maternity leave etc. and
- unavoidable running costs for a period of at least 6 months in the event of grant income being withdrawn.

The commitment under this policy is now estimated at **£187,827**, covering running costs for just over 6 months. Our unrestricted reserves are **£205,018** as at 31st March 2023.

Further Financial Review Details

Our major sources of funds thus far have been grants from both statutory as well as independent grant-making bodies.

The largest contributors remained the Big Lottery Fund, BBC Children in Need and the Henry Smith Charity.

Sheffield City Council also continued to support our work on public health and sexual health awareness.

We still need to continue working on diversifying our sources of income further to include a mixture of grants, commissions, donations and other income-generating activities, to maximise the prospect of a sustainable future for SAYiT.

Our Financial Controls Policy was updated and approved at the October 2022 AGM and is to be reviewed annually.

Our Reserves Policy was updated and approved at the October 2022 AGM. It is due to be reviewed again at our October 2023 AGM in light of our continuously changing financial circumstances.

Wei-sheng Lin
Treasurer
August 2023

Trustees responsibilities for the financial statements

Charity law requires the trustees to prepare financial statements for each financial period which show the state of affairs of the charity and of net income or expenditure of the charity for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation;
- state whether applicable accounting standards of recommended practice have been followed subject to any departures disclosed and explained in the financial statements.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable the Trustees to prepare financial statements. The Trustees are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention of fraud and other irregularities.

This report was approved by the Trustees on 30 October 2023 and is signed on their behalf by:



Annie Gainsborough
Chair
October 2023

Independent Examiner's report to the trustees of SAYiT (Sheena Amos Youth Trust)

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2023, which are set out on pages 22 to 28.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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

- 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.

Signed: _____

Grant Wade BA ACA
Wells Richardson
Cannon House
Rutland Road
Sheffield
S3 8OP

Date: _____

21/1/2024

SAYiT (Sheena Amos Youth Trust)

Statement of financial activities for the year ended 31 March 2023

		Unrestricted fund	Restricted fund	Total 2023	Total 2022
	Notes	£	£	£	£
Income from	1				
Donations and legacies	5	127,561	207,695	335,256	261,287
Other trading activities		8,442	-	8,442	1,023
Income from investments		1,732	-	1,732	370
Total income		<u>137,735</u>	<u>207,695</u>	<u>345,430</u>	<u>262,680</u>
Expenditure on					
Charitable activities					
Wages and NI, Pension	2	112,262	135,630	247,892	252,327
Publicity		-	5,450	5,450	1,266
Legal and professional costs		175	-	175	5,285
Premises costs		13,850	22,375	36,225	19,078
Office and IT equipment		1,688	4,858	6,546	440
Payroll Service		5,925	-	5,925	-
Training and conferences		1,648	8,834	10,482	3,255
Insurance		2,186	1,713	3,899	2,485
Office costs		715	3,314	4,029	464
Publications & subscriptions		1,140	-	1,140	-
Project work		7,989	4,484	12,473	41,301
Travel & subsistence		2,035	3,831	5,866	1,106
Bank Charges		2,546	-	2,546	2,763
Governance costs		720	-	720	792
Other Payments		-	-	-	-
Total expenditure		<u>152,880</u>	<u>190,488</u>	<u>343,368</u>	<u>330,562</u>
Net movements in funds	-	15,145	17,207	2,062	- 67,882
Fund Transfers		-	-		
Funds brought forward		220,163	72,914	293,077	360,959
Funds carried forward		<u>205,018</u>	<u>90,121</u>	<u>295,139</u>	<u>293,077</u>

SAYiT (Sheena Amos Youth Trust)

Balance Sheet as at 31 March 2023

	Notes	2,023 £	2,022 £
Current Assets			
Debtors	2	30,000	34,586
Balance at Bank and cash		270,857	259,283
Total Current Assets		300,857	293,869
Creditors: amounts falling due within one year	3	- 5,718	- 792
Net current assets/(liabilities)		295,139	293,077
Total assets less current liabilities		295,139	293,077
Asset transfer	7	-	-
Net Assets		295,139	293,077
Represented By			
Restricted income fund	6	90,121	72,914
Unrestricted income fund		205,018	220,163
		295,139	293,077
		0	- 0

This report was approved by the Trustees on 30 October 2023 and is signed on their behalf by:



Annie Gainsborough
Chair

SAYiT (Sheena Amos Youth Trust)

Notes to the Accounts for the year ended 31 March 2023

1 Accounting Policies

(a) Basis of preparation

The Financial Statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS102 (effective from January 2015 and updated with effect from January 2019) - (the Charities SORP (FRS102)), as modified for smaller charities.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The Charity meets the definition of a public benefit entity as defined under FRS102.

(b) Income

Income from 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.

(c) Restricted Funds

Restricted funds are used for specific purposes as laid down by the donor. Expenditure which meets the criteria is identified to the fund together with a fair allocation of management and support costs.

(d) General Funds

Unrestricted Funds are other income received or generated for the objects of the charity without further specified purpose and are available as general funds.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose

(e) Resources expended

Sheena Amos Youth Trust is not VAT registered.

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.

(f) Tangible Fixed Assets and Depreciation

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost of each asset over its useful life.

(g) Fund Accounting

Funds held by the charity are either restricted funds or unrestricted general funds. Unrestricted funds are funds which can be used in accordance with the charitable objects at the discretion of the trustees. Restricted funds that can only be used for a particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

(h) Creditors and provisions

Creditors and provisions are recognised where 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.

(i) Pensions

Sheena Amos Youth Trust are contracted to The People's Pension to provide their workplace pension scheme. The People's Pension is a multi-employer, defined contribution occupational pension scheme that has master trust status. It's run by B&CE, a not-for-profit organisation.

The employer's contributions made to the scheme in 2023 were £15,980.89 (2022: £15,114) with an employer's contribution rate of 7.5% of total pay.

SAYiT (Sheena Amos Youth Trust)

Statement of financial activities for the year ended 31 March 2022

Statement of Financial Activities - prior year comparison

		Unrestricted fund	Restricted fund	Total 2022
	Notes	£	£	£
Income from	1			
Donations and legacies	5	75,155	186,131	261,287
Other trading activities		1,023	-	1,023
Income from investments		370	-	370
Total income		76,548	186,131	262,680
Expenditure on Charitable activities				
Wages and NI	4	31,135	221,192	252,327
Publicity		36	1,230	1,266
Legal and professional costs		5,267	18	5,285
Premises costs		19,078	-	19,078
Office and IT equipment		440	-	440
Training and conferences		110	3,145	3,255
Insurance		2,485	-	2,485
Office costs		464	-	464
Bank Charges			2,763	2,763
Project work		2,895	38,406	41,301
Travel & subsistence			1,106	1,106
Other payments		-	-	-
Governance costs	7	792	-	792
Total expenditure		62,702	267,860	330,562
 Net movements in funds		13,846	- 81,728	- 67,882
 Fund Transfers	6	14,223	- 14,223	
 Funds brought forward		192,094	168,865	360,959
 Funds carried forward		220,163	72,914	293,077

SAYiT (Sheena Amos Youth Trust)

Notes to the accounts

for the year ended 31 March 2023

	2023	2022
	£	£
2 Debtors: amounts falling due within one year		
Grant receivable	30,000	34,586
	<u>30,000</u>	<u>34,586</u>

3 Creditors: amounts falling due within one year

These are expenses that have been incurred but have not been billed or paid for during the accounting period. They are in respect of:

	2023	2022
	£	£
Accruals & Income	0	792
Wages and NI, Pension	5,718	-
	<u>5,718</u>	<u>792</u>

4 Staff costs and trustees' remuneration

	2023	2022
	£	£
Salaries	218,338	223,723
Redundancy costs	-	-
Social Security costs	13,573	13,490
Pensions	15,981	15,114
	<u>247,892</u>	<u>252,327</u>

The average number of monthly employees was 16 (2022: 13.5)

The average number of monthly full time equivalents was 7.4 (2022: 8.44)

None of the staff earned more than £60,000 pa (2022: nil)

Trustees' remuneration

Trustees received no expenses, remuneration or benefits during the period for 2023 (2022: £nil)

SAYIT (Sheena Amos Youth Trust)
**Notes to the accounts
for the year ended 31 March 2023**
5 Income

	Unrestricted funds	Restricted funds	2023 Total	2022 Total
	£	£	£	£
Donations and legacies				
Donations and legacies include the following grants receivable:				
Big Lottery Fund	-	86,563	86,563	33,682
The Brelms Trust CIC	-	-	-	-
The Brooke Trust	-	-	-	-
Charities Aid Foundation	-	-	-	-
Children in Need (Fruitbowl)	-	38,146	38,146	29,996
Children in Need (Volunteer Coordinator)	-	-	-	-
Medical Health Education	-	10,192	10,192	-
Egress software	-	-	-	2,500
Hate Crime	-	4,680	4,680	-
Key Fund	-	43,425	43,425	-
Sheffield City Council	-	-	-	1,000
Sheffield City Council - Counselling to Noah Lomax Trust	-	-	-	10,000
Sheffield City Council - Domestic Abuse	-	-	-	7,500
Sheffield City Council - Vulnerable Children	-	-	-	50,000
Sheffield City Council - VRU	-	-	-	-
Sheffield NHS Trust	-	-	-	12,000
Sheffield United Football Club	2,500	-	2,500	2,500
South Yorkshire Police Crime Commissioner	-	-	-	2,500
The Tudor Trust - Main grant	-	-	-	30,000
The Tudor Trust - Counselling	-	-	-	-
Little Lives	66	-	66	-
Henry Smith	54,400	-	54,400	-
Contracts	-	-	-	-
Sheffield City Council - LGBT Health	26,000	-	26,000	26,000
Sheffield City Council - Intersectionalities	42,464	-	42,464	25,000
	<u>125,430</u>	<u>183,006</u>	<u>308,436</u>	<u>232,678</u>
Donations				
Noah Lomax(Donation)	-	24,689	24,689	28,609
Group Room	2,131	-	2,131	-
	<u>2,131</u>	<u>24,689</u>	<u>26,820</u>	<u>28,609</u>
Other trading activities				
Conference income	7,800	-	7,800	1,023
Income from investments	1,732	-	1,732	370
Refunds	642	-	642	-
Total income	<u>137,735</u>	<u>207,695</u>	<u>345,430</u>	<u>262,680</u>

	Opening balance				Closing balance
	44,652	Income	Expenditure	Transfers	45,016
Funder	£	£	£	£	£
Big Lottery Fund (2022 - 2023)	9,216	86,563	-	-	10,846
The Brelms Trust CIC	-	-	84,933	-	-
The Brooke Trust	-	-	-	-	-
Charities Aid Foundation	-	-	-	-	-
Children in Need (Fruitbowl 2022 -23)	-	-	-	-	-
Children in Need (Fruitbowl 2022 -25)	4,666	38,146	-	-	5,685
Children in Need (Volunteer Coordinator)	-	-	-	-	-
Hate Crime	-	4,680	-	-	1,614
Key Fund	-	43,425	-	-	19,209
Medical Health Education	-	10,192	-	-	10,192
Children in Need SEND	-	-	-	-	-
Henry Smith Foundation	-	-	-	-	-
LGBT+ Consortium (SEND)	-	-	-	-	-
Sheffield City Council - Domestic Abuse	-	-	-	-	-
Sheffield City Council - VRU	-	-	-	-	-
Sheffield City Council - Vulnerable Children	25,436	-	-	-	25,436
Sheffield NHS Trust	1,730	-	-	-	1,730
South Yorkshire Police Crime Commissioner	-	-	-	-	-
Suicide Project	-	-	2,370	-	2,370
The University of Sheffield	-	-	-	-	-
The Tudor Trust - Main grant	7,501	-	28,610	-	21,109
The Tudor Trust - Counselling	-	-	-	-	-
Donations	-	-	-	-	-
Noah Lomax Trust	24,363	24,689	10,166	-	38,886
	<u>72,914</u>	<u>207,695</u>	<u>190,488</u>	<u>-</u>	<u>90,121</u>

Information of funders is included in the Trustee Report Financial Review

7 Governance costs

Included in Governance costs is an amount of £792 (2022 - £792) for Independent Examiner fees.

SAYiT (Sheena Amos Youth Trust)

Notes to the accounts

for the year ended 31 March 2023

8 Analysis of net assets by funds

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
Current assets	180,737	90,121	270,857
Debtors	30,000	-	30,000
Current Liabilities	- 5,718	-	- 5,718
	<u>205,019</u>	<u>90,121</u>	<u>295,139</u>

9 Statement of cash flows

Cashflow from operating activities	2,023	2,022
	£	£
Income from		
Donations and legacies	335,256	261,287
Other trading activities	8,442	1,023
Income from investments	1,732	370
Expenditure on		
Charitable activities	- 343,368	- 330,490
Changes in Working Capital		
Changes in Receivables	4,586	- 34,586
Changes in Payables	4,926	-
Net cash	11,574	- 102,396
Cash brought forward	259,283	361,679
Cash carried forward	270,857	259,283
	- 0	

9 Going Concern

The trustees are of the view that the charity is a going concern.

Work for funding to replace existing grants due to expire, additional new grants and contracts is ongoing.

10 Operating leases

The charity has the following lease commitments under non-cancellable operating leases:

	2,023	2,022
	£	£
Not later than one year	-	-
Later than one year and not later than five years	-	-
	<u>-</u>	<u>-</u>

SAYIT (SHEENA AMOS YOUTH TRUST)

England & Wales - Charity number 1177477

Accounts



SAYiT

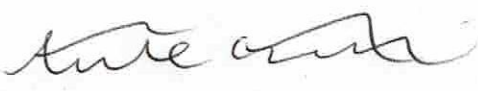
SAYiT
(Sheena Amos Youth Trust)

Annual Report & Financial Statements
For period 1 April 2021 - 31 March 2022

Registered Charity Number: 1177477

Contents

Legal and administrative information for period ended 31 March 2022	2
Trustees' report 2021-22	3
Independent examiner's report to the trustees of SAYiT	18
Statement of financial activities for the period ended 31 March 2022	19
Balance sheet as at 31 March 2022	20
Notes to the accounts for the period ended 31 March 2022	21


Signed by:
Annie Gainsborough
Chair

SAYiT (Sheena Amos Youth Trust)

LEGAL AND ADMINISTRATIVE INFORMATION

Full Name: SAYiT (Sheena Amos Youth Trust)

Registered Charity Number: 1177477

Principal Address: Scotia Works, Leadmill Road, Sheffield, S1 4SE

Trustees and Management Committee:

Ali Bishop (Children's Commissioning Manager, Sheffield CCG) – Chair *until January 2021* & Co-chair *from January 2022 until March 2022*

Jane Fenelon (Senior Patient Partnership Coordinator, Sheffield Teaching Hospitals NHS Foundation Trust) – Vice-chair - Safeguarding lead *until March 2022*

Gill Blakey (Retired Programme Manager, Sheffield College) – Vice-chair *until March 2022*

Christopher Harvey (Head of Communications, Sheffield Museums)

Georgina Burns-O'Connell (Research Officer, British Tinnitus Association) – Co-Treasurer

Wei-Sheng Lin (Audit Associate, KPMG) – Co-Treasurer

Deborah Murdoch-Eaton (Retired Dean of Medical Education, University of Sheffield)

Dr. Jasna Magic (National LGBT+ Domestic Abuse Project Manager, Galop)

Katie Marvin (Midwifery Researcher, Sheffield Hallam University)

Joe Butler (SEND Consultancy and Training, SEND Support)

Annie Gainsborough (Project Manager, Gradconsult) – Co-chair *from January 2022* & Chair *from April 2022*

Staff:

Heather Paterson – Chief Executive Officer

Nic Fearnley-Hill – Charity Manager

Oliver Harrap – Business Manager

Sophie Williams – Youth Worker

Harriet Wan-Hallam – Youth Worker

Hannah Greenslade – Youth Worker

Dylan Hadley – Youth Worker

Rum Samuel – Youth Work Assistant *until December 2021*

Iona Dixon – Admin Assistant

Evie Muir - Domestic Abuse Development Worker *until December 2021*

Elly Sinclair – Domestic Abuse Development Worker *until December 2021*

Fiona Moorcroft – Training Coordinator *from September 2021*

Alex Brailsford – Assistant Youth Worker *from March 2022*

Max Kirk - Assistant Youth Worker *from March 2022*

Bank: Co-operative Bank, PO Box 250, Delf House, Southway, Skelmersdale

Independent Examiner:

Wells Richardson, Cannon House, Rutland Road, Sheffield, S3 8DP

Overall management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Constitution of the CIO (Charitable Incorporated Organisation). Day-to-day project activities are managed and carried out by paid staff members, paid sessional workers, volunteers and trustees.

SAYiT (Sheena Amos Youth Trust)

Trustees report 2021-22

Structure, Governance & Management

SAYiT was registered as a CIO in 2018 after operating as Sheena Amos Youth Trust since 1999. This report covers SAYiT's activity from 1st April 2021 to 31st March 2022.

The CIO Constitution states that the Charity shall have at least 3 Trustees, but no more than 12 at any one time. All new Trustees are required to provide the names of 2 referees prior to their appointment. Trustees are appointed following personal recommendation or individual application. Potential Trustees are required to submit a written application and undergo an interview before being accepted onto the board. A Trustee Handbook has been compiled, which will be used in the induction of future trustees and updated at regular intervals along with other handbooks. A Volunteer Handbook is also available.

At present, the full Board of Trustees meets at least 4 times a year. Subgroups are appointed by the Board of Trustees to deal with specific areas of work, e.g., employment matters. A Finance Group, consisting of the treasurers, the senior management team and the freelance finance worker, meets at regular intervals. Much of the trustees' work between meetings is conducted via email, video calls and telephone contact.

The day-to-day work of the charity is managed by the CEO and 2 part-time managers; the CEO reports to the Chair of Trustees.

During 2021-22 SAYiT employed up to 14 part-time employees at any one time and one full time. The average fulltime equivalent during this time being 8.4. All employees took part in regular supervision, annual appraisals and team meetings.

SAYiT has a comprehensive set of employment policies and guidance documents, which are assembled in Employer and Staff Handbooks. These documents are reviewed and updated at regular intervals. All have been approved for Insurance¹ and Employment Protection² purposes.

Enhanced Criminal Records Bureau checks are carried out on all employees, volunteers and trustees.

Trustees can claim expenses, e.g., travel, postage and stationery.

¹ Employers' Insurance – Victor Third Sector Secure Insurance Policy through Ladbrook Insurance Brokers, Sheffield.

² Bulletproof Protection Plan – Employer Protection Scheme through Taylor Bracewell Employment Law, Sheffield.

SAYiT (Sheena Amos Youth Trust)

Trustees' report 2021-22

Objectives

The objectives of SAYiT are:

- (1) To preserve, promote and improve physical, sexual and psychological health amongst young persons aged up to 25 years, living in the City of Sheffield and surrounding areas, and in particular, but not exclusively, those young persons who are vulnerable or disadvantaged.
- (2) To advance the education of the public (including such young persons as aforesaid) in all aspects of the preservation and improvement of psychosexual health amongst young persons.

Public Benefit Statement

SAYiT Trustees have been mindful of the Charity Commission's guidance on Public Benefit in their discussions about the direction the charity should take. They are confident that all the work currently being undertaken by the charity benefits the young people involved, by offering information, helping them develop new skills, allowing them to grow in confidence, empowering them to make healthy decisions and ultimately to ensure that they become active and healthy citizens. The testimonies of young people using our services confirm this.

SAYiT's projects are open to all young people in Sheffield free of charge, regardless of personal background, race, faith, disability, gender or sexuality. Workers are particularly careful to ensure that vulnerable young people from all backgrounds are given the opportunity to take part in activities. All staff, volunteers and trustees model inclusive ways of working together.

Our current main target group, LGBTQ+ young people, includes some of the most vulnerable and marginalised young people in the city. We are providing services not offered elsewhere in the city to these individuals. Groups are attracting a growing number of young people, demonstrating both the need for the groups, and the success of our workers in providing the activities which help and support the young people accessing them.

Our funders for 2021-22 have received reports on the work we have undertaken during the year, and are satisfied that we have delivered the required outcomes.

Evidence of our work to date has also convinced new funders that we will continue to deliver first-class services to LGBTQ+ young people and we have successfully secured funding to continue our work.

Our constitution allows us to work in "Sheffield and surrounding areas", so we can continue to support colleagues in South Yorkshire, either by helping to train and support local workers or by doing some of the work ourselves. This way we hope to ensure that LGBTQ+ young people can have access to excellent support wherever they live in South Yorkshire.

Please see the section of this report under "Achievements & Performance" for reports from individual projects which give examples of the way our work has delivered public benefit.

SAYIT (Sheena Amos Youth Trust)

Trustees' report 2021-22

COLLABORATING ORGANISATIONS

SAYIT adds value to the work of other agencies and service providers through joint working, partnership working and training. Those with whom SAYIT has worked during the past year include;

+Me, 9000 Lives, ADIRA, Andro and Eve, All Saints School Sheffield, Ashiana, Asylum Welcome, Barnsley Council, Barnsley Recovery Steps, Berneslai Homes, Barnsley Sexual Abuse and Rape Crisis Services, Bradfield School, Burton Street Foundation, CEASE, Centre Point, Change Grow Live, Cherry Tree Support Services, CHILYPEP, Church Temple of Fun, CRESST, DECSY, Diva, Doncaster Council, Doncaster Domestic Abuse Hub, Doncaster Foyer, Eden Films, Ethical Properties, Endorphins, Galop, Esland Homes, Haven, iBme UK, IKEA, Flourish, High Storrs School, Humankind Charity, IDAS, Irwin Mitchell Solicitors, Kelham Island Museum, Leadmill, LGBT Sheffield, Lush, Mermaids, Nacro, NHS, Nomad Sheffield, National Probation Service, Outwood Academy, Peter Abraham (Sign Language Interpreter), Porterbrook Clinic, Phoenix Women's Aid, Rdash, Riverdale Grange, Riverside, Rotherham Metropolitan Borough Council, Rothacs, Rotherham Hospice, Rotherham Rise, Rotherham Safeguarding Adults Board, REMEDI, Ritetrax, School of Sexuality, Sheffield Area Refuge and Support, Sheffield City Council, Sheffield Foyer, Sheffield Futures, Sheffield Hallam University, Sheffield Mental Health Network, Sheffield Rape and Sexual Abuse Centre, Sheffield Rainbow Laces, SOAR, Sheffield United Community Foundation, Sheffield United, Shelter, Sheffield Wednesday, Showroom, South Yorkshire Community Rehabilitation Company, South Yorkshire CRC, South Yorkshire Fire and Rescue, South Yorkshire Women's Aid, South Yorkshire Fire and Rescue, South Yorkshire Housing Association, SYEDA, South Yorkshire Police, St. Leger Homes, Strengthening Families, Stonewall, Taylor Bracewell, Together Women, TT Electronics, University of Sheffield, University of Nottingham, Voluntary Action Sheffield, West London Equality Centre, Widowed and Young, YWCA Yorkshire, Young Women's Housing Project, ZEST.

SAYiT (Sheena Amos Youth Trust)

Trustees' report 2021-22

ACHIEVEMENTS AND PERFORMANCE

Chair of the Board of Trustees Report– [April 2021 to March 2022]

The SAYiT team have continued to work incredibly hard this year to meet the increasing needs of LGBTQ+ young people in and around Sheffield. We know that LGBTQ+ young people were disproportionately affected by COVID and continue to grapple with its longer-term impacts, especially on their mental health, as well as facing ongoing challenges as we move into a cost-of-living crisis amidst a landscape that can be increasingly hostile in relation to LGBTQ+ (particularly trans) rights. In this context, demand for our services has increased dramatically and the enduring support of SAYiT remains vital, shining a beacon of hope for some of our most marginalized young people, offering a safe space and a sense of belonging to so many across our city.

Despite these challenges, and after some significant changes to the staff team across 2021, this year has seen relative stability and growth within the SAYiT team. Heather Paterson is now well-established as our CEO, using her experience and drive to steer SAYiT's activities and reputation (locally, nationally and internationally) from strength to strength. This year, under the leadership and support of Heather - alongside Nicola Fearnley-Hill and Oliver Harrap who ably make up our senior management team - SAYiT has seen the foundation of a number of new posts – and thus team members - as we explore and consolidate a range of new areas including external training. These developments have also meant that we have outgrown Scotia Works which has been an ally and a secure base for many years, and so at the end of October 2022 we are excited to be making the move to Star House which will provide us with new neighbours in the youth work sector, as well as more space for our groups and our team to grow. Our people are where we get our strength, and the SAYiT team model every day their clear commitment to improving the lives of some of the most marginalised young people in the UK, ensuring their voices are heard and they have the chance to flourish.

The end of this year has also seen changes and developments in our Trustee Board. The departure of Ali Bishop our Chair, as well as Jane Fenelon and Gill Blakey, who between them have given so many years, a whole host of experience and enthusiasm, and an unwavering dedication to SAYiT. On a personal note, myself and the whole board have learned a huge amount from the three of them – Gill ran our new trustee training/inductions back in Autumn/Winter 2020, Ali supported me through the handover to role as Chair and Jane has continually offered a huge wealth of knowledge about the charity and its history. All Trustees - past, present and future - are truly dedicated to the Charity's success and I want to say a huge thank you to them all for their tireless work.

The hard work of the Board of Trustees together with the CEO, our charity managers, staff team and volunteers means that young LGBTQ+ people can continue to receive the support they need through our groups, counselling and peer support via innovative and creative activities. With the increasing demand for our services, and the mounting pressures the cost-of-living crisis is bringing, it is fantastic to see the Noah Lomax Fund continuing to expand, as well as the confirmation of a number of larger grants which will support us into the coming years. In this climate, we remain eternally grateful for the donations of all individuals and funders who enable our activities to continue.

I am incredibly proud of the work SAYiT does and humbled to have taken over from Ali as Chair this year. Working alongside such a dedicated team, I am confident the charity will continue to grow, providing more much-needed support to the lives of so many young LGBTQ+ people.

SAYIT (Sheena Amos Youth Trust)

Trustees' report 2021-22

Annie Gainsborough

Chair

September 2022

CEO's Report

This has been another challenging year for LGBTQ+ young people and we have seen demands for our services continue to increase, both in the numbers of referrals and the level of support required. 70% of the young people attending SAYIT have additional SEND needs. As we exited the restrictions of the Covid pandemic, we are starting to see the long term impacts this has had on our young people in the disruption to their education, additional pressures to home lives and mental health impacts of the isolation and restricted access to peer support and services. Alongside this we have the ongoing cost of living crisis with increasing numbers of young people requiring hardship support.

LGBTQ+ issues have remained prominent in the media and government, with our young people seeing their existence and right to access support debated on a daily basis. Waiting lists for a first appointment with NHS Gender services are now at four years, with other mental health and statutory support services also overstretched. We have continued to see increases in anti-LGBTQ+ (and specifically anti-trans) hate crimes and legal challenges and are continuing to see the impact this is having on our young people.

In this climate, the support provided by SAYIT has never been more vital. SAYIT offers a range of groups where young people can access peer support alongside one-to-one and counselling provision to be able to support the individual needs and mental wellbeing of the young people who access our services. Our work with parents and carers, in schools and other agencies, works to improve the wider environments in which our young people experience their lives.

We have continued our partnership work with Sheffield United Community Foundation and Sheffield Rainbow Blades to address the barriers faced by young LGBTQ+ people to sports and physical activity. We have also worked to amplify the voices of LGBTQ+ young people as part of consultation project Queer Futures with the University of Nottingham and the IPCC Youth Report.

We have always recognised the importance of working in partnership with other agencies across the region and have worked closely with Sheffield Council, the city Universities, and groups and organisations across the voluntary, community, and faith sectors.

I look forward to continuing and building upon our existing relationships and networks to continue our work in future years.

We continue to operate in challenging and ever-changing times which disproportionately impact the lives of young LGBTQ+ people. However, I am confident in the strength of the charity in continuing to face these challenges and support and empower our young people. As CEO I am incredibly proud to lead such a committed team who continue to work to make a significant difference to the lives of LGBTQ+ people in the region and together building the reputation, reach, and visibility of the charity.

Heather Paterson

CEO

2022

SAYiT (Sheena Amos Youth Trust)

Trustees' report 2021-22

Fruitbowl

Fruitbowl is a weekly group dedicated to supporting, empowering and building the confidence of LGBTQ+ youth and those that are questioning. It's a safe space to meet others with similar experiences and make friends in order for young people to build their own support networks. Fruitbowl runs out of Scotia Works which is a city centre location. Within the space there is three rooms – our main youth room where the majority of our activities take place, the atrium which is a social space where young people can chat and the snug which is a quiet, relaxing space that young people can sit in and use to decompress if they're feeling overwhelmed or had a particularly stressful week. What happens within the sessions vary from week to week but, some examples of what's gone on over the last year include:

- Zine Making
- Mindfulness and Sleep Sessions
- Escape Room
- Music Evening
- Mug Painting
- Pride Quiz
- Scavenger Hunt
- Halloween Party
- Bracelet Making
- Black History Month Quiz
- Badge Making
- Film Night
- Online Safety Session

Dylan Hadley
Youth Worker
2022

Prism

Prism is a support group empowering LGBTQ+ young people in Sheffield who are aged 18-25 years old. Prism offers a safe place for both group work and 1-1 support. The group runs twice a month and alternates fortnightly between remote online support and face-to-face groups.

Throughout 2021/22 SAYiT consulted with Prism young people to determine what group sessions they would like to engage in. Based on this consultation, there have been a range of different sessions at Prism including:

SAYiT (Sheena Amos Youth Trust)

Trustees' report 2021-22

- Games sessions
- LGBTQ+ history month
- Prom planning

- Film night (Pride themed, Black History Month themed)
- Future planning
- Christmas party
- Mermaids consultation
- Mindfulness
- Consultation with Sheffield Children's Hospital - NHS Rainbow
- Mug making
- LGBTQ+ History Timeline

Harriet Wan-Hallam
Youth Worker
2022

Projects & Campaign Work

Alongside the youth groups Fruitbowl and Prism, we also run projects and campaigns which are open to all SAYiT young people.

The following items are events and projects the SAYiT young people got involved with during 2021-2022.

Events

- Autism event
- Rainbow Blades allies filming campaign
- World Aids Day event
- Trans Day of Remembrance (TDOR)
- International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT)

Projects

- Interviews - Young people have been involved in our recruitment process to hire youth workers
- Prom planning group
- Queer of Hearts LGBTQ+ Prom event at the Leadmill
- iBme mindfulness group
- Noah Lomax 18th birthday celebration
- Sheffield city history tour
- Endeavour canoe trip
- Rite Trax music production workshop
- Sheffield United football match trip
- Clothes swap
- SAYeaT fundraising and filming
- Swimming with Sheffield United Community Foundation
- Celebrating differences workshop- palmers school of excellence

SAYiT (Sheena Amos Youth Trust)

Trustees' report 2021-22

Guests and Speakers

- Police conduct (IOPC) session – How police could become a safer space
- School of sexuality – Queer sexual health and consent
- University of Nottingham- LGBTQ+ Manifesto and Design Consultation
- SUCF- How sport can be more inclusive
- Rum and Bee- Celebrating queer Judaism
- NHS Rainbow – Consultation of what Sheffield Children's Hospital could do to make the hospital more inclusive
- Mermaids - Conversion therapy consultation
- Sheffield University Medical students - Introduction to anatomy 101
- Support dogs - Meet the support dogs and what they can do
- Queer panel - Older LGBTQ+ adults sharing their experiences of growing up

Sophie Williams
Youth Worker
2022

SAYeaT

In June 2021 we started an Aviva Campaign named SAYeaT. Our goal was to be able to create a pop-up café that is LGBTQ+ inclusive, neuro-diverse friendly and alcohol free. A promotional video was filmed by and starred some of the young people from our Fruitbowl (11-17) and Prism (18-25) groups. This can be viewed here:

<https://www.youtube.com/watch?v=dbENRkulzX0>

The café did not have its own building, instead utilising community spaces round the city. While the café is a space for everyone in the community to come to, it was staffed and facilitated by the amazing young people that are a part of SAYiT.

During this project, SAYiT's young people had the opportunity to gain employment skills, food hygiene and preparation qualifications, work experience and most importantly, confidence in positions such as customer service, food preparation and hygiene, money handling and barista training.

The café ran several times and we are now able to utilise the skills gained from the project to do it again.

Working Through Change

Working remotely throughout the COVID pandemic made us change and adapt our ways of working. Below are some of the changes we continued with once we were able to return fully to face to face work:

SAYiT (Sheena Amos Youth Trust)

Trustees' report 2021-22

Text Service

A text service was established which enabled us to have direct contact with young people to inform them about the online groups and project which we were running. This service also provided young people a way of contacting us when needed. The service has continued to run on Wednesday and Fridays.

British Sign Language / Deafness Support

As part of SAYiT's continued efforts to be an inclusive service for everyone, we have continued with providing our youth workers with an introduction training to sign language. One of the youth workers has taken their learning further and is currently completing a sign language qualification. Now at the youth group sessions we have a BSL sign of the day.

Social Media Campaigns

We have been keeping our young people and followers across Instagram, Facebook and Twitter informed of upcoming events, what services we are offering, sharing information and advertising days of significance such as LGBTQ+ History Month, Trans Day of Remembrance, World Aids Day and International Day Against Homophobia, Biphobia and Transphobia.

During the last year SAYiT's social media following has increased significantly and we now have over 2000 followers across Facebook, Twitter and Instagram.

Oliver Harrap
Business Manager
September 2022

Training and Education

In September 2021 we recruited a part-time Training Coordinator to help us with the demand for LGBTQ+ training we were receiving. Previously, training was spread across the staff team.

These courses were mainly around; LGBTQ+ Awareness training and Trans Awareness training. Both these courses are CPD Accredited and suitable for up to 30 people at a time.

SAYiT has also delivered many bespoke training courses at schools, universities and workplaces across Sheffield.

We also began delivering a monthly multi-agency LGBTQ+ awareness course online, aimed at all professionals and staff teams.

Since schools reopened, SAYiT has been able to deliver education sessions and assemblies to young people at schools across the city.

SAYiT (Sheena Amos Youth Trust)

Trustees' report 2021-22

Oliver Harrap
Business Manager
September 2022

Volunteering

Volunteers are given a full DBS check and induction before they start with the organisation. They are also required to supply us with two references.

We have a cap of up to 50 volunteers on the books at any one time. They support the charity in various ways, including helping out at youth groups, helping at events, administrative support in the office, social media advice and fundraising. Any volunteer working with young people receives a youth work training session.

The staff team use an online volunteer software called Better Impact to communicate with volunteers and advertise roles for which they can sign up to. Throughout the year, we kept in contact with the volunteers through newsletters and Better Impact. Volunteers also spoke at events on behalf of SAYiT and provided content and stories for our social media campaigns.

Oliver Harrap
Business Manager
September 2022

Noah Lomax Fund

Noah Lomax tragically died in August 2018 at the age of 15. Noah's family, alongside SAYiT, set up the Noah Lomax Fund. This has enabled us to offer SAYiT young people access to LGBTQ+ affirmative counsellors, instead of being sat on CAMHS waiting lists and we also can allow those young people in desperate need, access to a hardship fund. Those who have accessed the hardship fund have benefitted from vouchers for food and clothing, mobile phones and phone credit, travel costs and also a bike for a young person to be able to leave their home.

Oliver Harrap
Business Manager
September 2022

LGBT+ Domestic Abuse Development Work – CALL IT OUT

This project aimed to improve identification of abuse in the LGBT+ community and strengthen the support offered by services to LGBT+ victims and survivors of domestic abuse. This project was funded until December 2021. Unfortunately, we were unable to secure funding for this project to continue.

Over the last few years, instances of domestic abuse increased, and therefore help for LGBT+ victims was needed more than ever. The Call It Out project recognised its role by running awareness campaigns within the LGBT+ community of help available, supporting all key services (Police, Domestic and Sexual Abuse services and online/telephone counsellors) to reach out to LGBT+ victims/survivors, and providing information for friends and family members.

SAYiT (Sheena Amos Youth Trust)

Trustees' report 2021-22

The training and consultancy work undertaken by this project with South Yorkshire services has improved access to services. The project developed an LGBT+ Inclusion Kite Mark; a quality assurance accreditation award for service providers, aiming to address some of the barriers LGBT+ people face when help-seeking.

There were two workers associated with delivering the project and also an admin worker attached.

The project managed to make a huge impact across South Yorkshire and improved the delivery of Domestic Abuse support to LGBT+ people and their families - working directly with survivors of abuse, who consistently informed the work.

Oliver Harrap
Business Manager
September 2022

Parents and Carers Group

At SAYiT we understand that parents and carers of LGBTQ+ young people might need support too. We have a sessional worker and a volunteer associated with the project and throughout the year the group ran monthly in Sheffield city centre.

Parents and carers tell us that it is really useful for them to have somewhere safe and friendly to go to talk to other parents and carers whose young people are LGBTQ+. Even though most parents and carers are really supportive, they often worry about what is the right (or wrong) thing to say to their child in a variety of situations or how to deal with issues that arise, and they find it helpful to talk things through with others. The group members tell us what they would like the session to be around and we use feedback from our young people to inform the sessions.

Oliver Harrap
Business Manager
September 2022

SAYIT (Sheena Amos Youth Trust)

Trustees' Report 2021-22

Financial Review (See also the Independent Examiner's Report.)

These financial statements cover the period between 1st April 2021 and 31st March 2022. We gratefully acknowledge support from the following major funders during 2021-2022.

- Big Lottery Fund (Team Leader posts and overheads)
- BBC Children in Need (Fruitbowl and Volunteer Coordinator)
- Henry Smith Charity (senior manager posts and overheads)
- Sheffield City Council (contracts for LGBT+ and Health services)
- The Tudor Trust (CEO post and overheads)
- The Brook Trust (Domestic Abuse)

The Sheffield NHS Trust, South Yorkshire Police and Crime Commissioner and The University of Sheffield have also contributed to our funds.

Donations from the Public

We continued receiving donations from the public to Noah Lomax's Fund. We are particularly grateful to Noah Lomax's parents for their continuing support. This fund is currently helping to provide young people attending our projects with much-needed referrals to counselling.

Reserves Policy

SAYIT has a policy of maintaining sufficient unrestricted reserves, which are not committed, to meet the following needs while minimising the negative financial impact on the provision of services to young people.

- Unexpected costs such as breakdown of essential equipment, staff cover for illness, maternity leave etc. and
- Unavoidable running costs for a period of at least 6 months in the event of grant income being withdrawn.

The commitment under this policy is now estimated at **£191,984**, covering running costs for just over 6 months. Our unrestricted reserves are **£221,803** as at 31st March 2022.

SAYiT (Sheena Amos Youth Trust)

Trustees' Report 2021-22

Further Financial Review Details

Our major sources of funds thus far have been grants from both statutory as well as independent grant-making bodies.

The largest contributors remained the Big Lottery Fund, BBC Children in Need, Henry Smith Charity and the Tudor Trust.

Sheffield City Council also continued to support our work on public health and sexual health awareness.

Charities Aid Foundation contributed funds to the Noah Lomax's Fund, while the Brook Trust provided funds for our Domestic Abuse Project.

We still need to continue working on diversifying our sources of income further to include a mixture of grants, commissions, donations and other income-generating activities, to maximise the prospect of a sustainable future for SAYiT.

Our Financial Controls Policy was updated and approved at the October 2021 AGM and is to be reviewed annually.

Our Reserves Policy was updated and approved at the October 2021 AGM. It is due to be reviewed again at our October 2022 AGM in light of our continuously changing financial circumstances.

Wei-sheng Lin
Co-Treasurer
September 2022

Georgina Burns-O'Connell
Co-Treasurer
September 2022

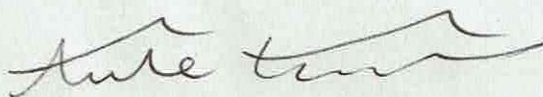
Trustees responsibilities for the financial statements

Charity law requires the trustees to prepare financial statements for each financial period which show the state of affairs of the charity and of net income or expenditure of the charity for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation;
- state whether applicable accounting standards of recommended practice have been followed subject to any departures disclosed and explained in the financial statements.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable the Trustees to prepare financial statements. The Trustees are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention of fraud and other irregularities.

This report was approved by the Trustees on 10 October 2022 and is signed on their behalf by:



Annie Gainsborough
Chair
October 2022

SAYiT (Sheena Amos Youth Trust)

Independent Examiner's report to the trustees of SAYiT (Sheena Amos Youth Trust)

I report to the trustees on my examination of the accounts of the above Charity for the year ended 31 March 2022, which are set out on pages 19 to 25.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

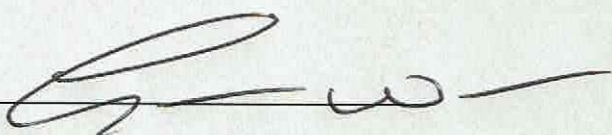
Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn. I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015. I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving 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.

Signed: _____



Grant Wade BA ACA
Chartered Accountant
Wells Richardson
Cannon House
Rutland Road
Sheffield
S3 8DP

Date: _____

6/12/2022

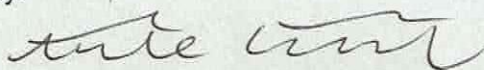
SAYiT (Sheena Amos Youth Trust)**Statement of financial activities
for the year ended 31 March 2022**

		Unrestricted fund	Restricted fund	Total 2022	Total 2021
	Notes	£	£	£	£
Income from	1				
Donations and legacies	5	75,155	186,131	261,287	404,469
Other trading activities		1,023	-	1,023	-
Income from investments		370	-	370	587
Total income		<u>76,548</u>	<u>186,131</u>	<u>262,680</u>	<u>405,056</u>
Expenditure on					
Charitable activities					
Wages and NI	4	31,135	221,192	252,327	258,478
Publicity		36	1,230	1,266	593
Legal and professional costs		5,267	18	5,285	7,367
Premises costs		19,078	-	19,078	18,123
Office and IT equipment		440	-	440	9,302
Training and conferences		110	3,145	3,255	5,176
Insurance		2,485	-	2,485	2,357
Office costs		464	-	464	898
Project work		2,895	41,169	44,064	36,176
Travel & subsistence		-	1,106	1,106	4,401
Other payments		-	-	-	-
Governance costs	7	<u>792</u>	<u>-</u>	<u>792</u>	<u>720</u>
Total expenditure		<u>62,702</u>	<u>267,860</u>	<u>330,562</u>	<u>343,590</u>
Net movements in funds		13,846	(81,728)	(67,882)	61,466
Fund Transfers	6	14,223	(14,223)		
Funds brought forward		192,094	168,865	360,959	299,494
Funds carried forward		<u>220,163</u>	<u>72,914</u>	<u>293,077</u>	<u>360,959</u>

SAYIT (Sheena Amos Youth Trust)**Balance Sheet as at 31 March 2022**

	Notes	2022 £	2021 £
Current Assets			
Debtors	2	34,586	-
Balance at Bank and cash		259,283	361,679
Total Current Assets		<u>293,869</u>	<u>361,679</u>
Creditors: amounts falling due within one year	3	(792)	(720)
Net current assets/(liabilities)		<u>293,077</u>	<u>360,959</u>
Total assets less current liabilities		<u>293,077</u>	<u>360,959</u>
 Asset transfer	7	-	-
Net Assets		<u>293,077</u>	<u>360,959</u>
 Represented By			
Restricted income fund	6	72,914	168,865
Unrestricted income fund		220,163	192,094
		<u>293,077</u>	<u>360,959</u>

This report was approved by the Trustees on 10 October 2022 and is signed on their behalf by:



~~Ali Bishop~~ Annie Gainsborough
Chair

Notes to the Accounts

for the year ended 31 March 2022

1 Accounting Policies

(a) Basis of preparation

The Financial Statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS102 (effective from January 2015 and updated with effect from January 2019) - (the Charities SORP (FRS102)), as modified for smaller charities.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The Charity meets the definition of a public benefit entity as defined under FRS102.

(b) Income

Income from 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.

(c) Restricted Funds

Restricted funds are used for specific purposes as laid down by the donor. Expenditure which meets the criteria is identified to the fund together with a fair allocation of management and support costs.

(d) General Funds

Unrestricted Funds are other income received or generated for the objects of the charity without further specified purpose and are available as general funds.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose

(e) Resources expended

Sheena Amos Youth Trust is not VAT registered.

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.

(f) Tangible Fixed Assets and Depreciation

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost of each asset over its useful life.

(g) Fund Accounting

Funds held by the charity are either restricted funds or unrestricted general funds. Unrestricted funds are funds which can be used in accordance with the charitable objects at the discretion of the trustees. Restricted funds that can only be used for a particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

(h) Financial Assets

Debtors are recognised when receipt is certain and can be measured or estimated reliably. Cash and bank balances are measured at transaction price.

(i) Creditors and provisions

Creditors and provisions are recognised where 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.

(j) Pensions

Sheena Amos Youth Trust are contracted to The People's Pension to provide their workplace pension scheme.

The People's Pension is a multi-employer, defined contribution occupational pension scheme that has master trust status. It's run by B&CE, a not-for-profit organisation.

The employer's contributions made to the scheme in 2022 were £15,114 (2021: £14,632) with an employer's contribution rate of 7% of total pay.

SAYiT (Sheena Amos Youth Trust)**Notes to the accounts****for the year ended 31 March 2022****Statement of Financial Activities - prior year comparison**

		Unrestricted fund	Restricted fund	Total 2021
	Notes	£	£	£
Income from	1			
Donations and legacies	5	62,140	342,329	404,469
Other trading activities		-	-	-
Income from investments		587	-	587
Total income		<u>62,727</u>	<u>342,329</u>	<u>405,056</u>
Expenditure on				
Charitable activities				
Wages and NI		23,054	235,424	258,478
Publicity		-	593	593
Legal and professional costs		7,367	-	7,367
Premises costs		18,123	-	18,123
Office and IT equipment		9,302	-	9,302
Training and conferences		1,659	3,517	5,176
Insurance		2,357	-	2,357
Printing, stationery and postage		799	-	799
Telephone		99	-	99
Project work		-	36,176	36,176
Travel & subsistence		1,056	3,345	4,401
Other payments		-	-	-
Governance costs		<u>720</u>	<u>-</u>	<u>720</u>
Total expenditure		<u>64,535</u>	<u>279,056</u>	<u>343,590</u>
Net movements in funds		(1,808)	63,274	61,466
Fund Transfers		25,772	(25,772)	-
Funds brought forward		<u>168,130</u>	<u>131,363</u>	<u>299,494</u>
Funds carried forward		192,094	168,865	360,959

SAYiT (Sheena Amos Youth Trust)

Notes to the accounts

for the year ended 31 March 2022

	2022	2021
	£	£
2 Debtors: amounts falling due within one year		
Grant receivable	34,586	-
	<u>34,586</u>	<u>-</u>

3 Creditors: amounts falling due within one year

These are expenses that have been incurred but have not been billed or paid for during the accounting period. They are in respect of:

	2022	2021
	£	£
Accruals	792	720
	<u>792</u>	<u>720</u>

4 Staff costs and trustees' remuneration

	2022	2020
	£	£
Salaries	223,723	230,901
Redundancy costs	-	-
Social Security costs	13,490	12,945
Pensions	15,114	14,632
	<u>252,327</u>	<u>258,478</u>

The average number of monthly employees was 13.5 (2021: 15)

The average number of monthly full time equivalents was 8.44 (2021: 9.05)

None of the staff earned more than £60,000 pa (2021: nil)

Trustees' remuneration

Trustees received no expenses, remuneration or benefits during the period for 2022 (2021: £nil)

SAYIT (Sheena Amos Youth Trust)
Notes to the accounts
for the year ended 31 March 2022
5 Income

Donations and legacies	Unrestricted funds £	Restricted funds £	2022 Total £	2021 Total £
Donations and legacies include the following grants receivable:				
Big Lottery Fund	-	33,682	33,682	66,704
The Brelms Trust CIC	-	-	-	4,909
The Brooke Trust	-	-	-	30,000
Charities Aid Foundation	-	-	-	11,750
Children in Need (Fruitbowl)	-	29,996	29,996	40,420
Children in Need (Volunteer Coordinator)	-	-	-	9,994
Children in Need SEND	-	-	-	4,984
Egress software	2,500	-	2,500	-
Henry Smith	-	-	-	60,000
LGBT+ Consortium (SEND)	-	-	-	9,329
Sheffield City Council	1,000	-	1,000	-
Sheffield City Council - Counselling to Noah Lomax Trust	-	10,000	10,000	-
Sheffield City Council - Domestic Abuse	-	7,500	7,500	18,381
Sheffield City Council - Vulnerable Children	-	50,000	50,000	-
Sheffield City Council - VRU	-	-	-	20,000
Sheffield NHS Trust	-	12,000	12,000	-
Sheffield United Football Club	2,500	-	2,500	-
South Yorkshire Police Crime Commissioner	-	2,500	2,500	2,500
The Tudor Trust - Main grant	-	30,000	30,000	40,000
The Tudor Trust - Counselling	-	-	-	2,000
The Tudor Trust - Donation to Noah Lomax Fund	-	-	-	5,000
The University of Sheffield	-	-	-	7,644
Contracts				
Sheffield City Council - LGBT Health	26,000	-	26,000	26,000
Sheffield City Council - Intersectionalities	25,000	-	25,000	25,000
Donations				
	18,155	10,454	28,609	19,855
	<u>75,155</u>	<u>186,131</u>	<u>261,286</u>	<u>404,469</u>
Other trading activities				
Conference income	1,023	-	1,023	-
Income from investments	370	-	370	587
Total income	<u>76,548</u>	<u>186,131</u>	<u>262,679</u>	<u>405,056</u>

Funder	Opening balance 1-Apr-21 £	Income £	Expenditure £	Transfers £	Closing balance 31-Mar-22 £
Big Lottery Fund (2019 - 2022)	44,029	33,682	(57,511)	(10,984)	9,216
The Brelms Trust CIC	1,634	-	(1,634)	-	-
The Brooke Trust	12,948	-	(12,948)	-	-
Charities Aid Foundation	2,440	-	(2,440)	-	-
Children in Need (Fruitbowl 2018 -21)	14,190	20,410	(31,361)	(3,239)	-
Children in Need (Fruitbowl 2022 -25)	-	9,586	(4,920)	-	4,666
Children in Need (Volunteer Coordinator)	4,674	-	(4,674)	-	-
Children in Need SEND	1,710	-	(1,710)	-	-
Henry Smith Foundation	26,827	-	(26,827)	-	-
LGBT+ Consortium (SEND)	3,687	-	(3,687)	-	-
Sheffield City Council - Domestic Abuse	25,604	7,500	(33,104)	-	-
Sheffield City Council - VRU	8,394	-	(8,394)	-	-
Sheffield City Council - Vulnerable Children	-	50,000	(24,564)	-	25,436
Sheffield NHS Trust	-	12,000	(10,270)	-	1,730
South Yorkshire Police Crime Commissioner	-	2,500	(2,500)	-	-
The University of Sheffield	7,644	-	(7,644)	-	-
The Tudor Trust - Main grant	3,333	30,000	(25,833)	-	7,500
The Tudor Trust - Counselling	1,640	-	(1,640)	-	-
Donations					
Noah Lomax Trust	10,108	20,454	(6,199)	-	24,363
	<u>168,863</u>	<u>186,131</u>	<u>(267,860)</u>	<u>(14,223)</u>	<u>72,914</u>

Information of funders is included in the Trustee Report Financial Review

SAYiT (Sheena Amos Youth Trust)

Notes to the accounts

for the year ended 31 March 2022

8 Analysis of net assets by funds

	Unrestricted funds £	Restricted funds £	Total funds £
Current assets	186,370	72,914	259,283
Debtors	34,586	-	34,586
Current Liabilities	(792)	-	(792)
	<u>220,163</u>	<u>72,914</u>	<u>293,077</u>

9 Statement of cash flows

Cashflow from operating activities	2022 £	2021 £
Income from		
Donations and legacies	226,701	404,469
Other trading activities	1,023	-
Income from investments	370	587
Expenditure on		
Charitable activities	(330,490)	(342,870)
Net cash	(102,395)	62,186
Cash brought forward	361,679	299,494
Cash carried forward	259,283	361,679

9 Going Concern

The trustees are of the view that the charity is a going concern.

Work for funding to replace existing grants due to expire, additional new grants and contracts is ongoing.

10 Operating leases

The charity has the following lease commitments under non-cancellable operating leases:

	2022 £	2021 £
Not later than one year	-	3,139
Later than one year and not later than five years	-	-
	<u>-</u>	<u>3,139</u>

SAYIT (SHEENA AMOS YOUTH TRUST)

England & Wales - Charity number 1177477

Accounts



SAYiT
(Sheena Amos Youth Trust)

Annual Report & Financial Statements
For period 1 April 2020 - 31 March 2021

Registered Charity Number: 1177477

Contents

Legal and administrative information for period ended 31 March 2021	2
Trustees' report 2020-21	4
Independent examiner's report to the trustees of SAYiT	19
Statement of financial activities for the period ended 31 March 2021	20
Balance sheet as at 31 March 2021	21
Notes to the accounts for the period ended 31 March 2021	22

SAYiT (Sheena Amos Youth Trust)

LEGAL AND ADMINISTRATIVE INFORMATION

Full Name: SAYiT (Sheena Amos Youth Trust)

Registered Charity Number: 1177477

Principal Address: Scotia Works, Leadmill Road, Sheffield, S1 4SE

Trustees and Management Committee:

Ali Bishop (Children's Commissioning Manager, Sheffield CCG) – Chair

Jane Fenelon (Senior Patient Partnership Coordinator, Sheffield Teaching Hospitals NHS Foundation Trust) – Vice-chair - Safeguarding lead

Gill Blakey (Retired Programme Manager, Sheffield College) – Vice-chair

Christopher Harvey (Head of Communications, Sheffield Museums)

Georgina Burns-O'Connell (Research Officer, British Tinnitus Association) – Co-Treasurer *from July 2020*

Wei-Sheng Lin (Audit Associate, KPMG) – Co-Treasurer *from July 2020*

Helen King (Retired Medical Practitioner) – Treasurer *until July 2020*

Deborah Murdoch-Eaton (Retired Dean of Medical Education, University of Sheffield) *from January 2021*

Dr. Jasna Magic (National LGBT+ Domestic Abuse Project Manager, Galop) *from January 2021*

Katie Marvin (Midwifery Researcher, Sheffield Hallam University) *from January 2021*

Joe Butler (SEND Consultancy and Training, SEND Support) *from January 2021*

Annie Gainsborough (Project Manager, Gradconsult) *from January 2021*

Staff:

Steve Slack – Chief Executive Officer *until July 2020*

Liz Wilson – Charity Manager *until October 2020*

Christie Rossiter – Charity Manager *until November 2020*

Oliver Harrap – Office Manager *until November 2020* – Business Manager *from November 2020*

Anne Shutt – Youth Worker *until December 2020*

Sophie Williams – Youth Worker

Harriet Wan-Hallam – Youth Worker

Caroline Rawle – Volunteer Co-ordinator

Hannah Greenslade – Youth Worker

Elly Sinclair – Domestic Abuse Development Worker

Heather Paterson – Domestic Abuse Development Worker *until July 2020* – Chief Executive Officer *from July 2020*

Dylan Hadley – Youth Work Assistant *until January 2021* – Youth Worker *from January 2021*

Rum Samuel – Youth Work Assistant

Iona Dixon – Admin Assistant

Evie Muir - Domestic Abuse Development Worker *from October 2020*

Nic Fearnley-Hill – Charity Manager *from October 2020*

SAYiT (Sheena Amos Youth Trust)

LEGAL AND ADMINISTRATIVE INFORMATION

Bank:

Co-operative Bank,
PO Box 250,
Delf House,
Southway,
Skelmersdale

Independent Examiner:

Grant Wade BA ACA
Wells Richardson,
Cannon House,
Rutland Road
Sheffield
S3 8DP

Overall management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Constitution of the CIO (Charitable Incorporated Organisation). Day-to-day project activities are managed and carried out by paid staff members, paid sessional workers, volunteers and trustees.

SAYiT (Sheena Amos Youth Trust)

Trustees report 2020-21

Structure, Governance & Management

SAYiT was registered as a CIO in 2018 after operating as Sheena Amos Youth Trust since 1999. This report covers SAYiT's activity from 1st April 2020 to 31st March 2021.

The CIO Constitution states that the Charity shall have at least 3 Trustees, but no more than 12 at any one time. All new Trustees are required to provide the names of 2 referees prior to their appointment. Trustees are appointed following personal recommendation or individual application. Potential Trustees are required to submit a written application and undergo an interview before being accepted onto the board. A Trustee Handbook has been compiled, which will be used in the induction of future trustees and updated at regular intervals along with other handbooks. A Volunteer Handbook is also available.

At present, the full Board of Trustees meets at least 4 times a year. Subgroups are appointed by the Board of Trustees to deal with specific areas of work, e.g., employment matters. A Finance Group, consisting of the treasurers, the senior management team and the freelance finance worker, meets at regular intervals. Much of the trustees' work between meetings is conducted via email, video calls and telephone contact. There is an ongoing programme of board development under way, which allows trustees to meet under the guidance of an outside facilitator.

The day-to-day work of the charity is managed by the CEO and 2 part-time managers; the CEO reports to the Chair of Trustees.

During 2020-21 SAYiT employed up to 15 part-time employees at any one time and one full time. The average fulltime equivalent during this time being 9.05. All employees took part in regular supervision, annual appraisals and team meetings.

SAYiT has a comprehensive set of employment policies and guidance documents, which are assembled in Employer and Staff Handbooks. These documents are reviewed and updated at regular intervals. All have been approved for Insurance¹ and Employment Protection² purposes.

Enhanced Criminal Records Bureau checks are carried out on all employees, volunteers and Trustees.

Trustees can claim expenses, e.g., travel, postage and stationery.

¹ Employers' Insurance – Victor Third Sector Secure Insurance Policy through Ladbrook Insurance Brokers, Sheffield.

² Bulletproof Protection Plan – Employer Protection Scheme through Taylor Bracewell Employment Law, Sheffield.

SAYiT (Sheena Amos Youth Trust)

Trustees' report 2020-21

Objectives

The objectives of SAYiT are:

- (1) To preserve, promote and improve physical, sexual and psychological health amongst young persons aged up to 25 years, living in the City of Sheffield and surrounding areas, and in particular, but not exclusively, those young persons who are vulnerable or disadvantaged;
- (2) to advance the education of the public (including such young persons as aforesaid) in all aspects of the preservation and improvement of psychosexual health amongst young persons.

SAYiT (Sheena Amos Youth Trust)

Trustees' report 2020-21

Public Benefit Statement

SAYiT Trustees have been mindful of the Charity Commission's guidance on Public Benefit in their discussions about the direction the charity should take. They are confident that all the work currently being undertaken by the charity benefits the young people involved, by offering information, helping them develop new skills, allowing them to grow in confidence, empowering them to make healthy decisions and ultimately to ensure that they become active and healthy citizens. The testimonies of young people using our services confirm this.

SAYiT's projects are open to all young people in Sheffield free of charge, regardless of personal background, race, faith, disability, gender or sexuality. Workers are particularly careful to ensure that vulnerable young people from all backgrounds are given the opportunity to take part in activities. All staff, volunteers and trustees model inclusive ways of working together.

Our current main target group, LGBT+ young people, includes some of the most vulnerable and marginalised young people in the city. We are providing services not offered elsewhere in the city to these individuals. Groups are attracting a growing number of young people, demonstrating both the need for the groups, and the success of our workers in providing the activities which help and support the young people accessing them.

Our funders for 2020-21 have received reports on the work we have undertaken during the year, and are satisfied that we have delivered the required outcomes.

Evidence of our work to date has also convinced new funders that we will continue to deliver first-class services to young LGBT+ people and we have successfully secured funding to continue our work.

Our constitution allows us to work in "Sheffield and surrounding areas", so we can continue to support colleagues in South Yorkshire, either by helping to train and support local workers or by doing some of the work ourselves. This way we hope to ensure that LGBT+ young people can have access to excellent support wherever they live in South Yorkshire.

Please see the section of this report under "Achievements & Performance" for reports from individual projects which give examples of the way our work has delivered public benefit.

SAYiT (Sheena Amos Youth Trust)

Trustees' report 2020-21

COLLABORATING ORGANISATIONS

SAYiT adds value to the work of other agencies and service providers through joint working, partnership working and training. Those with whom SAYiT has worked during the past year include;

+Me, 9000 Lives, ADIRA, Andro and Eve, Ashiana, Barnsley Council, Barnsley Recovery Steps, Berneslai Homes, Barnsley Sexual Abuse and Rape Crisis Services, Bradfield School, CEASE, Centre Point, Change Grow Live, Cherry Tree Support Services, CHILYPEP, CRESST, DECSY, Diva, Doncaster Council, Doncaster Domestic Abuse Hub, Eden Films, Ethical Properties, Endorphins, Galop, Haven, iBme UK, IKEA, Flourish, High Storrs School, Humankind Charity, IDAS, Irwin Mitchell Solicitors, Kelham Island Museum, Leadmill, LGBT Sheffield, Lush, Nacro, NHS, Nomad Sheffield, National Probation Service, Peter Abraham (Sign Language Interpreter), Porterbrook Clinic, Phoenix Women's Aid, Rdash, Riverdale Grange, Riverside, Rotherham Metropolitan Borough Council, Rothacs, Rotherham Hospice, Rotherham Rise, Rotherham Safeguarding Adults Board, Sheffield Area Refuge and Support, Sheffield City Council, Sheffield Foyer, Sheffield Futures, Sheffield Hallam University, Sheffield Mental Health Network, Sheffield Rape and Sexual Abuse Centre, Sheffield Rainbow Laces, REMEDI, Ritetrax, Sheffield United Community Foundation, Shelter, Sheffield Wednesday, Showroom, South Yorkshire Community Rehabilitation Company, South Yorkshire CRC, South Yorkshire Fire and Rescue, South Yorkshire Women's Aid, South Yorkshire Fire and Rescue, South Yorkshire Housing Association, SYEDA, South Yorkshire Police, St. Leger Homes, Strengthening Families, Stonewall, Taylor Bracewell, Together Women, University of Sheffield, YWCA Yorkshire, Young Women's Housing Project.

SAYiT (Sheena Amos Youth Trust)

Trustees' report 2020-21

ACHIEVEMENTS AND PERFORMANCE

Chair of the Board of Trustees Report– [April 2020 to March 2021]

This year has been another incredibly challenging time as young LGBT+ children continue to grapple with the disproportionate effects of COVID. We know the negative impact that COVID has had on all LGBT+ people, especially their mental health, which is why the incredible and enduring support of SAYiT remains so vital. Despite these desperate times, SAYiT has continued to shine as a beacon of hope, offering a safe space and a sense of belonging to all those young people that need it.

This year has seen many changes in the staff team – July 2020 saw the departure of Steve Slack our CEO, who had successfully steered SAYiT for nearly 5 years with his own unique passion and drive, and built the reputation and scope of the charity, ensuring continued support and impact at a time of austerity and growing hostility to LGBT+ communities. After a comprehensive recruitment process to find Steve's successor, we successfully recruited Heather Paterson as our new CEO and she ably embraced the role, bringing a wealth of experience in LGBT+ delivery and campaigning, having championed the equality, diversity and inclusion rights of young people and women throughout her career. In addition both our Charity Managers, Liz Wilson and Christie Rossiter, moved on after years of commitment and drive too and Nicola Fearnley-Hill joined the team as Charity Manager alongside Oliver Harrap. The senior management team all bring a fantastic breadth of experience and knowledge and an unquestionable commitment to young people and to ensuring the voices of some of the most marginalised young people are heard and acted upon, and under their leadership SAYiT's work continues to flourish.

This year also seen changes in our Trustee Board. The summer saw the departure of Helen King, our Treasurer, who had served the charity for 20 years with an unwavering commitment and passion, with a unique wealth of knowledge and history of the charity. Helen finally pulled herself away to enjoy her retirement but remains a huge support to me and the Board. At the beginning of 2021 we recruited 5 new Trustees from across the country who bring a huge breadth of experience and knowledge, all of whom wanted to be a part of the amazing work of SAYiT with its reputation as a leading LGBT+ Youth charity. All Trustees, without exception, are truly dedicated to the Charity's success and I wanted to say a huge thank you to them all for their tireless work.

Despite the loss of some key staff and volunteers, I know that Steve, Helen, Liz and Christie remain firm allies and friends to us all.

The Board of Trustees together with the CEO, our charity managers, staff and team of volunteers have continued supporting the work of SAYiT which means young LGBT+ people receive the support they need through our groups, counselling and peer support through innovative and creative solutions. With the increase in demand on our services, it is fantastic to see the expansion of the Noah Lomax Fund to allow more individual counselling sessions to be provided in these much needed times, and we remain eternally grateful for all those individuals or funders who have set up fundraising schemes or donated to the fund.

SAYiT (Sheena Amos Youth Trust)

Trustees' report 2020-21

I remain incredibly proud of the work of SAYiT and humbled to be involved, working alongside such a dedicated team, and feel confident the charity will continue to grow from strength to strength, providing more much much-needed support to all young LGBT+ people.

Ali Bishop
Chair
September 2021

CEO's Report

This has been a challenging year due to the restrictions and uncertainties of the Covid pandemic. We have seen how the young people we support have been impacted, cut off from their usual support networks and peer groups, interruptions to education and employment and many isolating in homes where they may not be out or their gender and/or sexual identity is accepted or understood and the impact that this has had on mental health. We have seen demands for our service grow during this period and how vital the support we offer to young LGBT+ people is. I am incredibly proud of how adaptable the SAYiT team has been in delivering a mixed delivery model to ensure we continue to meet the needs of our young people.

Throughout the year we have delivered our services both face-to-face (where restrictions have permitted) and online. We also introduced a text support service and a care package scheme to ensure we were able to reach all of the young people who need us. While it is easy to focus on the challenges of this year, we have also seen that adapting to a mixed delivery model has increased our reach, enabling young people who may struggle to access the face to face services at the centre, due to geographical location, young carers commitments or other barriers, have been able to access support for the first time.

In addition to issues related to the pandemic, we have continued to see an increase in anti-LGBT+ (and specifically anti-trans) hate crimes and negative media and online attacks. We have seen legal challenges and increased waiting times for health services and are increasingly seeing the impact this is having on our young people. Demands for our counselling provision have increased by 300% from young people who are unable to access support or are on extremely long waiting lists to access statutory mental health services.

SAYiT offers a range of groups where young people can access peer support alongside one-to-one and counselling provision to be able to support the individual needs and mental wellbeing of the young people who access our services. Our work with parents and carers, in schools and other agencies, works to improve the wider environments in which our young people experience their lives.

Over the past year, in addition to our core youth groups working to support and empower LGBT+ young people, we have also extended our CALL IT OUT project working to improve access to mainstream domestic abuse services for LGBT+ people for an additional year.

SAYiT (Sheena Amos Youth Trust)

Trustees' report 2020-21

We have always recognised the importance of working in partnership with other agencies across the region and have worked closely with Sheffield Council, the city Universities, and groups and organisations across the voluntary, community, and faith sectors. We have continued to lead on the RSE task group working to develop a city-wide inclusive RSE curriculum. I look forward to continuing and building upon our existing relationships and networks to continue our work in future years.

We continue to operate in challenging and ever-changing times which disproportionately impact the lives of young LGBT+ people. However, I am confident in the strength of the charity in continuing to face these challenges and support and empower our young people. As CEO I am incredibly proud to lead such a committed team who continue to work to make a significant difference to the lives of LGBT+ people in the region and together building the reputation, reach, and visibility of the charity.

Heather Paterson
CEO
2021

Fruitbowl

Fruitbowl is SAYiT's youth service for 11-17 year olds. Fruitbowl has continued to run remotely throughout 2020/21 offering both groups and 1-1 support. The groups have been running on a weekly basis, with the majority taking place online with some ad hoc face-to-face groups when restrictions have allowed.

The young people were asked what sessions they would like during the Fruitbowl sessions and a range of activities were offered throughout the year with the aim of supporting the young people around issues that are important and relevant to them. The sessions in the past year have include –

- Livestream cooking
- Online yoga
- Asexuality awareness
- Flag making
- Creative writing
- Origami
- Show and tell
- Pet show
- Games night
- Quiz night
- Social media debate
- Anti-racism session
- Poetry

Dylan Hadley
Youth Worker
2021

SAYiT (Sheena Amos Youth Trust)

Trustees' report 2020-21

Prism

Prism is SAYiT's 18-25 youth service for young people. Prism has continued to run remotely, offering both groups and 1-1 support. The groups have been running on a monthly basis, with the majority taking place online and a face-to-face group when restrictions allowed.

Throughout 2020/21 the Prism young people decided what sessions they would like to undertake. There was a wide range of activities, with the aim of supporting young people around the issues that were important to them. These included;

- Halloween session
- LGBT history
- Christmas party
- Mental health awareness session
- Pet show
- Solar system of self - wellbeing session
- Origami
- Quiz night
- Games Night
- My dream SAYiT
- Healthy relationships

Harriet Wan-Hallam
Youth Worker
2021

Projects & Campaign Work

Alongside the youth groups Fruitbowl and Prism, we also run projects and campaigns which are open to all SAYiT young people.

The following events, projects, guest and speakers came along to the SAYiT groups,

Events

- TDOR (Transgender Day of Remembrance) – Young people were involved in the planning and running of the event, including hosting.
- Virtual Pride

Projects

- Games Group
- Christmas pen pal writing project
- Brighter poetry project
- LGBT+ Manifesto with Lucy Jones
- Interviews - Young people have been involved in our recruitment processes; which have included collaboration between staff, young people and trustees.
- iBme UK – 5 week calm in the chaos project

SAYiT (Sheena Amos Youth Trust)

Trustees' report 2020-21

Guests and Speakers

- CEASE - Domestic abuse workshop
- The Corner – drugs workshop
- IOPC young people's panel
- School of sexuality education
- Endorphins – employability workshop

Sophie Williams
Youth Worker
2021

Challenges during Covid-19

Working remotely has meant changing and adapting our ways of working. This impacted on the charity massively and altered the ways in which we able communicate both as a staff team and with young people, not to mention the type of service we were able to deliver. Below are some of the changes we made in order to adapt:

Text Service

A text service was established which enabled us to have direct contact with young people to inform them about the online groups and project which we were running. This service also provided young people a way of contacting us when needed, with the service been actively run by the youth work team on Monday, Wednesday and Friday.

Online Working

In March 2020, SAYiT moved to remote online working. Both Fruitbowl and Prism youth groups were held online on the video chat service Zoom. This allowed us to continue delivering our core work to our young people during challenging times. This new way of working brought challenges, as it was not a platform staff or young people were familiar with. Young people were provided with a 'Zoom manual' and a new group agreement had to be established. Online working also raised issues around accessibility for young people. This was resolved through young people being able to access our Noah Lomax hardship fund for technological items such as headphones, tablets and phones.

British Sign Language / Deafness Support

As part of SAYiT's continued efforts to be an inclusive service for everyone we set out to be more accessible to those who are deaf and hard of hearing. In September 2020, 6 SAYiT staff and 7 volunteers enrolled on a British Sign Language (BSL) level one online course. Now at the youth group sessions we have a BSL sign of the day. Young people so far have learnt some colours, animals and their names. We also gave out see through face masks at our face to face groups, so that people were able to lip read. These masks are not only important for deaf and hard of hearing individuals, but also those where English is their second language, people experiencing confusion, stress or anxiety, interpreters and translators and everyone else, as we all read facial expressions. The Youth Work team continue to practice their BSL at their weekly team meetings.

SAYiT (Sheena Amos Youth Trust)

Trustees' report 2020-21

Care Packages

After consulting our young people via online surveys we became aware that the majority of them were struggling with their mental wellbeing. In order to improve this we asked the young people on what items they want and need that would improve their mental wellbeing. This included a mixture of essential items and fun items: contraception, toiletries, hygiene products, food, comfort toys and games. After securing some funding we were able to offer them SAYiT care packages delivered to their home.

SAYiT youth workers and a team of our volunteers got together to box up the care packages, under the government guidelines, before they were passed onto a courier for safe delivery.

Throughout the year we were able to do 3 rounds of care packages. In total SAYiT sent out 135 care packages to young people aged 11-25.

Social Media Campaigns

We have been keeping our young people and followers across Instagram, Facebook and Twitter informed of upcoming events, what services we are offering and advertising days of significance such as LGBT+ History Month.

During the last year SAYiT's social media following has increased significantly and we now have over 1000 followers across Facebook, Twitter and Instagram.

Oliver Harrap
Business Manager
2021

Training and Education

Due to the pandemic, we moved our training offer to online delivery. Facilitating training for up to 30 people at a time. These courses were mainly around; LGBT+ Awareness, Addressing the Needs of Trans Young People and Addressing the Needs of LGBT+ Young People with Additional Needs.

SAYiT has also delivered many bespoke training courses at schools and workplaces across Sheffield.

Since schools reopened, SAYiT has been able to deliver education sessions and assemblies to young people at schools across the city.

Oliver Harrap
Business Manager
2021

SAYiT (Sheena Amos Youth Trust)

Trustees' report 2020-21

Volunteering

During this reporting period, SAYiT has had a part-time Volunteer Coordinator. They revised our Volunteer Policy, Volunteer Agreement and a Volunteer Recruitment Interview Process. Volunteers are given a full DBS check and induction before they start with organisation.

We have a cap of up to 50 volunteers on the books at any one time. They support the charity in various ways, including helping out at youth groups, helping at events, administrative support in the office, social media advice and fundraising. Any volunteer working with young people receives a youth work training session.

The staff team use an online volunteer software called Better Impact to communicate with volunteers and advertise roles for which they can sign up to. Throughout the lockdown, we kept in contact with the volunteers through newsletters and Better Impact. Volunteers also contributed to online groups and provided content and stories for our social media campaigns.

Oliver Harrap
Business Manager
2021

Noah Lomax Fund

Noah Lomax tragically died in August 2018 at the age of 15, and SAYiT, alongside Noah's family, set up the Noah Lomax Fund. This has enabled us to offer SAYiT young people access to LGBT+ affirmative counsellors, instead of being sat on CAMHS waiting lists and also can allow those in desperate need, access to a hardship fund. During lockdown and Covid 19 restrictions, the remit of Noah's fund has been widened and we have helped many more of our LGBT+ young people and their families. This included money for food and clothing, mobile phone and phone credit and also a bike for a young person to be able to leave their home.

SAYiT's Noah Lomax Fund alongside Claire McGettigan, Noah's amazing Mum, were shortlisted for the ITV news National Diversity Awards 2020. This event was rescheduled to take place in 2021.

Oliver Harrap
Business Manager
2021

SAYiT (Sheena Amos Youth Trust)

Trustees' report 2020-21

LGBT+ Domestic Abuse Development Work – CALL IT OUT

Following successful refunding, the Call It Out project continued to work across four local authority areas in South Yorkshire, reaching out to LGBT+ communities and relevant services. The project aims to improve identification of abuse in the LGBT+ community and strengthen the support offered by services to LGBT+ victims and survivors of domestic abuse.

During the Covid19 restrictions, research showed that instances of domestic abuse increased, and therefore help for LGBT+ victims was needed more than ever. The Call It Out project recognised its role by running awareness campaigns within the LGBT+ community of help available, supporting all key services (Police, Domestic and Sexual Abuse services and online/telephone counsellors) to reach out to LGBT+ victims/survivors, and providing information for friends/family members who are worried about LGBT+ people during the restrictions.

The training and consultancy work with South Yorkshire services has moved online, and has been added to, to include training for LGBT+ youth workers, MARAC representatives and BAMER specialist services. The Project developed an LGBT+ Inclusion Kite Mark, a quality assurance accreditation award for service providers, aiming to address some of the barriers LGBT+ people face when help-seeking. South Yorkshire services are continuing to be awarded this Kite Mark.

There are two LGBT+ Domestic Abuse Development Workers associated with the project and also an admin worker attached.

The project continues to make a huge impact across South Yorkshire and improved the delivery of Domestic Abuse support to LGBT+ people and their families - working directly with survivors of abuse, who have consistently informed our work.

Elly Sinclair
Domestic Abuse Development Worker
2021

SAYiT (Sheena Amos Youth Trust)

Trustees' Report 2020-21

Financial Review (See also the Independent Examiner's Report.)

These financial statements cover the period between 1st April 2020 and 31st March 2021. We continued into our third year as a Charitable Incorporated Organisation (CIO) after our successful registration in March 2018 and the opening of our new bank account in June 2018. Because of this transition, our financial statements for 2019 only covered 9 months while those for 2020 and 2021 now cover 12 months.

We gratefully acknowledge support from the following major funders during 2020-21.

- Big Lottery Fund (Team Leader posts and overheads)
- BBC Children in Need (Fruitbowl and Volunteer Coordinator)
- Henry Smith Charity (senior manager posts and overheads)
- LGBT+ Consortium (SEND)
- Sheffield City Council (contracts for LGBT+ and Health services)
- The Tudor Trust (CEO post and overheads)
- The Brook Trust (Domestic Abuse)
- Charities Aid Foundation (Noah Lomax's Fund)

The Brelms Trust, South Yorkshire Police and Crime Commissioner and The University of Sheffield have also contributed to our funds.

Donations from the Public

We continued receiving donations from the public to Noah Lomax's Fund. We are particularly grateful to Noah Lomax's parents for their continuing support. This fund is currently helping to provide young people attending our projects with much-needed referrals to counselling.

Reserves Policy

SAYiT has a policy of maintaining sufficient unrestricted reserves, which are not committed, to meet the following needs while minimising the negative financial impact on the provision of services to young people.

- Unexpected costs such as breakdown of essential equipment, staff cover for illness, maternity leave etc. and
- unavoidable running costs for a period of at least 6 months in the event of grant income being withdrawn.

The commitment under this policy is now estimated at **£182,304**, covering running costs for just over 6 months. Our unrestricted reserves are **£192,094** as at 31st March 2021.

SAYiT (Sheena Amos Youth Trust)

Trustees' Report 2020-21

Further Financial Review Details

Our major sources of funds thus far have been grants from both statutory as well as independent grant-making bodies.

The largest contributors remained the Big Lottery Fund, BBC Children in Need, Henry Smith Charity and the Tudor Trust.

Sheffield City Council also continued to support our work on public health and sexual health awareness. In 2020-21, the Sheffield City Council renewed its contract, contributing to an essential income strand for our services.

Charities Aid Foundation contributed fund to Noah Nomax's Fund while the Brook Trust provided funds for our Domestic Abuse Project.

We still need to continue working on diversifying our sources of income further to include a mixture of grants, commissions, donations and other income-generating activities, to maximise the prospect of a sustainable future for SAYiT.

Our Financial Controls Policy was updated and approved at the October 2020 AGM and is to be reviewed annually.

Our Reserves Policy was updated and approved at the October 2020 AGM. It is due to be reviewed again at our October 2021 AGM in light of our continuously changing financial circumstances

Wei-sheng Lin
Co-Treasurer
September 2021

Georgina Burns-O'Connell
Co-Treasurer
September 2021

SAYiT (Sheena Amos Youth Trust)

Trustees' report 2020-21 continued

Trustees responsibilities for the financial statements

Charity law requires the trustees to prepare financial statements for each financial period which show the state of affairs of the charity and of net income or expenditure of the charity for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation;
- state whether applicable accounting standards of recommended practice have been followed subject to any departures disclosed and explained in the financial statements.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable the Trustees to prepare financial statements. The Trustees are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention of fraud and other irregularities.

This report was approved by the Trustees on 17 October 2021 and is signed on their behalf by:

Ali Bishop
Chair
October 2021

SAYiT (Sheena Amos Youth Trust)

Independent Examiner's report to the trustees of SAYiT (Sheena Amos Youth Trust)

I report to the trustees on my examination of the accounts of the above Charity for the year ended 31 March 2021, which are set out on pages 20 to 26.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

- 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.

Signed: _____

Grant Wade BA ACA
Chartered Accountant
Wells Richardson
Cannon House
Rutland Road
Sheffield
S3 8DP

Date: _____

SAYiT (Sheena Amos Youth Trust)

Statement of financial activities for the year ended 31 March 2021

		Unrestricted fund	Restricted fund	Total 2021	Total 2020
	Notes	£	£	£	£
Income from	1				
Donations and legacies	5	62,140	342,329	404,469	398,873
Other trading activities		-	-	0	1,139
Income from investments		587	-	587	1,111
Total income		<u>62,727</u>	<u>342,329</u>	<u>405,056</u>	<u>401,123</u>
Expenditure on					
Charitable activities					
Wages and NI	4	23,054	235,424	258,478	252,033
Publicity		-	593	593	969
Legal and professional costs		7,367	-	7,367	5,898
Premises costs		18,123	-	18,123	18,252
Office and IT equipment		9,302	-	9,302	3,208
Training and conferences		1,659	3,517	5,176	1,347
Insurance		2,357	-	2,357	7,470
Printing, stationery and postage		799	-	799	4,063
Telephone		99	-	99	193
Project work		-	36,176	36,176	37,024
Travel & subsistence		1,056	3,345	4,401	6,287
Other payments		-	-	0	-
Governance costs	7	<u>720</u>	<u>-</u>	<u>720</u>	<u>720</u>
Total expenditure		<u>64,535</u>	<u>279,056</u>	<u>343,591</u>	<u>337,462</u>
Net movements in funds		(1,808)	63,274	61,465	63,661
Fund Transfers	6	25,772	(25,772)		
Funds brought forward		168,130	131,363	299,494	235,834
Funds carried forward		<u>192,094</u>	<u>168,865</u>	<u>360,959</u>	<u>299,494</u>

SAYiT (Sheena Amos Youth Trust)**Balance Sheet as at 31 March 2021**

	Notes	2021 £	2020 £
Current Assets			
Debtors	2	-	12,500
Balance at Bank and cash		361,679	287,714
Total Current Assets		361,679	300,214
Creditors: amounts falling due within one year	3	(720)	(720)
Net current assets/(liabilities)		360,959	299,494
Total assets less current liabilities		360,959	299,494
 Asset transfer	7	-	-
Net Assets		360,959	299,494
 Represented By			
Restricted income fund	6	168,865	131,363
Unrestricted income fund		192,094	168,130
		360,959	299,494

This report was approved by the Trustees on 17 October 2021 and is signed on their behalf by:

Ali Bishop
Chair

SAYiT (Sheena Amos Youth Trust)

Notes to the Accounts

for the year ended 31 March 2021

1 Accounting Policies

(a) Basis of preparation

The Financial Statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS102 (effective from January 2015 and updated with effect from January 2019) - (the Charities SORP (FRS102)), as modified for smaller charities.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The Charity meets the definition of a public benefit entity as defined under FRS102.

(b) Income

Income from 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.

(c) Restricted Funds

Restricted funds are used for specific purposes as laid down by the donor. Expenditure which meets the criteria is identified to the fund together with a fair allocation of management and support costs.

(d) General Funds

Unrestricted Funds are other income received or generated for the objects of the charity without further specified purpose and are available as general funds.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose

(e) Resources expended

Sheena Amos Youth Trust is not VAT registered.

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.

(f) Tangible Fixed Assets and Depreciation

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost of each asset over its useful life.

(g) Fund Accounting

Funds held by the charity are either restricted funds or unrestricted general funds. Unrestricted funds are funds which can be used in accordance with the charitable objects at the discretion of the trustees. Restricted funds that can only be used for a particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

(h) Creditors and provisions

Creditors and provisions are recognised where there is 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.

(i) Pensions

Sheena Amos Youth Trust are contracted to The People's Pension to provide their workplace pension scheme.

The People's Pension is a multi-employer, defined contribution occupational pension scheme that has master trust status. It's run by B&CE, a not-for-profit organisation.

The employer's contributions made to the scheme in 2021 were £14,632 (2020: £14,568) with an employer's contribution rate of 7% of total pay.

SAYiT (Sheena Amos Youth Trust)**Notes to the accounts****for the year ended 31 March 2021****Statement of Financial Activities - prior year comparison**

	Unrestricted fund	Restricted fund	Total 2020
	£	£	£
Income from			
Donations and legacies	61,680	337,192	398,873
Other trading activities	1,139	-	1,139
Income from investments	1,111	-	1,111
Total income	<u>63,930</u>	<u>337,192</u>	<u>401,123</u>
 Expenditure on			
Charitable activities			
Wages and NI	25,537	226,496	252,033
Publicity	-	969	969
Legal and professional costs	5,898	-	5,898
Premises costs	18,252	-	18,252
Office and IT equipment	1,721	1,487	3,208
Training and conferences	-	1,347	1,347
Insurance	7,470	-	7,470
Printing, stationery and postage	4,063	-	4,063
Telephone	193	-	193
Project work	-	37,024	37,024
Travel & subsistence	-	6,287	6,287
Other payments	-	-	0
Governance costs	600	120	720
Total expenditure	<u>63,733</u>	<u>273,730</u>	<u>337,462</u>
 Net movements in funds	197	63,462	63,661
 Fund Transfers	21,342	(21,342)	-
 Funds carried forward	<u>168,130</u>	<u>131,364</u>	<u>299,494</u>

SAYiT (Sheena Amos Youth Trust)

Notes to the accounts

for the year ended 31 March 2021

	2021	2020
	£	£
2 Debtors: amounts falling due within one year		
Grant receivable	-	12,500
	<u>-</u>	<u>12,500</u>

3 Creditors: amounts falling due within one year

These are expenses that have been incurred but have not been billed or paid for during the accounting period. They are in respect of:

	2021	2020
	£	£
Accruals	720	720
	<u>720</u>	<u>720</u>

4 Staff costs and trustees' remuneration

	2021	2020
	£	£
Salaries	230,901	227,517
Redundancy costs	-	-
Social Security costs	12,945	12,750
Pensions	14,632	14,568
	<u>258,478</u>	<u>254,835</u>

The average number of monthly employees was 15 (2020: 14)

The average number of monthly full time equivalents was 9.05 (2020: 8.4)

None of the staff earned more than £60,000 pa (2020: nil)

Trustees' remuneration

Trustees received no expenses, remuneration or benefits during the period for 2021 (2020: £nil)

SAYiT (Sheena Amos Youth Trust)

Notes to the accounts for the year ended 31 March 2021

5 Income

	Unrestricted funds £	Restricted funds £	2021 Total £	2020 Total £
Donations and legacies				
Donations and legacies include the following grants receivable:				
Big Lottery Fund	-	66,704	66,704	66,257
The Brelms Trust CIC	-	4,909	4,909	-
The Brooke Trust	-	30,000	30,000	-
Charities Aid Foundation	-	11,750	11,750	-
Children in Need (Fruitbowl)	-	40,420	40,420	27,858
Children in Need (Volunteer Coordinator)	-	9,994	9,994	9,953
Children in Need SEND	-	4,984	4,984	5,000
Henry Smith	-	60,000	60,000	59,900
LGBT+ Consortium (SEND)	-	9,329	9,329	14,643
Sheffield City Council - Domestic Abuse	-	18,381	18,381	94,217
Sheffield City Council - Parents group	-	-	-	1,264
Sheffield City Council - VRU	-	20,000	20,000	-
South Yorkshire Community Foundation	-	-	-	2,000
South Yorkshire Police Crime Commissioner	-	2,500	2,500	-
The Tudor Trust - Main grant	-	40,000	40,000	40,000
The Tudor Trust - Counselling	-	2,000	2,000	-
The Tudor Trust - Donation to Noah Lomax Fund	-	5,000	5,000	-
The University of Sheffield	-	7,644	7,644	9,804
Contracts				
Sheffield City Council - LGBT Health	26,000	-	26,000	26,000
Sheffield City Council - Intersectionalities	25,000	-	25,000	25,000
Donations	11,140	8,715	19,855	16,977
	<u>62,140</u>	<u>342,329</u>	<u>404,469</u>	<u>398,873</u>
Other trading activities				
Conference income	-	-	-	1,139
Income from investments	587	-	587	1,111
Total income	<u>62,727</u>	<u>342,329</u>	<u>405,056</u>	<u>401,123</u>

	Opening balance				Closing balance
	1-Apr-20	Income	Expenditure	Transfers	31-Mar-21
Funder	£	£	£	£	£
Big Lottery Fund (2019 - 2022)	31,449	66,704	(45,338)	(8,786)	44,029
The Brelms Trust CIC	-	4,909	(3,275)	-	1,634
The Brooke Trust	-	30,000	(17,052)	-	12,948
Charities Aid Foundation	-	11,750	(9,310)	-	2,440
Children in Need (Fruitbowl 2018 -21)	10,193	40,420	(32,712)	(3,711)	14,190
Children in Need (Volunteer Coordinator)	788	9,994	(6,108)	-	4,674
Children in Need SEND	-	4,984	(3,274)	-	1,710
Garfield Weston Foundation	5,000	-	(5,000)	-	-
Henry Smith Foundation	31,317	60,000	(56,525)	(7,965)	26,827
LGBT+ Consortium (SEND)	-	9,329	(5,642)	-	3,687
Sheffield City Council - Domestic Abuse	31,112	18,381	(23,889)	-	25,604
Sheffield City Council - VRU	-	20,000	(11,606)	-	8,394
South Yorkshire Police Crime Commissioner	-	2,500	(2,500)	-	-
South Yorkshire Community Foundation	1,197	-	(1,197)	-	-
Sport England	608	-	(608)	-	-
The University of Sheffield	9,005	7,644	(9,005)	-	7,644
The Tudor Trust - Main grant	3,330	40,000	(34,687)	(5,310)	3,333
The Tudor Trust - Counselling	-	2,000	(360)	-	1,640
Donations					-
Noah Lomax Trust	7,363	13,715	(10,970)	-	10,108
	<u>131,363</u>	<u>342,329</u>	<u>(279,058)</u>	<u>(25,772)</u>	<u>168,865</u>

Information of funders is included in the Trustee Report Financial Review

7 Governance costs

Included in Governance costs is an amount of £720 (2020 - £720) for Independent Examiner fees.

SAYiT (Sheena Amos Youth Trust)

Notes to the accounts

for the year ended 31 March 2021

8 Analysis of net assets by funds

	Unrestricted funds £	Restricted funds £	Total funds £
Current assets	192,814	168,865	361,679
Debtors	-	-	-
Current Liabilities	(720)	-	(720)
	<u>192,094</u>	<u>168,865</u>	<u>360,959</u>

9 Statement of cash flows

Cashflow from operating activities	2021	2020
	£	£
Income from		
Donations and legacies	416,970	359,189
Other trading activities	0	1,139
Income from investments	587	1,111
Expenditure on		
Charitable activities	(343,591)	(336,084)
Net cash	73,966	25,355
Cash brought forward	287,714	262,359
Cash carried forward	361,679	287,714

9 Going Concern

The trustees are of the view that the charity is a going concern.

Work for funding to replace existing grants due to expire, additional new grants and contracts is ongoing.

10 Operating leases

The charity has the following lease commitments under non-cancellable operating leases:

	2021	2020
	£	£
Not later than one year	3,139	-
Later than one year and not later than five years	-	21,969
	<u>3,139</u>	<u>21,969</u>