



SAYiT
(Sheena Amos Youth Trust)

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

Registered Charity Number: 1177477

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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		<u>76,548</u>	<u>186,131</u>	<u>262,680</u>
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	<u>792</u>	<u>-</u>	<u>792</u>
Total expenditure		<u>62,702</u>	<u>267,860</u>	<u>330,562</u>
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		<u>220,163</u>	<u>72,914</u>	<u>293,077</u>

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>