

**SAYiT**  
**(Sheena Amos Youth Trust)**

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

**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: 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 1<sup>st</sup> April 2023 to 31<sup>st</sup> 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 Insurance<sup>1</sup> and Employment Protection<sup>2</sup> 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.

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

<sup>2</sup> 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 25<sup>th</sup> 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 25<sup>th</sup> 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 3<sup>rd</sup> 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 31<sup>st</sup> 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 1<sup>st</sup> April 2023 and 31<sup>st</sup> 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	£	£	£	£
<b>Income from</b>	<b>1</b>				
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
<b>Total income</b>		<b>131,249</b>	<b>207,082</b>	<b>338,331</b>	<b>345,430</b>
<b>Expenditure on</b>					
<b>Charitable activities</b>					
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		-	-	-	-
<b>Total expenditure</b>		<b>141,550</b>	<b>232,408</b>	<b>373,958</b>	<b>343,368</b>
<b>Net movements in funds</b>	-	<b>10,301</b>	<b>- 25,326</b>	<b>- 35,627</b>	<b>2,062</b>
<b>Fund Transfers</b>		<b>-</b>	<b>-</b>		
<b>Funds brought forward</b>		<b>205,018</b>	<b>90,121</b>	<b>295,139</b>	<b>293,077</b>
<b>Funds carried forward</b>		<b>194,717</b>	<b>64,795</b>	<b>259,512</b>	<b>295,139</b>

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

	Notes	2024 £	2023 £
<b>Current Assets</b>			
Debtors	2	-	30,000
Balance at Bank and cash		264,076	270,857
<b>Total Current Assets</b>		<b>264,076</b>	<b>300,857</b>
<b>Creditors: amounts falling due within one year</b>	3	- 4,564	- 5,718
<b>Net current assets/(liabilities)</b>		<b>259,512</b>	<b>295,139</b>
<b>Total assets less current liabilities</b>		<b>259,512</b>	<b>295,139</b>
<b>Net Assets</b>		<b>259,512</b>	<b>295,139</b>
<b>Represented By</b>			
Restricted income fund	6	64,795	90,121
Unrestricted income fund		194,717	205,018
		<b>259,512</b>	<b>295,139</b>
		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 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 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	£	£	£
<b>Income from</b>	<b>1</b>			
Donations and legacies	5	127,561	207,695	335,256
Other trading activities		8,442	-	8,442
Income from investments		1,732	-	1,732
<b>Total income</b>		<b>137,735</b>	<b>207,695</b>	<b>345,430</b>
<b>Expenditure on</b>				
<b>Charitable activities</b>				
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		-	-	-
<b>Total expenditure</b>		<b>152,879</b>	<b>194,920</b>	<b>343,368</b>
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		<b>205,019</b>	<b>85,689</b>	<b>295,139</b>

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

	<b>2024</b>	<b>2023</b>
	£	£
<b>2 Debtors: amounts falling due within one year</b>		
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:

	<b>2024</b>	<b>2023</b>
	£	£
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**

	<b>2024</b>	<b>2023</b>
	£	£
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:

	<b>2024</b>	<b>2023</b>
	£	£
<b>Aggregate compensation</b>	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
	£	£	£	£
<b>Donations and legacies include the following grants receivable:</b>				
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>
<b>Donations</b>				
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>
<b>Other trading activities</b>				
Conference income	16,593	-	16,593	7,800
<b>Income from investments</b>	4,474	-	4,474	1,732
<b>Refunds</b>	114	-	114	642
<b>Total Income</b>	<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	-	-	41,269
	<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 £
<b>Income from</b>		
Donations and legacies	317,150	335,256
Other trading activities	16,707	8,442
Income from investments	4,474	1,732
<b>Expenditure on</b>		
Charitable activities	- 373,958	- 343,368
<b>Changes in Working Capital</b>		
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
<b>Cash carried forward</b>	<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>
<b>Total Lease Payments</b>	<u>27,006</u>	<u>23,766</u>
	2024 50,772	2023 36,610