

Charity Registration No. 1186731  
Company Registration No. 06241076  
England and Wales

**YOH LTD**

**DIRECTORS' REPORT**  
and  
**EXAMINED FINANCIAL STATEMENTS**  
for the  
**YEAR ENDING 31<sup>st</sup> MARCH 2021**

**YOH**

**COMPANY INFORMATION**

**Directors**

Mr Akif Tosuner  
Mrs Serpil Sahin  
Ms Denise Bruce

**Charity Number**

1186731

**Company Number**

06241076  
Incorporated on 9<sup>th</sup> May 2007

**Registered Office**

2-4 Phillipp Street  
Hackney  
London  
N1 5NU

**Accountants**

City Dockland Accountants  
869 High Road  
Tottenham  
London  
N17 8EY

**Service Address**

2-4 Phillipp Street  
Hackney  
London  
N1 5NU

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## **DIRECTORS' REPORT**

The trustees present their annual report and accounts for the year ended 31 March 2021. The board of trustees are satisfied with the performance of the charity during the year and the position at 31 March 2021 and consider that the charity is in a strong position to continue its activities during the coming year, and that the charity's assets are adequate to fulfil its obligations.

Like many people and charities, it has been an unpredictable year for our charity. At times, trustees were forced to make tough decisions and question the balance between sustainability and serving our beneficiaries at any cost.

However, our charity was fortunate to work with some great funders and boost its trading income to deliver more activities when our beneficiaries needed us the most.

By ensuring we were responding to urgent needs recognised in our community, we were able to increase our grant funding by three-fold. For this we are forever grateful to the funders that have supported us to reach some of the most vulnerable people in our society.

Due to Covid-19, we were also aware of the potential shortfall in long-term funding, so supporting our trading income was a priority. Our efforts were rewarded with a 53% increase in trading income. This source of income was important as it allows us to cut our overhead costs when we approach funders.

Furthermore, our trading income contributed to almost 40% of our project costs. Recognising the need to support this source of income, the board has agreed to look at ways to make the trading income a permanent fixture.

However, we are currently living in challenging times, and we are aware of the increasing demand for our services.

### **Objectives and Purpose**

YOH is a resident-led voluntary organisation that carries out detached and outreach work to find, recruit and engage children and young people, predominantly aged 8-24, and particularly those that are marginalised, vulnerable and at-risk of social exclusion.

Through a range of developmental, educational, and recreational activities, YOH aims to develop aspirations, life-skills and confidence for local children and young people to pursue positive life ambitions and achieve economic independence. We deliver projects at our Youth Centre including radio station, business enterprise, health awareness workshop and preventative work with young people on the periphery of joining a gang.

Our guiding objectives are as follows:

- To relieve needs of young people through:
  - a) The provision of recreational and leisure time activities provided in the interest of social welfare, designed to improve their conditions of life.
  - b) Providing support and activities, which develop their skills, capacities, and capabilities to enable them to participate in society as mature and responsible individuals.
  - c) Awarding scholarships, maintenance allowances or grants tenable at any university, college, or institution of higher or further education.
- The relief of financial hardship by providing services to develop capacity, increase opportunities and achieve financial independence.
- The promotion of equality and diversity for the public benefit by promoting activities that foster understanding between people from diverse backgrounds.
- To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society.

Overall, it is our objective to ensure all children and young people have a real chance in life.



## The YOH Model

*"Every child and young person are different, so we take the time to understand each person's needs before initiating any service"*

### Key Stages

<b>Stand Up</b> Shelter, Food, Safety and Communication	<p>At a very fundamental level, each child needs to feel safe have access to nutritional food, have a place they can call home and the ability to communicate in English to a basic level. These are the fundamental building blocks to a stable child. These are the basic needs for a child to be able to Stand Up without fear.</p> <p>Common symptoms associated to a lack of these needs are aggression, looking unhealthy, stealing and selfishness.</p>
<b>Speak Up</b> Family, Friends, Social network, and Confidence	<p>Once a child has the basic needs to survive, these building blocks support a child's basic development. Feeling a sense of belonging and love is at the core of happiness and compassion – these are part of what makes us human. Having the confidence to approach people and situations supports a child's path to resilience and social integration. Also creating a social network, which may be family, friends, teachers, and local shops or beyond supports a child's understanding of the environment and how to navigate through it.</p> <p>Common symptoms associated to a lack of these needs are shyness, gang membership, extremism, and unrealistic expectations</p>
<b>Aspire</b> Skills, Aspiration, Positivity and Control	<p>For a young person to earn a stake in society, he or she will need to develop an aspiration for something, which could be a motivation or admiration. This may start off as an interest in sport and lead to an aspiration for a profession. A key part of this is exposure to opportunities so young people can find some they want rather than picking the best of a bad bunch. Gaining a sense of control and having a positive outlook are both important parts of ensuring this need develop successfully. This is underpinned by a solid skill development</p> <p>Common symptoms associated to a lack of these needs are depression, use of drugs, persistent scepticism, and NEET (not in education, employment, or training)</p>
<b>Achievement</b> <b>Education,</b> <b>Employment,</b> <b>Satisfaction and</b> <b>Leadership</b>	<p>Gaining a sense of achievement is important at every stage of a young person's life. Although, education and employment are mainstream benchmarks for achievement, it is important to know that these are not the only benchmarks. Our research has shown that each young person has a unique idea of what success looks like. The relevance here is ensuring young people have a real chance to reach success and acknowledgement of that success. Gaining a feeling of achievement and satisfaction supports assigning and achieving future successes.</p> <p>Common symptoms associated to a lack of these needs are dropping out of EET (education, employment, or training), depression, deteriorating behaviour and loss of motivation</p>

## **Review of last year's operations**

### **YOH Employment and Education Bursaries**

#### ***Thanks to YOH Reserves***

Like previous years, there have been huge cuts and areas in East London were affected the most. We were overwhelmed with the number of young people needing our support to get into education, employment, and training but the cuts have meant that workers have not been able to respond in the same way. Many staff have taken up volunteering to help relieve the stress on demand but with the closing of other services, we have been unable to match the demand. We also noticed the huge cuts meant young people could not compete for jobs in a fair way and whilst many projects supported people into jobs, those that needed the most support were given the least as these young people are considered as "expensive outputs," so the focus is on the "quick wins." YOH's objective requires it to focus on those most in need.

Again, this year, the board decided to use their reserves to support some of the hardest to reach young people into employment and education.

### **Detached Youth Work (street-based work)**

#### ***Thanks to:***

#### ***YOH Reserves***

***Société Générale*** (<https://www.societegenerale.co.uk/en/about/corporate-social-responsibility>)

***East End Community Foundation*** (<http://www.eastendcf.org>)

Reaching the hardest to reach is paramount to making a real and lasting change in society. Our detached youth work operations put detached workers out on the streets delivering sessions around young people that are not accessing services. Workers were involved in the community dynamics and in contact with key community stakeholders.

These activities involved staff engaging with young people on the streets and developing activities on-the-go. These activities are naturally dynamic and unpredictable, so our team responded to various situations from hanging out with groups on park benches talking about family issues to young people engaging in gang activity. The aim of these activities was to engage, build trust and support their transition to positive activities.

### **Personal Circumstances and Capacity Development**

#### ***Thanks to:***

***Hackney Council Main Grants*** (<https://hackney.gov.uk/community-grants>)

Once the detached team engaged and developed trust with young people, these activities were delivered to develop young people's personal skills and provide opportunities for young people to learn new skills. Our activities recognise that each young person and their situation is unique so their journey with us was unique to the individual. Some young people needed support to develop family dynamics, some required mental health support, some needed to gain new skills through nationally recognised accreditations and awards. Aspiration development is a key part of these activities. Most young people started with little to no real aspirations so there was no base to develop motivation and action.

## **Access Education, Employment or Training (positive pathways)**

### **Thanks to:**

**Hackney YOF** (<https://www.younghackney.org/get-involved/hackney-youth-opportunity-fund>)

These activities involved supporting young people into sustainable education, employment, or training. This was usually after a young person has developed their skills and capacity. The activities we provided were split into three areas:

#### **Controlled experience**

Through internal work experience or with a committed partner, we exposed young people to real-life working environments. These placements were tolerant to young people, so we encouraged learning from mistakes.

#### **Education, employment, or training**

Provided support to access actual positions selected by young people. This included CV development, courses selection, job searching, references and Employment and Education Bursaries (above).

#### **Post EET support**

Once young people accessed their chosen pathway, there were various hurdles we helped young people overcome. Common hurdles were, parent dependency on young person doing the house chores, understanding line management, handling a bad day, getting on with colleagues, home routine and employment/employer rights.

## **Supporting people affected by Covid-19**

### **Thanks to:**

**Global Fund for Children** (<https://globalfundforchildren.org/>)

**National Lottery** (<https://www.tnlcommunityfund.org.uk/>)

**City Bridge Trust** (<https://www.citybridgetrust.org.uk/>)

**London Plus** (<https://londonplus.org/>)

**London Community Response Fund** (<https://londoncommunityresponsefund.org.uk/>)

**Hackney VCS** (<https://hackney.gov.uk/community-partnerships>)

Thanks to these funders, we were able to reach people that were left vulnerable by the pandemic. We offered a range of services:

- Provision of food, household essentials, sanitary towels and PPE by 100's of volunteers,
- Door-to-door and telephone support with key-working,
- Befriending services particularly during the lockdowns,
- Helping people adjust to a 'new norm,' and,
- Provision of education for those that have fallen behind.

## **Masculinities**

### **Thanks to:**

**National Lottery Community Fund** (<https://www.tnlcommunityfund.org.uk/>)

**Global Fund for Children** (<https://globalfundforchildren.org/>)

This initiative engaged local organisations to advance gender justice using approaches based on respect, equity, and human rights by:

- **Creating safe spaces** for boys and young men to open new conversations, reflect together on healthy emotional development and relationships, and engage with others in their communities.
- **Putting youth in the lead** to design program activities and implement their own vision for change.
- **Strengthening networks** for advocacy and learning by uniting local organizations working with boys and young men, creating opportunities to tackle shared issues together from diverse perspectives, and working together toward positive social change.

**The members of Directors as at 31 March 2021**

Akif Tosuner  
Serpil Sahin  
Denise Bruce

**Relationships between the charity and related parties, including its subsidiaries**

There is no known relationship between any funder and any member of our Board of Trustees.

**Volunteers**

Volunteers make a valuable contribution to the efficient running of the organisation and during the year, 119 volunteered to support our projects. There is a good volunteer placement scheme, support network and help for volunteers to develop their skills.

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006

On behalf of the board and agreed on 20<sup>th</sup> December 2021

*ATOSUNER*

Akif Tosuner  
Trustee

## ACCOUNTANTS REPORT TO THE BOARD OF DIRECTORS ON THE ANNUAL ACCOUNTS OF YOH LTD FOR THE YEAR ENDED 31 MARCH 2021

To assist you to fulfil your duties under the Companies Act 2006, we have complied for your approval the financial statements of YOH for the year ended 31 March 2021 from the company's accounting records and from information and explanations you have given us. We have used the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) as a basis for our reporting.

### Respective responsibilities

It is your duty to ensure that YOH has kept adequate accounting records and to prepare statutory financial statements that give a true and fair view of the assets, liabilities, financial position, and loss of YOH. You consider that YOH is exempt from the statutory audit requirement for the year.

We have performed certain procedures in respect of the Company's accounts for the year ended 31 March 2021 (which comprise the Income and Expenditure Account, the Balance Sheet, and the related notes), made enquiries of the Company's directors and assessed accounting policies adopted by the directors, in order to gather sufficient evidence for our conclusion in this report.

### Basis of independent examiner's statement

Our examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view, and the report is limited to those matters set out in the statement below.

### Independent Examiner's Statement

Based on our work, nothing has come to our attention to refute the directors' confirmation that in accordance with the Companies Act 2006 the accounts give a true and fair view of the state of the Company's affairs as at 31 March 2021 and of its income for the year then ended and have been properly prepared in accordance with the Financial Reporting Standard for Smaller Entities.

In connection with our examination, no matter has come to our attention

1. which gives us reasonable cause to believe that in, any material respect, the requirements:
  - to keep accounting records in accordance with section 41 of the 1993 Act; and
  - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 1993 Act have not been met; or
2. to which, in our opinion, attention should be drawn to enable a proper understanding of the accounts to be reached.



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22 / 12 / 2021

YOH

Charity Registration No. 1186731

Company Registration No. 06241076

## Financial Statements

### Statement of financial activities including summary of income and expenditure

For activities between

**1<sup>st</sup> April 2021 and 31<sup>st</sup> March 2021**

Income	Note	Unrestricted	Restricted	Total	2020
Grants	<b>2.3</b>	73,531	115,623	189,154	67,410
Trading	<b>2.1</b>	33,455		33,455	21,815
Donations	<b>2.2</b>	528		528	12,830
Other		14		14	3
Total income		107,528	115,623	<b>223,151</b>	<b>102,058</b>
<b>Expenditure</b>	<b>3</b>				
Direct activities		51,373	129,940	181,313	83,589
Raising funds		8,367		8,367	26,766
Total expenditure		59,740	129,940	<b>189,680</b>	<b>110,355</b>
<b>Net income/(expenditure)</b>		47,788	(14,317)	<b>33,471</b>	<b>(8,296)</b>
Transfer between funds		(14,317)	14,317	-	-
Net movement in funds		33,471	-	33,471	(8,296)
Total funds brought forward		12,950	-	12,950	21,246
<b>Total fund carried forward</b>		46,421	-	<b>46,421</b>	<b>12,950</b>

YOH

Charity Registration No. 1186731

Company Registration No. 06241076

## Balance sheet

For activities between

1<sup>st</sup> April 2021 and 31<sup>st</sup> March 2021

	Note	Unrestricted	Restricted	Total	2020
Fixed assets	4				
Tangible assets		376	-	376	1,849
Total fixed assets		376	-	376	1,849
Current Assets					
Cash at bank and in hand		110,456	-	110,456	14,024
Debtors		-	-	-	2,622
Total current assets		110,456	-	110,456	16,646
Creditors: amounts falling due within one year	5	(43,711)	-	(43,711)	(5,546)
Net current assets/(liabilities)		66,745	-	66,745	11,100
Total assets less current liabilities		67,121	-	67,121	12,950
Creditors: amounts falling due after one year	6	-	(20,700)	(20,700)	-
Total net assets or liabilities		67,121	(20,700)	<u>46,421</u>	<u>12,950</u>
Funds of the Charity					
Unrestricted funds	7	46,421	-	46,421	16,111
Total funds of the Charity		46,421	-	<u>46,421</u>	<u>12,950</u>

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006. The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

Approved by the Board for issue on 20<sup>th</sup> December 2021

*AKIF TOSUNER*

Akif Tosuner  
Trustee

**YOH**

Charity Registration No. 1186731

Company Registration No. 06241076

**Notes**

For accounts between

**1<sup>st</sup> April 2021 and 31<sup>st</sup> March 2021****1.1 Basis for accounting**

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.

**1.2 Going concern**

The accounts have been prepared on a going concern basis. Although, the charity reported a deficit, it has sufficient assets to continue. Furthermore, the charity has diversified its income making it less reliant on individual sources.

**2 Income**

There were three major sources on income:

Grants	189,154
Trading income	33,455
Donations	528

**2.1 Trading income**

Services provided	33,455
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**2.2 Donations**

Donations by local people and businesses	528
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**2.3 Grants**

Hackney Community Investment and Partnerships: Main Community Grants	35,790
London Govt. Grants	29,433
Global Fund for Children	27,000
The National Lottery Community Fund	25,575
City Bridge Trust	25,150
Corporation of London	24,108
Essex Govt. Grants	16,098
East End Community Foundation / Société Générale	5,000
London Plus	1,000

**3 Expenses**

Personnel and associated costs	87,218
Cost of activities	89,487
Premises and hall hire	843
Office costs	4,865
Licence and legal fees	6,291
Marketing	976



**4 Tangible fixed assets**

Tangible fixed assets are measured at cost less accumulative depreciation and any accumulative impairment losses. Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:

Freehold buildings	over 50 years
Leasehold land and buildings	over the lease term
Plant and machinery	over 5 years
Fixtures, fittings, tools and equipment	over 5 years

**5 Current Creditors**

Enterprise Project	38,591
Professional Fees	2,000
Salaries	1,921
HMRC	1,199

**6 Other Creditors**

The charity is using the Bounce Back Loan Scheme to develop the trading income.

**7 Current Creditors**

Surplus Brought forward	12,950
Surplus 2021	33,471
Reserves Carried forward	46,421