

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

YOH LTD

DIRECTORS' REPORT
and
EXAMINED FINANCIAL STATEMENTS
for the
YEAR ENDING 31st MARCH 2023

YOH

COMPANY INFORMATION

Directors	Mr Akif Tosuner Mrs Serpil Sahin Ms Denise Bruce
Charity Number	1186731
Company Number	06241076 Incorporated on 9 th 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

Table of Contents

DIRECTORS' REPORT	1
OBJECTIVES AND PURPOSE	2
THE YOH MODEL.....	3
REVIEW OF LAST YEAR'S OPERATIONS.....	4
<i>Education and Employment Bursaries</i>	<i>5</i>
<i>Personal and Capacity Development</i>	<i>5</i>
<i>Access Education, Employment or Training (positive pathways).....</i>	<i>6</i>
<i>Supporting people affected by Covid-19</i>	<i>6</i>
THE MEMBERS OF DIRECTORS AS AT 31 ST MARCH 2023.....	7
RELATIONSHIPS BETWEEN THE CHARITY AND RELATED PARTIES, INCLUDING ITS SUBSIDIARIES	7
VOLUNTEERS	7
ACCOUNTANTS REPORT TO THE BOARD OF DIRECTORS ON THE ANNUAL ACCOUNTS OF YOH LTD FOR THE YEAR ENDED 31ST MARCH 2023.....	8
FINANCIAL STATEMENTS.....	9
STATEMENT OF FINANCIAL ACTIVITIES INCLUDING A SUMMARY OF INCOME AND EXPENDITURE	9
BALANCE SHEET	10
NOTES	11

DIRECTORS' REPORT

The trustees present their annual report and accounts for the year ended 31 March 2023. The board of trustees are satisfied with the performance of the charity during the year and the position at 31st March 2023 and consider that the charity is in a strong position to continue its activities during the coming year.

It has been another difficult year for our organisation as the demand for our service continued to increase at an unprecedented rate. Compounded by an almost three-fold increase in complex needs, it has been a challenge responding to these needs.

We have been fortunate to work with great funders that were responsive to the needs of children and young people during these challenging times. Funders that have been particularly supportive include:

- **Social Investment Business,**
- **UK Youth,**
- **East End Community Foundation,**
- **Société Générale,**
- **Hackney Holiday Activities and Food Programme,**
- **National Lottery Community Fund,**
- **Metropolitan Thames Valley Housing, and,**
- **Global Fund for Children**

We have also received both financial and in-kind support over the years from a close friend of our charity, **Damian Derryhouse.**

Without these supporters, it would have been impossible to respond to the needs we faced each day.

Finance Update

Many of our trading income clients were affected by the cost-of-living crisis, so the current environment has increased the level of risk on our trading income. Our analysis suggests these risks may materialise within the next 12-24 months.

In response, our CEO researched alternative investment options, and we have invested in an operation we believe will provide a return that matches our existing trading income.

We are pleased by our organisation's quick response to finding a solution. However, this has come at the cost of our CEO's time, which has affected his fundraising time. Although our fundraising expenses dropped by 50%, our grant income fell by 46%.

Trustees are happy with the decision to focus on trading income as the CEO has potentially saved the organisation around £250,000 over the next 5 years and saved our ambition to make core services 100% self-funded.

Although our grant income fell by 46%, our project expenditure only fell by 22% and we were able to sustain all core activities. This is an example of the importance of our trading income.

We are pleased our fundraising expenditure was 1.9% of our total expenditure. However, we will need to look at ways we can support the CEO's fundraising efforts.

Next year, is likely to be similar. The CEO will need time to:

- Develop the new trading income,
- Rebrand the organisation,
- Launch a new website,
- Research fundraising options, and,
- Design and implement a new software package to measure impact.

These are exciting activities that will support our long-term sustainability. However, our fundraising activities are likely to be affected at a similar level as this year.

Objectives and Purpose

YOH is a resident-led voluntary organisation that conducts detached and outreach work to engage children and young people aged 8-24, their families, 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 across numerous centres including radio station, business enterprise, mental health assessments and preventative work with young people on the periphery of joining a gang.

Our guiding objectives are:

- 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 current lifestyle.
 - b) Providing support and activities, which develop their skills to enable them to participate in society as positive and responsible individuals.
 - c) Awarding scholarships, maintenance allowances or grants that support access to education that would otherwise be unreachable.
- 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

"Children and young people are different, so we take the time to understand each person's needs and support them to access a wide range of services, both internal and external"

Key Stages: Our '16-point checklist' to assess needs and track young people's journey

Stand Up 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. These are the basic needs for a child to be able to Stand Up.</p> <p>Common symptoms associated to a lack of these needs are aggression, looking unhealthy, stealing and selfishness.</p>
Speak Up Family, Friends, Social network, and Confidence	<p>Once a child has the basic needs to survive, these building blocks support a child's ability to interact with its environment. Feeling a sense of belonging and love is at the core of happiness and compassion – these are part of what makes us human. Understanding how society works and having the confidence to approach people supports a child's path to resilience and social integration.</p> <p>Also creating a social network, which may be family, friends, teachers, or local shops, 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>
Aspire Skills, Aspiration, Positivity and Control	<p>For a young person to earn a stake in society, they 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 in hospitality.</p> <p>A key part of this is exposure to opportunities so young people can find something they want to do. Gaining a sense of control and having a positive outlook are both important parts of ensuring this need develop in the right way. 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, extremism, and NEET (not in education, employment, or training)</p>
Achievement Education, Employment, Satisfaction and Leadership	<p>Gaining a sense of achievement is important at every stage of a young person's life. Although, education and employment are mainstream headline benchmarks for achievement, our research has shown that people respond to micro achievements that make up their character (e.g. punctuality, leadership, vocal, diplomatic). We need to acknowledge each unique achievement and ensure these are stacked correctly to build a positive role model with a real chance of success.</p> <p>Common symptoms associated to a lack of these needs are dropping out of EET (education, employment, or training), depression, state dependence, unhealthy lifestyle, illegal activity, and loss of motivation.</p>

Review of last year's operations

Headline Performance Figures	2022 – 23	2021 - 22	% Change
Beneficiaries	3409	4,412	-23%
Affiliated to a gang	702	1,073	-35%
Not in education or employment	1,501	1,591	-6%
Those with complex needs	3,574	[Not recorded]	-
Support to re-engage after Covid-19	297	1,202	-75%
Launched their own business	11	19	-42%
Received at least two accreditations	1,446	1,374	+5%
Bursaries	257	193	+33%
Accessed education or employment	99.3%	91.2%	+9%
Beneficiary enjoyment rating	99.8%	97.2%	+3%

Needs have changed over the last few years, so we have adjusted our services to respond to these needs. Previously, we focussed on gang-related activities, whereas now, we are focussing more on the poverty that is leading to gang activity.

Supporting young people to launch their own businesses has also been affected by the cost-of-living crisis. Previously, young people had more motivation to feed their entrepreneurial spirit. This year, young people wanted to earn money so they could contribute to their household bills. This shift in attitude is an example of how the cost-of-living crisis has affected youth enterprise and entrepreneurship. Therefore, activities that supported employment, such as accreditations, have increased along with young people accessing employment. Similarly, the cost-of-living crisis has significantly affected the number of young people requiring urgent financial support. Our bursaries have increased by a third, and we expect this will continue to grow next year.

Finally, we have observed that young people requiring complex support have increased. This includes mental health support and food banks. Therefore, we have decided to start recording this need.

Education and Employment Bursaries
257 Bursaries to support access to education
<p>Thanks to:</p> <ul style="list-style-type: none"> - YOH Reserves - Social Investment Business (https://www.sibgroup.org.uk/)
<p>We recognise that many young people aspire for better, but complicated financial barriers prevent them from accessing education and employment. Some of these young people have the academic achievements to access university but necessity to earn prevents them from applying. Others receive job offers but can not afford to maintain the requirements of the job such as clothing attire.</p> <p>Bursaries helped young people overcome unfair hurdles that prevented them from achieving their aspirations and positively contributing to their society.</p>

Detached Youth Work (street-based work)
Engaged 3,409 children and young people
<p>Thanks to:</p> <ul style="list-style-type: none"> - YOH Reserves - Société Générale (https://www.societegenerale.co.uk/en/about/corporate-social-responsibility) - East End Community Foundation (http://www.eastendcf.org)
<p>It is only by engaging those that are most in need, that we can make change in our communities. The alternative is supporting young people that are already engaged so we would just be another option. Young people that are not on anyone's radar are more likely to pose the biggest risks in our community so it would not make sense to focus on anyone but this group.</p> <p>Our detached youth workers engaged those young people by delivering sessions on estates where young people felt comfortable and developed enough trust to transition into sessions at one of our centres. These activities were naturally dynamic and unpredictable, so our team were trained to develop sessions and adjust risk assessments in real time. They were also deep-rooted in our communities, so they were fully aware of community dynamics.</p>

Personal and Capacity Development
1,446 Received at least two accreditations
<p>Thanks to:</p> <ul style="list-style-type: none"> - Hackney HAF (https://education.hackney.gov.uk/content/holiday-activities-and-food-programme) - Metropolitan Thames Valley Housing (https://www.mtvh.co.uk/) - The National Lottery Community Fund (https://www.tnlcommunityfund.org.uk/)
<p>Without developing social skills, people can come across as rude or unreliable. Sometimes, the families of young people are so used to having them around, they become a barrier for a young person. Therefore, it is important to facilitate a platform where young people develop those vital soft skills.</p> <p>These activities were used to assess young people and develop personal skills. Furthermore, we delivered sessions to develop aspirations and build their capacity to begin their journey.</p>

Access Education, Employment or Training (positive pathways)
1,490 Entered employment or education
<p>Thanks to:</p> <ul style="list-style-type: none"> - YOH Reserves - Société Générale (https://www.societegenerale.co.uk/en/about/corporate-social-responsibility) - East End Community Foundation (http://www.eastendcf.org)
<p>These activities involved supporting young people in 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:</p> <p>Controlled experience Through internal work experience or with a partner, we exposed young people to real-life working environments. These placements were tolerant to common bad judgements, so we encouraged learning from mistakes.</p> <p>Education, employment, or training Provided support to access actual positions selected by young people. This included CV development, course selection, job searching, references and Employment and Education Bursaries (above).</p> <p>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 people doing the house chores, understanding line management, managing a bad day, getting on with colleagues, home routine and employment/employer rights.</p>

Supporting people affected by Covid-19
297 people supported to re-engage
<p>Thanks to:</p> <ul style="list-style-type: none"> - Société Générale (https://www.societegenerale.co.uk/en/about/corporate-social-responsibility) - East End Community Foundation (http://www.eastendcf.org)
<p>Thanks to these funders, we were able to reach people who were left vulnerable by the pandemic. We offered a range of services:</p> <ul style="list-style-type: none"> - Re-entering employment after losing their jobs - Provision of food, household essentials, sanitary towels, and PPE - Door-to-door and telephone support with key-working, - Befriending services, - Helping people adjust to a 'new norm,' and, - Provision of education for those who have fallen behind.

The members of Directors as at 31st March 2023

Akif Tosuner
Serpil Sahin
Denise Bruce

Relationships between the charity and related parties, including its subsidiaries

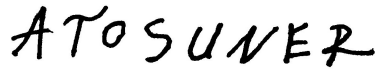
There is no known relationship between any funder and any member of our Board of Trustees.

Volunteers

Volunteers make a valuable contribution to the efficient running of the organisation, and during the year, 34 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 15th December 2023

A handwritten signature in black ink that reads "ATOSUNER". The letters are in a cursive, slightly stylized font.

Akif Tosuner
Trustee

ACCOUNTANTS REPORT TO THE BOARD OF DIRECTORS ON THE ANNUAL ACCOUNTS OF YOH LTD FOR THE YEAR ENDED 31st MARCH 2023

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 31st March 2023 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 31st March 2023 (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 conducted 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 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 31st March 2023 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.



City Dockland
Accountants Ltd.

869 High Rd. Tottenham
London N17 8EY

+44(0) 20 7249 8658

+44(0) 7377 506 973

info@citydockland.com



YOH

Charity Registration No. 1186731

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Financial Statements**Statement of financial activities including a summary of income and expenditure**

For activities between

1st April 2022 and 31st March 2023

Income	Note	Unrestricted	Restricted	Total	2022
Grants	2	8,100	112,243	120,343	223,946
Trading		43,252		43,252	47,040
Donations		582		582	576
Other		872		872	17
Total income		52,805	112,243	165,049	271,578
Expenditure					
Direct activities	3	76,951	106,099	183,050	234,384
Raising funds	4	3,720		3,720	7,440
Total expenditure		80,671	106,099	186,770	241,824
Net income/(expenditure)		(27,866)	6,145	(21,722)	29,754
Transfer between funds		6,145	(6,145)	0	0
Net movement in funds		(21,722)	-	(21,722)	29,754
Total funds brought forward		76,175	-	76,175	46,421
Total fund carried forward		54,453	-	54,453	76,175

YOH

Charity Registration No. 1186731

Company Registration No. 06241076

Balance sheet

For activities between

1st April 2022 and 31st March 2023

	Note	Unrestricted	Restricted	Total	2022
Fixed assets					
Tangible assets		1,170	-	1,170	375
Total fixed assets		1,170	-	1,170	375
Current Assets					
Cash at bank and in hand		41,148	41,089	82,237	131,818
Debtors	5	650	73,167	73,817	105,000
Total current assets		41,798	114,256	156,054	236,818
Creditors: amounts falling due within one year	6	-	41,089	41,089	143,591
Net current assets/(liabilities)		41,798	73,167	114,965	380,409
Total assets less current liabilities		42,967	73,167	116,134	380,784
Creditors: amounts falling due after one year	7	61,681	-	61,681	17,427
Total net assets or liabilities		(18,714)	73,167	54,453	76,175
Funds of the Charity					
Unrestricted funds	8	54,453	-	54,453	76,175
Total funds of the Charity		54,453	-	54,453	76,175

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 15th December 2023

AKIF TOSUNER

Akif Tosuner
Trustee

YOH

Charity Registration No. 1186731

Company Registration No. 06241076

Notes

For accounts between

1st April 2022 and 31st March 2023**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. The charity has sufficient assets to continue for the foreseeable future. Furthermore, the charity has diversified its income making it less reliant on individual sources.

2 Income

There were four sources of income:

Grants	120,343
Trading income	43,252
Donations	582
Other	872

2.1 Trading income

Services provided	43,252
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2.2 Donations

Donations by local people and businesses	582
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2.3 Restricted Grants

Social Investment Business	52,500
East End Community Foundation & Société Générale	23,500
Hackney Holiday Activities and Food Programme	21,360
The National Lottery Community Fund	8,550
Metropolitan Thames Valley	3,167

2.4 Unrestricted Grants

The Global Fund for Children	4,600
UK Youth	3,500

3 Expenses

Personnel and associated costs	130,643
Cost of activities	41,370
Premises and hall hire	10,024
Marketing	1,013

YOH

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Company Registration No. 06241076

4 Fundraising expenditure at 2%**5 Debtors**

UK Youth	70,000
Metropolitan Thames Valley Housing	3,167
Trade	650

6 Current Creditors

As part of the charity's current projects, the following funds have been earmarked for delivering its outcomes:

Project Expenses	40,869
Trade	220

7 Other Creditors

The charity is using long-term social investment to develop its sustainability:

Social Investment Business Loan	48,662
BBLS Loan	13,019

8 Reserves

The charity's reserves currently stand at 3.5 months of expenditure, which is in line with our reserves policy of 3 to 6 months:

Surplus Brought forward	76,175
Deficit 2023	21,722
Reserves Carried forward	54,453