

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 2024**

## **YOH LTD**

### **COMPANY INFORMATION**

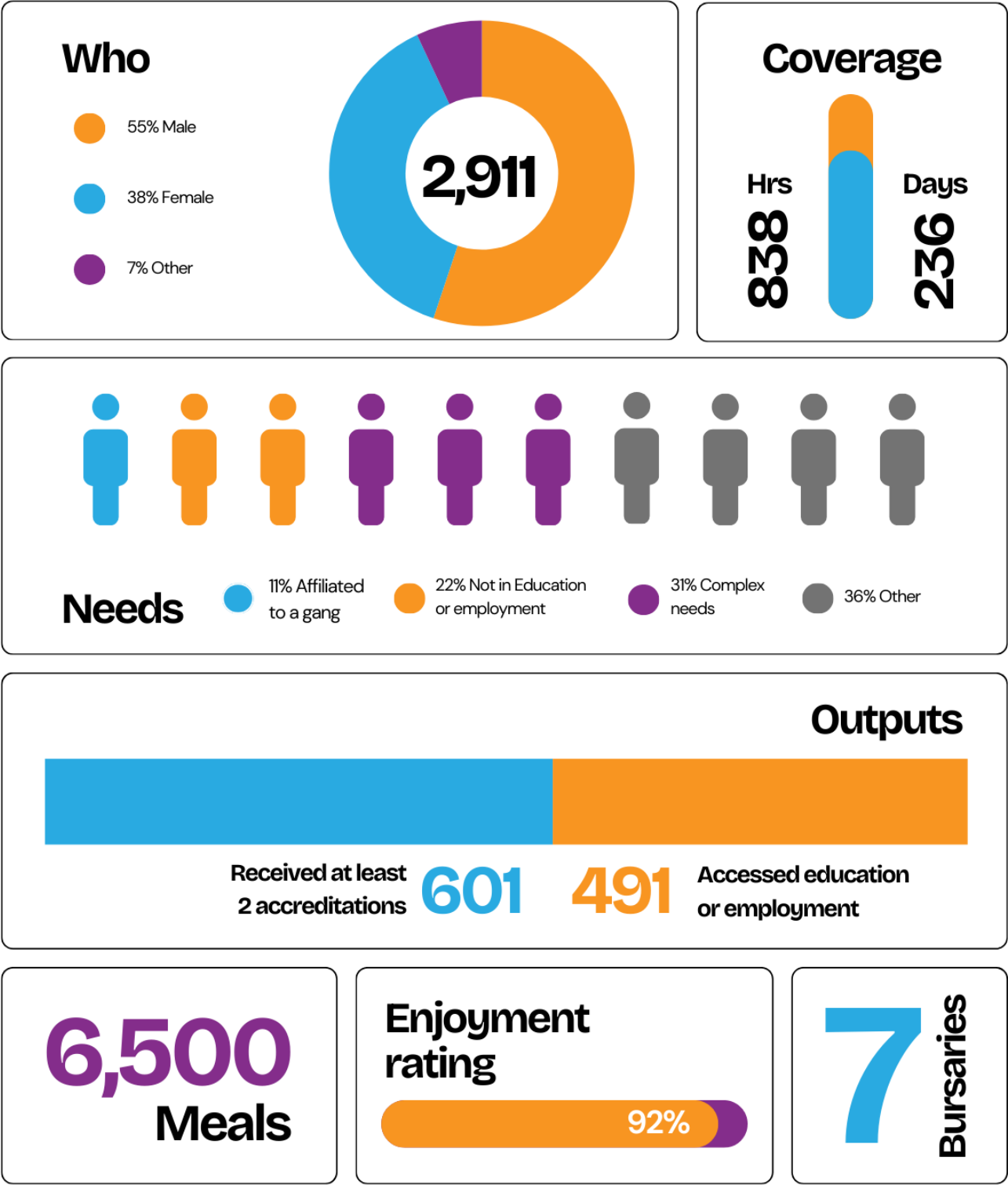
<b>Directors</b>	Mr Akif Tosuner Mrs Serpil Sahin Ms Denise Bruce
<b>Charity Number</b>	1186731
<b>Company Number</b>	06241076 Incorporated on 9 <sup>th</sup> May 2007
<b>Registered Office</b>	2-4 Phillipp Street Hackney London N1 5NU
<b>Accountants</b>	City Dockland Accountants 869 High Road Tottenham London N17 8EY
<b>Service Address</b>	2-4 Phillipp Street Hackney London N1 5NU

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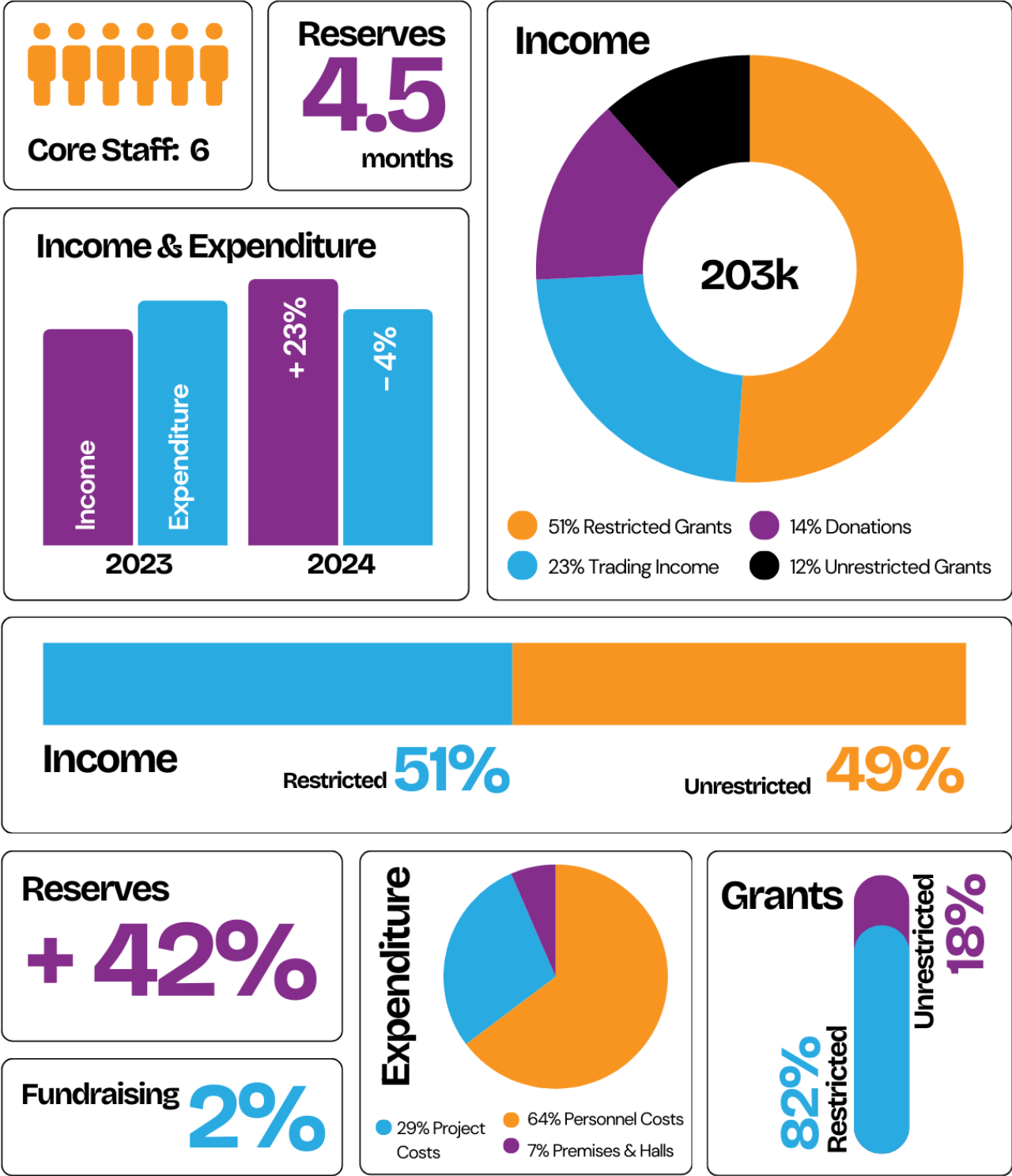
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Summary Impact and Finance

Impact



Financial Highlights



## DIRECTORS' REPORT

### YOH LTD

Charity Registration No. 1186731

Company Registration No. 06241076

The trustees present their annual report and accounts for the year ended 31 March 2024. The board of trustees are pleased with the charity's performance over the previous year and its financial position as at March 31, 2024. They are confident that the charity is well-equipped to sustain its operations and continue its activities in the upcoming year.

There is an increasing level of pressure on communities and families, with children being among the most significantly affected. Our sector has consistently demonstrated its effectiveness in alleviating some of the challenges faced by children. However, the compromises being made throughout the sector may have lasting implications for children in the future.

We are grateful to have partnered with dedicated funders who have risen to the occasion, supporting the needs of children and young people during these challenging times. We would like to thank the organisations backing our activities:

- **UK Youth**
- **East End Community Foundation**
- **Société Générale**
- **Hackney Holiday Activities and Food Programme**
- **People's Health Trust**
- **Sport England**
- **Heart Research UK**
- **Derwent London**
- **Global Fund for Children**
- **Essex Community Foundation**
- **First Class Learning**

Throughout the years, we have been grateful for financial and in-kind support from our dear friend and advocate, **Damian Derryhouse**, and this year has been no exception.

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

### Finance Update

Building on the previous year's success, we have finished the year as a stronger organisation. We have increased our year-on-year income by 23% and still managed to cut expenses by 4%.

Our strategy to ensure that our core services are completely self-funded remains a priority, and we continue to work on developing our income sources. Our unrestricted funding has increased to 49%, and our trading income has shown resilience, with an 8% growth this year.

We have managed to provide financial stability whilst:

- Maintaining fundraising costs at 2%,
- Completing our rebranding,
- Designing and implementing our new bespoke software, and,
- Launching our new website.

We are pleased to have completed the development of our software and the rebranding of the website without negatively impacting our income, as these efforts required significant involvement from our CEO.

## **Objectives and Purpose**

We are a community-led group based in East London (including City Fringe Areas) and West Essex that supports marginalised, vulnerable, or at-risk children and young people between the ages of 8 and 25. We support the development of aspirations, essential skills, and confidence to pursue positive life ambitions and achieve economic independence. We also provide a platform for our users to be heard and affect change locally.

To make a real difference, we engage young people in need who have 'slipped through the net' of existing provisions by engaging those in need but who are not attending other services. Therefore, we place an emphasis on detached youth work on estates. Many of our beneficiaries are engaging in gangs or are young carers, and around 40% of our users require fundamental support, such as food banks or CAMHS.

Our guiding objectives are:

- To relieve the needs of young people through:
  - a) The provision of recreational and leisure 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.
- Promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those who are socially excluded, and assisting them in integrating into society.

We want to ensure all children and young people have a real chance in life.

## **Our Values**

### **Engaging**

We recognise the value within underrepresented groups and the importance of engaging those whom many services fail to reach.

Socio-economic factors are often ignored when engaging communities. This leads to cycles in which some groups access many services, and some are left out and marginalised. Consequently, resources do not reach the underrepresented communities that often hold the solutions to sustainable change.

### **Listening**

We believe every child and young person deserves to be heard without judgment. This allows us to understand their needs and incorporate their voices into decision-making.

Taking the time to listen and understand is both time-consuming and prone to bias, yet if done correctly, it offers real engagement and long-term solutions.

### **Individualised**

We recognise the uniqueness of every child and young person, each deserving a truly personalised learning experience that nurtures their potential.

If blanket solutions worked, there would be little demand for non-governmental agencies.

### **Relationships**

We believe that every child and young person deserves long-term relationships and comprehensive support that empowers their journey to positive pathways.

Children are not products with a missing piece. Like all humans, the support is often complex, and outcomes are more sustainable after we have earned their trust.

## 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

<b>Stand Up</b> Shelter, Food, Safety and Communication	<p>At a fundamental level, every child deserves to feel safe, have access to nutritious food, have a place to call home and communicate in English at a basic level. These essential building blocks lay the foundation for a child to truly Stand Up.</p> <p>When these needs are unmet, common symptoms may arise, such as aggression, poor health, stealing, and selfishness.</p>
<b>Speak Up</b> Family, Friends, Social network, and Confidence	<p>These building blocks empower children to engage with their environment meaningfully. A sense of belonging and love lies at the heart of happiness and compassion—essential aspects of our humanity. Grasping the dynamics of society and cultivating the confidence to connect with others pave the way for resilience and social integration. Additionally, forming a supportive social network of family, friends, teachers, and local shops enriches a child's understanding of their surroundings and equips them to navigate life's journey.</p> <p>Common symptoms associated with a lack of these needs are shyness, gang membership, extremism, and unrealistic expectations.</p>
<b>Aspire</b> Skills, Aspiration, Positivity and Control	<p>To earn a stake in society, young people must cultivate aspirations fuelled by motivation and admiration. An initial interest in sports can blossom into a passion for hospitality. Exposure to diverse opportunities is essential, allowing them to discover their true calling. By fostering a sense of control and nurturing a positive outlook, we can help guide their development. This journey is anchored by the powerful foundation of skill development.</p> <p>Common symptoms associated with a lack of these needs are depression, use of drugs, persistent scepticism, extremism, and NEET (not in education, employment, or training).</p>
<b>Achievement</b> Education, Employment, Satisfaction and Leadership	<p>Recognizing a sense of achievement is essential at every stage of a young person's journey. While education and employment are often seen as the primary measures of success, our research reveals that individuals thrive on the micro-achievements that shape their character—qualities like punctuality, leadership, communication, and diplomacy. By celebrating each unique accomplishment and stacking them thoughtfully, we can empower young people to become positive role models with the true potential for success.</p> <p>Common symptoms associated with 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>



## Major Programmes

<b>Education and Employment Bursaries</b>
<p><b>Thanks to:</b></p> <ul style="list-style-type: none"> <li>- <b>YOH Reserves</b></li> </ul>
<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 the 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.</p> <p>Bursaries help young people overcome unfair hurdles that prevent them from achieving their aspirations and positively contributing to society.</p>

<b>Detached Youth Work (street-based work)</b>
<b>Engaged 2,911 children and young people</b>
<p><b>Thanks to:</b></p> <ul style="list-style-type: none"> <li>- <b>YOH Reserves</b></li> <li>- <b>Société Générale</b> (<a href="http://www.societegenerale.co.uk/en/about/corporate-social-responsibility">www.societegenerale.co.uk/en/about/corporate-social-responsibility</a>)</li> <li>- <b>East End Community Foundation</b> (<a href="http://www.eastendcf.org">www.eastendcf.org</a>)</li> <li>- <b>Sport England</b> (<a href="http://www.sportengland.org">www.sportengland.org</a>)</li> </ul>
<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>

<b>Food Provision</b>
<b>320 children and young people accessed food and activities</b>
<p><b>Thanks to:</b></p> <ul style="list-style-type: none"> <li>- <b>Holiday Activities and Food Programme – Hackney</b> (<a href="http://education.hackney.gov.uk/content/holiday-activities-and-food-programme">education.hackney.gov.uk/content/holiday-activities-and-food-programme</a>)</li> <li>- <b>Heart Research UK</b> (<a href="http://heartresearch.org.uk/healthy-hearts/">heartresearch.org.uk/healthy-hearts/</a>)</li> <li>- <b>Essex Community Foundation</b> (<a href="http://www.essexcommunityfoundation.org.uk">www.essexcommunityfoundation.org.uk</a>)</li> <li>- <b>Saffron Building Society</b> (<a href="http://www.saffronbs.co.uk/about/community/our-community-fund">www.saffronbs.co.uk/about/community/our-community-fund</a>)</li> </ul>
<p>The programme provided healthy meals and nutritional workshops for children from low-income families, benefiting their health, wellbeing, and learning.</p> <p>Apart from food, the children had access to a warm and safe space during cold months and outdoor activities and trips during warm months. They also learnt about using the public transport network and</p>

accessed activities that would otherwise be financially inaccessible.
<b>Personal and Capacity Development</b>
<b>601 Received at least two accreditations</b>
<p><b>Thanks to:</b></p> <ul style="list-style-type: none"> <li>- <b>Global Fund for Children</b> (<a href="http://www.globalfundforchildren.org">www.globalfundforchildren.org</a>)</li> <li>- <b>Derwent London</b> (<a href="http://www.derwentlondon.com/responsibility/social/community-fund">www.derwentlondon.com/responsibility/social/community-fund</a>)</li> <li>- <b>First Class Learning</b> (<a href="http://www.mtvh.co.uk">www.mtvh.co.uk</a>)</li> <li>- <b>People's Health Trust</b> (<a href="http://www.peopleshealthtrust.org.uk">www.peopleshealthtrust.org.uk</a>)</li> </ul>
<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>

<b>Access Education, Employment or Training (positive pathways)</b>
<b>491 Entered employment or education</b>
<p><b>Thanks to:</b></p> <ul style="list-style-type: none"> <li>- <b>YOH Reserves</b></li> <li>- <b>Société Générale</b> (<a href="http://www.societegenerale.co.uk/en/about/corporate-social-responsibility">www.societegenerale.co.uk/en/about/corporate-social-responsibility</a>)</li> <li>- <b>East End Community Foundation</b> (<a href="http://www.eastendcf.org">www.eastendcf.org</a>)</li> </ul>
<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><b>Controlled experience</b> We exposed young people to real-life working environments through internal work experience or with a partner. These placements tolerated common bad judgements, so we encouraged learning from mistakes.</p> <p><b>Education, employment, or training</b> 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><b>Post EET support</b> Once young people accessed their chosen pathway, we helped them overcome various hurdles. 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>

**YOH LTD**

Charity Registration No. 1186731

Company Registration No. 06241076

**Engagement and Impact Figures**

Headline Performance Figures	2023 – 24
Beneficiaries	2,911
Affiliated to a gang	322
Not in education or employment	629
Those with complex needs	913
Launched their own business	5
Received at least two accreditations	601
Bursaries	7
Accessed education, employment or training	491
Beneficiary enjoyment rating	92.1%

**The members of Directors as at 31<sup>st</sup> March 2024**

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, 21 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 5<sup>th</sup> December 2024



Akif Tosuner

Trustee

## ACCOUNTANTS REPORT TO THE BOARD OF DIRECTORS ON THE ANNUAL ACCOUNTS OF YOH LTD FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2024

### YOH LTD

Charity Registration No. 1186731

Company Registration No. 06241076

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<sup>st</sup> March 2024 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<sup>st</sup> March 2024 (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 31<sup>st</sup> March 2024 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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✉ info@citydockland.com

P.P City Dockland Accountants

**YOH LTD**

Charity Registration No. 1186731

Company Registration No. 06241076

**Financial Statements****Statement of financial activities including a summary of Income and Expenditure**

For activities between

**1<sup>st</sup> April 2023 and 31<sup>st</sup> March 2024**

<b>Income</b>	<b>Note</b>	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>	<b>2023</b>
Grants	<b>2</b>	23,339	103,256	126,595	120,343
Trading	<b>3</b>	46,750		46,750	43,252
Donations	<b>4</b>	28,877		28,877	582
Other		865		865	872
<b>Total income</b>	<b>5</b>	<b>99,831</b>	<b>103,256</b>	<b>203,087</b>	<b>165,049</b>
<b>Expenditure</b>					
Direct activities	<b>6</b>	82,036	94,308	176,344	186,770
Raising funds	<b>7</b>	3,720		3,720	3,720
<b>Total expenditure</b>		<b>85,756</b>	<b>94,308</b>	<b>180,064</b>	<b>186,770</b>
<b>Net income/(expenditure)</b>	<b>8</b>	14,075	8,948	<b>23,023</b>	<b>(21,722)</b>
Transfer between funds		8,948	(8,948)	0	0
Net movement in funds		23,023	-	23,023	(21,722)
Total funds brought forward		54,453	-	54,453	76,175
<b>Total fund carried forward</b>	<b>9</b>	<b>77,476</b>	<b>-</b>	<b>77,476</b>	<b>54,453</b>

**YOH LTD**

Charity Registration No. 1186731

Company Registration No. 06241076

**Balance sheet**

For activities between

**1<sup>st</sup> April 2023 and 31<sup>st</sup> March 2024**

	<b>Note</b>	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>	<b>2023</b>
Fixed assets					
Tangible assets	<b>10</b>	29,008	-	29,008	1,170
Total fixed assets		29,008	-	<b>29,008</b>	<b>1,170</b>
Current Assets					
Cash at bank and in hand		59,168	-	59,168	82,237
Debtors	<b>11</b>	120	44,675	44,795	73,817
<b>Total current assets</b>		59,288	44,675	<b>103,963</b>	<b>156,054</b>
Creditors: amounts falling due within one year		-	-	-	41,089
<b>Net current assets/(liabilities)</b>		59,288	44,675	<b>103,963</b>	<b>114,965</b>
<b>Total assets less current liabilities</b>		88,296	44,675	<b>132,971</b>	<b>116,134</b>
Creditors: amounts falling due after one year	<b>12</b>	55,495	-	55,495	61,681
<b>Total net assets or liabilities</b>	<b>13</b>	32,802	44,675	<b>77,477</b>	<b>54,453</b>
Funds of the Charity					
Unrestricted Surplus Funds		23,023	-	23,023	76,175
Reserves b/f		54,453		54,453	
Total funds of the Charity			-	<b>77,477</b>	<b>76,175</b>

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 5<sup>th</sup> December 2024

*ATOSUNER*

Akif Tosuner  
Trustee

**YOH LTD**

Charity Registration No. 1186731

Company Registration No. 06241076

**Notes**

For accounts between

**1<sup>st</sup> April 2023 and 31<sup>st</sup> March 2024****1.1 Basis for accounting**

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.

**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 Grants**

Two key types of grants

<b>Restricted</b>	<b>103,256</b>
Holiday Activities & Food Programme Hackney	30,247
Societe Generale & EECF	24,675
People Health Trust	19,833
Sport England	10,900
Heart Research UK	8,625
Derwent London	5,000
Essex Community Foundation	3,976
<b>Unrestricted</b>	<b>23,339</b>
First Class Learning	17,609
Global Fund for Children	5,730

**3 Trading income**

Services provided	46,750
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**4 Donations**

Donations by local people and businesses	28,877
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**5 Income Analysis****Income Sources – Five Sources**

Restricted Grants	103,256	51%
Trading Income	46,750	23%
Donations	28,877	14%
Unrestricted Grants	23,339	11%
Other	865	<1%

**Restriction of funds**

Total Restricted Funds	103,256	51%
Total Unrestricted Funds	99,831	49%

**YOH LTD**

Charity Registration No. 1186731

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<b>6</b>	<b>Charitable activities</b>		
	Personnel and associated costs		113,375
	Cost of activities		50,418
	Premises and hall hire		11,388
	Marketing		1,163
<b>7</b>	<b>Raising funds</b>		
	Cost of raising funds		3,720
	% of income		2%
<b>8</b>	<b>Surplus/Deficit</b>		
	Year ending 2024	23,023	
	Year ending 2023	(21,722)	
	<i>Difference</i>	<i>+ 44,745</i>	
<b>9</b>	<b>General Analysis</b>		
	<b>How our income was used</b>		
	Charitable expenses	87%	
	Reserves	11%	
	Fundraising expenses	2%	
	<b>Reserves vs. Income</b>		
	% of 2024 Income	38%	
	Running costs as months	4 ½ months	
	The charity's reserves are within the requirements of our policy, which allows 3-6 months.		
	<b>Changes from last year</b>		
	2023	54,453	
	2024	77,476	
	<i>Difference</i>	<i>+ 42%</i>	
<b>10</b>	<b>Fixed Assets</b>		
	Software and Technology		24,648
	Equipment		4,360
<b>11</b>	<b>Debtors</b>		
	UK Youth		35,000
	East End Community Foundation		9,675
	Trade		120
<b>12</b>	<b>Other Creditors</b>		
	The charity has used long-term social investment to develop its sustainability:		
	Social Investment Business Loan		46,205
	BBLS Loan		9,290
<b>13</b>	<b>Total funds of the Charity</b>		
	Reserves Brought forward from 2023		54,453
	Surplus 2024		23,023
	Reserves Carried forward		77,477