

ESTEEM

England & Wales · Charity number 1187128

Details

Status Registered

Legal form CIO

Registered 2019-12-23

Register [View on the Charity Commission register](#)

Contact

Address Esteem
The Old School House
Ham Road
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Activities

Objects: TO ACT AS A RESOURCE FOR YOUNG PEOPLE AGED BETWEEN 14 TO 26 LIVING IN SUSSEX AND THE SOUTH EAST BY PROVIDING ADVICE AND ASSISTANCE AND ORGANISING PROGRAMMES OF PHYSICAL, EDUCATIONAL AND OTHER ACTIVITIES AS A MEANS OF:(A) ADVANCING IN LIFE AND HELPING YOUNG PEOPLE BY DEVELOPING THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS;(B) ADVANCING EDUCATION;(C) RELIEVING UNEMPLOYMENT;(D) PROVIDING RECREATIONAL AND LEISURE TIME ACTIVITY IN THE INTERESTS OF SOCIAL WELFARE FOR PEOPLE LIVING IN THE AREA OF BENEFIT WHO HAVE NEED BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABILITY, POVERTY OR SOCIAL AND ECONOMIC CIRCUMSTANCES WITH A VIEW TO IMPROVING THE CONDITIONS OF LIFE OF SUCH PERSONS;

Activities: ESTEEM is a charity which offers young adults aged 14-26 opportunities to develop confidence, build life-skills and improve well-being. ESTEEM has recently incorporated to become a registered Charitable Incorporated Organisation. Please refer to ESTEEM's former Registered Charity Number 1058540 for our charitable history, 1995-2020 where we operated our services as an unincorporated organisation.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Disability, The Prevention Or Relief Of Poverty, Economic/community Development/employment, Other Charitable Purposes
- **Who:** Children/young People

Geography

- East Sussex
- West Sussex

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£543,398	£541,806	£294,339	18
2024-03-31	£497,409	£496,091	-	-
2023-03-31	£415,646	£356,936	-	-
2022-03-31	£329,697	£319,157	-	-
2021-03-31	£366,871	£264,692	-	-

Trustees

Name	Role	Appointed
Anne Rathbone		2023-10-29
Nathan Bourne		2024-07-02
Nigel Lecky		2021-01-27
Paul Hudson		2018-04-01
Siobhan O'Dowd		2021-03-10
Susan Dickson		2025-05-06

ESTEEM

England & Wales - Charity number 1187128

Accounts

Annual Report

2024-2025



ESTEEM

What we do

At Esteem young adults aged 14-26 can realise their strength to cope with life's challenges and thrive into their futures.

Our community is grounded in trust and respect, and **built with young people for young people.**



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Introduction from young adults at Esteem

To us, Esteem is a place where we can be ourselves and thrive in group environments and one-to-one settings. It is a fun, supportive, and accessible place, where there are loads of opportunities. It is a place where we actually care about each other and know we belong. We can speak our minds and leave no room for judgement. We are a community, another home, and a place where we can learn and try new things.

We are really pleased with the progress Esteem has made this year, especially involving young adults more meaningfully. Adults usually make the decisions for us, but at Esteem, whenever something happens, young adults are the first to decide. This gives us a sense of importance and a powerful voice in a world where we normally have to be quiet.

We are also pleased with how much Esteem has improved in being organised. It is important to be organised because we all come from different backgrounds and environments, some of which might be chaotic, so it is good to have a solid place to come where you know it is going to be organised. We have also done better at identifying and starting new projects like Girls Allowed (which was massively beneficial). Young adults can find what is on at Esteem and know where to be at certain times, which means more young adults can get involved and benefit from Esteem.

We are also proud of how we and the organisation have improved communication this year, whether working to reach out to the community, secure our building, or speak on issues that

matter to us. It is important that people know about Esteem so that they have a place to go, and so our organisation can continue to thrive. Our work reaching out to key decision makers in the community, like councillors and the Police and Crime Commissioner, shows what we can do when we come together as a team to solve problems. It shows what young adults can do when given the time and resources. By shouting about our work, we also allow other charities to learn from Esteem.

Importantly, we also managed to raise the necessary money to keep Esteem sustainable over the last year. This is essential so that we can keep doing what we are doing and be there to help young adults in the local community. We know raising funds has been a priority, and we've been happy to get involved in fundraising as part of the Esteem team. Loads of charities do not really use young adults' ideas and voices, so we really stand out. It shows that we love what we do and helps make Esteem more sustainable in the long term.

Thank you to everyone who has supported Esteem on our journey over the last year. We are really happy to be part of such a great organisation. We are looking forward to the year ahead with all of you.

*Chanel, Jade, Connor,
Steph, Ivy, James,
Kaya, Leon.*

- Members of the Esteem Team

(A group of Esteem young adults helping to run the organisation).



A message from our Chair

This past year has been one of deepening impact and growing clarity. We've built on strong foundations to refine how we work, why we work in this way, and who we work alongside. Together, young adults, staff, volunteers, trustees, and partners, have continued shaping an organisation that puts trust, inclusion, and participation at our heart.

So much of this year has been about strengthening our roots. We launched a new strategy, co-created with young adults, which now guides every part of Esteem's work. We improved how we support, mentor and listen to young adults, and took important steps forward in financial sustainability, inclusion, and shared leadership. We didn't just do more, we did better. We feel incredibly proud of how far we've come.

I want to say thank you to every young adult who has brought their whole self to Esteem this year, to sessions, events, steering groups, staff meetings, and funder conversations. It is your energy and insight that keep this organisation real, relevant, and alive. Whether you came once, weekly, or helped run the place, you've been part of shaping something truly special. You show us, again and again, what it means to belong, to grow, and to give back.

I also want to thank our amazing staff, trustees and volunteers. You hold space for young adults to flourish, and you do it with deep care, skill, and passion. This is not always easy work, but it is life-changing. Thank you for choosing to do it with Esteem.

And last but certainly not least, thank you to our generous donors and supporters without whom none of this would be possible.



Looking forward to next year, we will put the findings in this report into action. As well as this, we will focus on several key priorities. Upon learning of the local council's plan to sell the Old School House in 2023, we made a crucial decision to secure the building. Since then, we have been actively working on a comprehensive strategy including developing opportunities to raise capital funds to acquire the building. This ongoing effort is critical to preserving the Old School House, which serves as the last permanent, open-access youth space in West Sussex.

We will also develop how we measure our impact by commissioning a participatory project on how we monitor and evaluate our work with young adults. As Esteem builds on our reputation for Participation and Youth Voice, we will develop a trading model to support income diversification, as well as impacting

systems change through sharing power with young adults as experts by experience.

Finally, on behalf of the young adults, staff and trustees I want to take this opportunity to express our deepest gratitude to Cat Vizor, our Co-Founder and Chief Officer, who is stepping down after an incredible 17 years. Her vision and unwavering dedication have been the driving force behind Esteem's growth, a legacy that began with the inspiration of her mother, Val Vizor. Cat has built an extraordinary community, and we are profoundly grateful for her leadership and the strong foundation she has created for the future. Her passion will continue to guide and inspire us as we move forward. We will do all in our power to preserve and build on your legacy, Cat, and wish you every best wish for the future.



Anne, Chair of Trustees

Mission and vision



At Esteem, we can belong and make a positive difference, whatever challenges we face.



We all need someone to believe in us and the space to believe in ourselves.



When we value ourselves and each other, we can all thrive together.

Why we exist

Context: Young Adults Need Space to Grow, and They're Not Getting It

Across the UK, young adults are navigating an increasingly uncertain world without the spaces they need to belong, be heard, and build their futures. At Esteem, we see firsthand the effects of this gap.

Young people are having their choices taken away from them through limited opportunities. Many face multiple, overlapping challenges: poverty, mental health struggles, discrimination, trauma, and limited access to housing, education, and work.

Where we are based, in Sussex and along the coast, rates of Special Educational Needs, mental ill health, and deprivation are all higher than the national average. Young adults report feeling isolated, stigmatised, and ignored.

What compounds these challenges is the collapse in available support for young people. Youth services have been drastically reduced. Since 2010, two-thirds of council-run youth centres in England and Wales have closed. In Sussex, 32 of 43 early help centres shut down in just two years. These included safe, accessible places where young people could find connection, services, and trusted adults to talk to.

It's no surprise that mental health challenges among young people are rising. But research, and common sense, tells us the solution is within reach: More spaces where young adults can get the support they need, build meaningful communities, and make their own decisions.



Esteem's response

Esteem exists to create the kind of space every young adult should have.

We offer consistent, welcoming, youth-led spaces where young adults can feel safe, build trust, and discover their strengths. From here, everything else becomes possible: connection, confidence, wellbeing, purpose.

Our approach is **participatory** and **strength-based**. That means young adults don't just receive support, they shape it. Every part of Esteem is co-created with the young adults who use it. We start from a place of belief: that young people already have value, insight, and the ability to shape their lives and communities.

We work with young adults aged 14–26 through a wide range of interconnected projects, designed to meet real needs and open up opportunities:

One-to-One Mentoring – A regular, trusting relationship with a member of the community to support personal development, self-esteem, and direction setting.

Counselling and Mental Health Support – Including our Walk and Talk sessions, in-house counselling, and LGBTQ+ specialist services (delivered in partnership with Allsorts).

Group Activities and Social Spaces – From drop-in sessions to creative groups, trips, and shared meals. Places where young adults can be themselves and build connections.

Work Experience and Volunteering – Hands-on paid and voluntary opportunities to help run our organisation and do good in the community.

Creative Projects – Space, support and training to develop skills and confidence in photography, film, music, design, and more.

Community Engagement – Public events, and partnerships that connect young adults to the community and to local and national decision makers.

At Esteem, we're not just stepping in where youth services have been lost, we're leaders in creating what young adults have always needed: youth-led spaces where young adults are part of the community, valued, and given the tools to improve their own lives.

Our year in numbers

We worked with **267 young adults** — that's a **10% increase** from last year.



We offered over **10,445 direct contact hours** — the equivalent of **30 hours of support every working day**, and **2,000+ hours more than last year.**



We ran **1,647 sessions** across the year, including **317 free counselling sessions.**

We worked with **over 63 partner organisations** last year.



The young adults we work with face an average of **3–4 intersecting social barriers**, such as:

- Acting as a carer
- Being a refugee or asylum seeker
- Being cared for
- Being LGBTQ+
- Being neurodiverse or with SEND
- Being trans or non-binary
- Being vulnerably housed
- Living with a disability
- Not in education, employment, or training (NEET)

97.2% of young adults say they can influence decisions at Esteem.



We don't 'do to' young adults — we work with them.

And our approach works:

After attending Esteem:

- **89%** feel more confident leaving the house
- **94%** feel more involved in their community
- **90%** feel more confident meeting new people
- **Over 86%** say their involvement positively impacted their mental health and wellbeing

“
**Esteem saved
my life.**

Anon (26 years old)



“I can honestly say that Esteem has helped me find a sense of purpose and feel optimistic about the future rather than being so scared of it.” Anon (21 years old)

“A highlight for me was getting to meet the Esteem Team group of young adults in action, who were planning the new timetable to engage more young people. When I asked what difference Esteem made to them, they explained how it’s a place where they can gain advice on all aspects of life to help with their next steps. It was here — and often only here — that they felt part of something, and found a safe space that ‘felt like home.’”

Joe Rich, Head of Youth Voice, National Lottery Community Fund, 2024)



“
From the moment I arrived at Esteem, I felt more accepted than I ever did at school. I felt like I could be myself.”

Kai's story

I was bullied at school after coming out as gay. One morning, I got up and looked in the mirror. I could suddenly hear all the horrible things people had said about me. I broke down crying and thought, "Don't go to school."

I made it downstairs but caught my reflection again in another mirror. That was too much. I went back up, slammed my bedroom door, and sat with my back to it. I braced my legs against my chest of drawers to keep anyone from coming in.

A lot of people tried to reach me. First my mum, then my dad. Then my cousin's mum, my nan, and even my nan's friend. Eventually, I let my aunt in and we talked. I didn't go to school that day or the next. I gave myself the weekend to think.

I sat in bed and looked at my GCSE results. They weren't good. I told myself I had to go back. I still had time to improve my grades. So on Monday, I returned to school. The bullying didn't stop, but I kept going and avoided engaging with the bullies.

My cousin told me about Esteem. She said it might help with everything I was going through. I said I'd give it a try.

From the moment I arrived at Esteem, I felt more accepted than I ever did at school. I felt like I could be myself. I invited my younger brother and some friends who were also having problems. They loved it too. There were lots of people, and everyone felt welcome.

Soon I was leading games and activities and helping out at fundraising events. I passed my GCSEs and got into college to study photography. Now I volunteer at Esteem on the media team.

One of the projects I got involved in was building a raft for a race on the River Adur. We all helped make the sail and paint it. On race day, there were around 30 other boats. As soon as we hit the water, the wind pushed us in the wrong direction and into other rafts.

None of us had rowed a raft before. It felt like things were going badly, and I thought we might sink. But we stayed calm and didn't give up. We made a group decision to take the sail down. The people at the back were tallest, so one stood up to remove it. The raft wobbled and we nearly all fell into the river, but we managed to stay upright.

We passed the sail down to the front and wrapped it around the post. That worked. We stopped going backward. We didn't win the race, but we weren't there to win. We were there to have fun.

Afterwards, we hung our sail on the wall at the Old School House so we could remember it forever.

-Kai

Our progress and learning this year

This year, Esteem continued its journey from grassroots energy to even greater strategic coherence. While this evolution has been years in the making, it marks a major transition: our CO of seventeen years, Cat Vizor, will step down next year, leaving behind a stable and lasting legacy. This year we also launched our 2024–2028 Strategy, co-produced by six young adults, which now anchors everything we do, from quarterly reporting to bi-monthly staff reflection.

To track progress against our four strategic objectives, we held a series of participatory workshops with staff and young adults. Their insights and feedback are summarised below.

1. Involve Young Adults More Meaningfully

This year, we deepened young adult participation across every part of Esteem. Young adults influenced decisions, shaped projects, and led how we represent ourselves and plan for the future.

We shared power

Young adults co-led a review of our recruitment processes, contributed to strategic planning, and spoke at public events and funder meetings. Their input changed how we train mentors and hire new staff. When we needed to decide on the future of our building, young adults were the first to be consulted. When our CO shared her plan to step down, they were amongst the first stakeholders to be informed.

"I can't remember a time when I couldn't have a say in something I wanted a say in at Esteem." **Young adult, 2024**



We trusted young adults to lead

Throughout the year, young adults played a leading role in and often had the first say on key strategic decisions, including our bid to take over the Adur Outdoor Activity Centre (AOAC). Twenty-one young adults took part in the deliberation process, determining if we should apply to take over the AOAC lease. Although our bid was ultimately unsuccessful, the process brought us together as an organisation, generated significant momentum with supporters, and clarified our thinking on what type of permanent physical space Esteem needs in order to thrive.

"We saw the power of stepping back. When young adults lead the conversation, they do not just speak. They shift perceptions." **Staff team reflection, 2025**

We built a shared culture of participation

Young adult participation became truly embedded in everyday life and every project at Esteem. Every staff member contributed, regardless of their role or background. Even our Central Operations team played their part, enabling young adults to lead activities in our quarterly staff Wellbeing Weeks. This collective approach helped participation become more embedded and sustainable.



We learned that we involve young adults more meaningfully when:

We design for inclusion

Young adults have varied schedules, responsibilities, and access needs. Our training on inclusive design helped us improve our practices to be even more inclusive. By working collaboratively with young adults, we identified areas of strength and where more changes are needed.

"Our recruitment happens in the daytime, when most under-18s can't get involved. We need to look at this."

Annual participation review, 2025

We plan and resource participation properly

At times, we tried to involve young adults in ways that were rushed or under-resourced. These efforts fell short and impacted both staff and young adults. We were reminded that meaningful participation relies on careful planning and dedicated support and time.

We check in and adapt

Participation is an ongoing practice. This year, young adults told us their involvement in recruitment had begun to feel symbolic rather than meaningful. Their feedback prompted immediate changes to how we structure recruitment panels, and how we facilitate decision-making to ensure everyone feels they have an equal say.

"The review of involving young adults in recruitment led to positive change. Our opinions were taken seriously and they mattered." **Young adult participant, 2024**

2. Be the Best We Can Be

This year, our growth wasn't just about doing more. It was about doing better. We focused on improving the quality, impact, and consistency of everything we do.

We enhanced our work with young adults

We rebuilt our mentoring programme into a 16-mentor team, with induction training co-designed and delivered alongside young adults. We also improved how we recognise and celebrate when young adults move on from Esteem, making sure their time here ends with the same care as it began. Two new projects were co-designed from the ground up with young adults, resulting in improved attendance and outcomes for participants.

"It was uplifting to be involved, it wasn't just painting something pretty on a banner, it was young people working together creating a visual representation of why we love Esteem. It's exciting to know that we had the opportunity to share that with other important organisations and the broader community on the day"
Young adult, 2024

We bolstered our workforce

We redesigned our staff onboarding and introduced a more consistent approach to supervision. Our quarterly Wellbeing Weeks were restructured to give meaningful time for rest and reflection. We also trained our full team, including volunteers and trustees, in inclusive design to help us build a more equitable organisation.

"I feel able to ask questions and voice when I am unhappy or unclear about something. This is a massive privilege within the workplace. I think a lot of effort goes into making me feel valued not only by my line manager but also colleagues, which is a nice culture we have built together."

Staff satisfaction survey, 2024

We strengthened our systems

We revamped our financial controls policy to ensure they continue to be fit for purpose as we grow. Our counselling assessment system was streamlined, reducing the number of team members involved and creating a smoother experience for young adults. We also launched a new "You said, we did" feedback system, helping staff see how their input leads to real changes.

We learned that we are at our best when:

We communicate clearly and consistently

We know this matters in our work with young adults, but we haven't always prioritised how we communicate internally as a staff team. Next year, we'll trial informal gatherings to improve how we connect and share information.

"I think internal communication between teams has improved, but there is still more work to do. There have been lots of new staff members, so we're still working out communication clarity, and with new roles, how these will work together better in areas of overlap and responsibility."

Staff satisfaction survey, 2024

We do things together

Staff, trustees, and young adults all chose big events as highlights of the year. The Old School House campaign launch, our Christmas meal, and the organisation-wide hike helped build a sense of belonging. We'll make sure these moments are planned into the year ahead.

"The big joint events with staff, under 18s and over 18s all together. They were fun, informative, and enjoyable. All of us together"

Young adult, 2025

We make space

At times, both the Old School House and our staff team have felt stretched to capacity. We've learned that physical space, especially outdoor space where young adults can gather, reflect, and connect, is essential to our impact. Equally important is giving staff the time and headspace to do meaningful work. In the year ahead, creating more space, both physically and in our schedules, will be a key priority.



3. Share Why We Do What

We Do

We helped shape our local community and contributed to wider conversations about youth work by showing, not just saying, what meaningful participation looks like.

We brought the community together

Through public events led by young adults, we created spaces where people from different generations and backgrounds could connect. 'Battles and Biscuits', a board game event designed to reduce loneliness among older adults, received coverage on ITV News and was praised for its warmth and creativity. At our Open Day, young adults invited councillors, funders, and neighbours into the Old School House to experience Esteem's work directly and understand why the space matters.

We made space for young adult voices in public decisions

Young adults spoke directly to decision-makers about issues affecting their lives. They met with the Sussex Police and Crime Commissioner to share personal experiences of crisis response and contributed to local council decision-making through a community grant panel. These interactions weren't symbolic. They informed thinking and influenced how services respond to young adults.

"It wasn't just someone speaking for us. We were the ones telling our own story, in our own way. And people listened."
Esteem young adult, 2025



We expanded our creative reach

Thanks to support from the Focus Foundation and Arts Council England, we've transformed how creativity thrives at Esteem. Our new creative suite and Creative Collective have opened the door for young adults to their first paid opportunities in design, photography, and digital media. Through partnerships with professionals and organisations like Brighton & Hove Museums, young adults have also developed new skills, showcased their work publicly, and even received feedback from world-renowned photographer Martin Parr. From promoting Esteem to exploring the issues that matter most to them, young adults are leading bold, brilliant creative projects that make a difference.

Watch some incredible young adult made content:

*Amelia's first journey into Esteem
Why walk and talk?
By the sea photography
Esteem Team News*

"It gives us an opportunity to be creative with equipment that we might not have access to. It's a welcome and friendly environment for those finding their footing. It's a breeding ground for creativity"
Young adult, 2024

We learned that we increase our influence when:

We start local

Being visible at events, in schools, and in council spaces helped us build trusted relationships. We ran wellbeing workshops for over 60 students at local college BHASVIC, and young adults from Esteem worked closely with Adur and Worthing Council's participation team to develop a new funding opportunity. Next year, we will deepen these local links while contributing to national discussions about youth voice.

"Since launching in Sussex in 2024, we have been consistently impressed with Esteem's commitment to the young people they serve through collaboration, community and partnership working. In a short space of time, we have developed a great working relationship with Esteem. Esteem also supported us in the preparation of our co-design activity and have introduced us to other partners and networks." **Local external agency, 2025**

We tell our story clearly

Our approach is often most powerful when seen in action. But we've recognised the need to explain it more clearly and consistently. We will invest in creative storytelling, training, and messaging that helps others understand, support, and replicate what we do.

“
Esteem is like a second home to me, the people are like a second family. It's a place you can go to and feel safe automatically and never feel like you're being judged or you're out of place. I wouldn't be who I am today without it.
”
Young adult, 2025



4. Sustaining Our Work:

Building Resilience

This year, we secured over £540,000 in income, a milestone that enabled us to deliver our full programme of support for young adults, despite a challenging financial climate.

This success reflects the strength of our partnerships and a more confident, collaborative approach to fundraising as well as our long-term strategy to diversify income and reduce reliance on any single funding source. It was made possible through thoughtful planning, shared ownership across our team and young adults, and the commitment of those who believe in our mission.

We grew a diverse and values-led support base

We secured support from across our community of funders and partners:

- **Corporate partnerships** with Ansvr Insurance UK and the Focus Foundation, provided funding, time, and energy for key events and engagement work.
- **Returning and new grant funders**, including the National Lottery, the Berkeley Foundation, and Arts Council England, together with funds raised by players of People's Postcode Lottery and awarded by the Postcode Community Trust, backed our mission
- **Collaborative projects**, such as our pilot with Allsorts, expanded access to specialist counselling for LGBTQ+ young adults.

- **Workplace partnerships** with companies like Pyroban and Focus Group created work placement pathways for young adults.

We built confidence in our fundraising

This year taught us what helps our income generation thrive:

- Making time and space to **plan ahead together**
- Bringing in **external expertise** for complex or high-stakes opportunities
- **Telling our story together** - with young adults and staff directly shaping funder narratives, deepening connection and trust

"It was made possible through thoughtful planning, shared ownership across our team and young adults, and the commitment of those who believe in our mission."



We learned that we sustain our work best when:

We stay creative and collaborative

By involving young adults in how we describe and design our work, we deepened funder understanding of our impact. When young adults help tell our story, we don't just raise more funds, we build stronger funder relationships rooted in our shared purpose.

We look ahead

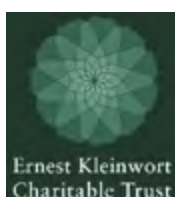
Sustainable income doesn't happen by chance. It requires focus, alignment with our values, and clarity about what we need and why. We are committed to continuing this work in partnership with those who share our belief in the power of young adults.



How we are funded

We are extremely grateful to our local community and funders for all your support, we couldn't achieve this without you.

Our donors this year have included:



And

The De Brye Charitable Trust

The Albert Van Den Bergh Charitable Trust

Northwick Trust

Financial Review

Financial Position

Esteem has continued to demonstrate strong financial stewardship, ensuring income from our funders and supporters is used to directly support our goals for supporting young adults.

For the year ended 31st March 2025, Esteem achieved a total income of £543,398, an increase of £45,989 on the previous financial year. Expenditures amounted to £541,806, resulting in a net surplus of £1,592.

As of 31st March 2025, total funds stood at £294,339 (2024: £292,747). This was comprised of £170,469 in unrestricted funds, £3,870 in restricted funds and an endowment of £120,000 received from The Edward Gostling Foundation in the previous financial year*.

Esteem's principal funding comes from the National Lottery and a range of charitable trusts and foundations. Fundraising events, corporate partnerships and voluntary donations make up the majority of the remaining income.

**This endowment is subject to the restrictions that this is secured in an Endowment Fund for five years and that it is not available to meet current operating expenditure but can be used to invest and generate income to further our charitable purposes.*

Reserves Policy

Esteem maintains financial reserves to ensure continuity in the quality and level of service provided to young adults. These reserves enable the charity to respond to income volatility, cover unforeseen events, and pursue new opportunities.

Over the next five years, the trustees aim to build reserves sufficient to cover six months of operational costs, with a medium-term goal of reaching three months within one to two years.

As of 31st March 2025, Esteem's free reserves were £135,469 (2024: £134,554), equivalent to approximately 2.7 months of operational costs. While this remains below the medium-term goal, the trustees consider this level sufficient in light of secured funding, active fundraising plans, and projected expenditures over the coming year.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is controlled by its governing document. The nature of the governing document is a Constitution. The charity is registered as a charitable incorporated organisation with the Charity Commission.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number 1187128

Principal address

Esteem, The Old School House Ham Road
BN43 6PA
Shoreham-by-Sea
West Sussex

Trustees

Mr P Hudson
Mr N Lecky
Ms S O'Dowd
Ms P Parker (Resigned in 2024)
Mr N Bourne
Dr A Rathbone (Chair)


REFERENCE AND ADMINISTRATIVE DETAILS

Independent Examiner

Peter Jarman FCCA
Peter Jarman LLP
trading as
Peter Jarman & Company
1 Harbour House
Harbour Way
Shoreham by Sea
West Sussex
BN43 5HZ

Approved by order of the board of trustees on

12/09/2025 and signed on its behalf by:


Nigel Lecky (Oct 1, 2025 17:45:16 GMT+1)

Trustee

UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

FOR

ESTEEM

Peter Jarman LLP
trading as
Peter Jarman & Company
1 Harbour House
Harbour Way
Shoreham by Sea
West Sussex
BN43 5HZ

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FOR THE YEAR ENDED 31 MARCH 2025

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**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
ESTEEM**

I report on the accounts of the CIO for the year ended 31 March 2025, which are set out on pages 27 to 37.

Respective responsibilities of the CIO and the examiner

As trustees of the CIO you are responsible for the preparation of the accounts; you consider that the audit requirement of the SORP (FRS 102) and section 144(2) of the Charities Act 2011 ('the 2011 Act') does not apply.

It is my responsibility to:

- Examine the accounts under the charities SORP (FRS 102) and section 145 of the 2011 Act;
- To follow the procedures laid down in the general directions of the Charity Commission under section 145(5)(b) of the 2011 Act; and
- To state whether particular matters have come to my attention.

Basis of this report

My examination was carried out in accordance with the General Directions given by the Charity Commission and to be found in the SORP (FRS 102), CC17 edition. That examination includes a review of the accounting records kept by the charity and a comparison of the accounts with those records. It also includes considering any unusual items or disclosures in the accounts and seeking explanations from you as 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

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements
 - to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare accounts which accord with the accounting records and comply with the requirements of the Act and the Regulations have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

 (Sep 26, 2025 17:47:33 GMT+1)

Peter Jarman FCCA

Peter Jarman LLP
trading as
Peter Jarman & Company
1 Harbour House
Harbour Way
Shoreham by Sea
West Sussex
BN43 5HZ

26/09/2025
Date:

ESTEEM**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025**


	Notes	Unrestricted funds £	Restricted fund £	Endowment fund £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	92,063	429,104	-	521,167	486,457
Other trading activities	3	-	-	-	-	405
Investment income	4	-	-	-	-	120,000
Other income		17,350	4,881	-	22,231	10,547
Total		109,413	433,985	-	543,398	617,409
EXPENDITURE ON						
Charitable activities	5					
General		108,135	432,448	-	540,583	495,162
Other		363	860	-	1,223	929
Total		108,498	433,308	-	541,806	496,091
NET INCOME		915	677	-	1,592	121,318
RECONCILIATION OF FUNDS						
Total funds brought forward		169,554	3,193	120,000	292,747	171,429
TOTAL FUNDS CARRIED FORWARD		170,469	3,870	120,000	294,339	292,747

The notes form part of these financial statements

ESTEEM**BALANCE SHEET
31 MARCH 2025**

	Notes	Unrestricted funds £	Restricted fund £	Endowment fund £	2025 Total funds £	2024 Total funds £
FIXED ASSETS						
Tangible assets	9	-	899	-	899	541
CURRENT ASSETS						
Debtors	10	-	3,740	-	3,740	3,124
Cash at bank and in hand		178,040	179,389	120,000	477,429	427,908
		178,040	183,129	120,000	481,169	431,032
CREDITORS						
Amounts falling due within one year	11	(7,571)	(180,158)	-	(187,729)	(138,826)
NET CURRENT ASSETS		170,469	2,971	120,000	293,440	292,206
TOTAL ASSETS LESS CURRENT LIABILITIES		170,469	3,870	120,000	294,339	292,747
NET ASSETS		170,469	3,870	120,000	294,339	292,747
FUNDS						
Unrestricted funds:	12					
Unrestricted funds					170,469	169,554
Restricted funds:						
Restricted funds					3,870	3,193
Endowment funds:						
The Edward Gostling Fund					120,000	120,000
TOTAL FUNDS					294,339	292,747

The financial statements were approved by the Board of Trustees and authorised for issue on 12/09/2025 and were signed on its behalf by::


 Nigel Lecky (Oct 1, 2025 17:45:16 GMT+1)
 Trustee

ESTEEM**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025**

	Notes	2025 £	2024 £
Cash flows from operating activities			
Cash generated from operations	1	50,739	42,429
Net cash provided by operating activities		50,739	42,429
Cash flows from investing activities			
Purchase of tangible fixed assets		(1,218)	(258)
Net cash used in investing activities		(1,218)	(258)
Cash flows from financing activities			
Income attributable to endowment		-	120,000
Net cash provided by financing activities		-	120,000
Change in cash and cash equivalents in the reporting period		49,521	162,171
Cash and cash equivalents at the beginning of the reporting period		427,908	265,737
Cash and cash equivalents at the end of the reporting period		477,429	427,908

The notes form part of these financial statements

**NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025**

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025	2024
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	1,592	121,318
Adjustments for:		
Depreciation charges	860	507
Income attributable to endowment	-	(120,000)
(Increase)/decrease in debtors	(616)	3,360
Increase in creditors	48,903	37,244
Net cash provided by operations	50,739	42,429

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.24	Cash flow	At 31.3.25
	£	£	£
Net cash			
Cash at bank and in hand	427,908	49,521	477,429
	427,908	49,521	477,429
Total	427,908	49,521	477,429

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its useful life.

- Plant and machinery - 20% on cost
- Computer equipment - 33% on cost

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for 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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. DONATIONS AND LEGACIES

	2025	2024
	£	£
Donations	11,694	41,451
Grants	501,635	443,711
Donated services and facilities	2,456	1,295
Income re capital projects	5,382	-
	521,167	486,457

Grants received, included in the above, are as follows:

	2025	2024
	£	£
Other grants	501,635	443,711

continued...

**NOTES TO THE FINANCIAL STATEMENTS – continued
FOR THE YEAR ENDED 31 MARCH 2025**

3. OTHER TRADING ACTIVITIES

	2025	2024
	£	£
Fundraising events	-	405
	<u> </u>	<u> </u>

4. INVESTMENT INCOME

	2025	2024
	£	£
Endowment	-	120,000
	<u> </u>	<u> </u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 6) £	Totals £
General	515,272	25,311	540,583
	<u> </u>	<u> </u>	<u> </u>

6. SUPPORT COSTS

	Finance £	Information technology £	Totals £
General	18,703	6,608	25,311
	<u> </u>	<u> </u>	<u> </u>

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Endowment fund £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	97,132	389,325	-	486,457
Other trading activities	405	-	-	405
Investment income	-	-	120,000	120,000
Other income	-	10,547	-	10,547
Total	<u>97,537</u>	<u>399,872</u>	<u>120,000</u>	<u>617,409</u>
EXPENDITURE ON				
Charitable activities				
General	2,194	492,968	-	495,162
Other	67	862	-	929
Total	<u>2,261</u>	<u>493,830</u>	<u>-</u>	<u>496,091</u>

continued...

**NOTES TO THE FINANCIAL STATEMENTS – continued
FOR THE YEAR ENDED 31 MARCH 2025**

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES – continued

	Unrestricted funds £	Restricted fund £	Endowment fund £	Total funds £
NET INCOME/(EXPENDITURE)	95,276	(93,958)	120,000	121,318
Transfers between funds	43	(43)	-	-
Net movement in funds	95,319	(94,001)	120,000	121,318
RECONCILIATION OF FUNDS				
Total funds brought forward	74,235	97,194	-	171,429
TOTAL FUNDS CARRIED FORWARD	169,554	3,193	120,000	292,747

9. TANGIBLE FIXED ASSETS

	Plant and machinery £	Computer equipment £	Totals £
COST			
At 1 April 2024	1,842	582	2,424
Additions	-	1,218	1,218
At 31 March 2025	1,842	1,800	3,642
DEPRECIATION			
At 1 April 2024	1,473	410	1,883
Charge for year	369	491	860
At 31 March 2025	1,842	901	2,743
NET BOOK VALUE			
At 31 March 2025	-	899	899
At 31 March 2024	369	172	541

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade debtors	1,096	400
Accrued income	2,644	2,724
	3,740	3,124

continued...

**NOTES TO THE FINANCIAL STATEMENTS – continued
FOR THE YEAR ENDED 31 MARCH 2025**

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade creditors	1,322	7,394
Social security and other taxes	6,950	6,019
Deferred income	176,937	123,770
Accrued expenses	2,520	1,643
	187,729	138,826

12. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	At 31.3.25 £
Unrestricted funds			
Unrestricted funds	169,554	915	170,469
Restricted funds			
Restricted funds	3,193	677	3,870
The Edward Gostling Fund			
Endowment	120,000	-	120,000
TOTAL FUNDS	292,747	1,592	294,339

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Unrestricted funds	109,413	(108,498)	915
Restricted funds			
Restricted funds	433,985	(433,308)	677
TOTAL FUNDS	543,398	(541,806)	1,592

continued...

**NOTES TO THE FINANCIAL STATEMENTS – continued
FOR THE YEAR ENDED 31 MARCH 2025**

12. MOVEMENT IN FUNDS – continued

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
Unrestricted funds	74,235	95,276	43	169,554
Restricted funds				
Restricted funds	97,194	(93,958)	(43)	3,193
The Edward Gostling Fund				
Endowment	-	120,000	-	120,000
TOTAL FUNDS	<u>171,429</u>	<u>121,318</u>	<u>-</u>	<u>292,747</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Unrestricted funds	97,537	(2,261)	95,276
Restricted funds			
Restricted funds	399,872	(493,830)	(93,958)
The Edward Gostling Fund			
Endowment	120,000	-	120,000
TOTAL FUNDS	<u>617,409</u>	<u>(496,091)</u>	<u>121,318</u>

13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

ESTEEM**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025**

	2025 £	2024 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	11,694	41,451
Grants	501,635	443,711
Donated services and facilities	2,456	1,295
Income re capital projects	5,382	-
	521,167	486,457
Other trading activities		
Fundraising events	-	405
Investment income		
Endowment	-	120,000
Other income		
Employment allowance	5,000	5,000
Interest	17,231	5,547
	22,231	10,547
Total incoming resources	543,398	617,409
EXPENDITURE		
Charitable activities		
Postage and stationery	173	2,031
Fundraising	38,318	19,979
Volunteer expenses	637	919
Insurance	2,384	2,279
Travel	3,191	2,450
Staff well-being	4,121	1,530
Advertising/Promotional	4,441	864
Cleaning	2,973	2,197
Wages	360,778	320,420
Tax & social security	32,408	28,474
Pensions	7,191	6,716
Training	5,156	7,428
Subcontractors	24,231	22,896
Activity resources	9,174	16,464
Office rent & upkeep	18,167	40,902
Other costs	3,929	-
	515,272	475,549
Other		
Bank charges	363	422
Carried forward	363	422

This page does not form part of the statutory financial statements

ESTEEM**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025**

	2025 £	2024 £
Other		
Brought forward	363	422
Depreciation of tangible fixed assets	860	507
	1,223	929
Support costs		
Finance		
Professional fees	18,703	12,960
Information technology		
Telephone	3,460	3,539
Subscriptions	3,035	3,114
Computer costs	113	-
	6,608	6,653
Total resources expended	541,806	496,091
Net income	1,592	121,318



Our CO, Cat Vizor, sitting on a public bench built by young adults during an Esteem project in 2015.

A short message from our outgoing CO, Cat Vizor:

Esteem was founded by my Mum, Val Vizor, in response to seeing children she fostered, who dropped off a cliff edge of support when they turned eighteen; the 'family feeling' young adults talk about today remains embedded in our ethos. This togetherness is what makes Esteem unique – seeing people's strengths and creating opportunities to develop ideas, skills, friends, and so much more! We have evolved through the power of community, and doing things together.

After 17 years as Chief Officer, seeing Esteem grow from strength to strength, I know our organisation is in a great place, so I'll be stepping aside from this role on the 28th August 2025. This decision feels like the right moment for Esteem, and for me. I will always be part of Esteem's journey as its co-founder, and will remain supporting Esteem from the sidelines.

It has been the honour of a lifetime to grow Esteem with such an extraordinary community of people. Thank you for your belief, your contributions, and your shared commitment to a world where young adults are valued, supported, and have space to thrive.

With huge gratitude,

Cat Vizor

**Join our amazing community and support Esteem today.
You can help sustain and grow our impact.**

**Donate online using the QR code,
or email fundraising@esteem.org.uk
for more information.**



esteem.org.uk
Tel: 07490 447 333
e-mail: hello@esteem.org.uk
UK Registered Charity No.1187128



ESTEEM

England & Wales - Charity number 1187128

Accounts

Annual Report

2023-2024



At Esteem young people can realise their strength to **cope** now and **thrive** into their futures.

We run a **transformational** range of sessions from our **inclusive**, welcoming building in Shoreham.

Our community is grounded in **trust** and **respect**, and built with young people for young people.



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OUR MISSION & VISION



At Esteem, we can **belong** and make a positive difference, whatever challenges we face.

We all need someone to believe in us and the space to **believe in ourselves**.



When we **value ourselves** and each other, we can all **thrive** together.





➤ **241** young adults received over **8,000 hours of support**, through **1,558 sessions**.

➤ That's **6 sessions** every working day.



➤ **90%** of young adults we work with are facing mental health challenges.



➤ Over **88%** of young adults who attend Esteem feel more confident to meet people, leave the house, and get involved in their local community.



OUR YEAR IN NUMBERS

Introduction from our Chair: Dr. Anne Rathbone

Welcome to our Trustee's Report for 2023/24.

This report highlights the growing need for support for young adults in today's challenging world. It also gives an overview of our activities and achievements in addressing this need, providing an update on our financial position and outlining our plans and aspirations.

On behalf of my fellow Trustees and the whole of ESTEEM, therefore, I would like to use this space to say something additional but no less important. I would like to say thank you.

Thank you firstly to all the young adults who are involved with us. Many of you come to us seeking professional support to get through tough circumstances in your lives and we know that we are effective in providing this. We work with people as individuals, giving young adults the time they need to reach their immediate goals, without the time pressures that many other services impose. But ESTEEM is about so much more than this. It is about opportunities to grow and to thrive. We do this together, by creating space for each other to feel a sense of belonging, of being part of something bigger than our individual selves. We encourage each other to be able to 'give back' by supporting others and advocating for social justice for young adults and in our wider community and society. This is what we are most proud of at ESTEEM and it is you who make it work, by placing your faith in ESTEEM's approach and living it out in your own lives. You give back so much benefit to others by taking part in our collective endeavour and I have witnessed so many examples in my short time as Chair, of your growth in self-esteem, confidence and community spirit. Thank you for believing in yourselves, in not giving up and in striving every day to be the best version of yourselves. As you are reading this, I hope you will take a minute to reflect with pride on everything you have achieved and can achieve in your future lives.



Heartfelt thanks as well to the volunteers, staff and management teams that ensure the success of ESTEEM on a daily basis. We know from our annual staff survey that people love working at ESTEEM. We still can't pay as much as some jobs but we do offer a workplace where people feel valued, supported and that they matter. We are so proud and grateful to have the management, staff and volunteer teams that we do. It does not get said often enough but we never take you for granted. Thank you all for everything you do: for your leadership and expertise; for living up to your demanding roles; for your commitment and passion and for bringing our values to life every day.

I have always felt that to be a Chief Executive of a charity is one of the most demanding jobs anyone can do. Although a Chief Executive is in a position of authority, in reality they are accountable to everyone and responsible for everything. They do not always receive the appreciation they deserve. Our Chief Executive, Cat Vizor, is extraordinary. Her dedication and unswerving allegiance to our values and ethos are, without doubt, what has made ESTEEM what it is. We all owe her a deep and unending debt of thanks. So, thank you Cat, for all your labour – the physical, emotional and spiritual labour that you have given and continue to give. It is above all your energy that has resulted in ESTEEM thriving as an organisation and being the asset to young adults and the community that it is. You will always be appreciated by all of us more than we can say and probably more than you know.

As a relatively new Chair of the Board, I would also like to extend my personal thanks to my Trustee colleagues for welcoming me into the Board, and for your trust, guidance and support. ESTEEM is very lucky to have a group of Trustees that are so wholeheartedly committed to our organisation's health and development. Your combined expertise is such an enormous asset and I have already learned so much from each of you. Thank you for giving up so much of your time freely to play your vital role in effective and supportive governance.

Thank you to our fantastic funders. Without you, ESTEEM would not be able to provide the contribution to individual young adults and our community that it does. Thank you for putting your faith in us and our approach. Your belief has enabled us to provide support and development opportunities for more young adults than ever and to be in a position where we can face external challenges with confidence and optimism.

And last but not least, thank you to those of you who, we hope, will become financial supporters going forward. You may not know who you are yet. Reading this report may be your first introduction to ESTEEM, or you may know of ESTEEM but have not financially supported us yet. Our capital campaign to purchase our beloved building – the Old School House – will require more people and organisations who believe in us enough to help us with funding. We also know that to be truly financially resilient and keep our core activities going, we need to expand our base of supporters. We hope to build a relationship of trust and respect with you going forward. We are looking forward to showing you exactly why ESTEEM is special and how we make maximum use of every pound of funding we receive, to support young adults facing difficult life challenges to be the very best that they can be.

However you support ESTEEM, whatever your specific contribution, thank you.



Our offer over the last year

Group Activities

We've offered a range of opportunities for young adults to develop social relationships and build their confidence. At Esteem, young adults have been creative, active, outdoors, and importantly, had lots of fun.



Between
April 23-24,
144 young adults
took part in our social
events and activities
programme.

Highlights from the year

- **20 Km Easter Hike completed** - Young adults and staff hiked together from Shoreham-By-Sea to Devils Dyke via Coombes Farm.
- **169 meals delivered** - Through our regular social sessions The Drop-In and What You Doing Wednesday?
- **Learn to Box course launched** - We completed our first Boxing and Circuit Training 6 week Course.
- **Creative collective and media suite created** - We opened a new space and group with the resources and peer support for young creatives to develop and publish their amazing creative projects.

1-2-1 Support

- Young adults have accessed a broad range of 1-2-1 support to help them achieve their goals and cope with life's challenges. We've expanded our mentoring and counselling offer, and created new inclusive ways for young adults to access support.

Highlights from the year

- **Recruiting a trans counsellor** - A trans counsellor was recruited to support LGBTQ+ young people in partnership with allsorts.
- **New walk & talk sessions** - We launched 'walk and talk' informal wellbeing sessions to give young people another avenue to support their wellbeing outside of our counselling offer.
- **Improved working systems** - We restructured our mentoring and wellbeing projects to make them more effective, recruiting new staff to co-ordinate both.



Connected Communities

Young adults have taken the lead in our organisation, making our community stronger and gaining essential skills in the process. Young adults have enhanced our participatory offer through new-look sessions and their own new projects.

We have also continued to connect young adults to opportunities through community events, volunteering, and employment opportunities, inside and outside of Esteem. Young people have got involved in community events, and taken on paid and voluntary roles in our organisation.



Highlights from the year

- **Barista Training** - 15 young adults completed our barista training, gaining valuable hospitality skills that will improve their employment prospects.
- **Strategy Development Working Group** - Youth adults were paid over six sessions to directly shape Esteem's strategic direction.



“ I met a whole friendship group, got myself a mentor and got involved with so many activities and projects.

Esteem Young Adult

- **Esteem Team Clothes Swap** - In partnership with the Marine Conservation Society, young adults organised and ran a clothes swap and river clean of the Adur river.
- **Battle and Biscuits** - Young adults organised and ran this intergenerational project bringing together young adults and older members of the community through board games.
- **Internships and Work Experience** - Three young people joined our staff team as interns, and a number of young adults took on work experience opportunities in our media team.



A fair start to adulthood

Throughout our opportunities, young adults can access the support they need to survive and cope with their life changes.

We create safe spaces where anyone can belong, and make contributions that matter.

Over time young adults develop the capacity to thrive in their adult lives in the long term, despite any inequities or complex barriers they face.



"I lost my mum to cancer soon after I finished uni and a few days later I was made homeless. I was in a new place without any support network but I was determined to turn my life around. I got in touch with Esteem soon after.

When I walked into the Old School House for the first time, I immediately felt at home. The first person I met was a young adult around my age, Kazpa. We're still good friends five years on.

I did some graphic design jobs for Esteem, and then started regularly volunteering with other young adults there. I met a whole friendship group, got myself a mentor and got involved with so many activities and projects. I got out of my awful retail job, and now I work for a national children's charity. And I'm still involved with Esteem, as their second lived experience trustee.

Not every local young person is given a fair start to adulthood. There is nothing else like Esteem out there, and we need your help for those hundreds of young adults out there in the community, who are still figuring things out and writing their stories."

Pixie – Trustee and previous Esteem Young Adult

Supporting each other to cope and thrive despite complex barriers

Esteem provides a warm, non-judgemental space for around 240 young adults each year, many of whom face complex challenges and don't feel like they belong in other community spaces. We bridge that gap, offering a supportive environment where young adults can form peer connections and receive help.

"It's a lot harder to meet people now. After 18, you are left to your own devices and expected to go into the world without support. So, it's good to have support and help." **Esteem Young Adult**

Everything we do is underpinned by an intersectional understanding of social barriers and oppression:

"Everyone is supportive: Gender-wise, skin colour wise, what culture you're from, how much of a weirdo you are. No one ever feels normal, but when you're here you're all one big family. No one judges you." **Esteem Young Adult**

The young adults we work with face an average of four, intersecting social barriers, including:

- Being Trans or non-binary
- Not being in education, employment or training
- Being vulnerably Housed
- Being care experienced
- Being a Care Leaver
- Being in Poverty
- Having caring responsibilities
- Being a refugee or asylum seeker
- Having Special Educational Needs, Disabilities and / or Neurodiversity




By valuing and appreciating differences, and giving those on the margins a space where they can truly belong, Esteem gives young adults the space they need to make and embed positive changes in their lives.

"Esteem does feel like a family environment. It feels almost like a home. It's a place where young people can learn and grow. It's reassuring that there are people with their own/similar problems and Esteem is a place where young adults can work on their problems and grow together, and Esteem helps them in doing that." **Esteem Young Adult**

In this way, Esteem also serves for a model of how we can thrive as a society:

"People can't stay alone for a long time, if we don't live as a team, we aren't going to work and aren't going to be happy as a society. That's why

Esteem exists." **Esteem Young Adult**



**“ Esteem does
feel like a family
environment. It feels
almost like a home.
It’s a place where
young people can
learn and grow.**

Esteem Young Adult

What we have learnt over the last year

The participatory action research cycle of planning, action, reflection and evaluation is core to how Esteem operates, and our co-production and co-delivery work. Below are some of our key reflections from the last year, laid out according to the strategic aims of our co-designed strategy which completed in 2024.

» Aim 1: Involve young adults as partners in everything we do

Meaningfully involving young adults in strategy development requires resource. Young adults have long been involved in our strategic planning but, without additional resource for this work, their involvement was not as meaningful as we envisaged. This year we substantially invested in this process, by recruiting an external consultant with specific expertise in co-production. The consultant worked with a group of young adults across several months, supporting them to influence our new strategic plan. Members of the group now have a much deeper understanding of the organisation as well as the strategy development process, and have now begun scrutinising our progress against our strategic aims.

Time-limited participation projects work for young adults, and for us

This year we delivered a number of time-limited participation projects, and honed how we do these projects along the way. Young adults developed modules in our mentor training; reviewed how we access and share personal information about



young adults' support needs, and even reviewed how Esteem delivers these participation projects themselves. This model of delivering discrete, time-limited projects, separate to our everyday work with young adults, has allowed new members of the staff team to lead participation work, led to improvements in new areas of the organisation, and provided developmental opportunities to an even wider group of young adults.

One size doesn't fit all in youth participation

This year, we've launched an array of new projects, including the Creative Collective, What You Doing Wednesday, and Battles and Biscuits. Each has succeeded because they were developed by young adults in partnership with Esteem. But we've also learned one size doesn't fit all. Not all involvement and participation work need be as 'big' as this for young adults to feel in partnership with Esteem. Young adults have taken on practical tasks such as keeping the fridge clean, watering the plants and keeping their building tidy. We've found that facilitating different opportunities allows us to truly value everyone's contributions.

➤ Aim 2: Create spaces for young adults to thrive

Young adults feel passionate about Esteem staying in our home

We've been in our building, The Old School House, for over 8 years, and it certainly feels like home to our staff team, and no doubt to the courgettes and tomatoes in our burgeoning vegetable patch. But this year we've learned just how important our building is to young adults who see The Old School House as a 'home away from home'. Young adults have demonstrated this to us and to the Councillors at Adur and Worthing Council through their impassioned, dignified and structured discussions around the sale of the building. We are delighted that the Council are working with us to find a solution.



Young adults tell us that one of the most important things Esteem offers them is time.

Young adults, especially our under 18 cohort, wanted more from us

Young adults tell us that one of the most important things Esteem offers them is time. So this year, we increased the number of open-access, social sessions we offer, launched new vocational workshops in partnership with local businesses, and expanded our Holiday Activity & Food activities in school holidays. These new activities, and investment in our delivery team, have seen individual young adults accessing Esteem more often, and has driven a 39% increase in under-18s accessing Esteem.

Equality, diversity and inclusion is a journey

This year we saw a continued increase in young adults who identify as SEND or neurodiverse. Young adults helped us identify further adaptations we could make to the physical space, and how we can better communicate information. We also bolstered our team with training in autism awareness, and supported staff with qualifications in understanding SEND. However, although we secured anti-racist training for the staff team, we were not able to commence the longer term EDI project that we identified as an organisational need. We recognise this is a substantial piece of work and we are commencing this with expert external support next year.

» Aim 3: Promote individual development and growth

Our delivery team needed tweaking to improve our one-to-one support for young adults

This year we took a step back to ask ourselves if we had landed on the most effective team structure, taking into account feedback from staff and young adults. As a result, we made several changes to our counselling team, bringing in a dedicated Counselling Manager, and several new specialist counsellors. We also split one full-time role into two substantial part-time roles, a stand-alone Mentoring Coordinator and a new youth work role focusing on vocational skills, in acknowledgement that these projects had grown beyond the capacity of one individual.

We can't do it on our own, and we don't!

We've long championed community solidarity as central to our collective success, and we're lucky to have some incredible organisations in our locality with whom to do that. This year, though, we've really come to understand just how important these links are to outcomes for individual young adults at Esteem and beyond. For example, we launched dedicated counselling for LGBTQ+ young adults, in partnership with long-term friends, Allsorts. The sessions have benefitted young adults accessing both organisations, as well as improving Esteem's and Allsort's overall offer, and we simply couldn't have done it on our own.



Aim 4: Develop an organisation that works as well as possible

We had outgrown our central operations capacity

For many years, as a smaller organisation, we coped with minimal central operations support. In time-honoured small charity fashion, everyone chipped in. But this year, as our expenditure has approached £500,000 we learned this had become a limiting factor, as well as an organisational risk. In response, we established a central operations team, with expertise in Human Resources and Finance and in the process made us fit for purpose for the years ahead.



Our staff team love working at Esteem

For the past few years we've asked our staff team to share how they feel about working at Esteem, in an annual staff satisfaction survey. This year the feedback from the team was extremely positive, as well as showing improvement in all areas compared to last year's results. In short, our staff team love working here. This is testament to the work we all do here to prioritise our individual and collective wellbeing. We understand that our collective happiness is vital to every aspect of our organisational function, and allows us to offer the best possible support to young adults.



We needed to invest in our fundraising capacity

Much like our prior approach to central operations support, we existed for many years without a dedicated fundraising function. This year, we decided this was no longer viable and invested in our first fundraising team which now leads on raising income from grant-giving organisations, and building relationships with individuals and companies in our community. Our Chief Officer remains very much involved but has also had the capacity to lead on planning our capital campaign to raise the funds to secure our building.

We understand that our collective happiness is vital to every aspect of our organisational function.

Securing our home & looking to the future

Looking forward to the future, we have already implemented measures to prepare us for the next few years.

Launching our 24-28 Strategy

This year we co-produced our new strategy. Young adults, staff and trustees all contributed to the document which includes our updated mission and vision,

theory of change, and clear strategic aims and goals for the next few years.

Our strategy is already being implemented by our team, with 6 month 'review' points baked in.

[Read our strategy here](#)



Saving our youth centre

In Spring 2023, we learnt of the council's plans to sell 'The Old School House', our youth centre, and the last open-access permanent youth space in West Sussex.

Young adults, staff and our wider community immediately came together to plan how to save our building. Over the next year, we will be launching our campaign to purchase the building, with a crowdfunder, planned to launch in Spring 2025.

If you think you can support our campaign, please get in touch with our Chief Officer Cat Vizor on Cat.Vizor@esteem.org.uk


How we are funded

We are hugely grateful to our local community and funders for all your support, we couldn't achieve this without you.

Our donors this year have included:



Join our amazing community and support esteem today. You can help sustain and grow our impact.

Donate online using the QR code,  or email fundraising@esteem.org.uk for more information.



FINANCIAL REVIEW

Financial position

For the year ended 31 March 2024 ESTEEM achieved a total income of £617,409, including an incredibly generous £120,000 legacy endowment from The Edward Gostling Foundation. This endowment is subject to the restrictions that this is secured in an Endowment Fund for five years and that it is not available to meet current operating expenditures but can be used to invest and generate income to further our charitable purposes. This generous endowment has provided Esteem with greater certainty and flexibility with regards to our income.

After expenditures of £496,091, ESTEEM generated a net surplus of £121,318 for the year largely due to the endowment received.

Total funds on 31st March 2024 were £292,747 (2023 £171,429), comprising £169,554 in unrestricted funds, £3,193 restricted funds and £120,000 endowment funds.

ESTEEM's principal funding comes from the National Lottery and charitable trusts and foundations. Fundraising events and voluntary donations make up the majority of the remaining income.

Reserves policy

ESTEEM maintains financial reserves to ensure the continuity of the quality and level of service provided to young adults. These resources enable the charity to respond to volatility in income and to cover unforeseen events or to explore opportunities. Over the coming five years, the trustees aim to build reserves sufficient to cover six months of operational costs, with the medium-term goal of maintaining reserves equivalent to three months of costs.

As of March 31, 2024, ESTEEM's free reserves were £134,554, equivalent to 3.4 months of operational costs. The trustees believe this level of reserves is sufficient considering secured funding, future fundraising plans and planned expenditures over the coming year.

UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

FOR

ESTEEM

Peter Jarman LLP
trading as
Peter Jarman & Company
1 Harbour House
Harbour Way
Shoreham by Sea
West Sussex
BN43 5HZ

ESTEEM

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is controlled by its governing document. The nature of the governing document is a Constitution. The charity is registered as a charitable incorporated organisation with the Charity Commission.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1187128

Principal address

Esteem, The Old School House
Ham Road
BN43 6PA
Shoreham-by-Sea
West Sussex

Trustees

Mr P Hudson
Mr N Lecky
Ms S O'Dowd
Ms R Batten
Ms P Parker

ESTEEM

REFERENCE AND ADMINISTRATIVE DETAILS

Independent Examiner

Peter Jarman FCCA
Peter Jarman LLP
trading as
Peter Jarman & Company
1 Harbour House
Harbour Way
Shoreham by Sea
West Sussex
BN43 5HZ

Approved by order of the board of trustees on *27th November, 2024* and signed on its behalf by:



Trustee *NIGEL LECKY*

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
ESTEEM**

I report on the accounts of the CIO for the year ended 31 March 2024, which are set out on pages 24 to 35.

Respective responsibilities of the CIO and the examiner

As trustees of the CIO you are responsible for the preparation of the accounts; you consider that the audit requirement of the SORP (FRS 102) and section 144(2) of the Charities Act 2011 ('the 2011 Act') does not apply.

It is my responsibility to:

- Examine the accounts under the charities SORP (FRS 102) and section 145 of the 2011 Act;
- To follow the procedures laid down in the general directions of the Charity Commission under section 145(5)(b) of the 2011 Act; and
- To state whether particular matters have come to my attention.

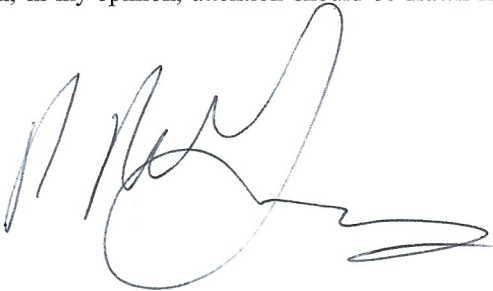
Basis of this report

My examination was carried out in accordance with the General Directions given by the Charity Commission and to be found in the SORP (FRS 102), CC17 edition. That examination includes a review of the accounting records kept by the charity and a comparison of the accounts with those records. It also includes considering any unusual items or disclosures in the accounts and seeking explanations from you as 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

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements
 - to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare accounts which accord with the accounting records and comply with the requirements of the Act and the Regulations have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Peter Jarman FCCA

Peter Jarman LLP
trading as
Peter Jarman & Company
1 Harbour House
Harbour Way
Shoreham by Sea
West Sussex
BN43 5HZ

Date: 27/11/2024

REGISTERED CHARITY NUMBER: 1187128**UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024 FOR ESTEEM****ESTEEM****STATEMENT OF FINANCIAL ACTIVITIES**
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds £	Restricted fund £	Endowment fund £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	97,132	389,325	-	486,457	409,568
Other trading activities	3	405	-	-	405	1,078
Endowment	4	-	-	120,000	120,000	-
Other income		-	10,547	-	10,547	5,000
Total		97,537	399,872	120,000	617,409	415,646
EXPENDITURE ON						
Charitable activities						
General	5	2,194	492,968	-	495,162	356,333
Other		67	862	-	929	603
Total		2,261	493,830	-	496,091	356,936
NET						
INCOME/(EXPENDITURE)						
Transfers between funds	12	95,276 43	(93,958) (43)	120,000 -	121,318 -	58,710 -
Net movement in funds		95,319	(94,001)	120,000	121,318	58,710
RECONCILIATION OF FUNDS						
Total funds brought forward		74,235	97,194	-	171,429	112,719
TOTAL FUNDS CARRIED FORWARD		169,554	3,193	120,000	292,747	171,429


The notes form part of these financial statements

ESTEEM

BALANCE SHEET
31 MARCH 2024

	Notes	Unrestricted funds £	Restricted fund £	Endowment fund £	2024 Total funds £	2023 Total funds £
FIXED ASSETS						
Tangible assets	9	-	541	-	541	791
CURRENT ASSETS						
Debtors	10	-	3,124	-	3,124	6,483
Cash at bank and in hand		224,325	83,583	120,000	427,908	265,737
		<u>224,325</u>	<u>86,707</u>	<u>120,000</u>	<u>431,032</u>	<u>272,220</u>
CREDITORS						
Amounts falling due within one year	11	(54,771)	(84,055)	-	(138,826)	(101,582)
		<u>169,554</u>	<u>2,652</u>	<u>120,000</u>	<u>292,206</u>	<u>170,638</u>
NET CURRENT ASSETS						
		<u>169,554</u>	<u>2,652</u>	<u>120,000</u>	<u>292,206</u>	<u>170,638</u>
TOTAL ASSETS LESS CURRENT LIABILITIES						
		<u>169,554</u>	<u>3,193</u>	<u>120,000</u>	<u>292,747</u>	<u>171,429</u>
NET ASSETS						
		<u>169,554</u>	<u>3,193</u>	<u>120,000</u>	<u>292,747</u>	<u>171,429</u>
FUNDS						
Unrestricted funds:	12					
Unrestricted funds					169,554	74,235
Restricted funds:						
Restricted funds					3,193	97,194
Endowment funds:						
Endowment					120,000	-
TOTAL FUNDS						
		<u>169,554</u>	<u>3,193</u>	<u>120,000</u>	<u>292,747</u>	<u>171,429</u>

The financial statements were approved by the Board of Trustees and authorised for issue on and were signed on its behalf by:


Trustee *N. LECKY*

ESTEEM**CASH FLOW STATEMENT**
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	<u>42,429</u>	<u>104,788</u>
Net cash provided by operating activities		<u>42,429</u>	<u>104,788</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		<u>(258)</u>	<u>-</u>
Net cash (used in)/provided by investing activities		<u>(258)</u>	<u>-</u>
Cash flows from financing activities			
Income attributable to endowment		<u>120,000</u>	<u>-</u>
Net cash provided by financing activities		<u>120,000</u>	<u>-</u>
Change in cash and cash equivalents in the reporting period		<u>162,171</u>	<u>104,788</u>
Cash and cash equivalents at the beginning of the reporting period		<u>265,737</u>	<u>160,949</u>
Cash and cash equivalents at the end of the reporting period		<u><u>427,908</u></u>	<u><u>265,737</u></u>

The notes form part of these financial statements

ESTEEM

NOTES TO THE CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2024

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	121,318	58,710
Adjustments for:		
Depreciation charges	507	458
Income attributable to endowment	(120,000)	-
Decrease/(increase) in debtors	3,360	(2,600)
Increase in creditors	37,244	48,220
Net cash provided by operations	42,429	104,788

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23	Cash flow	At 31.3.24
	£	£	£
Net cash			
Cash at bank and in hand	265,737	162,171	427,908
	<u>265,737</u>	<u>162,171</u>	<u>427,908</u>
Total	<u>265,737</u>	<u>162,171</u>	<u>427,908</u>

ESTEEM

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its useful life.

Plant and machinery - 20% on cost

Computer equipment - 33% on cost

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for 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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	41,451	33,562
Gift aid	-	320
Grants	443,711	369,061
Donated services and facilities	1,295	6,625
	<u>486,457</u>	<u>409,568</u>

Grants received, included in the above, are as follows:

	2024	2023
	£	£
Other grants	<u>443,711</u>	<u>369,061</u>

ESTEEM**NOTES TO THE FINANCIAL STATEMENTS - continued**
FOR THE YEAR ENDED 31 MARCH 2024**3. OTHER TRADING ACTIVITIES**

	2024	2023
	£	£
Fundraising events	<u>405</u>	<u>1,078</u>

4. ENDOWMENT

	2024	2023
	£	£
Endowment	<u>120,000</u>	<u>-</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 6) £	Totals £
General	<u>475,549</u>	<u>19,613</u>	<u>495,162</u>

6. SUPPORT COSTS

	Finance £	Information technology £	Totals £
General	<u>12,960</u>	<u>6,653</u>	<u>19,613</u>

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Endowment fund £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	51,870	357,698	-	409,568
Other trading activities	1,078	-	-	1,078
Other income	-	5,000	-	5,000
Total	<u>52,948</u>	<u>362,698</u>	<u>-</u>	<u>415,646</u>
EXPENDITURE ON				
Charitable activities				
General	27,972	328,361	-	356,333
Other	216	387	-	603
Total	<u>28,188</u>	<u>328,748</u>	<u>-</u>	<u>356,936</u>

ESTEEM**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024****8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued**

	Unrestricted funds £	Restricted fund £	Endowment fund £	Total funds £
NET INCOME	24,760	33,950	-	58,710
Transfers between funds	(12,757)	12,757	-	-
Net movement in funds	12,003	46,707	-	58,710
RECONCILIATION OF FUNDS				
Total funds brought forward	62,232	50,487	-	112,719
TOTAL FUNDS CARRIED FORWARD	<u>74,235</u>	<u>97,194</u>	<u>-</u>	<u>171,429</u>

9. TANGIBLE FIXED ASSETS

	Plant and machinery £	Computer equipment £	Totals £
COST			
At 1 April 2023	1,842	324	2,166
Additions	-	258	258
At 31 March 2024	<u>1,842</u>	<u>582</u>	<u>2,424</u>
DEPRECIATION			
At 1 April 2023	1,105	270	1,375
Charge for year	368	140	508
At 31 March 2024	<u>1,473</u>	<u>410</u>	<u>1,883</u>
NET BOOK VALUE			
At 31 March 2024	<u><u>369</u></u>	<u><u>172</u></u>	<u><u>541</u></u>
At 31 March 2023	<u><u>737</u></u>	<u><u>54</u></u>	<u><u>791</u></u>

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade debtors	400	6,483
Accrued Income	2,724	-
	<u><u>3,124</u></u>	<u><u>6,483</u></u>

ESTEEM**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024****11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2024	2023
	£	£
Trade creditors	7,394	3,161
Social security and other taxes	6,019	7,010
Deferred income	123,770	91,411
Accrued expenses	1,643	-
	<u>138,826</u>	<u>101,582</u>

12. MOVEMENT IN FUNDS

	At 1.4.23	Net movement in funds	Transfers between funds	At 31.3.24
	£	£	£	£
Unrestricted funds				
Unrestricted funds	74,235	95,276	43	169,554
Restricted funds				
Restricted funds	97,194	(93,958)	(43)	3,193
Endowment funds				
Endowment	-	120,000	-	120,000
TOTAL FUNDS	<u>171,429</u>	<u>121,318</u>	<u>-</u>	<u>292,747</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
Unrestricted funds	97,537	(2,261)	95,276
Restricted funds			
Restricted funds	399,872	(493,830)	(93,958)
Endowment funds			
Endowment	120,000	-	120,000
TOTAL FUNDS	<u>617,409</u>	<u>(496,091)</u>	<u>121,318</u>

ESTEEM

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

12. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
Unrestricted funds	62,232	24,760	(12,757)	74,235
Restricted funds				
Restricted funds	50,487	33,950	12,757	97,194
TOTAL FUNDS	<u>112,719</u>	<u>58,710</u>	<u>-</u>	<u>171,429</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Unrestricted funds	52,948	(28,188)	24,760
Restricted funds			
Restricted funds	362,698	(328,748)	33,950
TOTAL FUNDS	<u>415,646</u>	<u>(356,936)</u>	<u>58,710</u>

13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024.

ESTEEM

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	41,451	33,562
Gift aid	-	320
Grants	443,711	369,061
Donated services and facilities	1,295	6,625
	<hr/>	<hr/>
	486,457	409,568
Other trading activities		
Fundraising events	405	1,078
Endowment		
Endowment	120,000	-
Other income		
Employment allowance	5,000	5,000
Interest	5,547	-
	<hr/>	<hr/>
	10,547	5,000
Total incoming resources	<hr/>	<hr/>
	617,409	415,646
EXPENDITURE		
Charitable activities		
Postage and stationery	2,031	25
Publicity and promotions	20,843	9,093
Volunteer expenses	919	847
Insurance	2,279	1,878
Travel	2,450	5,997
Staff well-being	1,530	1,245
Cleaning	2,197	1,991
Wages	320,420	253,586
Tax & social security	28,474	22,303
Pensions	6,716	5,179
Recruitment	-	354
Training	7,428	1,573
Subcontractors	22,896	13,429
Activity resources	16,464	11,079
Office rent & upkeep	40,902	8,283
	<hr/>	<hr/>
	475,549	336,862
Other		
Bank charges	422	145
Depreciation of tangible fixed assets	507	458
	<hr/>	<hr/>
	929	603

This page does not form part of the statutory financial statements

ESTEEM

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
Support costs		
Finance		
Professional fees	12,960	11,412
Information technology		
Telephone	3,539	2,668
Office equipment	-	40
Subscriptions	3,114	5,351
	<hr/> 6,653 <hr/>	<hr/> 8,059 <hr/>
Total resources expended	496,091	356,936
Net income	121,318	58,710

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for more information.



esteem.org.uk

Tel: 07490 447 333

e-mail: hello@esteem.org.uk

Registered Charity No. 1187128



ESTEEM

England & Wales - Charity number 1187128

Accounts

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Name:	Nigel Lecky
Email:	nigel.lecky@esteem.org.uk
Date & Time:	19/12/2023 16:06:34 PM (GMT)
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Signing Statement:	Nigel Lecky confirms that the information is correct and complete to the best of their knowledge and belief.

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REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023
FOR
ESTEEM

Peter Jarman LLP
trading as
Peter Jarman & Company
1 Harbour House
Harbour Way
Shoreham by Sea
West Sussex
BN43 5HZ

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FOR THE YEAR ENDED 31 MARCH 2023

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ESTEEM

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Why ESTEEM exists

Headline statistics for the year

7819 contact youth-work hours
241 young adults in contact with ESTEEM
188 engaging in sessions

Breakdown of sessions by area:

209 mentoring sessions
167 counselling sessions
268 social activities
102 work experience/volunteer sessions (approximately 4 hours each)

Breakdown of young adult engagement by area:

62 in Work experience
111 accessing Social Activities
14 - in Counselling (an average of 20 sessions per person)
25 - in Mentoring
32 - in Participation



How and why we do what we do

(Overview)

At ESTEEM, everything that happens is based on our 3 underpinning values: Trust, Support and Respect.

These values drive our own particular approach. We are focused on people's strengths and avoid othering young adults by labelling. We build from strengths and actively facilitate independence and initiative, aiming for young adults to work jointly with staff to create and embed progress in their lives. We offer young adults the time they need to trust and experience being trusted, to learn and to grow. Within ESTEEM, the emphasis is on everyone working together to create a safe and creative space of mutual respect, belonging, learning and growth.

Young adults can access a range of person centred, wraparound opportunities. These include 1-2-1 support, in the form of support to engage, mentoring, counselling and wellbeing sessions such as Walk and Talk. We also provide group activities where there's space to develop social relationships and the chance to get outside, get active, and have a meal. We offer volunteering and work experience opportunities wherever possible.

Crucially, there are chances for any young adult to contribute at every level of ESTEEM, from supporting others to influencing decisions and being directly involved in how ESTEEM is run. Through this range of opportunities, young adults can access the support they need to survive and cope with their life challenges and to create positive changes in their own lives. The safe environment we foster also helps young adults to feel a sense of belonging and to contribute to others, both of which are linked to improved confidence, self-ESTEEM and development of agency. These are the developments that we strive for in our work together.

**REPORT OF THE TRUSTEES FOR THE
YEAR ENDED 31 MARCH 2023**

We believe that accessing our support and activities can help young adults to develop positive cycles, despite any inequities or complex barriers they face. Young adults can access support to develop the capacity to thrive in their adult lives in the longer term. By continuing to grow and value themselves, young adults can make a meaningful contribution to others around them (their peers, families and communities). These developments are linked to each other and reinforce each other. For example, belonging and confidence promote contribution to others and the experience of this increases belonging and confidence even further.



The 2023 Road Ahead report by the National Council for Voluntary Organisations (NCVO) focuses on the impact of cost-of-living pressures on the third sector and identifying key predictions for the immediate to medium term future. First and foremost it highlights that running costs have already risen dramatically and will continue to rise, with high inflation affecting energy prices, consumables and staff wages. With regard to income, there are risks presented by trends of decreasing income for voluntary organisations with budgets under £1 million, and higher demand for what is a fairly static funding pot from local Councils and from non-statutory funders. The NPC report Recognising social value in public procurement (September 2022) estimates that public sector contracts do not usually cover full costs and are becoming increasingly short term as Councils face their own unprecedented budget pressures. Research by ProBono Economics and Nottingham Business School found that 55% of charities are using reserves to meet operating costs which is a sustainability risk. Whilst ESTEEM is not in this position currently, it is evidence of a challenging financial environment for our organisation and we need a better diversification of income to mitigate potential losses or end of current funding streams. The decision of West Sussex County Council to sell our much-loved building (the Old School House) is an additional pressure. Alongside this, our services are needed more than ever before, with government statistics showing a 25% increase in the number of young people with an identified mental health need and NHS mental health services for children and young people increasingly unable to meet more than a fraction of demand. Several voluntary sector young people's services in Sussex have recently closed, unable to sustain their required income. These environmental factors indicate that a time of consolidation and a focus on financial sustainability is the right focus for ESTEEM. It does not preclude ambition for growth, but it highlights the need for financial caution in our decision making over the short to medium term.

ESTEEM has enjoyed a period of rapid growth in income, staffing and range of support options. This has enabled us to offer more opportunities for young adults to cope with challenging life situations and to develop and thrive now and into the future. We are all confident that what we are doing is working and now we want to be able to evidence this strongly to ourselves, to young adults who are not yet accessing our opportunities, to the communities in which we work and to those who might potentially fund our current and future delivery. Our young adults' strategy working groups and staff, in particular, feel that now is the time to consolidate our practices, consider our impact for individual young adults and how this can be maximised and to ensure we are the best we can be. All of these considerations have guided our strategic aims and goals.

ESTEEM

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

This year in detail

A summary of ESTEEM's 3-year Strategic Aims and key developments over the last year:

Aim 1: Involve young adults as partners in everything we do

Two young adults, three members of staff and one trustee have made good progress against Participation Objectives.

Six young adults formed an organisational strategy working group that met over a series of workshops led by strategic consultant, Anne Rathbone. The group were helped to understand the purpose of an organisational strategy before deciding on their own strategic priorities and then joining the staff and trustee strategy away-day as equal partners.

A draft ESTEEM Young Adult payment policy has been developed, by staff in consultation with young adults, to bring consistency and transparency to how we recognise young adults' contributions to participation projects at ESTEEM.



Aim 2: Create spaces for young adults to thrive

ESTEEM has connected with the Ukrainian community within West Sussex following a successful funding bid to support integration of Ukrainian refugees. In addition, ESTEEM is hosting two training providers on supporting all youth refugees. Local youth providers are invited, upskilling 40 staff and volunteers. This project was in collaboration with Syd Youth, and is with thanks to Adur & Worthing Council for funding.

We delivered a 4-day Easter holiday HAF (Holidays, Activities and Food) Programme with funding from WSCC. Activities included swimming, bushcraft, indoor climbing, rifle shooting, bowling and volleyball. 15 young adults aged between 14-16 years attended in total, many attending on multiple days.



ESTEEM

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

Aim 3: Promote individual development and growth

Several workshops have been held for over 30 young adults and staff, including "Getting in the yes pile" focusing on applying for jobs and CV building, and a barista workshop at The One Church in March. A workshop on Accessible Communication led by a young adult at ESTEEM, covered verbal and nonverbal communication, the neurodiverse umbrella and understanding sensory processing disorder.

We restructured our ongoing training offer for mentors. The first training session on growth mindset, see here. Some key partnerships were developed with well-reputed organisations including:-

Allsorts - recruiting an LGBTQ+ specific counsellor to ESTEEM's counselling team

Peer Power - collaboration amplifying youth voice in political and social spheres, training and workshops

Shoreham Academy - a partnership bringing an ESTEEM counsellor into Shoreham Academy once a week to help alleviate waiting lists and continue to foster good relationships



Aim 4: Develop an organisation that works as well as possible

- Our Programmes Manager began a CMI Level 7 master apprenticeship in strategic management and leadership.
- We set up new financial systems, processes and procedures, working closely with our treasurer and PJCO.
- A Central Team has developed, led by the Head of Safeguarding, Participation and Operations, including a 30 hr Admin Assistant role to staff the front desk and support the team.
- A Team Charter was created following a number of workshops with the whole staff team.
- 4 Quarterly Staff team wellbeing weeks were held, giving time to reflect, review and focus on self-care.

Final updates

Over the year, ESTEEM's staff team has grown to 12 staff (9.3 FTE), from 10 (7 FTE). This includes introducing a full-time Wellbeing youth-worker, and a fundraising team (Head of Fundraising, and Community Engagement Assistant) to support the CO.

The Old School House, where ESTEEM is based, is at risk of being sold by the local district council. The Council have told us they need to sell our building. We have a plan to purchase our home from the council, and have shared this with Dr Catherine Howe, A7W Chief Exec, and her team in a positive first meeting.

We couldn't afford to compete on the open market with developers, so are hoping to find an alternative solution that works for both us and the Council. Our main aim is to keep our doors open to the 250 young adults who call Old School House home. So we are now asking our community and partners from across different sectors, to get behind us and show their support.

ESTEEM

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2023**

FINANCIAL REVIEW

Financial position

For the year ended 31 March 2023 ESTEEM achieved a total income of £415,646. Expenditures were £356,936, with a resulting net surplus of £58,710. Total funds on 31st March 2023 were £171,429 (2022 £112,719), of which £97,194 were restricted and £74,235 were unrestricted.

ESTEEM's principal funding comes from the National Lottery and charitable trusts and foundations. Fundraising events and voluntary donations make up the majority of the remaining income.

Reserves policy

ESTEEM maintains financial reserves to ensure the continuity of the quality and level of service provided to young adults. These resources enable the charity to respond to volatility in income and to cover unforeseen events or to explore opportunities. Over the coming five years, the trustees aim to build reserves sufficient to cover six months of operational costs, with the medium-term goal of reaching three months in one to two years.

As of March 31, 2023, ESTEEM's unrestricted reserves were £74,235, equivalent to two months of operational costs. The trustees believe this level reserves, while below the medium-term goal, is sufficient considering secured funding, ESTEEM's reserve-building history and plans to enhance fundraising, including the recruitment of a specialist fundraising manager.

ESTEEM

**REPORT OF THE TRUSTEES FOR THE
YEAR ENDED 31 MARCH 2023**

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is controlled by its governing document. The nature of the governing document is a constitution. The charity is registered as a charitable incorporated organisation with the Charity Commission.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1187128

Principal address

Esteem, The Old School House
Ham Road
BN43 6PA
Shoreham-by-Sea
West Sussex

Trustees

Ms A Rathbone (appointed 29.10.2023)
Mr P Hudson
Mr N Lecky
Ms S O'Dowd
Ms R Batten
Ms P Parker (appointed 1.5.22)

Independent Examiner

Peter Jarman FCCA
Peter Jarman LLP
trading as
Peter Jarman & Company
1 Harbour House
Harbour Way
Shoreham by Sea
West Sussex
BN43 5HZ

Approved by order of the board of trustees on and signed on its behalf by:

.....
Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ESTEEM

Independent examiner's report to the trustees of Esteem

I report to the charity trustees on my examination of the accounts of Esteem (the Trust) for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity trustees of the Trust 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 applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. 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.

Peter Jarman FCCA

Peter Jarman LLP
trading as
Peter Jarman & Company
1 Harbour House
Harbour Way
Shoreham by Sea
West Sussex
BN43 5HZ

Date:

ESTEEM**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023**

	Notes	Unrestricted funds £	Restricted fund £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		51,870	357,698	409,568	322,781
Other trading activities	2	1,078	-	1,078	2,916
Other income		-	5,000	5,000	4,000
Total		52,948	362,698	415,646	329,697
EXPENDITURE ON					
Charitable activities					
General		27,972	328,361	356,333	318,538
Other		216	387	603	619
Total		28,188	328,748	356,936	319,157
NET INCOME					
Transfers between funds	8	24,760 (12,757)	33,950 12,757	58,710 -	10,540 -
Net movement in funds		12,003	46,707	58,710	10,540
RECONCILIATION OF FUNDS					
Total funds brought forward		62,232	50,487	112,719	102,179
TOTAL FUNDS CARRIED FORWARD		74,235	97,194	171,429	112,719

The notes form part of these financial statements

ESTEEM

BALANCE SHEET
31 MARCH 2023

	Notes	Unrestricted funds £	Restricted fund £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	5	49	742	791	1,249
CURRENT ASSETS					
Debtors	6	-	6,483	6,483	3,883
Cash at bank and in hand		121,277	144,460	265,737	160,949
		<u>121,277</u>	<u>150,943</u>	<u>272,220</u>	<u>164,832</u>
CREDITORS					
Amounts falling due within one year	7	(47,091)	(54,491)	(101,582)	(53,362)
NET CURRENT ASSETS		<u>74,186</u>	<u>96,452</u>	<u>170,638</u>	<u>111,470</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>74,235</u>	<u>97,194</u>	<u>171,429</u>	<u>112,719</u>
NET ASSETS		<u>74,235</u>	<u>97,194</u>	<u>171,429</u>	<u>112,719</u>
FUNDS	8				
Unrestricted funds				74,235	62,232
Restricted funds				97,194	50,487
TOTAL FUNDS				<u>171,429</u>	<u>112,719</u>

The financial statements were approved by the Board of Trustees and authorised for issue on
..... and were signed on its behalf by:

.....
Trustee

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its useful life.

Plant and machinery - 20% on cost

Computer equipment - 33% on cost

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for 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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. OTHER TRADING ACTIVITIES

	2023	2022
	£	£
Fundraising events	1,078	2,916

ESTEEM**NOTES TO THE FINANCIAL STATEMENTS - continued FOR
THE YEAR ENDED 31 MARCH 2023****3. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	31,064	291,717	322,781
Other trading activities	2,811	105	2,916
Other income	-	4,000	4,000
Total	<u>33,875</u>	<u>295,822</u>	<u>329,697</u>
EXPENDITURE ON			
Charitable activities			
General	16,996	301,542	318,538
Other	111	508	619
Total	<u>17,107</u>	<u>302,050</u>	<u>319,157</u>
NET INCOME/(EXPENDITURE)	16,768	(6,228)	10,540
Transfers between funds	24,915	(24,915)	-
Net movement in funds	41,683	(31,143)	10,540
RECONCILIATION OF FUNDS			
Total funds brought forward	20,549	81,630	102,179
TOTAL FUNDS CARRIED FORWARD	<u>62,232</u>	<u>50,487</u>	<u>112,719</u>

ESTEEM**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023****5. TANGIBLE FIXED ASSETS**

	Plant and machinery £	Computer equipment £	Totals £
COST			
At 1 April 2022 and 31 March 2023	<u>1,842</u>	<u>324</u>	<u>2,166</u>
DEPRECIATION			
At 1 April 2022	737	180	917
Charge for year	<u>368</u>	<u>90</u>	<u>458</u>
At 31 March 2023	<u>1,105</u>	<u>270</u>	<u>1,375</u>
NET BOOK VALUE			
At 31 March 2023	<u>737</u>	<u>54</u>	<u>791</u>
At 31 March 2022	<u>1,105</u>	<u>144</u>	<u>1,249</u>

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade debtors	<u>6,483</u>	<u>3,883</u>

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade creditors	3,161	3,274
Social security and other taxes	7,010	-
Pension control	-	1,097
Deferred income	91,411	48,991
	<u>101,582</u>	<u>53,362</u>

8. MOVEMENT IN FUNDS

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
Unrestricted funds	62,232	24,760	(12,757)	74,235
Restricted funds				
Restricted funds	50,487	33,950	12,757	97,194
TOTAL FUNDS	<u>112,719</u>	<u>58,710</u>	<u>-</u>	<u>171,429</u>

**NOTES TO THE FINANCIAL STATEMENTS - continued FOR
THE YEAR ENDED 31 MARCH 2023**

8. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Unrestricted funds	52,948	(28,188)	24,760
Restricted funds			
Restricted funds	362,698	(328,748)	33,950
TOTAL FUNDS	<u>415,646</u>	<u>(356,936)</u>	<u>58,710</u>

Comparatives for movement in funds for 2021/22:

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
Unrestricted funds	20,549	16,768	24,915	62,232
Restricted funds				
Restricted funds	81,630	(6,228)	(24,915)	50,487
TOTAL FUNDS	<u>102,179</u>	<u>10,540</u>	<u>-</u>	<u>112,719</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Unrestricted funds	33,875	(17,107)	16,768
Restricted funds			
Restricted funds	295,822	(302,050)	(6,228)
TOTAL FUNDS	<u>329,697</u>	<u>(319,157)</u>	<u>10,540</u>

ESTEEM

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

9. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2023.

ESTEEM**DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR
THE YEAR ENDED 31 MARCH 2023**

	2023	2022
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	33,562	42,033
Gift aid	320	15
Grants	369,061	277,196
Donated services and facilities	6,625	3,537
	<hr/>	<hr/>
	409,568	322,781
Other trading activities		
Fundraising events	1,078	2,916
Other income		
Employment allowance	5,000	4,000
	<hr/>	<hr/>
Total incoming resources	415,646	329,697
 EXPENDITURE		
Charitable activities		
Postage and stationery	25	205
Publicity and promotions	9,093	3,132
Venue hire	-	260
Volunteer expenses	847	1,608
Insurance	1,878	1,557
Travel	5,997	1,371
Staff well-being	1,245	752
Kitchen	-	220
Cleaning	1,991	1,004
Wages	253,586	238,824
Tax & social security	22,303	17,405
Pensions	5,179	4,379
Recruitment	354	1,599
Training	1,573	1,778
Subcontractors	13,429	8,811
Activity resources	11,079	9,248
Social enterprise	-	137
Office rent & upkeep	8,283	15,231
	<hr/>	<hr/>
	336,862	307,521
Other		
Bank charges	145	161
Depreciation of tangible fixed assets	458	458
	<hr/>	<hr/>
	603	619
Support costs		

This page does not form part of the statutory financial statements

ESTEEM

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR
THE YEAR ENDED 31 MARCH 2023**

	2023	2022
	£	£
Support costs		
Finance		
Professional fees	11,412	8,371
Information technology		
Telephone	2,668	2,676
Office equipment	40	(663)
Subscriptions	5,351	633
	8,059	2,646
Total resources expended	356,936	319,157
Net income	58,710	10,540

This page does not form part of the statutory financial statements

ESTEEM

England & Wales - Charity number 1187128

Accounts

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REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022
FOR
ESTEEM

Peter Jarman LLP
trading as
Peter Jarman & Company
1 Harbour House
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BN43 5HZ

ESTEEM

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ESTEEM

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

The trustees present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

ESTEEM

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2022**

OBJECTIVES AND ACTIVITIES

Objectives and aims

At ESTEEM, we create space for young adults to thrive. We do this by involving young adults as partners in everything we do. Together we run a programme of social, wellbeing, volunteering and mentoring opportunities for 14 to 26-year-olds from our base in Shoreham-By-Sea.

ESTEEM provides a platform for young adults to develop their confidence, build life skills and improve their wellbeing. Young Adults, in turn, make our organisation and society a better place for everyone.

Vision and values

VISION: We want to live in a world where every young adult is trusted, supported and respected as an active and powerful member of their community.

VALUES:

TRUST: We see the best in each other. Everyone can be trusted to take the lead.

SUPPORT: When we help each other we achieve more. Everyone should get support to develop their dreams

RESPECT: We all belong here. Everyone deserves inclusion and respect.

Strategic aims

In 2020 ESTEEM undertook an organisational-wide survey to develop our strategic aims for the next four years. Together, young adults, staff and volunteers contributed to the creation of the following four aims:

1. Involve young adults as partners in everything we do

- Develop a shared understanding of our flexible way of working with young adults
- Create clear structures and pathways for young adults to get involved
- Share more power in organisational decision-making with young adults
- Review how young adults join our staff team and are supported in their personal development
- Empower young adults to lead projects and campaigns

2. Create spaces for young adults to thrive

- Grow and strengthen our youth work
- Broaden our online presence and improve how we engage online
- Develop how we use trips experientially
- Review the age groups we work with
- Improve our understanding of how young adults interact with ESTEEM.

3. Promote individual development and growth

- Broaden our range of therapies
- Expand and streamline our wellbeing services
- Develop our employability programme
- Build links with the local community
- Identify funding to further develop our vocational programmes

4. Develop an organisation that works as well as possible

- Secure a stable funding future
- Improve our accessibility and diversity
- Develop how we grow, support and upskill our team
- Build a more cohesive, joined-up organisation
- Secure a new home

ESTEEM

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

ACHIEVEMENT AND PERFORMANCE

Overview

ESTEEM has bounced back well since the previous year of Covid lockdowns, both in terms of young adult engagement, and financially.

Over the year ESTEEM has made strong progress in achieving a stable financial platform supported by funders that align with ESTEEM's values. As a result, the charity is now underway in planning our next steps. This is an exciting stage in ESTEEM's journey, and involves deepening youth leadership within the organisation, broadening youth power in the local community, and thinking about how ESTEEM's work can contribute to addressing systemic issues in the wider society.

Impact

ESTEEM aims to make an impact in four main ways:

- Improved wellbeing, mental health & self-esteem
- Increased confidence and social skills
- Increased participation and active citizenship
- Increased training, employability and experience

During the year ESTEEM implemented a new monitoring system that has started to track performance across these areas. Whilst this is still at an early stage of training and implementation, both the quantitative and qualitative data shows that ESTEEM's impact continues to be meaningful and long lasting. For example:

- Across the year the number of young adults accessing ESTEEM's services was approximately 160, with 130 of those actively engaging
- Whilst the number of new young adults engaged was only 47 for the year, more recent data for Q1 2022/23 shows a good uptake, with 56 new young adults completing a membership form. This is on track with the aim of working with 200 young adults in 2022/23.
- Contact time with young adults was approximately 4,900 hours for the year. Again, ESTEEM is expecting this to increase markedly in 2022/23 as it moves away from the restrictions caused by COVID.

ESTEEM's presence and impact in the community is ever increasing as it builds capacity to network, host and attend community events and work with more partners such as local schools. ESTEEM also continues to receive regular positive feedback from partners and other stakeholders, including Adur & Worthing Councils and other organisations ESTEEM works with and takes referrals from.

Feedback from young adults and other stakeholders also provides qualitative evidence of the positive impact ESTEEM continues to have.

"ESTEEM are recognised by Adur and Worthing Councils as an invaluable resource for young people, especially those who are vulnerable and marginalised. I have seen first-hand how ESTEEM is working to address some of the many barriers young people are facing such as mental health, homelessness and employment, by providing support and encouragement in a safe and friendly environment."

Interim Director for Communities, Adur & Worthing Councils

"We have really enjoyed working with ESTEEM over the last year and regularly refer young people into the service for support. We have developed strong relationships with staff at the project and have been especially impressed with the level of safeguarding oversight given to new referrals and the time and care taken to induct young people into the project. We value ESTEEM as a particularly strong referral route for our young people as they can access a wide range of services through a single referral, all of which consider the intersectional identities of the young people and are delivered by a staff team that is diverse and representative of the underserved communities that they support. Additionally, we love that ESTEEM put young people at the heart of all their work and that young people's voices are central to how the project is run and developed"

West Sussex Youth Hub Development Coordinator

ESTEEM

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2022**

"I want to thank you very much for the support of 'A', you have no idea how he likes Fridays and he comes to you every Friday with great joy."

Mother of a young Ukrainian refugee.

Overall Delivery

ESTEEM focuses on depth rather than breadth, but despite this, the last two years have seen a decrease in numbers due to the pandemic. However, we are pleased to report that since the end of the financial year numbers have been steadily increasing, with a projection to reach well over 200 new young adults during 2022/23.

Youth Participation

Youth participation has always been at the heart of ESTEEM's ethos, which has been further embedded into how it works. Highlights include:

- Co-created with staff and young adults an ESTEEM guide to participation to establish a shared vision, language and measurement for young adult involvement and leadership in the organisation
- Setting a quantitative benchmark for young adult participation, and will now aim for between 12% and 20% of all attendees engaging in co-production and other forms of meaningful participation
- Increasing young adult representation on the board of trustees with a second, lived experience trustee
- Piloting paid consultancy roles in quarterly co-production projects, including jointly reviewing how ESTEEM works with young adults experiencing suicidal ideation.

Critical support

Young people experiencing or facing crisis were offered prompt, professional and sustained support services. The Wellbeing Project has grown to reach more young people and offer a more diverse range of support, including recruiting a trans counsellor, and offering alternatives such as walk and talk sessions.

- 39 young adults attended 1-2-1 critical wellbeing support sessions
- 92 free counselling sessions were held
- 61 young adults reported and showed an improvement in their wellbeing
- 45 young adults were signposted to in-house and external support services & wellbeing workshops
- The True Self Project was completed. It ran peer-to-peer support sessions for 15 trans and LGBT+ young adults, with support from staff and external training. Despite operating in the pandemic:
 - 72% reported that they felt their happiness and confidence had improved
 - 75% reported they felt more socially connected.
 - For the full report see: <http://esteem.org.uk/latest/true-self-2020-21-report/>

Community focus

Young adults volunteered to deliver events in the local community, and by doing so increased their networks and connection to their local community and extended family of support - including that provided by ESTEEM volunteers and staff.

- 30 Young adults volunteered to run community events for local groups and individual members of the public
- 52 Young adults reported leaving the house more often
- 53 Young adults report increased friendship networks
- 54 Young adults reported and showed an improvement in their social skills

ESTEEM

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2022**

- On arrival at ESTEEM, the majority of young adults at ESTEEM would rate their confidence around other people as a 5 or below out of 10. After participating in ESTEEM's events, they reported their confidence raised to 6 or above
- In 2021-22 ESTEEM facilitated 15 trips and 47 structured activity sessions for young adults to meet together

Employment and Training

Young adults reported & showed improved employability skills as a result of ESTEEM's volunteering opportunities:

- 43 young adults participated in ESTEEM's in-house work experience programme
- 9 Vocational workshops were delivered
- 100% of respondents on satisfaction form rated their work experience between 3-5 (on a scale of 1-5)
- 62 Young adults reported an improvement in their employability skills
- 50 Young adults have progressed into employment or training

Young adults reported feeling more motivated and have a pathway to achieve their vocational goals as a result of 1-2-1 mentoring sessions at ESTEEM or in a vocational setting

- 71 Young adults reported having identified an achievable life goal
- 45 Young adults took part in soft-skills training

Organisational overview

The Board of Trustees has grown from five to seven trustees, including on-boarding a second lived experience young trustee who has progressed out of ESTEEM support. This process included careful planning, and the new young Trustee has a mentor, with the whole board taking part in the Boost Training program for developing youth trustees and boards.

ESTEEM is now recruiting for the new role of Funding Development Manager as funding is a key priority for the organisation. This will relieve the CEO of the workload of funding applications and allow focus on organisational growth in order to secure ESTEEM's foundations and provide on-going, youth-led support to more young adults, and enable our reach to extend to those facing barriers to access.

The whole staff team undertakes reflective practice on a six-weekly basis, and a quarterly Wellbeing Week in place across the organisation, where there is time to pause, reflect and plan.

National Lottery funding was secured for a second round, as well as funding from UK Youth and Paul Hamlyn Foundation, which will enable ESTEEM to focus on our next steps of systems change.

Next Steps

The next few years represents an exciting stage in ESTEEM's journey so far. The charity has a number of broad reaching and impactful goals which aims to see increased youth-leadership and power, both within ESTEEM and in wider society.

In 2022/23 ESTEEM will focus on increasing young adults' wider social impact measurements, and producing a document setting out ESTEEM's Way of a Working model with specific training identified to embed this throughout the organisation. Central to this will be an updated and co-produced Strategy and Theory of Change (or equivalent) which will be supported by participatory monitoring and evaluation systems being in place that clearly highlights impact for young adults in a meaningful and youth-led way.

By clarifying the approach, young adults' journey, and outcomes, ESTEEM will be able to develop its work even further, use resources in an even more targeted way and enhance the ways in which young adults can thrive with ESTEEM and in their community.

ESTEEM

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 MARCH 2022**

ESTEEM will also be better equipped to share its ethos and ways of working across multiple agencies and sectors in the wider Sussex support system and community. It will aim to influence attitudes and practices and encourage a more youth-led and asset-based approach.

ESTEEM has already begun sharing its approach to working with young adults with funders, and other youth sector partners. The response has been positive, such as ESTEEM's suggestions of ways to include young people in a supportive and meaningful way, where decisions and communication can be made with young people instead of about them. ESTEEM is passionate about doing more of this and enabling young adults to develop active and critical thinking in areas that affect their lives.

FINANCIAL REVIEW

Financial position

For the year ended 31 March 2022 ESTEEM achieved a total income of £329,697. Expenditures were £319,157, with a resulting net surplus of £10,540. Total funds on 31st March 2022 were £112,719 (2021 £102,179), of which £50,487 were restricted and £62,232 were unrestricted.

Despite a noticeable fall across the sector in fundraising success rates, ESTEEM has had a successful year in raising funds and significantly improving its financial resilience. By the end of the year ESTEEM had secured funding to cover 90% of its expected requirements for the coming 2022/23 year.

ESTEEM's principal funding comes from the National Lottery and charitable trusts and foundations. Fundraising events and voluntary donations make up the majority of the remaining income.

Reserves policy

The trustees endeavour to maintain a level of reserves to provide ESTEEM with resilience to meet short to medium term financial uncertainties and to be able to continue to deliver its charitable objectives. The aim is to build reserves sufficient to cover at least three months of operational costs. As of 31st March 2022, ESTEEM's unrestricted reserves were £62,232 representing approximately 2.1 months of operational costs.

The trustees consider that, whilst less than the three months objective, these reserves were sufficient having regard to the level of secured funding, the track record in building reserves and the charity's plans to continue to improve the position over the coming year.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is controlled by its governing document. The nature of the governing document is a Constitution. The charity is registered as a charitable incorporated organisation with the Charity Commission.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1187128

Principal address

Esteem, The Old School House
Ham Road
BN43 6PA
Shoreham-by-Sea
West Sussex

ESTEEM

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

Trustees

Ms R Rieley
Mr P Hudson
Mr N Lecky
Mr J Brinicombe
Ms S O'Dowd
Ms R Batten (appointed 1.5.21)
Ms P Parker (appointed 1.5.22)

Independent Examiner

Peter Jarman FCCA
Association of Chartered Certified Accountants (ACCA)
Peter Jarman LLP
trading as
Peter Jarman & Company
1 Harbour House
Harbour Way
Shoreham by Sea
West Sussex
BN43 5HZ

Approved by order of the board of trustees on and signed on its behalf by:

.....
Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ESTEEM

Independent examiner's report to the trustees of Esteem

I report to the charity trustees on my examination of the accounts of Esteem (the Trust) for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity trustees of the Trust 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 applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of Association of Chartered Certified Accountants (ACCA) which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. 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.

Peter Jarman FCCA
Association of Chartered Certified Accountants (ACCA)
Peter Jarman LLP
trading as
Peter Jarman & Company
1 Harbour House
Harbour Way
Shoreham by Sea
West Sussex
BN43 5HZ

Date:

ESTEEM**STATEMENT OF FINANCIAL ACTIVITIES**
FOR THE YEAR ENDED 31 MARCH 2022

				Year Ended	Period
	Notes	Unrestricted funds £	Restricted fund £	31.3.22 Total funds £	1.6.20 to 31.3.21 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		31,064	291,717	322,781	270,292
Other trading activities	2	2,811	105	2,916	395
Other income		-	4,000	4,000	96,184
Total		33,875	295,822	329,697	366,871
EXPENDITURE ON					
Charitable activities					
General		16,996	301,542	318,538	264,020
Other		111	508	619	672
Total		17,107	302,050	319,157	264,692
NET INCOME/(EXPENDITURE)		16,768	(6,228)	10,540	102,179
Transfers between funds	8	24,915	(24,915)	-	-
Net movement in funds		41,683	(31,143)	10,540	102,179
RECONCILIATION OF FUNDS					
Total funds brought forward		20,549	81,630	102,179	-
 TOTAL FUNDS CARRIED FORWARD		62,232	50,487	112,719	102,179

The notes form part of these financial statements

ESTEEM

BALANCE SHEET
31 MARCH 2022

	Notes	Unrestricted funds £	Restricted fund £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	5	129	1,120	1,249	1,708
CURRENT ASSETS					
Debtors	6	400	3,483	3,883	-
Cash at bank and in hand		61,928	99,021	160,949	109,426
		<u>62,328</u>	<u>102,504</u>	<u>164,832</u>	<u>109,426</u>
CREDITORS					
Amounts falling due within one year	7	(225)	(53,137)	(53,362)	(8,955)
NET CURRENT ASSETS		<u>62,103</u>	<u>49,367</u>	<u>111,470</u>	<u>100,471</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>62,232</u>	<u>50,487</u>	<u>112,719</u>	<u>102,179</u>
NET ASSETS		<u>62,232</u>	<u>50,487</u>	<u>112,719</u>	<u>102,179</u>
FUNDS	8				
Unrestricted funds				62,232	20,549
Restricted funds				50,487	81,630
TOTAL FUNDS				<u>112,719</u>	<u>102,179</u>

The financial statements were approved by the Board of Trustees and authorised for issue on and were signed on its behalf by:

.....
Trustee

The notes form part of these financial statements

ESTEEM

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its useful life.

Plant and machinery - 20% on cost
Computer equipment - 33% on cost

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for 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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. OTHER TRADING ACTIVITIES

	Year Ended 31.3.22 £	Period 1.6.20 to 31.3.21 £
Fundraising events	<u>2,916</u>	<u>395</u>

ESTEEM

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2022

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the period ended 31 March 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2022 nor for the period ended 31 March 2021.

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	18,041	252,251	270,292
Other trading activities	395	-	395
Other income	39,770	56,414	96,184
Total	<u>58,206</u>	<u>308,665</u>	<u>366,871</u>
EXPENDITURE ON			
Charitable activities			
General	14,708	249,312	264,020
Other	240	432	672
Total	<u>14,948</u>	<u>249,744</u>	<u>264,692</u>
NET INCOME	43,258	58,921	102,179
Transfers between funds	<u>(22,709)</u>	<u>22,709</u>	<u>-</u>
Net movement in funds	<u>20,549</u>	<u>81,630</u>	<u>102,179</u>
TOTAL FUNDS CARRIED FORWARD	<u>20,549</u>	<u>81,630</u>	<u>102,179</u>

ESTEEM**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022****5. TANGIBLE FIXED ASSETS**

	Plant and machinery £	Computer equipment £	Totals £
COST			
At 1 April 2021 and 31 March 2022	<u>1,842</u>	<u>324</u>	<u>2,166</u>
DEPRECIATION			
At 1 April 2021	368	90	458
Charge for year	<u>369</u>	<u>90</u>	<u>459</u>
At 31 March 2022	<u>737</u>	<u>180</u>	<u>917</u>
NET BOOK VALUE			
At 31 March 2022	<u>1,105</u>	<u>144</u>	<u>1,249</u>
At 31 March 2021	<u>1,474</u>	<u>234</u>	<u>1,708</u>

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade debtors	<u>3,883</u>	-

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade creditors	3,274	8,955
Other creditors	<u>50,088</u>	-
	<u>53,362</u>	<u>8,955</u>

8. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
Unrestricted funds	20,549	16,768	24,915	62,232
Restricted funds				
Restricted funds	81,630	(6,228)	(24,915)	50,487
TOTAL FUNDS	<u>102,179</u>	<u>10,540</u>	<u>-</u>	<u>112,719</u>

ESTEEM**NOTES TO THE FINANCIAL STATEMENTS - continued**
FOR THE YEAR ENDED 31 MARCH 2022**8. MOVEMENT IN FUNDS - continued**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Unrestricted funds	33,875	(17,107)	16,768
Restricted funds			
Restricted funds	295,822	(302,050)	(6,228)
TOTAL FUNDS	<u>329,697</u>	<u>(319,157)</u>	<u>10,540</u>

Comparatives for movement in funds

	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds			
Unrestricted funds	43,258	(22,709)	20,549
Restricted funds			
Restricted funds	58,921	22,709	81,630
TOTAL FUNDS	<u>102,179</u>	<u>-</u>	<u>102,179</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Unrestricted funds	58,206	(14,948)	43,258
Restricted funds			
Restricted funds	308,665	(249,744)	58,921
TOTAL FUNDS	<u>366,871</u>	<u>(264,692)</u>	<u>102,179</u>

ESTEEM

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2022

9. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2022.

ESTEEM

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2022

	Year Ended 31.3.22 £	Period 1.6.20 to 31.3.21 £
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INCOME AND ENDOWMENTS

Donations and legacies

Gifts	-	1
Donations	42,033	15,526
Gift aid	15	22
Grants	277,196	252,928
Donated services and facilities	3,537	1,815
	<hr/>	<hr/>
	322,781	270,292

Other trading activities

Fundraising events	2,916	395
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Other income

Assets brought in from charity 1058540 on 01.06.2020	-	92,184
Employment allowance	4,000	4,000
	<hr/>	<hr/>
	4,000	96,184

Total incoming resources

	<hr/>	<hr/>
	329,697	366,871

EXPENDITURE

Charitable activities

Postage and stationery	205	174
Publicity and promotions	3,132	3,068
Venue hire	260	6,895
Volunteer expenses	1,608	2,781
Insurance	1,557	1,283
Travel	1,371	2,708
Staff well-being	752	952
Kitchen	220	1,603
Cleaning	1,004	770
Wages	238,824	156,084
Tax & social security	17,405	11,433
Pensions	4,379	2,771
Recruitment	1,599	1,839
Training	1,778	2,777
Subcontractors	8,811	27,045
Carried forward	282,905	222,183

This page does not form part of the statutory financial statements

ESTEEM**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**
FOR THE YEAR ENDED 31 MARCH 2022

	Year Ended 31.3.22 £	Period 1.6.20 to 31.3.21 £
Charitable activities		
Brought forward	282,905	222,183
Activity resources	9,248	4,338
Social enterprise	137	185
Office rent & upkeep	15,231	1,742
	<hr/>	<hr/>
	307,521	228,448
Other		
Bank charges	161	214
Depreciation of tangible fixed assets	458	458
	<hr/>	<hr/>
	619	672
Support costs		
Finance		
Professional fees	8,371	8,258
Information technology		
Telephone	2,676	2,935
Office equipment	(663)	22,983
Subscriptions	633	1,396
	<hr/>	<hr/>
	2,646	27,314
Total resources expended	319,157	264,692
	<hr/>	<hr/>
Net income	10,540	102,179
	<hr/> <hr/>	<hr/> <hr/>

This page does not form part of the statutory financial statements

ESTEEM

England & Wales - Charity number 1187128

Accounts

Document Details:

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Signature Details

Name:	Paul Hudson
Email:	paul.hudson@esteem.org.uk
Date & Time:	07/04/2022 12:34:17 (BST)
IP Address:	81.98.169.224
Signing Statement:	Paul Hudson confirms that the information is correct and complete to the best of their knowledge and belief.

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REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE PERIOD 1 JUNE 2020 TO 31 MARCH 2021
FOR
ESTEEM

Peter Jarman LLP
trading as
Peter Jarman & Company
1 Harbour House
Harbour Way
Shoreham by Sea
West Sussex
BN43 5HZ

ESTEEM

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FOR THE PERIOD 1 JUNE 2020 TO 31 MARCH 2021

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Detailed Statement of Financial Activities	9 to 10

ESTEEM

REPORT OF THE TRUSTEES **FOR THE PERIOD 1 JUNE 2020 TO 31 MARCH 2021**

The trustees present their report with the financial statements of the charity for the period 1 June 2020 to 31 March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

ESTEEM is a Sussex based charity, which offers young adults aged 14-26 opportunities to develop confidence, build life-skills and improve well being. We do this by providing relevant volunteering experience throughout all elements of our organisation. ESTEEM encourages and values input from young people and we champion a youth-led approach.

Offering support through 1:1 vocational mentoring and training, in a safe and supportive environment. ESTEEM enables young adults to help themselves to identify life-goals and eases the transition into meaningful employment, education and training.

FINANCIAL REVIEW

Financial position

The activities, assets and liabilities of the unincorporated charity, ESTEEM (Charity Registration Number 1058540) were transferred to the incorporated charity ESTEEM, a charitable incorporated organisation ('CIO') (Charity Registration Number 1187128), with effect from midnight on 31 May 2020. This is therefore the first set of statutory financial statements for the new legal entity since it started operating.

As a consequence of the transfer, the £92,184 value of the net assets of charity 1058540, is included both in the £366,871 total income and the £102,179 net income.

Reserves policy

The trustees endeavor to maintain sufficient reserves in order to ensure that funds remain available to enable ESTEEM to continue to operate in the furtherance of the objectives of the charity.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is controlled by its governing document. The nature of the governing document is a Constitution. The charity is registered as a charitable incorporated organisation with the Charity Commission.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1187128

Principal address

Esteem, The Old School House
Ham Road
BN43 6PA
Shoreham-by-Sea
West Sussex

Trustees

Ms R Rieley
Mr P Hudson
Mr N Lecky (appointed 27.1.21)
Mr J Brinicombe
Ms S O'Dowd (appointed 10.3.21)
Ms R Batten (appointed 1.5.21)

ESTEEM

REPORT OF THE TRUSTEES
FOR THE PERIOD 1 JUNE 2020 TO 31 MARCH 2021

REFERENCE AND ADMINISTRATIVE DETAILS

Independent Examiner

Peter Jarman FCCA
Association of Chartered Certified Accountants (ACCA)
Peter Jarman LLP
trading as
Peter Jarman & Company
1 Harbour House
Harbour Way
Shoreham by Sea
West Sussex
BN43 5HZ

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- 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 business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the board of trustees on and signed on its behalf by:

.....
Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ESTEEM

Independent examiner's report to the trustees of Esteem

I report to the charity trustees on my examination of the accounts of Esteem (the Trust) for the period 1 June 2020 to 31 March 2021.

Responsibilities and basis of report

As the charity trustees of the Trust 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 applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of Association of Chartered Certified Accountants (ACCA) which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. 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.

Peter Jarman FCCA
Association of Chartered Certified Accountants (ACCA)
Peter Jarman LLP
trading as
Peter Jarman & Company
1 Harbour House
Harbour Way
Shoreham by Sea
West Sussex
BN43 5HZ

Date:

ESTEEM**STATEMENT OF FINANCIAL ACTIVITIES**
FOR THE PERIOD 1 JUNE 2020 TO 31 MARCH 2021

	Notes	Unrestricted funds £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies		18,041	252,251	270,292
Other trading activities	2	395	-	395
Other income		39,770	56,414	96,184
Total		58,206	308,665	366,871
EXPENDITURE ON				
Charitable activities				
General		14,708	249,312	264,020
Other		240	432	672
Total		14,948	249,744	264,692
NET INCOME		43,258	58,921	102,179
Transfers between funds	6	(22,709)	22,709	-
Net movement in funds		20,549	81,630	102,179
TOTAL FUNDS CARRIED FORWARD		20,549	81,630	102,179

The notes form part of these financial statements

ESTEEM

BALANCE SHEET
31 MARCH 2021

	Notes	Unrestricted funds £	Restricted fund £	Total funds £
FIXED ASSETS				
Tangible assets	4	210	1,498	1,708
CURRENT ASSETS				
Cash at bank and in hand		20,339	89,087	109,426
CREDITORS				
Amounts falling due within one year	5	-	(8,955)	(8,955)
NET CURRENT ASSETS		<u>20,339</u>	<u>80,132</u>	<u>100,471</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>20,549</u>	<u>81,630</u>	<u>102,179</u>
NET ASSETS		<u>20,549</u>	<u>81,630</u>	<u>102,179</u>
FUNDS	6			
Unrestricted funds				20,549
Restricted funds				81,630
TOTAL FUNDS				<u>102,179</u>

The financial statements were approved by the Board of Trustees and authorised for issue on and were signed on its behalf by:

.....
Trustee

The notes form part of these financial statements

ESTEEM

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD 1 JUNE 2020 TO 31 MARCH 2021

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its useful life.

Plant and machinery - 20% on cost
Computer equipment - 33% on cost

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for 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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. OTHER TRADING ACTIVITIES

Fundraising events	£ 395
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ESTEEM

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE PERIOD 1 JUNE 2020 TO 31 MARCH 2021

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the period ended 31 March 2021.

Trustees' expenses

There were no trustees' expenses paid for the period ended 31 March 2021.

4. TANGIBLE FIXED ASSETS

	Plant and machinery £	Computer equipment £	Totals £
COST			
Additions	<u>1,842</u>	<u>324</u>	<u>2,166</u>
DEPRECIATION			
Charge for year	<u>368</u>	<u>90</u>	<u>458</u>
NET BOOK VALUE			
At 31 March 2021	<u>1,474</u>	<u>234</u>	<u>1,708</u>

5. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Trade creditors			<u>£</u> <u>8,955</u>
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6. MOVEMENT IN FUNDS

	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds			
Unrestricted funds	43,258	(22,709)	20,549
Restricted funds			
Restricted funds	58,921	22,709	81,630
TOTAL FUNDS	<u>102,179</u>	<u>-</u>	<u>102,179</u>

ESTEEM

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE PERIOD 1 JUNE 2020 TO 31 MARCH 2021

6. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Unrestricted funds	58,206	(14,948)	43,258
Restricted funds			
Restricted funds	308,665	(249,744)	58,921
TOTAL FUNDS	<u>366,871</u>	<u>(264,692)</u>	<u>102,179</u>

7. RELATED PARTY DISCLOSURES

There were no related party transactions for the period ended 31 March 2021.

ESTEEM

DETAILED STATEMENT OF FINANCIAL ACTIVITIES **FOR THE PERIOD 1 JUNE 2020 TO 31 MARCH 2021**

£

INCOME AND ENDOWMENTS

Donations and legacies

Gifts	1
Donations	15,526
Gift aid	22
Grants	252,928
Donated services and facilities	1,815
	<hr/>
	270,292

Other trading activities

Fundraising events	395
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Other income

Assets brought in from charity 1058540 on 01.06.2020	92,184
Employment allowance	4,000
	<hr/>
	96,184

Total incoming resources	366,871
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EXPENDITURE

Charitable activities

Postage and stationery	174
Publicity and promotions	3,068
Venue hire	6,895
Volunteer expenses	2,781
Insurance	1,283
Travel	2,708
Staff well-being	952
Kitchen	1,603
Cleaning	770
Wages	156,084
Tax & social security	11,433
Pensions	2,771
Recruitment	1,839
Training	2,777
Subcontractors	27,045
Activity resources	4,338
Social enterprise	185
Office rent & upkeep	1,742
	<hr/>
	228,448

This page does not form part of the statutory financial statements

ESTEEM

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE PERIOD 1 JUNE 2020 TO 31 MARCH 2021

	£
Charitable activities	
Other	
Bank charges	214
Depreciation of tangible fixed assets	458
	<hr/>
	672
Support costs	
Finance	
Professional fees	8,258
Information technology	
Telephone	2,935
Office equipment	22,983
Subscriptions	1,396
	<hr/>
	27,314
	<hr/>
Total resources expended	264,692
	<hr/>
Net income	<u>102,179</u>

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