

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 Ansvar 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

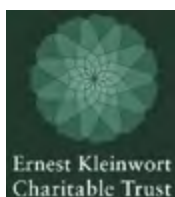
Sustainable income doesn't happen by chance. It requires focus, alignment with our values, and clarity about what we need and why. We are committed to continuing this work in partnership with those who share our belief in the power of young adults.



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 Brie 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
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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
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1 Harbour House
Harbour Way
Shoreham by Sea
West Sussex
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26/09/2025

Date:

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

		Unrestricted funds	Restricted fund	Endowment fund	2025 Total funds	2024 Total funds
	Notes	£	£	£	£	£
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						
General	5	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

The notes form part of these financial statements

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

4. INVESTMENT INCOME

	2025	2024
	£	£
Endowment	-	120,000

5. CHARITABLE ACTIVITIES COSTS

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

6. SUPPORT COSTS

	Finance £	Information technology £	Totals £
General	18,703	6,608	25,311

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	97,537	399,872	120,000	617,409
EXPENDITURE ON				
Charitable activities				
General	2,194	492,968	-	495,162
Other	67	862	-	929
Total	2,261	493,830	-	496,091

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.**



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UK Registered Charity No.1187128

