



CAUDWELL YOUTH

ANNUAL REPORT 2023/24



Registered Charity Number 1200757
Broughton Hall, Broughton, Staffs, ST21 6NS
www.caudwellyouth.org

MISSION

Provide individualised support to 11-24 year olds at-risk, to positively shape their future.

VISION

Help every young person at-risk in the UK, in a sustainable and responsible way, positively and significantly impacting our society, through a continuously improving charity.

VALUES



Optimistic
and realistic



Intentionally
inclusive



Delivering
with integrity



Empowering

The organisation is a Charitable Incorporated Organisation and was registered as a charity on 19th October 2022.

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**SHAPING
YOUNG
PEOPLE'S
FUTURES**

STATEMENT FROM CHAIR

DEBBIE DENYER

I am delighted to share Caudwell Youth's second annual report and accounts. It has been an exciting time for the charity as we grow and develop in pursuit of our vision. But let's not shy away from the stark realities that underscore it:

- 1.3 million young people were referred to mental health services last school year
- 41% of care leavers are not in education, employment or training
- Gang-associated children are 77% more likely to have identified mental health needs and twice as likely to have a history of self-harm



Caudwell Youth was founded in 2022 to address these challenges, supporting at-risk youth aged 11-24 with various needs, from mental health to care experience and exploitation. Our commitment extends further, to engage with young people, ensuring that our work is not only for young people, but led by them.

I am proud that this year we continued to extend our mentoring service, both geographically and in terms of the number of young people we support. The impact that mentoring has on young people's lives is incredible - as reported by the young people themselves. We are also committed to constantly learning as a charity, piloting a new short term intervention programme this year in response to emerging needs of the young people we work with.

However, alongside our partners in the voluntary sector, as a charity we operate in a challenging environment. We are continually striving to secure resources to meet the needs of the rising, and increasingly complex, number of young people referred to us.

I'd like to take this opportunity to thank everyone who has played a role in supporting young people with Caudwell Youth over the year. Thank you to the individual donors, Trusts and Foundations and Corporates whose generosity makes our work possible. Thank you to our volunteer mentors for the commitment and life experience they bring to the heart of the service. Thank you to our employees, trustees and the CYC for the resilience, skills and energy they bring. And finally, thank you to the young people we have worked with over the course of the year. Thank you for sharing your stories with us, and thank you for the trust you place in us.

With all best wishes,
Debbie Denyer

STATEMENT FROM FOUNDER

JOHN CAUDWELL

As we reflect on another remarkable year at Caudwell Youth, I am filled with immense pride and gratitude. Our mission to empower young people has never been more critical.

In our second year since launching, we continued to provide invaluable support and opportunities to countless young individuals. In 2023 – 2024, we launched our second youth support programme, a Short Term Intervention Programme for young people at the highest risk while continuing to support 290 young people through our original volunteer mentoring programme. In just two years, we have provided intensive support to 415 young people. With 629 referrals received during this period, the demand for our work could not be clearer.

In this report, you will read stories of resilience and success. Many of our young people have overcome significant challenges to achieve their dreams. Their achievements are a confirmation not only of their determination to shape positive futures but also to the dedication and skill of the Caudwell Youth team and the more than 150 volunteer mentors who support our work.

As we look ahead, we remain committed to ensuring that young people at-risk have the support they need to thrive.

Thank you for being a part of this journey and for believing in the potential of every young person.

John Caudwell



SUMMARY OF KEY ACHIEVEMENTS THIS YEAR

We are so proud of how our second year has gone, we are pleased to say in year, we have supported **307 young people in total**, enabling this is **13,572 hours of support**, averaging over **44 hours per young person** for the year.

OUR KEY OUTCOMES:

- **89%** Reduction in offending behaviour
- **88%** Reduction in exploitation risk
- **80%** Improvement in mental health
- **48%** Moved into Education, Employment or Training

WHAT YOUNG PEOPLE TOLD US

"I am really scared of going out of my house without my Mum and I have gone out with Caudwell Youth on my own. I am really proud of myself for doing that."

"I have been more courageous yet careful with the choices I make."

"Being better behaved at school... I felt like I could never learn to do it but I have."

"My anxiety has been dropping since working with my mentor. We have been working on engaging with people confidently."

"I need someone to talk to when I need to offload. This helps me get things into perspective. I have been able to stay in college."

WHO WE ARE AND WHAT WE DO

Not all Young People have the same opportunities in life.

Caudwell Youth exists to level the playing field for Young People at risk.

To change this, we:

- **Shape Futures:** person-centred support through long-term volunteer mentoring and targeted intervention
- **Shape Community:** positively impacting the community by connecting people together
- **Shape Change:** reduce stigma, amplify youth voice and demonstrate best practice in the sector

We believe no young person should face challenges alone. In times of challenge and change, our services are needed more than ever before. Our young people may experience mental ill health, be care-experienced, at risk of exploitation or offending. The complexity of the lives of our young people often results in their experiencing multiple challenges, compounding the level of risk they face.

Our core service is a person-centred volunteer mentoring service for up to 2 years, delivered across Hertfordshire, Buckinghamshire, Slough, Milton Keynes and Luton.



WHO WE ARE AND WHAT WE DO

ABOUT OUR MENTORING SERVICE

We are proud that our work makes a positive impact on society by supporting our young people to overcome challenges and work towards important goals that will make a real difference to their lives. Our young people set and work towards a range of goals including:

- Building friendships so young people feel less lonely and isolated;
- Building self-confidence so they feel able and empowered to move forward;
- Reducing substance misuse so they can live healthier lives and engage in less risky behaviour;
- Engaging in less anti-social behaviour resulting in positive community engagement and less statutory involvement including with the police;
- Moving successfully into independent accommodation – a key milestone in transition to adulthood;
- Re-joining mainstream education or employment improving their prospects;
- Improving relationship with their parents;
- Helping to build their support networks.

Young people are referred to us by local partners and statutory services, including Children's services, the Youth Offending Service, Multi-Agency Safeguarding Hubs, schools and CAMHS.

Some young people meet us feeling let down by professionals, with strong walls up and have a reluctance for support. We build a more informal rapport with the young person and prepare them to be mentored by a volunteer in their community. We may work with some young people with more complex needs or a higher risk profile, for longer before matching them with a volunteer.

WHO WE ARE AND WHAT WE DO

ABOUT OUR MENTORING SERVICE

All volunteer mentors go through a robust onboarding process including interviews, DBS checks, reference checks and training.

Once they have been matched the young person and mentor begin meeting, usually on a weekly basis, with additional calls and messages between sessions. These sessions can take place in a structured setting, such as a school or community centre, or in informal settings, like a park or coffee shop. The mentor offers emotional support, guidance, and practical advice to help the young person address challenges and make positive decisions. They provide a listening ear and help the young person develop problem-solving skills and resilience.

While most of the support is 1-to-1, we provide opportunities for young people and mentors to meet up for group social activities like bowling and trampolining in their area. The Caudwell Youth Collective, our youth participation board, also organise social events to bring everyone together.

Mentoring can last up to two years, during which time we regularly review progress. When the young person feels ready, we begin to taper off Caudwell Youth support at the young person's pace, whilst also celebrating successes and goals met, and identifying ongoing challenges and coping strategies.



"I find the work Caudwell Youth does inspiring. My youth coordinator is very helpful and approachable, and I have found the training helpful."

-Volunteer Mentor

OUR SERVICE DELIVERY AND IMPACT

WHO WE SUPPORTED

Over the year we supported 307 young people. We directly supported 290 young people through our mentoring service. 68 young people successfully completed their mentoring during this period. We supported an additional 17 young people through the pilot of our new Short-Term Intervention Programme.

When these young people were referred, referral partners were asked to select their presenting need:

- 17% of young people were care-experienced;
- 22% of young people were at risk of/or offending;
- 44% of young people were at risk of exploitation;
- 82% of young people were experiencing poor mental health.

Many young people experience more than one risk, which compounds the level of challenge they face. The average age of the young people we worked with during the year was 16. There was a balance in terms of gender (45% female, 51% male, 3% other, 1% non-binary). Aggregating our ethnicity data, 70% of the young people we supported were White, 11% were Asian, 9% were Black, African or Caribbean, and 8% were from mixed or multiple ethnic groups.

29% have a registered disability and the same proportion have an Education Health and Care Plan for their special educational need or disability. 21% of the young people we worked with were not in education, employment or training at referral.

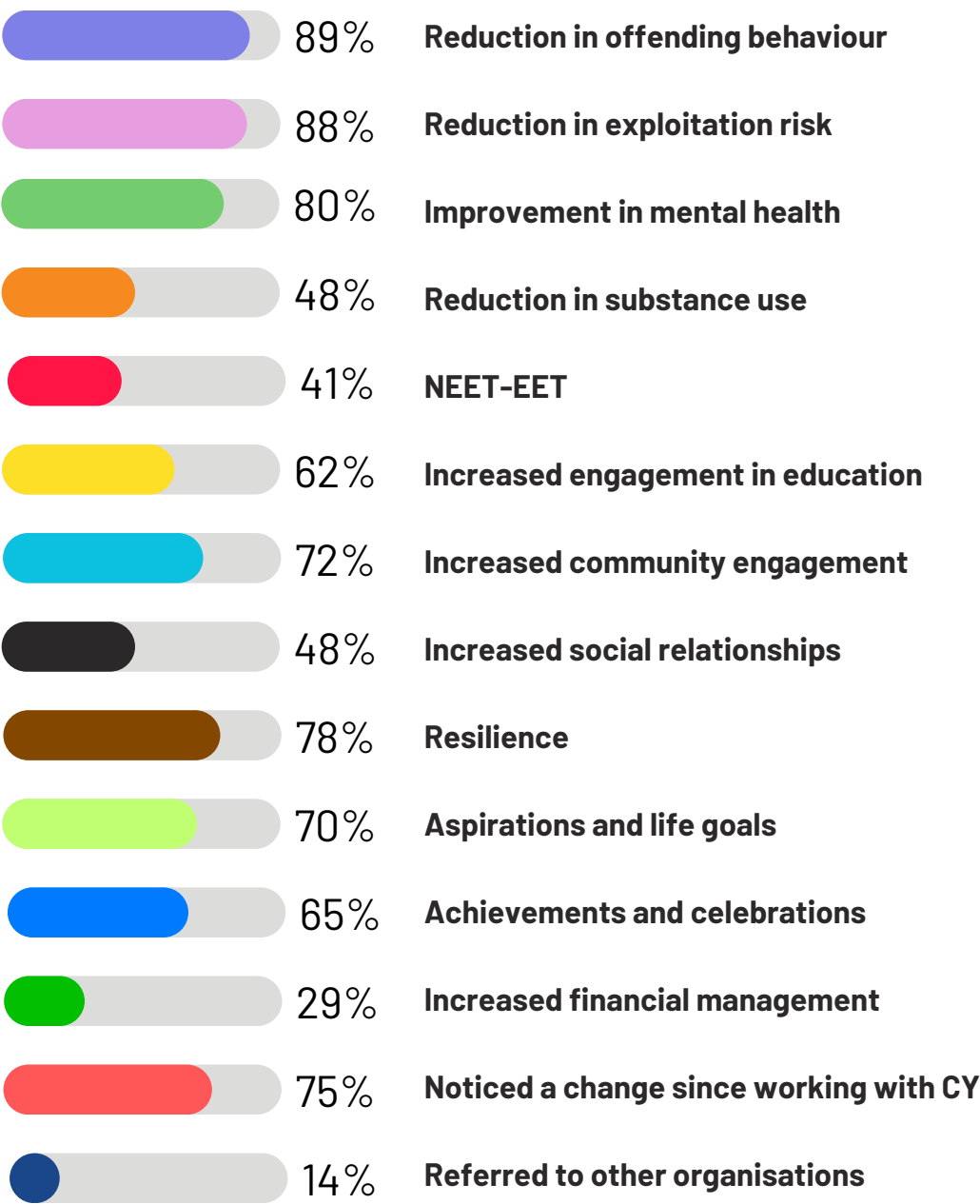


OUR SERVICE DELIVERY AND IMPACT

OUR IMPACT

Over the course of the year, we estimate that 13,572 hours of support were provided by volunteer mentors and our Youth Support Co-ordinators to young people. We are proud to share the impact of this support. We surveyed young people at four points during the year to invite them to evaluate and reflect on their progress. This provides an opportunity for them to review the goals they set for themselves and feedback on the service. Engagement with this process remained exceptionally high throughout the year.

Based on a weighted average of the three outcomes surveys (February, May and September) we can share the following key outcomes for young people supported by Caudwell Youth in 23-24:



OUR SERVICE DELIVERY AND IMPACT

OUR IMPACT

These outcomes reflect the dedication of our volunteers and outreach staff in creating a safe and supportive environment for young people. Their efforts ensure that young people remain at the heart of our work and that their needs are met. More importantly, these outcomes highlight the commitment and determination of the young people themselves to shape their own positive futures.

SHORT-TERM INTERVENTION PROGRAMME: PILOT

Throughout the year, we were increasingly conscious that the level of risk of those being referred to us was increasing. We identified a need for an intensive intervention programme for young people, with the highest risk and complexity, to run alongside our mentoring service. This programme was designed to target a specific risk factor and provide 12 targeted youth work sessions for a young person. It was piloted successfully in Hertfordshire (see strategy section).



"I need someone to talk to when I need to offload. This helps me get things into perspective. I have been able to stay in college."

- Young Person

OUR STRATEGY

STRATEGIC OBJECTIVES 2023 - 2024

Caudwell Youth's strategy in 2023 – 2024 focussed on building on the foundations laid in our first year in operation.

AIM 1: DEVELOP AND DELIVER A UK WIDE CHARITY IN A SUSTAINABLE AND RESPONSIBLE WAY TO POSITIVELY AND SIGNIFICANTLY IMPACT SOCIETY

Over the year, we successfully expanded our services, increasing our capacity from 175 to 240 places. This growth was achieved by expanding our presence in Buckinghamshire, Luton, and Hertfordshire, and by extending our reach into Slough. The high demand for our services led to an overwhelming number of referrals, necessitating temporary closures to new referrals twice during the year.

We took the opportunity to reflect on and refine our organisational structure. We appointed our first Interim CEO and initiated the recruitment process for a permanent CEO. This enabled Directors to move from the generalist roles that were essential during our startup phase, to more focused responsibilities, positioning us for sustained growth and enhanced service delivery in the future.

AIM 2: DEVELOP OUR SERVICE TO SAFELY MEET THE EVOLVING NEEDS OF YOUNG PEOPLE

SHORT TERM INTERVENTION PROGRAMME PILOT

We have seen an unprecedented number of referrals over the last 12 months, and with the use of our safeguarding CRM we are able to track increased risk factors within the presenting and ongoing needs of our young people. Due to the increased risks identified, we were able to pilot a Short-Term Intervention Programme (STIP).

STIP is designed to target a specific risk factor and provide 12 targeted youth work sessions, tailored to and for the young person's needs. This pilot programme worked with 17 young people in Hertfordshire during the year. It is a youth worker led service and is targeted at:

- Young people who need higher intensity intervention than mentoring
- Young people who have an identified high-risk factor such as child criminal exploitation or self-harm

The service is designed to support and empower young people to achieve their goals or a specific set of agreed outcomes. We planned that the young people may eventually be signposted into our mentoring service.

We aim to extend this programme out to the other areas we are working in subject to funding, and were delighted to receive support for this work from Buckinghamshire Council at the end of the year.

OUR STRATEGY



"Working collaboratively with young people has let me see first hand the lasting positive impact of intense, short term youth work can have on young people. Meaningful, bespoke sessions not only empowered young people to make change, but to stand taller and become more confident in different aspects of their lives. It has been deeply rewarding to be a brief part in a young person's life supporting them to realise their own strengths. Engaging the young people in work or education helped to foster a safer community, reduce costs for public services but most importantly helped to unlock the true potential our young people could not see before engaging with us"

- Caudwell Youth programme lead

SAFEGUARDING

We have prioritised a positive safeguarding culture and have developed a robust safeguarding process, now further strengthened by the addition of area managers. This has enhanced our understanding of local safeguarding partnerships and practices.

To support this, we have introduced a Safeguarding CRM (CPOMS), which enables us to record incidents or concerns, monitor trends, assess risks, and analyse behaviours. This provides valuable insights into demand and helps us better assess needs.

Additionally, we have implemented quarterly reflective practice sessions with a psychotherapist. These sessions offer a safe space for small groups to discuss safeguarding incidents or challenging situations, fostering a reflective approach to our services while promoting team well-being.

AIM 3: DEVELOP A CONTINUALLY IMPROVING CHARITY

Our commitment to achieving the highest standards led us to achieve the following:

- We held a Safe Practice Mark for Youth Provision from Milton Keynes Council.
- We successfully completed an HR Audit through HR Delivered.
- We achieved a score of 64 through the Charity Excellence Framework, surpassing the national average of 60.

Our governance structures were thoroughly reviewed, and our Board of Trustees completed their first annual Board Assessment (see Governance section below).

OUR STRATEGY

YOUTH ENGAGEMENT

Our young people played a crucial role in evolving our evaluation protocols, guiding us on more effective engagement and questioning. This collaboration resulted in 88% of young people completing our final survey of the year in October 2024, reinforcing the validity of our results and demonstrating their commitment to their own development and the charity's mission.

At Caudwell Youth, we have made significant strides in our youth engagement strategy over the past 12 months. We remain dedicated on deepening collaboration with The Caudwell Youth Collective (CYC), actively consulting them on key areas such as recruitment, social media content, and amplifying young people's stories. Additionally, we enhanced the role of Central Services in supporting and driving youth engagement efforts across our organisation. We will continue to empower young people to develop their own ideas to strengthen and develop services.

NOTE FROM CAUDWELL YOUTH COLLECTIVE

The Caudwell Youth Collective has had an amazing year! We've built on what we started last year, with some of our ongoing tasks and began some new projects that we chose at the beginning of the year. When we set our goals for this year, we said we wanted to get more creatively involved in the charity, and we've definitely made that happen over the last 12 months.

One of our biggest projects in 2024 has been designing a Young Person's page on the website. We worked with the Marketing team to figure out how to break down what we wanted to say into key themes. We then met in the summer and pulled everything together to create a page that speaks directly to other young people and tells them what to expect on their Caudwell Youth journey, how we found the mentoring process and other advice we have for navigating the world! We also had the chance to be part of the recruitment process for new vacancies, which was a totally new experience for those involved because we got to meet some impressive candidates, to be mature and ask to some real-life questions.

We helped organise two of our Young People's events, one in the Spring and one in the Summer. Our Summer event is a highlight of the year, and this time we had a huge space in a park where young people, mentors, and staff came together for a picnic, rounders, face glitter and music. For everyone that attended, it was a chance to be in a safe space. To celebrate the end of the year, we're also helping organize the Winter event just before the festive break. We look forward to these events because we get to see familiar faces and chat to new people who can become our friends. These events have become traditions that everyone looks forward to.

We are looking forward to what next year can bring. A final message from Luke, an outgoing member of the CYC who has completed his two years with us: 'I hope that you can all achieve your goals in the new year'.

OUR STRATEGY

LOOKING FORWARDS: STRATEGIC OBJECTIVES 2024 – 2025

This period of reflection and growth has allowed us to identify key areas for enhancement, ensuring that we continue to meet the evolving needs of the young people we support and maintain our commitment to excellence.

In 2024 – 2025, we will track our progress against the following objectives:

Aim 1. Lay the foundations for growth

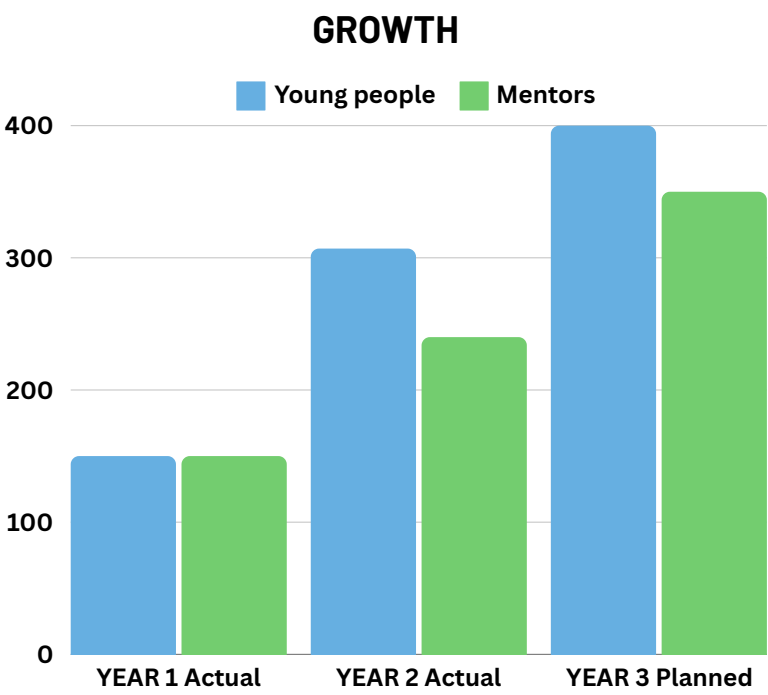
- Grow our income
- Build profile, reach and engagement through our external communications
- Expand services where we meet our own criteria and secure funding

Aim 2. Meet the needs of young people

- Deliver high quality support for 400 young people
- Learn from our work with young people to develop new ways of working

Aim 3. Be the best we can be

- Strengthen youth engagement across the whole organisation
- Embed our commitment to be intentionally inclusive
- Foster a confident culture
- Strengthen our foundations





MARK'S STORY

We've been working with Mark, 16, for 6 months after he was referred to us by CAMHS. He needed support to build healthier relationships, understand his emotions better, and explore hobbies he could enjoy. Before coming to us, Mark struggled to say when he felt anxious, upset, or overwhelmed. He would keep things bottled up, which often left him feeling frustrated or down.

Since working with Caudwell Youth, Mark has made amazing progress. He's built a great connection with his mentor and now arranges their sessions himself! He's always on time and ready to engage, showing just how much he's grown.

Mark has found a passion for working with animals through alternative education and is also learning life skills with the cadets. Both have helped him grow in confidence and see authority in a more positive way. He's also started opening up about his emotions and sharing more about what's going on in his life, a big step forward for him.

With the help of his mentor and YSC, Mark is learning to manage his relationships and emotions much better. His next steps are to keep working with his mentor, growing his hobbies, and building on his goals.

OUR PEOPLE

This year our staff team grew to 29 people. Each new addition brings unique perspectives, experiences, and skills, all united by a shared dedication and passion for Caudwell Youth's mission. We are immensely grateful to every staff member for their contribution over the year.

This year we welcomed Amanda Batten as our interim CEO in March 2024. With 20 years of experience in the charity sector, Amanda has worked with the senior leadership team and trustees to consolidate the growth to date and build a solid basis for our future development. We plan to recruit a permanent CEO in 2025.

VOLUNTEERS: THE HEART OF OUR MENTORING SERVICE

Our volunteers are the backbone of our mentoring service, coming from diverse backgrounds with professional, lived or life experiences. Their compassion and commitment to helping others make them invaluable members of the Caudwell Youth Team. We ensure they are supported throughout their journey by their Youth Support Coordinator and the Volunteer team, starting from onboarding.

Over the past year, we have significantly strengthened our volunteering team by introducing a volunteer administrator. This addition has been instrumental in speeding up both training and DBS processing times. To further support our mentors, we have implemented regular supervision sessions with Youth Support Coordinators (YSCs). These sessions provide mentors with the guidance and support they need to effectively assist Young People.

We have continued to shape and improve our training modules to meet the changing landscape of our young peoples' needs. We also introduced an online training platform to provide support on specific topics mentors may be dealing with. Additionally, we have launched a monthly Volunteer Forum, an optional online session featuring a range of guest speakers. Topics have included neurodiversity and drug-spiking awareness, amongst other topics to promote ongoing learning and development for mentors.

OUR PEOPLE

VOLUNTEERS: THE HEART OF OUR MENTORING SERVICE

Volunteer recruitment and retention is an ongoing challenge for us, and one that is central to our operating model. We have experimented with various approaches to volunteer recruitment this year and would like to extend our gratitude to all the voluntary organisations that have supported Caudwell Youth. Moving forward, we will continue to explore the most effective social media channels for recruiting new mentors, while also attending in-person events to engage with the local community and share volunteering opportunities.

- 202 volunteer applications in the year
- 81% of our volunteers have lived experience
- Our youngest volunteer this year was 18 and our oldest was 74. With an average age of 41.

A huge thank you to all our mentors at Caudwell Youth, without you we could not support the young people we do.



"My Youth Support Coordinator always makes herself available for support, responds quickly, and gives sage and supportive guidance."

-Young person



"Training set me up well for the role. Defined it well, particularly safeguarding. Felt confident and that I would be useful as a mentor."

-Mentor

OUR PEOPLE

EMPLOYEE WELL-BEING

The work we carry out can be difficult and requires personal strength and resilience. As an organisation we recognised that we excel at encouraging our volunteers and young people to be open about their well-being and not be afraid to ask for help. We needed, from the beginning, to model this internally too.

Our team have access to counselling and medical support through an employee assistance programme, we have trained Mental Health First Aiders, they have mechanisms to share their views formally with their line managers, through our annual anonymous survey.

Within the Operations team we have support mechanisms in place to support each other, as well as structured reflective practice.

All employees receive consistent training via an online training system on core topics such as GDPR and Safeguarding. We also responded to individual training needs and have ensured the team have access to a wide range of training including: neurodiversity, drugs and alcohol use, gang awareness, fundraising and safer recruitment. In our staff survey 100% of respondents said they had the relevant training to carry out their role.

Our support for our employees is grounded in ensuring we have all the right policies in place both to protect and empower the team. We continue to review and update our policies as legislation changes but also to include any learnings from their implementation.

OUR PEOPLE

67% of employees responded to a staff survey half-way through the year. Scoring each statement from 1 (low) to 10 (high):

Do you feel valued in the Charity?	8.4
Does Caudwell Youth do enough to support your wellbeing?	8.7
Do you feel your voice is heard in the Charity?	8.9
Please rate how likely you would recommend Caudwell Youth as a great place to work	9.1

SUPPORTING EQUALITY, DIVERSITY AND INCLUSION

One of our values is being “Intentionally Inclusive”. This reflects our commitment to EDI (Equity, Diversity and Inclusion). We want to create a culture where everyone feels welcome, respected and valued. We know that we have work to do to achieve this goal.

This year we implemented inclusive recruitment practices, including blind selection and offering guaranteed interviews for anyone who was Care Experienced. We set up an internal EDI group and developed a guide on language use and what inclusion means at Caudwell Youth. We held an all staff day to create an EDI action plan for 2024-5.



“I am very proud to work for CY, I have some brilliant colleagues and look forward to more developments to come.”



“I would recommend CY for: encouraged good work life balance, flexibility, general culture, ability to do the role how you want to.”

FINANCIAL REVIEW

SUMMARY

This year Caudwell Youth has seen significant growth in income across all key areas of the charity, reflecting both our strengthened relationships with supporters and the growing recognition of our impactful work.

Total income increased substantially, with particularly notable rises in support from Trusts and Foundations (up 97% from £148,684 to £293,592), Public Sector funding (up 135% from £43,000 to £101,388), and Corporate Partnerships (a 206% increase from £83,966 to £256,951). Individual Giving also saw material growth, with income increasing more than fivefold from £6,238 to £35,696, demonstrating the success of our campaigns to engage a wider donor base. We remain hugely grateful to the generosity of our Founder, John Caudwell, for his continuing commitment to young people.

Our expenditure in FY24 reflects the charity's significant growth and its commitment to expanding our capacity to support even more young people. Staff costs remain the primary expense of the charity, with total payroll costs rising from £493,968 in FY23 to £922,206 in FY24. This investment has enabled us to grow our operational team and deepen Caudwell Youth's reach in our existing key regions, while also facilitating our first major expansion into Slough. Alongside this, we have strengthened our central services, creating a robust platform to support future operational growth and ensure sustainability as we continue to scale.

The year's performance reflects our unwavering commitment to transforming the lives of young people in our communities, leaving us well-positioned to build on this momentum in the coming year.

FUNDRAISING HIGHLIGHTS

In 2023-2024, we launched our first fundraising campaign, the Torchrunners Globe Challenge. Spearheaded by our corporate network, Torchrunners, participants walked, cycled, ran, and swam over 38 days to raise funds for Caudwell Youth. The campaign successfully raised over £17,000. Building on this success, the Torchrunners have committed to leading another fundraising campaign in 2024-2025.

46%
OF YOUNG PEOPLE
ARE AT RISK OF
EXPLOITATION

See below how
you can help

TORCHRUNNERS
GLOBE CHALLENGE

FERO

22%
OF YOUNG PEOPLE
ARE AT RISK OF
OFFENDING

See below how
you can help

TORCHRUNNERS
GLOBE CHALLENGE

TORCHRUNNERS GLOBE
CHALLENGE **FINAL UPDATE**

WE'VE TRAVELLED:
13,350 Km

CAUDWELL
YOUTH

**TORCHRUNNERS
GLOBE CHALLENGE**
FOR CAUDWELL YOUTH

80%
OF YOUNG PEOPLE ARE
REFERRED BECAUSE OF
THEIR MENTAL HEALTH

See below how
you can help

TORCHRUNNERS
GLOBE CHALLENGE

FINANCIAL REVIEW

FUNDRAISING HIGHLIGHTS

We are grateful to the Trusts and Foundations who have supported us this year, including the National Lottery Million Hours with thanks to the Government and The National Lottery Community Fund for making this possible; Heart of Bucks; Bedfordshire and Luton Community Foundation in partnership with Luton Rising; The Julia and Hans Rausing Foundation; Milton Keynes Community Foundation; Connolly Foundation; David Riddell Memorial CIO; Letchworth Garden City Foundation; Rectory Foundation and Tony and Sheelagh Williams Foundation.

We also hugely value the support of individual donors. This includes members of the Life Changers Circle who have made a long-term commitment to Caudwell Youth's work.

We were also pleased to secure funding at the end of the year to work with Buckinghamshire Council and Thames Valley Police to extend our short-term intervention programme via a partnership project to reduce youth offending.

We developed a new fundraising strategy during the year to build on our existing income streams. This includes plans to grow statutory income, alongside plans to formalise our work with corporate partners and to launch a new Friends of Caudwell Youth initiative, encouraging individual donors to consider making a three-year commitment. As a young charity we are grateful to all our supporters and will continue to work to build a wider network of support to aid our sustainability.

At Caudwell Youth, we deeply appreciate all financial support, but we also uphold our Ethical Fundraising Policy and Gift Acceptance Policy with utmost seriousness. We strive to be open, honest, and fair, operating legally and in accordance with fundraising regulations and best practices, including the Code of Fundraising Practice. We ensure that everyone involved in fundraising understands their responsibilities.

FINANCIAL REVIEW

CHARITY RESERVES

Supporting at-risk young people is our core mission, and effective financial management is crucial to achieving this. Reserves play a vital role in our financial planning, helping us manage budget and risk by addressing uncertainties in future income streams.

Our Reserves policy is that the Board of Trustees aim to maintain a minimum of three months expenditure and a maximum of six months in free reserves.

At the end of the year, our total reserves stood at £438,818, comprising £289,283 in free reserves and £149,535 in restricted reserves. 3-6 months unrestricted expenditure is between £230,356 to £460,712. Our current free reserves align comfortably with our reserves policy.

GOING CONCERN

It is considered that there are no material uncertainties about the charity's ability to continue as a going concern in the 12 months following the approval of these accounts.



**SHAPING
YOUNG
PEOPLE'S
FUTURES**

FINANCIAL REVIEW

STATEMENT OF RESPONSIBILITIES OF THE TRUSTEES

The Trustees are responsible for preparing the Trustees' Annual Report 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 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 of the charity for that period.

In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgments and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and 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.

FINANCIAL REVIEW

The Trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Each Trustee confirms that:

- So far as they are aware, there is no relevant audit information of which the charity's auditors are unaware
- They have taken all the steps that they ought to have taken as a Trustee to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information

Each of the persons who are Trustees at the time when this Trustees' Annual Report is approved has confirmed that:

- They approve the Trustees' Annual Report in its entirety
- They consider that the Trustees' Annual Report is fair, balanced, and understandable and provides the information necessary for stakeholders to assess the charity's performance, business model, and strategy

The Trustees warmly thank all our donors, volunteers and supporters for their valuable help during the year. We also thank our staff for the commitment and skills that they bring to Caudwell Youth. And finally, we would like to thank the young people we work with for their trust and engagement with us.

BY ORDER OF THE BOARD



Debbie Denyer
Chair

20th January 2025

RISK MANAGEMENT AND ASSURANCE

This year as we moved beyond the first year of start-up, we were able to simplify our risk management framework.

The Senior Leadership Team identify key risks and mitigations which are acted on across the organisation and held in our Risk Register. Staff and trustees are encouraged to balance both the risks and rewards of decision making.

The Risk Register is reviewed quarterly by senior leaders and three times a year by the Board of Trustees. However, key risks are discussed more regularly as part of Board meetings and risk management has been embedded throughout our 2024 – 2025 Strategy.



RISK MANAGEMENT AND ASSURANCE

The key risks we have identified are listed below with associated mitigations that are in place. Trustees review these risks regularly.

TYPE OF RISK	RISK	MITIGATIONS
Financial	We do not fundraise enough income to meet the budget set	<ul style="list-style-type: none"> • Clear fundraising strategy • Regular tracking of fundraising performance • Regular budget reforecasts
People	Stress associated with employee roles impacts on well-being on delivery	<ul style="list-style-type: none"> • Reflective practice established for Operations team • Wellbeing plan
Communications	Reputational damage after young person/volunteer incident	<ul style="list-style-type: none"> • Crisis Communications group in place for decision making; • Strong safeguarding process; • Re-enforcing culture of record keeping and knowledge sharing; • Safeguarding CRM in place.
Operations	Volunteer recruitment does not meet service demands	<ul style="list-style-type: none"> • Formal monitoring of recruitment and retention data • Testing different recruitment campaigns
Safeguarding	Increasing risk of young people referred results in charity holding more of the risk	<ul style="list-style-type: none"> • Referrals formally triaged to identify risks, risk assessments and safety plans in place; • Volunteers have access to regular support forums and ongoing online training; • Developed Short-Term Intervention Programme as an alternative to reduce risk • Closure of referrals where required to enable care and time to be devoted to onboarding of young people.

OLI'S STORY

Oli was referred to Caudwell Youth by the leaving care team in Buckinghamshire. Diagnosed with anxiety, depression, and panic attacks by CAMHS, they struggled with severe mental health challenges, including panic attacks and suicidal ideation, compounded by a lack of ongoing support after being discharged from mental health services. Living independently, Oli found isolation challenging, struggling to make meaningful use of their time or pursue their goals due to overwhelming anxiety and low motivation.



Initially, Oli was reluctant to meet their YSC, in person. The team adapted their approach, building trust through regular phone and text conversations. This process helped Oli gain confidence, eventually leading to in-person meetings, which Oli recognised as a significant achievement. Over time, Oli disclosed previous suicide attempts and their ongoing feelings of hopelessness, opening the door for targeted support.

Oli faced barriers to accessing formal mental health support. The YSC supported Oli in navigating these, including assisting with GP appointments and completing forms for counselling. These practical steps were paired with emotional support, as she worked with Oli to identify small, manageable actions to improve their well-being, such as getting outside for fresh air or prioritising self-care.

When Oli experienced setbacks, such as a relationship breakdown, their YSC provided a listening ear and helped Oli process their emotions. Together, they developed strategies to reduce anxiety and build resilience, such as focusing on small wins like cycling in the park or improving their sleep routine. She also worked closely with Oli's personal advisor to ensure a joined-up approach to their care.

Despite ongoing challenges, including periods of disengagement due to their mental health, Oli has shown significant progress. They have started to reach out proactively for support and are taking steps to engage with counselling. The use of resources like Strength Cards has empowered Oli to recognise their resilience and potential, reducing feelings of hopelessness. There are still challenges ahead for Oli, particularly navigating the Christmas period as Oli's family relationships are a challenge and can be a trigger for their mental health, however, their YSC is looking to focus on Oli's long term goals including getting work to support their sense of belonging and purpose. The teams unwavering support has been a lifeline for Oli, providing stability and empowerment in their journey.

GOVERNANCE

In 2024 - 2025, the Board of Trustees convened six times (bi-monthly). All trustees retain the right to call an additional board meeting if necessary. A Conflict of Interest policy and register is maintained and a Code of Conduct is signed by all trustees. The Board has a Remuneration Committee. The Board of Trustees regularly review all policies to ensure the appropriate frameworks are in place for the management of the charity. Annual Trustee appraisal includes a review of skills to inform future recruitment and trustee training.

The day-to-day management of Caudwell Youth is entrusted to our CEO, Amanda Batten, and the three directors: Karen Ironside, Charlie Dixon-Prior and Jake Brown. The delegation of authority is set out in a well-defined Reserve Powers Policy and Expenditure Authorisation Policy.

During the year we followed a governance action plan and completed a self-assessment audit using the Charity Effectiveness Framework. Together these identified key areas for development, such as recruiting a fundraising trustee and redeveloping our risk register structure for clearer communication of risks. Overall, it demonstrated that we have a robust governance framework which continues to safeguard the charity.

TRUSTEE APPOINTMENT AND INDUCTION

Trustees are appointed for a term of three years. If they wish to continue serving, they must be re-elected by the Trustee board at the end of this term. This year we updated our constitution to clarify that Trustees can serve for a maximum of two terms.

This year three trustees stepped down from the Board, Gladis Araujo, Jason Elsom and Sharon Kennedy. We would like to take this opportunity to thank them for their service. At the end of the year, we prepared to recruit new trustees having identified the skills and attributes we needed to maintain a diverse Board. To ensure a comprehensive understanding of their roles and responsibilities, all new Trustees undergo an induction programme and an existing trustee is matched with them as a 'buddy'. The Charity's policies and procedures are shared, including the Conflict-of-Interest Policy and where relevant they sign our Conflict of Interest Register.

GOVERNANCE

HOW WE HAVE APPLIED THE CHARITY GOVERNANCE CODE

Caudwell Youth reviews and applies the principles of the charity governance code on an ongoing basis. We have a clear purpose and charity objectives, supported by an experienced and dedicated Board of Trustees who provide strategic leadership and act with integrity. Our decision-making processes are informed and rigorous, with appropriate systems of risk management and controls in place. As we grow, we will continue to develop and refine our processes and practices to ensure all recommended practices are either implemented or explained.

PUBLIC BENEFIT

The Trustees affirm that they have consulted the Charity Commission's general guidance on public benefit while reviewing the Charity's objectives and aims, and also during the planning of future activities for the year. They believe that the Charity's aims, which focus on enhancing outcomes for young people, are clearly in the public interest. This commitment to public benefit is a guiding principle in all of the Charity's endeavours.

INDEPENDENT AUDITORS REPORT

TO THE TRUSTEES OF CAUDWELL YOUTH

OPINION

We have audited the financial statements of Caudwell Youth (the 'charity') for the year ended 30 September 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 September 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITORS REPORT

OTHER INFORMATION

The trustees are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

OTHER MATTERS WHICH ARE REQUIRED TO ADDRESS

The prior period financial statement are not audited, therefore the corresponding figures are unaudited

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the statement of trustees' responsibilities, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITORS REPORT

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

In preparation for our audit we identified areas of laws and regulations which we considered could have a material effect on the financial statements. This information was obtained via discussions with management and from our general commercial and sector experience. The directors also provide us with written representation of all the key and fundamental industry specific laws and regulations with they are required to adhere to. these were then communication to the whole of the audit team at our audit planning meeting.

As a charitable incorporation organisation, non-compliance with the Charities Act 2011, Companies Act 2006 and the conditions of government and non-government grant funding were assessed to be most relevant.

Our audit procedures to identify non-compliance with laws and regulations in these areas consisted of:

- Enquiries with management;
- Inspection of board minutes, and other correspondence;
- Challenges to management assumptions and judgements in relation to accounting estimates.
- Review of journals entered throughout the year.
- Substantive transaction testing

Despite appropriate planning and performing out work in accordance with International Auditing Standards, there are always inherent limitations that non-compliance is not detected. Non-compliance with laws and regulations is often further removed from the events and transactions reflected in the financial statements and material misstatements due to fraud can be deliberately concealed from auditors, for example through misrepresentation, forgery or collusion.

INDEPENDENT AUDITORS REPORT

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

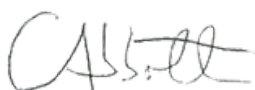
Your attention is drawn to the fact that the charity has prepared financial statements in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

This has been done in order for the financial statements to provide a true and fair view in accordance with current Generally Accepted Accounting Practice.

DJH Audit Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

USE OF OUR REPORT

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Chris Abbott (Senior Statutory Auditor)
for and on behalf of DJH Audit Limited

7 February 2025

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Accountants & Statutory auditor

St George's House
56 Peter Street
Manchester
M2 3NQ

CONSOLIDATED FINANCIAL STATEMENT

STATEMENT OF FINANCIAL ACTIVITIES

INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE PERIOD ENDED 30 SEPTEMBER 2024

		Unrestricted funds	Restricted funds	Total funds 2024	Total funds 2023
	Notes	£	£	£	
Income from:					
Donations & Legacies	2	926,651	293,592	1,220,243	780,848
Charitable activities		-	113,898	113,898	43,000
Total		926,651	407,490	1,334,141	823,848
Expenditure on:					
Activities with Young Persons	3	(642,459)	(311,253)	(953,712)	(475,359)
Costs of raising Funds	4	(178,966)	-	(178,966)	(111,134)
Total Expended		(821,425)	(311,253)	(1,132,678)	(586,493)
Net Income / (expenditure)		105,226	96,237	201,463	237,355
Transfers between funds		-	-	-	-
Net movement in funds		184,120	53,298	237,355	
Total funds brought forward		-	-	-	-
Total funds carried forward		289,283	149,636	438,818	237,355

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above.

The accompanying notes form part of these financial statements.

FINANCIAL REVIEW

BALANCE SHEET

AS AT 30 SEPTEMBER 2024

BALANCE SHEET		2024	2023
	Notes	£	
Current assets			
Debtors	7	50,254	91,897
Cash at bank and in hand		427,630	164,093
		477,884	255,990
Creditors: amounts falling due within one year	8	(39,066)	(18,635)
Net current assets		438,818	237,355
Net assets		438,818	237,355
Income funds			
Restricted funds	9	149,535	53,298
Unrestricted funds	9	289,283	184,057
		438,818	237,355

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



D Canfield
Trustee

Date: 20/01/2025

The accompanying notes form part of these financial statements.

FINANCIAL REVIEW

STATEMENT OF CASH FLOWS

AS AT 30 SEPTEMBER 2024

		2024	2023
	Notes	£	£
Cash provided by Operating Activities	12	263,537	164,093
Cash provided by (used in) in financing or investing activities		-	-
Increase (decrease) in cash and cash equivalents in the year		263,537	164,093
Cash and cash equivalents at the beginning of the year		164,093	-
Total cash and cash equivalents at the end of the year		427,630	164,093
Analysis of cash and cash equivalents		2023	2023
		£	£
Cash in hand		427,630	164,093
Total cash and cash equivalents		427,630	164,093

FINANCIAL REVIEW

NOTES TO THE ACCOUNTS

FOR THE PERIOD ENDED 30 SEPTEMBER 2024

1. ACCOUNTING POLICIES

BASIS OF PREPARATION

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

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by 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). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The results presented in the financial statements run from 1st October 2023 to 30th September 2024

GOING CONCERN

The Trustees consider that the charitable company has adequate resources to continue in operational existence for the foreseeable future. In making their assessment they have considered a period of at least 12 months from the date the financial statements have been approved. Accordingly, the financial statements have been prepared on a going concern basis.

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.

Donations and other forms of voluntary income are recognised as incoming resources when receivable, except insofar as they are incapable of financial measurement.

Grants are recognised when there is evidence of entitlement, receipt is probable, its amount can be measured reliably, and all terms and conditions of the grant have been met by the charity.

FINANCIAL REVIEW

EXPENDITURE

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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.

Support costs are costs that assist the work of the charity but do not directly related to the charitable activities including governance costs.

Governance costs are costs directly associated with the governance of the charity, including legal and regulatory compliance and strategic planning.

TAXATION

The charity is exempt from corporation tax on it's charitable activities.

FUNDS

Unrestricted funds are general funds that are available for the use at the Trustees' discretion in furtherance of the objectives of the Charity.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

VOLUNTEER HELP

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

CREDITORS

The charity has creditors which are measured at settlement amounts less any trade discounts.

TANGIBLE FIXED ASSETS

Tangible fixed assets are valued at cost less depreciation. These are capitalised when they can be used for more than one year and cost more than £1,000.

FINANCIAL REVIEW

FINANCIAL INSTRUMENTS

The following assets and liabilities are classed as financial instruments – Trade debtors and trade creditors. They are all measured at the undiscounted amount of cash or other consideration expected to be paid or received.

BASIC FINANCIAL ASSETS

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

BASIC FINANCIAL LIABILITIES

Basic financial liabilities, including creditors are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

DERECOGNITION OF FINANCIAL LIABILITIES

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

RETIREMENT BENEFITS

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

EMPLOYEE BENEFITS

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

FINANCIAL REVIEW

INCOME AND EXPENDITURE

2.ANALYSIS OF INCOME	Unrestricted funds	Restricted funds	Total 2024	Total 2023
	£	£	£	£
Donations & Legacies				
Donations and gifts including gift aid	926,651	293,592	1,220,243	780,848
Total	926,651	293,592	1,220,243	780,848
Charitable activities				
General grants provided by government/other charities	-	113,808	113,898	43,000
Total	926,651	407,490	1,334,141	823,848

3.ANALYSIS OF EXPENDITURE ON ACTIVITIES WITH YOUNG PERSONS	Unrestricted funds	Restricted funds	Total 2024	Total 2023
	£	£	£	£
Activities with young persons	391,990	311,253	703,243	475,359
Support costs:				
Staff time	220,083	-	220,083	108,734
Governance costs	22,586	-	22,586	-
Audit fees	7800	-	7800	2400
Total	624,459	311,253	953,712	586,493

Staff costs are allocated to activities with young persons, support costs and costs of raising funds based on an apportionment of staff time.

FINANCIAL REVIEW

RAISING FUNDS, STAFF COSTS

4.ANALYSIS OF COSTS OF RAISING FUNDS	Unrestricted funds	Restricted funds	Total 2024	Total 2023
	£	£	£	£
Staff costs	178,966	-	178,966	111,134
	178,966	-	178,966	111,134

5.STAFF COSTS	This period	Total 2023
	£	£
Salaries and wages	798,453	357,876
Social Security costs	78,479	117,621
Pension costs	45,274	18,471
Other employee benefits	-	-
Total staff costs	922,206	493,968

No employees received employee benefits for the reporting period of more than £60,000.

The amount recognised in the SOFA as an expense in relation to the defined contribution pension scheme was £45,274. The expense for the defined contribution scheme follows the allocation of staff costs when costs are allocated between activities and between restricted and unrestricted funds.

FINANCIAL REVIEW

HEAD COUNT, CREDITORS, ACCRUALS

The average monthly head count during the year was 25 (2022: 17) and the average number of full-time equivalent employees (including part-time staff) during the year was as follows:

6.STAFF NUMBERS	This period	2023
	Number	Number
Fundraising	4	-
Charitable Activities	18	15
Governance	1	-
Total number	23	15

7.DEBTORS AND PREPAYMENTS	Sep-24	Sep-23
	£	£
Trade debtors	50,254	91,987
Total debtors	50,254	91,987

8.CREDITORS AND ACCRUALS	Sep-23	Sep-23
	£	£
Trade creditors	31,122	16,235
Accruals and deferred income	7,944	2,400
Total creditors	39,066	18,635

FINANCIAL REVIEW

9.CHARITY FUNDS

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 01/10/23	Income	Expenditure	Balance at 30/09/24
National Lottery – Awards for All	1,360	-	940	420
Bedfordshire and Luton Community Foundation	30,001	-	30,001	-
The Brazier Trust	5,000	-	-	-
Heart of Bucks – Community Safety (FY23)	14,080	-	14,080	-
Postcode Places Trust	2,857	-	2,857	-
Julie and Hans Rausing Foundation	-	100,000	100,000	-
Luton Borough Council	-	27,000	27,000	-
Stort Valley Healthcare	-	13,000	13,000	-
David Riddell Memorial Trust	-	15,000	15,000	-
Tony and Sheelagh Williams Foundation	-	20,000	20,000	-
Buckinghamshire Council	-	10,000	10,000	-
National Lottery (Million Hours Fund)	-	95,488	60,769	34,719
Letchworth Garden City Heritage Foundation	-	5,000	2,917	2,083
Buckinghamshire Council	-	956	956	-
Bedfordshire and Luton Community Foundation	-	30,000	7,500	22,500
Heart of Bucks – Community Safety (FY24)	-	14,124	3,852	10,272
Wixamtree Foundation	-	5,000	833	4,167
Lois Baylis Trust	-	2,000	333	1,667
Watford Community Fund	-	2,000	400	1,600
Rectory Foundation	-	4,980	415	4,565
Buckinghamshire Council	-	59,244	-	59,244
Hertfordshire Council – Locality Budget	-	400	400	-
Buckinghamshire Council	-	3,298	-	3,298
Total	53,298	407,490	311,253	149,535

FINANCIAL REVIEW

Name of restricted fund	Purpose and regional nature of the fund
National Lottery – Awards for All	Training costs in Milton Keynes
Bedfordshire and Luton Community Foundation	Charitable activities in Luton
The Brazier Trust	Charitable activities in Bishops Stortford, Hertfordshire
Heart of Bucks – Community Safety (FY23)	Charitable activities in Buckinghamshire
Postcode Places Trust	Charitable activities in Luton
Julie ad Hans Rausing Foundation	To support all operational charitable activities
Luton Borough Council	Charitable activities in Luton
Stort Valley Healthcare	Charitable activities in Hertfordshire
David Riddell Memorial Trust	Charitable activities in Buckinghamshire
Tony and Sheelagh Williams Foundation	Charitable activities in Buckinghamshire
Buckinghamshire Council	Charitable activities in Buckinghamshire
National Lottery (Million Hours Fund)	Expansion of services in Buckinghamshire and Slough
Letchworth Garden City Heritage Foundation	Charitable activities in Hertfordshire
Buckinghamshire Council	EHCP Program in Buckinghamshire
Bedfordshire and Luton Community Foundation	Charitable activities in Luton
Heart of Bucks – Community Safety (FY24)	Charitable activities in Buckinghamshire
Wixamtree Foundation	Charitable activities in Luton
Lois Baylis Trust	Charitable activities in Slough
Watford Community Fund	Providing Short Term Intervention Program in Hertfordshire
Rectory Foundation	Charitable activities in Buckinghamshire
Buckinghamshire Council	Providing Short Term Intervention Program in Buckinghamshire
Hertfordshire Council – Locality Budget	Charitable activities in Hertfordshire
Buckinghamshire Council	EHCP Program in Buckinghamshire

The movement of unrestricted funds was as follows:	Balance at 01/10/23	Income	Expenditure	Balance at 30/09/24
General Fund	184,057	926,651	821,425	289,283
Total	184,057	926,651	821,425	289,283

FINANCIAL REVIEW

	Unrestricted funds	Restricted funds	Total funds 2024	Total funds 2023
	£	£	£	£
Fund balances at 30 September 2024 are represented by:				
Net current assets	298,283	149,535	438,818	237,355
Total	298,283	149,535	438,818	237,355

10.RELATED PARTIES

During the period Caudwell Youth operated joint events with Caudwell Children, a related party, where an agreement was in place to split any income raised equally between the two charities. Caudwell Children collected the income and then remitted Caudwell Youth's share which totalled £65,462 during the period.

Total donations received from John Caudwell in the year were £414,422.

11.TRUSTEE REMUNERATION AND BENEFITS

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity.

No expenses were claimed by trustees in the period.

12.RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES	This period	2023
	£	£
Net movement in funds	201,463	237,355
(Increase) in debtors	41,643	(91,897)
Decrease in creditors	20,431	18,635
Net cash generated from operating activities	263,537	164,093

OUR YEAR IN IMAGES



OUR YEAR IN IMAGES



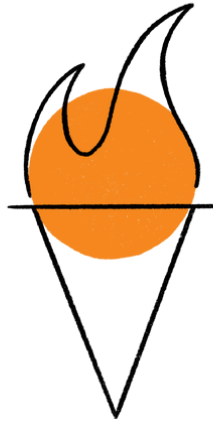
SUPPORT CAUDWELL YOUTH

We invite you to join us in our mission.

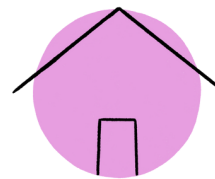
Whether you are interested in volunteering, fundraising, or simply learning more about our work, we would love to hear from you. Together, we can make a difference in the lives of young people and create a brighter future for our society.



PARTNER WITH US



**BECOME A
TORCHRUNNER**



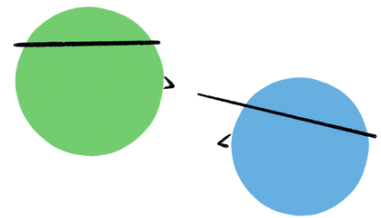
**REFER A YOUNG
PERSON**



FUND OUR WORK



ASK US A QUESTION



MENTOR WITH US

www.caudwellyouth.org

Reference and administrative information for the year ended 30 September 2024

Status: The organisation is a CIO registered as a charity.

Governing document: Constitution

Charity number: 1200757

Registered office: Broughton Hall, Broughton, Staffs, ST21 6NS

BANKERS

Barclays

Address: Barclays Wealth, 2 Victoria Street, London, UNITED KINGDOM, SW1H 0ND

AUDITORS

DJH Audit Limited

Address: DJH Audit Limited, St Georges House, 56 Peter Street, Manchester, M2 3NQ

TRUSTEES

Debbie Denyer (Chair)

David Canfield (Treasurer)

Carolyn Pollard (Secretary)

Almarene Fredrick

Sarah Masotti

Kate Flounders

Matthew Yates

Jason Elsom (Resigned 13 March 2024)

Sharon Kennedy (Resigned 10 September 2024)

Gladis Araujo (Resigned 20 September 2024)

Interim Chief Executive Officer: Amanda Batten (from 18th March 2024)

SHAPING YOUNG PEOPLE'S FUTURES



CAUDWELL YOUTH



Registered Charity Number 1200757
Broughton Hall, Broughton, Staffs, ST21 6NS
www.caudwellyouth.org

@Caudwellyouth

