

Young Women's Hub Ltd

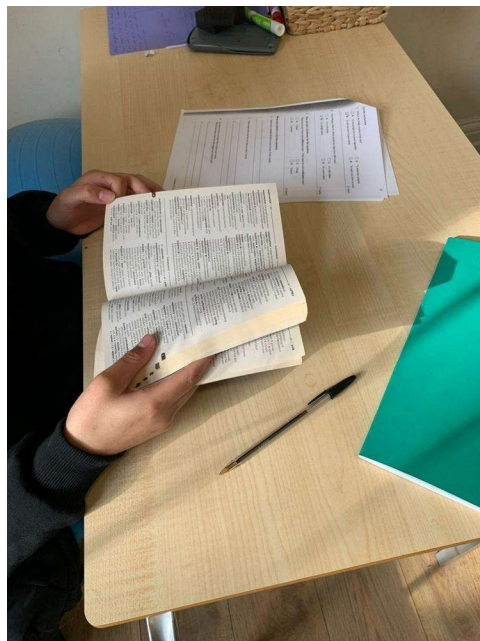
Trustee's Annual Report and Unaudited Accounts 1st
April 2024- 31st March 2025

Charity Commission 207070
Companies House 03070807

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Educate. Nurture. Inspire

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Status:	Company Limited by Guarantee No.03070807 Charity Registration No.: 1207070 The Company's governing document is its Constitution dated 21 June 1995
Registered Office:	308 Brownhill Road, Lewisham, London, England, SE6 1AU Th Company does not have a separate principal office.
Trustees:	Emma Moore Hayley Senior Carol Mullings Charlotte Bright Daniel Ratchford Olivia Jane Dowden (appointed 21 November 2025)
Secretary	Chloe Scott

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Independent examiner:

Shruti Soni FCCA FCIE
Shruti Soni Ltd
117A St Johns Hill
Sevenoaks TN13 3PE

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Young women's Hub

Trustee Report 1st April 2024- 31st March 2025

Chair's Report

Emma Moore – Chair

At The Young Women's Hub, this year has been transformative. We have opened our doors to more girls than ever before, each one bringing unique hopes and challenges. By expanding our services and strengthening our team, we have created a safe haven where vulnerable young women are truly seen, supported, and empowered. Our improved financial stability and a remarkable 40% rise in referrals reflect the trust our community places in us. Every achievement means another girl finds the guidance, encouragement, and opportunities she deserves—helping her build confidence, discover her potential, and shape a brighter future.

Service Development and Impact

Over the past year, our service provision has evolved to become increasingly specialised and complex, reflecting the diverse needs of the young women we support. This enhancement has resulted in a greater workload for our dedicated staff, who have risen to the challenge of commitment and professionalism.

The benefit of this development is a more tailored and individualised experience for each girl and her family or carers. By addressing specific and sometimes complex needs, we have been able to make a meaningful difference in their lives. As a result, the quality of support offered has led to improved long-term outcomes for all our students, empowering them to achieve their full potential.

Staff Support and Well-being

As a Trustee Board, we place considerable emphasis on supporting our staff and prioritising their well-being. We recognise that the dedication and resilience of our team are fundamental to the continued delivery of high-quality care and education. By maintaining a supportive environment for staff, we ensure that their professional needs are met, enabling them to provide the best possible service to the young women in our care. This commitment to staff well-being is integral to the ethos and success of The Young Women's Hub.

Financial Position

Our financial outlook has become increasingly positive as we progress into the year. This improvement is largely attributable to the significant increase in referrals, which is a

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direct result of the tireless dedication and ongoing efforts of our staff team. Their commitment to promoting our services has not only raised awareness of the support we offer but has also strengthened our capacity to reach and assist more young women in need. This growth in referrals has further contributed to the stability and sustainability of our hub, ensuring we can continue to provide essential services to our community.

Community Relationships

The Hub remains committed to nurturing strong partnerships with the local council, secondary and primary schools and businesses. These relationships have been instrumental in supporting the ongoing development and delivery of our programmes. By working collaboratively with these key stakeholders, we are able to enhance the breadth and impact of our services, ensuring that our initiatives are responsive to the needs of the community. Strengthening these connections will continue to be a priority, as they are essential for the sustained success and growth of The Young Women's Hub.

OFSTED Inspection Preparation

Staff are anticipating an OFSTED inspection in the near future, and our staff team is making thorough preparations to ensure we are fully ready for the process. Our commitment to meeting the requirements and standards set by OFSTED remains unwavering, and we have prioritised inspection readiness as a key focus area. By dedicating time and resources to this important task, we aim to demonstrate our ongoing commitment to providing high-quality care and education, while ensuring compliance with all regulatory expectations.

School Improvement Plan

The school is currently engaged in the ongoing implementation of its school improvement plan. As part of this process, key policies and procedures have been reviewed and updated to ensure they remain fit for purpose and reflective of best practice. Safeguarding remains central to our ethos and daily operations, ensuring the safety and well-being of every student in our care is prioritised at all times.

Trustees' Annual Report

The Trustees, who also serve as the Directors of the Charity under Company Law, present their annual report for the period ending March 31, 2025. This report includes the consolidated financial statements for the group of charities, providing a comprehensive overview of the charity's financial activities and position for the stated year.

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Objectives and Activities

Structure, Governance, and Management

The charity operates under the guidance of its Memorandum and Articles of Association, which establish its objectives and define the operational framework. These foundational documents outline the principles and procedures that direct the organisation's activities, ensuring alignment with its mission and maintaining transparency and accountability throughout all levels.

A key component of The Young Women's Hub's governance is the recruitment of trustees who possess relevant expertise and practical experience to address the unique challenges faced by the charity. The Board of Trustees provides strategic leadership and oversight, selected through a rigorous process designed to ensure that members are well-qualified to advance the charity's goals. This careful approach enhances the Board's ability to deliver informed decision-making and sustain the organisation's success.

Recognising the value of a skilled and knowledgeable Board, The Young Women's Hub prioritises trustee recruitment to secure individuals whose backgrounds align closely with the charity's needs. This strategy ensures effective governance and leadership, supporting the charity's continued growth and achievement of its aims.

Trustee Recruitment Process

The recruitment of trustees for The Young Women's Hub is undertaken through multiple channels to ensure a broad and diverse pool of candidates. These channels include the use of open advertisements, which allow individuals from a wide range of backgrounds to express their interest in joining the Board.

In addition, non-executive search firms are engaged to identify potential trustees who possess the relevant skills and expertise required by the charity. Personal recommendations also play a role, enabling the Board to consider candidates who are referred by trusted sources and have demonstrated a commitment to the charity's aims and values.

Once suitable candidates have been identified through these methods, the existing Board of Trustees undertakes a confirmation and election process. This involves careful consideration of each candidate's qualifications and alignment with the charity's needs, followed by formal approval by the current trustees. This structured approach ensures that the Board remains composed of individuals well-equipped to provide effective governance and support the ongoing success of the organisation.

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Induction and Training

Following election, newly appointed trustees undergo thorough induction and training sessions including Safeguarding, to acquaint them with the charity's mission, operational structure, and governance obligations.

Role of Trustees

The Trustees of The Young Women's Hub play a crucial role in steering the charity towards achieving its mission. Their core responsibilities centre on providing robust governance and strategic oversight, ensuring that the organisation remains true to its founding principles and objectives.

Trustees are tasked with maintaining a clear focus on the charity's aims, working to guarantee that all activities and initiatives effectively address the needs of the community the charity serves. Through this diligent oversight, Trustees help to ensure that resources are used efficiently and that the organisation continues to deliver meaningful impact.

This approach to governance is structured and deliberate, allowing The Young Women's Hub to operate with transparency and integrity. By remaining accountable to stakeholders and upholding high standards of leadership, the Trustees support the charity's ongoing effectiveness and long-term success.

The Charity's Objectives

"To advance, for the public benefit, the education of young women under the age of 16 residing in the Borough of Lewisham who, due to social, economic, or other circumstances, experience challenges in securing employment and/or furthering their education. This shall be achieved in such manner as the charity trustees may deem appropriate from time to time, including but not limited to:"

Empowering Young Women:

□ Objectives and Activities

The Young Women's Hub is committed to empowering young women through various educational and support initiatives. We aim to give the students the tools and support they need to succeed.

Our core objectives include:

Vocational and Formal Education

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- Delivering high-quality vocational and formal education through our independent school, tailored to meet the diverse needs of our students. Extracurricular Activities
- Offering a range of extracurricular activities that allow students to explore new interests, develop skills, and enhance their personal growth.

Training and Support Services

- Providing training, advice, and information for students and their families, ensuring they can access the resources needed to thrive academically and personally.

Holistic Development

- Supporting the education of young women by fostering their mental, physical, and moral capabilities, in ways deemed appropriate by the trustees. This includes creating an environment that encourages personal and academic development. The Young Women's Hub fosters a nurturing and empowering environment for all students through these initiatives. We focus on equipping them with the skills, knowledge, and confidence necessary to thrive in their future endeavours.
- To expand our pastoral services to include a mentoring service, key support person extra curriculum clubs and primary outreach service. To provide voluntary placements for social workers and therapists, in turn, will support the most vulnerable and at-risk young women by providing them with holistic wraparound care within the school environment.
- To provide a CPD program for all staff in subject areas which are relevant to their post.
- To expand our service remit to other boroughs throughout London.
- To utilise and expand ways of raising funds, providing much-needed resources and services for the school

Objectives and Activities

Delivering High-Quality Vocational and Formal Education

The Young Women's Hub is committed to providing high-quality vocational and formal education through its independent school. The curriculum is carefully tailored to meet the diverse needs of our students, ensuring that each individual receives the support required to achieve their full potential.

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Extracurricular Activities

The Young Women's Hub offers a comprehensive programme of extracurricular activities designed to enrich the educational experience of our students. These activities include a variety of trips and visits to places of interest, providing students with the chance to broaden their horizons and engage with the wider community. In addition, creative workshops such as pottery encourage students to express themselves artistically and develop new talents. By participating in these opportunities, students are able to explore new interests, cultivate essential skills, and support their personal growth. The extracurricular activities have been carefully structured to complement the academic curriculum, ensuring that each student benefits from a well-rounded and holistic educational journey.

Training and Support Services

Our commitment to equipping students and their families with the tools required for success is demonstrated through a comprehensive range of training, advice, and information services. These support provisions are designed to ensure that all individuals can access the resources and guidance needed for academic and personal development. By actively involving families in the educational journey, we foster a collaborative approach that strengthens the support network surrounding each student. This engagement helps to create a nurturing and positive environment, promoting ongoing achievement and wellbeing both within and beyond the school setting.

Holistic Development of Young Women

At The Young Women's Hub, our support for students extends well beyond the academic curriculum. We are dedicated to nurturing the mental, physical, and moral development of every young woman in our care, aligning our approach with the values and guidance set out by the trustees.

By cultivating a nurturing and empowering environment, we enable our students to thrive both personally and academically. Our ethos encourages each individual to develop the essential skills, gain valuable knowledge, and build the confidence required to pursue their goals and succeed in all aspects of life. This holistic approach ensures that every student is well-prepared for the challenges and opportunities that lie ahead.

Expanding Pastoral and Support Services

In order to further enhance the support provided to our students, The Young Women's Hub is committed to the expansion of our pastoral services. Central to this effort is the deeper integration of our mentoring service within the school's overall offer, ensuring

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that every student can benefit from personalised guidance and encouragement throughout their educational journey.

As part of this expansion, specific key support persons will be designated to act as primary contacts for students, offering consistent and accessible support. The range and availability of extracurricular clubs will also be increased, providing additional avenues for personal development and engagement outside the classroom.

A new primary outreach service is set to be launched, extending the reach of our support to younger students and their families. In addition, to strengthen the assistance offered to carers and parents, we will send out information detailing local community support resources.

The Hub also plans to offer voluntary placements for social workers and therapists. These placements will form an integral part of our holistic approach, ensuring that the most vulnerable and at-risk young women benefit from comprehensive wraparound care within a safe and supportive school environment.

Staff Development and Wellbeing

At The Young Women's Hub, we are dedicated to fostering the continuous professional growth of our staff. To support this commitment, all members of staff have access to a comprehensive Continuing Professional Development (CPD) programme. This initiative provides regular training that is carefully tailored to meet the diverse needs of staff according to their subject specialisms and individual roles within the organisation. This targeted approach to professional learning underpins the consistently high standards of teaching and support maintained throughout the school. By prioritising ongoing development, we ensure that our team remains equipped with current knowledge and skills, enabling staff to deliver the best possible support to our students and drive the overall success of The Young Women's Hub.

Staff wellbeing is central to our ethos. We recognise the importance of supporting our staff emotionally and professionally, particularly when they face challenges. We are committed to ensuring that every staff member has access to the professional and emotional support needed to thrive in their roles.

Expansion and Sustainability

The Young Women's Hub is dedicated to expanding its reach and supporting a greater number of young women throughout London. With a strategic and forward-thinking perspective, the Hub intends to extend its services to additional boroughs, ensuring that more communities have access to its specialised support and educational programs. This growth aligns with the Hub's long-term objective of fostering positive outcomes for young women beyond its current scope.

Alongside geographic expansion, the Hub places a strong emphasis on financial stability and sustainability. To achieve this, rigorous efforts will be directed towards diversifying and strengthening fundraising initiatives. By pursuing a variety of fundraising

opportunities, the Hub aims to secure the essential resources required to sustain and enhance its services. These strategic developments will position the Hub to continue supporting its students, staff, and the wider community well into the future. Additionally, the Hub plans to continue its outreach service within Lewisham primary schools and to further develop its sixth form from September 2026.

Summary of the main achievements of the charity during the year

- ☐ Students enrolled at the Young Women's Hub between 31st March 2024 and the 31st of March 2025.
- ☐ 100% of students successfully enrolled on 16+ destinations, for example, College placements or been signposted to other agencies.
- ☐ 70% of students reintegrated back into mainstream school.
- ☐ 100% of students completed their Functional Skill exams in English and Maths
- ☐ The Hub was awarded a 100% pass rate in the local authority safeguarding audit.
- ☐ The Young Women's Hub was awarded "Good" in all areas by OFSTED.
- ☐ An increase in referrals by 40%



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The Young Women's Hub worked alongside voluntary, statutory organisations and schools throughout the year.

- London Borough of Lewisham SEN department
- Metropolitan Police
- Lewisham Virtual School
- Haberdashers Askes Hatcham school
- Sydenham Girls School
- Trinity School
- Eltham Hill
- Lewisham Virtual School
- Greenwich Virtual School
- ASDAN short courses
- The Tutorial Foundation
- Prendergast Federation Arts
- Knights Academy
- Lean Arts

Financial Review

During the year ended 31 March 2025, the charity's income was £456,330(2024: £363,906)and expenditure totalled £401,024 (2024: £338,199). The charity had a net income during the year of £55,306(2024: £25,707). This resulted in an increase in the general reserves (unrestricted funds) held at the year-end. Unrestricted funds at the year-end were £147,711 (2024: £92,405), and restricted funds were £nil (2024: £nil)

Reserves Policy

The trustees are committed to sustaining the charity's unrestricted funds—specifically, its free reserves—at a level equivalent to approximately three months of operating expenditure. This prudent approach to reserves management is designed to ensure the continued delivery of the Hub's charitable activities, even in the event of a significant reduction in funding. By maintaining reserves at this threshold, the organisation is able to safeguard its operations and uphold its commitment to supporting beneficiaries without disruption.

At the time of the current financial review, the Hub holds unrestricted reserves totalling £10,000. This amount reflects the ongoing efforts to maintain financial resilience and operational stability within the charity.

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Funding Sources

The primary source of funding is derived from school and local authority placements. Placement fees are allocated toward building operational costs and staffing expenses. In recognition of the necessity to broaden income streams, the Trustee Board and head of school have engaged in strategic discussions and completed a comprehensive fundraising strategy for future development.

Risk Management Process

The Chairperson meets regularly with the risk register to ensure it is kept up to date. Risks to the organisation are identified and assessed throughout the year, enabling timely recognition of potential issues. Appropriate controls are then put in place to manage and mitigate these risks effectively. The risk management process at the Young Women's Hub is formally reviewed on an annual basis, ensuring that the approach remains current and robust in the face of changing circumstances.

Key Controls

- Formal agendas and minutes are maintained for trustee meetings, which are convened every six weeks.
- Monthly management accounts and cash flow statements are prepared to facilitate ongoing financial monitoring.
- Formal written policies have been developed, including defined authority limits, to support effective governance.
- The school has established a School Improvement Plan that outlines objectives for the upcoming year and specifies key priorities, such as diversifying funding streams.

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Student Testimonial

When I first began my placement at YWH, I was finding it difficult to adapt to a mainstream school setting. My attendance and punctuality were not good, and my behaviour was worsening. However, moving to a smaller environment at YWH allowed me to focus on improving my behaviour, as there was less pressure on me. I was able to access greater support with my education and felt that I was being genuinely listened to and heard.

I developed strong relationships with all the staff, which made me feel safe and comfortable enough to discuss personal matters. This support was really beneficial to me. Being at YWH also helped me to explore my options for the future, giving me increased confidence about my choices after leaving school.

There have been days when I have not wanted to engage and have completely shut down, but the staff have always been patient and persistent, encouraging me and reminding me to do my best. I am proud that I have been able to sit exams, particularly speaking and listening exams, which I would not have been able to do if I had remained in mainstream education. I am also extremely proud to have been offered a place at college, and I now feel able to move on without struggling.

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Statement of Trustees' Responsibilities

The trustees (who are also directors of the charitable company for the purposes of company law) 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).

Company law 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 charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- a) select suitable accounting policies and apply them consistently;
- b) observe the methods and principles in the Charities SORP;
- c) make judgments and accounting estimates that are reasonable and prudent
- d) state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- e) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. This report, which has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006, was approved by the Board on _____ December 2025 and signed on its behalf.

Trustee

Name

Independent Examiner's Report to the Trustees of Young Women's Hub Ltd

I report on the financial statements of the company for the year ended 31 March 2025 as set out on pages 17 to 26.

Responsibilities and basis of report

As the charity's trustees of the Company (who are also the directors of the company for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the accounts of the Company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination, I have followed the Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act).

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Association of Chartered Certified Accountant, which is one of the listed bodies.

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

1. accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
2. the accounts do not accord with such records; or
3. the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the Charities SORP (FRS102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Shruti Soni FCCA FCIE
Shruti Soni Ltd ● Chartered Certified Accountants
117A St Johns Hill, Sevenoaks TN13 3PE

Date:

Young Women's Hub Ltd

Statement of financial activities (incorporating an income and expenditure account)

Income from:	Other income
Donations and legacies	Investments Total income
Charitable activities	
Provision of education	Expenditure on: Raising funds

Charitable activities	2	36,975	-	36,975	31,705	5,000	36,705
Provision of education							
Total expenditure	3	417,975	-	417,975	326,844	-	326,844
		240	-	240	-	-	-
Net income / (expenditure)		1,140	-	1,140	357	-	357
before net gains / (losses) on							
For the year ended 31 March		<u>456,330</u>	<u>-</u>	<u>456,330</u>	<u>358,906</u>	<u>5,000</u>	<u>363,906</u>
2025		-					
Unrestricted	4	11,195	-	11,195	10,333	-	10,333
Restricted							
Total							
RestrictedTotal		<u>389,829</u>	<u>-</u>	<u>389,829</u>	<u>322,866</u>	<u>5,000</u>	<u>327,866</u>
Note		£	£				
	4	<u>401,024</u>	<u>-</u>	<u>401,024</u>	<u>333,199</u>	<u>5,000</u>	<u>338,199</u>
		£	£				
		<u>55,306</u>	<u>-</u>	<u>55,306</u>	<u>25,707</u>	<u>-</u>	<u>25,707</u>
Net income / (expenditure) for							
the year		55,306	-	55,306	25,707	-	25,707
Transfers between funds		-	-	-			-
Net movement in funds		55,306	-	55,306	25,707	-	25,707
Reconciliation of funds:							7
Total funds brought forward		<u>92,405</u>	<u>-</u>	<u>92,405</u>	<u>66,698</u>		<u>66,698</u>
Total funds carried forward	13	<u>147,711</u>	<u>-</u>	<u>147,711</u>	<u>92,405</u>	<u>-</u>	<u>92,405</u>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 13 to the financial statements.

Young Women's Hub Ltd
Company no. 03070807 Balance
sheet

	As at 31 March 2025		2024	
	Note	£	£	£
Fixed assets:				
Tangible assets	9		<u>299</u>	<u>374</u>
			299	374
Current assets:				
Debtors	10	53,563		40,276
Cash at bank and in hand		<u>125,146</u>		<u>58,336</u>
		178,709		98,612
Liabilities:				

Creditors: amounts falling due within one year	11	<u>31,297</u>	<u>6,581</u>
Net current assets / (liabilities)		<u>147,412</u>	<u>92,031</u>
Total net assets / (liabilities)		<u>147,711</u>	<u>92,405</u>
The funds of the charity:	12	-	-
Restricted income funds			
Unrestricted income funds: General funds		<u>147,711</u>	<u>92,405</u>
Total unrestricted funds		<u>147,711</u>	<u>92,405</u>
Total charity funds		<u>147,711</u>	<u>92,405</u>

For the year ending 31 March 2025, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Trustees' Responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476
- The trustees acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements, which have been prepared in accordance with the special provisions relating to the small companies regime within Part 15 of the Companies Act 2006 and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), were approved by Board the on _____ and signed on its behalf by:

Trustee Name

Young Women's Hub Ltd
Notes to the financial statements
For the year ended 31 March 2025

1 Accounting policies

a) Basis of preparation

The financial statements have been prepared 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) (effective 1 January 2019) -

(Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. Young Women's Hub is a charitable company limited by guarantee registered in England with registration number 03070807. Its registered office address is 308 Brownhill Road, Lewisham, London, England, SE6 1AU. The accounts are presented in GBP rounded to £1.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS

102. c) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

d) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material. Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

1 Accounting policies (continued)

f) Fund accounting

Young Women's Hub Ltd
Notes to the financial statements
For the year ended 31 March 2025

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular

purposes. g) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings: □

Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose

□ Expenditure on charitable activities includes the costs of performances and choral singing activities undertaken to further the purposes of the charity and their associated support costs □ Other expenditure represents those items not falling into any other heading

h) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

- Provision of education to young women 100%

i) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- Plant & Machinery 20% reducing balance j) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

k) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

l) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

2 Income from donations and legacies

	2025 total		2024
	Unrestricted £	Restricted £	Total £
	1,975	-	1,975
	35,000	-	35,000
	<u>36,975</u>	<u>-</u>	<u>36,975</u>
			7,405
			<u>29,300</u>
			<u>36,705</u>

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Donations

Donation in kind

Donation in Kind includes pro bono support to Young Women's Hub across all legal matters.

3 Income from charitable activities

			2025	2024
	Unrestricted £	Restricted £	Total £	Total £
Provision of education to young women Fees	417,975	-	326,844	326,844
Total income from charitable activities	<u>417,975</u>	<u>-</u>	<u>326,844</u>	<u>326,844</u>

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4 Analysis of expenditure

	Cost of raising funds	Charitable activities	Support costs	
For the year ended 31 March 2025	£	£	£	2025 Total
Staff costs (Note 5)	11,195	161,302	93,374	£
Freelance Tutor Costs	-	7,290	-	265,871
Staff Welfare & Training	-	-	7,284	7,290
Project spending	-	24,187	-	7,284
Rent	-	-	12,000	24,187
Repairs and maintenance	-	-	11,034	12,000
Utilities and insurance	-	-	18,316	11,034
Admin and office overheads	-	-	14,412	18,316
Legal & professional fees	-	-	1,036	14,412
Governance cost - support	-	-	2,212	1,036
Accountancy & Independent Exam	-	-	2,382	2,212
Donated legal & professional fees	-	-	35,000	2,382
				35,000
	11,195	192,779	197,050	401,024
Support costs toward activities		197,050	(197,050)	-
Total expenditure 2025	11,195	389,829	-	401,024
Total expenditure 2024	10,333	327,866	-	338,199

Legal and professional fees include pro bono legal services valued at £35,000. Of the total expenditure, £401,024 was unrestricted (2024: £333,199) and nil was restricted (2024: £5,000).

	Cost of raising funds	Charitable activities	Support costs	2024 Total
For the year ended 30 March 2024	£	£	£	£
Staff costs (Note 5)	10,333	118,154	87,962	216,449
Freelance Tutor Costs	-	3,028	-	3,028
Staff Welfare & Training	-	-	4,793	4,793
Project spending	-	33,148	-	33,148
Rent	-	-	12,000	12,000
Repairs and maintenance	-	-	6,250	6,250
Utilities and insurance	-	-	13,978	13,978
Admin and office overheads	-	-	15,283	15,283
Legal & professional fees	-	-	909	909
Governance cost - support	-	-	877	877
Accountancy & Independent Exam	-	-	2,184	2,184
Donated legal & professional fees	-	-	29,300	29,300

	10,333	154,330	173,536	338,199	Support costs
toward activities - 173,536 (173,536) -					
Total expenditure 2024	10,333	-	338,199		327,866

5 Trustee remuneration and expenses

Staff costs were as follows:

	2025	2024
	£	£
Salaries and wages	233,829	200,158
Social security costs	16,860	8

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		13,905
Employer's contribution to defined contribution pension schemes	15,182	2,386
	265,871	216,449

No employee earned more than £60,000 during the year (2024: nil).

The total employee benefits including pension contributions of the key management personnel were £109,232 (2024: £98,295).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2024: £nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

6 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2025	2024
	No.	No.
Raising funds	0.4	0.2
Charitable Activity	5.1	4.0
Support	3.0	3.0
	8.5	7.2

7 Related party transactions

No trustees were paid or received any expenses for travel, subsistence or accommodation or for services provided in their capacity as trustees (2024: nil).

Dontions received from C Mullings, a trustee, during the year was £120 (2024: £120)

8 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

9 Tangible fixed assets

	Plant & Machinery	Total
	£	£
Cost or valuation	22,626	22,626
At the start of the year	22,925	22,925
At the end of the year	299	299
	22,925	22,925
Depreciation	374	374
At the start of the year Charge for the year		
At the end of the year		
Net book value		

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At the end of the year						
At the start of the year						
10	All of the above assets are used for charitable purposes.					
Debtors		2025 £	2024 £			
Trade debtors		38,145	27,333			
Other debtors		568	3,796			
Accrued income		14,850	9,147			
		<u>53,563</u>	<u>40,276</u>			
11	Creditors: amounts falling due within one year	2025 £	2024 £			
Trade creditors		15	-			
Taxation and social security		6,595	-			
VAT		22,279	4,661			
Accruals		2,408	1,920			
		<u>31,297</u>	<u>6,581</u>			
12	Analysis of net assets between funds					
		General unrestricted Designated £	Restricted £	Total funds £		
	Tangible fixed assets	299	-	299		
	Net current assets	92,106	-	92,106		
		<u>92,405</u>	<u>-</u>	<u>92,405</u>		
	Net assets at 31 March 2025					
12	Analysis of net assets between funds (continued)					
		General unrestricted £	Designated £	Restricted £	Total funds £	
	Tangible fixed assets	467	-	-	467	
	Net current assets	66,230	-	-	66,230	
		<u>66,697</u>	<u>-</u>	<u>-</u>	<u>66,697</u>	
	Net assets at 31 March 2024					
13	Movements in funds					
		At 1 April 2024 £	Incoming resources & gains £	Outgoing resources & losses £	Transfers At 31 March 2025 £	
	Unrestricted funds:					
	General funds	92,405	456,330	(401,024)	-	147,711
		<u>92,405</u>	<u>456,330</u>	<u>(401,024)</u>	<u>-</u>	<u>147,711</u>
		<u>92,405</u>	<u>456,330</u>	<u>(401,024)</u>	<u>-</u>	<u>147,711</u>

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Total unrestricted funds					
Total funds					
	At 1 April 2023 £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At 31 March 2024 £
Restricted funds:					
The National Lottery community Fund	-	5,000	(5,000)		-
Total restricted funds	-	5,000	(5,000)	-	-
Unrestricted funds: General funds					
Total unrestricted funds	66,698	358,906	(333,199)		92,405
Total funds	66,698	358,906	(333,199)	-	92,405
13 Movements in funds (continues.....)	66,698	363,906	(338,199)	-	92,405

Purposes of restricted funds

The National Lottery community fund

The purpose of the national lottery community fund is to support the Charity for coronavirus support activity.

14 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property		Equipment	
	2025 £	2024 £	2025 £	2024 £
	140,000	140,000	-	-
Over five years	140,000	140,000	-	-

15 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.