

Young Gloucestershire Limited

England & Wales · Charity number 281797

Details

Other names	GLOUCESTERSHIRE YOUTH ASSOCIATION LIMITED, YOUNG GLOUCESTERSHIRE
Status	Registered
Legal form	Charitable company
Company number	01547097
Registered	1981-03-27
Register	View on the Charity Commission register

Contact

Address	The Old Dock Office Commercial Road Gloucester GL1 2EB
Phone	01452501008
Email	getinvolved@youngglos.org.uk
Website	www.youngglos.org.uk

Activities

Objects: THE CHARITY'S OBJECTS ("OBJECTS") SHALL INCLUDE BUT NOT BE LIMITED TO, HELPING YOUNG PEOPLE TO DEVELOP THEIR PHYSICAL, MENTAL AND SPIRITUAL CAPABILITIES OR TO PROVIDE SUCH OTHER HELP AND SUPPORT TO YOUNG PEOPLE AS THE TRUSTEES SEE FIT, INCLUDING THE RELIEF OF POVERTY, THE ADVANCEMENT OF EDUCATION, THE ADVANCEMENT OF HEALTH, THE ADVANCEMENT OF CITIZENSHIP AND COMMUNITY DEVELOPMENT, THE ADVANCEMENT OF THE ARTS, CULTURE, HERITAGE OR SCIENCE, THE ADVANCEMENT OF AMATEUR SPORT, THE ADVANCEMENT OF HUMAN RIGHTS, THE ADVANCEMENT OF EQUALITY AND DIVERSITY, THE RELIEF OF THOSE IN NEED BY REASON OF YOUTH, AGE, ILL-HEALTH, DISABILITY OR OTHER DISADVANTAGE, AND SUCH OTHER PURPOSES RECOGNISED FROM TIME TO TIME BY LAW AS CHARITABLE.

Activities: Young Gloucestershire (YG) is a countywide charity that supports disadvantaged young people (aged 11-25) who are facing challenges in their lives. YG's vision is for young people to have the confidence, motivation and skills to improve their lives. We work to achieve this vision by providing training, practical support and working with communities.

Classification

- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty
- **Who:** Children/young People

Geography

- **Area of benefit:** NOT DEFINED-IN PRACTICE ADMINISTRATIVE COUNTY OF GLOUCESTER
- Gloucestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£3,621,870	£3,554,886	£2,368,045	99
2024-03-31	£3,146,840	£2,872,268	£2,291,463	84
2023-03-31	£2,316,692	£2,286,534	£1,981,854	71
2022-03-31	£2,680,496	£2,141,320	£1,956,869	54
2021-03-31	£2,029,600	£1,503,185	£1,416,427	42

Trustees

Name	Role	Appointed
Valentine Mark Sheridan	Chair	2016-01-12
Catherine Jane O'Donoghue		2019-06-18
Clare Elizabeth Vertigen		2026-05-19
Frances Camille Stallard		2018-05-16
Grant Leon		2021-02-02
Isabella Maria Norman		2026-03-03
Paul Holroyd		2019-02-19
SARAH JANE DANSON		2023-10-24
Simon Titterton		2020-07-01

Young Gloucestershire Limited

England & Wales - Charity number 281797

Accounts

Company registration number 01547097 (England and Wales)

Charity registration number 281797 (England and Wales)

YOUNG GLOUCESTERSHIRE LIMITED
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

YOUNG GLOUCESTERSHIRE LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Mr M. Sheridan
Mr M. Moule
Ms C. Stallard
Mr S. McKeag
Mr P. Holroyd
Ms C. O'Donoghue
Mr S. Titterton
Mr G. Leon
Mr J. Tabor
Ms S. Danson

Key Management Personnel

Chief Executive Officer	Ms T. Clark	
Chief Operating Officer	Ms A. Wynn	
Finance Manager	Ms L. Howes	
Senior Managers	Mr T. Saunders	
	Ms E. Blakelock	(Until March 2025)
	Mr T. Jones	(Until February 2025)
	Ms I. Sime	
	Ms M Watkins	
	Mrs C Farman	

Charity number 281797

Company number 01547097

Registered office

The Old Dock Office
Commercial Road
Gloucester
Gloucestershire
GL1 2EB

Auditor

Pitt Godden & Taylor LLP
Unit 3 Ambrose House
Meteor Court
Barnett Way
Barnwood
Gloucester
GL4 3GG

Bankers

HSBC Bank plc
The Cross
Gloucester
GL1 2AP

Solicitors

Willans LLP
28 Imperial Square
Cheltenham
Glos
GL50 1 RH

YOUNG GLOUCESTERSHIRE LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Investment advisors Crowe Financial Planning UK Ltd
St James's House
St James's Square
Cheltenham
Gloucestershire
GL50 3PR

Investment advisors LGT Wealth Management LLP
14 Cornhill
London
EC3V 3NR

YOUNG GLOUCESTERSHIRE LIMITED

CONTENTS

	Page
Trustees' report	1 - 9
Statement of trustees' responsibilities	10
Independent auditor's report	11 - 13
Statement of financial activities	14
Balance sheet	15
Statement of cash flows	16
Notes to the financial statements	17 - 39

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

The trustees present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Objectives and activities

Young Gloucestershire ("YG") is a countywide youth work charity in Gloucestershire.

The objectives, for which the charity was established, as described in its governing document, are: 'helping young people to develop their physical, mental and spiritual capabilities or to provide such other help and support to young people as the Trustees see fit, including the relief of poverty, the advancement of education, the advancement of health, the advancement of citizenship and community development, the advancement of the arts, culture, heritage or science, the advancement of amateur sport, the advancement of human rights, the advancement of equality and diversity, the relief of those in need by reason of youth, age, ill-health, disability or other disadvantage, and such other purposes recognised from time to time by law as charitable.'

This can be summed up in the phrase 'inspiring young people'.

YG's Vision is:

For young people to have the confidence, motivation and skills to improve their lives.

Our Mission:

We work to achieve this vision by creating opportunities that educate, inform, and inspire by;

- Providing training for young people to take the next step;
- Working with young people to make informed decisions by offering practical support;
- Working with communities to provide opportunities for young people.

Our Values:

- Participation: Young people are at the heart of our service.
- Flexibility: We respond to the changing needs of young people.
- Equality: We support all young people to reach their potential no matter their circumstances.
- Partnership: We value working with like-minded communities and organisations to achieve our vision.

Young Gloucestershire is the local association for UK Youth and the countywide delivery partner for King's Trust Teams.

How Young Gloucestershire's activities deliver public benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

The charity aims to create opportunities that educate, help and inspire young people. The projects are targeted to help any young person in need with no discrimination regarding race, background, education or ability.

No charge is made to the young people being assisted, a fee may be charged to another organisation.

Young Gloucestershire's areas of work in 2024/25 focused on supporting young people's mental health challenges, gain the skills needed to find meaningful employment, mentoring, support those on the edges of the criminal justice system, and to wrap around and support the whole family unit.

Over this period, we have continued our growth and developed several new services to respond to the needs of young people in the county.

There continues to be a specific focus on our mental health services and support for young people to re-engage in education, as well as mentoring programmes aimed at young people who are considered at risk.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Who we have supported:

Gender breakdown	% of Total	Age Group of beneficiaries	% of Total
Female	56.09%	0–10	2.55%
Male	38.83%	10–14	20.29%
Gender diverse	4.09%	15–19	55.26%
Not provided	0.99%	20–25	17.01%
Total	100.00%	25+	3.15%
		Not provided	1.74%
		Total	100.00%

IMD Range	% of Total	Status	% of Total
0–20	15.08%	Part-time education	5.78%
20.01–40	15.29%	On Roll, not attending	6.51%
40.01–60	24.38%	Not provided	13.98%
60.01–80	22.03%	NEET	18.54%
80.01–100	21.59%	Full-time education	44.17%
Not provided	1.64%	Employed part-time	4.22%
Total	100.00%	Employed full time	6.54%
Note: Index and multiple deprivation is the official measure of relative deprivation across the UK		CME (Missing from Education)	0.26%
		Total	100.00%

Ethnicity	% of Total	Source	% of Total
Asian / British Asian	1.25%	Education	25.57%
Black / Black British	1.56%	CAMHS	14.19%
Dual Heritage	4.74%	Other	11.74%
Not recorded	17.55%	Self-referral	11.74%
Other	0.47%	Other Mental Health	8.54%
White	74.43%	Parent/Guardian	8.31%
Total	100.00%	Social Services	7.92%
		VCSE	2.50%

District	% of Total		
Gloucester	28.26%	Navigation Hub	1.59%
Tewkesbury	17.06%	GP	1.56%
Stroud	16.61%	Internal	1.46%
Cheltenham	16.41%	MHICT	1.12%
		Other (combined 40 or fewer referrals)	3.75%
Forest of Dean	10.78%	Total	100.00%
Cotswold's	8.28%		
Not provided	1.51%		
Out-of-county	1.09%		
Total	100.00%		

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Items of note in the 2024/25 period were:

Due to the increase of national insurance and living wage the costs of Young Gloucestershire would rise above a manageable level in 25/26 if the current organisation structure was maintained, as a result a restructure of the organisation was undertaken in Jan 25 to reduce costs and overheads to ensure sustainability for 25/26. This restructure saw the reduction of two senior managers, fundraising manager and communications/marketing manager. These changes have seen the merger of two operational departments and the remaining Senior Management team taking on additional responsibilities for fundraising and communications.

Our Mental Health Services have continued to grow, providing additional mental health programmes and increased reach. A programme of note is the demand on our Flourish service providing support to young people who would otherwise be on the Child and Adolescent mental health (CAMHS) waitlist. This programme has seen increasing demands.

Mentoring and Family services have continued to develop and grow. However, we have seen the Gloucestershire Mentoring Partnership (GMP) come to an end which has seen a decrease in mentoring services for those with involvement in crime, CSE, and high adverse childhood experiences (ACES). New programmes of note are the Ukraine Youth Work Programme providing support to young people who have been displaced from Ukraine. Online Navigation supporting young people who are at risk online and the growth of our gender diverse services to young people and families.

Our support for young people back into education has increased with the growth of the Section 19 programme, which seeks to support young people who are not attending school due to a range of complex issues.

In summer 24 we introduced a new way of working called the 'YG way' this sets out the standards and processes as an organisation that we want to deliver to young people. Data shows a 15% increase in the sessions delivered to young people since this process was put in place. We are proud of this achievement and continue to review the 'YG way' to improve outcomes for young people.

During the year, the charity worked with 5,199 young people through one-to-one and group initiatives providing intensive support to young people. We are particularly proud our trauma informed practice, young people in our service who have high levels of trauma see the biggest improvement in well-being. 19.04% of the young people engaged in our services have experienced high levels of trauma, with ACE scores of four or more. Those with the highest adversity achieved the greatest gains. Average WEMWBS improvements reached 10.84 points for individuals with ACE scores of 7 or more, compared with 8.72 points for those scoring under 4.

There are some key demographics of those we supported this year:

- 27% of children, young people and families who engaged with our service needed some form of safeguarding support.
- 31% of children, young people and families supported where not attending school, education, training or work and sort support related to this.
- 10% of children, young people and families had caring responsibilities at home.
- 35% of children, young people and families identified as using substances or alcohol
- 13% of children, young people and families were from minority backgrounds.
- 70% of young people saw improvement in their wellbeing after engaging in our services. The improvement was an average improvement amongst improvers of 9.7 on the WEMBS scale.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Education and Development Highlights

The Education and Development team continued to focus on supporting young people missing from education or employment. The key services provided:

- Transition chat – supporting young people aged 16 to positively progress to a post 16 destination
- S19 – Supporting young people not in education to have their voice heard and progress back into education.
- King's Trust Team- supporting NEET young people to gain the skills to progress into work.

Mentoring and Families Highlights

This area of work has continued to expand and diversify its offer:

- Arcus – providing children, young people and families support around gender diversity
- Ukraine youth work – providing support to young people who have been displaced by conflict.
- Drugs and alcohol – supporting young people who are involved with drugs and alcohol
- Online Navigation – supporting young people at risk online

These programmes and many more in the department are allowing us to respond to emerging needs of young people.

Therapeutic Services Highlights

Our core mental health offer providing support to young people 16+ has continued to grow with an increase in referrals. The hospital programme continues to go from strength to strength, and we were proud to win an NHS partnership award for this work. Our bluebells programme expanded to a second worker and additional surgeries in Forest of Dean and Tewkesbury. Our partnership with the young adult service has continued and allows us to ensure the needs of young people are met more effectively.

Other key highlights of the year are the confirmation of core funding to deliver mental health services, securing funding to work with an external researcher to evaluate our Flex (counselling and youth work offer)

Fundraising

It has been a challenging year for fundraising with the competition for applications becoming more intense and many funders reevaluating their funding strategies and seeking to only support smaller organisations. However, we continue to develop our fundraising strategy. The restructure of the fundraising team means the fundraising responsibility in the later part of the year and moving forward sits with members of the Senior Management Team. An independent consultant was brought in to help YG evaluate the funding approach and this has guided the changes for the organisation.

Aside from the challenges all the funds required were raised for the charity to meet the funding needs.

Any voluntary regulated scheme binds none of the fundraising undertaken.

If a fundraising event is organised on behalf of YG, information on how to do this is provided on our website, but this activity needs to be monitored. We have received no complaints regarding fundraising.

The expectation for 25/26 is to continue implementing the new fundraising strategy to enable the financial security of the charity and the growth of services to meet demand.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Financial review

Young Gloucestershire's financial performance remained strong.

Total income was £3,621,870 (2024: £3,146,840) Expenditure for the year was £3,546,240 (2024: £2,872,268); We aim for full cost recovery wherever possible, but certain projects will never be self-supporting, so we look to diversify income streams to cover shortfalls in those activities that e form an essential part of the charity's aims and objectives.

A total of £160,981 (2024: £94,561) has been transferred from the unrestricted fund to the restricted fund in this financial year. The total net income for the year was £76,582 (2024: £309,609).

The trustees decided to designate further funds during 2025, including the donation received from Infobuzz last year, to ensure the continuation of the Infobuzz work, and money received for investment in the portfolio, which will be used to create a long term legacy.

This leaves the charity with general unrestricted funds of £58,692, designated funds of £1,055,074 and restricted funds of £728,179.

Reserves policy

The trustees have a policy to hold in liquid free reserves, (as net cash and readily available investments) an approximate sum required for continuing the operation of the charity for three to six months. The trustees are of the opinion that an appropriate level of liquid free reserves would be in the range of £380,000 - £750,000. This would give time, in the event of a curtailment in income, for further funding to be secured.

At the year end, the charity was holding as net current assets a sum of £647,685 of which £49,272 were restricted and so unavailable for general use. This leaves the charity with liquid free reserves of £598,413. The charity is therefore meeting its objectives.

The long term creditor represents the mortgage and is secured on the property. For this reason, both are excluded from liquid free reserves.

The board reviewed the designated funds for the charity in line with the restrictions of the current funds and have agreed new designated funds. This is detailed in note 27.

Principal funding sources

The financial statements detail the sources of funds available to the charity.

Incoming resources which warrant a separate mention are as follows:

- £289,799 through colleges for the funding of King's Trust Team programme.
- £1,498,456 from the NHS Gloucestershire Clinical Commissioning Group for the work of our mental health and counselling services.
- £989,496 for the delivery of transitions and S19 support services from Gloucestershire County Council.

The charity has also received funding from a variety of other sources including:

Pets Foundation
The Henry Smith Foundation
Big Lottery
The Dr Martens Foundation
Clive Richards Foundation
The Masonic Charitable Foundation
Nationwide Building Society
The Notgrove Trust
ILP Tewkesbury
ILP Cotswolds
The Ernest Cook Trust
St James' Place Charitable Foundation
Tewkesbury Borough Council
Waite and Hayward

All of whom provide funding to enable the charity to carry out its charitable objectives.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Investment policy

Young Gloucestershire investments are managed on our behalf by LGT Wealth Management LLP. The figures below do not include Treasury Management funds.

Investments are distributed in various asset classes, the details of which are included below. The Investment Committee sets the overall performance and ethical parameters under which our investment managers operate.

The primary objectives of our investment portfolio are to:

- Generate long-term income.
- Maintain an appropriate balance between equities, bonds, other investments, and cash to spread and manage risk.

The total return on our portfolios over the financial year was a positive return of 3%

The distribution of investments as of 31st March 2025 was :

UK Corporates	8%
Oversea Corporates	26%
Global	44%
North America	7%
Asia	5%
Alternatives/Cash	9%

The trustees have declared that the charity will not directly invest in armaments, tobacco, or pornography.

Risk assessment

The trustees and staff assess on an on-going basis the significant risks to which the charity is exposed, in particular those related to the operations and finances of the charity and to the health and safety of its employees and the public. In doing so the board of trustees has created a risk register that brings all the risks from across the organisation together and highlights the key risks for the organisation.

The current top risks for the organisation are:

- Funding – the current funding environment is uncertain, there is a lot of competition for limited funding amounts.
- The cost-of-living crisis is causing a problem providing a competitive salary and this in turn impact employee recruitment and retention.
- AI introduces a whole new world of risks for staff and young people and needs to be factored into a review of our policies.
- Recruitment of appropriate skill sets – the youth work sector is changing and there is a reduction in trained and skilled youth workers.

The following strategies have been put in place:

Recruitment of Appropriate Skillsets

Over recent years YG has found it needs a wider and more varied skillsets to deliver the services we deliver. The services we deliver are reliant on the skillset of the staff delivering these services. YG has been widening the range of qualifications it seeks and exploring the development opportunities available to the team to ensure we can meet these needs. As the organisation is growing, we are diversifying our skills and this is having a positive impact.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Plans for future periods

Our plans for the future are to continue developing services that meet the emerging needs, themes, and trends we see among the young people we serve. This includes developing programmes of support that continue to wrap around a young person and their family, supporting those at risk of school exclusion, those impacted by modern-day harms, and refugees and asylum-seeking young people.

We are also continuing to upskill and empower our workforce to be specialised youth workers, with the aim to introduce a recognised level 3 youth work qualification.

We plan to develop and improve our systems and processes for managing data and programme delivery, which will lead to operational efficiency and transparency across the organisation. This includes:

- The development of a new database system for measuring our work with young people.
- The strategic development of our IT system to ensure we can meet changing needs.
- Undertaking and completing external research to review our mental health services.
- Partaking in pilots to support young people back into education
- Seeking to develop further mental health youth work offer for 11–16-year-olds.
- Understanding the value and impact of lived experience of our staff in the workplace.

Structure, governance and management

The charity's registered office and registration numbers are recorded under legal and administration information. The charity is a charitable company with no share capital and is limited by guarantee. The governing documents of the charity are the Memorandum and Articles of Association.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr M. Sheridan
Mr M. Moule
Ms C. Stallard
Mr S. McKeag
Mr P. Holroyd
Ms C. O'Donoghue
Mr S. Titterton
Mr G. Leon
Mr J. Tabor
Ms S. Danson

All trustees give their time voluntarily and receive no benefits from the charity. There were no expenses claimed by trustees during the year.

The Board of Trustees has a wide range of specialist skills and experiences which include:

- Finance
- Building Surveying
- Youth Work
- Personnel Management
- Project Management
- Community Safety
- Business Management
- Education & Welfare
- Legal
- Voluntary & Community Sector

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

New trustees are selected by recommendations for their experience to fill skills gaps, or through advertisement and an open recruitment round.

New trustees are introduced to the managers and staff by the Chief Executive and spend time getting to know the activities of each department during their induction as well as visiting programmes and projects.

None of the trustees has any beneficial interest in the company. The Board of Trustees oversees Young Gloucestershire's programmes and services in order to ensure Young Gloucestershire meets its objectives, strategic plan and legal requirements.

The Board of Trustees is responsible for setting the strategic direction of the organisation and delegates the implementation of this policy to the Chief Executive and managers. This delegation is kept under review through regular board meetings. The trustees receive reports, department's performance against planned targets and financial reporting ahead of the formal Board Meetings.

The organisation has a range of policies and procedures appropriate to the range of work, responsibilities and legal regulations including:

- Safeguarding
- Health & Safety at Work
- Equal Opportunities
- Complaints
- Financial
- Risk
- Data Protection & Privacy

Organisational structure

The charity employs a CEO who manages the organisation, she is supported by a senior management team who have specific area focuses.

How decisions are made

The board of trustees delegate the day to day responsibility of operations to the CEO and senior management team. The trustees undertake a strategic review periodically and this was completed during the financial year. This sets the direction and parameters of the work. Trustees meet bi monthly to review progress against priorities set and ensure the organisation is compliant. In addition finance committee meetings are held monthly.

The senior management team meet monthly to review progress and set the direction and focus to achieve the strategy.

Remuneration policy

Young Gloucestershire has a staff salary structure, and roles are analysed against this.

The trustees each year make the decision for the whole organisation in relation to a cost of living pay rise based on the current market situation. A cost of living pay rise was agreed in Dec 2024 and will be implemented for April 2025.

The board of trustees sets the salary of the CEO and COO.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

Partnerships in the wider community

Young Gloucestershire is active in numerous local county, regional and national partnerships including:

- Gloucestershire County Council Youth Support Service/Prospects
- Gloucester VCS Alliance
- UK Youth
- Young People South West
- Gloucester, Tewkesbury, Cotswolds, Forest of Dean and Cheltenham ILP/ICB
- Health and Wellbeing Board
- Coalition for the wellbeing of children and young people.

Auditor

In accordance with the company's articles, a resolution proposing that Pitt Godden & Taylor LLP be reappointed as auditor of the company will be put at a General Meeting.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.

Mr M. Sheridan

Dated: 9 December 2025

YOUNG GLOUCESTERSHIRE LIMITED

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2025

The trustees, who are also the directors of Young Gloucestershire Limited for the purpose of company law, are responsible for preparing the Trustees' 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 adequate 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 Companies Act 2006. 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.

YOUNG GLOUCESTERSHIRE LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF YOUNG GLOUCESTERSHIRE LIMITED

Opinion

We have audited the financial statements of Young Gloucestershire Limited (the 'charity') for the year ended 31 March 2025 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 charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, 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 Companies Act 2006.

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.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of the audit, or 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.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

YOUNG GLOUCESTERSHIRE LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF YOUNG GLOUCESTERSHIRE LIMITED

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, 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 liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud, and non-compliance with laws and regulations, was as follows:

- We identified the laws and regulations relevant to the charity from discussions with the board and the finance team. The laws that we consider may have a direct material effect on the financial statements or the operation of the charity include the Charities Act 2011, the Companies Act 2006, employment, health and safety, and data protection.
- We ensured that the audit engagement team collectively has the appropriate competence, capabilities and skills to identify non-compliance with the applicable laws and regulations noted above.
- We assessed the extent of compliance with these laws and regulations through enquiries with the trustees and members of the finance committee and inspecting legal costs, and assessing any correspondence with the charity commission over the year.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud may occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, and their knowledge of any actual, suspected and alleged fraud;
- assessing and testing the internal controls in place to mitigate fraud risks and non-compliance with laws and regulations.

YOUNG GLOUCESTERSHIRE LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF YOUNG GLOUCESTERSHIRE LIMITED

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify unusual or unexpected transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias;
- reviewed a sample tested journal entries to confirm that they were genuine transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to the underlying supporting documentation;
- reviewing the minutes of meetings of the board as to actual and potential litigation and claims;
- checking for correspondence from the Charity Commission.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Nicholas Bishop (Senior Statutory Auditor)

For and on behalf of Pitt Godden & Taylor LLP, Statutory Auditor

Chartered Accountants

Unit 3 Ambrose House

Meteor Court

Barnett Way

Barnwood

Gloucester

GL4 3GG

9 December 2025

YOUNG GLOUCESTERSHIRE LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
<u>Income from:</u>					
Donations and legacies	3	150,237	674,040	824,277	1,021,796
Charitable activities	4	2,763,798	-	2,763,798	2,064,503
Activities for generating funds	5	-	-	-	35,210
Investments	6	29,289	4,506	33,795	25,331
Total income		2,943,324	678,546	3,621,870	3,146,840
<u>Expenditure on:</u>					
Raising funds	7	307,377	102,789	410,166	326,632
Charitable activities	8	2,414,522	730,198	3,144,720	2,545,636
Other	14	(8,646)	-	(8,646)	-
Total resources expended		2,713,253	832,987	3,546,240	2,872,268
Net gains/(losses) on investments	15	(5,908)	6,860	952	35,037
Net incoming/(outgoing) resources before transfers		224,163	(147,581)	76,582	309,609
Gross transfers between funds		(160,981)	160,981	-	-
Net income/(expenditure) and net movement in funds		63,182	13,400	76,582	309,609
Fund balances at 1 April 2024		1,576,684	714,779	2,291,463	1,981,854
Fund balances at 31 March 2025		1,639,866	728,179	2,368,045	2,291,463

The statement of financial activities includes all gains and losses recognised in the year.

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

YOUNG GLOUCESTERSHIRE LIMITED

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	17	1,228,812		1,249,793	
Investments	18	589,003		560,444	
		<u>1,817,815</u>		<u>1,810,237</u>	
Current assets					
Debtors	20	307,140		484,268	
Cash at bank and in hand		1,433,349		1,351,199	
		<u>1,740,489</u>		<u>1,835,467</u>	
Creditors: amounts falling due within one year	22	(1,092,804)		(1,236,924)	
Net current assets			647,685		598,543
Total assets less current liabilities			2,465,500		2,408,780
Creditors: amounts falling due after more than one year	23		(97,455)		(117,317)
Net assets			<u>2,368,045</u>		<u>2,291,463</u>
Income funds					
Restricted funds	26	728,179		714,779	
<u>Unrestricted funds</u>					
Designated funds	27	1,055,174		635,525	
General unrestricted funds		584,692		941,159	
		<u>1,639,866</u>		<u>1,576,684</u>	
		<u>2,368,045</u>		<u>2,291,463</u>	

The financial statements were approved by the Trustees on 9 December 2025

Mr M. Sheridan
Trustee

Mr M. Moule
Trustee

Company Registration No. 01547097

YOUNG GLOUCESTERSHIRE LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash generated from operations	33		121,772		545,816
Investing activities					
Purchase of tangible fixed assets		(39,684)		(89,000)	
Proceeds from disposal of tangible fixed assets		13,240		-	
Purchase of investments		(24,886)		(65,014)	
Proceeds from disposal of investments		-		17,014	
Investment income received		31,074		17,658	
Net cash used in investing activities			(20,256)		(119,342)
Financing activities					
Repayment of bank loans		(19,366)		(18,790)	
Net cash used in financing activities			(19,366)		(18,790)
Net increase in cash and cash equivalents			82,150		407,684
Cash and cash equivalents at beginning of year			1,351,199		943,515
Cash and cash equivalents at end of year			1,433,349		1,351,199

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Young Gloucestershire Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is The Old Dock Office, Commercial Road, Gloucester, Gloucestershire, GL1 2EB.

1.1 Basis of preparation

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "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)". 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 financial statements have been prepared under the historical cost convention, modified to include the revaluation of certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds are funds set aside by the directors out of unrestricted general funds for specific future purposes or projects.

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

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Secondments are quantified in the Statement of Financial Activities by reference to the salary scales of the entity providing the secondees. Gifts of assets are included in the Statement of Financial Activities at the fair value of the donated asset at the time of donation.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

When donors specify that amounts given to the charity must be used in future accounting periods, the income is deferred until those periods.

When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the preconditions for use have been met.

When donors specify that donations and grants are for particular restricted purposes, which do not amount to preconditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

Income/receipts from the Government and other agencies which relate to a contract for services have been included as income from activities in furtherance of the charity's objects once the service has been delivered.

1.5 Expenditure

Resources expended are included in the Statement of Financial Activities on an accruals basis. Inclusive of any VAT, that cannot be recovered.

Governance costs include those incurred in the governance of the charity and in connection with the administration of the charity and compliance with constitutional and statutory requirements.

Support costs are those costs incurred directly in support of expenditure and have been allocated to activity cost categories on the basis of staff time or usage per capita.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	50 years straight line, windows - 15 years straight line
Fixtures & fittings	5 years and 8 years straight line
Computers	4 years straight line
Motor vehicles	4 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

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 and bank loans 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.

Debt instruments are subsequently carried at amortised cost.

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.

Derecognition of financial liabilities

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

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

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

1.12 Retirement benefits

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

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total 2025	Total 2024
	£	£	£	£
Donations and gifts	73,777	-	73,777	410,290
Charitable grants	76,460	674,040	750,500	611,506
	<u>150,237</u>	<u>674,040</u>	<u>824,277</u>	<u>1,021,796</u>
For the year ended 31 March 2024	<u>410,290</u>	<u>611,506</u>		<u>1,021,796</u>
Donations and gifts				
Transfer from Infobuzz	-	-	-	246,727
Other	<u>73,777</u>	<u>-</u>	<u>73,777</u>	<u>163,563</u>
	<u>73,777</u>	<u>-</u>	<u>73,777</u>	<u>410,290</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

3 Donations and legacies

(Continued)

	Unrestricted funds	Restricted funds	Total 2025	Total 2024
	£	£	£	£
Grants receivable for core activities				
Spirax Sarco	5,000	-	5,000	5,000
St James's Place Foundation	-	55,281	55,281	40,393
Capital Group	71,460	-	71,460	-
Hobson Charity	-	11,000	11,000	-
Four Acre Trust	-	-	-	22,021
OPCC	-	-	-	64,042
The Notgrove Trust	-	10,000	10,000	1,826
Pets Foundation	-	46,200	46,200	34,650
Dulverton Power up	-	-	-	10,740
CHK Foundation	-	96,476	96,476	70,489
Cotswold ILP	-	-	-	42,437
Big Lottery	-	49,996	49,996	-
Tewkesbury ILP	-	10,000	10,000	26,584
Henry Smith	-	36,004	36,004	19,790
Waite & Hayward	-	17,400	17,400	6,670
The Julia and Hans Foundation	-	-	-	10,000
UKSPF	-	61,248	61,248	-
The Clive Richards Foundation	-	20,616	20,616	-
Gloucestershire County Council	-	60,000	60,000	115,713
Refugees	-	30,838	30,838	-
Cheltenham Borough Council	-	-	-	9,789
Masonic Trust	-	27,500	27,500	27,500
Ernest Cook	-	15,546	15,546	35,742
Nationwide Community Grant	-	17,850	17,850	17,850
Children in Need	-	11,800	11,800	26,036
Cotswold District Council	-	12,040	12,040	-
Prudence	-	21,105	21,105	-
Tewkesbury Borough Council	-	44,695	44,695	7,361
Other Charitable foundations	-	18,445	18,445	16,873
	<u>76,460</u>	<u>674,040</u>	<u>750,500</u>	<u>611,506</u>

4 Charitable activities

	Community	Development Team	Other income	Total 2025	Total 2024
	£	£	£	£	£
Sales within charitable activities	<u>1,753,862</u>	<u>998,766</u>	<u>11,170</u>	<u>2,763,798</u>	<u>2,064,503</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

5 Activities for generating funds

	2025	2024
	£	£
Service charges to Infobuzz Limited	-	35,210

6 Income from investments

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income from listed investments	4,095	4,506	8,601	2,975	4,896	7,871
Interest receivable	25,194	-	25,194	17,460	-	17,460
	<u>29,289</u>	<u>4,506</u>	<u>33,795</u>	<u>20,435</u>	<u>4,896</u>	<u>25,331</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

7 Raising funds

	Unrestricted funds	Restricted funds	Total 2025	Total 2024
	£	£	£	£
<u>Fundraising and publicity</u>				
Staff costs	175,253	56,361	231,614	182,509
Support costs	125,205	42,528	167,733	136,733
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Fundraising and publicity	300,458	98,889	399,347	319,242
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
<u>Governance costs</u>				
Support costs	3,550	1,390	4,940	1,626
Investment management fees	3,369	2,510	5,879	5,764
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	307,377	102,789	410,166	326,632
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
For the year ended 31 March 2024				
Fundraising and publicity	231,281	87,961		319,242
Allocated Governance costs	1,184	442		1,626
Investment management fees	3,036	2,728		5,764
	<u> </u>	<u> </u>		<u> </u>
Total Fundraising and publicity	235,501	91,131		326,632
	<u> </u>	<u> </u>		<u> </u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

8 Charitable activities

	Community	Development	Total	Total
	Team	Team	2025	2024
	£	£	£	£
Staff costs	1,325,488	500,042	1,825,530	1,438,979
Direct : Other staff costs	57,492	20,410	77,902	70,539
Direct expenses	83,480	99,918	183,398	174,123
Premises costs	68,575	-	68,575	86,811
	<u>1,535,035</u>	<u>620,370</u>	<u>2,155,405</u>	<u>1,770,452</u>
Share of support costs (see note 10)	689,512	271,813	961,325	765,965
Share of governance costs (see note 10)	20,447	7,543	27,990	9,219
	<u>2,244,994</u>	<u>899,726</u>	<u>3,144,720</u>	<u>2,545,636</u>
Analysis by fund				
Unrestricted funds	1,645,325	769,197	2,414,522	
Restricted funds	599,669	130,529	730,198	
	<u>2,244,994</u>	<u>899,726</u>	<u>3,144,720</u>	
For the year ended 31 March 2024				
Unrestricted funds	1,189,484	669,778		1,859,262
Restricted funds	249,817	436,557		686,374
	<u>1,439,301</u>	<u>1,106,335</u>		<u>2,545,636</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

9 Description of charitable activities

Community

Working across the community providing mental health and well-being support

- **Drugs and alcohol**- Working in partnership with VIA/GCC providing drug and alcohol support specifically for young people 16-25.
- **Link chat** - Each young person has an allocated youth worker who provides regular emotional, wellbeing and practical support to work through the challenges a young person is facing, with a focus of the impacts of Covid-19 and support to recover from the recent impacts (16-25) support can be face to face or phone, text, zoom.
- **HAF** - Providing holiday programme opportunities for children across the district council of Tewkesbury ensuring opportunities and food during the school holidays.
- **Linked up**- Providing a youth worker who focuses on practical steps and a counsellor who focuses on mental health seeking to provide long lasting coping mechanisms for young people to manage their mental health 16-25.
- **Linked up+** - As Linked up, but specifically for young people in care or leaving the care system 16-25.
- **Flex** – Providing a youth worker and counsellor to provide support to young people 16-25 who have struggled with mainstream mental health services and require mental health support.
- **Bounce** – Providing a youth worker and a Cognitive Behavioural Therapy counsellor to support young people who are self-harming.
- **Fusion** – Supporting young people who are leaving Wotton Lawn (mental health inpatient unit) to resettlement in the community.
- **Community development** – Working in local communities with young people and local agencies to develop opportunities with young people for young people – this is a new programme that is in early stages of implementation.
- **Environmental** – Working in partnership with Ernest Cooke delivering as a consortium of partners across the country, engaging young people interested in Environmental programmes including social action.
- **Community Connections** – Working with young people identified by schools, providing one to one support and creating opportunities for young people to meet their peers and make connections in their communities.
- **Full circle** - Providing outreach and mentoring to 10-14 year olds at risk in the county, (at risk is defined as potential exclusion from school, involvement in gangs, exploitation etc.)
- **Therapy dog** – One to one interventions with our therapy dog Mini to improve well-being for young people and complete a qualification.

Development Team

Provides a range of education development opportunities for young people:

- **Transition chat** - Providing support to young people from mainstream, Alternative provision, hospital education and Special Educational Needs and Disability schools to ensure they have a positive transition into next step education or training once completed school or are in year 12.
- **King's Trust Team** - Providing a 12 week programme designed to teach young people all the skills required to move from NEET to EET. Teaching key skills, improving CVs and gaining practical experience (16-25).
- **Short programmes**- Providing a range of short education programmes preparing young people for work, or to re-engage them ready to look at positive next steps (16-25).

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

10 Support costs

	Support costs	Governance costs	2025	2024	Basis of allocation
	£	£	£	£	
Staff costs	673,539	-	673,539	530,740	Actual staff costs
Depreciation	56,071	-	56,071	47,855	Use of assets
Other staff costs	74,705	-	74,705	61,423	Proportion of staff costs
Office costs	237,031	-	237,031	205,133	Proportion of staff costs
Premises costs	67,057	-	67,057	41,753	Proportion of staff costs
Marketing costs	8,480	-	8,480	9,380	Proportion of staff costs
Finance costs	12,175	-	12,175	6,414	Proportion of staff costs
Audit fees	-	7,499	7,499	9,904	Governance
Other governance costs	-	25,431	25,431	941	Governance
	<u>1,129,058</u>	<u>32,930</u>	<u>1,161,988</u>	<u>913,543</u>	
Analysed between					
Fundraising	167,733	4,940	172,673	138,359	
Charitable activities	961,325	27,990	989,315	775,184	
	<u>1,129,058</u>	<u>32,930</u>	<u>1,161,988</u>	<u>913,543</u>	

Included in finance costs is interest payable on the bank loan of £3,537 (2024: £4,113).

Governance costs includes payments to the auditors of £7,499 (2024: £7,501) for audit fees. A further £10,440 (2024: £8,924) was paid to the auditors in respect of non- audit services - other financial services

11 Net movement in funds

	2025	2024
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	7,499	7,501
Depreciation of owned tangible fixed assets	56,071	47,855
Profit on disposal of tangible fixed assets	(8,646)	-
	<u></u>	<u></u>

12 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

13 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Charitable activities	97	82
Generating funds	2	2
Total	99	84

Employment costs

	2025 £	2024 £
Wages and salaries	2,454,283	1,936,495
Social security costs	210,199	164,057
Other pension costs	66,201	51,676
	2,730,683	2,152,228

Redundancy and termination payments totalling £63,198 were made in the reporting period. These were all funded from unrestricted reserves and paid before the end of the financial year. This included ex -gratia payments of £22,688.

The number of employees whose total employee benefits for the reporting period fell within each band of £10,000 from £60,000 onwards are shown below:

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
Remuneration band between £60,000- £70,000	1	1

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	387,234	341,602

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

14 Other expenditure

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Net profit on disposal of tangible fixed assets	(8,646)	-

15 Gains and losses on investments

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Gains/(losses) arising on:						
Revaluation of investments	(5,908)	6,860	952	24,770	10,755	35,525
Sale of investments	-	-	-	(488)	-	(488)
	(5,908)	6,860	952	24,282	10,755	35,037

16 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

17 Tangible fixed assets

	Freehold land and buildings £	Fixtures & fittings £	Computers £	Motor vehicles £	Total £
Cost					
At 1 April 2024	1,240,436	40,544	35,007	80,066	1,396,053
Additions	-	-	6,395	33,289	39,684
Disposals	-	-	-	(31,950)	(31,950)
At 31 March 2025	1,240,436	40,544	41,402	81,405	1,403,787
Depreciation and impairment					
At 1 April 2024	49,258	24,304	18,003	54,695	146,260
Depreciation charged in the year	23,323	7,113	9,575	16,060	56,071
Eliminated in respect of disposals	-	-	-	(27,356)	(27,356)
At 31 March 2025	72,581	31,417	27,578	43,399	174,975
Carrying amount					
At 31 March 2025	1,167,855	9,127	13,824	38,006	1,228,812
At 31 March 2024	1,191,178	16,240	17,004	25,371	1,249,793

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

17 Tangible fixed assets

(Continued)

Freehold land and buildings with a carrying amount of £1,167,855 (2024 - £1,191,178) have been pledged to secure borrowings of the charity. The charity is not allowed to pledge these assets as security for other borrowings or to sell them to another entity.

18 Fixed asset investments

	Listed investments £
Valuation	
At 1 April 2024	560,444
Additions	27,607
Valuation changes	952
At 31 March 2025	589,003
Carrying amount	
At 31 March 2025	589,003
At 31 March 2024	560,444

19 Financial instruments

	2025 £	2024 £
Carrying amount of financial assets		
Debt instruments measured at amortised cost	197,623	420,956
Equity instruments measured at fair value through the Statement of Financial Activities	589,003	560,444
Carrying amount of financial liabilities		
Measured at amortised cost	1,150,077	1,313,255

20 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Trade debtors	95,647	289,633
Other debtors	101,976	131,323
Prepayments and accrued income	109,517	63,312
	307,140	484,268

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

21 Loans and overdrafts

	2025 £	2024 £
Bank loans	117,404	136,770
Payable within one year	19,949	19,453
Payable after one year	97,455	117,317
Amounts included above which fall due after five years:		
Payable by instalments	12,440	34,415

The long-term loans are secured by a debenture comprising fixed and floating charged over all assets and undertakings, including all present and future freehold and leasehold property, book and other debts, chattels, goodwill, uncalled capital, both present and future, together with a first legal mortgage over the freehold property known as 1 Dock Office, Commercial Road, Gloucester.

The loan term is 10 years from the date of drawdown. The loan is repayable in monthly instalments with a fixed interest rate of 2.87% for the first 5 years. The interest rate will then revert to 2.72% over the base rate for the remaining term.

22 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Bank loans	21	19,949	19,453
Other taxation and social security		40,182	40,986
Trade creditors		123,363	41,803
Other creditors and deferred income		818,043	1,043,993
Accruals		91,267	90,689
		1,092,804	1,236,924

23 Creditors: amounts falling due after more than one year

	Notes	2025 £	2024 £
Bank loans	21	97,455	117,317

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

24 Deferred income

Deferred income is included in the financial statements as follows:

	2025 £	2024 £
Current liabilities	803,763	1,041,133
	<u>803,763</u>	<u>1,041,133</u>
	£	
Balance at 1 April 2024	1,041,133	
Amounts released to incoming resources	(1,029,583)	
Amounts deferred in the year	<u>792,213</u>	
Balance at 31 March 2025	<u>803,763</u>	
Amounts deferred at 31 March 2025 were:	£	
NHS CCG - Project administrator		
Pets Foundation	11,550	
Prudence	23,895	
Gloucestershire County Council - Refugees - Homes for Ukraine	15,362	
Gloucestershire County Council - Online Modern Harm	12,254	
Gloucestershire County Council - S-19 Mentoring provision	36,424	
Gloucestershire County Council - HAP Spring 25	15,000	
Cheltenham Borough Council - Chelt Hub Mental Health	2,917	
Dr Martens - Arcus Youth	15,000	
Henry Smith - Hidden Victims	10,806	
Charles Hayward - Hidden Victims	25,000	
Sumner Wilson - Full Circle	10,000	
Ernest Cook Trust -Environmental	15,000	
Spirax Sarco	2,500	
St James's Place Charitable Trust	25,000	
St James's Place - Baby Link Chat	14,988	
Big Lottery - Parental Mental Health	23,781	
NHS CCG -Fusion	63,641	
NHS CCG - Flourish	104,515	
NHS CCG - Bluebell	105,332	
NHS CCG - YAS Youth Support	38,279	
NHS CCG - GRH Paediatrics Ward Support	196,627	
Tewkesbury ILP - YP Voice	5,000	
Waite & Hayward - Arcus Youth	30,000	
Others	892	
	<u>803,763</u>	

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

25 Retirement benefit schemes

	2025	2024
Defined contribution schemes	£	£
Charge to profit or loss in respect of defined contribution schemes	66,201	51,676
	<u>66,201</u>	<u>51,676</u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

26 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Balance at 1 April 2024	Incoming resources	Movement in funds		Gains and losses	Balance at 31 March 2025
	£	£	Resources expended	Transfers	£	£
			£	£		
Community - Schools & Community	-	10,000	(6,938)	-	-	3,062
Community - Transgender	-	38,100	(38,560)	783	-	323
Community - Environmental	3,554	16,868	(18,445)	-	-	1,977
Community - Tewkesbury Mentoring	-	44,695	(46,799)	2,104	-	-
Community - Awards for all	1,041	-	-	-	-	1,041
Community - Music Project	289	-	-	-	-	289
Community - Cotswold Chat	-	12,040	(12,676)	636	-	-
Community - Parental Mental Health	-	54,371	(55,332)	961	-	-
Community - YG Hub	-	-	(34,515)	34,515	-	-
Community - Wellbeing	1,084	-	-	-	-	1,084
Community - Linkchat SJP		30,281	(35,670)	5,389	-	-
Community - EmpowHer	80	-	-	-	-	80
Community - HLF	2,509	-	-	-	-	2,509
Community - My Life My Plan	628	-	-	-	-	628
Community - Prudence	-	21,105	(25,304)	4,199	-	-
Community - Primrose		2,268	-	-	-	2,268
Community - PowerUp	2,540	-	-	-	-	2,540
Community - Bloom	3,194	-	(26)	-	-	3,168
Community - Hidden Victims	-	37,004	(51,639)	14,635	-	-
Community - Drugs and Alcohol	-	34,480	(31,239)	-	-	3,241
Community - GMP	-	96,476	(100,775)	4,299	-	-

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

26 Restricted funds

(Continued)

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Gains and losses £	Balance at 31 March 2025 £
Community - Arcus	-	9,300	(4,423)	-	-	4,877
Development - Sporting Chances	1,128	-	-	-	-	1,128
Development - ExChange	8,573	-	-	-	-	8,573
Development - Full Circle	-	69,916	(78,519)	8,603	-	-
Development - Bus Funds	664	-	-	-	-	664
Development - Vehicle	-	11,000	(1,146)	-	-	9,854
Development - Animal Assisted	-	46,200	(63,477)	17,277	-	-
Development - Pathways	1,835	30,000	(33,735)	1,900	-	-
Development - ESHO	95	-	-	-	-	95
Development - Diversion - OPCC	3,044	-	-	-	-	3,044
Development - Rise	-	61,248	(57,355)	-	-	3,893
Development - Violent Crime	4,759	-	-	-	-	4,759
Corporate - Dock office refurbishment	12,752	-	(6,376)	-	-	6,376
Corporate - Building purchase -Dock Office	414,462	-	(4,244)	-	-	410,218
Corporate - Equipment	9,974	-	(4,331)	(4,593)	-	1,050
Corporate - Brenda Hoskins Trust Legacy	242,582	4,506	(66,180)	63,670	6,860	251,438
Development - Nationwide	(8)	17,850	(19,498)	1,656	-	-
Development - Refugees	-	30,838	(35,785)	4,947	-	-
	<u>714,779</u>	<u>678,546</u>	<u>(832,987)</u>	<u>160,981</u>	<u>6,860</u>	<u>728,179</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

26 Restricted funds

(Continued)

Source of restricted funds	£
Waite and Hayward	17,400
Prudence	21,105
Henry Smith	36,004
Cotswold District Council	12,040
Ernest Cook	15,546
Big Lottery	49,996
St James's Place Charitable Foundation	55,281
Clive Richards	20,616
Masonic Trust	27,500
Nationwide	17,850
UKSPF	61,248
Tewkesbury ILP	10,000
The Notgrove Trust	10,000
Refugees	30,838
Hobson Charity	11,000
Pets Foundation	46,200
CHK	96,476
Gloucestershire County Council	60,000
Children in Need	11,800
Drugs & Alcohol Tier 2	4,480
Tewkesbury Borough Council	44,695
Gloucestershire Community Foundation	4,375
Income from Brenda Hoskins investments	4,506
Income from other restricted sources	9,590
	<u>678,546</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

27 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:
In addition to the building fund, at the end of March 2025, the Trustees designated further funds as shown in the table below. When Young Gloucestershire took over the work of Infobuzz and received the funds as a donation, part of the agreement was that Young Gloucestershire would hold that money as designated funds for a minimum of three years to ensure the services of Infobuzz continue.
The investment portfolio and cash held for investment relate to fund received from a donor, and Young Gloucestershire want to use those funds to create a long-term legacy.

	Balance at 1 April 2023 £	Resources expended £	Balance at 1 April 2024 £	Resources expended £	Transfers £	Balance at 31 March 2025 £
Building fund	642,162	(6,637)	635,525	(6,637)	-	628,888
Infobuzz donation	-	-	-	-	246,728	246,728
Boiler	-	-	-	-	59,598	59,598
Investment portfolio	-	-	-	-	73,386	73,386
Cash held for investment	-	-	-	-	46,574	46,574
	<u>642,162</u>	<u>(6,637)</u>	<u>635,525</u>	<u>(6,637)</u>	<u>426,286</u>	<u>1,055,174</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

28 Analysis of net assets between funds

	Unrestricted fund 2025 £	Designated fund 2025 £	Restricted fund 2025 £	Total 2025 £	Unrestricted fund 2024 £	Designated fund 2024 £	Restricted fund 2024 £	Total 2024 £
Fund balances at 31 March 2025 are represented by:								
Tangible assets	112,856	688,486	427,470	1,228,812	177,079	635,526	437,188	1,249,793
Investments	264,180	73,386	251,437	589,003	317,862	-	242,582	560,444
Current assets/(liabilities)	305,111	293,302	49,272	647,685	563,534	-	35,009	598,543
Long term liabilities	(97,455)	-	-	(97,455)	(117,317)	-	-	(117,317)
	<u>584,692</u>	<u>1,055,174</u>	<u>728,179</u>	<u>2,368,045</u>	<u>941,158</u>	<u>635,526</u>	<u>714,779</u>	<u>2,291,463</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

29 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	-	8,750
Between two and five years	25,068	77,054
	<u>25,068</u>	<u>85,804</u>

30 Capital commitments

Amounts contracted for but not provided in the financial statements:

	2025 £	2024 £
Acquisition of property, plant and equipment	-	6,395
	<u>-</u>	<u>6,395</u>

31 Events after the reporting date

Since the year end the trustees decided to move the management of the investment portfolio from LGT Wealth Management to Rathbones Investment Management.

32 Related party transactions

Infobuzz Limited is a charity that was connected to Young Gloucestershire by a common Trustee and the two charities shared a CEO. During the year ended 31 March 2024, Young Gloucestershire agreed to acquire Infobuzz. Infobuzz transferred a grant of £246,727 to Young Gloucestershire on its closure. Prior to this, during 2024 Young Gloucestershire charged Infobuzz £20,790 for management related services, and £2,625 for office space & utilities and £17,606 for general recharges. Infobuzz Limited charged Young Gloucestershire £840 for the provision of welfare services and recharges.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

33	Cash generated from operations	2025	2024
		£	£
	Surplus for the year	76,582	314,322
	Adjustments for:		
	Investment income recognised in statement of financial activities	(33,795)	(25,331)
	Gain on disposal of tangible fixed assets	(8,646)	-
	(Gain)/loss on disposal of investments	-	488
	Fair value gains and losses on investments	(952)	(35,525)
	Depreciation and impairment of tangible fixed assets	56,071	47,855
	Movements in working capital:		
	Decrease in debtors	177,128	83,517
	(Decrease)/increase in creditors	(144,616)	160,490
	Cash generated from operations	121,772	545,816
34	Analysis of changes in net funds		
		At 1 April 2024	Cash flowsAt 31 March 2025
		£	£
	Cash at bank and in hand	1,351,199	82,150
			1,433,349
	Loans falling due within one year	(19,453)	(496)
	Loans falling due after more than one year	(117,317)	19,862
			(97,455)
		1,214,429	101,516
			1,315,945

Young Gloucestershire Limited

England & Wales - Charity number 281797

Accounts

Charity registration number 281797

Company registration number 01547097 (England and Wales)

YOUNG GLOUCESTERSHIRE LIMITED
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

YOUNG GLOUCESTERSHIRE LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr M. Sheridan Mr M. Moule Ms C. Stallard Mr S. McKeag Mr P. Holroyd Ms C. O'Donoghue Mr S. Titterton Mr G. Leon Mr J. Tabor Ms S. Danson	(Appointed 24 October 2023) (Appointed 24 October 2023)
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Key Management Personnel

Chief Executive Officer	Ms T. Clark
Chief Operating Officer	Ms A. Wynn
Finance Manager	Ms L. Howes
Senior Managers	Mr T. Saunders Ms E. Blakelock Mr T. Jones Ms I. Sime Ms M Watkins Mrs C Farman

Charity number 281797

Company number 01547097

Registered office The Old Dock Office
Commercial Road
Gloucester
Gloucestershire
GL1 2EB

Auditor Pitt Godden & Taylor LLP
Unit 3 Ambrose House
Meteor Court
Barnett Way
Barnwood
Gloucester
GL4 3GG

Bankers HSBC Bank plc
The Cross
Gloucester
GL1 2AP

Solicitors Willans LLP
28 Imperial Square
Cheltenham
Glos
GL50 1 RH

YOUNG GLOUCESTERSHIRE LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Investment advisors Crowe Financial Planning UK Ltd
St James's House
St James's Square
Cheltenham
Gloucestershire
GL50 3PR

Investment advisors LGT Wealth Management LLP
14 Cornhill
London
EC3V 3NR

YOUNG GLOUCESTERSHIRE LIMITED

CONTENTS

	Page
Trustees' report	1 - 10
Statement of trustees' responsibilities	11
Independent auditor's report	12 - 14
Statement of financial activities	15
Balance sheet	16
Statement of cash flows	17
Notes to the financial statements	18 - 40

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

The trustees present their annual report and financial statements for the year ended 31 March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Objectives and activities

Young Gloucestershire ("YG") is a countywide youth work charity in Gloucestershire.

The objectives, for which the charity was established, as described in its governing document, are: 'helping young people to develop their physical, mental and spiritual capabilities or to provide such other help and support to young people as the Trustees see fit, including the relief of poverty, the advancement of education, the advancement of health, the advancement of citizenship and community development, the advancement of the arts, culture, heritage or science, the advancement of amateur sport, the advancement of human rights, the advancement of equality and diversity, the relief of those in need by reason of youth, age, ill-health, disability or other disadvantage, and such other purposes recognised from time to time by law as charitable.'

This can be summed up in the phrase 'inspiring young people'.

YG's Vision is:

For young people to have the confidence, motivation and skills to improve their lives.

Our Mission:

We work to achieve this vision by creating opportunities that educate, inform, and inspire by;

- Providing training for young people to take the next step;
- Working with young people to make informed decisions by offering practical support;
- Working with communities to provide opportunities for young people.

Our Values:

- Participation: Young people are at the heart of our service.
- Flexibility: We respond to the changing needs of young people.
- Equality: We support all young people to reach their potential no matter their circumstances.
- Partnership: We value working with like-minded communities and organisations to achieve our vision.

Young Gloucestershire is the local association for both UK Youth and the countywide delivery partner for Prince's Trust Teams.

How Young Gloucestershire's activities deliver public benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

The charity aims to create opportunities that educate, help and inspire young people. The projects are targeted to help any young person in need with no discrimination regarding race, background, education or ability.

No charge is made to the young people being assisted, a fee may be charged to another organisation.

Young Gloucestershire's areas of work in 2023/24 focused on supporting young people's mental health challenges, gain the skills needed to find meaningful employment, support those on the edges of the criminal justice system, and to wrap around and support the whole family unit. Over this period, we have continued our growth and developed several new services to respond to the needs of young people in the county.

There continues to be a specific focus on our mental health services and support for young people to re-engage in education, as well as mentoring programmes aimed at young people who are considered at risk.

YOUNG GLOUCESTERSHIRE LIMITED

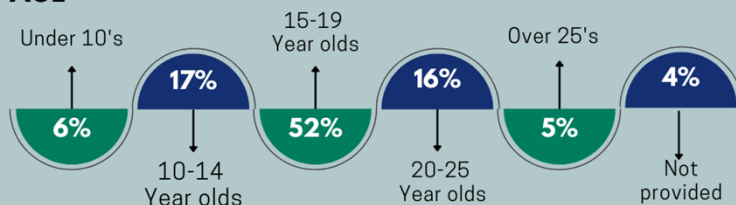
TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

WHO WE HAVE SUPPORTED

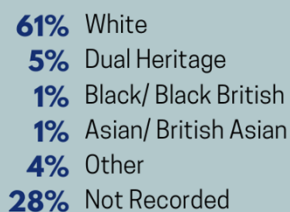
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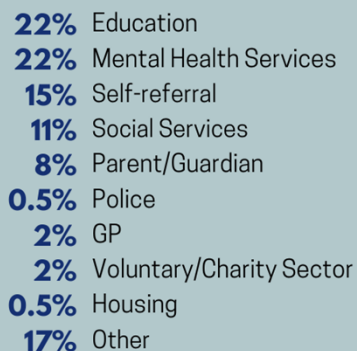
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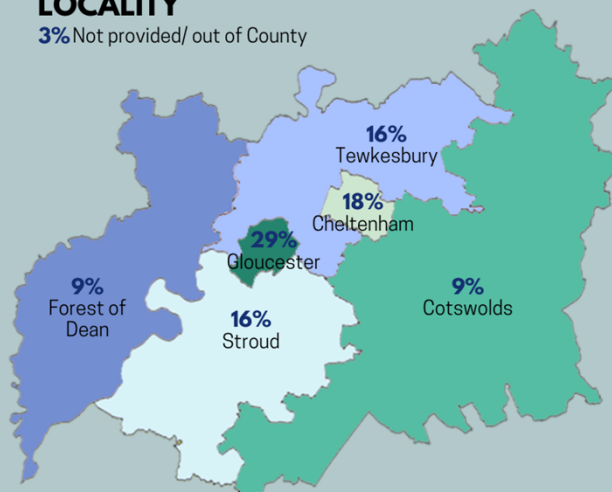


SOURCE OF REFERRALS



LOCALITY

3% Not provided/ out of County



YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

Items of note in the 2023\24 period were:

- Young Gloucestershire strategically merged with sister charity Infobuzz (Family Services) on 30 October 2023 to strengthen and grow the wrap-around support for the whole family unit. We have successfully operated as one entity for the remainder of the financial year.
- Our Mental Health Services have continued to grow providing additional mental health programmes and increased reach. A programme of note is providing Youth Workers to support the mental health of young people on paediatric ward of Gloucester Royal Hospital.
- Mentoring services have increased with specialist mentoring supporting for those with involvement in crime, CSE, high adverse childhood experiences (ACES). A new programme of note is the location-based Tewkesbury District mentoring programme supporting young people facing challenges.
- Our support for young people back into education has increased with the addition of a Section 19 programme, the programme seeks to support young people who are not attending school due to a range of complex issues.
- During the year, the charity worked with approximately **3,694** young people through one-to-one initiatives providing intensive support with staff delivering **15,831** sessions totalling **13,493** hours of support.
- In addition, through our group work programmes, we worked with an additional **1,010** young people and families, delivering holiday camps and providing community, wellbeing and NEET support.
- Our overall total of young people worked with during the year was **4,704**.
- **5,190** hours spent outside of sessions supporting people, calling social workers, and parents.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024



2023/24



4,704 Young people have been supported by YG.

3,694 Young people have been supported with one-to-one services.

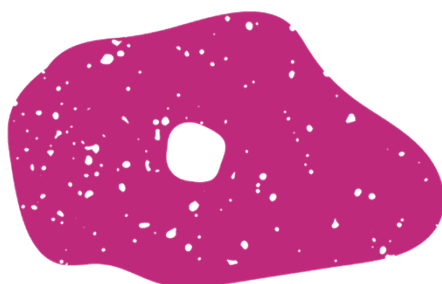
1,010 Young people have been supported with group work.

15,831 Sessions were delivered by YG.

13,493 Hours of support were delivered by YG.

5,190 Hours were spent supporting young people outside of sessions.

161 Young people who have been involved in the care system were supported.



YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

Education and Development Highlights

Our highlights include the further development of 1-to-1 support for young people through our Transition Chat, Steps and Evolve projects which work to re-engage young people back into education or find successful pathways once they have completed school.

We have also increased our support for NEET young people through our YG Hub, Apprenticeships, Rise and ESHO projects to help them seek meaningful employment.

Our Team programme continues to offer a pathway for NEET young people to develop their skills and move to EET status, and we have also introduced housing support and environmental elements to our work with NEET young people to help them find their way forward.

Community and Mentoring Highlights

Our highlights for this department include the expansion of our work in drugs and alcohol support for young people between the ages of 11-25.

We have successfully secured the future of our Canine Assisted Intervention work that sees two therapy dogs work with young people with low level anxiety and includes the chance to work towards a pet care qualification.

We have increased our support to include mentoring within the Tewkesbury district and offer county wide 1-to-1 support to young people experiencing Online Harms.

Therapeutic Services Highlights

Highlights for Therapeutic Services include the introduction of a Group work programme seeking to reduce the CAMHS waiting list and provide timely support to young people through group intervention.

We have successfully piloted and extended our **Bluebells** programme which provides early intervention Mental health support to young people and is in partnership with Cheltenham and Forest of Dean primary care networks.

Our biggest highlight of the year was launching our programme with **Gloucester Hospital Project** that helps support young people admitted to hospital facing challenges with mental health and provides one to one youth work and community support on returning home. The programme has already had a massive impact on the ward with improved outcomes for young people

Fundraising

This year was a stable year for Young Gloucestershire, with existing contracts renewed or extended and several new contracts secured. We are pleased that at a time of high need, the charity has continued to be able to expand in response to the demand in the community.

Young Gloucestershire employs a Head of Income Generation, Communications and Data, one full-time Fundraising Manager whose primary focus is applying for grants from charitable foundations and running fundraising events, and one part-time Business Development Manager who oversees research, contracts and tendering.

The Head of Income Generation, Communications and Data is responsible for developing corporate relationships, high net worth donors, and working strategically with the CEO on statutory contracts and tenders.

We also have an online giving page and a text donate number. Aside from employees of our corporate partners, we do not use any third parties to fundraise on our behalf.

Any voluntary regulated scheme binds none of the fundraising undertaken.

If a fundraising event is organised on behalf of YG, information on how to do this is provided on our website, but this activity needs to be monitored. We have received no complaints regarding fundraising.

The expectation for 24/25 is to continue nurturing corporate relationships to drive unrestricted funding income, develop the fundraisers of the future from our previous service users, and continue developing and diversifying our streams of income.

There will also be a need to secure capital funding to allow us to contribute to the future building strategy for YG.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

Financial review

Young Gloucestershire's financial performance remained strong. The financial results for 2023/24 include Infobuzz which was acquired by Young Gloucestershire on 28th October 2023.

Total income was £3,146,840 (2023: £2,316,692) Expenditure for the year was £2,872,268 (2023: £2,286,534); We aim for full cost recovery wherever possible but certain projects will never be self-supporting, so we look to diversify income streams to cover shortfalls in those activities which form an essential part of the charity's aims and objectives.

A total of £94,561 (2023: £74,821) has been transferred from the unrestricted fund to the restricted fund in this financial year. The total net income for the year was £309,609 (2023: £24,985). This leaves the charity with general unrestricted funds of £941,159, designated funds of £635,525 and restricted funds of £714,779.

Reserves policy

The trustees have a policy to hold in liquid free reserves, (as net cash and readily available investments) an approximate sum required for continuing the operation of the charity for three to six months. The trustees are of the opinion that an appropriate level of liquid free reserves would be in the range of £380,000 - £750,000. This would give time, in the event of a curtailment in income, for further funding to be secured.

At the year end, the charity was holding as net current assets a sum of £598,543 of which £35,009 were restricted and so unavailable for general use. This leaves the charity with liquid free reserves of £563,534. The charity is therefore meeting its objectives.

The long term creditor represents the mortgage and is secured on the property. For this reason, both are excluded from liquid free reserves.

Principal funding sources

The financial statements detail the sources of funds available to the charity.

Incoming resources which warrant a separate mention are as follows:

- £201,483 through colleges for the funding of Prince's Trust Team programme.
- £991,828 from the NHS Gloucestershire Clinical Commissioning Group for the work of our mental health and counselling services.
- £284,849 for the delivery of transitions support services from Gloucestershire County Council.

The charity has also received funding from a variety of other sources including:

Four Acre Trust
Pets Foundation
Masonic Charitable Foundation
Nationwide Building Society
The Notgrove Trust
OPCC
BBC Children In Need
ILP Tewkesbury
ILP Cotswolds
Ernest Cook
St James' Place Charitable Foundation
GCC Levelling Up
Tewkesbury Borough Council
Waite and Hayward

All of whom provide funding to enable the charity to carry out its charitable objectives.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

Investment policy

Young Gloucestershire investments are managed on our behalf by LGT Wealth Management LLP. The figures below do not include Treasury Management funds.

Investments are distributed in various asset classes, the details of which are included below. The Investment Committee sets the overall performance and ethical parameters under which our investment managers operate.

The primary objectives of our investment portfolio are to:

- Generate long-term income.
- Maintain an appropriate balance between equities, bonds, other investments, and cash to spread and manage risk.

The total return on our portfolio over the financial year was a positive return of 22%.

The distribution of investments as of 31st March 2024 was:

UK	Corporate	7%
Oversea	Corporates	26%
Global	Equities	38%
North	America	6%
Asia		7%
Alternatives/Cash		16%.

The trustees have declared that the charity will not directly invest in armaments, tobacco, or pornography.

Risk assessment

The trustees and staff assess on an on-going basis the significant risks to which the charity is exposed, in particular those related to the operations and finances of the charity and to the health and safety of its employees and the public. In doing so the board of trustees has created a risk register that brings all the risks from across the organisation together and highlights the key risks for the organisation.

The current top risks for the organisation are:

- Funding – the current funding environment is uncertain, there is a lot of competition for limited funding amounts.
- The cost-of-living crisis is causing a problem providing a competitive salary and this in turn impact employee recruitment and retention.
- AI introduces a whole new world of risks for staff and young people and needs to be factored into a review of our policies.
- Recruitment of appropriate skill sets – the youth work sector is changing and there is a reduction in trained and skilled youth workers.

The following strategies have been put in place:

Recruitment of Appropriate Skillsets – Over recent years YG has found it needs a wider and more varied skillsets to deliver the services we deliver. The services we deliver are reliant on the skillset of the staff delivering these services. YG has been widening the range of qualifications it seeks and exploring the development opportunities available to the team to ensure we can meet these needs. As the organisation is growing, we are diversifying our skills and this is having a positive impact.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

Plans for future periods

Our plans for the future are to continue developing services that meet the emerging needs, themes, and trends we see among the young people we serve. This includes developing programmes of support that continue to wrap around a young person and their family, supporting those at risk of school exclusion, those impacted by modern-day harms, and refugees and asylum-seeking young people.

We are also continuing to upskill and empower our workforce to be specialised youth workers, with the aim to introduce a recognised level 3 youth work qualification.

We plan to develop and improve our systems and processes for managing data and programme delivery, which will lead to operational efficiency and transparency across the organisation.

Structure, governance and management

The charity's registered office and registration numbers are recorded under legal and administration information. The charity is a charitable company with no share capital and is limited by guarantee. The governing documents of the charity are the Memorandum and Articles of Association.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr M. Sheridan	
Mr M. Moule	
Ms C. Stallard	
Mr S. McKeag	
Mr P. Holroyd	
Ms C. O'Donoghue	
Mr S. Titterton	
Mr A. Mulla	(Resigned 6 September 2023)
Mr G. Leon	
Mr J. Tabor	(Appointed 24 October 2023)
Ms S. Danson	(Appointed 24 October 2023)

All trustees give their time voluntarily and receive no benefits from the charity. There were no expenses claimed by trustees during the year.

The Board of Trustees has a wide range of specialist skills and experiences which include:

- Finance
- Building Surveying
- Youth Work
- Personnel Management
- Project Management
- Community Safety
- Business Management
- Education & Welfare
- Legal
- Voluntary & Community Sector

New trustees are selected by recommendations for their experience to fill skills gaps, or through advertisement and an open recruitment round.

New trustees are introduced to the managers and staff by the Chief Executive and spend time getting to know the activities of each department during their induction as well as visiting programmes and projects.

None of the trustees has any beneficial interest in the company.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

The Board of Trustees oversees Young Gloucestershire's programmes and services in order to ensure Young Gloucestershire meets its objectives, strategic plan and legal requirements.

The Board of Trustees is responsible for setting the strategic direction of the organisation and delegates the implementation of this policy to the Chief Executive and managers. This delegation is kept under review through regular board meetings. The trustees receive reports, department's performance against planned targets and financial reporting ahead of the formal Board Meetings.

The organisation has a range of policies and procedures appropriate to the range of work, responsibilities and legal regulations including:

- Safeguarding
- Health & Safety at Work
- Equal Opportunities
- Complaints
- Financial
- Risk
- Data Protection & Privacy

Organisational structure

The charity employs a CEO who manages the organisation, she is supported by the COO and senior management team who have specific area focuses.

How decisions are made

The board of trustees delegate the day to day responsibility of operations to the CEO and senior management team. The trustees undertake a strategic review periodically and this was completed during the financial year. This sets the direction and parameters of the work. Trustees meet bi monthly to review progress against priorities set and ensure the organisation is compliant. In addition finance committee meetings are held monthly.

The senior management team meet monthly to review progress and set the direction and focus to achieve the strategy.

Remuneration policy

Young Gloucestershire has a staff salary structure, and roles are analysed against this.

The trustees each year make the decision for the whole organisation in relation to a cost of living pay rise based on the current market situation. A cost of living pay rise was agreed in January 2024 and will be implemented for April 2024.

The board of trustees sets the salary of the CEO and COO.

Partnerships in the wider community

Young Gloucestershire is active in numerous local county, regional and national partnerships including:

- Gloucestershire County Council Youth Support Service/Prospects
- Gloucester VCS Alliance
- UK Youth
- Young People South West
- Gloucester, Tewkesbury, Cotswolds, Forest of Dean and Cheltenham ILP/ICB
- Health and Wellbeing Board
- Coalition for the wellbeing of children and young people.

Auditor

In accordance with the company's articles, a resolution proposing that Pitt Godden & Taylor LLP be reappointed as auditor of the company will be put at a General Meeting.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.

Mr M. Sheridan

Dated: 15 October 2024

YOUNG GLOUCESTERSHIRE LIMITED

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2024

The trustees, who are also the directors of Young Gloucestershire Limited for the purpose of company law, are responsible for preparing the Trustees' 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- 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 adequate 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 Companies Act 2006. 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.

YOUNG GLOUCESTERSHIRE LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF YOUNG GLOUCESTERSHIRE LIMITED

Opinion

We have audited the financial statements of Young Gloucestershire Limited (the 'charity') for the year ended 31 March 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 charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, 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 Companies Act 2006.

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.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of the audit, or 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.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

YOUNG GLOUCESTERSHIRE LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF YOUNG GLOUCESTERSHIRE LIMITED

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, 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 liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud, and non-compliance with laws and regulations, was as follows:

- We identified the laws and regulations relevant to the charity from discussions with the board and the finance team. The laws that we consider may have a direct material effect on the financial statements or the operation of the charity include the Charities Act 2011, the Companies Act 2006, employment, health and safety, and data protection.
- We ensured that the audit engagement team collectively has the appropriate competence, capabilities and skills to identify non-compliance with the applicable laws and regulations noted above.
- We assessed the extent of compliance with these laws and regulations through enquiries with the trustees and members of the finance committee and inspecting legal costs, and assessing any correspondence with the charity commission over the year.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud may occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, and their knowledge of any actual, suspected and alleged fraud;
- assessing and testing the internal controls in place to mitigate fraud risks and non-compliance with laws and regulations.

YOUNG GLOUCESTERSHIRE LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF YOUNG GLOUCESTERSHIRE LIMITED

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify unusual or unexpected transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias;
- reviewed a sample tested journal entries to confirm that they were genuine transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to the underlying supporting documentation;
- reviewing the minutes of meetings of the board as to actual and potential litigation and claims;
- checking for correspondence from the Charity Commission.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Nicholas J Bishop FCCA ACA (Senior Statutory Auditor)
for and on behalf of Pitt Godden & Taylor LLP

16 October 2024

Chartered Accountants
Statutory Auditor

Unit 3 Ambrose House
Meteor Court
Barnett Way
Barnwood
Gloucester
GL4 3GG

YOUNG GLOUCESTERSHIRE LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Income from:					
Donations and legacies	3	410,290	611,506	1,021,796	597,962
Charitable activities	4	2,064,503	-	2,064,503	1,672,968
Activities for generating funds	5	35,210	-	35,210	39,516
Investments	6	20,435	4,896	25,331	6,246
Total income		2,530,438	616,402	3,146,840	2,316,692
Expenditure on:					
Raising funds	7	235,501	91,131	326,632	242,798
Charitable activities	8	1,859,262	686,374	2,545,636	2,043,736
Total resources expended		2,094,763	777,505	2,872,268	2,286,534
Net gains/(losses) on investments	15	24,282	10,755	35,037	(5,173)
Net incoming/(outgoing) resources before transfers		459,957	(150,348)	309,609	24,985
Gross transfers between funds		(94,561)	94,561	-	-
Net income/(expenditure) and net movement in funds		365,396	(55,787)	309,609	24,985
Fund balances at 1 April 2023		1,211,288	770,566	1,981,854	1,956,869
Fund balances at 31 March 2024		1,576,684	714,779	2,291,463	1,981,854

The statement of financial activities includes all gains and losses recognised in the year.

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

YOUNG GLOUCESTERSHIRE LIMITED

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	17	1,249,793		1,208,648	
Investments	18	560,444		474,447	
		<u>1,810,237</u>		<u>1,683,095</u>	
Current assets					
Debtors	20	484,268		567,785	
Cash at bank and in hand		1,351,199		943,515	
		<u>1,835,467</u>		<u>1,511,300</u>	
Creditors: amounts falling due within one year	22	(1,236,924)		(1,075,910)	
Net current assets			598,543		435,390
Total assets less current liabilities			2,408,780		2,118,485
Creditors: amounts falling due after more than one year	23		(117,317)		(136,631)
Net assets			<u>2,291,463</u>		<u>1,981,854</u>
Income funds					
Restricted funds	26	714,779		770,566	
<u>Unrestricted funds</u>					
Designated property funds	27	635,525		642,162	
General unrestricted funds		941,159		569,126	
		<u>1,576,684</u>		<u>1,211,288</u>	
		<u>2,291,463</u>		<u>1,981,854</u>	

The financial statements were approved by the Trustees on 15 October 2024

Mr M. Sheridan
Trustee

Ms C. Stallard
Trustee

Company Registration No. 01547097

YOUNG GLOUCESTERSHIRE LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	32		545,816		(293,979)
Investing activities					
Purchase of tangible fixed assets		(89,000)		(82,913)	
Purchase of investments		(65,014)		(460,980)	
Proceeds from disposal of investments		17,014		-	
Investment income received		17,658		6,246	
Net cash used in investing activities			(119,342)		(537,647)
Financing activities					
Repayment of bank loans		(18,790)		(18,162)	
Net cash used in financing activities			(18,790)		(18,162)
Net increase/(decrease) in cash and cash equivalents			407,684		(849,788)
Cash and cash equivalents at beginning of year			943,515		1,793,303
Cash and cash equivalents at end of year			1,351,199		943,515

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

Charity information

Young Gloucestershire Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is The Old Dock Office, Commercial Road, Gloucester, Gloucestershire, GL1 2EB.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "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)". 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 financial statements have been prepared under the historical cost convention, modified to include the revaluation of certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds are funds set aside by the directors out of unrestricted general funds for specific future purposes or projects.

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

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Secondments are quantified in the Statement of Financial Activities by reference to the salary scales of the entity providing the secondees. Gifts of assets are included in the Statement of Financial Activities at the fair value of the donated asset at the time of donation.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

When donors specify that amounts given to the charity must be used in future accounting periods, the income is deferred until those periods.

When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the preconditions for use have been met.

When donors specify that donations and grants are for particular restricted purposes, which do not amount to preconditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

Grants from the Government and other agencies have been included as income from activities in furtherance of the charity's objects on an accruals basis where these amount to a contract for services.

1.5 Expenditure

Resources expended are included in the Statement of Financial Activities on an accruals basis. Inclusive of any VAT, that cannot be recovered.

Governance costs include those incurred in the governance of the charity and in connection with the administration of the charity and compliance with constitutional and statutory requirements.

Support costs are those costs incurred directly in support of expenditure and have been allocated to activity cost categories on the basis of staff time or usage per capita.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	50 years straight line, windows - 15 years straight line
Fixtures and fittings	5 years and 8 years straight line
Computers	4 years straight line
Motor vehicles	4 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

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 and bank loans 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.

Debt instruments are subsequently carried at amortised cost.

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.

Derecognition of financial liabilities

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

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

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.

1.12 Retirement benefits

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

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) *FOR THE YEAR ENDED 31 MARCH 2024*

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total 2024	Total 2023
	£	£	£	£
Donations and gifts	410,290	-	410,290	156,677
Charitable grants	-	611,506	611,506	441,285
	410,290	611,506	1,021,796	597,962
For the year ended 31 March 2023	152,141	445,821		597,962
Donations and gifts				
Transfer from Infobuzz	246,727	-	246,727	-
Other	163,563	-	163,563	156,677
	410,290	-	410,290	156,677
Grants receivable for core activities				
Spirax Sarco	-	5,000	5,000	5,000
St James's Place Foundation	-	40,393	40,393	16,355
Tewkesbury CIF	-	-	-	50,000
Four Acre Trust	-	22,021	22,021	10,000
OPCC	-	64,042	64,042	78,363
The Notgrove Trust	-	1,826	1,826	22,973
Peter Cruddas Foundation	-	-	-	10,450
Pets Foundation	-	34,650	34,650	-
Dulverton Power up	-	10,740	10,740	21,480
CHK Foundation	-	70,489	70,489	76,635
National Grid	-	-	-	10,000
The D'oyly Carte Charitable Trust	-	-	-	4,000
Cotswold ILP	-	42,437	42,437	-
Tewkesbury ILP	-	26,584	26,584	7,000
Henry Smith	-	19,790	19,790	-
Waite & Hayward	-	6,670	6,670	-
Youth Endowment Fund	-	-	-	1,415
Gloucester City Council	-	-	-	132
The Julia and Hans Foundation	-	10,000	10,000	-
The Clive Richards Foundation	-	-	-	5,000
Gloucestershire County Council	-	115,713	115,713	67,227
National Lottery - Awards for All	-	-	-	10,224
Masonic Charitable Foundation	-	27,500	27,500	-
Ernest Cook	-	35,742	35,742	24,167
Nationwide Community Grant	-	17,850	17,850	-
Children in Need	-	26,036	26,036	-
Cheltenham Borough Council	-	9,789	9,789	-
Tewkesbury Borough Council	-	7,361	7,361	-

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

3 Donations and legacies (Continued)

Other Charitable foundations	-	16,873	16,873	20,864
	-	611,506	611,506	441,285

4 Charitable activities

	Community £	Development Team £	Other income £	Total 2024 £	Total 2023 £
Sales within charitable activities	1,463,154	595,275	6,074	2,064,503	1,672,968
Analysis by fund					
Unrestricted funds	1,463,154	595,275	6,074	2,064,503	1,652,822
Restricted funds	-	-	-	-	20,146
For the year ended 31 March 2023					
Unrestricted funds	1,191,829	444,119	15,925		1,652,822
Restricted funds	19,271	875	-		20,146
	1,211,100	444,994	15,925		1,672,968

5 Activities for generating funds

	2024 £	2023 £
Service charges to Infobuzz Limited	35,210	39,516

6 Income from investments

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income from listed investments	2,975	4,896	7,871	1,444	962	2,406
Interest receivable	17,460	-	17,460	3,840	-	3,840
	20,435	4,896	25,331	5,284	962	6,246

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

7 Raising funds

	Unrestricted funds	Restricted funds	Total 2024	Total 2023
	£	£	£	£
<u>Fundraising and publicity</u>				
Staff costs	133,639	48,870	182,509	142,777
Support costs	97,642	39,091	136,733	95,734
	<u>231,281</u>	<u>87,961</u>	<u>319,242</u>	<u>238,511</u>
<u>Governance costs</u>				
Support costs	1,184	442	1,626	3,020
Investment management fees	3,036	2,728	5,764	1,267
	<u>235,501</u>	<u>91,131</u>	<u>326,632</u>	<u>242,798</u>
For the year ended 31 March 2023				
Fundraising and publicity	175,116	63,395		238,511
Allocated Governance costs	2,299	721		3,020
Investment management fees	636	631		1,267
	<u>178,051</u>	<u>64,747</u>		<u>242,798</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

8 Charitable activities

	Community	Development	Total	Total
	Team	Team	2024	2023
	£	£	£	£
Staff costs	806,733	632,246	1,438,979	1,125,711
Direct : Other staff costs	37,068	33,471	70,539	57,617
Direct expenses	78,915	95,208	174,123	182,281
Premises costs	86,811	-	86,811	72,633
	<u>1,009,527</u>	<u>760,925</u>	<u>1,770,452</u>	<u>1,438,242</u>
Grant funding of activities (see note 10)	-	-	-	27,500
Share of support costs (see note 11)	424,570	341,395	765,965	560,885
Share of governance costs (see note 11)	5,204	4,015	9,219	17,109
	<u>1,439,301</u>	<u>1,106,335</u>	<u>2,545,636</u>	<u>2,043,736</u>
Analysis by fund				
Unrestricted funds	1,189,484	669,778	1,859,262	
Restricted funds	249,817	436,557	686,374	
	<u>1,439,301</u>	<u>1,106,335</u>	<u>2,545,636</u>	
For the year ended 31 March 2023				
Unrestricted funds	933,568	584,248		1,517,816
Restricted funds	255,092	270,828		525,920
	<u>1,188,660</u>	<u>855,076</u>		<u>2,043,736</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

9 Description of charitable activities

Community

Working across the community providing mental health and well-being support

- **Drugs and alcohol**- Working in partnership with Change Grow Live providing drug and alcohol support specifically for young people 16-25.
- **One to one NEET (Not in Education, Employment and Training) support** - Working in partnership with Going the Extra Mile providing one to one support to young people 16-25 furthest from the job market.
- **Link chat** - Each young person has an allocated youth worker who provides regular emotional, wellbeing and practical support to work through the challenges a young person is facing, with a focus of the impacts of Covid-19 and support to recover from the recent impacts (16-25) support can be face to face or phone, text, zoom.
- **HAF** - Providing holiday programme opportunities for children across the district council of Tewkesbury ensuring opportunities and food during the school holidays.
- **Cotswold Chat** – This is the Link chat service specifically for young people in the Cotswold's working in partnership with Cotswold Counselling supporting young people to improve their mental health.
- **Linked up-** Providing a youth worker who focuses on practical steps and a counsellor who focuses on mental health seeking to provide long lasting coping mechanisms for young people to manage their mental health 16-25.
- **Linked up+** - As Linked up, but specifically for young people in care or leaving the care system 16-25.
- **Flex** – Providing a youth worker and counsellor to provide support to young people 16-25 who have struggled with mainstream mental health services and require mental health support.
- **Bounce** – Providing a youth worker and a Cognitive Behavioural Therapy counsellor to support young people who are self-harming.
- **Fusion** – Supporting young people who are leaving Wotton Lawn (mental health inpatient unit) to resettlement in the community.
- **Community development** – Working in local communities with young people and local agencies to develop opportunities with young people for young people – this is a new programme that is in early stages of implementation.
- **Environmental** – Working in partnership with Ernest Cooke delivering as a consortium of partners across the country, engaging young people interested in Environmental programmes including social action.
- **Community Connections** – Working with young people identified by schools, providing one to one support and creating opportunities for young people to meet their peers and make connections in their communities.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

9 Description of charitable activities

(Continued)

Development Team

Provides a range of education development opportunities for young people:

- **Full circle** - Providing outreach and mentoring to 10-14 year olds at risk in the county, (at risk is defined as potential exclusion from school, involvement in gangs, exploitation etc.)
- **Transition chat** - Providing support to young people from mainstream, Alternative provision, hospital education and Special Educational Needs and Disability schools to ensure they have a positive transition into next step education or training once completed school or are in year 12.
- **Transition chat – Welfare-** Seeking those young people in year 11 who have not been engaged since going into lockdown and reengaging back into education and communities.
- **Therapy dog** – One to one interventions with our therapy dog Mini to improve well-being for young people and complete a qualification.
- **Princes Trust Team** - Providing a 12 week programme designed to teach young people all the skills required to move from NEET to EET. Teaching key skills, improving CVs and gaining practical experience (16-25).
- **Short programmes-** Providing a range of short education programmes preparing young people for work, or to re-engage them ready to look at positive next steps (16-25).
- **Evolve** - Providing support to children and families who need to be educated in a special school environment, supporting the children and families to reengage in education.

10 Grants payable

	Community	
	2024	2023
	£	£
North Cotswold Food Bank	-	2,250
Severn Wye	-	4,000
GL3 Hub	-	2,250
Tewkesbury Foodbank	-	4,500
Citizens Advice	-	3,000
Tewkesbury Citizens Advice	-	1,500
Priors Park Neighbourhood Project	-	3,000
Mindsong	-	4,000
Caring for Communities and People	-	3,000
	-	27,500

Community

In 2023 Young Gloucestershire received a grant of £50,000 from the NHS Integrated Care Board in order to enable support for individuals, households, accessing services in the Tewkesbury locality. Part of this included grants to assist with cost-of-living pressures. Young Gloucestershire were required to pay out grants to recipients specified in the grant agreement. These are listed above. Young Gloucestershire also received funds to assist with those projects or alternatively any other projects meeting the criteria.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

11 Support costs

	Support costs	Governance costs	2024	2023	Basis of allocation
	£	£	£	£	
Staff costs	530,740	-	530,740	415,196	Actual staff costs
Depreciation	47,855	-	47,855	43,864	Use of assets
Other staff costs	61,423	-	61,423	34,222	Proportion of staff costs
Office costs	205,133	-	205,133	150,067	Proportion of staff costs
Premises costs	41,753	-	41,753	(119)	Proportion of staff costs
Marketing costs	9,380	-	9,380	6,235	Proportion of staff costs
Finance costs	6,414	-	6,414	7,154	Proportion of staff costs
Audit fees	-	9,904	9,904	7,501	Governance
Other governance costs	-	941	941	12,628	Governance
	<u>902,698</u>	<u>10,845</u>	<u>913,543</u>	<u>676,748</u>	
Analysed between					
Fundraising	136,733	1,626	138,359	98,754	
Charitable activities	765,965	9,219	775,184	577,994	
	<u>902,698</u>	<u>10,845</u>	<u>913,543</u>	<u>676,748</u>	

Included in finance costs is interest payable on the bank loan of £4,113 (2023: £4,741).

Governance costs includes payments to the auditors of £7,501 (2023: £7,501) for audit fees. A further £8,924 (2023: £7,718) was paid to the auditors in respect of non- audit services - other financial services

12 Net movement in funds

	2024	2023
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	7,501	7,501
Depreciation of owned tangible fixed assets	<u>47,855</u>	<u>43,864</u>

13 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

The charity paid the balance of £nil (2023: £59) for trustee liability insurance.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

14 Employees

Number of employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Charitable activities	82	69
Generating funds	2	2
	<u>84</u>	<u>71</u>

Employment costs

	2024 £	2023 £
Wages and salaries	1,936,495	1,514,131
Social security costs	164,057	131,273
Other pension costs	51,676	38,280
	<u>2,152,228</u>	<u>1,683,684</u>

The number of employees whose total employee benefits for the reporting period fell within each band of £10,000 from £60,000 onwards are shown below:

	2024 Number	2023 Number
Remuneration band between £60,000- £70,000	<u>1</u>	<u>1</u>

15 Gains and losses on investments

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Gains/(losses) arising on:						
Revaluation of investments	24,770	10,755	35,525	(3,501)	(1,672)	(5,173)
Sale of investments	(488)	-	(488)	-	-	-
	<u>24,282</u>	<u>10,755</u>	<u>35,037</u>	<u>(3,501)</u>	<u>(1,672)</u>	<u>(5,173)</u>

16 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

17 Tangible fixed assets

	Freehold land and buildings	Fixtures and fittings	Computers	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 April 2023	1,171,040	40,544	25,403	74,066	1,311,053
Additions	69,396	-	9,604	10,000	89,000
Disposals	-	-	-	(4,000)	(4,000)
At 31 March 2024	1,240,436	40,544	35,007	80,066	1,396,053
Depreciation and impairment					
At 1 April 2023	29,967	17,190	11,652	43,596	102,405
Depreciation charged in the year	19,291	7,114	6,351	15,099	47,855
Eliminated in respect of disposals	-	-	-	(4,000)	(4,000)
At 31 March 2024	49,258	24,304	18,003	54,695	146,260
Carrying amount					
At 31 March 2024	1,191,178	16,240	17,004	25,371	1,249,793
At 31 March 2023	1,141,073	23,354	13,751	30,470	1,208,648

Freehold land and buildings with a carrying amount of £1,191,178 (2023 - £1,141,073) have been pledged to secure borrowings of the charity. The charity is not allowed to pledge these assets as security for other borrowings or to sell them to another entity.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

18 Fixed asset investments

	Listed investments £
Valuation	
At 1 April 2023	474,447
Additions	67,972
Valuation changes	35,526
Disposals	(17,501)
At 31 March 2024	560,444
Carrying amount	
At 31 March 2024	560,444
At 31 March 2023	474,447

19 Financial instruments	2024 £	2023 £
Carrying amount of financial assets		
Debt instruments measured at amortised cost	420,956	456,344
Equity instruments measured at fair value through the Statement of Financial Activities	560,444	474,447
Carrying amount of financial liabilities		
Measured at amortised cost	1,313,255	1,180,682

20 Debtors	2024 £	2023 £
Amounts falling due within one year:		
Trade debtors	289,633	455,481
Other debtors	131,323	863
Prepayments and accrued income	63,312	111,441
	484,268	567,785

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

21 Loans and overdrafts

	2024 £	2023 £
Bank loans	136,770	155,560
Payable within one year	19,453	18,929
Payable after one year	117,317	136,631
Amounts included above which fall due after five years:		
Payable by instalments	34,415	54,938

The long-term loans are secured by a debenture comprising fixed and floating charged over all assets and undertakings, including all present and future freehold and leasehold property, book and other debts, chattels, goodwill, uncalled capital, both present and future, together with a first legal mortgage over the freehold property known as 1 Dock Office, Commercial Road, Gloucester.

The loan term is 10 years from the date of drawdown. The loan is repayable in monthly instalments with a fixed interest rate of 2.87% for the first 5 years. The interest rate will then revert to 2.72% over the base rate for the remaining term.

22 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Bank loans	21	19,453	18,929
Other taxation and social security		40,986	31,859
Trade creditors		41,803	61,098
Other creditors and deferred income		1,043,993	884,065
Accruals		90,689	79,959
		1,236,924	1,075,910

23 Creditors: amounts falling due after more than one year

	Notes	2024 £	2023 £
Bank loans	21	117,317	136,631

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

24 Deferred income

Deferred income is included in the financial statements as follows:

	2024 £	2023 £
Current liabilities	1,041,133	873,670
	<u>1,041,133</u>	<u>873,670</u>
	£	
Balance at 1 April 2023	873,670	
Amounts released to incoming resources	(873,670)	
Amounts deferred in the year	<u>1,041,133</u>	
Balance at 31 March 2024	<u>1,041,133</u>	

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

24 Deferred income

(Continued)

Amounts deferred at 31 March 2024 were:

£

NHS CCG - Project administrator	
Children In Need	1,800
Pets Foundation	11,550
The Not Grove Trust	10,000
Nationwide - Homestart Bright Start	17,850
Gloucestershire County Council - Online Modern Harm	82,834
Gloucestershire County Council - Transition Chat	70,000
Gloucestershire County Council - SEMH	29,583
Gloucestershire County Council - S-19 Mentoring provision	18,360
Gloucestershire County Council - Ignite	8,910
Gloucestershire County Council - HAF Easter 2024	8,958
Gloucestershire County Council - Evolve	85,274
Gloucestershire Community Foundation	4,375
Tewkesbury Borough Council- Mentoring	44,695
Henry Smith - Hidden Victims	21,710
CHK - Mentoring	19,828
CHK - GMP Youth Worker	20,000
Ernest Cook Trust -Environmental	15,000
Spirax Sarco	5,000
St James's Place Charitable Trust	39,196
Bridge Builders - Full Circle	20,616
Big Lottery - Parental Mental Health	24,750
NHS CCG - Group Work	102,605
NHS CCG - Tewkesbury Flex	1,324
NHS CCG - YAS Youth Support	50,107
NHS CCG Waiting List reduction	25,000
NHS CCG - Fusion	45,000
NHS CCG - Bluebells	13,375
NHS CCG - GRH Paediatrics ward	213,364
ILP Cotswold - Cotswold Chat	16,676
Waite & Hayward - Transgender	6,662
Others	6,731

1,041,133

25 Retirement benefit schemes

	2024	2023
	£	£
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	51,676	38,280

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

26 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Movement in funds					
	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Gains and losses	Balance at 31 March 2024
	£	£	£	£	£	£
Community - Schools & Community	-	32,641	(34,745)	2,104	-	-
Community - Transgender	-	19,170	(31,036)	11,866	-	-
Community - Environmental	-	35,742	(32,188)	-	-	3,554
Community - Tewkesbury Mentoring	-	1,305	(1,894)	589	-	-
Community - Awards for all	1,041	-	-	-	-	1,041
Community - Music Project	289	-	-	-	-	289
Community - Cotswold Chat	-	42,437	(42,452)	15	-	-
Community - Go the Extra Mile	-	-	(55)	55	-	-
Community - YG Hub	-	15,000	(55,428)	40,428	-	-
Community - Wellbeing	1,084	-	-	-	-	1,084
Community - Linkchat SJP	-	29,976	(32,131)	2,155	-	-
Community - EmpowHer	80	-	-	-	-	80
Community - HLF	2,509	-	-	-	-	2,509
Community - My Life My Plan	628	-	-	-	-	628
Community - PowerUp	-	10,740	(8,200)	-	-	2,540
Community - Bloom	-	9,789	(6,595)	-	-	3,194
Community - Hidden Victims	-	29,710	(43,193)	13,483	-	-
Community - Drugs and Alcohol	-	12,500	(16,780)	4,280	-	-
Community - Mental Health	-	4,375	(7,654)	3,279	-	-
Development - ExChange	12,683	34,167	(38,277)	-	-	8,573
Development - Sporting Chances	1,128	-	-	-	-	1,128
Development - Full Circle	-	79,547	(79,617)	70	-	-

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

26 Restricted funds

(Continued)

	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Gains and losses	Balance at 31 March 2024
	£	£	£	£	£	£
Development - Bus Funds	2,197		(1,533)	-	-	664
Development - Animal Assisted	-	34,650	(43,767)	9,117	-	-
Development - Mentoring	-	70,489	(74,373)	3,884		-
Development - Pathways	-	1,850	(15)	-		1,835
Development - ESHO	-	48,363	(48,268)	-		95
Development - Diversion - OPCC	-	25,708	(22,664)	-		3,044
Development - Violent Crime		48,000	(43,241)	-	-	4,759
Corporate - Dock office refurbishment	19,128	-	(6,376)	-	-	12,752
Corporate - Building purchase -Dock Office	418,734	-	(4,272)	-	-	414,462
Corporate - Equipment	14,962	-	(4,988)	-	-	9,974
Corporate - Brenda Hoskins Trust Legacy	296,103	2,168	(68,917)	2,473	10,755	242,582
Development - Nationwide	-	17,850	(17,858)	-	-	(8)
Development - Sovereign Iwill Fund	-	7,497	(8,260)	763		-
Other investments		2,728	(2,728)			
	<u>770,566</u>	<u>616,402</u>	<u>(777,505)</u>	<u>94,561</u>	<u>10,755</u>	<u>714,779</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

26 Restricted funds

(Continued)

Source of restricted funds	£
Waite and Hayward	6,670
Good Exchange	5,000
The Notgrove Trust	1,826
Tewkesbury ILP	26,584
Ernest Cook	35,742
Cheltenham	
Borough Council	9,789
St James's Place Charitable Foundation	40,393
Nationwide	
Community Grant	17,850
Masonic Charitable	
Foundation	27,500
Dulverton	10,740
Four Acres	22,021
The Julia and Hans	
Foundation	10,000
Sovereign IWill Fund	7,498
Henry Smith	19,790
Children in Need	26,036
Pets Foundation	34,650
Office of Police Crime Commissioner	64,042
Gloucestershire County Council	115,713
CHK	70,489
Cotswold ILP	42,437
Spirax Sarco	5,000
Tewkesbury Borough	
Council	7,361
Gloucestershire Community Foundation	4,375
Income from Brenda Hoskins investments	2,168
Income from other restricted investments	2,728
	616,402

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

27 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes: The fund below has been designated for the building purchased during the year.

	Balance at 1 April 2022 £	Resources expended £	Balance at 1 April 2023 £	Resources expended 31 March 2024 £	Balance at 31 March 2024 £
Building fund	648,799	(6,637)	642,162	(6,637)	635,525
	<u>648,799</u>	<u>(6,637)</u>	<u>642,162</u>	<u>(6,637)</u>	<u>635,525</u>

28 Analysis of net assets between funds

	Unrestricted fund 2024 £	Designated fund 2024 £	Restricted fund 2024 £	Total 2024 £	Unrestricted fund 2023 £	Designated fund 2023 £	Restricted fund 2023 £	Total 2023 £
Fund balances at 31 March 2024 are represented by:								
Tangible assets	177,079	635,526	437,188	1,249,793	112,175	642,162	454,311	1,208,648
Investments	317,862	-	242,582	560,444	204,788	-	269,659	474,447
Current assets/(liabilities)	563,534	-	35,009	598,543	388,794	-	46,596	435,390
Long term liabilities	(117,317)	-	-	(117,317)	(136,631)	-	-	(136,631)
	<u>941,158</u>	<u>635,526</u>	<u>714,779</u>	<u>2,291,463</u>	<u>569,126</u>	<u>642,162</u>	<u>770,566</u>	<u>1,981,854</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

29 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024 £	2023 £
Within one year	8,750	56,586
Between two and five years	77,054	71,554
	<u>85,804</u>	<u>128,140</u>

30 Capital commitments

Amounts contracted for but not provided in the financial statements:

	2024 £	2023 £
Acquisition of property, plant and equipment	6,395	-

31 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2024 £	2023 £
Aggregate compensation	341,602	243,658

Other related party transactions

Infobuzz Limited is a charity that was connected to Young Gloucestershire by a common Trustee and the two charities shared a CEO. On the 28 October 2023, Young Gloucestershire agreed to acquire Infobuzz. Infobuzz transferred a grant of £246,727 to Young Gloucestershire on its closure. Prior to this Young Gloucestershire charged Infobuzz £20,790 (2023: £23,797) for management related services, and £2,625 for office space & utilities (2023: £4,125), and £17,606 (2023: £23,036) for general recharges. Infobuzz Limited charged Young Gloucestershire £840 (2023: £1,594) for the provision of welfare services and recharges.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

32	Cash generated from operations	2024 £	2023 £
	Surplus for the year	314,322	24,985
	Adjustments for:		
	Investment income recognised in statement of financial activities	(25,331)	(6,246)
	Loss on disposal of investments	488	-
	Fair value gains and losses on investments	(35,525)	5,173
	Depreciation and impairment of tangible fixed assets	47,855	43,864
	Movements in working capital:		
	Decrease/(increase) in debtors	83,517	(355,639)
	Increase/(decrease) in creditors	160,490	(6,116)
	Cash generated from/(absorbed by) operations	545,816	(293,979)

33	Analysis of changes in net funds	At 1 April 2023 £	Cash flows £	At 31 March 2024 £
	Cash at bank and in hand	943,515	407,684	1,351,199
	Loans falling due within one year	(18,929)	(524)	(19,453)
	Loans falling due after more than one year	(136,631)	19,314	(117,317)
		787,955	426,474	1,214,429

Young Gloucestershire Limited

England & Wales - Charity number 281797

Accounts

Charity registration number 281797

Company registration number 01547097 (England and Wales)

YOUNG GLOUCESTERSHIRE LIMITED
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

YOUNG GLOUCESTERSHIRE LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr M. Sheridan	
	Mr M. Moule	
	Ms C. Stallard	
	Mr S. McKeag	
	Mr P. Holroyd	
	Ms C. O'Donoghue	
	Mr S. Titterton	
	Mr G. Leon	
	Mr J. Tabor	(Appointed 24 October 2023)
	Ms S. Danson	(Appointed 24 October 2023)

Key Management Personnel

Chief Executive Officer	Ms T. Clark
Finance Manager	Ms L. Howes
Senior Managers	Mr T. Saunders
	Ms A. Wynn
	Ms E. Blakelock
	Mr T. Jones
	Ms I. Sime

Charity number 281797

Company number 01547097

Registered office The Old Dock Office
Commercial Road
Gloucester
Gloucestershire
GL1 2EB

Auditor Pitt Godden & Taylor LLP
Unit 3 Ambrose House
Meteor Court
Barnett Way
Barnwood
Gloucester
GL4 3GG

Bankers HSBC Bank plc
The Cross
Gloucester
GL1 2AP

Solicitors Willans LLP
28 Imperial Square
Cheltenham
Glos
GL50 1 RH

YOUNG GLOUCESTERSHIRE LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Investment advisors Crowe Financial Planning UK Ltd
St James's House
St James's Square
Cheltenham
Gloucestershire
GL50 3PR

Investment advisors LGT Wealth Management LLP
14 Cornhill
London
EC3V 3NR

YOUNG GLOUCESTERSHIRE LIMITED

CONTENTS

	Page
Trustees' report	1 - 9
Statement of trustees' responsibilities	10
Independent auditor's report	11 - 13
Statement of financial activities	14
Balance sheet	15
Statement of cash flows	16
Notes to the financial statements	17 - 39

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their annual report and financial statements for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Objectives and activities

Young Gloucestershire ("YG") is a countywide youth work charity in Gloucestershire.

The objectives, for which the charity was established, as described in its governing document, are: 'helping young people to develop their physical, mental and spiritual capabilities or to provide such other help and support to young people as the Trustees see fit, including the relief of poverty, the advancement of education, the advancement of health, the advancement of citizenship and community development, the advancement of the arts, culture, heritage or science, the advancement of amateur sport, the advancement of human rights, the advancement of equality and diversity, the relief of those in need by reason of youth, age, ill-health, disability or other disadvantage, and such other purposes recognised from time to time by law as charitable.'

This can be summed up in the phrase 'inspiring young people'.

YG's Vision is:

For young people to have the confidence, motivation and skills to improve their lives.

Our Mission:

We work to achieve this vision by creating opportunities that educate, inform, and inspire by;

- Providing training for young people to take the next step;
- Working with young people to make informed decisions by offering practical support;
- Working with communities to provide opportunities for young people.

Our Values:

- Participation: Young people are at the heart of our service.
- Flexibility: We respond to the changing needs of young people.
- Equality: We support all young people to reach their potential no matter their circumstances.
- Partnership: We value working with like-minded communities and organisations to achieve our vision.

Young Gloucestershire is the local association for both UK Youth and the countywide delivery partner for Prince's Trust Teams. YG work in partnership with our sister charity Infobuzz. Infobuzz offers therapeutic and practical support for families and young people with complex needs.

How Young Gloucestershire's activities deliver public benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

The charity aims to create opportunities that educate, help and inspire young people. The projects are targeted to help any young person in need with no discrimination regarding race, background, education or ability. No charge is made to the young people being assisted, a fee may be charged to another organisation.

Young Gloucestershire's areas of work in 2022/23 focused on consolidating the support for young people due to the fallout of the Covid pandemic. Over this period, we have grown and developed our services to respond to the needs of young people in the county. There continues to be a specific focus on our mental health services and support for young people to re-engage in education as well as mentoring programme aimed at young people who are considered at risk of CSE.

Below are services we have delivered in 2022/23:

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Items of particular note were:

During the year we have rented a property in Tewkesbury to deliver mental health services. We have also provided a drop in over the winter months for young people to come and receive a hot meal and drink.

Long term investment funds have been created for the donation received from Brenda Hoskins Legacy.

Our Mental Health Services have continued to grow with some additional mental health programmes and an increased reach on our existing programmes;

- **Flourish** – a pilot programme seeking to reduce the CAMHS waiting list by supporting young people through group intervention.
- **Bluebells** – providing mental health support to young people working in partnership with Cheltenham PCN seeking to provide early intervention support.

Mentoring services have increased with specialist mentoring supporting girls at risk of involvement in crime, young people affected by knife crime, CSE, high ACES and facing challenges.

Our support for young people back into education has increased with the addition of Steps - providing support for young people not in school due to mental health and Ignite - providing support for young people not in school due to neurodiversity.

During the year, the charity worked with an estimated **1,255** young people through one-to-one initiatives providing intensive support with staff delivering **13,242** sessions totaling **12,606** hours of support.

In addition, through our group work programmes, we worked with an additional **3,466** young people and families, delivering holiday camps and providing community, wellbeing and NEET support.

Our overall total of young people worked with during the year was **4,721**.

1,713 hours spent outside of sessions supporting people, calling social workers, parents

Our services include:

Education and Development services

- **Transition Chat** - Providing support to young people from mainstream, Alternative provision, hospital education and SEND schools to ensure they have a positive transition into next step education or training once completed school or are in year 12.
- **Steps** – providing support for young people facing challenges with mental health to reengage into school
- **Ignite** – providing support for young people who are waiting neuro assessment to reengage in school
- **Princes Trust Team** - Providing a 12 week programme designed to teach young people all the skills required to move from NEET to EET. Teaching key skills, improving CVs and gaining practical experience (16-25).
- **Housing Support** (nationwide) – educating young people who are NEET in relation to their housing needs
- **YG Hub** – Providing support for NEET young people or young people looking for the next step up into work.
- **ESHO** – supporting young people furthest from the job market back into work
- **YG Apprenticeships** – A commitment to employ three young people apprentices to work across YG in different areas to develop young people's futures.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Community and Mentoring Services

- **Drugs and Alcohol**- Working in partnership with CGL providing drug and alcohol support specifically for young people 16-25
- **Link Chat** - Each young person has an allocated youth worker who provides regular emotional, wellbeing and practical support to work through the challenges a young person is facing, (16-25) support can be face to face or phone, text, zoom
- **Cotswold Chat** – This is the Link chat service specifically for young people in the Cotswold's.
- **Community Development** – Working in local communities with young people and local agencies to develop opportunities with young people for young people, focusing on Tewkesbury, Cotswold and Forest. This includes: events, outreach/street based youth work, partnership development. Ensuring the voice of young people is heard, currently work being completed in Tewkesbury District linked to ILP and Garden Town Initiative
- **Environmental** – Working in partnership with Ernest Cooke delivering as a consortium of partners across the country, engaging young people interested in Environmental programmes including social action.
- **Holiday Activity Fund (HAF)** – Providing opportunities for the whole district of Tewkesbury during school holiday times, this includes food parcels, tokens and activity for young people across the district
- **ExChange** - Providing mentoring to young people identified as being at risk of involvement in violent crime. This is a partnership with OPCC, police, YST, and Fearless.
- **Full Circle** - Providing outreach and mentoring to 10-14 year olds at risk in the county, (at risk is defined as potential exclusion from school, involvement in gangs, exploitation etc.)
- **Mentoring (GMP)** provides mentoring to young people 10-14 as an early intervention for those at potential involvement in crime. This mentoring programme will be delivered by volunteers.
- **Diversion (10-14)** providing mentoring for young males at risk of involvement in Violent Crime
- **Glos City Violence** – providing mentoring for young people 11-25 at risk of involvement in violent crime, developing a strategy to response of violent crime in the city in partnership with a steering group
- **Animal Assisted Intervention** – One to one interventions for young people using a range of animals to build confidence, reduce anxiety and develop young people

Therapeutic Services

- **Linked Up+** - Providing a youth worker who focuses on practical steps and a counsellor who focuses on mental health seeking to provide long-lasting coping mechanisms for young people to manage their mental health 16-25 specifically for young people in care or leaving the care system 16-25 (working in partnership with Infobuzz).
- **Flex** – Providing a youth worker and counsellor to provide support to young people 16-25 who have struggled with mainstream mental health services and require mental health support.
- **Bounce** – Providing a youth worker and a CBT counsellor to support young people who are self-harming. 14-25.
- **Bounce +** - Providing youth work led support for young people who are suffering with self-harm. This is a Cheltenham based service 14 - 25.
- **Link Chat+** - Seeking to respond to the growing needs of mental health challenges in young people, a youth work-led mental health service based in Cheltenham supporting young people with face-to-face mental health support.
- **Fusion**– Supporting young people who are leaving Wotton Lawn (mental health inpatient unit) to resettle in the community.
- **Tewkesbury Flex** – Providing a youth worker and counsellor to support young people based in Tewkesbury.

Fundraising

This year was a positive year for Young Gloucestershire, with contracts being renewed and extended and several successful funding bids secured. We are pleased that at a time of high need, the charity has continued to be able to expand in response to the demand in the community.

Young Gloucestershire employs a Head of Income Communications and Marketing and one full-time Fundraising Manager whose main focus is applying for grants from charitable foundations and events. The Head of Income is responsible for developing corporate relationships, high net worth donors, and working with the CEO on statutory contracts and tenders. The team has also just employed YG's first fundraising apprentice.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

We also have an online giving page and a text donate number. Aside from employees of our corporate partners, we do not use any third parties to fundraise on our behalf.

Any voluntary regulated scheme binds none of the fundraising undertaken.

If a fundraising event is organised on behalf of YG, information is provided on our website on how to do this, but this activity needs to be monitored.

We have received no complaints regarding fundraising.

The expectation for 23/24 will see an increase in grant funding to support projects for 1-3 years, with a robust and proven funding model being used. There are also likely to be several programmes and projects being recommissioned and extended via statutory sources.

We are to continue to developing new programmes that meet the local need of our young people. The fundraising priorities for the first part of the year are an environmental youth worker, gender diversity youth workers, refugee support youth workers and a mentoring programme to engage yps with behavioural challenges.

There is also a focus on engaging the local business community and corporate organisations to provide further financial support and fundraising initiatives. The fundraising team are also continuing to develop events that are aimed at increasing the amount of unrestricted funding for the 23/24 year.

There will also be a need to secure capital funding to allow us to contribute to the future building strategy for YG.

Financial review

Young Gloucestershire's financial performance remained strong

Total income was £2,316,692. Expenditure for the year was £2,286,534.

We aim for full cost recovery wherever possible but certain projects will never be self-supporting, so we look to diversify income streams to cover shortfalls in those activities which form an essential part of the charity's aims and objectives.

A total of £74,821 (2022: £122,814) has been transferred from the unrestricted fund to the restricted fund in this financial year.

The total net income for the year was £24,985 (2022: £540,442). This leaves the charity with general unrestricted funds of £569,126, designated funds of £642,162 and restricted funds of £770,566.

Reserves policy

The trustees have a policy to hold in liquid free reserves, (as net cash and readily available investments) an approximate sum required for continuing the operation of the charity for three to six months. The trustees are of the opinion that an appropriate level of liquid free reserves would be in the range of £380,000 - £750,000. This would give time, in the event of a curtailment in income, for further funding to be secured.

At the year end, the charity was holding as net current assets a sum of £435,390 of which £46,596 were restricted and so unavailable for general use. This leaves the charity with liquid free reserves of £388,794. The charity is therefore meeting its objectives.

The long term creditor represents the mortgage and is secured on the property. For this reason, both are excluded from liquid free reserves.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Principal funding sources

The financial statements detail the sources of funds available to the charity. Incoming resources which warrant separate mention are as follows:

- £130,331 through colleges for the funding of Prince's Trust Team programme.
- £1,064,140 from the NHS Gloucestershire Clinical Commissioning Group for the work of our mental health and counselling services.
- £397,944 for the delivery of transitions support services from Gloucestershire County Council.

The charity has also received funding from a variety of other sources including:

- Four Acre Trust
- Nationwide Building Society
- The Not Grove Trust
- OPCC
- BBC Children In Need
- JH Rausing Trust
- ILP Tewkesbury
- Ernest Cook
- St James' Place Charitable Foundation
- Spirax Sarco
- ILP Cotswold

all of whom provide funding to enable the charity to carry out its charitable objectives.

Investment policy

Young Gloucestershire investments are managed on our behalf by LGT Wealth Management LLP. Investments are distributed in a range of asset classes, the details of which are included below. The Investment committee sets the overall performance and ethical parameters under which our investment managers operate.

The primary objectives of our investment portfolio are to:

- Generate long-term income.
- Maintain an appropriate balance between equities, bonds, other investments, and cash to spread and manage risk.

The total return on our portfolio over the financial year was a negative return of 0.36%.

The distribution of investments as of 31st March 2023 was:

UK Corporate 6%

Oversea Corporates 32%

Global Equities 32%

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

North America 5%

Asia 7%

Alternatives/Cash 18%

The trustees have declared that the charity will not directly invest in armaments, tobacco, or pornography.

Risk assessment

The trustees and staff assess on an on-going basis the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity and to the health and safety of its employees and the public.

In doing so the board of trustees has created a risk register that brings all the risks from across the organisation together and highlights the key risks for the organisation. The current top risks for the organisation are:

- Funding – the current funding environment is uncertain, there is a lot of competition for limited funding amounts.
- The cost of living crisis is causing a problem providing a competitive salary and this in turn impact employee recruitment and retention.
- AI introduces a whole new world of risks for staff and young people and needs to be factored into a review of our policies.
- Recruitment of appropriate skill sets – the youth work sector is changing and there is a reduction in trained and skilled youth workers.

The following strategies have been put in place:

Funding – YG has been working hard in diversifying its funding sources including contracts and grant funding. we continue to seek to do this to spread the risk of loss of funding. We have seen a positive result from our fundraising efforts this year. We have also embarked on developing fundraising initiatives and corporate support that has allowed us to fund programmes that have previously been funded from reserves.

Recruitment of appropriate skillsets – Over recent years YG has found it needs a wider and more varied skillsets to deliver the services we deliver. The services we deliver are reliant on the skillset of the staff delivering these services. YG has been widening the range of qualifications it seeks and exploring the development opportunities available to the team to ensure we can meet these needs. As the organisation is growing we are diversifying our skills and this is having a positive impact.

Plans for future periods

Environmental Policy/Carbon Reduction Plan

YG is committed to an environmental agenda and significant progress has been made in this area in recent years with the purchase of an electric car and work towards reducing our carbon footprint. Additional policies are under development.

Other future plans

- To continue to grow our mental health and wellbeing services.
- To explore whether additional locality bases are needed
- To increase our mentoring offer for young people most at risk
- To develop our local community offer
- To continue to explore programmes for young people at risk of exclusion.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Our on-going provision will also include:

- To continue delivering Prince's Trust Team Programmes run at YG.
- To provide Linked up+, Flex and Bounce counselling services.
- To provide Youth work led mental health services Link Chat, Link Chat+, Bounce and Fusion
- To provide support to those furthest from the job market.
- To continue to support those with drug and alcohol needs.
- To continue to deliver the Holiday Activity Fund offer
- To diversify income streams to increase YG's offer.
- To continue to understand and hear young people's needs in Gloucestershire.

Structure, governance and management

The charity's registered office and registration numbers are recorded under legal and administration information. The charity is a charitable company with no share capital and is limited by guarantee. The governing documents of the charity are the Memorandum and Articles of Association.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr R. Bevan	(Resigned 10 January 2023)
Mr M. Sheridan	
Mr M. Moule	
Ms C. Stallard	
Mr S. McKeag	
Mr P. Holroyd	
Ms C. O'Donoghue	
Mr S. Titterton	
Mr A. Mulla	(Resigned 6 September 2023)
Mr G. Leon	
Mr J. Tabor	(Appointed 24 October 2023)
Ms S. Danson	(Appointed 24 October 2023)

All trustees give their time voluntarily and receive no benefits from the charity. There were no expenses claimed by trustees during the year.

The Board of Trustees has a wide range of specialist skills and experiences which include:

- Finance
- Building Surveying
- Youth Work
- Personnel Management
- Project Management
- Community Safety
- Business Management
- Education & Welfare
- Voluntary & Community Sector

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

New trustees are selected by recommendations for their experience to fill skills gaps. New trustees are introduced to the managers and staff by the Chief Executive and spend time getting to know the activities of each department during their induction as well as visiting programmes and projects.

None of the trustees has any beneficial interest in the company.

The Board of Trustees oversees Young Gloucestershire's programmes and services in order to ensure Young Gloucestershire meets its objectives, strategic plan and legal requirements.

The Board of Trustees is responsible for setting the strategic direction of the organisation and delegates the implementation of this policy to the Chief Executive and managers. This delegation is kept under review through regular board meetings. The trustees receive reports, department's performance against planned targets and financial reporting ahead of the formal Board Meetings.

The organisation has a range of policies and procedures appropriate to the range of work, responsibilities and legal regulations including:

- Safeguarding
- Health & Safety at Work
- Equal Opportunities
- Complaints
- Financial
- Risk
- Data Protection & Privacy

Organisational structure

The charity employs a CEO who manages the organisation, she is supported by a senior management team who have specific area focuses.

How decisions are made

The board of trustees delegate the day to day responsibility of operations to the CEO and senior management team. The trustees undertake a strategic review periodically and this was completed during the financial year. This sets the direction and parameters of the work. Trustees meet bi monthly to review progress against priorities set and ensure the organisation is compliant. In addition finance committee meetings are held monthly.

The senior management team meet monthly to review progress and set the direction and focus to achieve the strategy.

Remuneration policy

Young Gloucestershire has a staff salary structure, and roles are analysed against this.

The trustees each year make the decision for the whole organisation in relation to a cost of living pay rise based on the current market situation. A cost of living pay rise was agreed in April 2022 and in October 2022. The trustees took the decision to bring forward the pay increase due to the cost of living crisis. The board of trustees sets the salary of the CEO and senior management team.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

Partnerships in the wider community

Young Gloucestershire is active in numerous local county, regional and national partnerships including:

- Gloucestershire County Council Youth Support Service/Prospects
- Gloucester VCS Alliance
- UK Youth
- Young People South West
- Gloucester, Tewkesbury and Cheltenham ILP/ICB
- Health and Wellbeing Board
- Coalition for the wellbeing of children and young people

Post balance sheet event

Since the end of the year, a proposal has been made and agreed by the board of Trustees to acquire Infobuzz (a charitable company limited by guarantee). It is envisaged this will take place in October 2023.

Auditor

In accordance with the company's articles, a resolution proposing that Pitt Godden & Taylor LLP be reappointed as auditor of the company will be put at a General Meeting.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.

Mr M. Sheridan

Dated: 6 December 2023

YOUNG GLOUCESTERSHIRE LIMITED

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2023

The trustees, who are also the directors of Young Gloucestershire Limited for the purpose of company law, are responsible for preparing the Trustees' 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- 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 adequate 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 Companies Act 2006. 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.

YOUNG GLOUCESTERSHIRE LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF YOUNG GLOUCESTERSHIRE LIMITED

Opinion

We have audited the financial statements of Young Gloucestershire Limited (the 'charity') for the year ended 31 March 2023 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 charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, 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 Companies Act 2006.

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.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of the audit, or 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.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

YOUNG GLOUCESTERSHIRE LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF YOUNG GLOUCESTERSHIRE LIMITED

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, 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 liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud, and non-compliance with laws and regulations, was as follows:

- We identified the laws and regulations relevant to the charity from discussions with the board and the finance team. The laws that we consider may have a direct material effect on the financial statements or the operation of the charity include the Charities Act 2011, the Companies Act 2006, employment, health and safety, and data protection.
- We ensured that the audit engagement team collectively has the appropriate competence, capabilities and skills to identify non-compliance with the applicable laws and regulations noted above.
- We assessed the extent of compliance with these laws and regulations through enquiries with the trustees and members of the finance committee and inspecting legal costs, and assessing any correspondence with the charity commission over the year.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud may occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, and their knowledge of any actual, suspected and alleged fraud;
- assessing and testing the internal controls in place to mitigate fraud risks and non-compliance with laws and regulations.

YOUNG GLOUCESTERSHIRE LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF YOUNG GLOUCESTERSHIRE LIMITED

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify unusual or unexpected transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias;
- reviewed a sample tested journal entries to confirm that they were genuine transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to the underlying supporting documentation;
- reviewing the minutes of meetings of the board as to actual and potential litigation and claims;
- checking for correspondence from the Charity Commission.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Nicholas Bishop (Senior Statutory Auditor)
for and on behalf of Pitt Godden & Taylor LLP

6 December 2023

Chartered Accountants
Statutory Auditor

Unit 3 Ambrose House
Meteor Court
Barnett Way
Barnwood
Gloucester
GL4 3GG

YOUNG GLOUCESTERSHIRE LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
<u>Income and endowments from:</u>					
Donations and legacies	3	152,141	445,821	597,962	822,711
Charitable activities	4	1,652,822	20,146	1,672,968	1,826,186
Activities for generating funds	5	39,516	-	39,516	24,948
Investments	6	5,284	962	6,246	2,581
Other income	7	-	-	-	4,070
Total income		1,849,763	466,929	2,316,692	2,680,496
<u>Expenditure on:</u>					
Raising funds	8	178,051	64,747	242,798	196,595
Charitable activities	9	1,517,816	525,920	2,043,736	1,944,725
Total resources expended		1,695,867	590,667	2,286,534	2,141,320
Net gains/(losses) on investments	15	(3,501)	(1,672)	(5,173)	1,266
Net incoming/(outgoing) resources before transfers		150,395	(125,410)	24,985	540,442
Gross transfers between funds		(74,821)	74,821	-	-
Net income/(expenditure) and net movement in funds		75,574	(50,589)	24,985	540,442
Fund balances at 1 April 2022		1,135,714	821,155	1,956,869	1,416,427
Fund balances at 31 March 2023		1,211,288	770,566	1,981,854	1,956,869

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

YOUNG GLOUCESTERSHIRE LIMITED

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	17	1,208,648		1,169,599	
Investments	18	474,447		18,640	
		<u>1,683,095</u>		<u>1,188,239</u>	
Current assets					
Debtors	20	567,785		212,146	
Cash at bank and in hand		943,515		1,793,303	
		<u>1,511,300</u>		<u>2,005,449</u>	
Creditors: amounts falling due within one year	22	(1,075,910)		(1,082,086)	
Net current assets			435,390		923,363
Total assets less current liabilities			2,118,485		2,111,602
Creditors: amounts falling due after more than one year	23		(136,631)		(154,733)
Net assets			<u>1,981,854</u>		<u>1,956,869</u>
Income funds					
Restricted funds	26	770,566		821,155	
<u>Unrestricted funds</u>					
Designated property funds	27	642,162		648,799	
General unrestricted funds		569,126		486,915	
		<u>1,211,288</u>		<u>1,135,714</u>	
		<u>1,981,854</u>		<u>1,956,869</u>	

The financial statements were approved by the Trustees on 6 December 2023

Mr M. Sheridan
Trustee

Mr M. Moule
Trustee

Company Registration No. 01547097

YOUNG GLOUCESTERSHIRE LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	32		(293,979)		888,907
Investing activities					
Purchase of tangible fixed assets		(82,913)		(75,653)	
Proceeds on disposal of tangible fixed assets		-		4,070	
Purchase of investments		(460,980)		-	
Interest and rental income received		6,246		2,581	
Net cash used in investing activities			(537,647)		(69,002)
Financing activities					
Repayment of bank loans		(18,162)		(17,645)	
Net cash used in financing activities			(18,162)		(17,645)
Net (decrease)/increase in cash and cash equivalents			(849,788)		802,260
Cash and cash equivalents at beginning of year			1,793,303		991,043
Cash and cash equivalents at end of year			943,515		1,793,303

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Charity information

Young Gloucestershire Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is The Old Dock Office, Commercial Road, Gloucester, Gloucestershire, GL1 2EB.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "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)". 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 financial statements have been prepared under the historical cost convention, [modified to include the revaluation of certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds are funds set aside by the directors out of unrestricted general funds for specific future purposes or projects.

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 financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Secondments are quantified in the Statement of Financial Activities by reference to the salary scales of the entity providing the secondees. Gifts of assets are included in the Statement of Financial Activities at the fair value of the donated asset at the time of donation.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

When donors specify that amounts given to the charity must be used in future accounting periods, the income is deferred until those periods.

When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the preconditions for use have been met.

When donors specify that donations and grants are for particular restricted purposes, which do not amount to preconditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

Grants from the Government and other agencies have been included as income from activities in furtherance of the charity's objects on an accruals basis where these amount to a contract for services.

1.5 Expenditure

Resources expended are included in the Statement of Financial Activities on an accruals basis. Inclusive of any VAT, that cannot be recovered.

Governance costs include those incurred in the governance of the charity and in connection with the administration of the charity and compliance with constitutional and statutory requirements.

Support costs are those costs incurred directly in support of expenditure and have been allocated to activity cost categories on the basis of staff time or usage per capita.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	50 years straight line, windows - 15 years straight line
Fixtures and fittings	5 years and 8 years straight line
Computers	4 years straight line
Motor vehicles	4 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

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 and bank loans 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.

Debt instruments are subsequently carried at amortised cost.

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.

Derecognition of financial liabilities

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

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

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.

1.12 Retirement benefits

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

YOUNG GLOUCESTERSHIRE LIMITED

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

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total 2023	Total 2022
	£	£	£	£
Donations and gifts	150,726	5,951	156,677	437,534
Charitable grants	1,415	439,870	441,285	385,177
	<u>152,141</u>	<u>445,821</u>	<u>597,962</u>	<u>822,711</u>
For the year ended 31 March 2022	<u>102,790</u>	<u>719,921</u>		<u>822,711</u>
Grants receivable for core activities				
Spirax Sarco	-	5,000	5,000	2,500
St James's Place Foundation	-	16,355	16,355	9,511
Tewkesbury CIF	-	50,000	50,000	-
Four Acre Trust	-	10,000	10,000	-
OPCC	-	78,363	78,363	-
The Notgrove Trust	-	22,973	22,973	-
Peter Cruddas Foundation	-	10,450	10,450	-
Go The Extra Mile	-	-	-	29,862
Dulverton Power up	-	21,480	21,480	-
CHK Foundation	-	76,635	76,635	29,395
National Grid	-	10,000	10,000	-
The D'oyly Carte Charitable Trust	-	4,000	4,000	-
Mark Sheridan	-	-	-	4,000
Tewkesbury ILP	-	7,000	7,000	-
Cotswold District Council	-	-	-	6,000
Barnwood Trust	-	-	-	7,500
Police Crime Commission	-	-	-	32,192
Barclays	-	-	-	43,271
Youth Endowment Fund	1,415	-	1,415	37,520
Gloucester City Council	-	132	132	-
The Kennel Club	-	-	-	2,956
The Clive Richards Foundation	-	5,000	5,000	-
Gloucestershire County Council	-	67,227	67,227	38,581
National Lottery - Awards for All	-	10,224	10,224	11,821
Thirty Percy	-	-	-	20,000
Ernest Cook	-	24,167	24,167	11,200
Clothworkers Foundation	-	-	-	10,000
Children in Need Youth Investment Fund	-	-	-	37,133
Other Charitable foundations	-	20,864	20,864	51,735
	<u>1,415</u>	<u>439,870</u>	<u>441,285</u>	<u>385,177</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

4 Charitable activities

	Community £	Development Team £	Other income £	Total 2023 £	Total 2022 £
Sales within charitable activities	1,211,100	444,994	16,874	1,672,968	1,826,186
Analysis by fund					
Unrestricted funds	1,191,829	444,119	15,925	1,652,822	1,826,186
Restricted funds	19,271	875	-	20,146	-
	1,211,100	444,994	15,925	1,672,968	1,826,186
For the year ended 31 March 2022					
Unrestricted funds	1,260,163	529,358	27,480		1,826,186

5 Activities for generating funds

	2023	2022
	£	£
Service charges to Infobuzz Limited	39,516	24,948

6 Investments

	Unrestricted funds	Restricted funds	Total Unrestricted funds	
	2023 £	2023 £	2023 £	2022 £
Income from listed investments	1,444	962	2,406	-
Interest receivable	3,840	-	3,840	2,581
	5,284	962	6,246	2,581

7 Other income

	Total Unrestricted funds	
	2023 £	2022 £
Net gain on disposal of tangible fixed assets	-	4,070

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

8 Raising funds

	Unrestricted funds	Restricted funds	Total 2023	Total 2022
	£	£	£	£
<u>Fundraising and publicity</u>				
Staff costs	103,872	38,905	142,777	101,223
Support costs	71,244	24,490	95,734	94,227
	<u>175,116</u>	<u>63,395</u>	<u>238,511</u>	<u>195,450</u>
<u>Governance costs</u>				
Support costs	2,299	721	3,020	1,145
	<u>178,051</u>	<u>64,747</u>	<u>242,798</u>	<u>196,595</u>
For the year ended 31 March 2022				
Fundraising and publicity	145,661	49,789		195,450
Allocated Governance costs	921	224		1,145
	<u>146,582</u>	<u>50,013</u>		<u>196,595</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

9 Charitable activities

	Community	Development	Dock	Total	Total
	Team	Team	Offices	2023	2022
			Refurb		
	£	£	Costs	£	£
Staff costs	640,505	485,206	-	1,125,711	794,450
Direct : Other staff costs	32,415	25,202	-	57,617	224,435
Direct expenses	90,656	91,625	-	182,281	356,373
Premises costs	72,633	-	-	72,633	24,138
	<u>836,209</u>	<u>602,033</u>	<u>-</u>	<u>1,438,242</u>	<u>1,399,396</u>
Grant funding of activities (see note 11)	27,500	-	-	27,500	-
Share of support costs (see note 12)	315,078	245,807	-	560,885	538,839
Share of governance costs (see note 12)	9,873	7,236	-	17,109	6,490
	<u>1,188,660</u>	<u>855,076</u>	<u>-</u>	<u>2,043,736</u>	<u>1,944,725</u>
Analysis by fund					
Unrestricted funds	933,568	584,248	-	1,517,816	
Restricted funds	255,092	270,828	-	525,920	
	<u>1,188,660</u>	<u>855,076</u>	<u>-</u>	<u>2,043,736</u>	
For the year ended 31 March 2022					
Unrestricted funds	1,255,148	260,903	18,095		1,534,146
Restricted funds	200,085	182,994	27,500		410,579
	<u>1,455,233</u>	<u>443,897</u>	<u>45,595</u>		<u>1,944,725</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

10 Description of charitable activities

Community

Working across the community providing mental health and well-being support

- **Road code** – In partnership with UK Youth and UPS, The road hazard awareness programme engages 13-19 year olds and provides them with the skills and confidence to speak up in potentially dangerous driving situations.
- **Drugs and alcohol**- Working in partnership with Change Grow Live providing drug and alcohol support specifically for young people 16-25.
- **One to one NEET (Not in Education, Employment and Training) support** - Working in partnership with Going the Extra Mile providing one to one support to young people 16-25 furthest from the job market.
- **Link chat** - Each young person has an allocated youth worker who provides regular emotional, wellbeing and practical support to work through the challenges a young person is facing, with a focus of the impacts of Covid-19 and support to recover from the recent impacts (16-25) support can be face to face or phone, text, zoom.
- **Cotswold Chat** – This is the Link chat service specifically for young people in the Cotswold's working in partnership with Cotswold Counselling supporting young people to improve their mental health.
- **Linked up-** Providing a youth worker who focuses on practical steps and a counsellor who focuses on mental health seeking to provide long lasting coping mechanisms for young people to manage their mental health 16-25 (working in partnership with Infobuzz)
- **Linked up+** - As Linked up, but specifically for young people in care or leaving the care system 16-25 (working in partnership with Infobuzz)..
- **Flex** – Providing a youth worker and counsellor to provide support to young people 16-25 who have struggled with mainstream mental health services and require mental health support (working in partnership with Infobuzz).
- **Bounce** – Providing a youth worker and a Cognitive Behavioural Therapy counsellor to support young people who are self-harming (working in partnership with Infobuzz).
- **Fusion** – Supporting young people who are leaving Wotton Lawn (mental health inpatient unit) to resettle in the community.
- **The Link** – Currently closed due to the Covid-19 situation – with a view to reestablishing later in the year.
- **Community development** – Working in local communities with young people and local agencies to develop opportunities with young people for young people – this is a new programme that is in early stages of implementation.
- **Active youth** - Active Youth a programme dedicated to getting inactive young people involved in physical activity in partnership with UK Youth and sport England aged 10-25.
- **Environmental** – Working in partnership with Ernest Cooke delivering as a consortium of partners across the country, engaging young people interested in Environmental programmes including social action.
- **Social prescribing nature** - Delivery of a co-produced nature programme, in partnership with Slimbridge, Westonbirt Arboretum and Cotswold wildlife trust and in collaboration with students, clinicians, mental health leads in trailblazer schools offering a non-medical self-management option to children & young people in order to improve their mental and social wellbeing.
- **Community Connections** – Working with young people identified by schools, providing one to one support and creating opportunities for young people to meet their peers and make connections in their communities.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

10 Description of charitable activities

(Continued)

Development Team

Provides a range of education development opportunities for young people:

- **ExChange** - Providing mentoring to young people identified as being at risk of involvement in violent crime. This is a partnership with Office of Police and Crime Commissioner, police, Youth Sport Trust, and Fearless.
- **Full circle** - Providing outreach and mentoring to 10-14 year olds at risk in the county, (at risk is defined as potential exclusion from school, involvement in gangs, exploitation etc.)
- **Transition chat** - Providing support to young people from mainstream, Alternative provision, hospital education and Special Educational Needs and Disability schools to ensure they have a positive transition into next step education or training once completed school or are in year 12.
- **Transition chat – Welfare-** Seeking those young people in year 11 who have not been engaged since going into lockdown and reengaging back into education and communities.
- **Therapy dog** – One to one interventions with our therapy dog Mini to improve well-being for young people and complete a qualification.
- **Princes Trust Team** - Providing a 12 week programme designed to teach young people all the skills required to move from NEET to EET. Teaching key skills, improving CVs and gaining practical experience (16-25).
- **Short programmes-** Providing a range of short education programmes preparing young people for work, or to re-engage them ready to look at positive next steps (16-25).

Dock Offices Refurb Costs

The costs related to the repair and refurbishment of the new building to make it suitable for Young Gloucestershire are considered to be mainly exceptional items, and are therefore disclosed separately.

11 Grants payable

	Community	
	2023	2022
	£	£
Grants to institutions (9 grants):		
Grants to institutions:		
North Cotswold Food Bank	2,250	-
Severn Wye	4,000	-
GL3 Hub	2,250	-
Tewkesbury Foodbank	4,500	-
Citizens Advice	3,000	-
Tewkesbury Citizens Advice	1,500	-
Priors Park Neighbourhood Project	3,000	-
Mindsong	4,000	-
Caring for Communities and People	3,000	-
	27,500	-

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

11 Grants payable

(Continued)

Community

Young Gloucestershire received a grant of £50,000 from the NHS Integrated Care Board in order to enable support for individuals, households, accessing services in the Tewkesbury locality. Part of this included grants to assist with cost-of-living pressures. Young Gloucestershire were required to pay out grants to recipients specified in the grant agreement. These are listed above. Young Gloucestershire also received funds to assist with those projects or alternatively any other projects meeting the criteria.

12 Support costs

	Support costs	Governance costs	2023	2022	Basis of allocation
	£	£	£	£	
Staff costs	415,196	-	415,196	293,250	Actual staff costs
Depreciation	43,864	-	43,864	33,732	Use of assets
Other staff costs	34,222	-	34,222	38,015	Proportion of staff costs
Office costs	150,067	-	150,067	168,147	Proportion of staff costs
Premises costs	(119)	-	(119)	44,094	Proportion of staff costs
Marketing costs	6,235	-	6,235	13,381	Proportion of staff costs
Finance costs	7,154	-	7,154	7,521	Proportion of staff costs
Refurbishment costs	-	-	-	34,926	Actual spend
Audit fees	-	7,501	7,501	5,161	Governance
Other governance costs	-	12,628	12,628	2,474	Governance
	<u>656,619</u>	<u>20,129</u>	<u>676,748</u>	<u>640,701</u>	
Analysed between					
Fundraising	95,734	3,020	98,754	95,372	
Charitable activities	560,885	17,109	577,994	545,329	
	<u>656,619</u>	<u>20,129</u>	<u>676,748</u>	<u>640,701</u>	

Included in finance costs is interest payable on the bank loan of £4,741 (2022: £5,673).

Governance costs includes payments to the auditors of £7,501 (2022: £5,161) for audit fees. A further £7,718 (2022: £6,440) was paid to the auditors in respect of other non-audit services - other financial services.

13 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

The charity paid the balance of £59 (2022: £635) for trustee liability insurance.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

14 Employees

Number of employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Charitable activities	69	52
Generating funds	2	2
	<u>71</u>	<u>54</u>

Employment costs

	2023 £	2022 £
Wages and salaries	1,514,131	1,078,869
Social security costs	131,273	81,944
Other pension costs	38,280	28,110
	<u>1,683,684</u>	<u>1,188,923</u>

The number of employees whose total employee benefits for the reporting period fell within each band of £10,000 from £60,000 onwards are shown below:

	2023 Number	2022 Number
Remuneration band between £60,000- £70,000	<u>1</u>	<u>1</u>

15 Net gains/(losses) on investments

	Unrestricted funds	Restricted funds	Total Unrestricted funds	
	2023 £	2023 £	2023 £	2022 £
Revaluation of investments	<u>(3,501)</u>	<u>(1,672)</u>	<u>(5,173)</u>	<u>1,266</u>

16 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

17 Tangible fixed assets

	Freehold land and buildings	Fixtures and fittings	Computers	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 April 2022	1,088,127	40,544	25,403	74,066	1,228,140
Additions	82,913	-	-	-	82,913
At 31 March 2023	1,171,040	40,544	25,403	74,066	1,311,053
Depreciation and impairment					
At 1 April 2022	16,322	10,076	5,301	26,842	58,541
Depreciation charged in the year	13,645	7,114	6,351	16,754	43,864
At 31 March 2023	29,967	17,190	11,652	43,596	102,405
Carrying amount					
At 31 March 2023	1,141,073	23,354	13,751	30,470	1,208,648
At 31 March 2022	1,071,805	30,468	20,102	47,224	1,169,599

Freehold land and buildings with a carrying amount of £1,141,073 (2022 - £1,071,805) have been pledged to secure borrowings of the charity. The charity is not allowed to pledge these assets as security for other borrowings or to sell them to another entity.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

18 Fixed asset investments

	Listed investments £
Valuation	
At 1 April 2022	18,640
Additions	460,980
Valuation changes	(5,173)
At 31 March 2023	474,447
Carrying amount	
At 31 March 2023	474,447
At 31 March 2022	18,640

19 Financial instruments	2023 £	2022 £
Carrying amount of financial assets		
Debt instruments measured at amortised cost	456,344	170,587
Equity instruments measured at fair value through the Statement of Financial Activities	474,447	18,640
Carrying amount of financial liabilities		
Measured at amortised cost	1,180,682	1,214,640

20 Debtors	2023 £	2022 £
Amounts falling due within one year:		
Trade debtors	455,481	101,694
Other debtors	863	68,893
Prepayments and accrued income	111,441	41,559
	567,785	212,146

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

21 Loans and overdrafts

	2023 £	2022 £
Bank loans	155,560	173,722
Payable within one year	18,929	18,989
Payable after one year	136,631	154,733
Amounts included above which fall due after five years:		
Payable by instalments	54,938	75,955

The long-term loans are secured by a debenture comprising fixed and floating charged over all assets and undertakings, including all present and future freehold and leasehold property, book and other debts, chattels, goodwill, uncalled capital, both present and future, together with a first legal mortgage over the freehold property known as 1 Dock Office, Commercial Road, Gloucester.

The loan term is 10 years from the date of drawdown. The loan is repayable in monthly instalments with a fixed interest rate of 2.87% for the first 5 years. The interest rate will then revert to 2.72% over the base rate for the remaining term.

22 Creditors: amounts falling due within one year

	Notes	2023 £	2022 £
Bank loans	21	18,929	18,989
Other taxation and social security		31,859	22,179
Trade creditors		61,098	54,780
Other creditors and deferred income		884,065	875,513
Accruals		79,959	110,625
		1,075,910	1,082,086

23 Creditors: amounts falling due after more than one year

	Notes	2023 £	2022 £
Bank loans	21	136,631	154,733

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

24 Deferred income

Deferred income is included in the financial statements as follows:

	2023 £	2022 £
Current liabilities	873,670	868,050
	<u>873,670</u>	<u>868,050</u>
	£	
Balance at 1 April 2022	868,050	
Amounts released to incoming resources	(867,495)	
Amounts deferred in the year	<u>873,115</u>	
Balance at 31 March 2023	<u>873,670</u>	

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

24 Deferred income

(Continued)

Amounts deferred at 31 March 2023 were:	£
NHS CCG - Project administrator	
Children In Need	10,000
Four Acre Trust	22,021
Gloucestershire County Council - ESHO	11,176
JH Rausing Trust - Full Circle	10,000
Nationwide - Homestart Bright Start	35,700
CHK Foundation - Mentoring	3,750
Gloucestershire County Council - HAF Easter	7,922
Office of Police Crime Commission -Mentoring	25,708
Young Devon- Peer Research	21,951
CHK - Mentoring	3,315
CLA Environmental	3,000
Gloucestershire County Council - Transition Chat	128,796
Gloucestershire County Council - SEMH	46,636
Ernest Cook Trust - Green Influencers	30,655
Spirax Sarco - YG Hub	5,000
St James's Place Charitable Trust	13,625
GloW - YG Hub	5,000
Cheltenham Borough Council - Wellbeing Walks	4,895
Good Exchange - YP Qualifications	5,000
Gloucester City Council - Violent Crime	48,000
Dulverton Trust - PowerUP	10,740
NHS CCG - Linked UP+	
NHS CCG - Group Work	102,300
NHS CCG - Tewkesbury Flex	75,299
NHS CCG - Personal Health Budgets	5,000
NHS CCG Waiting List reduction	100,000
NHS CCG - Fusion	43,420
NHS CCG - Bluebells	36,079
NHS CCG - Neurodiversity	43,958
ILP Cotswold - Cotswold Chat	2,960
Others	11,764
	<u>873,670</u>

25 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £38,280 (2022: £28,110). This has been analysed between activities and funds based on the time spent by each employee on each activity.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

26 Restricted 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:

	Movement in funds					
	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	Balance at 31 March 2023
	£	£	£	£	£	£
Community - Schools & Community	-	19,740	(27,709)	7,969	-	-
Community - Violent Crime	-	-	(2,262)	2,262	-	-
Community - Environmental	-	24,167	(26,804)	2,637	-	-
Community - CIF Tewkesbury	-	50,000	(53,431)	3,431	-	-
Community - Awards for all	1,041	-	-	-	-	1,041
Community - Music Project	289	-	-	-	-	289
Community - Cotswold Chat	-	23,115	(30,893)	7,778	-	-
Community - Go the Extra Mile	-	19,271	(34,659)	15,388	-	-
Community - YG Hub	-	31,582	(45,298)	13,716	-	-
Community - Wellbeing	1,084	-	-	-	-	1,084
Community - Linkchat SJP	-	16,355	(22,189)	5,834	-	-
Community - EmpowHer	80	21,480	(24,838)	3,358	-	80
Community - HLF	2,509	-	-	-	-	2,509
Community - My Life My Plan	628	-	-	-	-	628
Community - HAF	-	10,000	(10,000)	-	-	-
Community - CYP Activity	-	710	(710)	-	-	-
Development - ExChange	-	71,571	(58,888)	-	-	12,683
Development - Sporting Chances	1,128	-	-	-	-	1,128
Development - Full Circle	-	53,592	(72,694)	19,102	-	-
Development - Bus Funds	4,092	-	(1,895)	-	-	2,197
Development - Prince's Trust	-	4,750	(4,750)	-	-	-
Development - Therapy Dog	-	1,224	(1,224)	-	-	-
Development - Mentoring	-	76,755	(96,890)	20,135	-	-

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

26 Restricted funds

(Continued)

	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	Balance at 31 March 2023
	£	£	£	£	£	£
Development - Pathways	-	29,384	(29,486)	102	-	-
Development - ESHO	-	7,224	(10,313)	3,089	-	-
Development - diversion - OPCC	-	4,292	(5,174)	882	-	-
Development - Apprentices	-	755	(14,293)	13,538	-	-
Corporate - Dock office refurbishment	25,504	-	(6,376)	-	-	19,128
Corporate - Building purchase - Dock Office	423,006	-	(4,272)	-	-	418,734
Corporate - Equipment	19,950	-	(4,988)	-	-	14,962
Corporate - Brenda Hoskins Trust Legacy	297,444	962	(631)	-	(1,672)	296,103
Corporate - Capita and Grant Leon	44,400	-	-	(44,400)	-	-
	<u>821,155</u>	<u>466,929</u>	<u>(590,667)</u>	<u>74,821</u>	<u>(1,672)</u>	<u>770,566</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

26 Restricted funds

(Continued)

Source of restricted funds	£
The D'Oyly Carte Charitable Trust	4,000
Awards for all	10,224
The Notgrove Trust	22,973
Tewkesbury ILP	7,000
Ernest Cook	24,167
Tewkesbury CIF	50,000
St James's Place Charitable Foundation	16,355
Peter Cruddas Foundation	10,450
The Clive Richards Foundation	5,000
Dulverton	21,480
Four Acres	10,000
GloW	5,000
National Grid	10,000
Cotswold ILP	2,403
Grant Leon	5,000
European Metal	1,000
Go The Extra Mile	19,271
Office of Police Crime Commissioner	78,363
Gloucestershire County Council	67,227
CHK	76,635
ILP Funding	1,000
Spirax Sarco	5,000
Tewkesbury Borough Council	10,000
Others	4,381
	<u>466,929</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

27 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes: The fund below has been designated for the building purchased during the year.

	Balance at 1 April 2021 £	Resources expended £	Balance at 1 April 2022 £	Resources expended 31 March 2023 £	Balance at 31 March 2023 £
Building fund	655,436	(6,637)	648,799	(6,637)	642,162
	<u>655,436</u>	<u>(6,637)</u>	<u>648,799</u>	<u>(6,637)</u>	<u>642,162</u>

28 Analysis of net assets between funds

	Unrestricted fund 2023 £	Designated fund 2023 £	Restricted fund 2023 £	Total 2023 £	Unrestricted fund 2022 £	Designated fund 2022 £	Restricted fund 2022 £	Total 2022 £
Fund balances at 31 March 2023 are represented by:								
Tangible assets	112,175	642,162	454,311	1,208,648	48,248	648,799	472,552	1,169,599
Investments	204,788	-	269,659	474,447	18,640	-	-	18,640
Current assets/(liabilities)	388,794	-	46,596	435,390	574,760	-	348,603	923,363
Long term liabilities	(136,631)	-	-	(136,631)	(154,733)	-	-	(154,733)
	<u>569,126</u>	<u>642,162</u>	<u>770,566</u>	<u>1,981,854</u>	<u>486,915</u>	<u>648,799</u>	<u>821,155</u>	<u>1,956,869</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

29 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023 £	2022 £
Within one year	56,586	-
Between two and five years	71,554	76,725
	<u>128,140</u>	<u>76,725</u>

30 Events after the reporting date

It is noted that in September 2023, a proposal was made and agreed by the board of Trustees for the acquisition of the charitable company Infobuzz. This took place on 28 October 2023.

31 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2023 £	2022 £
Aggregate compensation	<u>243,658</u>	<u>212,639</u>

Other related party transactions

Infobuzz Limited is a charity connected to Young Gloucestershire by a common Trustee and the two charities share a CEO. Young Gloucestershire charged Infobuzz £23,797 (2022: £21,048) for management related services, and £4,125 for office space & utilities (2022: £3,900), and £23,036 (2022: 5,880) for general recharges. Infobuzz Limited charged Young Gloucestershire £1,594 (2022: £200,838) for the provision of welfare services and recharges. At the reporting end date, Infobuzz Limited owed Young Gloucestershire £4,609 (2022: Young Gloucestershire owed Infobuzz Limited £6,925).

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

32	Cash generated from operations	2023	2022
		£	£
	Surplus for the year	24,985	540,442
	Adjustments for:		
	Investment income recognised in statement of financial activities	(6,246)	(2,581)
	Gain on disposal of tangible fixed assets	-	(4,070)
	Fair value gains and losses on investments	5,173	(1,266)
	Depreciation and impairment of tangible fixed assets	43,864	33,732
	Movements in working capital:		
	(Increase)/decrease in debtors	(355,639)	198,244
	(Decrease)/increase in creditors	(6,116)	124,406
	Cash (absorbed by)/generated from operations	(293,979)	888,907
33	Analysis of changes in net funds	At 1 April 2022	Cash flowsAt 31 March 2023
		£	£
	Cash at bank and in hand	1,793,303	(849,788) 943,515
	Loans falling due within one year	(18,989)	60 (18,929)
	Loans falling due after more than one year	(154,733)	18,102 (136,631)
		<u>1,619,581</u>	<u>(831,626) 787,955</u>

Young Gloucestershire Limited

England & Wales - Charity number 281797

Accounts

Charity registration number 281797

Company registration number 01547097 (England and Wales)

YOUNG GLOUCESTERSHIRE LIMITED
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

YOUNG GLOUCESTERSHIRE LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr R. Bevan Mr M. Sheridan Mr M. Moule Ms C. Stallard Mr S. McKeag Mr P. Holroyd Ms C. O'Donoghue Mr S. Titterton Mr A. Mulla Mr G. Leon
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Key Management Personnel

Chief Executive Officer	Ms T. Clark
Finance Manager	Ms L. Howes
Operations Managers	Ms J. Rudge-Welford (resigned 27/10/2021) Mr T. Saunders Ms A. Wynn Ms E. Blakelock

Charity number	281797
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Company number	01547097
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Registered office	The Old Dock Office Commercial Road Gloucester Gloucestershire GL1 2EB
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Auditor	Pitt Godden & Taylor LLP Unit 3 Ambrose House Meteor Court Barnett Way Barnwood Gloucester GL4 3GG
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Bankers	HSBC Bank plc The Cross Gloucester GL1 2AP
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Solicitors	Willans LLP 28 Imperial Square Cheltenham Glos GL50 1 RH
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YOUNG GLOUCESTERSHIRE LIMITED

CONTENTS

	Page
Trustees' report	1 - 8
Statement of trustees' responsibilities	9
Independent auditor's report	10 - 12
Statement of financial activities	13
Balance sheet	14
Statement of cash flows	15
Notes to the financial statements	16 - 37

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

The trustees present their annual report and financial statements for the year ended 31 March 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Objectives and activities

Young Gloucestershire ("YG") is a countywide youth work charity in Gloucestershire.

The objectives, for which the charity was established, as described in its governing document, are: 'helping young people to develop their physical, mental and spiritual capabilities or to provide such other help and support to young people as the Trustees see fit, including the relief of poverty, the advancement of education, the advancement of health, the advancement of citizenship and community development, the advancement of the arts, culture, heritage or science, the advancement of amateur sport, the advancement of human rights, the advancement of equality and diversity, the relief of those in need by reason of youth, age, ill-health, disability or other disadvantage, and such other purposes recognised from time to time by law as charitable.'

This can be summed up in the phrase 'inspiring young people'.

YG's Vision is:

For young people to have the confidence, motivation and skills to improve their lives

Our Mission:

We work to achieve this vision by creating opportunities that educate, inform, and inspire by;

- Providing training for young people to take the next step.
- Working with young people to make informed decisions by offering practical support
- Working with communities to provide opportunities for young people.

Our Values:

- Participation: Young people are at the heart of our service.
- Flexibility: We respond to the changing needs of young people.
- Equality: We support all young people to reach their potential no matter their circumstances.
- Partnership: We value working with like-minded communities and organisations to achieve our vision.

Young Gloucestershire is the local association for both UK Youth and the countywide delivery partner for Prince's Trust Teams. YG work in partnership with our sister charity Infobuzz. Infobuzz offers therapeutic and practical support for families and young people with complex needs.

How Young Gloucestershire's activities deliver public benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

The charity's objectives are to create opportunities that educate, help and inspire young people. The projects undertaken are targeted to help any young person in need with no discrimination as to race, background, education or ability. No charge is made to the young people being assisted, a fee may be charged to another organisation.

Young Gloucestershire's areas of work in 2021/22 focused on rebuilding our face to face services following the Covid pandemic, with a focus on growing and developing our services to respond to the needs of young people in the county. There was a specific focus on our mental health services and support for young people to re-engage in education. Below are services we have delivered in 2021/22:

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

Items of particular note were:

- During the year we completed the renovation of our new long term premises at the Old Dock Office in Gloucester. This included the design and development of a Well-Being Zone and refurbishment of the whole premises.
- A grant donation was received from Brenda Hoskins Legacy to offer apprenticeship opportunities for young people for the next 8 years. This will be held in investment for future use.
- In addition we rented a property in Cheltenham from which to deliver mental health services.
- Our mental health services continued to grow with 295 young people being supported in youth work and counselling across three programmes; Linked up+, Flex and Bounce
- Our Youth worker led mental health services also increased with 375 young people receiving intensive support in this area and for particular note both a Cotswold and Cheltenham based provision launched.
- Transition Chat saw significant growth with 365 young people supported one to one throughout the financial year. The service offers one to one support for young people transitioning out of school and into post 16 education, ensuring they are supported to reach a positive destination.
- Full Circle mentoring now in its second year saw a 50% growth with over 106 young people supported through intensive one to one mentoring for those at risk in the county.
- ExChange (a partnership programme with police and YST) saw a 50% growth also with 35 young people receiving intense mentoring support to reduce involvement in violent activity.
- Holiday Activity Fund (HAF) – has seen Young Gloucestershire work with approx. 10 partners in the Tewkesbury District to deliver food and activity in key holiday periods for young people ensuring that no one goes hungry.
- We formed a partnership with Active Gloucestershire
- We have seen two new mentoring services in the year; Gloucester Mentoring Project (GMP) which is a partnership of seven organisations across Gloucestershire focusing on delivering mentoring for 10-14 year old girls at risk of involvement in the criminal justice system.
- Pathways is a mentoring programme to support young people with disabilities as they leave school and look to their next steps.

Our services include:

Community based services

- Street based youth work - Working mainly in the Tewkesbury and Cotswold Districts, meeting young people where they are at and seeking to build relationships to engage, provide opportunity and inspire young people. (Working in partnership with the Office of the Police and Crime Commissioner, Police, World Jungle (a youth network in the Cotswolds) and others in each district to respond to need).
- Active links – Providing opportunities for young people to get physically active.
- ExChange - Providing mentoring to young people identified as being at risk of involvement in violent crime. This is a partnership with Office of the Police and Crime Commissioner, police, Youth Sport Trust, and Fearless.
- Full circle - Providing outreach and mentoring to 10-14 year olds at risk in the county, (at risk is defined as potential exclusion from school, involvement in gangs, exploitation etc).
- Active Youth - Active Youth a programme dedicated to getting inactive young people involved in physical activity in partnership with UK Youth and sport England aged 10-25.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

- Road Code – In partnership with UK Youth and UPS. The road hazard awareness programme engages 13-19 year olds and provides them with the skills and confidence to speak up in potentially dangerous driving situations.
- Community development – working in local communities with young people and local agencies to develop opportunities with young people for young people – this is a new programme that is in early stages of implementation.

Support Services

- Transition Chat - Providing support to young people from mainstream, Alternative provision, hospital education and Special Educational Needs and Disability schools to ensure they have a positive transition into next step education or training once completed school or are in year 12.
- Drugs and Alcohol - Working in partnership with Change Grow Live providing drug and alcohol support specifically for young people 16-25.
- One to one NEET (Not in Education, Employment and Training) support - Working in partnership with Going the Extra Mile providing one to one support to young people 16-25 furthest from the job market
- Holiday Activity Fund (HAF) – Providing food and holiday activity programmes for the community of Tewkesbury.
- Green Influencers – Providing environmental workshops and social action for young people to learn about the environment.

Mental health services

- Link Chat - Each young person has an allocated youth worker who provides regular emotional, wellbeing and practical support to work through the challenges they are facing, with a focus on the impacts of Covid and providing support to recover from them. This support is specifically for 16-25 and can be face to face, phone, text or zoom.
- Link Chat + - A youth work led mental health service supporting young people with practical and emotional support.
- Cotswold Chat – A youth work led mental health chat service based in the Cotswold District
- Linked up + - Providing a youth worker who focuses on practical steps and a counsellor who focuses on mental health seeking to provide long lasting coping mechanisms for young people in care or leaving the care system to manage their mental health. This support is offered to young people aged 16-25.
- Bounce – providing a youth worker and a Cognitive Behavioural Therapy counsellor to support young people who are self-harming.
- Bounce + - A youth worker led mental health support programme for young people who are self-harming
- Flex – Providing a youth worker and counsellor to provide support to young people aged 16-25 who have struggled with mainstream mental health services and require mental health support.
- Animal Assisted Intervention – An animal assisted worker support young people to reduce anxiety and build confidence using the medium of animals.
- Fusion – A programme supporting young people who are being discharged from Wotton Lawn
- Nature on Prescription – Providing early intervention mental health support through nature programmes for children.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

Education/NEET young people

- Princes Trust Team - providing a 12 week programme designed to teach young people all the skills required to move from NEET to EET (In Education, Employment and Training). Teaching key skills, improving CVs and gaining practical experience (16-25).
- Short programmes- Providing a range of short education programmes preparing young people for work, or to re-engage them ready to look at positive next steps (16-25).

During the year the charity worked with an estimated 1,397 young people through intensive support and work, delivering 16,064 sessions totalling 24,250 hours of support. In addition, through the holiday activity fund, we worked with an additional 2,000 children and families delivering holiday camps and food hampers. Making our overall total of young people worked with 3,397 in the year.

Fundraising

Despite concerns over the funding arena, this year was a positive year for Young Gloucestershire with contracts being renewed and extended and a number of successful funding bids secured. We are pleased that at a time of high need the charity has continued to be able to expand in response to the need in the community.

Young Gloucestershire employs one full time fundraiser whose main focus is applying for grants from charitable foundations, corporations and events. We also have an online giving page and a text donate number. We do not contact individuals directly asking for donations, and so no-one is put under any pressure to make a donation. We do not use any third party's to fundraise on our behalf, and none of the fundraising that is undertaken is bound by any voluntary regulated scheme. If a fundraising event is organised on behalf of YG, information is provided on our website on how to do this, but this activity is not monitored.

We have received no complaints regarding fundraising.

Financial review

Young Gloucestershire's financial performance remained strong

Total income was £2,680,496 this is a increase of 32% compared to the prior year. Expenditure for the year was £2,141,320; an increase in cost of 42.4% compared to 2020/2021.

We aim for full cost recovery wherever possible but certain projects will never be self-supporting, so we look to diversify income streams to cover shortfalls in those activities which form an essential part of the charity's aims and objectives.

A total of £122,814 has been transferred from the unrestricted fund to the restricted fund in this financial year.

The total net income for the year was £540,442 (2020: £529,682). This leaves the charity with general unrestricted funds of £486,915, designated funds of £648,799 and restricted funds of £821,155.

Reserves policy

The trustees have a policy to hold in liquid free reserves, (as net cash and readily available investments) an approximate sum required for continuing the operation of the charity for three to six months. The trustees are of the opinion that an appropriate level of liquid free reserves would be in the range of £380,000 - £750,000. This would give time, in the event of a curtailment in income, for further funding to be secured.

At the year end, the charity was holding as net current assets a sum of £923,363 of which £348,603 were restricted and so unavailable for general use. This leaves the charity with liquid free reserves of £574,760. The charity is therefore meeting its objectives.

The long term creditor represents the mortgage and is secured on the property. For this reason, both are excluded from liquid free reserves.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

Principal funding sources

The financial statements detail the sources of funds available to the charity. Incoming resources which warrant separate mention are as follows:

- £177,240 through colleges for the funding of Prince's Trust Team programme.
- £1,300,407 from the NHS Gloucestershire Clinical Commissioning Group for the work of our mental health and counselling services, some of which has been deferred as it relates to services to be provided next year.
- £38,581 for the delivery of transitions support services from Gloucestershire County Council.

The charity has also received funding from a variety of sources including Children in Need (£37,133), Spirax Sarco (£2,500), Police Crime Commission (£32,192), Barclays (£43,271) and Youth Endowment Fund (£37,520) all of whom provide funding to enable the charity to carry out its charitable objectives.

Investment policy

The charity has reserves and in addition it receives funding in advance of the delivery of programmes. The policy for use of funds that are not required immediately is to maximise interest by using bank and building society deposits on a three to six month term. The charity uses several different institutions to spread the risk. There is a small investment in an equity based fund which made a gain of £1,266 (2021: £3,267) in the year.

Risk assessment

The trustees and staff assess on an on-going basis the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity and to the health and safety of its employees and the public.

In doing so the board of trustees has created a risk register that brings all the risks from across the organisation together and highlights the key risks for the organisation. The current top risks for the organisation are:

- Single person dependency CEO – a lot of the organisations knowledge and experience is held by the CEO, if she moves on this creates a risk for the organisation.
- Funding – the current funding environment is uncertain, there is a lot of competition for limited funding amounts. Following the pandemic there is concern that there will be a shortage of funding in coming years.
- Recruitment of appropriate skill sets – the youth work sector is changing and there is a reduction in trained and skilled youth workers.

The following strategies have been put in place:

- Single person dependency CEO – The senior management team continues to develop from strength to strength with responsibility being split for income generation. Two new coordinators have been appointed further strengthening the management team, and the team of leads is developing managing the day to day staff and work.
- Funding – YG has been working hard in diversifying its funding sources including contracts and grant funding, we continue to seek to do this to spread the risk of loss of funding. We have seen a positive result from our fundraising efforts this year.
- Recruitment of appropriate skillsets – Over recent years YG has found it needs a wider and more varied skillsets to deliver the services we deliver. The services we deliver are reliant on the skillset of the staff delivering these services. YG has been widening the range of qualifications it seeks and exploring the development opportunities available to the team to ensure we can meet these needs. As the organisation is growing we are diversifying our skills and this is having a positive impact.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

Plans for future periods

- To continue to grow our mental health and well-being services. In addition to the anxiety about the very real risks of serious life threatening illness and bereavement, we are now seeing the consequences of prolonged social isolation and lack of joined up care for the most vulnerable people in our communities. From a young person's perspective these challenges can be magnified. This is set against a back drop of disrupted education and social activities resulting from the Covid pandemic. We know that ensuring our children and young people have good mental health is essential for healthy and fulfilling lives.
- To set up a base in Tewkesbury District
- To explore whether additional locality bases are needed
- To increase our mentoring offer for young people most at risk
- To develop our local community offer
- To continue to explore programmes for young people at risk of exclusion.

Our ongoing provision will also include:

- To continue delivering Prince's Trust Team Programmes run at YG.
- To provide Linked up+, Flex and Bounce counselling services.
- To provide Youth work led mental health services Link Chat, Link Chat+, Bounce and Fusion
- To provide support to those furthest from the job market.
- To continue to support those with drug and alcohol needs.
- To continue to deliver the Holiday Activity Fund offer
- To diversify income streams to increase YG's offer.
- To continue to understand and hear young people's needs in Gloucestershire.

Structure, governance and management

The charity's registered office and registration numbers are recorded under legal and administration information. The charity is a charitable company with no share capital and is limited by guarantee. The governing documents of the charity are the Memorandum and Articles of Association.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr R. Bevan
Mr M. Sheridan
Mr M. Moule
Ms C. Stallard
Mr S. McKeag
Mr P. Holroyd
Ms C. O'Donoghue
Mr S. Titterton
Mr A. Mulla
Mr G. Leon

All trustees give their time voluntarily and receive no benefits from the charity. There were no expenses claimed by trustees during the year.

The Board of Trustees has a wide range of specialist skills and experiences which include:

- Finance
- Building Surveying
- Youth Work
- Personnel Management
- Project Management
- Community Safety
- Business Management
- Education & Welfare
- Fundraising
- Voluntary & Community Sector

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

New trustees are selected by recommendations for their experience to fill skills gaps. New trustees are introduced to the managers and staff by the Chief Executive and spend time getting to know the activities of each department during their induction as well as visiting programmes and projects. None of the trustees has any beneficial interest in the company.

The Board of Trustees oversees Young Gloucestershire's programmes and services in order to ensure Young Gloucestershire meets its objectives, strategic plan and legal requirements.

The Board of Trustees is responsible for setting the strategic direction of the organisation and delegates the implementation of this policy to the Chief Executive and managers. This delegation is kept under review through regular board meetings. The trustees receive reports, department's performance against planned targets and financial reporting ahead of the formal Board Meetings.

The organisation has a range of policies and procedures appropriate to the range of work, responsibilities and legal regulations including:

- Safeguarding
- Health & Safety at Work
- Equal Opportunities
- Complaints
- Financial
- Risk

Organisational structure

The charity employs a CEO who manages the organisation, she is supported by a senior management team who have specific area focuses.

How decisions are made

The board of trustees delegate the day to day responsibility of operations to the CEO and senior management team. The trustees undertake a strategic review periodically and this was completed during the financial year. This sets the direction and parameters of the work. Trustees meet bi monthly to review progress against priorities set and ensure the organisation is compliant. In addition finance committee meetings are held monthly.

The senior management team meet monthly to review progress and set the direction and focus to achieve the strategy.

Remuneration policy

Young Gloucestershire has a staff salary structure and roles are analysed against this. The trustees each year make the decision for the whole organisation in relation to a cost of living pay rise based on the current market situation. The salary of the CEO and senior management team is set by the board of trustees.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2022

Partnerships in the wider community

Young Gloucestershire is active in numerous local county, regional and national partnerships including:

- Gloucestershire County Council Youth Support Service/Prospects
- Gloucester Alliance
- UK Youth
- Young People South West

Auditor

In accordance with the company's articles, a resolution proposing that Pitt Godden & Taylor LLP be reappointed as auditor of the company will be put at a General Meeting.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.

Mr M. Sheridan

Dated: 18 October 2022

YOUNG GLOUCESTERSHIRE LIMITED

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2022

The trustees, who are also the directors of Young Gloucestershire Limited for the purpose of company law, are responsible for preparing the Trustees' 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 adequate 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 Companies Act 2006. 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.

YOUNG GLOUCESTERSHIRE LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF YOUNG GLOUCESTERSHIRE LIMITED

Opinion

We have audited the financial statements of Young Gloucestershire Limited (the 'charity') for the year ended 31 March 2022 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 charitable company's affairs as at 31 March 2022 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 Companies Act 2006.

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.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of the audit, or 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.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

YOUNG GLOUCESTERSHIRE LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF YOUNG GLOUCESTERSHIRE LIMITED

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, 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 liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud, and non-compliance with laws and regulations, was as follows:

- We identified the laws and regulations relevant to the charity from discussions with the board and the finance team. The laws that we consider may have a direct material effect on the financial statements or the operation of the charity include the Charities Act 2011, the Companies Act 2006, employment, health and safety, and data protection.
- We ensured that the audit engagement team collectively has the appropriate competence, capabilities and skills to identify non-compliance with the applicable laws and regulations noted above.
- We assessed the extent of compliance with these laws and regulations through enquiries with the trustees and members of the finance committee and inspecting legal costs, and assessing any correspondence with the charity commission over the year.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud may occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, and their knowledge of any actual, suspected and alleged fraud;
- assessing and testing the internal controls in place to mitigate fraud risks and non-compliance with laws and regulations.

YOUNG GLOUCESTERSHIRE LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF YOUNG GLOUCESTERSHIRE LIMITED

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify unusual or unexpected transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias;
- reviewed a sample tested journal entries to confirm that they were genuine transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to the underlying supporting documentation;
- reviewing the minutes of meetings of the board as to actual and potential litigation and claims;
- checking for correspondence from the Charity Commission.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Nicholas J Bishop FCCA ACA (Senior Statutory Auditor)
for and on behalf of Pitt Godden & Taylor LLP

18 October 2022

Chartered Accountants
Statutory Auditor

Unit 3 Ambrose House
Meteor Court
Barnett Way
Barnwood
Gloucester
GL4 3GG

YOUNG GLOUCESTERSHIRE LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
<u>Income and endowments from:</u>					
Donations and legacies	3	102,790	719,921	822,711	1,108,780
Charitable activities	4	1,826,186	-	1,826,186	890,620
Activities for generating funds	5	24,948	-	24,948	27,356
Investments	6	2,581	-	2,581	2,844
Other income	7	4,070	-	4,070	-
Total income		1,960,575	719,921	2,680,496	2,029,600
<u>Expenditure on:</u>					
Raising funds	8	146,582	50,013	196,595	135,031
Charitable activities	9	1,534,146	410,579	1,944,725	1,368,154
Total resources expended		1,680,728	460,592	2,141,320	1,503,185
Net gains/(losses) on investments	14	1,266	-	1,266	3,267
Net incoming resources before transfers		281,113	259,329	540,442	529,682
Gross transfers between funds		(122,814)	122,814	-	-
Net income/(expenditure) and net movement in funds		158,299	382,143	540,442	529,682
Fund balances at 1 April 2021		977,415	439,012	1,416,427	886,745
Fund balances at 31 March 2022		1,135,714	821,155	1,956,869	1,416,427

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

YOUNG GLOUCESTERSHIRE LIMITED

BALANCE SHEET

AS AT 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	15	1,169,599		1,127,678	
Investments	16	18,640		17,374	
		<u>1,188,239</u>		<u>1,145,052</u>	
Current assets					
Debtors	18	212,146		410,390	
Cash at bank and in hand		1,793,303		991,043	
		<u>2,005,449</u>		<u>1,401,433</u>	
Creditors: amounts falling due within one year	20	(1,082,086)		(956,464)	
Net current assets			923,363		444,969
Total assets less current liabilities			2,111,602		1,590,021
Creditors: amounts falling due after more than one year	21		(154,733)		(173,594)
Net assets			<u>1,956,869</u>		<u>1,416,427</u>
Income funds					
Restricted funds	24	821,155		439,012	
<u>Unrestricted funds</u>					
Designated property funds	25	648,799		655,436	
General unrestricted funds		486,915		321,979	
		<u>1,135,714</u>		<u>977,415</u>	
		<u>1,956,869</u>		<u>1,416,427</u>	

The financial statements were approved by the Trustees on 18 October 2022

Mr M. Sheridan
Trustee

Mr M. Moule
Trustee

Company Registration No. 01547097

YOUNG GLOUCESTERSHIRE LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash generated from operations	29		888,907		819,357
Investing activities					
Purchase of tangible fixed assets		(75,653)		(1,115,233)	
Proceeds on disposal of tangible fixed assets		4,070		-	
Interest and rental income received		2,581		2,844	
Net cash used in investing activities			(69,002)		(1,112,389)
Financing activities					
Repayment of bank loans		(17,645)		191,367	
Net cash (used in)/generated from financing activities			(17,645)		191,367
Net increase/(decrease) in cash and cash equivalents			802,260		(101,665)
Cash and cash equivalents at beginning of year			991,043		1,092,708
Cash and cash equivalents at end of year			1,793,303		991,043

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

Charity information

Young Gloucestershire Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is The Old Dock Office, Commercial Road, Gloucester, Gloucestershire, GL1 2EB.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "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)". 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 financial statements have been prepared under the historical cost convention, [modified to include the revaluation of certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds are funds set aside by the directors out of unrestricted general funds for specific future purposes or projects.

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 financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Secondments are quantified in the Statement of Financial Activities by reference to the salary scales of the entity providing the secondees. Gifts of assets are included in the Statement of Financial Activities at the fair value of the donated asset at the time of donation.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

When donors specify that amounts given to the charity must be used in future accounting periods, the income is deferred until those periods.

When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the preconditions for use have been met.

When donors specify that donations and grants are for particular restricted purposes, which do not amount to preconditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

Grants from the Government and other agencies have been included as income from activities in furtherance of the charity's objects on an accruals basis where these amount to a contract for services.

1.5 Expenditure

Resources expended are included in the Statement of Financial Activities on an accruals basis. Inclusive of any VAT, that cannot be recovered.

Governance costs include those incurred in the governance of the charity and in connection with the administration of the charity and compliance with constitutional and statutory requirements.

Support costs are those costs incurred directly in support of expenditure and have been allocated to activity cost categories on the basis of staff time or usage per capita.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	50 years straight line
Fixtures and fittings	5 years and 8 years straight line
Computers	4 years straight line
Motor vehicles	4 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

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 and bank loans 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.

Debt instruments are subsequently carried at amortised cost.

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.

Derecognition of financial liabilities

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

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

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.

1.12 Retirement benefits

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

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) *FOR THE YEAR ENDED 31 MARCH 2022*

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total 2022	Total 2021
	£	£	£	£
Donations and gifts	95,690	341,844	437,534	53,935
Charitable grants	7,100	378,077	385,177	1,054,845
	102,790	719,921	822,711	1,108,780
For the year ended 31 March 2021	169,731	939,049		1,108,780
Grants receivable for core activities				
Spirax Sarco	-	2,500	2,500	8,500
St James's Place Foundation	-	9,511	9,511	249,952
Summerfield	-	-	-	100,000
Four Acre Trust	-	-	-	25,000
Global's Make Some Noise	-	-	-	43,548
Rotary Club	-	-	-	6,000
Garfield Weston	-	-	-	75,000
Go The Extra Mile	-	29,862	29,862	20,775
Mental Health Lottery	-	-	-	57,807
CHK Foundation	-	29,395	29,395	71,387
The National Lottery Community Fund	-	-	-	10,000
Grant Leon	-	-	-	11,250
Mark Sheridan	-	4,000	4,000	10,000
Sumner Wilson	-	-	-	10,000
Cotswold District Council	-	6,000	6,000	9,559
Barnwood Trust	-	7,500	7,500	5,750
Police Crime Commission	-	32,192	32,192	26,237
Barclays	-	43,271	43,271	56,729
Youth Endowment Fund	-	37,520	37,520	22,471
Gloucester City Council	-	-	-	10,000
The Kennel Club	-	2,956	2,956	14,900
Julia and Hans Rausing	-	-	-	115,796
Gloucestershire County Council	-	38,581	38,581	38,581
National Lottery - Awards for All	-	11,821	11,821	-
Thirty Percy	-	20,000	20,000	20,000
Ernest Cook	-	11,200	11,200	11,200
Clothworkers Foundation	-	10,000	10,000	10,000
Children in Need Youth Investment Fund	-	37,133	37,133	37,133
Other Charitable foundations	7,100	44,635	51,735	94,184
	7,100	378,077	385,177	1,054,845

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

4 Charitable activities

	Community	Development Team	Other income	Total 2022	Total 2021
	£	£	£	£	£
Sales within charitable activities	1,260,163	529,358	36,665	1,826,186	890,620

5 Activities for generating funds

	2022	2021
	£	£
Service charges to Infobuzz Limited	24,948	27,356

6 Investments

	Unrestricted funds	Unrestricted funds
	2022 £	2021 £
Interest receivable	2,581	2,844

7 Other income

	Unrestricted funds	Total
	2022 £	2021 £
Net gain on disposal of tangible fixed assets	4,070	-

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

8 Raising funds

	Unrestricted funds	Restricted funds	Total 2022	Total 2021
	£	£	£	£
<u>Fundraising and publicity</u>				
Staff costs	75,446	25,777	101,223	70,273
Support costs	70,215	24,012	94,227	63,518
	<u>145,661</u>	<u>49,789</u>	<u>195,450</u>	<u>133,791</u>
<u>Governance costs</u>				
Support costs	921	224	1,145	1,240
	<u>146,582</u>	<u>50,013</u>	<u>196,595</u>	<u>135,031</u>
For the year ended 31 March 2021				
Fundraising and publicity	60,477	73,314		133,791
Allocated Governance costs	537	703		1,240
	<u>61,014</u>	<u>74,017</u>		<u>135,031</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

9 Charitable activities

	Community	Development	Dock	Total	Total
	Team	Team	Offices	2022	2021
			Refurb		
	£	£	Costs	£	£
Staff costs	580,822	213,628	-	794,450	555,532
Direct : Other staff costs	209,974	14,461	-	224,435	28,126
Direct expenses	266,657	89,716	-	356,373	221,650
Premises costs	24,138	-	-	24,138	50,594
	<u>1,081,591</u>	<u>317,805</u>	<u>-</u>	<u>1,399,396</u>	<u>855,902</u>
Share of support costs (see note 11)	368,739	124,505	45,595	538,839	505,229
Share of governance costs (see note 11)	4,903	1,587	-	6,490	7,023
	<u>1,455,233</u>	<u>443,897</u>	<u>45,595</u>	<u>1,944,725</u>	<u>1,368,154</u>
Analysis by fund					
Unrestricted funds	1,255,148	260,903	18,095	1,534,146	
Restricted funds	200,085	182,994	27,500	410,579	
	<u>1,455,233</u>	<u>443,897</u>	<u>45,595</u>	<u>1,944,725</u>	
For the year ended 31 March 2021					
Unrestricted funds	497,428	146,185	102,802		746,415
Restricted funds	441,985	145,504	34,250		621,739
	<u>939,413</u>	<u>291,689</u>	<u>137,052</u>		<u>1,368,154</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

10 Description of charitable activities

Community

Working across the community providing mental health and well-being support

- **Road code** – In partnership with UK Youth and UPS, The road hazard awareness programme engages 13-19 year olds and provides them with the skills and confidence to speak up in potentially dangerous driving situations.
- **Drugs and alcohol**- Working in partnership with Change Grow Live providing drug and alcohol support specifically for young people 16-25.
- **One to one NEET (Not in Education, Employment and Training) support** - Working in partnership with Going the Extra Mile providing one to one support to young people 16-25 furthest from the job market.
- **Link chat** - Each young person has an allocated youth worker who provides regular emotional, wellbeing and practical support to work through the challenges a young person is facing, with a focus of the impacts of Covid-19 and support to recover from the recent impacts (16-25) support can be face to face or phone, text, zoom.
- **Cotswold Chat** – This is the Link chat service specifically for young people in the Cotswold's working in partnership with Cotswold Counselling supporting young people to improve their mental health.
- **Linked up-** Providing a youth worker who focuses on practical steps and a counsellor who focuses on mental health seeking to provide long lasting coping mechanisms for young people to manage their mental health 16-25 (working in partnership with Infobuzz)
- **Linked up+** - As Linked up, but specifically for young people in care or leaving the care system 16-25 (working in partnership with Infobuzz)..
- **Flex** – Providing a youth worker and counsellor to provide support to young people 16-25 who have struggled with mainstream mental health services and require mental health support (working in partnership with Infobuzz).
- **Bounce** – Providing a youth worker and a Cognitive Behavioural Therapy counsellor to support young people who are self-harming (working in partnership with Infobuzz).
- **Fusion** – Supporting young people who are leaving Wotton Lawn (mental health inpatient unit) to resettle in the community.
- **The Link** – Currently closed due to the Covid-19 situation – with a view to reestablishing later in the year.
- **Community development** – Working in local communities with young people and local agencies to develop opportunities with young people for young people – this is a new programme that is in early stages of implementation.
- **Active youth** - Active Youth a programme dedicated to getting inactive young people involved in physical activity in partnership with UK Youth and sport England aged 10-25.
- **Environmental** – Working in partnership with Ernest Cooke delivering as a consortium of partners across the country, engaging young people interested in Environmental programmes including social action.
- **Social prescribing nature** - Delivery of a co-produced nature programme, in partnership with Slimbridge, Westonbirt Arboretum and Cotswold wildlife trust and in collaboration with students, clinicians, mental health leads in trailblazer schools offering a non-medical self-management option to children & young people in order to improve their mental and social wellbeing.
- **Community Connections** – Working with young people identified by schools, providing one to one support and creating opportunities for young people to meet their peers and make connections in their communities.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

10 Description of charitable activities

(Continued)

Development Team

Provides a range of education development opportunities for young people:

- **ExChange** - Providing mentoring to young people identified as being at risk of involvement in violent crime. This is a partnership with Office of Police and Crime Commissioner, police, Youth Sport Trust, and Fearless.
- **Full circle** - Providing outreach and mentoring to 10-14 year olds at risk in the county, (at risk is defined as potential exclusion from school, involvement in gangs, exploitation etc.)
- **Transition chat** - Providing support to young people from mainstream, Alternative provision, hospital education and Special Educational Needs and Disability schools to ensure they have a positive transition into next step education or training once completed school or are in year 12.
- **Transition chat – Welfare-** Seeking those young people in year 11 who have not been engaged since going into lockdown and reengaging back into education and communities.
- **Therapy dog** – One to one interventions with our therapy dog Buddy to improve well-being for young people and complete a qualification.
- **Princes Trust Team** - Providing a 12 week programme designed to teach young people all the skills required to move from NEET to EET. Teaching key skills, improving CVs and gaining practical experience (16-25).
- **Short programmes-** Providing a range of short education programmes preparing young people for work, or to re-engage them ready to look at positive next steps (16-25).

Dock Offices Refurb Costs

The costs related to the repair and refurbishment of the new building to make it suitable for Young Gloucestershire are considered to be mainly exceptional items, and are therefore disclosed separately.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

11 Support costs

	Support costs	Governance costs	2022	2021	Basis of allocation
	£	£	£	£	
Staff costs	293,250	-	293,250	204,353	Actual staff costs
Depreciation	33,732	-	33,732	15,888	Use of assets
Other staff costs	38,015	-	38,015	14,689	Proportion of staff costs
Office costs	168,147	-	168,147	128,575	Proportion of staff costs
Premises costs	44,094	-	44,094	59,021	Proportion of staff costs
Marketing costs	13,381	-	13,381	2,118	Proportion of staff costs
Finance costs	7,521	-	7,521	7,525	Proportion of staff costs
Refurbishment costs	34,926	-	34,926	136,578	Actual spend
Audit fees	-	5,161	5,161	5,161	Governance
Other governance costs	-	2,474	2,474	3,102	Governance
	<u>633,066</u>	<u>7,635</u>	<u>640,701</u>	<u>577,010</u>	
Analysed between					
Fundraising	94,227	1,145	95,372	64,758	
Charitable activities	538,839	6,490	545,329	512,252	
	<u>633,066</u>	<u>7,635</u>	<u>640,701</u>	<u>577,010</u>	

Included in finance costs is interest payable on the bank loan of £5,673 (2021: £2,818).

Governance costs includes payments to the auditors of £5,161 (2021: £5,161) for audit fees. A further £6,440 (2021: £4,311) was paid to the auditors in respect of other non-audit services - other financial services.

12 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

The charity paid £635 (2021: £586) for trustee liability insurance.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

13 Employees

Number of employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Charitable activities	52	40
Generating funds	2	2
	<u>54</u>	<u>42</u>

Employment costs

	2022 £	2021 £
Wages and salaries	1,078,869	752,353
Social security costs	81,944	57,603
Other pension costs	28,110	20,202
	<u>1,188,923</u>	<u>830,158</u>

The number of employees whose total employee benefits for the reporting period fell within each band of £10,000 from £60,000 onwards are shown below:

	2022 Number	2021 Number
Remuneration band between £60,000- £70,000	<u>1</u>	<u>1</u>

14 Net gains/(losses) on investments

	Unrestricted funds 2022 £	Unrestricted funds 2021 £
Revaluation of investments	<u>1,266</u>	<u>3,267</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

15 Tangible fixed assets

	Freehold land and buildings	Fixtures and fittings	Computers	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 April 2021	1,088,127	8,664	21,202	49,329	1,167,322
Additions	-	31,880	4,201	39,572	75,653
Disposals	-	-	-	(14,835)	(14,835)
At 31 March 2022	1,088,127	40,544	25,403	74,066	1,228,140
Depreciation and impairment					
At 1 April 2021	5,441	2,961	-	31,242	39,644
Depreciation charged in the year	10,881	7,115	5,301	10,435	33,732
Eliminated in respect of disposals	-	-	-	(14,835)	(14,835)
At 31 March 2022	16,322	10,076	5,301	26,842	58,541
Carrying amount					
At 31 March 2022	1,071,805	30,468	20,102	47,224	1,169,599
At 31 March 2021	1,082,686	5,703	21,202	18,087	1,127,678

Freehold land and buildings with a carrying amount of £1,071,805 (2021 - £1,082,686) have been pledged to secure borrowings of the charity. The charity is not allowed to pledge these assets as security for other borrowings or to sell them to another entity.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

16 Fixed asset investments

	Listed investments £
Valuation	
At 1 April 2021	17,374
Valuation changes	1,266
At 31 March 2022	18,640
Carrying amount	
At 31 March 2022	18,640
At 31 March 2021	17,374

17 Financial instruments	2022 £	2021 £
Carrying amount of financial assets		
Debt instruments measured at amortised cost	170,587	383,318
Equity instruments measured at fair value through the Statement of Financial Activities	18,640	17,374
Carrying amount of financial liabilities		
Measured at amortised cost	1,214,640	1,114,752

18 Debtors	2022 £	2021 £
Amounts falling due within one year:		
Trade debtors	101,694	333,059
Other debtors	68,893	50,259
Prepayments and accrued income	41,559	27,072
	212,146	410,390

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

19 Loans and overdrafts

	2022 £	2021 £
Bank loans	173,722	191,367
Payable within one year	18,989	17,773
Payable after one year	154,733	173,594
Amounts included above which fall due after five years:		
Payable by instalments	75,955	97,181

The long-term loans are secured by a debenture comprising fixed and floating charged over all assets and undertakings, including all present and future freehold and leasehold property, book and other debts, chattels, goodwill, uncalled capital, both present and future, together with a first legal mortgage over the freehold property known as 1 Dock Office, Commercial Road, Gloucester.

The loan term is 10 years from the date of drawdown. The loan is repayable in monthly instalments with a fixed interest rate of 2.87% for the first 5 years. The interest rate will then revert to 2.72% over the base rate for the remaining term.

20 Creditors: amounts falling due within one year

	Notes	2022 £	2021 £
Bank loans	19	18,989	17,773
Other taxation and social security		22,179	15,306
Trade creditors		54,780	60,461
Other creditors and deferred income		875,513	776,696
Accruals		110,625	86,228
		1,082,086	956,464

21 Creditors: amounts falling due after more than one year

	Notes	2022 £	2021 £
Bank loans	19	154,733	173,594

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

22 Deferred income

Deferred income is included in the financial statements as follows:

	2022 £	2021 £
Current liabilities	868,050	772,384
	<u>868,050</u>	<u>772,384</u>
	£	
Balance at 1 April 2021	772,384	
Amounts released to incoming resources	(754,665)	
Amounts deferred in the year	<u>850,331</u>	
Balance at 31 March 2022	<u>868,050</u>	

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

22 Deferred income

(Continued)

Amounts deferred at 31 March 2022 were:	£
NHS CCG - Project administrator	31,546
Children In Need	3,368
Four Acre Trust	10,000
Gloucestershire County Council - Wellbeing Zone Youthworker	5,000
Awards for All - Animal assisted adventures	1,224
Youth Endowment Fund - Full Circle	10,419
Notgrove Trust - Full Circle	15,000
Gloucestershire County Council - Full Circle	20,000
Office of Police Crime Commission - ExChange	31,571
Young Devon- Peer Research	11,896
CHK - Mentoring	23,050
Awards for All - Community Funding	9,000
Gloucestershire County Council - Transition Chat	138,862
Gloucestershire County Council - Community Engagement Project	29,384
Ernest Cook Trust - Green Influencers	24,972
Spirax Sarco - YG Hub	5,000
The Peter Cruddas Foundation - YG Hub	10,450
Good Exchange - YP Qualifications	2,000
Gloucestershire City Council - YP Qualifications	5,000
Good Exchange - YP Qualifications	5,000
Gloucester City Council - Link Chat	20,000
Dulverton Trust - PowerUP	32,220
NHS CCG - Linked UP+	178,680
NHS CCG - Development of Hubs	20,000
NHS CCG - Flex	28,714
NHS CCG - Personal Health Budgets	5,000
NHS CCG - Bounce	13,694
NHS CCG - Fusion	45,763
NHS CCG - Link Chat +	95,404
NHS CCG - Bounce +	24,523
Grant Leon - Trustee - Cotswold Chat	5,000
SpaceHive - Cotswold Chat	2,862
Others	3,448
	868,050

23 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £28,110 (2021: £20,202). This has been analysed between activities and funds based on the time spent by each employee on each activity.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

24 Restricted 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 1 April 2021	Movement in funds		Balance at 31 March 2022
	£	Incoming resources £	Resources expended £	£
Community - Bus funds	1,968	-	(1,968)	-
Community - CHK Family	-	20,545	(20,545)	-
Community - Environmental	-	19,184	(19,184)	-
Community - Thirty Percy	-	25,000	(25,000)	-
Community - Awards for all	1,041	-	-	1,041
Community - Music Project	289	-	-	289
Community - Cotswold Chat	-	32,814	(32,814)	-
Community - Go the Extra Mile	-	29,862	(29,862)	-
Community - Digital Innovation	-	9,000	(9,000)	-
Community - Mental Health - SJP	-	9,511	(9,511)	-
Community - Wellbeing	-	3,050	(1,966)	1,084
Community - EmpowHer	80	-	-	80
Community - HLF	2,509	-	-	2,509
Community - My Life My Plan	628	-	-	628
Community - Link	-	2,500	(2,500)	-
Development - Sporting Chances	1,128	-	-	1,128
Development - Full Circle	-	47,876	(47,876)	-
Development - Bus Funds	4,119	-	(27)	4,092
Development - Therapy Dog	-	14,776	(14,776)	-
Corporate - Dock office refurbishment	-	37,635	(12,131)	25,504
Corporate - Building purchase -Dock Office	427,250	-	(4,244)	423,006
Corporate - Equipment	-	37,132	(17,182)	19,950
Corporate - Golf day	-	4,000	(4,000)	-
Corporate - Brenda Hoskins Trust Legacy	-	297,444	-	297,444
Corporate - Capita and Grant Leon	-	44,400	-	44,400
Corporate - Training	-	879	(879)	-
Development - Barclays	-	43,271	(43,271)	-
Development - CHK Mentoring	-	8,850	(8,850)	-
Development - Exchange	-	32,192	(32,192)	-
	<u>439,012</u>	<u>719,921</u>	<u>(337,778)</u>	<u>821,155</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

24 Restricted funds

(Continued)

Source of restricted funds	£
Architectural Heritage Fund	4,885
Children In Need - Youth Investment Fund	37,133
The Honourable Co of Gloucester	879
Sir Jules Thor	1,000
Active Glos Funding	1,050
The Nathan Tomkins Trust	1,000
Kennel Club	2,956
Awards for All	11,821
The National Ben Fund	2,500
Barnwood Trust	7,500
Gift Aid	1,250
DFC Drapers	500
Edward Gosling	10,000
Clothworkers	10,000
Groundwork Tesco	1,000
Youth Endowment Fund - Full Circle	37,520
Barclays	43,271
Office of Police Crime Commissioner - ExChange	32,192
Gloucestershire County Council	38,581
CHK	16,940
Heart of England - iWill	5,000
Ernest Cook	11,200
OPCC funding	1,000
DPD Eco	1,984
Thirty Percy	20,000
Spirax Sarco	2,500
St James' Place	9,511
Cotswold District Council	6,000
SpaceHive	6,814
Tewkesbury Borough Council	5,000
CHK Family	12,455
V. Sheridan	4,000
Going the Extra Mile	29,862
Capital and Grant Leon	44,400
Brenda Hoskins Trust Legacy	297,444
Others	774
	719,921

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

25 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes: The fund below has been designated for the building purchased during the year.

	Movement in funds				
	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Balance at 1 April 2021 £	Resources expended £
Building fund	165,682	655,436	(165,682)	655,436	(6,637)
	<u>165,682</u>	<u>655,436</u>	<u>(165,682)</u>	<u>655,436</u>	<u>(6,637)</u>

26 Analysis of net assets between funds

	Unrestricted fund 2022 £	Designated fund 2022 £	Restricted fund 2022 £	Total 2022 £	Unrestricted fund 2021 £	Designated fund 2021 £	Restricted fund 2021 £	Total 2021 £
Fund balances at 31 March 2022 are represented by:								
Tangible assets	48,248	648,799	472,552	1,169,599	38,905	655,436	433,337	1,127,678
Investments	18,640	-	-	18,640	17,374	-	-	17,374
Current assets/(liabilities)	574,760	-	348,603	923,363	439,294	-	5,675	444,969
Long term liabilities	(154,733)	-	-	(154,733)	(173,594)	-	-	(173,594)
	<u>486,915</u>	<u>648,799</u>	<u>821,155</u>	<u>1,956,869</u>	<u>321,979</u>	<u>655,436</u>	<u>439,012</u>	<u>1,416,427</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

27 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022 £	2021 £
Between two and five years	76,725	74,161

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

27 Operating lease commitments (Continued)

28 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2022 £	2021 £
Aggregate compensation	212,639	205,746

Other related party transactions

Infobuzz Limited is a charity connected to Young Gloucestershire by a common Trustee and the two charities share a CEO. Young Gloucestershire charged Infobuzz £21,048 (2021: £23,657) for management related services, and £3,900 for rent and office space (2021: £3,600), and £5,880 (2021: 3,924) for general recharges. Infobuzz Limited charged Young Gloucestershire £200,838 (2021: £182,297) for the provision of welfare services. At the reporting end date, Young Gloucestershire owed Infobuzz Limited £6,925 (2021: Infobuzz Limited owed Young Gloucestershire £13,736).

29 Cash generated from operations	2022 £	2021 £
Surplus for the year	540,442	529,682
Adjustments for:		
Investment income recognised in statement of financial activities	(2,581)	(2,844)
Gain on disposal of tangible fixed assets	(4,070)	-
Fair value gains and losses on investments	(1,266)	(3,267)
Depreciation and impairment of tangible fixed assets	33,732	15,888
Movements in working capital:		
Decrease/(increase) in debtors	198,244	(255,495)
Increase in creditors	124,406	535,393
Cash generated from operations	888,907	819,357

30 Analysis of changes in net funds

	At 1 April 2021 £	Cash flows £	At 31 March 2022 £
Cash at bank and in hand	991,043	802,260	1,793,303
Loans falling due within one year	(17,773)	(1,216)	(18,989)
Loans falling due after more than one year	(173,594)	18,861	(154,733)
	799,676	819,905	1,619,581

Young Gloucestershire Limited

England & Wales - Charity number 281797

Accounts

Charity Registration No. 281797

Company Registration No. 01547097 (England and Wales)

YOUNG GLOUCESTERSHIRE LIMITED
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

YOUNG GLOUCESTERSHIRE LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr R. Bevan Mr M. Sheridan Mr M. Moule Ms C. Stallard Mr S. McKeag Mr P. Holroyd Ms C. O'Donoghue Mr S. Titterton Mr A. Mulla Mr G. Leon	(Appointed 1 June 2020) (Appointed 30 March 2021) (Appointed 2 February 2021)
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Key Management Personnel

Chief Executive Officer	Ms T. Clark
Finance Manager	Ms L. Howes
Operations Managers	Ms J. Rudge-Welford Mr T. Saunders Ms A. Wynn

Charity number 281797

Company number 01547097

Registered office The Old Dock Office
Commercial Road
Gloucester
Gloucestershire
GL1 2EB

Auditor Pitt Godden & Taylor LLP
Unit 3 Ambrose House
Meteor Court
Barnett Way
Barnwood
Gloucester
GL4 3GG

Bankers HSBC Bank plc
The Cross
Gloucester
GL1 2AP

Solicitors Willans LLP
28 Imperial Square
Cheltenham
Glos
GL50 1 RH

YOUNG GLOUCESTERSHIRE LIMITED

CONTENTS

	Page
Trustees' report	1 - 8
Statement of trustees' responsibilities	9
Independent auditor's report	10 - 12
Statement of financial activities	13
Balance sheet	14
Statement of cash flows	15
Notes to the financial statements	16 - 38

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

The trustees present their report and financial statements for the year ended 31 March 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Objectives and activities

Young Gloucestershire ("YG") is a countywide youth work charity in Gloucestershire.

The objectives, for which the charity was established, as described in its governing document, are: 'helping young people to develop their physical, mental and spiritual capabilities or to provide such other help and support to young people as the Trustees see fit, including the relief of poverty, the advancement of education, the advancement of health, the advancement of citizenship and community development, the advancement of the arts, culture, heritage or science, the advancement of amateur sport, the advancement of human rights, the advancement of equality and diversity, the relief of those in need by reason of youth, age, ill-health, disability or other disadvantage, and such other purposes recognised from time to time by law as charitable.'

This can be summed up in the phrase 'inspiring young people'.

YG's Vision is:

For young people to have the confidence, motivation and skills to improve their lives

Our Mission:

We work to achieve this vision by creating opportunities that educate, inform, and inspire by;

- Providing training for young people to take the next step.
- Working with young people to make informed decisions by offering practical support
- Working with communities to provide opportunities for young people.

Our Values:

- Participation: Young people are at the heart of our service.
- Flexibility: We respond to the changing needs of young people.
- Equality: We support all young people to reach their potential no matter their circumstances.
- Partnership: We value working with like-minded communities and organisations to achieve our vision.

Young Gloucestershire is the local association for both UK Youth and the countywide delivery partner for Prince's Trust Teams. YG work in partnership with our sister charity Infobuzz. Infobuzz offers therapeutic and practical support for families and young people with complex needs.

How Young Gloucestershire's activities deliver public benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

The charity's objectives are to create opportunities that educate, help and inspire young people. The projects undertaken are targeted to help any young person in need with no discrimination as to race, background, education or ability. No charge is made to the young people being assisted, a fee may be charged to another organisation.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Young Gloucestershire's areas of work in 2020/21 were impacted by the Covid pandemic and therefore we saw some of our core work services reduced and new provision developed, below are all the services we have delivered in 2020/21:

Items of particular note were:

- The largest achievement for the charity in this financial year was the purchase of a long term home for the charity Young Gloucestershire, following a lot of fundraising, and supported by a small mortgage the charity bought and moved into premises that will be able to meet the needs of the charity.
- The launch of Link Chat a mental health support service for young people impacted through Covid where 182 young people received case work youth work support
- The launch of Transition chat, providing one to one support to 101 young people transitioning out school and into post 16 education, ensuring they were supported to reach a positive destination
- The launch of our therapy dog offer, providing young people opportunities to engage in an alternative intervention, 12 young people have worked with Buddy.
- The launch of Full Circle a mentoring programme for young people at risk of gangs, county lines or risky behaviour, 43 young people have attended mentoring
- The launch of ExChange 17 young people at risk of involvement with violence have received mentoring.
- The launch of additional counselling and youth work services, over all our strands of counselling and youth work (in partnership with Infobuzz) we have worked with 197 young people.
- This year also saw the launch of our new database Upshot, which has allowed us to be better able to track impact and results of our work.

Community based services

- **Street based youth work** - Working across districts in the county, meeting young people where they are at and seeking to build relationships to engage, provide opportunity and inspire young people. (Working in partnership with the Office of the Police and Crime Commissioner, police, world jungle and others in each district to respond to need).
- **EmpowHer** – A programme designed to empower young women, engage them in social action and improve self-esteem – delivered to groups of 12 young women aged 10-20 if you have a group we could deliver to get in touch.
- **Active links** – Providing opportunities for young people to get active
- **ExChange** - Providing mentoring to young people identified as being at risk of involvement in violent crime. This is a partnership with Office of the Police and Crime Commissioner, police, Youth Sport Trust, and Fearless.
- **Full circle** - Providing outreach and mentoring to 10-14 year olds at risk in the county, (at risk is defined as potential exclusion from school, involvement in gangs, exploitation etc).
- **Be Internet Citizen**– A programme empowered young people to be creative, confident and safe online. Run in partnership with UK youth, Google and YouTube, the programme supported 13-18 year olds to become critical consumers of information online and feel confident to use social media to communicate their views and ideas in a positive way.
- **Active youth** - Active Youth a programme dedicated to getting inactive young people involved in physical activity in partnership with UK Youth and sport England aged 10-25.
- **Road code** – In partnership with UK Youth and UPS, The road hazard awareness programme engages 13-19 year olds and provides them with the skills and confidence to speak up in potentially dangerous driving situations.
- **Community development** – working in local communities with young people and local agencies to develop opportunities with young people for young people – this is a new programme that is in early stages of implementation.

Support services

- **Transition chat** - Providing support to young people from mainstream, Alternative provision, hospital education and Special Educational Needs and Disability schools to ensure they have a positive transition into next step education or training once completed school or are in year 12 (for 16 year olds - Unfortunately we are not able to take referrals for this programme).
- **Transition chat – Welfare**- Seeking those young people in year 11 who have not been engaged with since going into lockdown and reengaging back into education.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

- **Link drop in** - A daily drop in service in the centre of Gloucester (Young people from across the county welcome) providing support for young people this could be housing, benefit, budgeting, support to find work and much more. This service is open and seeing young people face to face or can provide remote support.
- **Drugs and alcohol**- Working in partnership with Change Grow Live providing drug and alcohol support specifically for young people 16-25.
- **One to one NEET (Not in Education, Employment and Training) support** - Working in partnership with Going the Extra Mile providing one to one support to young people 16-25 furthest from the job market

Mental health services

- **Link chat** - Each young person has an allocated youth worker who provides regular emotional, wellbeing and practical support to work through the challenges a young person is facing, with a focus of the impacts of Covid and support to recover from the recent impacts (16-25) support can be face to face or phone, text, zoom.
- **Linked up**- Providing a youth worker who focuses on practical steps and a counsellor who focuses on mental health seeking to provide long lasting coping mechanisms for young people to manage their mental health 16-25 (working in partnership with Infobuzz).
- **Linked up+** - As Linked up, but specifically for young people in care or leaving the care system 16-25 (working in partnership with Infobuzz).
- **Bounce** – providing a youth worker and a Cognitive Behavioural Therapy counsellor to support young people who are self-harming.
- **Flex** – Providing a youth worker and counsellor to provide support to young people 16-25 who have struggled with mainstream mental health services and require mental health support.
- **Parental support CHK** - Providing case held support to the wider family of young people receiving mental health support at Young Gloucestershire ensuring families have the skills and knowledge to support their young people (working in partnership with Infobuzz).
- **Therapy dog** – We are now a few months in to the training of our therapy dog Buddy and he has started engaging one to one with young people who are facing challenges. This programme is in early days.
- **Mindfulness** – delivering mindfulness sessions for young people and the workforce in Gloucestershire and beyond.

Education/NEET young people

- **Princes Trust Team** - providing a 12 week programme designed to teach young people all the skills required to move from NEET to EET (In Education, Employment and Training). Teaching key skills, improving CVs and gaining practical experience (16-25). We have programmes starting September and October.
- **Short programmes**- Providing a range of short education programmes preparing young people for work, or to re-engage them ready to look at positive next steps (16-25).
- **Connect** - An alternative option for young people who have been excluded or are at risk of exclusion from mainstream school, we work with the young person, family, school and other key agencies to ensure the young person develops skills to cope in education and has the mechanisms in place to thrive (we are unable to take direct referrals for this programme (13-16).

Achievements and performance

During the year the charity worked with an estimated 899 young people through intensive support and work, delivering 10,433 sessions totalling 15,190 hours of support. In addition we have delivered 656 street based youth work sessions with a head count of 17,954 engagements with young people.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Fundraising

This year as for most was an unprecedented year, with curtailment of many commissioned services resulting in reduced income and associated costs. However the commitment to the charitable sector as a result of the pandemic saw Young Gloucestershire achieve a record fundraising year with some significant funding contributing to core costs (something we often don't receive) the successful fundraising allowed Young Gloucestershire to launch a significant number of programmes in response to the Covid pandemic.

Young Gloucestershire purchased a property in October 2020. This was achieved with the assistance of donations by funders. This included St James's Place, Summerfield Trust, Garfield Weston and CHK.

Young Gloucestershire employs one full time fundraiser whose main focus is applying for grants from charitable foundations, corporations and events. We also have an online giving page and a text donate number. We do not contact individuals directly asking for donations, and so no-one is put under any pressure to make a donation. We do not use any third party's to fundraise on our behalf, and none of the fundraising that is undertaken is bound by any voluntary regulated scheme. If a fundraising event is organised on behalf of YG, information is provided on our website on how to do this, but this activity is not monitored.

We have not received any complaints regarding fundraising.

Financial review

Young Gloucestershire's financial performance remained strong despite the global pandemic.

Total income was £2,029,600 including donations towards the purchase of the property of £427,250, excluding these gives an income for the year of £1,602,350, this is a decrease of 10% compared to the prior year. The income generated through payment by results was adversely affected, however successful applications for grants specifically aimed to assist organisations through this challenging period increased.

Expenditure for the year was £1,503,185; a reduction in cost of 13.5% compared to 2019/2020.

In October 2020, Young Gloucestershire purchased a new building at the Docks in Gloucester. Donations towards refurbishment and replacement costs totalled £28,000 with associated expenditure of £136,578.

We aim for full cost recovery wherever possible but certain projects will never be self-supporting, so we look to diversify income streams to cover shortfalls in those activities which form an essential part of the charity's aims and objectives. A total of £184,149 has been transferred from the unrestricted fund to the restricted fund in this financial year.

The total net income for the year was £529,682 (2020: £41,038). This leaves the charity with general unrestricted funds of £321,979, designated funds of £655,436 and restricted funds of £439,012.

Reserves policy

The trustees have a policy to hold in liquid free reserves, (as net cash and readily available investments) an approximate sum required for continuing the operation of the charity for three to six months. The trustees are of the opinion that an appropriate level of liquid free reserves would be in the range of £380,000 - £750,000. This would give time, in the event of a curtailment in income, for further funding to be secured.

At the year end, the charity was holding as net current assets a sum of £444,969 of which £5,675 were restricted and so unavailable for general use. This leaves the charity with liquid free reserves of £439,294. The charity is therefore meeting its objectives.

The long term creditor represents the mortgage and is secured on the property. For this reason, both are excluded from liquid free reserves.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Principal funding sources

The financial statements detail the sources of funds available to the charity. Incoming resources which warrant separate mention are as follows:

- £102,054 through colleges for the funding of Prince's Trust Team programme,
- £159,857 from the NHS Gloucestershire Clinical Commissioning Group for the work of our mental health and counselling services.
- £84,140 for the delivery of transitions support services from Gloucestershire County Council.
- The charity has also received funding from a variety of other sources including St James Place (£49,952), Julia and Han Rausing (£115,796), Spirax Sarco (£8,500), Four Acre Trust, (£25,000) Barclays (£100,000) & Global's Make Some Noise (£43,548), all of whom provide funding to enable the charity to carry out its charitable objectives.
- Support from St James's Place (£200,000), Garfield Weston (£75,000), Summerfield Trust (£100,000) CHK (£42,000) enabled the purchase of the building to take place.

Investment policy

The charity has reserves and in addition it receives funding in advance of the delivery of programmes. The policy for use of funds that are not required immediately is to maximise interest by using bank and building society deposits on a three to six month term. The charity uses several different institutions to spread the risk following the recent problems with the banks. There is a small investment in an equity based fund which made a gain of £3,267 in the year.

Risk assessment

The trustees and staff assess on an on-going basis the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity and to the health and safety of its employees and the public.

In doing so the board of trustees has created a risk register that brings all the risks from across the organisation together and highlights the key risks for the organisation. The current top risks for the organisation are:

- Single person dependency CEO – a lot of the organisations knowledge and experience is held by the CEO, if she moves on this creates a risk for the organisation.
- Funding – the current funding environment is uncertain, there is a lot of competition for limited funding amounts. Following the pandemic there is concern that there will be a shortage of funding in coming years.
- Recruitment of appropriate skill sets – the youth work sector is changing and there is a reduction in trained and skilled youth workers.

The following strategies have been put in place:

- Single person dependency CEO – The senior management team continues to develop from strength to strength with responsibility being split for income generation. Two new coordinators have been appointed further strengthening the management team, and the team of leads is developing managing the day to day staff and work.
- Funding – YG has been working hard in diversifying its funding sources including contracts and grant funding, we continue to seek to do this to spread the risk of loss of funding. We have seen a positive result from our fundraising efforts this year.
- Recruitment of appropriate skillsets – Over recent years YG has found it needs a wider and more varied skillsets to deliver the services we deliver. The services we deliver are reliant on the skillset of the staff delivering these services. YG has been widening the range of qualifications it seeks and exploring the development opportunities available to the team to ensure we can meet these needs. As the organisation is growing we are diversifying our skills and this is having a positive impact.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Plans for future periods

- To continue to grow our mental health and well-being services.
- To develop a range of environmental services and offers for young people.
- To continue to explore how we can positively impact young people through mentoring the most at risk young people.
- To rebuild Princes Trust Team to deliver a minimum of seven programmes now lockdown has eased.
- To continue to explore programmes for young people at risk of exclusion.

Our ongoing provision will also include:

- To continue delivering Prince's Trust Team Programmes run at YG.
- To provide linked up and linked up+ counselling services.
- To provide support to those furthest from the job market.
- To continue to support those with drug and alcohol needs.
- To diversify income streams to increase YG's offer.
- To continue to understand and hear young people's needs in Gloucestershire.

Structure, governance and management

The charity's registered office and registration numbers are recorded under legal and administration information. The charity is a charitable company with no share capital and is limited by guarantee. The governing documents of the charity are the Memorandum and Articles of Association.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr R. Bevan

Mr M. Sheridan

Mr M. Moule

Ms C. Stallard

Mr S. McKeag

Mr P. Holroyd

Ms C. O'Donoghue

Ms I. Sime

(Resigned 28 April 2020)

Mr S. Titterton

(Appointed 1 June 2020)

Mr A. Mulla

(Appointed 30 March 2021)

Mr G. Leon

(Appointed 2 February 2021)

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

All trustees give their time voluntarily and receive no benefits from the charity. There were no expenses claimed by trustees during the year.

The Board of Trustees has a wide range of specialist skills and experiences which include:

- Finance
- Building Surveying
- Youth Work
- Personnel Management
- Project Management
- Community Safety
- Business Management
- Education & Welfare
- Fundraising
- Voluntary & Community Sector

New trustees are selected by recommendations for their experience to fill skills gaps. New trustees are introduced to the managers and staff by the Chief Executive and spend time getting to know the activities of each department during their induction as well as visiting programmes and projects. None of the trustees has any beneficial interest in the company.

The Board of Trustees oversees Young Gloucestershire's programmes and services in order to ensure Young Gloucestershire meets its objectives, strategic plan and legal requirements.

The Board of Trustees is responsible for setting the strategic direction of the organisation and delegates the implementation of this policy to the Chief Executive and managers. This delegation is kept under review through regular board meetings. The trustees receive reports, department's performance against planned targets and financial reporting ahead of the formal Board Meetings.

The organisation has a range of policies and procedures appropriate to the range of work, responsibilities and legal regulations including:

- Safeguarding
- Health & Safety at Work
- Equal Opportunities
- Complaints
- Financial
- Risk

Organisational structure

The charity employs a CEO who manages the organisation, she is supported by a senior management team who have specific area focuses.

How decisions are made

The board of trustees delegate the day to day responsibility of operations to the CEO and senior management team. The trustees undertake a strategic review periodically and this was completed during the financial year. This sets the direction and parameters of the work. Trustees meet bi monthly to review progress against priorities set and ensure the organisation is compliant. In addition finance committee meetings are held monthly.

The senior management team meet monthly to review progress and set the direction and focus to achieve the strategy.

Remuneration policy

Young Gloucestershire has a staff salary structure and roles are analysed against this. The trustees each year make the decision for the whole organisation in relation to a cost of living pay rise based on the current market situation. The salary of the CEO and senior management team is set by the board of trustees.

YOUNG GLOUCESTERSHIRE LIMITED

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

Partnerships in the wider community

Young Gloucestershire is active in numerous local county, regional and national partnerships including:

- Gloucestershire County Council Youth Support Service/Prospects
- Gloucester Alliance
- UK Youth
- Young People South West

Auditor

The auditor, Pitt Godden & Taylor LLP, is deemed to be reappointed under section 487(2) of the Companies Act 2006.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.

Mr M. Sheridan

Dated: 5 October 2021

YOUNG GLOUCESTERSHIRE LIMITED

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2021

The trustees, who are also the directors of Young Gloucestershire Limited for the purpose of company law, are responsible for preparing the Trustees' 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 adequate 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 Companies Act 2006. 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.

YOUNG GLOUCESTERSHIRE LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF YOUNG GLOUCESTERSHIRE LIMITED

Opinion

We have audited the financial statements of Young Gloucestershire Limited (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the 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 FRS 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 charitable company's affairs as at 31 March 2021 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 Companies Act 2006.

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.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of the audit, or 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.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

YOUNG GLOUCESTERSHIRE LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF YOUNG GLOUCESTERSHIRE LIMITED

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, 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 liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud, and non-compliance with laws and regulations, was as follows:

We identified the laws and regulations relevant to the charity from discussions with the board and the finance team. The laws that we consider may have a direct material effect on the financial statements or the operation of the charity include the Charities Act 2011, the Companies Act 2006, employment, health and safety, and data protection.

We ensured that the audit engagement team collectively has the appropriate competence, capabilities and skills to identify non-compliance with the applicable laws and regulations noted above.

We assessed the extent of compliance with these laws and regulations through enquiries with the trustees and members of the finance committee and inspecting legal costs, and assessing any correspondence with the charity commission over the year.

YOUNG GLOUCESTERSHIRE LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF YOUNG GLOUCESTERSHIRE LIMITED

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud may occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, and their knowledge of any actual, suspected and alleged fraud;

- assessing and testing the internal controls in place to mitigate fraud risks and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify unusual or unexpected transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias;

- reviewed a sample tested journal entries to confirm that they were genuine transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to the underlying supporting documentation;

- reviewing the minutes of meetings of the board as to actual and potential litigation and claims;

- checking for correspondence from the Charity Commission.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Nicholas J Bishop FCCA ACA (Senior Statutory Auditor)
for and on behalf of Pitt Godden & Taylor LLP

5 October 2021

Chartered Accountants
Statutory Auditor

Unit 3 Ambrose House
Meteor Court
Barnett Way
Barnwood
Gloucester
GL4 3GG

YOUNG GLOUCESTERSHIRE LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
<u>Income from:</u>					
Donations and legacies	3	169,731	939,049	1,108,780	240,886
Charitable activities	4	890,620	-	890,620	1,509,684
Activities for generating funds	5	27,356	-	27,356	30,348
Investments	6	2,844	-	2,844	4,774
Other income	7	-	-	-	(905)
Total income		1,090,551	939,049	2,029,600	1,784,787
<u>Expenditure on:</u>					
Raising funds	8	61,014	74,017	135,031	128,168
Charitable activities	9	746,415	621,739	1,368,154	1,611,528
Total resources expended		807,429	695,756	1,503,185	1,739,696
Net gains/(losses) on investments	14	3,267	-	3,267	(4,053)
Net incoming resources before transfers		286,389	243,293	529,682	41,038
Gross transfers between funds		(184,149)	184,149	-	-
Net income/(expenditure) and net movement in funds		102,240	427,442	529,682	41,038
Fund balances at 1 April 2020		875,175	11,570	886,745	845,707
Fund balances at 31 March 2021		977,415	439,012	1,416,427	886,745

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

YOUNG GLOUCESTERSHIRE LIMITED

BALANCE SHEET

AS AT 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
Fixed assets					
Tangible assets	15	1,127,678		28,333	
Investments	16	17,374		14,107	
		<u>1,145,052</u>		<u>42,440</u>	
Current assets					
Debtors	18	410,390		154,895	
Cash at bank and in hand		991,043		1,092,708	
		<u>1,401,433</u>		<u>1,247,603</u>	
Creditors: amounts falling due within one year	20	(956,464)		(403,298)	
Net current assets		<u>444,969</u>		<u>844,305</u>	
Total assets less current liabilities		<u>1,590,021</u>		<u>886,745</u>	
Creditors: amounts falling due after more than one year	21	(173,594)		-	
Net assets		<u><u>1,416,427</u></u>		<u><u>886,745</u></u>	
Income funds					
Restricted funds	24	439,012		11,570	
<u>Unrestricted funds</u>					
Designated property funds	25	655,436		165,682	
General unrestricted funds		321,979		709,493	
		<u>977,415</u>		<u>875,175</u>	
		<u><u>1,416,427</u></u>		<u><u>886,745</u></u>	

The financial statements were approved by the Trustees on 5 October 2021

Mr M. Sheridan
Trustee

Mr M. Moule
Trustee

Company Registration No. 01547097

YOUNG GLOUCESTERSHIRE LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	30		819,357		(93,643)
Investing activities					
Purchase of tangible fixed assets		(1,115,233)		(30,494)	
Proceeds on disposal of tangible fixed assets		-		1,435	
Proceeds on disposal of investment property		-		426,500	
Interest and rental income received		2,844		4,774	
Net cash (used in)/generated from investing activities			(1,112,389)		402,215
Financing activities					
Repayment of bank loans		191,367		-	
Net cash generated from/(used in) financing activities			191,367		-
Net (decrease)/increase in cash and cash equivalents			(101,665)		308,572
Cash and cash equivalents at beginning of year			1,092,708		784,136
Cash and cash equivalents at end of year			991,043		1,092,708

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

Charity information

Young Gloucestershire Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is The Old Dock Office, Commercial Road, Gloucester, Gloucestershire, GL1 2EB.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "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)". 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 financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds are funds set aside by the directors out of unrestricted general funds for specific future purposes or projects.

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 financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Secondments are quantified in the Statement of Financial Activities by reference to the salary scales of the entity providing the secondees. Gifts of assets are included in the Statement of Financial Activities at the fair value of the donated asset at the time of donation.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

When donors specify that amounts given to the charity must be used in future accounting periods, the income is deferred until those periods.

When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the preconditions for use have been met.

When donors specify that donations and grants are for particular restricted purposes, which do not amount to preconditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

Grants from the Government and other agencies have been included as income from activities in furtherance of the charity's objects on an accruals basis where these amount to a contract for services.

1.5 Expenditure

Resources expended are included in the Statement of Financial Activities on an accruals basis. Inclusive of any VAT, that cannot be recovered.

Governance costs include those incurred in the governance of the charity and in connection with the administration of the charity and compliance with constitutional and statutory requirements.

Support costs are those costs incurred directly in support of expenditure and have been allocated to activity cost categories on the basis of staff time or usage per capita.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	50 years straight line
Fixtures and fittings	5 years and 8 years straight line
Computers	4 years straight line
Motor vehicles	4 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

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 and bank loans 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.

Debt instruments are subsequently carried at amortised cost.

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.

Derecognition of financial liabilities

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

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

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.

1.12 Retirement benefits

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

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

1.13 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total 2021	Total 2020
	£	£	£	£
Donations and gifts	53,935	-	53,935	50,393
Charitable grants	115,796	939,049	1,054,845	190,493
	<u>169,731</u>	<u>939,049</u>	<u>1,108,780</u>	<u>240,886</u>
For the year ended 31 March 2020	<u>50,393</u>	<u>190,493</u>		<u>240,886</u>
Grants receivable for core activities				
Spirax Sarco	-	8,500	8,500	6,000
St James's Place Foundation	-	249,952	249,952	21,528
Summerfield	-	100,000	100,000	-
Four Acre Trust	-	25,000	25,000	-
Global's Make Some Noise	-	43,548	43,548	45,588
Rotary Club	-	6,000	6,000	5,000
Garfield Weston	-	75,000	75,000	-
Go The Extra Mile	-	20,775	20,775	17,813
Mental Health Lottery	-	57,807	57,807	-
CHK Foundation	-	71,387	71,387	-
The National Lottery Community Fund	-	10,000	10,000	-
Grant Leon	-	11,250	11,250	-
Mark Sheridan	-	10,000	10,000	-
Sumner Wilson	-	10,000	10,000	-
Cotswold District Council	-	9,559	9,559	-
Barnwood Trust	-	5,750	5,750	-
Police Crime Commission	-	26,237	26,237	-
Barclays	-	56,729	56,729	-
Youth Endowment Fund	-	22,471	22,471	-
Gloucester City Council	-	10,000	10,000	-
The Kennel Club	-	14,900	14,900	-
Julia and Hans Rausing	115,796	-	115,796	
Doris Pacey & Dr Michael & Anna Brynberg				
Charitable Foundations	-	-	-	24,164
National Lottery - Awards for All	-	-	-	1,042
Swire Trust	-	-	-	24,787
David Thomas CT	-	-	-	5,000
Joanies Fund	-	-	-	1,350
Dulverton Trust	-	-	-	3,000
Other Charitable foundations	-	94,184	94,184	35,221
	<u>115,796</u>	<u>939,049</u>	<u>1,054,845</u>	<u>190,493</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

4 Charitable activities

	Community	Development Team	Other income	Total 2021	Total 2020
	£	£	£	£	£
Sales within charitable activities	593,165	281,561	13,844	890,620	1,509,684

5 Activities for generating funds

	2021	2020
	£	£
Service charges to Infobuzz Limited	27,356	30,348

6 Investments

	Unrestricted funds	Unrestricted funds
	2021 £	2020 £
Rental income	-	2,083
Interest receivable	2,844	2,691
	2,844	4,774

7 Other income

	Total	Unrestricted funds	Restricted funds	Total
	2021 £	2020 £	2020 £	2020 £
Net gain on disposal of tangible fixed assets	-	(644)	(261)	(905)

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

8 Raising funds

	Unrestricted funds	Restricted funds	Total 2021	Total 2020
	£	£	£	£
<u>Fundraising and publicity</u>				
Staff costs	31,412	38,861	70,273	74,435
Support costs	29,065	34,453	63,518	52,019
	<u>60,477</u>	<u>73,314</u>	<u>133,791</u>	<u>126,454</u>
<u>Governance costs</u>				
Support costs	537	703	1,240	1,714
	<u>61,014</u>	<u>74,017</u>	<u>135,031</u>	<u>128,168</u>
For the year ended 31 March 2020				
Fundraising and publicity	102,397	24,057		126,454
Allocated Governance costs	1,330	384		1,714
	<u>103,727</u>	<u>24,441</u>		<u>128,168</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

9 Charitable activities

	Community	Development	Dock	Total	Total
	Team	Team	Offices	2021	2020
			Refurb		
	£	£	Costs	£	£
Staff costs	413,424	142,108	-	555,532	586,875
Direct : Other staff costs	23,123	5,003	-	28,126	13,850
Direct expenses	178,201	43,449	-	221,650	679,312
Premises costs	45,692	4,902	-	50,594	25,484
	<u>660,440</u>	<u>195,462</u>	<u>-</u>	<u>855,902</u>	<u>1,305,521</u>
Share of support costs (see note 11)	273,770	94,407	137,052	505,229	296,296
Share of governance costs (see note 11)	5,203	1,820	-	7,023	9,711
	<u>939,413</u>	<u>291,689</u>	<u>137,052</u>	<u>1,368,154</u>	<u>1,611,528</u>
Analysis by fund					
Unrestricted funds	497,428	146,185	102,802	746,415	
Restricted funds	441,985	145,504	34,250	621,739	
	<u>939,413</u>	<u>291,689</u>	<u>137,052</u>	<u>1,368,154</u>	
For the year ended 31 March 2020					
Unrestricted funds	134,203	1,255,198	-		1,389,401
Restricted funds	196,774	25,353	-		222,127
	<u>330,977</u>	<u>1,280,551</u>	<u>-</u>		<u>1,611,528</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

10 Description of charitable activities

Community

Working across the community providing mental health and well-being support

- **Road code** – In partnership with UK Youth and UPS, The road hazard awareness programme engages 13-19 year olds and provides them with the skills and confidence to speak up in potentially dangerous driving situations.
- **Drugs and alcohol**- Working in partnership with Change Grow Live providing drug and alcohol support specifically for young people 16-25.
- **One to one NEET (Not in Education, Employment and Training) support** - Working in partnership with Going the Extra Mile providing one to one support to young people 16-25 furthest from the job market.
- **Link chat** - Each young person has an allocated youth worker who provides regular emotional, wellbeing and practical support to work through the challenges a young person is facing, with a focus of the impacts of Covid-19 and support to recover from the recent impacts (16-25) support can be face to face or phone, text, zoom.
- **Cotswold Chat** – This is the Link chat service specifically for young people in the Cotswold's working in partnership with Cotswold Counselling supporting young people to improve their mental health.
- **Linked up**- Providing a youth worker who focuses on practical steps and a counsellor who focuses on mental health seeking to provide long lasting coping mechanisms for young people to manage their mental health 16-25 (working in partnership with Infobuzz)
- **Linked up+** - As Linked up, but specifically for young people in care or leaving the care system 16-25 (working in partnership with Infobuzz)..
- **Flex** – Providing a youth worker and counsellor to provide support to young people 16-25 who have struggled with mainstream mental health services and require mental health support (working in partnership with Infobuzz).
- **Bounce** – Providing a youth worker and a Cognitive Behavioural Therapy counsellor to support young people who are self-harming (working in partnership with Infobuzz).
- **Unity** – Supporting young people who are leaving Wotton Lawn (mental health inpatient unit) to resettlement in the community.
- **The Link** – Currently closed due to the Covid-19 situation – with a view to reestablishing later in the year.
- **Community development** – Working in local communities with young people and local agencies to develop opportunities with young people for young people – this is a new programme that is in early stages of implementation.
- **Active youth** - Active Youth a programme dedicated to getting inactive young people involved in physical activity in partnership with UK Youth and sport England aged 10-25.
- **Environmental** – Working in partnership with Ernest Cooke delivering as a consortium of partners across the country, engaging young people interested in Environmental programmes including social action.
- **Social prescribing nature** - Delivery of a co-produced nature programme, in partnership with Slimbridge, Westonbirt Arboretum and Cotswold wildlife trust and in collaboration with students, clinicians, mental health leads in trailblazer schools offering a non-medical self-management option to children & young people in order to improve their mental and social wellbeing.
- **Community Connections** – Working with young people identified by schools, providing one to one support and creating opportunities for young people to meet their peers and make connections in their communities.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

10 Description of charitable activities

(Continued)

Development Team

Provides a range of education development opportunities for young people:

- **ExChange** - Providing mentoring to young people identified as being at risk of involvement in violent crime. This is a partnership with Office of Police and Crime Commissioner, police, Youth Sport Trust, and Fearless.
- **Full circle** - Providing outreach and mentoring to 10-14 year olds at risk in the county, (at risk is defined as potential exclusion from school, involvement in gangs, exploitation etc.)
- **Transition chat** - Providing support to young people from mainstream, Alternative provision, hospital education and Special Educational Needs and Disability schools to ensure they have a positive transition into next step education or training once completed school or are in year 12.
- **Transition chat – Welfare**- Seeking those young people in year 11 who have not been engaged since going into lockdown and reengaging back into education and communities.
- **Therapy dog** – One to one interventions with our therapy dog Buddy to improve well-being for young people and complete a qualification.
- **Princes Trust Team** - Providing a 12 week programme designed to teach young people all the skills required to move from NEET to EET. Teaching key skills, improving CVs and gaining practical experience (16-25).
- **Short programmes**- Providing a range of short education programmes preparing young people for work, or to re-engage them ready to look at positive next steps (16-25).
- **Connect** - An alternative option for young people who have been excluded or are at risk of exclusion from mainstream school, we work with the young person, family, school and other key agencies to ensure the young person develops skills to cope in education and has the mechanisms in place to thrive (we are unable to take direct referrals for this programme (13-16) – this is currently on pause looking to relaunch September 21.

Dock Offices Refurb Costs

The costs related to the repair and refurbishment of the new building to make it suitable for Young Gloucestershire are considered to be mainly exceptional items, and are therefore disclosed separately.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

11 Support costs

	Support costs £	Governance costs £	2021 £	2020 £	Basis of allocation
Staff costs	204,353	-	204,353	216,459	Actual staff costs
Depreciation	15,888	-	15,888	9,884	Use of assets
Other staff costs	14,689	-	14,689	6,312	Proportion of staff costs
Office costs	128,575	-	128,575	78,661	Proportion of staff costs
Premises costs	59,021	-	59,021	32,668	Proportion of staff costs
Marketing costs	2,118	-	2,118	1,523	Proportion of staff costs
Finance costs	7,525	-	7,525	2,808	Proportion of staff costs
Refurbishment costs	136,578	-	136,578	-	Actual spend
Audit fees	-	5,161	5,161	5,160	Governance
Other governance costs	-	3,102	3,102	6,265	Governance
	<u>568,747</u>	<u>8,263</u>	<u>577,010</u>	<u>359,740</u>	
Analysed between					
Fundraising	63,518	1,240	64,758	53,733	
Charitable activities	505,229	7,023	512,252	306,007	
	<u>568,747</u>	<u>8,263</u>	<u>577,010</u>	<u>359,740</u>	

Included in finance costs is interest payable on the bank loan of £2,818.

Governance costs includes payments to the auditors of £5,160 (2020: £5,160) for audit fees. A further £4,311 (2020: £5,970) was paid to the auditors in respect of other non-audit services.

12 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

The charity paid £586 (2020: £646) for trustee liability insurance.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

13 Employees

Number of employees

The average monthly number of employees during the year was:

	2021 Number	2020 Number
Charitable activities	40	44
Generating funds	2	2
	<u>42</u>	<u>46</u>

Employment costs

	2021 £	2020 £
Wages and salaries	752,353	806,303
Social security costs	57,603	54,828
Other pension costs	20,202	16,638
	<u>830,158</u>	<u>877,769</u>

The number of employees whose total employee benefits for the reporting period fell within each band of £10,000 from £60,000 onwards are shown below:

	2021 Number	2020 Number
Remuneration band between £60,000- £70,000	<u>1</u>	<u>-</u>

14 Net gains/(losses) on investments

	Unrestricted funds	Unrestricted funds
	2021 £	2020 £
Revaluation of investments	<u>3,267</u>	<u>(4,053)</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

15 Tangible fixed assets

	Freehold land and buildings	Fixtures and fittings	Computers	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 April 2020	-	2,760	-	49,329	52,089
Additions	1,088,127	5,904	21,202	-	1,115,233
At 31 March 2021	1,088,127	8,664	21,202	49,329	1,167,322
Depreciation and impairment					
At 1 April 2020	-	2,592	-	21,164	23,756
Depreciation charged in the year	5,441	369	-	10,078	15,888
At 31 March 2021	5,441	2,961	-	31,242	39,644
Carrying amount					
At 31 March 2021	1,082,686	5,703	21,202	18,087	1,127,678
At 31 March 2020	-	168	-	28,165	28,333

Freehold land and buildings with a carrying amount of £1,082,686 (2020 - £nil) have been pledged to secure borrowings of the charity. The charity is not allowed to pledge these assets as security for other borrowings or to sell them to another entity.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

16 Fixed asset investments

	Listed investments £
Valuation	
At 1 April 2020	14,107
Valuation changes	3,267
At 31 March 2021	17,374
Carrying amount	
At 31 March 2021	17,374
At 31 March 2020	14,107

17 Financial instruments

	2021 £	2020 £
Carrying amount of financial assets		
Debt instruments measured at amortised cost	383,318	134,505
Equity instruments measured at fair value through the Statement of Financial Activities	17,374	14,107
Carrying amount of financial liabilities		
Measured at amortised cost	1,114,752	391,913

18 Debtors

	2021 £	2020 £
Amounts falling due within one year:		
Trade debtors	333,059	81,860
Other debtors	50,259	52,645
Prepayments and accrued income	27,072	20,390
	410,390	154,895

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

19 Loans and overdrafts

	2021 £	2020 £
Bank loans	191,367	-
Payable within one year	17,773	-
Payable after one year	173,594	-
Amounts included above which fall due after five years:		
Payable by instalments	97,181	-

The long-term loans are secured by a debenture comprising fixed and floating charged over all assets and undertakings, including all present and future freehold and leasehold property, book and other debts, chattels, goodwill, uncalled capital, both present and future.

Together with a first legal mortgage over the freehold property known as 1 Dock Office, Commercial Road, Gloucester.

The loan term is 10 years from the date of drawdown. The loan is repayable in monthly instalments with a fixed interest rate of 2.87% for the first 5 years. The interest rate will then revert to 2.72% over the base rate for the remaining term.

20 Creditors: amounts falling due within one year

	Notes	2021 £	2020 £
Bank loans	19	17,773	-
Other taxation and social security		15,306	11,385
Trade creditors		60,461	51,716
Other creditors and deferred income		776,696	248,382
Accruals		86,228	91,815
		956,464	403,298

21 Creditors: amounts falling due after more than one year

	Notes	2021 £	2020 £
Bank loans	19	173,594	-

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

22 Deferred income

Deferred income is included in the financial statements as follows:

	2021 £	2020 £
Current liabilities	772,384	248,389
	<u>772,384</u>	<u>248,389</u>
	£	
Balance at 1 April 2020	248,389	
Amounts released to incoming resources	(241,510)	
Amounts deferred in the year	765,505	
	<u>772,384</u>	
Balance at 31 March 2021	<u>772,384</u>	

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

22 Deferred income

(Continued)

Amounts deferred at 31 March 2021 were:	£
The Kennel Club Charitable Trust - Therapy dog	6,000
CEO Emergency Fund	3,500
Greensquare Group	500
The Honorable Co Of Gloucester	879
Groudwork UK (Tesco)	1,000
Youth Endowment Fund - Full Circle	1,364
Gloucestershire County Council - Coronavirus response	20,000
Barclays	43,272
Office of Police Crime Commission	23,763
Gloucestershire County Council - Transition Chat	157,676
Gloucestershire County Council - Digital Innovation Fund	9,000
Barnado's	14,250
The Ernest Cook Trust	16,722
Heart of England iwill	5,000
Gloucestershire County Council - Nature by Prescription	89,790
Spirax Sarco	2,500
NHS Gloucestershire CCG	72,842
UK Youth - EmpowHER	1,051
CHK Foundation	20,545
NHS Gloucestershire CCG - Flex	134,697
NHS Gloucestershire CCG - Bounce	84,648
NHS Gloucestershire CCG - Fusion	38,088
Barnwood Trust	7,500
The National Benevolent Charity	2,500
Tewkesbury Borough Council - Youth Engagement	5,000
St James Place - Mental Health	9,511
Others	786
	<u>772,384</u>

23 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £20,202 (2020: £16,638). This has been analysed between activities and funds based on the time spent by each employee on each activity.

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

24 Restricted 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:

	Movement in funds			
	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers
	£	£	£	£
Community - Bus funds	4,285	-	(2,317)	-
Community - CHK Family	-	29,387	(37,091)	7,704
Community - Covid-19 projects	-	62,697	(93,038)	30,341
Community - Detached youthwork	-	55,272	(74,179)	18,907
Community - Awards for all	1,041	-	-	-
Community - Music Project	289	-	-	-
Community -Mental Health - Lottery	-	57,807	(78,833)	21,026
Community - Go the Extra Mile	-	20,775	(25,280)	4,505
Community - Mental Health - SJP	-	29,952	(39,072)	9,120
Community - EmpowHer	80	-	-	-
Community - HLF	-	4,232	(1,723)	-
Community - My Life My Plan	628	-	-	-
Community - Link	-	105,312	(147,058)	41,746
Development - Environment	-	1,778	(3,356)	1,578
Development - Sporting Chances	1,128	-	-	-
Development - Full Circle	-	22,471	(36,887)	14,416
Development - Bus Funds	4,119	-	-	-
Development - Therapy Dog	-	14,900	(15,521)	621
Corporate- Dock office refurbishment	-	34,250	(34,250)	-
Corporate - Building purchase - Dock Office	-	427,250	-	-
Development - Barclays	-	56,729	(80,930)	24,201
Development - Exchange	-	16,237	(26,221)	9,984
	11,570	939,049	(695,756)	184,149

Source of restricted funds

	£
The Kennel Club	14,900
Barclays	56,729
Youth Endowment Fund	22,471
St James's Place Foundation	249,952
Police Crime Commission	26,237
Global's Make Some Noise	43,548
Gloucester City Council	10,000
Spirax Sarco	8,500
Rotary Club	6,000
D C R Allen	3,000
Youth Social Action Fund	1,825
Four Acre Trust	25,000
Go The Extra Mile	20,775

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

24 Restricted funds

(Continued)

Heritage Lottery Fund	4,232
CHK	71,387
Western Power	3,000
Thirty Percy	5,000
National Lottery	8,423
The National Lottery Community Fund	10,000
The Good Exchange	1,000
Barnwood Trust	5,750
Sovereign Housing	1,366
Others	14,857
Sevenside Community Rail Partnership	1,500
World Jungle	3,000
Gloucester County Council	9,000
Thriving Communities	1,848
Cheltenham Borough Council	5,000
Mental Health Lottery	57,807
Grant Leon	11,250
R C Scudamore	2,000
Garfield Weston	75,000
Summerfield	100,000
Beatrice Lang	5,000
DM Thomas	5,000
B&Q	4,000
Screwfix	4,000
The Ernest Cook Trust	1,778
Mark Sheridan	10,000
HR Champions	1,000
Severn Trent Water	2,000
J Stevens	1,155
Ethical Giving	750
European Metal	1,000
Lydney Gateway	2,400
Satellite Club	1,050
Sumner Wilson	10,000
Cotswold District Council	9,559

939,049

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

25 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:
The fund below has been designated for the building purchased during the year.

	Movement in funds		Movement in funds		
	Balance at 1 April 2019 £	Incoming resources £	Balance at 1 April 2020 £	Incoming resources £	Resources expended 31 March 2021 £
Building fund	165,682	-	165,682	655,436	(165,682)
	<u>165,682</u>	<u>-</u>	<u>165,682</u>	<u>655,436</u>	<u>(165,682)</u>
	<u>165,682</u>	<u>-</u>	<u>165,682</u>	<u>655,436</u>	<u>(165,682)</u>

26 Analysis of net assets between funds

	Unrestricted fund 2021 £	Designated fund 2021 £	Restricted fund 2021 £	Total 2021 £	Unrestricted fund 2020 £	Designated fund 2020 £	Restricted fund 2020 £	Total 2020 £
Fund balances at 31 March 2021 are represented by:								
Tangible assets	38,905	655,436	433,337	1,127,678	19,929	-	8,404	28,333
Investments	17,374	-	-	17,374	14,107	-	-	14,107
Current assets/(liabilities)	439,294	-	5,675	444,969	675,457	165,682	3,166	844,305
Long term liabilities	(173,594)	-	-	(173,594)	-	-	-	-
	<u>321,979</u>	<u>655,436</u>	<u>439,012</u>	<u>1,416,427</u>	<u>709,493</u>	<u>165,682</u>	<u>11,570</u>	<u>886,745</u>

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

27 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2021 £	2020 £
Within one year	-	24,879
Between two and five years	74,161	46,757
In over five years	-	8,750
	74,161	80,386

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

27 Operating lease commitments (Continued)

28 Capital commitments

	2021 £	2020 £
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At 31 March 2021 the charity had capital commitments as follows:

Contracted for but not provided in the financial statements:

Acquisition of property, plant and equipment	-	1,080,000
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The new building, to which the above capital commitment in 2020 refers, was purchased during 2020/2021 and was funded by existing unrestricted reserves, specific donations towards the purchase, and a mortgage.

29 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2021 £	2020 £
Aggregate compensation	205,746	220,973

Other related party transactions

Infobuzz Limited is a charity connected to Young Gloucestershire by a common Trustee and the two charities share a CEO. Young Gloucestershire charged Infobuzz £23,657 (2020: £25,376) for management related services, and £3,600 for rent and office space (2020: £5,683), and £3,924 (2020: £5,014) for general recharges. Infobuzz Limited charged Young Gloucestershire £182,297 (2020: £77,030) for the provision of welfare services. At the reporting end date, Infobuzz Limited owed Young Gloucestershire £13,736 (2020: Young Gloucestershire owed Infobuzz Limited £10,811).

30 Cash generated from operations	2021 £	2020 £
Surplus for the year	529,682	41,038
Adjustments for:		
Investment income recognised in statement of financial activities	(2,844)	(4,774)
(Gain)/loss on disposal of tangible fixed assets	-	905
Fair value gains and losses on investments	(3,267)	4,053
Depreciation and impairment of tangible fixed assets	15,888	9,884
Movements in working capital:		
(Increase)/decrease in debtors	(255,495)	213,626
Increase/(decrease) in creditors	535,393	(358,375)
Cash generated from/(absorbed by) operations	819,357	(93,643)

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

31 Analysis of changes in net funds

	At 1 April 2020 £	Cash flows £	At 31 March 2021 £
Cash at bank and in hand	1,092,708	(101,665)	991,043
Loans falling due within one year	-	(17,773)	(17,773)
Loans falling due after more than one year	-	(173,594)	(173,594)
	<u>1,092,708</u>	<u>(293,032)</u>	<u>799,676</u>