

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

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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>1,416,427</u>		<u>886,745</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>1,416,427</u>		<u>886,745</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
	<hr/>
At 31 March 2021	17,374
	<hr/>
Carrying amount	
At 31 March 2021	17,374
	<hr/> <hr/>
At 31 March 2020	14,107
	<hr/> <hr/>

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
	<hr/>	<hr/>
Carrying amount of financial liabilities		
Measured at amortised cost	1,114,752	391,913
	<hr/>	<hr/>

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
	<hr/>	<hr/>
	410,390	154,895
	<hr/> <hr/>	<hr/> <hr/>

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
	<u>11,570</u>	<u>939,049</u>	<u>(695,756)</u>	<u>184,149</u>
				<u>439,012</u>

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
		<hr/>
		939,049
		<hr/>

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 £	Balance at 31 March 2021 £
Building fund	165,682	-	165,682	655,436	(165,682)	655,436
	<u>165,682</u>	<u>-</u>	<u>165,682</u>	<u>655,436</u>	<u>(165,682)</u>	<u>655,436</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
	<hr/>	<hr/>
	74,161	80,386
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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>