

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

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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> </u>	<u> </u>	<u> </u>	<u> </u>
Fundraising and publicity	145,661	49,789	195,450	133,791
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
<u>Governance costs</u>				
Support costs	921	224	1,145	1,240
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	146,582	50,013	196,595	135,031
	<u> </u>	<u> </u>	<u> </u>	<u> </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> </u>	<u> </u>		<u> </u>
Total Fundraising and publicity	61,014	74,017		135,031
	<u> </u>	<u> </u>		<u> </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
	<hr/>
At 31 March 2022	18,640
	<hr/>
Carrying amount	
At 31 March 2022	18,640
	<hr/>
At 31 March 2021	17,374
	<hr/>

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
	<hr/>	<hr/>
Carrying amount of financial liabilities		
Measured at amortised cost	1,214,640	1,114,752
	<hr/>	<hr/>

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
	<hr/>	<hr/>
	212,146	410,390
	<hr/>	<hr/>

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
	<hr/>
	868,050
	<hr/>

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
	<hr/>
	719,921
	<hr/>

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