

Charity registration number 281797

Company registration number 01547097 (England and Wales)

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

YOUNG GLOUCESTERSHIRE LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

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

Key Management Personnel

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

Charity number 281797

Company number 01547097

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

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

Bankers HSBC Bank plc
The Cross
Gloucester
GL1 2AP

Solicitors Willans LLP
28 Imperial Square
Cheltenham
Glos
GL50 1 RH

YOUNG GLOUCESTERSHIRE LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

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

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

YOUNG GLOUCESTERSHIRE LIMITED

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YOUNG GLOUCESTERSHIRE LIMITED

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

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

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

Objectives and activities

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

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

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

YG's Vision is:

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

Our Mission:

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

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

Our Values:

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

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

How Young Gloucestershire's activities deliver public benefit

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

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

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

Below are services we have delivered in 2022/23:

YOUNG GLOUCESTERSHIRE LIMITED

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

Items of particular note were:

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

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

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

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

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

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

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

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

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

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

Our services include:

Education and Development services

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

YOUNG GLOUCESTERSHIRE LIMITED

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

Community and Mentoring Services

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

Therapeutic Services

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

Fundraising

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

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

YOUNG GLOUCESTERSHIRE LIMITED

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

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

Any voluntary regulated scheme binds none of the fundraising undertaken.

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

We have received no complaints regarding fundraising.

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

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

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

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

Financial review

Young Gloucestershire's financial performance remained strong

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

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

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

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

Reserves policy

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

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

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

YOUNG GLOUCESTERSHIRE LIMITED

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

Principal funding sources

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

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

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

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

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

Investment policy

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

The primary objectives of our investment portfolio are to:

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

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

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

UK Corporate 6%

Oversea Corporates 32%

Global Equities 32%

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

North America 5%

Asia 7%

Alternatives/Cash 18%

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

Risk assessment

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

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

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

The following strategies have been put in place:

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

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

Plans for future periods

Environmental Policy/Carbon Reduction Plan

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

Other future plans

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

YOUNG GLOUCESTERSHIRE LIMITED

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

Our on-going provision will also include:

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

Structure, governance and management

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

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

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

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

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

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

YOUNG GLOUCESTERSHIRE LIMITED

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

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

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

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

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

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

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

Organisational structure

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

How decisions are made

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

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

Remuneration policy

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

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

YOUNG GLOUCESTERSHIRE LIMITED

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

Partnerships in the wider community

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

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

Post balance sheet event

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

Auditor

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

Disclosure of information to auditor

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

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

Mr M. Sheridan

Dated: 6 December 2023

YOUNG GLOUCESTERSHIRE LIMITED

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2023

The trustees, who are also the directors of Young Gloucestershire Limited for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

YOUNG GLOUCESTERSHIRE LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF YOUNG GLOUCESTERSHIRE LIMITED

Opinion

We have audited the financial statements of Young Gloucestershire Limited (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

YOUNG GLOUCESTERSHIRE LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF YOUNG GLOUCESTERSHIRE LIMITED

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

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

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

YOUNG GLOUCESTERSHIRE LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF YOUNG GLOUCESTERSHIRE LIMITED

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

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

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

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

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

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

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

6 December 2023

Chartered Accountants
Statutory Auditor

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

YOUNG GLOUCESTERSHIRE LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

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

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

All income and expenditure derive from continuing activities.

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

YOUNG GLOUCESTERSHIRE LIMITED

BALANCE SHEET

AS AT 31 MARCH 2023

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

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

Mr M. Sheridan
Trustee

Mr M. Moule
Trustee

Company Registration No. 01547097

YOUNG GLOUCESTERSHIRE LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

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

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Charity information

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

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

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

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

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

1.4 Income

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

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

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

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

YOUNG GLOUCESTERSHIRE LIMITED

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

1 Accounting policies

(Continued)

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

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

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

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

1.5 Expenditure

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

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

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

1.6 Tangible fixed assets

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

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

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

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

1.7 Fixed asset investments

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

1.8 Impairment of fixed assets

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

YOUNG GLOUCESTERSHIRE LIMITED

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

1 Accounting policies

(Continued)

1.9 Cash and cash equivalents

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

1.10 Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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

Debt instruments are subsequently carried at amortised cost.

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

Derecognition of financial liabilities

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

1.11 Employee benefits

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

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

1.12 Retirement benefits

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

YOUNG GLOUCESTERSHIRE LIMITED

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

2 Critical accounting estimates and judgements

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

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

YOUNG GLOUCESTERSHIRE LIMITED

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

3 Donations and legacies

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

YOUNG GLOUCESTERSHIRE LIMITED

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

4 Charitable activities

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

5 Activities for generating funds

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

6 Investments

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

7 Other income

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

YOUNG GLOUCESTERSHIRE LIMITED

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

8 Raising funds

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

YOUNG GLOUCESTERSHIRE LIMITED

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

9 Charitable activities

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

YOUNG GLOUCESTERSHIRE LIMITED

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

10 Description of charitable activities

Community

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

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

YOUNG GLOUCESTERSHIRE LIMITED

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

10 Description of charitable activities

(Continued)

Development Team

Provides a range of education development opportunities for young people:

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

Dock Offices Refurb Costs

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

11 Grants payable

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

YOUNG GLOUCESTERSHIRE LIMITED

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

11 Grants payable

(Continued)

Community

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

12 Support costs

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

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

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

13 Trustees

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

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

YOUNG GLOUCESTERSHIRE LIMITED

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

14 Employees

Number of employees

The average monthly number of employees during the year was:

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

Employment costs

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

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

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

15 Net gains/(losses) on investments

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

16 Taxation

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

YOUNG GLOUCESTERSHIRE LIMITED

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

17 Tangible fixed assets

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

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

YOUNG GLOUCESTERSHIRE LIMITED

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

18 Fixed asset investments

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

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

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

YOUNG GLOUCESTERSHIRE LIMITED

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

21 Loans and overdrafts

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

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

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

22 Creditors: amounts falling due within one year

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

23 Creditors: amounts falling due after more than one year

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

YOUNG GLOUCESTERSHIRE LIMITED

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

24 Deferred income

Deferred income is included in the financial statements as follows:

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

YOUNG GLOUCESTERSHIRE LIMITED

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

24 Deferred income

(Continued)

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

25 Retirement benefit schemes

Defined contribution schemes

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

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

YOUNG GLOUCESTERSHIRE LIMITED

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

26 Restricted funds

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

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

YOUNG GLOUCESTERSHIRE LIMITED

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

26 Restricted funds

(Continued)

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

YOUNG GLOUCESTERSHIRE LIMITED

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

26 Restricted funds

(Continued)

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

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

27 Designated funds

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

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

28 Analysis of net assets between funds

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

YOUNG GLOUCESTERSHIRE LIMITED

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

29 Operating lease commitments

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

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

30 Events after the reporting date

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

31 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

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

Other related party transactions

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

YOUNG GLOUCESTERSHIRE LIMITED

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

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