

Company registration number 01547097 (England and Wales)

Charity registration number 281797 (England and Wales)

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

YOUNG GLOUCESTERSHIRE LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

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

Key Management Personnel

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

Charity number 281797

Company number 01547097

Registered office

The Old Dock Office
Commercial Road
Gloucester
Gloucestershire
GL1 2EB

Auditor

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

Bankers

HSBC Bank plc
The Cross
Gloucester
GL1 2AP

Solicitors

Willans LLP
28 Imperial Square
Cheltenham
Glos
GL50 1 RH

YOUNG GLOUCESTERSHIRE LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

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

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

YOUNG GLOUCESTERSHIRE LIMITED

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YOUNG GLOUCESTERSHIRE LIMITED

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

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

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

Objectives and activities

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

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

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

YG's Vision is:

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

Our Mission:

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

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

Our Values:

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

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

How Young Gloucestershire's activities deliver public benefit

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

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

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

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

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

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

YOUNG GLOUCESTERSHIRE LIMITED

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

Who we have supported:

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

Not provided	1.74%
Total	100.00%

IMD Range	% of Total	Status	% of Total
0–20	15.08%	Part-time education	5.78%
20.01–40	15.29%	On Roll, not attending	6.51%
40.01–60	24.38%	Not provided	13.98%
60.01–80	22.03%	NEET	18.54%
80.01–100	21.59%	Full-time education	44.17%
Not provided	1.64%	Employed part-time	4.22%
Total	100.00%	Employed full time	6.54%

Note: Index and multiple deprivation is the official measure of relative deprivation across the UK

CME (Missing from Education)	0.26%
Total	100.00%

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

VCSE	2.50%
Navigation Hub	1.59%
GP	1.56%
Internal	1.46%
MHICT	1.12%
Other (combined 40 or fewer referrals)	3.75%
Total	100.00%

District	% of Total
Gloucester	28.26%
Tewkesbury	17.06%
Stroud	16.61%
Cheltenham	16.41%
Forest of Dean	10.78%
Cotswold's	8.28%
Not provided	1.51%
Out-of-county	1.09%
Total	100.00%

YOUNG GLOUCESTERSHIRE LIMITED

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

Items of note in the 2024/25 period were:

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

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

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

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

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

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

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

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

YOUNG GLOUCESTERSHIRE LIMITED

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

Education and Development Highlights

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

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

Mentoring and Families Highlights

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

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

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

Therapeutic Services Highlights

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

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

Fundraising

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

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

Any voluntary regulated scheme binds none of the fundraising undertaken.

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

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

YOUNG GLOUCESTERSHIRE LIMITED

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

Financial review

Young Gloucestershire's financial performance remained strong.

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

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

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

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

Reserves policy

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

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

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

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

Principal funding sources

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

Incoming resources which warrant a separate mention are as follows:

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

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

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

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

YOUNG GLOUCESTERSHIRE LIMITED

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

Investment policy

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

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

The primary objectives of our investment portfolio are to:

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

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

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

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

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

Risk assessment

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

The current top risks for the organisation are:

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

The following strategies have been put in place:

Recruitment of Appropriate Skillsets

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

YOUNG GLOUCESTERSHIRE LIMITED

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

Plans for future periods

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

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

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

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

Structure, governance and management

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

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

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

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

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

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

YOUNG GLOUCESTERSHIRE LIMITED

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

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

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

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

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

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

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

Organisational structure

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

How decisions are made

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

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

Remuneration policy

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

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

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

YOUNG GLOUCESTERSHIRE LIMITED

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

Partnerships in the wider community

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

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

Auditor

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

Disclosure of information to auditor

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

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

Mr M. Sheridan

Dated: 9 December 2025

YOUNG GLOUCESTERSHIRE LIMITED

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2025

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

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

YOUNG GLOUCESTERSHIRE LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF YOUNG GLOUCESTERSHIRE LIMITED

Opinion

We have audited the financial statements of Young Gloucestershire Limited (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

YOUNG GLOUCESTERSHIRE LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF YOUNG GLOUCESTERSHIRE LIMITED

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

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

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

YOUNG GLOUCESTERSHIRE LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF YOUNG GLOUCESTERSHIRE LIMITED

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

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

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

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

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

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

Use of our report

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

Nicholas Bishop (Senior Statutory Auditor)

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

Chartered Accountants

Unit 3 Ambrose House

Meteor Court

Barnett Way

Barnwood

Gloucester

GL4 3GG

9 December 2025

YOUNG GLOUCESTERSHIRE LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

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

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

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

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

YOUNG GLOUCESTERSHIRE LIMITED

BALANCE SHEET

AS AT 31 MARCH 2025

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

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

Mr M. Sheridan
Trustee

Mr M. Moule
Trustee

Company Registration No. 01547097

YOUNG GLOUCESTERSHIRE LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

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

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

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

1.1 Basis of preparation

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

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

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

1.2 Going concern

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

1.3 Charitable funds

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

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

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

1.4 Income

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

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

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

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

YOUNG GLOUCESTERSHIRE LIMITED

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

1 Accounting policies

(Continued)

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

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

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

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

1.5 Expenditure

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

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

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

1.6 Tangible fixed assets

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

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

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

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

1.7 Fixed asset investments

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

1.8 Impairment of fixed assets

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

YOUNG GLOUCESTERSHIRE LIMITED

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

1 Accounting policies

(Continued)

1.9 Cash and cash equivalents

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

1.10 Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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

Debt instruments are subsequently carried at amortised cost.

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

Derecognition of financial liabilities

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

1.11 Employee benefits

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

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

1.12 Retirement benefits

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

YOUNG GLOUCESTERSHIRE LIMITED

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

2 Critical accounting estimates and judgements

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

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

3 Donations and legacies

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

YOUNG GLOUCESTERSHIRE LIMITED

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

3 Donations and legacies

(Continued)

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

4 Charitable activities

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

YOUNG GLOUCESTERSHIRE LIMITED

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

5 Activities for generating funds

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

6 Income from investments

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

YOUNG GLOUCESTERSHIRE LIMITED

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

7 Raising funds

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

YOUNG GLOUCESTERSHIRE LIMITED

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

8 Charitable activities

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

YOUNG GLOUCESTERSHIRE LIMITED

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

9 Description of charitable activities

Community

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

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

Development Team

Provides a range of education development opportunities for young people:

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

YOUNG GLOUCESTERSHIRE LIMITED

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

10 Support costs

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

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

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

11 Net movement in funds

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

12 Trustees

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

YOUNG GLOUCESTERSHIRE LIMITED

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

13 Employees

The average monthly number of employees during the year was:

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

Employment costs

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

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

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

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

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

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

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

YOUNG GLOUCESTERSHIRE LIMITED

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

14 Other expenditure

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

15 Gains and losses on investments

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

16 Taxation

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

17 Tangible fixed assets

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

YOUNG GLOUCESTERSHIRE LIMITED

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

17 Tangible fixed assets

(Continued)

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

18 Fixed asset investments

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

19 Financial instruments

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

20 Debtors

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

YOUNG GLOUCESTERSHIRE LIMITED

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

21 Loans and overdrafts

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

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

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

22 Creditors: amounts falling due within one year

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

23 Creditors: amounts falling due after more than one year

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

YOUNG GLOUCESTERSHIRE LIMITED

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

24 Deferred income

Deferred income is included in the financial statements as follows:

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

YOUNG GLOUCESTERSHIRE LIMITED

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

25 Retirement benefit schemes

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

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

YOUNG GLOUCESTERSHIRE LIMITED

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

26 Restricted funds

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

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

YOUNG GLOUCESTERSHIRE LIMITED

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

26 Restricted funds

(Continued)

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

YOUNG GLOUCESTERSHIRE LIMITED

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

26 Restricted funds

(Continued)

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

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

27 Designated funds

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

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

YOUNG GLOUCESTERSHIRE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

28 Analysis of net assets between funds

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

YOUNG GLOUCESTERSHIRE LIMITED

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

29 Operating lease commitments

Lessee

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

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

30 Capital commitments

Amounts contracted for but not provided in the financial statements:

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

31 Events after the reporting date

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

32 Related party transactions

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

YOUNG GLOUCESTERSHIRE LIMITED

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

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