

Charity Registration No. 291489  
Company Registration No. 1898188 (England and Wales)

**THE YOU TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**REPORT AND CONSOLIDATED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2023**  
**CHARITY NUMBER 291489**  
**COMPANY NUMBER 01898188**

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## TRUSTEES REPORT

### 1.0 INTRODUCTION

- 1.1.1 The Trustees present their annual directors' report together with the consolidated financial statements of the charity and its subsidiary My Learning Cloud Limited for the year ending 31 March 2023 which are also prepared to meet the requirements for a Directors' report and accounts for Companies House.
- 1.1.2 In this document, the legal name of the YOU Trust is shortened to YOU.
- 1.1.3 The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Articles of Association, 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) (second edition October 2019).

### 2.0 OBJECTIVES AND ACTIVITIES

- 2.1.1 The objectives of the charity as set out in the Articles of Association are:

- (i) *To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society.*

*For the purpose of this clause 'socially excluded' means being excluded from society, or parts of society, as a result of one or more of the following factors: unemployment; financial hardship; youth or old age; ill health (physical or mental); substance abuse or dependency including alcohol or drugs; poor educational or skills attainment; relationship and family breakdown; poor housing (that is housing that does not meet basic habitable standards); crime (either as a victim of crime or as an offender rehabilitating into society).*

- (ii) *The advancement of education for the public benefit.*

The mission statement of YOU is:

"YOU: creatively empowering people to thrive in their communities"

- 2.1.2 Our culture and behaviours in pursuit of the mission and objectives are defined by our values that are embedded and role modelled throughout the charity:
- Person Centred

People are at the centre of all we do. We work in equal partnership, understanding that people are experts in their own experience and have strengths, skills, and life experiences that they bring to their own situation and to others. Everyone is a unique human being to be valued. We design what we do with people based on what matters to them, ensuring they are in control of their daily lives and their future.

- Trustworthy

We do what we say we will, when we say we will and how we say we will. We do not let people down. We act with integrity, honesty and openness with everyone we meet.

- Excellence

We strive to be the best we can be in all that we do, recognising that people deserve nothing less from us.

- Can-do

We ask ourselves how we can achieve things and not whether we can.

- Innovative

We are creative thinkers. We listen and build on ideas. We do not block, welcoming fresh perspectives and imagining new possibilities.

2.1.3 The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In approving the annual business plan Trustees consider how planned activities will contribute to the aims and objectives they have set.

2.1.4 How does our work change lives?

- People with a learning disability will live independent lives under their control.
- Women, men and children surviving domestic abuse and hidden violence will take back control of their lives that are safe and free from fear.
- Young vulnerable people will develop to become independent active citizens.
- People with mental ill health will develop new meaning, purpose and independence in their lives as they grow beyond the impact of their illness.
- People will live free of debt, maximising their incomes, with the certainty of a roof over their heads.
- People will feel good about their lives, free from stress and worry.
- People will feel less lonely, more connected and have purpose and value to their lives.

- 2.1.5 YOU's work is embedded in our communities within our families of expertise:
- Paragon: Domestic Violence and Abuse, Sexual Abuse, Stalking services
  - Young Lives: Working with young homeless people
  - Care and Support: Learning Disabilities and Mental Health CQC Registered Care, employment support
  - Community Wellbeing: whole community health and wellbeing: Social Prescribing, Advice Portsmouth, Dorset Integrated Prevention
  - Counselling services
- 2.1.6 Publicly funded services are delivered free of charge to beneficiaries, with charges applying in the case of:
- Accommodation charges (rent – includes weekly licence charges)
  - Private purchases of domiciliary care – service user choice for additional care over and above items funded by Adult Services
  - Means tested counselling services.
- 2.1.7 In all services where charges applied, the Trustees ensured that these did not discriminate against those who were poorer in society.
- 2.1.8 Across publicly funded services, YOU was subject to external monitoring inspection and validation against publicly set standards.

### **3.0 ACTIVITIES IN PURSUIT OF THE CHARITY MISSION AND OBJECTIVES**

#### **3.1 COVID-19**

Over the course of this year YOU has recovered from the restrictions caused by the pandemic, carefully returning to full face to face working within COVID secure standards while continuing to safeguard staff and beneficiaries from transmission of the virus.

#### **PARAGON- DOMESTIC VIOLENCE AND ABUSE**

- 3.2 Paragon are a specialist team committed to ending violence against women, children and men, through empowering individuals and communities to change. As well as grants that are already in place and continue over this financial year, Police and Crime Commissioners, Councils and the Ministry of Justice sought ideas and bids from specialist domestic abuse providers and YOU successfully attracted grant funds to

support those living with abuse. These awards remain testament to the progressive work of the Paragon teams across the geographical areas in which we work.

- 3.2.1 Paragon was awarded £8,000 from the National Lottery in May 2022. This funding enabled Paragon to offer family away days for those living in refuge accommodation or receiving support via outreach. These fun days out enabled the families to bond and connect with the local area.
- 3.2.2 Paragon was awarded £13,800 by Portsmouth City Council in November 2022 for work on the Mentors in Violence Prevention programme. The Mentors in Violence Prevention is a peer education programme that provides young people with the language and framework to explore and challenge the attitudes, beliefs and cultural norms that underpin gender-based violence, bullying and other forms of abuse, while building resilience and promoting positive mental health. By supporting schools to have a 'whole school' approach to early intervention and prevention of bullying, harassment and risky behaviours, the programme empowers young people to identify and communicate concerns with peers and school staff alike. This funding provides staff training on the programme and will enable Paragon to deliver it in schools and colleges.
- 3.2.3 The Paragon team in Sussex is a specialist domestic abuse team providing a whole family response to domestic abuse, working with individuals, couples and families. Working in partnership with the Sussex Police and Crime Commissioner's Office Paragon has secured Ministry of Justice funding to offer an holistic intervention. In addition to domestic violence support Paragon also works with victims with complex needs caused or exacerbated by domestic abuse, such as substance misuse and mental ill health. The team also provides counselling for adult victims and survivors.
- 3.2.4 In Dorset Paragon continues to deliver the integrated domestic abuse service, commissioned by Dorset Council. The work includes
  - refuge and safe houses
  - outreach
  - specialist work with children
  - recovery groups
  - advocacy
  - whole family support
  - securing legal options
  - counselling
  - partner support with Up2U and Choose2Change programmes
  - health advocacy

- stalking services

- 3.2.5 Paragon Dorset was awarded £30,000 for two years in April 2022 from Dorset Council for team training and partner support for the Up2U Creating Healthy Relationships programme. Up2U is a programme for people who use domestically abusive and unhealthy behaviours in their relationships. It seeks to reduce the incidents of domestic violence, prevent the cycle of abuse, and reduce the numbers of children in child protection services, edge of care or children in care.
- 3.2.6 Paragon Dorset was also awarded £277,000 by Dorset Council in June 2022, as part of the New Burdens Funding. This funding provided 7 additional posts with the aim of increasing safety, wellbeing and protection of people experiencing domestic abuse in Dorset.
- 3.2.7 In December 2022 Paragon Dorset was awarded £138,505 by Dorset Council as part of the Safeguarding Families Together approach. This formed part of Dorset Council's Children Young People and Families plan 2020-2023 with a commitment to 'embed whole family approaches, with a particular focus on addressing the needs of children living with parental substance use, mental ill-health or domestic abuse'. This funding enabled YOU to employ staff to work alongside multi-disciplinary teams collaborating with families to help keep more children safely at home.
- 3.2.8 £115,798 was also awarded to Paragon by Dorset Council as part of the Safer Streets Fund. Paragon's Stalking Clinic benefited from the funds providing an administrator who would respond to all enquiries and referrals from victims of stalking, and an Isolated Communities Engagement Project worker to raise awareness of stalking through YOU's Dragonfly work.
- 3.2.9 Bournemouth, Christchurch, and Poole Council have commissioned YOU to develop and deliver through Paragon a specialist health team working within their hospitals. This team supports victims and survivors of domestic abuse and trains hospital staff so they can better support anyone who wishes to disclose and talk about their experiences of domestic abuse.
- 3.2.10 Paragon Hampshire supports people to stay safe in their own homes through target hardening, health advocacy, securing legal options, counselling and a specialist violence against women safe house.
- 3.2.11 Paragon Hampshire were awarded £1,944 by Hampshire County Council in January 2023, as part of the Household Support Fund Community Grant scheme. This funded slow cookers, cookery books and food vouchers for people at the Basingstoke safe house.

- 3.2.12 Paragon Hampshire were awarded £175,600 by Hampshire County Council in April 2022. This funding enabled YOU to continue with two target hardening posts in West Hampshire to support victims to remain safe in their own homes. This funding also provided for Health Advocates in Basingstoke Hospital.
- 3.2.13 In partnership with Aurora New Dawn in Basingstoke, YOU continues to employ a DA support worker who accompanies the police when called out to a domestic abuse incident to so that support can be provided to the victim immediately.
- 3.2.14 The IOW Council has commissioned YOU through Paragon to deliver their Integrated Domestic Abuse Services. YOU is the lead agency on the Isle of Wight and works with Hampton Trust as our delivery partner. Together we bring many years of experience to make a strong team better able to support the island community. YOU provides:
- Refuge and Safe Houses for female, male, and child victims of domestic abuse
  - Outreach
  - Specialist children's work
  - Recovery Groups
  - Advocacy
  - Whole family support
  - Securing legal options
  - Counselling
  - Specialist support for victims and survivors of sexual violence.
  - Accredited behaviour change programme
  - Partner support
- 3.2.15 Paragon IOW was awarded £36,750 per annum by Hampshire Police and Crime Commissioner in April 2022 for two years. This funding enabled us to employ a Health Advocate.
- 3.2.16 A further £7,500 was awarded by the IOW Council in April 2022 for work with the Violence Reduction Unit. This funding contributed to the costs of a Children and Young Person's worker to work with education professionals and young people regarding abusive relationships.
- 3.2.17 Paragon IOW was also awarded £13,800 by the Council in November 2022 for work on the Mentors in Violence Prevention programme. This funding provides staff training on the programme and will enable Paragon to deliver the MVP programme in schools and colleges.



- 3.2.18 A grant of 5,500 from the IOW Council in January 2023, as part of the Household Support Fund enabled Paragon to fund hampers of food and school uniforms for people using the service.
- 3.2.19 Paragon's Dragonfly project develops community-based support across Hampshire, Dorset and the Isle of Wight for people affected by domestic abuse. Dragonfly champions are trained to provide a listening ear and a link to domestic abuse support agencies so that isolated people can access help.
- 3.2.20 Paragon Sussex work with adults and children through a small and dedicated team providing a whole family response to domestic abuse, working with individuals, couples and families. Paragon works in partnership with the Police and Crime Commissioners Office and has secured Ministry of Justice funding to offer a holistic intervention.

#### COUNSELLING SERVICES

- 3.3 Counselling with YOU offers a generic means tested counselling service for adults who live, study or work in Portsmouth. In October 2022, the service was awarded £293,207 by the National Lottery to enable it to continue its work for 21 months. Paragon Counselling provides free counselling services for those who have experienced domestic abuse. Clients are often referred from our Paragon DV Services towards the end of their support journey. STAR Counselling is our Sexual Crime Therapeutic Service and offers free counselling to people who have experienced historic and current sexual trauma. Counselling With YOU is for clients who live in Portsmouth and we offer a generic counselling service for a small contribution from the clients.
- 3.3.1 Paragon Counselling supports those who have been or are experiencing domestic or sexual abuse and works across Somerset, Dorset, Hampshire, Portsmouth and the Isle of Wight.
- 3.3.2 In partnership with Portsmouth Area Rape Crisis Service, YOU was awarded £50,000 by Portsmouth City Council in March 2023 for Paragon to provide counselling to those who reside in safe accommodation due to Domestic Abuse.
- 3.3.3 £92,144 was also awarded for Paragon Counselling in September 2022 for 2.5 years by Dorset Council. This funded a Domestic Abuse Counsellor to work alongside Paragon Dorset.
- 3.3.4 Paragon Counselling Hampshire were awarded £81,100 in August 2022 by the Hampshire Police and Crime Commissioner. This funded a specialist Domestic Abuse Counsellor and sessional counsellors for victims/survivors of domestic abuse.

- 3.3.5 STAR Counselling is YOU's sexual trauma and recovery counselling service working across the South of Hampshire, Portsmouth and the Isle of Wight. The service works with people who have experience sexual trauma, whether this is recent or non-recent rape, sexual abuse or sexual violence or crime.
- 3.3.6 STAR Counselling was awarded £541,241 in April 2022 by Hampshire OPCC for the delivery of the Sexual Crime Therapeutic Service.
- 3.3.7 STAR Counselling was also awarded a further £35,525 in April 2022 by the Hampshire Police and Crime Commissioner. This funding in partnership with Barnardo's on the Isle of Wight provided a Men and Boys service.
- 3.3.8 In December 2022, Portsmouth City Council awarded YOU the Abuse and Rape Counselling Services contract three years. The service will provide free, confidential, flexible counselling and psychotherapy services to women, men and young people in Portsmouth.

#### YOUNG LIVES

- 3.4 Our aim is to help young people gain the skills needed to live independently, by developing confidence, self-respect, and the ambition to achieve their goals. Together we focus on the young person's strengths to help them identify what they want to help them build a better future. We're an integral stepping-stone to a young person's independence. Supported accommodation for young people between the ages of 16 – 17 who are in care / leaving care will now be regulated by Ofsted we are currently going through the process of Ofsted registration. YOU continued to provide support to young homeless people in Weymouth and Dorchester under a contract with Dorset Council after winning a retender of the contract.

#### CARE AND SUPPORT

- 3.5 During the year YOU continued to provide two registered care homes for people with mental ill health in Gosport and Portsmouth. Both care homes are registered with the Care Quality Commission and rated "Good".
- 3.5.1 YOU continued to deliver care for people with a learning disability at Hazelgrove, New Milton Hampshire, registered with the Care Quality Commission and rated "Good".
- 3.5.2 This was the first year of the operation of the new learning disabilities Young Adults Supported Accommodation contracts with Hampshire County Council. 240 staff were transferred to YOU under TUPE together with 191 new people for whom we now provide support. YOU also worked with housing providers across 52 supported accommodation properties to enter into leases, management agreements or service

level agreements as part of this work. YOU has also continued to deliver the Enablement and Progression service under a contract with Hampshire County Council.

- 3.5.3 In Portsmouth YOU supported people with a learning disability across five supported living houses and in the community through its floating support work. In December 2022 Portsmouth City Council closed one property as a new building came on stream commissioned separately with a third-party provider and people moved to their new home. YOU's work is regulated by the Care Quality Commission and is rated "Good".
- 3.5.4 During the year YOU also continued to provide it's Into Work service for people with a learning disability in Portsmouth. In November 2022 YOU was awarded the Autism Employment Support Services for 1 year by Portsmouth City Council. The service works alongside people with neurodivergence and those with autism with support for paid and self-employment.

#### COMMUNITY WELL-BEING

- 3.6 YOU continued to provide Social Prescribing services in Portsmouth, Emsworth and Hayling Island, working with local Primary Care Networks that grant fund this work. Social Prescribing empowers people who have become isolated due to ill health or personal circumstances through a range of non-clinical services.
  - 3.6.1 Social Prescribing were awarded £116,647 in October 2022 by Southcoast Primary Care Network to fund Social Prescribing Link Workers for three years. A further grant was made by same PCN of £72,767 in September 2022 to fund a Health and Wellbeing Coach for three years. Social Prescribing were also awarded £99,376 in March 2023 by Portsmouth Southcoast Primary Care Network to fund a Care Coordinator Link Worker for three years.
  - 3.6.2 Social Prescribing were awarded £4,325 in June 2022 by Sport England as part of The Queen's Platinum Jubilee Activity Fund. This funding enabled us to organise two, six-week open water swimming sessions for social prescribing clients. Social Prescribing were awarded £40,569 in March 2023 by Hayling Island and Emsworth Primary Care Network. This funded a Young Person's Social Prescribing Link Worker for a year.
  - 3.6.2 Cycling Without Age has the goal of reducing social isolation and loneliness in Portsmouth and Hayling Island, by giving residents living in isolation or who are lonely an outlet to securely enjoy the outside spaces of Portsmouth, Southsea and Hayling Island. YOU can only deliver this service thanks to its 16 strong team of volunteer pilots.

- 3.6.3 Cycling Without Age were awarded £20,000 in April 2022 by Portsmouth City Council as part of the Reconnecting Communities Fund. This funding enabled us to provide rides and social contact with the “Extremely Clinically Vulnerable” people post COVID.
- 3.6.4 A grant was also awarded to Cycling Without Age of £9,578 in October 2022 by Energise Me as part of the Investing In Communities Fund. This funded the salary of the part time Volunteer and Bike Coordinator.
- 3.6.5 YOU was successful in retaining the contract for general advice services in Portsmouth in November 2022 for a further three years. Advice Portsmouth provides free, independent, impartial and confidential advice to people living in Portsmouth. The purpose of the service is to give the right advice and appropriate support to help clients solve their problems. YOU is a member of Advice UK and the National Homelessness Advice Service. Staff at Advice Portsmouth are members of various organisations including the Law Society, The Chartered Institute of Legal Executives and the Institute of Money Advisors. Our team of qualified professionals, support staff and dedicated volunteers provide general and specialist social welfare advice in the fields of debt, welfare benefits, employment, housing, general family and consumer law.
- 3.6.6 Advice Portsmouth was fortunate to receive a number of additional grants during the year:
- £4,500 from Hampshire County Council, to visit Holiday Play Schemes to promote the help available at Advice Portsmouth and YOUR Money Workshops.
  - £32,000 by Portsmouth City Council in June 2022. This funded additional money, debt and benefits advice.
  - £2,500 by the Hampshire and IOW Community Foundation via the Gretel Fund, in January 2023. This funding helped to support families to focus on cooking healthy foods on a budget. Grant spending was on providing slow cookers, air fryers, microwaves with simple recipe ideas.
  - £12,196 from the Access to Justice Foundation as part of the Community Justice Fund in January 2023. This finding has been used to sustain advice services that support people with the impact of the cost of living crisis.
- 3.6.7 YOU is the lead partner in the National Lottery funded Circle of Support work in Portsmouth in partnership with the Roberts Centre and Hope Portsmouth. Circle of Support meets people using food banks, post pandemic, and works with them to

resolve their immediate crisis, creating a circle of support that is there for the person should a crisis occur again.

- 3.6.8 First Point Dorset Intervention and Prevention Service continued to support people to have secure housing, independent lives and positive health and well-being. This contract ends in 2023.

#### THE WORK OF OUR VOLUNTEERS

- 3.7 During the year, the work of YOU was supported by 94 volunteers and the Trustees would like to record their thanks for the time, dedication and skills they have brought to our work.
  - 3.7.1 Volunteers play a vital role in many areas of our work, with this taking different forms across YOU. Some wish to volunteer for a specific event or activity. For example, in our Care and Support Services we have football, music and reading volunteers.
  - 3.7.2 We also have some services which are supported by and run using large numbers of volunteers, such as Cycling Without Age and our YOU Counselling Services. Volunteer counsellors are either qualified counsellors or are close to completing their final qualification and require placement hours. Both provide low cost sessions to enable members of our community to access counselling.
  - 3.7.3 Cycling without Age runs on a team of fully trained volunteers who pilot our electric Trio bikes. Our pilots come from a variety of backgrounds which allows us to buddy up participants with a pilot who shares common interests. This allows lasting relationships to form and the sharing of intergenerational stories which may otherwise have been forgotten. In addition, we have volunteers with specialist skills working in our Advice Portsmouth Service as well as volunteers in some of our Safe Houses.

#### MY LEARNING CLOUD LIMITED

- 3.8 My Learning Cloud is a registered limited company. The only shareholder is the YOU Trust, the company being a wholly owned subsidiary. Founded in 2012, the remit of My Learning Cloud was to deliver excellence in learning to the housing, health and social care sectors and in doing so to generate profit to support YOU
  - 3.8.1 My Learning Cloud (MLC) products consist of an inhouse built Learning Management System (LMS) provided to organisations (currently primarily to the health and social care sector), providing over 100 eLearning courses ranging in topics. Different products are currently available for customers which include V2, Lumis Essentials, Lumis Pro, and Lumis Enterprise (yet to be released). Dependent on customers' needs and budget, they can choose from a basic LMS or a full blended learning solution.

- 3.8.2 From 1 August 2022 a new leadership structure was introduced to My Learning Cloud with two senior posts of Chief Digital Officer and Chief Commercial Officer taking on the day to day running of the company reporting to the Managing Director or MLC/Group CEO of YOU.

## **4.0 GROUP STRATEGIC REPORT**

### **ACHIEVEMENTS AND PERFORMANCE**

- 4.1 In the year, YOU worked with 24,533 beneficiaries across Somerset, Sussex, Hampshire, Portsmouth, Isle of Wight, Bournemouth Christchurch and Poole and Dorset. This was 503 more than in the previous year.

### **WORK WITH BENEFICIARIES AND PARTNERS**

#### **PARAGON**

- 4.2 Paragon supported 7,120 adults and children through their domestic abuse work and 677 new Dragonfly Champions were trained in the year.
- 4.2.1 Tessa James, Domestic Abuse Advisor was nominated by an Isle of Wight refuge resident and received the Citizen of Ryde Award as part of the celebrations to mark the Queens Platinum Jubilee.
- 4.2.2 Tanya Simpson, DVA Health Advocate in Paragon Hampshire was nominated in February 2023 for a Hampshire Hospitals' People Award.
- 4.2.3 Paragon Hampshire was nominated for the Hampshire Police and Crime Commissioner Awards 2023 in the category of Supporting Victims of Crime. The nomination stated that this was a testament to their exemplary work and dedication to the community.
- 4.2.4 Dragonfly training of champions included working with Forgotten Veterans UK in Portsmouth. Since Dragonfly began, 3005 champions have now been trained who understand and are aware of domestic abuse, living in our communities and enabled to help and support victims.
- 4.2.5 Paragon Somerset has been awarded Leading Lights Accreditation by Safe Lives during the year.

#### **COUNSELLING**

- 4.3 YOU's counselling services worked with 2211 clients during the year.

- 4.3.1 In August 2022 the Quality Assurance Committee of the Board received the results of an independent evaluation of the Counselling with YOU service, funded by the National Lottery, which provides generic, low-cost counselling. The frontline counselling team consists almost entirely of volunteers, including a number of students on placement via partnerships with local universities and other academic institutions. Unique within the local area, the service offers open-ended counselling with no strict eligibility criteria. This review explored the value and impact of the service and found that it provides an affordable, flexible and accessible service to the people of Portsmouth.
- 4.3.2 With referrals increasing year on year, this model demonstrates what can be achieved using well-supported volunteers, and provides an illustration of how voluntary sector, community-based provision can produce results that are both professional in nature and comparable to statutory services.
- 4.3.3 Feedback from participants provided evidence of a professional, boundaried and client-focused service. As a placement provider, Counselling with You actively promotes the growth and development of its volunteers, producing skilled counsellors with a strong sense of their own boundaries and a confidence in their own professional judgement.
- 4.3.4 The review also provides an insight into the ways in which the service might expand its reach, improving its accessibility within the local community and working to engage marginalised groups in counselling support.

#### CARE AND SUPPORT

- 4.4 In Hampshire and Portsmouth YOU supported 884 people with a learning disability to grow in independence, live well and find work.

#### YOUNG ADULTS SUPPORTED ACCOMMODATION

- 4.5 On 31 March 2022, 243 new colleagues joined the YOU family from nine other organisations with the start of the New Hampshire Learning Disability Supported Living contracts. The Board would like to express their thanks to everyone involved in supporting the transfer of staff and people we work with, together with the new partnerships we forged with private and registered landlords across 52 new properties.
- 4.5.1 Mobilising these contracts had a number of inbuilt challenges for YOU. For example, use of agency staff in YOU, has throughout its history, been by exception rather than rule, whereas these services were shored up using agency resources. YOU have worked intensively with Commissioners to stabilise service delivery during 2022/23.

The most severe impacts have been mitigated by additional financial support from HCC, improvements to practice driven by YOU. This work is ongoing.

#### COMMUNITY HEALTH AND WELLBEING

- 4.6 Advice Portsmouth provided 12,727 acts of assistance concerning debt, welfare benefits, housing, employment and family law. The Debt Relief Order Intermediary advised 20 clients with a value of £262,943. Many households within the city have sought advice due to the rising cost of food and energy prices. Such concerns can lead to additional worries about homelessness and have a negative impact on mental health.
- 4.6.1 Advice Portsmouth would like to thank the support of all of their partners including Portsmouth HIVE, The Hampshire and Isle of Wight Community Foundation, VIVID, VIVID Plus, Portsmouth University Law Department, Salvation Army - St Pauls and St Monica's, Solent Mind – Portsmouth Support & Recovery, Switched on Portsmouth, The Robert Centre, Portsmouth Foodbank and Counselling with YOU.
- 4.6.2 Social Prescribing has continued to provide many additional activities to support community health and wellbeing. In May 2022 YOU was successful in securing the support of Zurich Insurance Company as part of their Spring Challenge. This enabled YOU to hold a Green Social Prescribing Day at Hilsea Lido Portsmouth in June in partnership with Hampshire Wildlife Trust attended by social prescribing clients and their link workers.
- 4.6.3 The National Academy for Social Prescribing featured YOU's Social Prescribing service in a video demonstrating the outcomes of the Thriving Communities Fund.
- 4.6.4 Social Prescribing received funding from The Adult Community Mental Health Transformation (No Wrong Door) Programme across Hampshire, Southampton, The Isle of Wight and Portsmouth to continue with the open water swimming sessions which had been so successful in the previous year.

#### QUALITY ASSURANCE

- 4.7 YOU's work is subject to internal quality standards which are audited throughout the year by the Quality Assurance Committee of the Board (QAC) and improvement plans are put in place where required.
- 4.7.1 Every quarter Trustees visited a number of the charity's services or departments. The focus was on culture and values and spending time with beneficiaries, volunteers and staff. Reports of these visits are submitted to QAC. The Committee also received quality reports at every meeting detailing performance and outcomes from audits with anonymised case studies about the work we do.



- 4.7.2 During the year the Committee approved a number of new and revised policies including Cross Gender Care and Substance Misuse Policies.
- 4.7.3 A safeguarding report is received at every meeting which provides the information required for Trustees as laid down by Charity Commission guidance. The Board has a Trustee Safeguarding Champion. The Director for Paragon, Young Lives and Counselling is the Children and Young People's Safeguarding lead and Adult Safeguarding is led by the Director for Partners for Wellbeing and Living Well.
- 4.7.4 The Quality Assurance Committee receives a Complaints Report at every meeting setting out the nature of formal complaints received, the resolution and learning.
- 4.7.5 In May of each year the YOU Group Board receives the annual Quality, Health and Safety and Safeguarding Reports for the preceding financial year.
- 4.7.6 In July 2022, The YOU Group Board welcomed the Portsmouth Learning Disability Into Work Team to the meeting to hear about their work, successes and some of the barriers faced in securing employment for people.

#### PEOPLE VALUES AND ORGANISATIONAL DEVELOPMENT

- 4.8 The requirement to recruit Agency Staff to fulfil the YASA contracts and reduce reliance on agency staff has been a priority this year. The Group Organisational Development Committee received detailed ongoing analyses of the issues, actions and impacts at its meetings and would like to record their thanks to the People team for their creativity and perseverance in such a difficult climate for the recruitment of social care staff nationally.
- 4.8.1 Fifteen people were sponsored to complete a qualification during the year of which nine were apprentices funded by the Apprenticeship Levy. Others were qualifications such as a standard Qualifications and Credit Framework, or more specialist qualifications such as Independent Domestic Violence Advisors (IDVA) and Certificates in Money Advice Practice.
- 4.8.2 This year had seen an increase in the National Living Wage, which continues to present a challenge, as local authorities are unable to fully support this increase through additional funding. The charity met this commitment and maintained differentials with a small pay award for all other staff.
- 4.8.3 During the year the Group Organisational Development Committee reviewed People and Learning Key Performance Indicators at their meetings and approved new and revised policies.

- 4.8.4 YOU complies with the requirement for Gender Pay Gap reporting and the report was presented to the Organisational Development Committee and published on YOU's website.
- 4.8.5 YOU's family culture results in a strong focus on employee engagement and wellbeing. The team of Wellbeing Champions continued to meet during the year and supported organisational activities including a celebration of Stress Awareness Month, Time to Talk day and mental health bingo at Christmas.
- 4.8.6 At the end of November 2022 Alison Cordwell, YOU's Director, Care, Support and Community Wellbeing retired after a long career with the charity. Alison started with YOU in April 1988 as a Learning Disabilities Support Worker in Portsmouth and after leaving YOU for a period, returned to the organisation in 2012 and made a huge contribution to the growth and development of the culture of YOU, leading the team that secured the YASA contracts with Hampshire County Council. The Board would like to record their thanks to Alison for her contribution to the charity.
- 4.8.7 Phil Freed was appointed as the new YOU Director for Care, Support and Community Wellbeing who also started his career in YOU as a Support Worker.
- 4.8.8 In August 2022 the Group CEO indicated that she wished to step down from her role after 27 years of selfless service. Nicola Youern led the YOU Group through many achievements and her tireless enthusiasm, innovative approach and commitment to social justice will be missed. As a result, the Board formed a YOU Appointment Group and engaged the services of a specialist recruitment agency to work with them on the appointment. The new Group CEO was appointed at the end of March 2023 and will take up their post in July 2023 post a handover with the current post holder.

#### EQUALITY AND DIVERSITY

- 4.9 YOU is committed to diversity and inclusion in recruitment, employment, and in the work that we undertake with beneficiaries.
- 4.9.1 In the autumn of 2022 a series of staff conferences were held with the theme of Celebrating You. This theme whilst about a celebration of YOU and its history was also a celebration of each and every individual in YOU and explored how staff can be their authentic selves at work.

The YOU Senior Management Team participated with Trustees in the ED & I Training that was commissioned in 2022. This training was vital to providing a shared perspective about how leaders across YOU role model and move forward diversity and inclusion in YOU.

## PROPERTY

- 4.10 YOU's registered office had been located at Admiral House in Fareham for 12 years. During the year the landlord made their intentions known to redevelop the site and therefore YOU would be served notice under the terms of the lease extension. My Learning Cloud had been located in Portsmouth and new accommodation was sourced which would support both organisations to be co-located reducing cost. Both YOU and My Learning Cloud moved to new headquarters (and Registered Office) at Delme 1, Cams Hall Estate, Fareham at the end of February 2023.

## FUNDRAISING

- 4.11 The charity does not actively fundraise from the public or run legacy campaigns or undertake similar fundraising activities in its own right or via a third party. The Trustees are, however, pleased to receive unsolicited gifts from those who support our work.
- 4.11.1 The Trustees would like to thank to all those who chose to donate funds and goods to the charity during the year. These included:
- Venafi
  - Salsa Amigos
  - IOW Radio
  - Peggy's Diner
  - Hampshire Wildlife Trust
  - Smile Sleigh
  - Exxon
  - Hayling Island College
  - Waitrose
  - Rotary Club of Wellington
  - Freemasons
  - Zurich Insurance Ltd
  - Lightning Fire Services
  - IOW Police
  - Men's Shed
  - GF Eyre Charitable Trust
  - Portsmouth Masons

## MY LEARNING CLOUD

- 4.12 My Learning Cloud had 719 corporate customers and 104,853 learners at the end of March 2023 with customer retention rates remaining high. The company won the award in the Workforce Development category at the 2022 Social Care Premier Supplier Awards.

## 5.0 FINANCIAL REVIEW

- 5.1 The Group Finance and Commercial Committee met 5 times during the year to review policies, the proposed budget, review management accounts, forecasts and the annual accounts. The Committee also has a remit for Information Technology and approved several policies in this area during the year. The Committee also undertook an in-depth review of agency usage, causes, solutions and impact and closely monitored negotiations with Hampshire County Council regarding the YASA contracts calling special meetings when required.

### 5.2 RESERVES POLICY

- 5.2.1 The Reserves Policy was reviewed in September 2023 and a target of £1,500,000 free reserves was agreed being the value of unrestricted reserves, before deducting the pension reserve, less fixed assets. Considering its current working capital arrangements, the Board felt that this was an acceptable level to operate within YOU on a day to day level and meet its obligations. Any additional free reserves would be used to further the Trust's aims and objectives. The actual free reserves figure will rise as operating surpluses are made and fall as assets are purchased.
- 5.2.2 At the year end the free reserves of the charity were £297,000 which is under target and equally in light of the Pension Deficit, the Trustees do not consider the reserves to be excessive.

### INVESTMENT POLICY

- 5.3 The levels of unrestricted reserves are not significant enough to consider a wide range of investments. The bank account is an interest-bearing account and surplus monies to immediate operating needs are placed on the money market to earn additional interest.

## **6.0 REFERENCE AND ADMINISTRATIVE INFORMATION**

6.1 Registered Charity Name: The YOU Trust (known as YOU on an operating basis)

Charity Number: 291489

Company Number: 1898188

Registered Office: Delme 1, Delme Place, Cams Hall Estate, Fareham, PO16 8UX

Auditors: Jones Avens, 53 Kent Road, Southsea, Hampshire, PO5 3HU

Bankers: Lloyds TSB Bank plc. John's Centre, Hedge End,  
Southampton, Hampshire, SO30 4QU

Patrons: The Trustees would like to give thanks to Bishop Jonathan of the Anglican Diocese of Portsmouth for his Patronage during the year.

### **TRUSTEES AND DIRECTORS**

6.2 The Trustees and officers serving during the year and since the year-end are set out below. Steve Pitt was re-elected as Chair and Caroline Sharman-Mendoza, Vice Chair in January 2023. Penny Rowlinson resigned from the Board at the AGM in October 2022 and the Board would like to record thanks to Penny for her outstanding contribution.

Directors and Trustees:

- Robyn Allen
- Helen Andrews
- Jonathan Crutchfield
- James Fullarton, Honorary Treasurer and Chair of Group Finance and Commercial Committee
- Emma Giles
- Matt Haynes
- Sara Langston, Chair of Organisational Development Committee
- Trudy Mansfield
- Derek Marshall
- Saif Mohammad

- Marcia Nguyen
- Steve Pitt, Chair of the YOU Group Board
- Anne Ridley
- Penny Rowlinson (resigned October 2022)
- Caroline Sharman-Mendoza, Vice Chair, Chair of Quality Assurance Committee

6.2.1 Tessa Short who was the Life President of YOU sadly passed away in March 2022. Tessa was the Chair of YOU for many years and served the charity with passion and commitment. She will be greatly missed.

6.2.2 The directors of the company are also charity Trustees for the purposes of charity law and under the Company's Articles are known as Trustees and collectively as 'The YOU Group Board'.

#### EXECUTIVE LEADERSHIP TEAM

6.3 Senior staff to whom leadership of YOU and My Learning Cloud is delegated:

- |  |                                     |
|--|-------------------------------------|
| • Group Chief Executive (until July 2023)                          | Nicola Youern                       |
| • Group Chief Executive (July 2023)                                | Hayley Connor (appointed July 2023) |
| • Group Director of Finance  | Paul Taylor-Toms                    |
| • Group Director of People, Culture and Organisational Development | Jane Cracknell                      |

#### YOU

6.4 Other senior staff to whom the day to day leadership of YOU is delegated:

- |   |               |
|---|---------------|
| • Director, Care, Support and Community Wellbeing | Philip Freed  |
| • Director, Paragon, Counselling and Young Lives  | Tonia Redvers |
| • Group Head of IT                                | Nigel Groves  |

#### MY LEARNING CLOUD

6.5 Other senior staff to whom the day to day leadership of My Learning Cloud is delegated:

- |                            |                 |
|----------------------------|-----------------|
| • Chief Digital Officer    | Michael Statham |
| • Chief Commercial Officer | Daisy Liss      |

## **7.0 STRUCTURE GOVERNANCE AND MANAGEMENT**

- 7.1.1 The YOU Trust is a charitable company limited by guarantee, first incorporated on 21 March 1985(The Portsmouth Housing Trust) and registered as a charity on 10 April 1985. The company was established under its Memorandum and Articles of Association, which were amended in 1998 (becoming The Southern Focus Trust) and further amended in 2001, 2003 and 2008 (becoming The YOU Trust) and in 2010. Amendments approved in 2010 led to The Articles of Association replacing the Memorandum and Articles of Association in accordance with the Companies Act 2006. In the event of the company being wound up members are required to contribute and amount not exceeding £1.

### **GENERAL MEETING OF THE COMPANY**

- 7.2 One General Meeting was held during the year. This was the Annual General Meeting (AGM) held on 12 October 2022.

### **RECRUITMENT AND APPOINTMENT OF TRUSTEES**

- 7.3 Under the requirements of the Articles of Association, the members of the Board of Trustees, known as the YOU Group Board, are elected to serve until required to retire by rotation. Those who retire under rotation are those who have been longest in office since their last appointment or reappointment. At each AGM, one quarter of the Trustees are subject to retirement by rotation or, if their number is not four or a multiple of four, the number nearest to one quarter shall retire from office.
- 7.3.1 The Board of Trustees may appoint Trustees between General Meetings, pending full appointment at a general meeting. The Board of Trustees operate an open recruitment and selection procedure when considering new Trustees for appointment in order to ensure a balanced, skilled, committed and representative board. During the year one Trustee resigned: Penny Rowlinson.

### **TRUSTEE RECRUITMENT INDUCTION, LEARNING AND DEVELOPMENT**

- 7.4 Trustees are recruited upon reviews of numbers, diversity and skills by the Trust Executive Committee (constituted to bring together chairs of all Committees and the YOU Group Board chair) for decision by the Board. Successful recruitment takes place by social media, open advertising and by interested parties approaching the charity. All applicants complete a recruitment process, are interviewed and subject to references and DBS clearance. When recruited, all Trustees sign a copy of the Trustee Code of Conduct and the Trustee Role Profile to signify their agreement to follow the terms within both documents.

- 7.4.1 The role profiles for the Chair and the Vice Chair of the YOU Group Board were reviewed during the year and approved by the Board.
- 7.4.2 During the year the Trustees participated in training including Adult and Young People's safeguarding, and Equality, Diversity and Inclusion.
- 7.4.3 Every year the Board undertakes an Experience Review to determine whether it has the skills and knowledge as a whole and through its committees.
- 7.4.4 The Board meets at least once a year for a Strategy Away Day to make key decisions to inform the annual business plan. In 2022 the Board of MLC joined the YOU Group Board for the strategic review.
- 7.4.5 The YOU Group Board delegates its work to five Committees of the Board with approved Terms of Reference reviewed each year:
  - YOU Group Board Executive Committee
  - Remuneration Committee
  - Quality Assurance Committee
  - Group Organisational Development Committee
  - Group Finance and Commercial Committee
- 7.4.6 The Group Finance and Commercial Committee further delegates work from time to time to the Property Working Group when the consideration of capital assets are required.

#### YOU/MLC GOVERNANCE WORKING PARTY

- 7.5 My Learning Cloud Ltd celebrated its 10<sup>th</sup> year of trading in 2022. It was agreed by both Boards that a YOU/MLC Governance Working Party would be formed to review the effectiveness of the current governance arrangements for My Learning Cloud to ensure it was fit for the future.
- 7.5.1 The YOU Group considered and agreed a revised set of expectations for My Learning Cloud:
  - to be a socially focused, person-centred business with products that empower people to thrive.
  - to always provide excellent customer service and to listen and involve customers in developing its work.
  - to be a trustworthy business with a strong ethical base.
  - to be an innovative, pioneering business, thinking outside of the box in the solutions it develops
  - to have a can-do approach – confident, ambitious, with a determination to achieve results



7.5.2 The Working Party agreed a number of changes to the relationship between the two organisations which were approved by the YOU Group Board and the My Learning Cloud Board of Directors:

- all future My Learning Cloud Non-Executive Director appointments are made on a three-year tenure, with the opportunity for renewal post a joint review with the YOU Group Board Chair and the My Learning Cloud Board Chair.
- the composition of the My Learning Cloud Board should contain no less than three independent Non-Executive Directors.
- YOU should transfer the ownership of the intellectual property in the company to My Learning Cloud.
- That the Group Director of People, Culture and Organisational Development and the Group Director of Finance should be appointed Executive Directors of My Learning Cloud.

## **8.0 RISK MANAGEMENT**

8.1 The Trustees have a risk management strategy which comprises:

- an annual review of the principal risks and uncertainties that the charity faces. The methodology for the identification and assessment of risk meets the guidance issued by the Charity Commission. The resulting Organisational Risk Management Policy is reviewed and reapproved each year by the YOU Group Board. The risk register is reviewed at every Board and Committee meeting throughout the year. The Board of My Learning Cloud undertakes its own annual review which is reported to the YOU Group Board.
- the establishment of policies, systems and procedures to mitigate those risks identified in the annual reviews; and
- the implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

8.2.1 The Board has not constituted an Audit Committee. The internal Audit functions are contained within the Terms of Reference of all Committees and audit reports are commissioned by those Committees paying due regard to the rankings of the risk register.

8.2.2 During 2023/24 the impact of agency costs continues to be a major risk for the charity as the national crisis in social care recruitment continues to grow and local authorities are unable to provide the funding to support the growth in National Living Wage and salaries that support the retention and recruitment of the workforce. This

risk is monitored at every meeting of the Board and Committees and during the first half of 2023/24 decisions will be made by the Board about YOU's continuation of this work.

- 8.2.3 The Increasing pension deficit contributions due to an actuarial valuation and the inability of the charity to meet these costs continued to be a major risk. This is managed through gift aid contributions from the trading subsidiary and the ability to secure concessions if required secured against property. The Group Finance and Commercial Committee monitor this through monthly management accounts and forecasts.

## **9.0 DELEGATION OF AUTHORITY**

- 9.1 The YOU Group Board has agreed to delegate their authority through a number of internal mechanisms, including:
- YOU Group Board Terms of Reference that sets out the powers, decisions it retains, and those delegated to Committees, which are reviewed annually.
  - The YOU Group Board approves Terms of Reference for Committees which set out their remit and scope, receives minutes; approves decisions reserved for them. scheme of delegation is in place and was reviewed by the Board during the year. This sets out the respective roles and responsibilities of Trustees and paid officers; defines responsibility/accountability points within the structure for decision making and actions to be undertaken.
  - YOU Policies (approved at either the YOU Trust Board or Committee level) deal with a wide range of legal compliance / operational matters and set out responsibilities and duties. Where policy revisions are minor they are delegated to the Group Executive Leadership team to decide.
  - The Procurement Policy sets out financial authority limits (approvals and expenditure) and is approved by the Group Finance and Commercial Committee.

## **RELATED PARTIES AND COOPERATION WITH OTHER ORGANISATIONS**

- 9.2 None of our Trustees receive remuneration. Any connection between a trustee or Group Executive Leadership team member with any related third party must be disclosed to the YOU Group Board. In the current year, no such related party transactions were reported.

- 9.2.1 The charity's wholly owned subsidiary My Learning Cloud Ltd was established to provide excellence in learning management and e learning across the health, housing and care sectors. Each year My Learning Cloud gift aids the majority of its profits to the charity. The Board of Directors are appointed and removed by the charity Trustees. The charity Board receives performance reports from the subsidiary Board of Directors at each meeting and the Group Organisational Development Committee and the Group Finance and Commercial Committee have widened their terms of reference to include the scrutiny of the subsidiary company performance.

#### STAFF AND VOLUNTEERS WITH DISABILITIES

- 9.3 The YOU Trust is an equal opportunities employer, Disability Confident since October 2017. As part of its open and transparent Recruitment Policy and procedure, the charity displays the Disability Confident logo on all job advertisements and references being a Disability Confident Employer on social media pages to actively encourage applications from people with disabilities. All job vacancies are advertised on a number of recruitment sites and are available in a number of formats. In addition, the charity provides a named contact so applicants can call to directly discuss any support they may require throughout the recruitment process. The YOU Trust offers a variety of flexible options to best meet the requirements of the candidate and reasonable adjustments are offered from the point of being invited along to interview, so the candidate can best demonstrate their full ability, and onwards into their employment as required, based on information shared by the applicant or staff member upon joining the organisation and throughout their time with YOU. YOU also engages with its own in-house 'Into Work' disability service for guidance and further support of disabled persons as needed and offers assistance with applying to the Access to Work scheme for eligible recruits. 57 staff/workers/volunteers were recorded as disabled. We have two deaf employees who are able to access the services of translators to participate in training workshops etc.

- 9.3.1 Dedicated Employee Wellbeing Champions also offer support, together with a free and confidential EAP service, and YOU accesses the input of Occupational Health providers to seek advice on support the charity can implement for those with a disability or long-term health condition.

#### **10.0 TRUSTEES' RESPONSIBILITY STATEMENT**

- 10.1 The Trustees (who are also directors of The YOU Trust for the purposes of company law) are responsible for preparing the Trustees' annual Report (including the Strategic Report) and the financial statements in accordance with applicable law and

United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

10.1.1 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. 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 Charity SORP 2015 (FRS 102);
- 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.


10.1.2 The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## **11.0 DISCLOSURE OF INFORMATION TO AUDITORS**

11.1 In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

By order of the Board of Trustees.

A handwritten signature in blue ink that reads "Steve Pitt". The signature is written in a cursive style with a horizontal line underneath the name.

S J Pitt (Chair)

# **Report of the Independent Auditors to the Members of The YOU Trust**

## **Opinion**

We have audited the financial statements of The YOU Trust (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2023 which comprise the group statement of financial activities, the group and charity balance sheet, the group and charity statement of cash flows and the notes to the financial statements, including a summary of 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 group and parent charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the accounts section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the accounts 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 group's or 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.

## **Report of the Independent Auditors to the Members of The YOU Trust**

### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### **Opinions on other matters prescribed by the Companies Act 2006**

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

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

### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the group and parent charitable company 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

## Report of the Independent Auditors to the Members of The YOU Trust

- 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 parent charitable company or 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 group's and the parent charitable company'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 group or the parent 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.

### **Identification and assessment of irregularities including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We designed procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures were capable of detecting irregularities, including fraud is detailed below:

- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the group and charity, including The Companies Act 2006 and The Charities Act 2011;
- we obtained an understanding of the legal and regulatory framework applicable to the entity and how the entity is complying with that framework by making appropriate enquiries of

## Report of the Independent Auditors to the Members of The YOU Trust

management as well as considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations;

- we made enquiries of those charged with governance and management concerning:
  - the risks of fraud;
  - instances of non-compliance with laws and regulations or knowledge of actual, suspected, or alleged fraud is documented during the period;
- we allocated an engagement team that we considered collectively had the appropriate competence and capabilities to identify or recognise non-compliance with laws and regulations.

### **Audit response to the risk of irregularities including fraud**

Based on the results of our risk assessment, our procedures included, but were not limited to:

- performing analytical procedures to identify any unusual or unexpected relationships.
- evaluating whether the selection and application of accounting policies by the entity that may be indicative of fraudulent financial reporting resulting from management's effort to manage results.
- assessing whether judgements and assumptions made in determining the accounting estimates set out in note 1j were indicative of potential bias.
- agreeing financial statement disclosures to underlying supporting documentation.
- reading the minutes of meetings of those charged with governance.
- reviewing the correspondence with relevant regulatory bodies.
- testing of journal entries to address the risk of fraud through management override.
- incorporating an element of unpredictability in the selection of the nature, timing, and extent of our audit procedures.

### **Conclusions regarding the risks of irregularities including fraud**

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.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

We considered our audit was capable of detecting irregularities due to:

- the effectiveness of the entity's internal controls;



## Report of the Independent Auditors to the Members of The YOU Trust

- the nature, timing and extent of audit procedures performed; and the absence of contradictory evidence.

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.



**Claire Norwood BSc FCA ATII (Senior Statutory Auditor)**

**for and on behalf of Jones Avens Limited**

**08/12/2023**

**Chartered Accountants  
Statutory Auditor**

Piper House  
4 Dukes Court  
Bognor Road  
Chichester  
West Sussex  
PO19 8FX

Jones Avens Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under of section 1212 of the Companies Act 2006

**The YOU Trust**  
**Consolidated Statement of Financial Activities**  
**(Incorporating an Income and Expenditure Account)**  
**For the Year Ended 31 March 2023**

		Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
	Notes				
<b>Income from</b>					
Donations and legacies	4	-	60	60	32
<i>Charitable activities</i>					
Care and Support	5	17,275	3,074	20,349	11,132
<i>Other trading activities</i>					
Commercial trading operations	6	1,317	-	1,317	1,396
Investment income	7	-	-	-	-
Other income		-	-	-	-
<b>Total</b>		<b>18,592</b>	<b>3,134</b>	<b>21,726</b>	<b>12,560</b>
<b>Expenditure on</b>					
<i>Raising funds</i>					
Commercial trading operations	6	1,304	-	1,304	1,221
<i>Charitable activities</i>					
Care and Support	8	18,141	2,388	20,529	11,590
<b>Total</b>		<b>19,445</b>	<b>2,388</b>	<b>21,833</b>	<b>12,811</b>
<b>Net (expenditure)/income</b>		<b>(853)</b>	<b>746</b>	<b>(107)</b>	<b>(251)</b>
Actuarial gains/(losses) on defined benefit schemes	20	(468)	-	(468)	1,065
<b>Net movement in funds</b>	21	<b>(1,321)</b>	<b>746</b>	<b>(575)</b>	<b>814</b>
<b>Reconciliation of funds</b>					
Total funds brought forward		1,026	1,220	2,246	1,432
Total funds carried forward		<b>(295)</b>	<b>1,966</b>	<b>1,671</b>	<b>2,246</b>

The statement of financial activities includes all gains and losses in the year.  
All incoming resources and resources expended are derived from continuing activities.  
The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

**The YOU Trust  
Balance Sheet  
For the Year Ended 31 March 2023**

		<b>Group 2023 £'000</b>	<b>Group 2022 £'000</b>	<b>Charity 2023 £'000</b>	<b>Charity 2022 £'000</b>
	<b>Notes</b>				
<b>Fixed assets</b>					
Tangible assets	<b>16</b>	1,653	1,617	1,611	1,594
Investments	<b>17</b>	<u>-</u>	<u>-</u>	<u>10</u>	<u>10</u>
		<u>1,653</u>	<u>1,617</u>	<u>1,621</u>	<u>1,604</u>
<b>Current assets</b>					
Debtors	<b>18</b>	3,848	2,695	3,358	2,488
Cash at bank and in hand		<u>892</u>	<u>2,660</u>	<u>583</u>	<u>2,056</u>
		4,740	5,355	3,941	4,544
<b>Creditors</b>					
Amounts falling due within one year	<b>19</b>	(2,509)	(2,664)	(1,678)	(1,840)
		<u>2,231</u>	<u>2,691</u>	<u>2,263</u>	<u>2,704</u>
<b>Net current assets</b>					
Total assets less current liabilities		3,884	4,308	3,884	4,308
Provisions for liabilities	<b>20</b>	(2,213)	(2,062)	(2,213)	(2,062)
<b>Net assets</b>		<u>1,671</u>	<u>2,246</u>	<u>1,671</u>	<u>2,246</u>
<b>Funds</b>					
Unrestricted income funds	<b>21</b>	1,918	3,088	1,918	3,088
Pension reserve		(2,213)	(2,062)	(2,213)	(2,062)
General unrestricted funds		<u>(295)</u>	<u>1,026</u>	<u>(295)</u>	<u>1,026</u>
Restricted income funds	<b>21</b>	<u>1,966</u>	<u>1,220</u>	<u>1,966</u>	<u>1,220</u>
<b>Total funds</b>		<u>1,671</u>	<u>2,246</u>	<u>1,671</u>	<u>2,246</u>

The financial statements were approved by the Board of Trustees on 6<sup>th</sup> December 2023 and were signed on its behalf by:



Trustee – Steve Pitt

The You Trust, registered in England no. 1898188

**The YOU Trust**  
**Statement of Cash Flows and Consolidated Cash Flows**  
**For the Year Ended 31 March 2023**

	Notes	Group 2023 £'000	Group 2022 £'000	Charity 2023 £'000	Charity 2022 £'000
<b>Cash flows from operating activities</b>					
Cash generated from operations	24	(1,493)	(709)	(1,231)	(368)
Pension interest charge		(52)	(70)	(52)	(70)
<b>Net cash provided by (used in) operating activities</b>		<u>(1,545)</u>	<u>(779)</u>	<u>(1,283)</u>	<u>(438)</u>
<b>Cash flows from investing activities</b>					
Interest income		-	-	-	-
Purchase of tangible fixed assets		(223)	(228)	(190)	(216)
Proceeds on disposal of tangible fixed assets		-	-	-	-
<b>Cash provided by (used in) investing activities</b>		<u>(223)</u>	<u>(228)</u>	<u>(190)</u>	<u>(216)</u>
Change in cash and cash equivalents in the reporting period		(1,768)	(1,007)	(1,473)	(654)
Cash and cash equivalents at the beginning of the reporting period		2,660	3,667	2,056	2,710
<b>Total cash at the end of the year</b>		892	2,660	583	2,056

**The YOU Trust**  
**Notes to the Financial Statements**  
**For the Year Ended 31 March 2023**

**1 Accounting Policies**

**a) Basis of preparation**

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

The financial statements have been prepared in accordance with 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 2018) - (Charities SORP (FRS102)), and the Companies Act 2006.

The You Trust meets the definition of a public benefit entity under FRS102. Assets and Liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes. These financial statements are presented in Sterling, the currency of the primary economic environment in which the Group operates, in round thousands.

Despite a challenging year for reasons outlined in the Trustees Report, The Trustees consider that there are no material uncertainties about the Trust's ability to continue as a going concern.

**b) Group financial statements**

The financial statements consolidate the results of the charity and its wholly owned subsidiary My Learning Cloud Limited on a line-by-line basis. A separate Statement of Financial Activities and Income and Expenditure Account for the charity has not been presented because the Trust has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

**c) Income**

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has

**The YOU Trust**  
**Notes to the Financial Statements**  
**For the Year Ended 31 March 2023**

been made by the executors to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material. Income received in advanced is deferred until the criteria for income recognition are met.

**d) Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

**e) Fund accounting**

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the Trust's work.

**f) Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds comprise the costs of commercial trading and their associated support

Expenditure on charitable activities includes activities undertaken to further the purposes of the charity and their associated support costs.

Other expenditure represents those items not falling into any other heading.

**g) Allocation of support costs**

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the Trusts programmes and activities. These costs have been allocated across expenditure on charitable activities. The basis on which support costs have been allocated are set out in note 9.

**The YOU Trust**  
**Notes to the Financial Statements**  
**For the Year Ended 31 March 2023**

**h) Operating leases**

Rental charges are charged on a straight line basis over the term of the lease.

**i) Judgements and key sources of estimation uncertainty**

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

In preparing these financial statements, the directors have made the following judgements:

- Determine whether leases entered into by the group either as a lessor or a lessee are operating or lease or finance leases. These decisions depend on an assessment of whether the risks and rewards of ownership have been transferred from the lessor to the lessee on a lease by lease basis.
- Determine whether there are indicators of impairment of the group's tangible and intangible assets, including goodwill. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset and where it is a component of a larger cash-generating unit, the viability and expected future performance of that unit.
- Pension Scheme deficit payments – The Charity participates in a multi-employer pension scheme which is in deficit. Provision has been made for the deficit contributions payable and the board have relied upon the information received from the Pensions Trust.

**Key Sources of Estimation Uncertainty**

**Multi employer defined benefit pension scheme**

See Note 20 for details of estimates and assumptions regarding the pension scheme.

**j) Tangible fixed assets**

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Freehold Property	Straight line over 50 years and 10 years
Long Leasehold property	Straight line over 10 years
Short Leasehold property	Straight line over the life of the lease
Fixtures, fittings and equipment	

**The YOU Trust**  
**Notes to the Financial Statements**  
**For the Year Ended 31 March 2023**

Assets held in service properties	Straight line over 3 years
Assets held in offices	Straight line over 5 years
Short term improvements to property	Straight line over 10 years
Motor Vehicles	Straight line over 5 years

**k) Goodwill**

Purchased goodwill is capitalised at cost and amortised over its estimated useful economic life on a straight line basis over 5 years.

**l) Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid.

**m) Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity from the date of opening of the deposit or similar account.

**n) Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured reliably.

**o) Financial instruments**

The trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

**p) Pensions**

Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

**q) Redundancy and termination payments**

Redundancy costs arising from project reviews of staff levels are charged in the year in which employees leave the group.

**r) Retirement benefits**

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

Payments are also made to two multi-employer defined benefit schemes.



**The YOU Trust**  
**Notes to the Financial Statements**  
**For the Year Ended 31 March 2023**

For the Social Housing Pension Scheme (SHPS) the cost of providing benefits under defined benefit plans is determined separately for each plan using the projected unit credit method and is based on actuarial advice.

The change in the net defined benefit liability arising from employee service during the year is recognised as an employee cost. The cost of plan introductions, benefit changes, settlements and curtailments are recognised as an expense in measuring profit or loss in the period in which they arise.

The net interest element is determined by multiplying the net defined benefit liability by the discount rate, taking into account any changes in the net defined benefit liability during the period as a result of contribution and benefit payments. The net interest is recognised in profit or loss as other finance revenue or cost.

Remeasurement changes comprise actuarial gains and losses, the effect of the asset ceiling and the return on the net defined benefit liability excluding amounts included in net interest. These are recognised immediately in other comprehensive income in the period in which they occur and are not reclassified to profit and loss in subsequent periods.

The net defined benefit pension asset or liability in the balance sheet comprises the total for each plan of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. Fair value is based on market price information, and in the case of quoted securities is the published bid price. The value of a net pension benefit asset is limited to the amount that may be recovered either through reduced contributions or agreed refunds from the scheme.

For the Social Housing Growth Scheme (GS), due to the nature of the scheme, it is not possible to identify on a reasonable and consistent basis the share of the underlying assets and liabilities. Therefore, the scheme is accounted for as a defined contribution scheme.

**2 Legal status of the Trust**

The company is limited by guarantee and does not have a share capital and is a private company registered in England and Wales. All Trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

**3 Financial Performance of the charity**

The consolidated statement of financial activities includes the results of the charity's wholly owned subsidiary My Learning Cloud Limited.

**The YOU Trust**  
**Notes to the Financial Statements**  
**For the Year Ended 31 March 2023**

The summary financial performance of the charity alone is:

	<b>2023</b>	<b>2022</b>
	<b>£'000</b>	<b>£'000</b>
Income	20,409	11,164
Gift aid from subsidiary company	<u>13</u>	<u>175</u>
	<b>20,422</b>	<b>11,339</b>
Expenditure on charitable activities	<u>20,529</u>	<u>11,590</u>
<b>Net (expenditure)/income</b>	<b>(107)</b>	<b>(251)</b>
Actuarial gains/(losses) on defined benefit pension schemes	(468)	1,065
<b>Net movement in funds for the year</b>	<b>(575)</b>	<b>814</b>
Total funds brought forward	2,246	1,432
<b>Total funds carried forward</b>	<b><u>1,671</u></b>	<b><u>2,246</u></b>
Represented by:		
Restricted income funds	1,966	1,220
Unrestricted income funds	1,918	3,088
Pension reserve	<u>(2,213)</u>	<u>(2,062)</u>
	<b><u>1,671</u></b>	<b><u>2,246</u></b>
<b>4 Donations and legacies</b>		
	<b>2023</b>	<b>2022</b>
	<b>£'000</b>	<b>£'000</b>
Small gifts and donations	19	32
Legacies	<u>41</u>	<u>-</u>
	<b><u>60</u></b>	<b><u>32</u></b>

The trust benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS102 and the Charities SORP (FRS102), the economic contribution of general volunteers is not recognised in the accounts.

The YOU Trust  
Notes to the Financial Statements  
For the Year Ended 31 March 2023

**5 Charitable Activities**

	Unrestricted funds 2023 £'000	Restricted funds 2023 £'000	Total Funds 2023 £'000	Total Funds 2022 £'000
Grants receivable for charitable activities	-	3,074	3,074	1,611
Fees and charges	17,275	-	17,275	9,521
	<u>17,275</u>	<u>3,074</u>	<u>20,349</u>	<u>11,132</u>

**6 Other trading activities**

The wholly owned trading subsidiary My Learning Cloud Limited is incorporated in the United Kingdom (company number 08191627). The summary financial performance of the subsidiary alone is:

	2023 £'000	2022 £'000
Turnover	1,317	1,396
Cost of sales and administration costs	(1,304)	(1,221)
Corporation tax credit/(charge)	-	-
Net profit	13	175
Amount gift aided to the charity	(13)	(175)
Retained in subsidiary	<u>-</u>	<u>-</u>
The assets and liabilities of the subsidiary were:		
Fixed Assets	42	23
Current assets	848	990
Current liabilities	(880)	(1,003)
Total net assets	<u>10</u>	<u>10</u>
Aggregate share capital and reserves	<u>10</u>	<u>10</u>

**7 Investment income**

	2023 £'000	2022 £'000
Interest received	<u>-</u>	<u>-</u>
	<u>-</u>	<u>-</u>

All investment income is derived from money held in interest bearing deposit accounts

The YOU Trust  
Notes to the Financial Statements  
For the Year Ended 31 March 2023

**8 Charitable Activities**

	Advice & Counselling £'000	Health and Recovery £'000	Homeless- ness £'000	Domestic Violence £'000	Disabilities £'000	Young People £'000	Total 2023 £'000	Total 2022 £'000
Salary and associated costs	788	711	614	2,647	11,787	353	16,900	8,815
Rent	23	80	-	169	312	105	689	342
Other property costs	62	73	19	132	195	67	548	501
Depreciation	2	2	-	3	85	-	92	27
Other costs	41	54	3	64	45	3	210	206
Support costs (see note 9)	103	103	71	338	1,395	60	2,070	1,684
Governance costs (see note 9)	1	1	1	3	13	1	20	15
	<u>1,020</u>	<u>1,024</u>	<u>708</u>	<u>3,356</u>	<u>13,832</u>	<u>589</u>	<u>20,529</u>	<u>11,590</u>

Expenditure on charitable activities was £20,529,000 (2022: £11,590,000) of which £18,141,000 was unrestricted (2022: £9,742,000) and £2,388,000 was restricted (2022: £1,848,000).

**9 Support Costs**

	General Support £'000	Governance function £'000	Total £'000	Basis of apportionment
Salary and associated costs	1,420	-	1,420	Time
Rent	53	-	53	Time
Other property costs	106	-	106	Time
Depreciation	79	-	79	Time
Legal and professional fees	64	-	64	Time
Other costs	<u>348</u>	<u>20</u>	<u>368</u>	Time
	<u>2,070</u>	<u>20</u>	<u>2,090</u>	

**The YOU Trust**  
**Notes to the Financial Statements**  
**For the Year Ended 31 March 2023**

**10 Net income/(expenditure) for the year - Group**

	<b>2023</b>	<b>2022</b>
	<b>£'000</b>	<b>£'000</b>
<b>This is stated after charging:</b>		
Operating leases - land and buildings	139	153
Operating leases - other and motor vehicles	2	2
Depreciation	223	142
(Loss)/Profit on disposal of fixed assets	-	-
Auditors' remuneration - audit services	14	13
Auditors' remuneration - non-audit services	3	2

**11 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel**

	<b>2023</b>	<b>2022</b>
	<b>£'000</b>	<b>£'000</b>
Salaries and wages	13,360	8,079
Social security costs	1,155	679
Pension costs	550	346
Redundancy costs	2	3
	<b><u>15,067</u></b>	<b><u>9,107</u></b>

The number of employees whose annual emoluments were £60,000 or more were:

	<b>2023</b>	<b>2022</b>
	<b>Number</b>	<b>Number</b>
£60,000 to £69,999	-	1
£70,000 to £79,999	1	-
£80,000 to £89,999	1	1

The charity trustees were not paid or received any other benefits from employment with the Trust or its subsidiary in the year (2022: £nil). 2 (2022: 3) trustees were reimbursed expenses for charitable purposes during the year of £1,210 (2022: £1,944). A further £2,754 (2022: £2,223) was spent on Trustee Meetings during the year. No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

The key management personnel of the parent charity, the Trust, comprise the trustees, the Group Chief Executive Officer, the Group Director of Finance and the Group Director of People, Culture and Organisational Development. The total employee benefits of the key management personnel of the Trust were £246k (2022: £227k)

**The YOU Trust**  
**Notes to the Financial Statements**  
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**12 Staff Numbers**

The average monthly number of full-time equivalent employees (including casual and part-time staff) during the year were as follows:

	<b>2023</b>	<b>2022</b>
	<b>Number</b>	<b>Number</b>
Management and administration	54	47
Direct and support staff	<u>435</u>	<u>272</u>
	<u><b>489</b></u>	<u><b>319</b></u>

**13 Government Grants**

Income from government grants during the year was £nil (2022: £126k). See note 5 for more information and to the amount and source of these grants.

**14 Corporation Tax**

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.

The YOU Trust  
Notes to the Financial Statements  
For the Year Ended 31 March 2023

**15 Comparatives for the statement of financial activities**

	Unrestricted Funds £'000	Restricted funds £'000	Total Funds £'000
<b>Income from</b>			
Donations and legacies	-	32	32
<i>Charitable activities</i>			
Care and Support	9,521	1,611	11,132
<i>Other trading activities</i>			
Commercial trading operations	1,396	-	1,396
Investment income	-	-	-
Other income	-	-	-
<b>Total</b>	<b>10,917</b>	<b>1,643</b>	<b>12,560</b>
<b>Expenditure on</b>			
<i>Raising funds</i>			
Commercial trading operations	1,221	-	1,221
<i>Charitable activities</i>			
Care and Support	9,742	1,848	11,590
<b>Total</b>	<b>10,963</b>	<b>1,848</b>	<b>12,811</b>
<b>Net (expenditure)/income</b>	<b>(46)</b>	<b>(205)</b>	<b>(251)</b>
Actuarial (losses)/gains on defined benefit pension schemes	1,065	-	1,065
<b>Net movement in funds for the year</b>	<b>1,019</b>	<b>(205)</b>	<b>814</b>
<b>Reconciliation of funds</b>			
Total funds brought forward	7	1,425	1,432
<b>Total funds carried forward</b>	<b>1,026</b>	<b>1,220</b>	<b>2,246</b>

The YOU Trust  
Notes to the Financial Statements  
For the Year Ended 31 March 2023

**16 Tangible fixed assets – Group**

	Land & buildings freehold £'000	Land & buildings short L/hold £'000	Land & buildings long L/hold £'000	Fixtures fittings & equipment £'000	Motor vehicles £'000	Total £'000
<b>Cost</b>						
At 1 April 2022	1,820	186	79	772	22	2,879
Additions	3	122	-	86	12	223
Disposals	-	-	-	-	-	-
<b>At 31 March 2023</b>	<b>1,823</b>	<b>308</b>	<b>79</b>	<b>858</b>	<b>34</b>	<b>3,102</b>
<b>Depreciation</b>						
At 1 April 2022	574	186	25	455	22	1,262
Charge for year	22	1	2	161	1	187
On disposals	-	-	-	-	-	-
<b>At 31 March 2023</b>	<b>596</b>	<b>187</b>	<b>27</b>	<b>616</b>	<b>23</b>	<b>1,449</b>
<b>Net book value</b>						
<b>At 31 March 2023</b>	<b>1,227</b>	<b>121</b>	<b>52</b>	<b>242</b>	<b>11</b>	<b>1,653</b>
At 31 March 2022	1,246	-	54	317	-	1,617

**Tangible fixed assets – Charity**

	Land & buildings freehold £'000	Land & buildings short L/hold £'000	Land & buildings long L/hold £'000	Fixtures fittings & equipment £'000	Motor vehicles £'000	Total £'000
<b>Cost</b>						
At 1 April 2022	1,820	186	79	718	22	2,825
Additions	3	89	-	86	12	190
Disposals	-	-	-	-	-	-
<b>At 31 March 2023</b>	<b>1,823</b>	<b>275</b>	<b>79</b>	<b>804</b>	<b>34</b>	<b>3,015</b>
<b>Depreciation</b>						
At 1 April 2022	574	186	25	424	22	1,231
Charge for year	22	1	2	147	1	173
On disposals	-	-	-	-	-	-
<b>At 31 March 2023</b>	<b>596</b>	<b>187</b>	<b>27</b>	<b>571</b>	<b>23</b>	<b>1,404</b>
<b>Net book value</b>						
<b>At 31 March 2023</b>	<b>1,227</b>	<b>88</b>	<b>52</b>	<b>233</b>	<b>11</b>	<b>1,611</b>
At 31 March 2022	1,246	-	54	294	-	1,594



**The YOU Trust**  
**Notes to the Financial Statements**  
**For the Year Ended 31 March 2023**

Included within freehold land and buildings is land with a value of £475,660 (2022:£475,660) which is not depreciated.

Included within Fixtures, fittings and equipment are restricted fixed assets with a value of £nil (2022: £2,253).

**17 Investments**

The charity holds 10,000 shares of £1 each in its wholly owned trading subsidiary My Learning Cloud Ltd (registered no. 8191627). These are the only shares allotted, called up and fully paid. The activities and results of this company is summarised in note 6.

**18 Debtors**

	<b>Group 2023 £'000</b>	<b>Group 2022 £'000</b>	<b>Charity 2023 £'000</b>	<b>Charity 2022 £'000</b>
Trade Debtors	1,196	1,443	724	1,075
Other Debtors	201	14	201	14
Prepayments and accrued income	2,451	1,238	2,416	1,220
Amount due from subsidiary undertaking	-	-	-	179
	<b><u>3,848</u></b>	<b><u>2,695</u></b>	<b><u>3,341</u></b>	<b><u>2,488</u></b>

**19 Creditors**

	<b>Group 2023 £'000</b>	<b>Group 2022 £'000</b>	<b>Charity 2023 £'000</b>	<b>Charity 2022 £'000</b>
Trade Creditors	555	275	511	263
Other Creditors and Accruals	701	376	678	354
Deferred Income	892	1,751	182	1,054
Taxation and social security costs	361	262	257	169
Amount due to subsidiary undertaking	-	-	50	-
	<b><u>2,509</u></b>	<b><u>2,664</u></b>	<b><u>1,678</u></b>	<b><u>1,840</u></b>

**Deferred Income**

Deferred income relates to funding received from various funders that are for a future accounting period

	<b>Group 2023 £'000</b>	<b>Group 2022 £'000</b>	<b>Charity 2023 £'000</b>	<b>Charity 2022 £'000</b>
Brought forward	1,751	2,483	1,054	1,690
Amount released to incoming resources	(1,751)	(2,483)	(1,054)	(1,690)
Amount deferred in year	892	1,751	182	1,054
Carried Forward	<b><u>892</u></b>	<b><u>1,751</u></b>	<b><u>182</u></b>	<b><u>1,054</u></b>

**The YOU Trust**  
**Notes to the Financial Statements**  
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**20 Provisions for liabilities**

	<b>2023</b>	<b>2022</b>
	<b>£'000</b>	<b>£'000</b>
SHPS	2,211	2,060
Growth Plan	<u>2</u>	<u>2</u>
	<b><u>2,213</u></b>	<b><u>2,062</u></b>

**Defined benefit pension schemes**

**The You Trust – SHPS**

The charity participates in the Social Housing Pension Scheme (the Scheme), a multi-employer scheme which provides benefits to some 500 non-associated employers. The Scheme is a defined benefit scheme in the UK.

The Scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The last triennial valuation of the scheme for funding purposes was carried out as at 30 September 2020. This valuation revealed a deficit of £1,560m. A Recovery Plan has been put in place with the aim of removing this deficit by 31 March 2028.

The Scheme is classified as a 'last-man standing arrangement'. Therefore, the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the Scheme. Participating employers are legally required to meet their share of the Scheme deficit on an annuity purchase basis on withdrawal from the Scheme.

For financial years ending on or before 28 February 2019, it was not possible for the company to obtain sufficient information to enable it to account for the Scheme as a defined benefit scheme, therefore the company has accounted for the Scheme as a defined contribution scheme.

For financial years ending on or after 31 March 2019, it is possible to obtain sufficient information to enable the company to account for the Scheme as a defined benefit scheme.

For accounting purposes, a valuation of the scheme was carried out with an effective date of 30 September each year. The liability figures from this valuation are rolled forward for accounting year-ends from the following 31 March to 28 February inclusive. The latest accounting valuation was carried out with an effective date of 30 September 2021. The liability figures from this valuation were rolled forward for accounting year-ends from the following 31 March 2022 to February 2023 inclusive.

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The total cost relating to defined benefit schemes for the year recognised in profit or loss as an expense was £68,000 (2022 - £86,000).

The deficit on the scheme, representing the shortfall on the value of the scheme assets below the present value of the scheme liabilities, is recognised as a liability on the balance sheet to the extent that the employer charity has a legal or constructive obligation for the liability. A corresponding pension reserve is included within total unrestricted funds.

The Charity pays a contribution to help support the deficit on the scheme. The total contribution was £369,811 (2022: £321,120) The cash contribution paid was £369,811 (2022: £321,820). Shortfalls on the deficit reduction payments have been secured against property (included within Freehold Land & Buildings) to the value of £562,434 (2022: £562,434) by way of a fixed and floating charge. Further contributions are scheduled to continue in the subsequent accounting period.

***Reconciliation of scheme assets and liabilities to assets and liabilities recognised***

The amounts recognised in the balance sheet are as follows:

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Fair value of plan assets	6,724,000	10,595,000
Present value of defined benefit obligation	(8,935,000)	(12,655,000)
Defined benefit pension scheme deficit	<u>(2,211,000)</u>	<u>(2,060,000)</u>

***Defined benefit obligation***

Changes in the defined benefit obligation are as follows:

	<b>2023</b>
	<b>£</b>
Present value at start of year	12,655,000
Expenses	16,000
Interest expense	350,000
Actuarial losses (gains)	(3,866,000)
Benefits paid and expenses	(220,000)
Present value at end of year	<u>8,935,000</u>

***Fair value of scheme assets***

Changes in the fair value of scheme assets are as follows:

	<b>2023 £</b>
Fair value at start of year	10,595,000
Interest income	298,000
Return on plan assets, excluding amounts included in interest income/(expense)	(4,334,000)
Employer contributions	385,000
Benefits paid and expenses	(220,000)
Fair value at end of year	<u>6,724,000</u>

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***Amounts recognised in the Income and Expenditure Account***

	<b>2023</b>	<b>2022</b>
Expenses	16,000	16,000
Net interest expense	52,000	70,000
	<u>68,000</u>	<u>86,000</u>

***Amounts recognised as gains/(losses) in the Statement of Financial Activities***

	<b>2023</b>	<b>2022</b>
Experience on plan assets (excluding amounts recognised as interest cost) – gain/(loss)	(4,334,000)	490,000
Effects of changes in the financial assumptions – gain/(loss)	3,866,000	571,000
	<u>(468,000)</u>	<u>1,061,000</u>

***Analysis of assets***

The major categories of scheme assets are as follows:

	<b>2023</b>	<b>2022</b>
Global Equity	125,000	2,033,000
Absolute Return	73,000	425,000
Distressed Opportunities	204,000	379,000
Credit Relative Value	254,000	352,000
Alternative Risk Premia	12,000	349,000
Fund of Hedge Funds	-	-
Emerging Markets Debt	36,000	308,000
Risk Sharing	495,000	349,000
Insurance-Linked Securities	170,000	247,000
Property	289,000	286,000
Infrastructure	768,000	755,000
Private Debt	299,000	272,000
Opportunistic Illiquid Credit	288,000	356,000
High Yield	24,000	91,000
Opportunistic Credit	-	38,000
Corporate Bond Fund	-	707,000
Cash	48,000	36,000
Long Lease Property	203,000	273,000
Secured Income	309,000	395,000
Liability Driven Investment	3,097,000	2,956,000
Currency Hedging	13,000	(41,000)
Net current Assets	17,000	29,000
Total Assets	<u>6,724,000</u>	<u>10,595,000</u>

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***Principal actuarial assumptions***

The principal actuarial assumptions at the balance sheet date are as follows:

	<b>2023</b>	<b>2022</b>
	<b>%</b>	<b>%</b>
Discount Rate	4.85	2.79
Inflation (RPI)	3.18	3.51
Inflation (CPI)	2.78	3.16
Salary Growth	3.78	4.16
Allowance for commutation of pension for cash at retirement	75% of maximum allowance	75% of maximum allowance

***Post retirement mortality assumptions***

	<b>Life expectancy at age 65 Years</b>
Male retiring in 2023	21.0
Female retiring in 2023	23.4
Male retiring in 2043	22.2
Female retiring in 2043	24.9

**Social Housing Growth Plan Scheme**

The charity participates in the scheme, a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the charity to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30<sup>th</sup> December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last man standing arrangement'. Therefore, the charity is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800m, liabilities of £832m and a deficit of £32m. To eliminate this

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funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

<b>Reconciliation of opening and closing provisions</b>	<b>31 March 2023</b>	<b>31 March 2022</b>
	<b>£'000</b>	<b>£'000</b>
Provision at start of period	2	8
Unwinding of the discount factor	-	-
Deficit contribution paid	-	(2)
Impact of change in assumptions and contribution schedule	-	(4)
Provisions at end of period	<u>2</u>	<u>2</u>

<b>Income and expenditure impact</b>	<b>31 March 2023</b>	<b>31 March 2022</b>
	<b>£'000</b>	<b>£'000</b>
Interest expense	-	-
Impact of change in assumptions and contribution schedule	-	(4)

<b>Assumptions</b>	<b>31 March 2023</b>	<b>31 March 2022</b>	<b>31 March 2021</b>
	<b>% per annum</b>	<b>% per annum</b>	<b>% per annum</b>
Rate of discount	0.66	0.66	0.66

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

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**21 Analysis of charitable funds**

**Analysis of movements in unrestricted funds**

	<b>Balance at 1 April 2022</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Other recognised gains/losses</b>	<b>Balance at 31 March 2023</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
General fund	3,088	18,592	(19,762)	-	1,918
Pension reserve	(2,062)	-	317	(468)	(2,213)
	<u><b>1,026</b></u>	<u><b>18,592</b></u>	<u><b>(19,445)</b></u>	<u><b>(468)</b></u>	<u><b>(295)</b></u>

	<b>Balance at 1 April 2021</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Other recognised gains/losses</b>	<b>Balance at 31 March 2022</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
General fund	3,387	10,917	(11,216)	-	3,088
Pension reserve	(3,380)	-	253	1,065	(2,062)
	<u><b>7</b></u>	<u><b>10,917</b></u>	<u><b>(10,963)</b></u>	<u><b>1,065</b></u>	<u><b>1,026</b></u>

The pension reserve is a reserve designated by the trustees to recognise the pensions deficit liability on defined benefit schemes.

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**Analysis of movements in restricted fund**

	<b>Balance at 1 April 2022 £'000</b>	<b>Incoming resources £'000</b>	<b>Resources expended £'000</b>	<b>Transfer £'000</b>	<b>Balance at 31 March 2023 £'000</b>
DV Welfare	256	1,791	(999)	-	1,048
Big Lottery	144	1	(72)	-	73
PCC	4	-	(2)	-	2
Community	245	578	(329)	-	494
Government	68	(12)	(56)	-	-
Health & Wellbeing	90	(55)	(35)	-	-
MOJ	299	249	(374)	-	174
Legacy	-	41	-	-	41
SRASAC	114	541	(521)	-	134
	<u>1,220</u>	<u>3,134</u>	<u>(2,388)</u>	<u>-</u>	<u>1,966</u>

<b>Name of restricted fund</b>	<b>Description, nature and purposes of the fund</b>
DV Welfare	To provide support for victims of Domestic Abuse
Big Lottery	Support and Counselling services
Community	Funds to combat loneliness and isolation in communities
MOJ	Funds from Ministry of Justice
Government	Funding in response to COVID-19
Health & Wellbeing	To provide Health and Wellbeing services
Legacy	Legacy Donations
SRASAC	To provide Rape and Counselling services



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**Analysis of movements in restricted fund**

	<b>Balance at 1 April 2021 £'000</b>	<b>Incoming resources £'000</b>	<b>Resources expended £'000</b>	<b>Transfer £'000</b>	<b>Balance at 31 March 2022 £'000</b>
DV Welfare	181	609	(534)	-	256
Big Lottery	206	147	(209)	-	144
Children In Need	1	-	(1)	-	-
PCC	4	-	-	-	4
Community	324	139	(218)	-	245
Government	46	126	(104)	-	68
NASP	42	-	(42)	-	-
Health & Wellbeing	589	(351)	(148)	-	90
MOJ	-	515	(216)	-	299
SRASAC	32	458	(376)	-	114
	<u>1,425</u>	<u>1,643</u>	<u>(1,848)</u>	<u>-</u>	<u>1,220</u>

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**22 Analysis of group net assets between funds**

	<b>Unrestricted funds 31 March 2023 £'000</b>	<b>Pension Reserve 31 March 2023 £'000</b>	<b>Restricted funds 31 March 2023 £'000</b>	<b>Total funds 31 March 2023 £'000</b>
Tangible fixed assets	1,653	-	-	1,653
Cash at bank and in hand	50	-	842	892
Other net current assets/(liabilities)	215	(2,213)	1,124	(874)
	<b><u>1,918</u></b>	<b><u>(2,213)</u></b>	<b><u>1,966</u></b>	<b><u>1,671</u></b>

	<b>Unrestricted funds 31 March 2022 £'000</b>	<b>Pension Reserve 31 March 2022 £'000</b>	<b>Restricted funds 31 March 2022 £'000</b>	<b>Total funds 31 March 2022 £'000</b>
Tangible fixed assets	1,615	-	2	1,617
Cash at bank and in hand	2,153	-	507	2,660
Other net current assets/(liabilities)	(680)	(2,062)	711	(2,031)
	<b><u>3,088</u></b>	<b><u>(2,062)</u></b>	<b><u>1,220</u></b>	<b><u>2,246</u></b>

**23 Related party disclosures**

There were no related party transactions for the year ended 31 March 2023 (2022: none). The company has taken advantage of exemption, under the terms of Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', not to disclose related party transactions with wholly owned subsidiaries within the group.

Transactions between group entities which have been eliminated on consolidation are not disclosed within the financial statements.

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**24 Reconciliation of net income/(expenditure) to net cash flow from operating activities**

	<b>Group 2023 £'000</b>	<b>Group 2022 £'000</b>	<b>Charity 2023 £'000</b>	<b>Charity 2022 £'000</b>
Net movement in funds	(107)	(251)	(107)	(251)
Depreciation charge	187	142	173	125
Pension interest charge	52	70	52	70
(Profit)/loss on the sale of fixed assets	-	-	-	-
Difference between pension charge and cash contributions	(317)	(253)	(317)	(253)
Interest received	-	-	-	-
(Increase)/decrease in debtors	(1,153)	298	(870)	568
Increase/(decrease) in creditors	(155)	(715)	(162)	(627)
	<b><u>(1,493)</u></b>	<b><u>(709)</u></b>	<b><u>(1,231)</u></b>	<b><u>(368)</u></b>

**25 Analysis of changes in net funds**

The charity had no debt during the year.

**26 Operating lease commitments**

The following operating lease payments are committed to be paid as follows:

	<b>Other</b>		<b>Land and buildings</b>	
	<b>Group 2023 £'000</b>	<b>Group 2022 £'000</b>	<b>Group 2023 £'000</b>	<b>Group 2022 £'000</b>
Expiring:				
Within one year	-	1	264	72
Between one and five years	-	-	101	90
In more than five years	-	-	23	-
	<b><u>-</u></b>	<b><u>1</u></b>	<b><u>388</u></b>	<b><u>162</u></b>

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**27 Financial Instruments**

Financial instruments are used that are necessary to facilitate the group's ordinary trade activities, namely cash, trade payables and receivables; the resultant risks are credit risk and interest rate risk. The group does not use financial derivatives in its management of these risks.

	<b>Group 2023 £'000</b>	<b>Group 2022 £'000</b>	<b>Charity 2023 £'000</b>	<b>Charity 2022 £'000</b>
<b>Carrying amount of financial assets</b>				
Debt instruments measured at amortised cost	<u>1,397</u>	<u>1,457</u>	<u>925</u>	<u>1,268</u>
<b>Carrying amount of financial liabilities</b>				
Measured at amortised cost	<u>916</u>	<u>537</u>	<u>768</u>	<u>432</u>

**Credit Risk**

The group's policy in respect of credit risk is to require appropriate credit checks on potential customers before sales are made. At the balance sheet date, the group had the following trade receivables:

	<b>Group 2023 £'000</b>	<b>Group 2022 £'000</b>	<b>Charity 2023 £'000</b>	<b>Charity 2022 £'000</b>
<b>Carrying amount of financial assets</b>				
Trade Receivables	<u>1,196</u>	<u>1,443</u>	<u>724</u>	<u>1,075</u>

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**Interest Rate Risk**

Cash balances are held in short-term deposit accounts, repayable on demand: these attract interest rates which fluctuate in relation to movements in bank base rate. This maintains liquidity and does not commit the group to long-term deposits at fixed rates of interest.

	<b>Group</b>	<b>Group</b>	<b>Charity</b>	<b>Charity</b>
	<b>2023</b>	<b>2022</b>	<b>2023</b>	<b>2022</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
<b>Financial Assets:</b>				
<b>Cash and Cash Equivalents</b>				
Sterling	892	2,660	583	2,056