

Annual Report 2022-23

Annual Report and Financial Statements 2022-23

Year ended 31st August 2023

The Federation of London Youth Clubs

47-49 Pitfield Street London N1 6DA

Charity Registration: 303324

Company Limited by Guarantee. Registration (England and Wales): 258577



Contents Page

Annual Report 2022-23

Introduction	2
Chair's welcome	2
Chief Executive's message	3
2022-23 at a Glance	4
About London Youth	5
Strategic Report	10
Achievements and Performance	10
Financial review	15
Plans for the future	21
Principal risks and uncertainties	22
Trustees' Report	25
Structure and governance	25
Management and decision-making	27
Statement of Trustees' responsibilities	30
Independent Auditor's Report	31
Financial Statements	35
Statement of Financial Activities	35
Balance Sheet	36
Cash Flow	37
Notes to the Financial Statements	38
Reference Information	62

Introduction

Chair's welcome

It has been an honour to continue as Chair of London Youth this year and witness the strides we are making in our mission to champion and strengthen London's youth organisations, so that more young people have the opportunities and skills they need to be the best they can be. It is undeniable that young Londoners urgently need the support that youth work offers and unthinkable that, without it, many would have to navigate a cost-of-living crisis, a landscape of inequality and a mental health emergency alone.

Despite these challenges, there is much to be proud of. It is heartening to see how our teams have supported youth workers and the young people they serve across the capital. Our strong network of youth organisations reached over 650,000 young people, providing them with valuable and life-changing programmes. It was a pleasure to meet many of our members in person at different events last year and I want to thank each and every one of them for the work they do to empower children and young people right across the capital through the excellent youth work they provided.

London Youth was founded in 1887 because the individual youth organisations of the day knew that they were stronger together. And today, we remain steadfast in our commitment to our members and to supporting the delivery of high-quality youth services. After a tough pandemic period, we emerged with a strengthened outdoor offer to help young people from almost every London borough to participate in a range of exciting activities. Thanks to our expert teams at Woodrow and Hindleap, 15,000 children reaped the benefits of outdoor learning and adventure at our outstanding residential centres. Through our residential stays, more young people had a vital chance to connect with nature, with each other, and discover new skills that benefit every aspect of their lives.

I would like to thank our Patron, HRH the Duke of Edinburgh, who hosted a reception at Buckingham Palace for London Youth and who visited Woodrow last year. We are sincerely appreciative of his ongoing commitment to our mission. I also want to thank our President, Sir Kenneth Olisa OBE, and our Trustees for their valued support, and extend a special thanks to our former CEO Rosemary Watt-Wyness for her focus and dedication to London Youth's work.

It is a time of new beginnings for London Youth. Our year end marks the start of Pauline Daniyan's tenure as our new CEO, the launch of our new 2023-26 strategy, and the completion of London Youth's unique data tool, all of which see us poised to make the greatest impact possible for young people in London. Together, we will empower young Londoners with the self-belief and resilience they need to succeed.

Stephen Moss CBE

Chair of Trustees



Chief Executive's message

At a time of huge pressure for young Londoners and youth organisations across the capital, our work is needed more than ever. Many young people from underserved communities are feeling the strain, and urgently need the safety of local youth spaces, the kindness of trusted adults, and the inspiration and support provided by programmes that meet their needs. The current economic climate has tested our members too, with many struggling to keep the lights on.

We're committed to make sure young people have somewhere to go, something to do, and someone to trust. We know that youth work transforms lives, and we believe that every young person, regardless of their postcode, deserves to benefit from life-changing opportunities. We also know that when we work together, we can achieve real results. I'm delighted that despite the challenges, we've done our utmost to support over 570 member youth organisations to deliver great youth work and meet young people's needs.

Last year, 215 member organisations benefitted from our programmes and our outdoor centres, and over 150 of our members achieved a London Youth Quality Mark. We proudly supported 24,680 young people through our programmes, events and outdoor centre activities, and our team delivered 13 tailored programmes across areas such as employability, social action, arts, mental health, and sports. Our membership team continued to provide a responsive and consistent offer that strengthens our network, directly supporting over 1,440 youth professionals and delivering over 160 networks and training sessions.

We continued to make sure the voices of young people are heard by those in a position to create change. In the face of cuts and a cost-of-living crisis, being able to help young Londoners speak up on the issues that matter to them is incredibly motivating. Our unique data tool is also deepening our support for youth practitioners, helping us to understand the landscape of London's youth sector, improve our member offer, and advocate for the youth sector to funding and policy decision makers.

I want to extend a heartfelt thank you to our membership community, funders and supporters, and our team across all three London Youth sites, for championing the power of youth work and young people. We couldn't do what we do without you. A special thanks also goes to our impressive Youth Board, our Chair Stephen Moss, and our Board of Trustees for all their dedicated efforts, and to my predecessor Rosemary Watt-Wyness for her expertise and hard work.

I'm confident our new strategy will help us create inspiring opportunities for more young Londoners. We must act as one to respond to the urgent needs across London and ensure every child and young person in the capital has an equal chance to thrive.

Pauline Daniyan

Chief Executive

At a glance: 2022-23 in numbers



571

Member youth organisations in our network

(2022: 587)

24,680

Total young people
supported
(2022: 28,106)

44,939

Young people visit
days at the centres
(2022: 42,477)

5,673

Young people on
programmes
(2022: 8,231)

158

Members holding
Quality Mark
(2022: 159)

164

Networks &
training sessions
(2022: 142)

1,442

Youth
professionals on
training &
networks
(2022: 1,676)

215

Members using
programmes or
centres
(2022: 226)

NB: We strive to provide unique numbers of young people, youth professionals or youth organisations, however the numbers listed are for the opportunities created, not necessarily the numbers of individual people or members supported. In some cases there is duplication where a young person or youth professional might take part in more than one opportunity.



About London Youth

We are London Youth.

A charity on a mission to improve the lives of young people in London, challenging them to become the best they can be. Young people need opportunities outside school to have fun with their friends, to learn new skills, to make a positive change in their communities and to shape the city they live in.

Our vision and mission

We're a charity on a mission to support the capital's youth sector to improve the lives of young people. We do this with and through our members – a network of around 600 youth organisations – and at our two outdoor residential centres, Hindleap Warren and Woodrow High House. Throughout our 135-year history, community youth organisations have provided a constant lifeline and a vital safe space outside the family and formal education, where young people can develop confidence, resilience and skills. Young people need opportunities outside school to have fun with their friends, to make a positive change in their communities and to shape the city they live in. We look to work with all young people, focusing particularly on those who wouldn't otherwise have access to the kind of opportunities we offer.

Our mission is to support young people and youth organisations to become the best they can be. Our vision is for all young Londoners to grow up healthy, able to express themselves, to navigate a fulfilling career and make a positive contribution in their communities.

Our values

In Autumn 2023 we updated our 2023-2026 strategy and this included work on our principles, which we are now calling our values. Our updated values are:

- **We're ambitious** – we constantly challenge ourselves to find better ways to support young Londoners, our members and colleagues
- **We're collaborative** – we take pride in working together, listening to one another and combining our expertise to take our work further
- **We're inclusive** – we're friendly, approachable and welcoming. We value the diversity of each other's knowledge and experiences, and apply this to our work, discussions and decision-making
- **We're accountable** – we take ownership of our decisions and make sure our members, colleagues and partners understand the reasons behind them, so we are trusted and relied upon

Our story

London Youth was founded in 1887 because the individual youth organisations of the day knew that they were stronger and could achieve more for young people by working together. Since then, much has changed for young Londoners, but the need to work together is more pressing than ever.

Since 1887, we have worked with our members to offer young people a wide range of high-quality opportunities for learning and fun and to build strong trusted relationships with adults and their peers.

We grew from the Ragged Schools movement of the 19th century, inspired by the simple idea that every young person, irrespective of background and circumstance, has something to gain from somewhere to go, something to do and someone to talk to.

We spent the twentieth century as two separate charities, The Federation of Boys' Clubs and The Union of Youth Clubs, which worked primarily with girls. In 1999 the charities merged to create The Federation of London Youth Clubs. That's still our legal name, though we prefer London Youth.

We're proud of our history, helping young people become the best they can be for over 135 years.

Why youth work is transformational

For many young people, their local youth club or youth group isn't just a place to have fun, it's something they need - a place to be heard, feel safe and explore who they are. Here, they develop the confidence, skills and resilience they need to be at their best.

Somewhere to go:

- Vital safe space outside school
- A place to have fun and make friends
- Confidence, skills and resilience

Something to do:

- New opportunities
- Make positive change
- Shape the city they live in

Someone to trust:

- Support
- Encouragement
- Inspiration
- Positive challenge

We're proud to support London's youth sector, and we trust and value their judgement. We're here to help them take their essential work even further, enabling them to reach even more young Londoners who need support. We're going to fight for a fairer playing field for the youth sector and shout about the vital role it plays.



For the period covered by this report, our work was guided by our 2020-25 strategy, the intention of which was to tackle the effects of increasing need and inequality combined with decreasing funding and support. This hasn't changed: our goal will always be that young Londoners grow up in the world's best city for young people. In Autumn 2023 we launched our new strategy and produced refreshed strategic goals for 2023-2026.

Our 2020-25 strategy in summary:

- 1. Deliver Opportunity:** seek to deliver opportunity at scale and breadth for young people. Get better at hearing and understanding the needs of young people and members and more adaptive at turning what we hear into practical applications. Emphasise the distinctive way our programmes also build capacity.
- 2. Drive Impact:** Improve our responsiveness and customer service, leveraging digital technology. Better connect members to support within London Youth plus expertise and support beyond. Increase our understanding of our impact for members and use this to improve our work.
- 3. Demand Change:** be a bold advocate for change, amplifying the voices of young people and youth workers. Be unapologetic about voicing the needs of London and putting the needs of young Londoners first. Identify points in the system where we can get best leverage for change and put sustained focus there.

Our aim was to do this within the context of a sustainable business model with the financial objective of breaking even after capital expenditure by 2025. As of September 2023, this aim now sits with our 4th refreshed objective, below, which sets out that we will breakeven by 2026 with reserves within policy.

With our new strategy we're also working to deepen our relationships with key strategic partners and stakeholders as well as maintain and enhance our longstanding membership offer.

Our **2023-26** strategic priorities

1. Create vital opportunities for young Londoners who have the greatest need
2. Develop youth organisations and lead the sector into a sustainable future
3. Inspire young Londoners with outdoor learning and trips away from home
4. Secure our financial sustainability; galvanising a network of supporters
5. Be a forward-thinking, inclusive organisation, where people feel motivated, heard and valued

Our full 2023-2026 strategy document can be found [here](#).

Why our work is needed now more than ever

Young people are the future. They deserve far greater investment from society to compensate for the losses they have suffered since the pandemic.

The case for support for grassroots youth work in London has grown exponentially during the last 18 months of economic hardship. All young people deserve to realise their potential wherever they live, and at whatever stage they are in their educational journey. Youth workers in community settings are a vital catalyst for their success. They listen to young people's needs and their aspirations and they equip them with the essential skills that are lacking in formal education settings. To do this, the youth sector needs to be built back to a position of strength, with replenished reserves and a workforce that is properly recognised and rewarded for all that they do. All the spaces in which they work need to be repaired and maintained so young people can continue to enjoy everything from sporting and other recreational activities through to just a friendly trusted adult and a welcoming and safe environment.

We need a decade of growth for London's youth sector after a decade or more of diminishing investment.

The myriad of challenges facing young people

Young Londoners are facing severe and interconnected challenges.

- High levels of poor mental health, one of the acutest concerns for young people living here. Allied to this is a sense of loneliness with research showing almost 4 out of 5 young people¹ experiencing loneliness sometimes, and over 10% feeling lonely all of the time
- The highest unemployment rate in the UK, which is up to 3 times as high if you are Black, Pakistani or Bangladeshi^{2&3}.
- The lowest levels of physical activity and amongst the highest rate of childhood obesity, affecting nearly a third of children in more than one London Borough^{4&5}.
- High and worsening levels of exclusion and absenteeism, with one in five young people now classed as persistently absent from school^{6&7}.

- The highest likelihood of experiencing violence in the UK, and the steepest loss of young lives⁸. It is worth noting that whilst not the highest losses on record, 2023 sadly eclipsed 2022 in the number of reported cases of teenage homicide in the capital^{9&10}.

¹ Throughout <https://www.mentalhealth.org.uk/our-work/public-engagement/unlock-loneliness/loneliness-young-people-research-briefing>.

² Throughout <https://trustforlondon.org.uk/data/unemployment-age/>

³ Throughout <https://www.independent.co.uk/news/uk/home-news/black-men-three-times-more-likely-to-be-jobless-634303.html>

⁴ Throughout <https://londonsport.org/wp-content/uploads/2022/12/London-CYP-Active-Levels-December-2022.pdf>

⁵ Throughout <https://www.standard.co.uk/news/education/london-truancy-school-education-covid-b1140848.html>

⁶ Throughout <https://centreforlondon.org/reader/the-london-intelligence-health-and-wellbeing/data/#childhood-obesity>

⁷ Throughout <https://www.standard.co.uk/topic/primary-school>

⁸ Throughout <https://aoav.org.uk/2024/rising-toll-londons-teen-homicides-increase-in-2023/#:~:text=More%20teenage%20homicides%20were%20recorded,the%202021%20high%20of%2030>

⁹ Throughout <https://www.statista.com/statistics/862984/murders-in-london/>

¹⁰ Throughout <https://researchbriefings.files.parliament.uk/documents/SN04304/SN04304.pdf>

Poverty and inequality

Underpinning this is a shocking picture of persistent poverty and inequality. Cuts to youth services, the impact of Covid and a cost-of-living crisis have all deepened the cycle of deprivation.

- 37% of all children and young people in London are growing up in poverty: this is equivalent to 700,000 young lives. The Joseph Rowntree Foundation UK Poverty report highlights that London has the greatest degree of within-region variation in child poverty rates reflecting a striking inequality in household income across the capita. 43% of families with 3 or more children live in poverty.
- Four of the worst 5 local authorities for child poverty in the UK are in London. Trust for London data benchmarks these trends, and nearly half of children (48%) in Tower Hamlets are growing up in poverty.
- For Black children, the picture is worse. Over 50% are living in poverty. The Child Poverty Action Group reported on this in 2023, based on DWP data.
- Unemployment levels in London reveal the starkest racial inequalities. The latest Government data shows that, compared to White British (3%) that you are more than twice as likely to be unemployed if you are Black (7%) and three times as likely if you are Pakistani or Bangladeshi (9%).

For young people growing up with the odds stacked against them youth work can be transformational. Numerous studies have shown a positive relationship between activities outside school and young people's achievement and wellbeing. Young people from disadvantaged groups stand to gain the most, but they are also the children whose families are the least able to pay for activities. That's where youth work comes in.

All London Youth's and our members programmes' serve predominantly young people from the most disadvantaged demographics and they continue to inform our demands for change. As we continue to highlight, their outcomes are markedly different from their counterparts, whether seen through the prism of employment opportunities, physical wellbeing or mental health outcomes.

Strategic Report

Achievements and Performance

Introduction

In 2022-23, London Youth continued our mission to champion and strengthen London's youth organisations so young people have the opportunities and skills they need to succeed with, and through our members, a network of community youth organisations in London, and at our two outdoor centres, Hindleap Warren and Woodrow High House.

Following our 2020-23 strategy to deliver opportunity, drive impact and demand change, we focused on key issues that affected young people, youth professionals and youth organisations in London, including mental health and the cost of living crises. This section¹ of the report describes what we did and what we achieved with these audiences.

Our members and the young people they serve

During 2022-23 we had 571 youth organisations as members (2022: 587).

We continue to collect data about our members annually through the membership renewal process². In September 2023 we published a public data tool to share this data with our members and the wider sector: [London's youth VCS data tool - London Youth](#), and the accompanying report here: [London's youth sector: insights from London Youth membership](#).

The overall results from this data have stayed similar, compared with previous years. A key change is the increased demand on our members, with young people's numbers rising. A few key points about our membership are below:

- Our members worked with over 651,968 young people
- Together, our members have over 12,000 staff members and over 25,000 volunteers, 60% of staff are youth workers.
- Most of our members are small organisations, with a turnover of under £500,000.

¹ Throughout the report, the numbers of young people may not be unique as some of them take part in different opportunities and with different members.

² 522 members completed the data update. Associate members (21) do not complete this survey.

Deliver Opportunity: at scale for young people

Through our programmes

In 2022-23 we delivered 13 programmes and multiple events, providing opportunities to **9,682 young** people through **178 members** and directly³ (2022: 201 members; 13,336 young people). 80% young people from Black and Minority Ethnic groups (2022: 70%)

Our programmes include a structure for activities for young people delivered with and through our member youth organisations. They are themed around one or more of the following: employability, sport, arts, mental health & wellbeing and youth social action. **92%** of the young people who answered our surveys said they enjoyed taking part in the activities.

Young people on our programmes achieved the following key impacts:

- **76% of the young people were doing better physically and/or emotionally** (2022: 81%) – in addition to improved physical and mental health, this impact also includes improved their confidence and increased their resilience and motivation.
- **81% of young people have gained skills, knowledge and networks** (2022: 82%) – they felt they gained knowledge and skills, and following the programme they aspired for more and have improved access to opportunities.
81% of young people were inspired and enabled to make positive contribution to their communities (2022: 75%) - they felt their connections improved and they are able to participate more, including through taking more leadership roles and having a greater voice.

“I am able to work in a team and communicate with people. I am also able to start up conversations with people I have never met before.”

Young person, HeadStart Action

“They started their own recycling scheme around college. They help with picking up litter in the alleyway. Students sent various emails to get support from different companies. They had an overwhelming response from the community to support the project.”

Youth professional, HeadStart Action

Through our outdoor centres

In 2022-23 we hosted **14,998 young people** at our two outdoor centres, Hindleap Warren and Woodrow High House (2022: 14,770). Many young people in London have limited opportunity to leave the city – for 55% of the young people of our membership who answered it was the first trip away since the pandemic, or ever. We were able to host 1,791 young Londoners from 79 member youth organisations (2022: 83). In total, we delivered 44,939 young person visit days at our centres (2022: 42,214).

Young people on visiting the centres told us their wellbeing had improved (71%) – including feeling more confident and better connected and improving their resilience and motivation. 86% of the young people who answered, felt that being in nature as part of your visit has made a difference to their wellbeing.

³ Throughout the report, the numbers of young people may not be unique as some of them take part in different opportunities and with different members.

In addition, 74% of young people gained more or better skills as a result of their visit, and 79% felt a sense of achievement.

“A lot of students have a fear of heights and we’re tentative about trying new things but all the instructors made each of our students feel so comfortable and they all had a go at everything as a result. Their confidence and connection to each other has greatly improved.”

Group Leader at a Jack Petchey Adventures residential

Drive Impact: provide a responsive, relevant and consistent offer to our network

In 2022-23, 358 members took advantage of our offer (2022: 425). We delivered training, networks, our quality assurance programme, grants, EAP (employee assistance programme), leadership development programme and direct support. This year we expanded our range of sector development programmes, continuing location-based Islington’s QLIP and Croydon’s Cornerstone, and adding programmes open to the sector supporting mentoring and applicants of the Go! London sport fund.

Quality: Improved quality of youth work provision

We trained 954 youth professionals (2022: 924) on 142 training sessions (2022: 133), some offered through our programmes (such as Youth Involvement and Rise Up). On average, 91% of participants rated our training highly immediately after the training (2022: 86%).

Training participants achieved the following outcomes:

- 87% gained new knowledge (2022: 90%) and 70% gained new skills
- Around 90% felt that they are able to apply what they learned, and said they intend to do so (2022: 91%)

“[The trainer] provided us with tools to takeaway which can be applied to crisis situations and food for thought for consistency across the organisation for a code of conduct.”

Youth professional, LY training

Resilience: Strengthened resilience of youth professionals and sustainability of youth organisations

We supported over 170 members on their Quality Mark journey (2022: 290), helping them to improve their policies, procedures and practice. 158 members, who make up 29% of our membership held a Bronze, Silver or Gold Quality Mark in 2022-23 (2022: 159 members, 27% of membership).

“Undertaking the quality mark allowed us to rethink our physical space and explore where there are opportunities to make our environment as safe, secure and inclusive as possible. The process also enabled us to embed some of our learning across our policies and procedures. Achieving the quality mark has demonstrated to our partner organisations and funders that we are serious about improving not just our programmes of work, but our practice as a charitable organisation.”

Lewisham Music, Bronze Quality Mark holder

Collective: Enhanced connections and collaboration within the sector

We delivered 22 network sessions (2021:9) attended by over 300 youth professionals (2022: 224) from members and other organisations, where they share knowledge and support. 94% of participants rated our networks highly (2022: 88%).

2022-23 saw the final year of the Rise Up Leadership programme, with participants achieving on all the three impacts above. Through it, this year we provided training and mentorship to 114 youth professionals with lived experiences of youth work and of being affected by violence (2021:89). The programme was highly impactful, with participants gaining the understanding that their own lived experience is not only valid, but a critical part of what participants bring to their role as youth practitioners. Key outcomes include a high majority of participants feeling they were well equipped to manage conflict, having access to support and advice through the networks and describing themselves as leaders, following the programme.

“Rise Up has been an incredibly valuable experience for me and has allowed me to meet amazing, like-minded individuals. I have enjoyed training alongside people who work within this field and are able to share their knowledge to help me better myself.”

Youth professional, Rise Up

Demand change for young people and a better environment for youth organisations

In 2022-23, we continued to effectively advocate for long-term sustainable funding, to London's youth sector and for a long-term youth strategy alongside it, by bringing the voice of London's youth sector together. We put our members and young people at the front of communications, public affairs and coalition activities.

As well as co-chairing the Young Londoners Coalition, we continued to encourage and facilitate collaboration with other leading youth sector bodies such as the NYA, UK Youth, Partnership for Young London and others.

We created around **30 opportunities** for young people from our youth board and from member youth organisations to speak directly with decision makers. They and team members, spoke at several All-Party Parliamentary Groups (APPG). We had meetings with deputy mayors, high-level civil servants and London MPs and Assembly Members from all parties – some of whom supported and attended our London Youth Annual Youth Awards.

Informed by members, the youth board and partners, we submitted evidence and responded to consultations, supported a letter to Minister, and were cited at a parliamentary debate and various external networks. Our youth board questions about the Met Police were put to the Mayor and responded to.

We also developed the [Ambitious Applications](#) campaign, calling for employers and funders to provide opportunities to young Londoners, reaching thousands.

Best we can be

Anti-racism journey

We continued with our commitment to become an anti-racist organisation. We know that racism is endemic in our society and have worked to identify and be conscious of how we contribute to perpetuating racism and inequality within our own organisation. We also know that many young people face the significant challenge of racism, and the direct and indirect negative impact racism has on their opportunities to live happy, healthy, safe and fulfilled lives. This challenge is a key driver of our commitment to anti racism as an organisation and as individuals. During 2022-23 we continued to work on achieving the targets in the Race Equality Action Plan. This spans six pillars: anti-racist organisation; diversity; Inclusion; education and learning; governance and accountability; and external impact.

We continued the focus on embedding anti-racism throughout our organisational processes. This included reviewing and updating our People policies through an inclusive lens, launching a new recruitment system and actively tracking our employee ethnicity and inclusion data.

Towards the end of the financial year, we carried out a review of the progress we were making. The review was undertaken by external consultants and included a deep dive into the action plan, we held two focus groups, one session for those who experience racism and another for those who do not and to produce an updated report. There was clear evidence that we had delivered against the action plan, however some of the changes are not yet being felt by our employees, particularly people of colour. As we move forward, our focus is twofold: to deepen the roots of our internal initiatives, making anti-racism a defining feature of our organisational culture; and to extend the reach of our influence externally, leveraging our voice to contribute meaningfully to the wider dialogue on race equality.

With our members we sought to obtain a better understanding of the ethnic makeup of their staff and leadership teams and Trustee board. This will help us to identify the impact of our membership reach.

Digital

During the year we made big strides in implementing the new Salesforce CRM system at London Youth. The system aims to help us become more efficient and to create better customer experience to our members and stakeholders.

Through the phased plan of work, the Fundraising team went live with the system in summer 2023, as did some elements of the Membership work whilst others were at testing phase (Membership and Communications and Policy). Work on the Programmes elements are still in development phase. Concurrently, we have been working on automating processes related to the Upshot system the Programmes team use. We now hope to fully implement the new Salesforce CRM by spring 2024.

Financial review

Financial report

The Financial Strategy for the period to 2026 seeks to achieve a break-even position of income over expenditure (before depreciation).

Total Income in 2023 of £7.174M (2022: £7.008M) met budget expectations within a margin of 1%. Donations and Legacies full year performance at £0.352M (2022: £0.708M), is down when compared to the prior year figure.

London Youth continued its strong track record of attracting programme funds in 2022-23 which the charity uses to deliver a range of membership opportunities to help meet the needs of young people in London. Once again, the generosity of key trust and foundation supporters and corporate partners helped to ensure that London Youth continued to meet the needs of young people in the capital; delivering £3.623M to the charity in year (2022: £3.767M), to support programme funding across the capital.

Earned Income at the Centres continued to grow at £3.074M in 2023 (2022: £2.275M) as both Centres worked at full operability with an aim towards pre-pandemic levels in the face of significant economic pressures.

Trading activities also performed better in 2023; realising year on year growth at £0.1M of which £87k is trading and income and £13k is rental income (2022: £0.074M).

Restricted programme expenditure increased slightly from prior year at £3.213M (2022: £3.208M) confirming the organisations continued commitment to this vital support to our members. This included expenditure of:

	2023	2022
Rise Up	£0.669M	£0.460M
Headstart Action	£0.562M	£0.186M
Getting Active	£0.419M	£0.512M
JP Morgan Employability	£0.205M	£0.176M

Included in this spend was a total of £1.294M (2022: £1.065M) in direct grants to members, with a notable rise of 20%, comprising grants to help build capacity in sector, as London Youth continued to support members and young people during a period of economic uncertainties.

The ratio of overall expenditure of £9.059M (2022: £8.098M) to Income of £7.174M (2022: £7.008M) in 2023, is in the same proportion as the prior year as London Youth maintains its journey to a 'break-even' position.

The charity's investments performed at a higher level in the year against prior year with income of £0.205M (2022: £0.184M). The market remained volatile against this backdrop of economic uncertainty, the value of London Youth's portfolio increase by £0.469M (2022: £0.729M) which was lower than prior year. It should be noted that the investment portfolio had recovered the losses by the end of Q2 of the 2023/2024 financial period.

Investment performance

The opening value of London Youth's investment portfolio was £7.571M as at 1 September 2022 (excluding 'other investments' of £0.012M, per Note 13); comprising of two main portfolios; one of which is held at Sarasin & Partners (£5.284M) and the other at CCLA (£2.287M).

Included in the opening balance of the Sarasin & Partners portfolio is £1.477M which is held as a permanent endowment (the "Girls Fund"). The permanent endowment was acquired on 1st February 1999 following the merger with the London Union of Youth Clubs. The value of these investments - £891,991 - at the fund transfer date was classified as frozen permanent capital; the remaining value of the investments being classified as unapplied total return.

London Youth's objective is to achieve a level of capital and income growth that over the long term at least maintains the real value of the assets and the Investment Policy is reviewed annually by the Finance Committee of the Board of Trustees.

The portfolios are on a total return basis, with the aim of allowing the charity to maximise total returns - at minimum to maintain the real value of the investment assets - while making available an appropriate proportion of the total return for expenditure each year. The distribution level is currently set at 3.5% per annum for each portfolio and has been kept under constant review to ensure no erosion of capital.

Total income from the investment portfolio for the year ending 31 August 2023 was £0.205M (2022: £0.184M).

2023 saw investment gains of £0.115M compared of losses of (£0.729M) in 2022.

The closing value of the share investment portfolio was £7.101M as at 31 August 2023.

The closing figure for total investments - including 'other investments' – was £7.113M as at 31 August 2023.

Reserves policy and position

The Trustees seek to retain a prudent level of reserves from unrestricted income. London Youth holds financial reserves to be applied to future activities in a number of categories:

- **Unrestricted:** are available to be applied, at the discretion of the Trustees to any of London Youth's charitable purposes. This includes designated funds which have been put aside by the Trustees for specific future purposes.
- **Restricted:** are to be applied to the specific purpose intended by the donor.
- **Endowment:** are restricted funds that are to be retained for the benefit of London Youth as a capital fund. Permanent endowments require the capital to be maintained and only the income and capital growth can be utilised.

London Youth is funded in a number of different ways, including significant grants and donations from a variety of sources that support our London programmes, together with earned income from activities and residentials at the charity's two Outdoor Centres based in Buckinghamshire and East Sussex. These diverse income streams mean we are not reliant on a single source of funding and are unlikely to see all of our income withdrawn at the same time.

Trustees normally base their reserves policy on the identified needs to:

- Provide sufficient working capital for the following year and to provide against a downturn in revenue generation and an uncertain fundraising climate.
- Mitigate the risk of unforeseeable expenditure, with particular regard to ownership of the two residential centres which require ongoing capital investment.
- Support innovative programmes where such require a period of development and testing prior to proving their case to external funders.
- Invest in organisational development and infrastructure to better support front-line delivery and boost long-term stability and sustainability.

London Youth believes that its unrestricted (free) reserves should be between 3-6 months' expenditure, excluding capital appeal expenditure. This means that the charity would normally seek to hold unrestricted free reserves of between £2M and £4M.

The Trustees continue to monitor the ongoing investment decisions in terms of the longer-term depletion of Reserves. Based on longer-term budget forecasts, it is estimated that the equivalent six-month reserve figure will be £4M as at 31 December 2025, which has been adopted by the Trustees as the longer-term Reserve target, pending any significant shifts in expenditure patterns during that time.

The level of 'free' reserves as at year end available to fund the Reserves target - that is the total reserve figure of £13.242M (2022: £15,014M), less the value of the Permanent Endowment, £1.477M (2022: £1.509M); Restricted Programme funds, £1.024M (2022: £0.659M) and Fixed Asset reserve, £7.086M (2022: £7.324M) is £3.655M (2022: £5.522M).

This figure is consistent with the financial strategy and the Trustees therefore believe that the current level of 'free' reserves stand at a satisfactory level which is consistent with the adopted policy and ongoing organisational requirements.

Going concern

In setting budgets for the period of the Financial Strategy 2023-2026 the Trustees recognised that ongoing budget support would be required to enable the charity to move to a net surplus in terms of in-year unrestricted income and expenditure; thereby reducing the historical dependency on property sales to bridge successive year deficits.

The Trustees also recognised that ongoing investment would be required at the Centres to maintain the properties to minimum aesthetic and health and safety standards as well as investment to building the charity's fundraising capacity during this period.

The Board of Trustees annually review key criteria to assess the going concern of the charity and it's trading subsidiary and have adopted a framework (split in to four sections as below) for doing so.

- Budgets and forecasts
- Future cash flow projections
- Reserves and financing
- Conclusions

Along with the Finance Committee, the Board of Trustees have reviewed the ongoing budgets, reforecasts and cash flow to December 2025. They have scrutinised the reserve position, including cash held in the bank, investments (including the Endowment) and restricted commitments. During this review the Trustees priority was to ensure the Charity is able to endure any decline in income, unexpected increase in costs and continue to meet their restricted commitments.

'Free' reserves are defined as the total reserve figure less the value of the Permanent Endowment, Restricted Programme funds and Tangible Fixed Assets.

	2023	2022
	£	£
Total Reserves	13,242,790	15,013,565
LESS Permanent Endowment	(1,477,014)	(1,509,427)
Restricted Programme Funds	(1,024,389)	(658,542)
Tangible Fixed Assets	(7,086,492)	(7,324,020)
Total 'Free' Reserves	<u>3,654,895</u>	<u>5,521,576</u>

The Reserves Policy requirement is to hold between 3-6 months' expenditure and the charity adopted a six-month reserve target of £4.4M. The Charity carefully monitors this against current performance and plans. The financial year ending 2023 saw free reserves of £3.860M (2022: £5.5M) which although lower than the £4.4M target is comfortably within the Reserves Policy requirement.

The Trustees are confident that investment in new opportunities, equipment and technology will provide growth, against a backdrop of an existing robust delivery programme.

Given the current level of Free Reserves at £3.860M which is equivalent to 5 months of current expenditure, the Trustees believe there are sufficient resources available to manage the current operational risk, including the risk to the charity's reserves. The Board therefore considers there is a reasonable expectation that London Youth has adequate resources to continue in operational existence for at least a year from the date of signing this Trustees' Report and Accounts and for the foreseeable future.

For the reasons outlined above, the Board of Trustees continues to adopt the going concern basis of accounting in preparing the accounts.

Principal funding sources in 2022-23

We thank all our supporters to whom we are deeply grateful. Every donation makes a difference and is sincerely appreciated. Principal sources of funding in 2022-23:

Individuals

Guy Davison
Roger Jefcoate CBE DL
Ian Lundberg
Stephen Moss, CBE

Travis Tucker
Robert Mason
John and Marsha Rae Ratcliff

Trusts, Foundations and Statutory organisations

DCMS Tampon Tax Fund
Arts Council
C A Redfern Charitable Foundation
Centre for Youth Impact
City Bridge Trust
East Grinstead Common Good Trust
Garrick Club
Gigglemug Charitable Trust (Ludlow Trust)
Girdlers' Company Charitable Trust
GLA
Golden Bottle Trust
Golf Foundation
Hale Trust
Hall Charity TST
HS2/Groundwork
Islington Council
iWill
London Sport
Jack Petchey Foundation
James Wise CT (Marshalls Solicitors)

Jimmy Dixon Charitable Trust
John Scott Charitable Trust
Lawson Trust
Maurice Marks Charitable Trust
Morrisons' Foundation
National Lottery Heritage Fund
Portal Trust
Rockcliffe Charitable Trust
Roger & Jean Jefcoate Trust
Salters' Company
Sir Jeremiah Colman Trust
Sulgrave Foundation
Sport England
The 29th May 1961 Charity
The Clare Foundation
The Hobson Charity
The Roland Callingham Foundation
Trust for London
Tudor Foundation
Violence Reduction Unit

Companies and organisations

Accenture
AJG
Azzurri
Converse
CVC Capital Partners
Deverell Smith
Fairview
Gerald Edelman
Gucci
Haptivate

Ineos
Ingenious Media Group
Kinleigh Folkard and Hayward
Klayvio
McGee
MRI Software
Pennington Manches
RDAS
VISA
Wernick Group

In-kind support

Ambassadeurs Group
Azzurri
Coco Di Mama
CVC
Gucci

Gerald Edelman
Haptivate
Knight Frank
McGee
QPR

RAPP
RDAS
UBS
VISA



Plans for the future

Priorities for 2023-24

Our priorities for the coming year include:

- Continue to provide opportunities to young people through sports, employability, youth social action and arts – and where possible, we will aim to provide additional cost of living support to members through food and contributions towards increased core costs.
- Enable more members to access London Youth's improved Quality Mark programme including the improved Quality Mark Resources Library and complete the redesign of the Silver and Gold Quality Mark Frameworks.
- Enhance the prospects for children and young to experience outdoor learning and trips away from home. In 2023-24 we continue to work on:
 - Increasing the funded opportunities for children and young people to attend trips way from home at Hindleap and Woodrow.
 - Implement our new learning and evaluation methodology at the Centres, ensuring that we have better evidence of the outcomes for young, learn more from our delivery and improve in future.
 - Planning for a capital appeal to support the development of Hindleap Warren, ensuring it continues to deliver a high-quality experience for all who visit.
- Support our Youth Board to design, develop and lead projects and campaigns to tackle issues faced by young Londoners.
- Provide specific tailored support to youth workers to ensure they are equipped to deal with the increasing mental health needs of young people.
- Focus on policy and influencing work - which continues to build the case on key structural issues affecting youth provision in London.
- Continue to collaborate with sector funders and partners, and expand our philanthropic income opportunities, to improve efficiencies and help develop better outcomes for young Londoners.
- Complete the implementation of the CRM project in the remaining parts of the organisation, as we work to achieve greater digital efficiencies.
- Continue to make further strides on our journey to becoming an anti-racist organisation as we implement our race equality action plan; engage with our members to learn, share and amplify challenges, as well as good practice across our networks.

Principal risks and uncertainties

London Youth maintains a risk register to identify the principal risks to which the charity is exposed and confirm that systems are in place to manage and mitigate those risks. The risk register is reviewed on a quarterly basis by the Board and its Committees and by the Senior and Leadership Teams on an ongoing basis to identify new risk and appropriate strategies to manage all relevant risks.

The key risks facing the organisation are:

Safety

London Youth monitors and manages activities that may result in a participant or member of staff being seriously injured or killed. This is especially the case at the Outdoor Centres, where activities are specifically designed to provide challenges to children and young people in a way that is safe and encourages them to participate.

The culture at London Youth, and at the Outdoor Centres in particular, is one of 'safety first' which is promoted by senior staff throughout the organisation, with expert input provided by the Head of Safety & Environment and external technical experts. Specifically;

- adventurous activities are professionally built and inspected regularly. Trees located around activity locations are regularly inspected by professional arboriculturists;
- appropriate training is provided to instructors, including supervision of new employees until their competence can be validated;
- all activities are risk assessed, and appropriate control measures put in place. Staff carry out checks on personal safety equipment and on activity equipment before activities take place;
- Swimming pools are operated by staff with appropriate training and with two lifeguards on duty (or holders of an equivalent qualification) at all times;
- Minibuses are driven by staff who hold relevant qualifications and training, and buses are inspected regularly to ensure they are roadworthy; and
- Both of our Outdoor Centres hold external accreditations to warrant their fitness to operate. Hindleap Warren is also licensed by the Adventurous Activities Licensing Authority in respect of certain activities that we run there.

Regular health and safety reviews, coupled with accident and incident reporting - including investigation and review at senior level, as appropriate - enables London Youth to continually improve standards and manage risk.

Safeguarding

London Youth believes that it is always unacceptable for a child, young person or vulnerable adult to experience abuse of any kind and recognises its responsibility to safeguard the welfare of all children and young people, by a commitment to practice, which protects them.

The purpose of London Youths safeguarding policy is to

- Provide protection for the children, young people and vulnerable adults who receive London Youth's services
- Provide staff and volunteers with guidance on procedures they should adopt if they suspect a child, young person or vulnerable adult may be experiencing, or be at risk of, harm

London Youth's staff and volunteers are all vetted at recruitment stage. This includes undertaking a DBS check at the level appropriate to each role, providing a declaration of criminal convictions and references from former employers. All staff attend safeguarding training within three months of joining the organisation. This is then refreshed every three years. London Youth has established a cross-organisational Safety and Safeguarding Team which meets regularly to discuss, review and respond to new issues and events.

We have a Designated Safeguarding Lead, supported by a group of Designated Safeguarding Officers. These individuals are the route for all reporting of safeguarding concerns across the charity.

Member engagement

The number of members stood at 571 at year end 2023 (2022: 587) with 82 new or rejoining members. Members remain actively engaged, where there were 470 (2022: 425) members (75%) engaged with a part of the London Youth offer.

Membership engagement remains a principal risk that we continually monitor. Factors that could affect our membership include - economic circumstances being such that they can't keep operating or can't make use of what we offer; our value proposition not being compelling enough to them. The impact of a reduced membership includes, lessening our credibility and influence as a 'membership' body; programmes have smaller reach as we have fewer members, impacting our ability to deliver our mission and fundraise; number of young people in London are not supported as well as before.

London Youth's membership strategy prioritises quality of the interaction. We provide funding to clubs and work to support members. We ensure our training provision of members remains relevant. The London Youth Quality Mark puts clubs in a stronger position to access available funding. A comprehensive communication plan to engage with our membership. These offerings are constantly reviewed. We also continue to improve our digital infrastructure to improve member engagement.

Financial sustainability

The significant risk currently posed to the financial sustainability of the charity is the ongoing uncertainty posed by the energy price costs and the cost of living crisis.

As we emerge from the post-pandemic economic environment the subsequent impact on *Earned Income* at the Centres is still being felt. This is London Youth's primary source of unrestricted income.

During the pandemic the charity has demonstrated its capacity to be alert to such risks and to act appropriately through a range of risk mitigation measures close monitoring (and restructuring if necessary) of its cost base. The charity continues to invest in the infrastructure to support growth.

The Trustees will always be focused on the longer-term risk to the financial stability of the charity by placing too great an 'ask' on free reserves to support in-year budget deficits and/or ongoing investment. As a result, London Youth will continue to monitor and control, through the internal, Board and committee reporting, the direct and indirect costs required to successfully deliver the activities necessary for our members.

Funding risk

The Charity has demonstrated considerable expertise in raising restricted programme funds by developing strong multi-year funding relationships with trusts, foundations and institutional funders. A renewed focus on longer-term sustainability with a fundraising strategy that leverages new income sources – including corporate, high net worth individuals and unrestricted income. This approach has been complemented by continued investment in digital to improve the charity's membership reach and online funding capacity.

With the risk of an overreliance on existing funding streams, the Charity will continue to focus on diversifying its income streams, with a particular focus on generating new sources of unrestricted income, supported by a fit-for-purpose digital infrastructure to support relationship management and stewardship.

Trading Subsidiary

The principal risk for the trading subsidiary is its reliance on the parent company and recruitment of qualified staff. We are investing in improving the trading income streams and recruitment to manage these risks.

Trustees' Report

Structure and governance

Governance

Legal structure

The Federation of London Youth Clubs, operating under the name London Youth, is constituted as a company limited by guarantee registered in England and Wales (number 258577) and registered as a charity with the Charity Commission (number 303324).

The charity was founded in 1887 as The London Federation of Boys' Clubs and incorporated on 22nd August 1931 as a charitable company limited by guarantee. It is governed by its Articles of Association which were last amended on 21st March 2018.

Subsidiary undertakings

The charity's wholly owned trading subsidiary, London Youth Company Trading Ltd (company number 2977936, registered address 47-49 Pitfield Street, London N1 6DA), carries out non-charitable trading activities for the charity – primarily swimming lessons and sports hall hire for non-youth groups. Details are included in Note 4 to the accounts.

Charitable objects

The charitable objects are to give young people access to a range of learning opportunities and challenging experiences which promote their personal and social development. "Young people" are defined in the governing documents as aged up to 25 years old.

Our activities to achieve this are:

1. To assist the development of young people by promoting, improving and assisting the delivery of efficient and high-quality youth work services.
2. To relieve poverty by assisting young people in need and by encouraging young people to make use of educational and recreational facilities so that their lives may be improved.
3. To give young people access to a range of learning opportunities and challenging experiences which promote their personal, social and spiritual development.

These are embedded in our vision and reflected in our strategy and activities.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

London Youth's Board of Trustees regularly monitors and reviews the success of the organisation in meeting its key objectives. The Trustees confirm, in the light of the guidance, that these aims fully meet the public benefit test and that all the activities of the charity, described in the Strategic Report, are undertaken in pursuit of these aims.

This report demonstrates how London Youth's strategy and activities during the year have helped young people through key performance metrics and reported outcomes. London Youth has also reiterated its commitment to continuing to deliver public benefit in the years ahead through its 2020-25 Strategy.

Appointment, induction and training of Trustees and Honorary Officers

The Board of Trustees (who are all also company Directors) comprised 8 (2022:10) at 31st August 2023. Trustees that served during the year are detailed on page 61.

Trustees are elected by Members at the Annual General Meeting following nomination either by the Board of Trustees or by five or more members and retire in accordance with the charity's Articles of Association which allows a maximum service of 9 years. Honorary Officers comprising the Chair, Deputy Chair and Treasurer are elected annually.

Two Trustees resigned before the 2023 AGM, who were Guy Davison and Sharaf Mahmood. London Youth would like to thank them both for their contribution to the charity during their time as Trustees.

Trustees are provided with a Trustee Handbook and have an induction on first joining London Youth, including meetings with senior staff and training as needed thereafter. The Trustee Board has an annual Away Day with senior staff to consider its strategic plans and improve governance at the beginning of the annual planning process. Both new and existing Trustees are asked to adhere to the Trustee Code of Conduct. All Trustees at London Youth are volunteers and receive no benefits from the charity. Any expenses reclaimed are paid in accordance with our Trustee Expenses Policy.

The Board regularly considers improvements to governance and performance and, during 2023, continue active recruitment for new Trustees, with a focus on improving the Board's skillset and diversity profile.

Having implemented the Charity Governance Code for Large Charities, including *Principle 6: Equality, Diversity and Inclusion*, the Board is committed to building on past high standards achieved and ongoing commitment to continual improvement in these areas.

The charity continues to focus on its Race Equality work and hold quarterly *Race Equality Action Stakeholder Group* meetings, chaired by Charline King, Trustee. Ongoing *Race Equality Training* was also provided to new Trustees and staff alike.



Management and decision-making

Management

Executive management is delegated to the Chief Executive and Senior Team, comprising departmental executive Directors. Senior staff comprising the Senior and Leadership Teams ('Heads of'); the latter holding budgetary responsibility across a range of cost centres that sit within relevant departments, including responsibility for monthly management reporting and the annual planning and budgeting cycle.

Trustees meet quarterly at formal Board and sub-committee meetings at which they review management accounts with forecast out-turn, the risk register and progress against planned deliverables. Trustees and staff interact regularly and, specifically:

- the Chief Executive, Director of Fundraising and Director of Programmes meet regularly with the Chair;
- the Director of Finance and Resources with the Treasurer;
- the Director of Residential Centres with the Chair of the Assurance Committee
- quarterly *Race Equality Action Stakeholder Group* meetings who are convened by the Director of Engagement and chaired by a Trustee.

Involving young people in decision-making

London Youth actively provides young Londoners with opportunities to develop their engagement and leadership potential. Following a review of the long-term objectives in context of London Youth's 2020-25 Strategy, our Youth Board regularly meet to strengthen our decision-making processes. We involve young people in decision-making for in three distinct ways:

- **Ambassadors:** young people are visible within the wider sector; their voices heard and positioned to influence change
- **Advisers** – young people are a key part of London Youth organisationally and regularly involved in decision-making and development
- **Alumni** – young people who have been a part of London Youth's Youth Board can remain connected and contribute to change.

Grant making policy

London Youth's policy is to make grants to organisations working with young people in London with similar objects to that of the charity. Before making a grant, London Youth conducts a due diligence review, including an appraisal of the project, governance structures and the grantee's capacity to deliver; proportionate to the size of the grant. This process ensures that there is a good strategic fit between the objectives of London Youth and the partner organisation, and that the project provides an effective way of bringing about the desired impact. Bigger grants are usually disbursed in instalments to ensure

that deliverables are being achieved in line with the relevant grant agreement. Grants expenditure is accounted for in full as liabilities when approved and notified to grantees, as there is a valid expectation that they would receive the grant as offered and accepted.

Nonetheless, London Youth staff monitor and evaluate progress throughout the period of the grant and provide support, as required, to help project deliverables remain on track. London Youth reserves the right to discontinue grant funding if not satisfied that the grant is being managed according to the grant agreement.

Fundraising

London Youth is grateful for the crucial support received from trusts, foundations, government agencies, companies, and individuals, that share our dedication to empowering young Londoners throughout the capital. Through collaborative efforts, we enhance and sustain our membership services and programs, aligning with their priorities and objectives.

Our fundraising team remains proactive in diversifying, increasing, and sustaining philanthropic income. We are committed to forging partnerships with leading companies across various sectors in London, including technology, entertainment, social media, retail, healthcare, and financial services. Additionally, London Youth engages in a limited number of commercial agreements to leverage product sales for mutual benefit.

Looking ahead there will be increased focus on advocating for funding towards unrestricted income, enabling us to allocate resources where they are most needed. This flexibility is crucial in addressing emerging priorities and unforeseen challenges faced by young Londoners and our membership during these uncertain times.

London Youth does not engage third-party fundraising organisations, conduct telephone, or direct mail fundraising. While the charity does not undertake public fundraising, we adhere to the Code of Fundraising Practice and are registered with the Fundraising Regulator. There have been no complaints received regarding fundraising activities conducted by the charity or on its behalf during the review period.

While specific policies for protecting vulnerable individuals and the public are not in place for fundraising activities, London Youth upholds organisational safety and safeguarding procedures to ensure the well-being of all involved.

Our people

Volunteers

The Trustee Board acknowledges and greatly appreciates the contribution that volunteers make to the charity with their enthusiasm and dedication.

Staff

London Youth had, on average, a paid workforce of 124 (2022: 90) full time equivalent employees, who are based in London and at our two centres upon whom the charity relies on professionalism and commitment to deliver on its charitable objectives. The increase in

employee numbers marked the return to normal operations following the pandemic restrictions. Significant recruitment challenges at the Centres were supported by a commitment, as part of a Total Reward Framework (TRF) review to becoming a Real Living Wage employer in 2022-23, when employees' numbers did increase further during 2023.

London Youth is committed to the wellbeing of all employees and the charity continued to deliver a wide range of wellbeing activities including a menopause session supported by a new policy. Regular health and wellbeing checks are carried out on a 1:1 basis and, in 2022, the charity reviewed its overall benefits package as part of a Total Reward Framework review and added additional benefits – including a Health Care Cash Plan – effective in the 2022-23 financial year.

Remuneration policy

London Youth takes an approach to pay and reward that enables the charity to recruit and retain the skilled staff required to deliver on its charitable objectives. A new Pay Policy was introduced to support the introduction of the TRF. A performance management culture enables employees and volunteers to understand and deliver our strategy, while being accountable for their role in doing so. London Youth is a diverse organisation that competes in different job markets for varied skills and experience.

In 2023 as part of TRF a new non-contributory Health cash Plan was introduced with 92% of employees joining the scheme.

In recognition of escalating cost-of-living pressures, the Trustees awarded a 3% cost-of-living increase to all employees as part of the budget-setting process in July 2023 which was effective from 1 September 2023

The Senior Team are the key management personnel of the charity in charge of directing, controlling, running and operating the charity on a day-to-day basis. They comprise the Chief Executive, Director for Centres, Director of Engagement, Director of Finance & Resources, Director of Fundraising and Director of Programmes, a part time Director of People and Wellbeing. See note 11 for the total remuneration of these roles.

Statement of Trustees responsibilities

The Trustees (who are also Directors of London Youth for the purposes of company law) are responsible for preparing the Trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity 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 Statement of Recommended Practice \\\(Accounting and Reporting by Charities) (the Charities' SORP FRS 102);
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable United Kingdom 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 charity will continue in operation.

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

Each of the Trustees confirms that:

- So far as the Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware; and
- They have taken all the steps that they ought to have taken as a Trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act 2006.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions. The Report of the Trustees, which incorporates the requirements of the Strategic Report and the Directors' Report as set out in the Companies Act 2006 (strategic Report and Directors' Report) Regulations 2013, was approved by the Board and signed on its behalf by:



Stephen Moss, Chair: 13 September 2024

Independent Auditor's Report

Independent Auditor's Report to the Members of The Federation of London Youth Clubs

Opinion

We have audited the financial statements of The Federation of London Youth Clubs (the 'charitable company') and its subsidiary (the 'Group') for the year ended 31 August 2023 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charitable Company Balance Sheets, the Consolidated Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The 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, except to the extent otherwise explicitly stated in our report, 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 the 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 strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the Group and charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or 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 and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the trustees' responsibilities statement set out on page 30 the trustees (who are also the directors of The Federation of London Youth Clubs for the purposes 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 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 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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at:

www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the Group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 and the Charities SORP. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the Group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the Group for fraud. The laws and regulations we considered in this context for the UK operations were requirements imposed by the Charity Commission, health and safety legislation, data protection legislation and employment law.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management.

Our audit procedures to respond to these risks included enquiries of management and the Finance Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence, designing audit procedures over the timing of income and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to The Federation of London Youth Clubs' 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 Federation of London Youth Clubs' members those matters we are required to state to them in an auditor's 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 Federation of London Youth Clubs and The Federation of London Youth Clubs' members as a body, for our audit work, for this report, or for the opinions we have formed.



Julia Poulter
Senior Statutory Auditor For
and on behalf of Crowe U.K.
LLP Statutory Auditor
London

Date: 15 September 2024

Financial Statements

Statement of Financial Activities

Consolidated Statement of Financial Activities

Including Income and Expenditure year to 31 August 2023

Group	Notes	Unrestricted Funds £	Restricted Funds £	Permanent endowment £	Total 2023 £	Total 2022 £
Income						
Donations and legacies	2	351,883	-	-	351,883	708,063
Charitable activities						
. Development		95,605	493,122	-	588,727	1,251,396
. Opportunity		2,837,425	3,085,783	-	5,923,208	4,731,101
. Voice		-	-	-	-	52,899
. Best We Can Be		3,750	-	-	3,750	6,647
Other trading activities	3	100,411	-	-	100,411	73,781
Investments	4	152,320	-	53,166	205,486	184,371
Total income		3,541,394	3,578,905	53,166	7,173,465	7,008,258
Expenditure on:						
Raising funds	5	449,500	-	-	449,500	486,912
Charitable activities	6					
. Development		273,283	412,638	-	685,921	1,366,675
. Opportunity		3,667,381	2,804,498	-	6,471,879	5,046,291
. Voice		300,149	(3,638)	-	296,511	139,850
. Best We Can Be		1,145,612	-	-	1,145,612	1,052,308
Other	7	10,008	-	-	10,008	6,482
Total expenditure		5,845,933	3,213,498	-	9,059,431	8,098,518
Net gains / (losses) on investments		151,741	-	(36,550)	115,191	(729,161)
Net (expenditure) / income		(2,152,798)	365,407	16,616	(1,770,775)	(1,819,424)
Transfers between funds		49,029	-	(49,029)	-	-
Net movement in funds		(2,103,769)	365,407	(32,413)	(1,770,775)	(1,819,421)
Reconciliation of funds						
Total funds brought forward		12,845,596	658,542	1,509,427	15,013,565	16,832,986
Total funds carried forward	15	10,741,827	1,203,949	1,477,014	13,242,790	15,013,565

The above results are from continuing activities and there are no gains and losses except as stated above. Notes 1 to 22 form part of these accounts.

Balance Sheet

Company and Group Balance Sheet as at 31st August 2023
Company Number 0258577

	Notes	Group 2023 £	Charity 2023 £	Group 2022 £	Charity 2022 £
Fixed assets					
Tangible fixed assets	11	7,086,492	7,086,492	7,324,020	7,324,020
Investments	12	7,113,134	7,113,136	7,582,956	7,582,958
		14,199,626	14,199,628	14,906,976	14,906,978
Current assets					
Debtors	13	395,809	557,110	680,310	790,323
Cash at bank and in hand		665,073	488,936	373,340	253,302
		1,060,882	1,046,046	1,053,650	1,043,625
Creditors:					
falling due within one year	14	(1,527,718)	(1,512,884)	(947,061)	(937,038)
Net current assets		(466,836)	(466,838)	106,589	106,587
falling due after one year	14	(490,000)	(490,000)	-	-
Total net assets		13,242,790	13,242,790	15,013,565	15,013,565
Represented by:					
Funds and reserves	15				
Permanent endowment funds		1,477,014	1,477,014	1,509,427	1,509,427
Restricted funds		1,024,389	1,024,389	658,542	658,542
Unrestricted funds					
. General funds		461,022	461,022	1,558,508	1,558,508
. Designated funds		10,280,365	10,280,365	11,287,088	11,287,088
		13,242,790	13,242,790	15,013,565	15,013,565

Total income for the charity was £7,201,995; with total expenditure and losses at £9,026,427 - giving a net deficit of (£1,824,832).

Approved by the Trustees and signed on their behalf by:



Stephen Moss
Chair



Morenike Ajayi
Treasurer

On 13 September 2024

Notes 1 to 22 form part of these accounts.

Cash Flow

Group Cash Flow Statement for the year ended 31st August 2023

Statement of cash flows	Notes	2023 £	2022 £
Cash inflow from operating activities:			
Net cash provided by operating activities	A	(329,891)	(1,103,079)
Cash flows from investing activities:			
Dividends, interest and rents from investments		205,486	184,051
Purchase of investments		(678,279)	-
Purchase of property, plant and equipment		(168,731)	(1,052,811)
Proceeds from the sale of assets (net of fees)		1,355,646	195,849
Net cash (used in) investing activities		714,122	(672,911)
Change in cash and cash equivalents in the reporting year		384,231	(1,775,990)
Cash and cash equivalents at the beginning of the reporting year		537,378	2,313,368
Cash and cash equivalents at the end of the reporting year	B	921,609	537,378

Notes to the cash flow statement for the year to 31 August 2023

A - Reconciliation of net movement in funds to net cash flow from operating activities	2023 £	2022 £
Net movement in funds		
Adjustments for:		
Net (expenditure)/ income for the reporting period	(1,770,775)	(1,819,421)
Depreciation charge	400,261	333,544
Profit from sale of fixed assets	6,142	-
(Gains)/losses on investments	(115,191)	729,161
Dividends, interest and rents from investments	(205,486)	(184,051)
(Increase)/decrease in debtors	284,501	(168,113)
Increase/(decrease) in creditors	1,070,657	5,801
Net cash provided by operating activities	(329,891)	(1,103,079)
B - Analysis of cash and cash equivalents	2023 £	2022 £
Cash at bank and in hand	665,073	373,340
Cash held by investment manager	256,537	164,038
Total cash and cash equivalents	921,609	537,378

Notes 1 to 22 form part of these accounts

Notes to the Financial Statements

Notes to the Financial Statements as at 31st August 2023

1. Policies and information

a) Charity information

The charity is an incorporated charity (company number: 00258577 and registered charity number: 303324) domiciled in the UK. The address of the charity is 47-49 Pitfield Street, London, N1 6DA.

b) Basis of preparation

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland and the Charities Act 2011 and UK generally Accepted Practice. In preparing the Financial Statements for the year ended 2021-22, London Youth has availed of the exemption from presenting its unconsolidated Profit and Loss account under Section 408 of the Companies Act, 2006.

London Youth meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost (except for revaluation of assets) or transaction value unless otherwise stated in the relevant accounting policy notes.

London Youth's subsidiary, London Youth Trading Company Limited, commenced trading in August 2015, and its accounts are consolidated on a line by line basis into these accounts for the year ended 31 August 2022.

c) Preparation of the accounts on a going concern

The Trustees at London Youth have adopted the going concern basis in preparing the financial statements for the year ended 31 August 2023, having assessed the principal financial risk facing the charity, which is its overall sustainability. The major uncertainty facing the charity relates to the potential for further disruption as a result of a weak economic outlook for the UK with the energy price costs and cost of living crisis which may effect demand at the charity's outdoor Centres.

The Trustees continue to reprofile the drawdown on Free Reserves to the end of the current financial strategy in 2026 and, based on the Reserves Policy requirement to hold between 3-6 months' expenditure, and a six-month reserve target of £4M and are carefully monitoring progress against the budget targets set out within that timeframe. The Trustees are confident that investment in outdoor education opportunities, will provide growth supported by investment in fundraising and digital technologies, against a backdrop of a robust programme delivery.

Given the current level of Free Reserves at £3.8M which is equivalent to 5 months current expenditure and using the target of between £2M and £4M required by 2026, the Trustees believe there are sufficient resources available to manage the current operational risk, including the risk to the charity's reserves. The Board therefore considers there is a reasonable expectation that London Youth has adequate resources to continue in operational existence for at least a year from the date of signing this Trustees' Report and Accounts and for the foreseeable future.

For the reasons outlined above, the Board of Trustees continues to adopt the going concern basis of accounting in preparing the accounts.

d) Income

Income is credited to the statement of financial activities on an accruals basis. Voluntary income is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably. Services are provided at the two outdoor education centres, Hindleap Warren and Woodrow High House, with deposits and course income invoiced in advance and deferred to the month when the course takes place. Income is deferred when it relates to activity in the next accounting year, primarily at the residential centres.

Grant Income is recognised in the Statement of Financial Activities when received or when the charity becomes entitled to receipt. Grants that have been received are treated as deferred income where there are specific requirements in the terms of the grant that the income recognition is dependent on certain activities being completed in a future accounting period.

The charity received some gifts in kind during the year and the prior year including legal services, provision of meeting rooms, provision of building materials and volunteer time; these gifts are not considered material and have not been recognised in the financial statements (2022: £45,868).

Income generated from endowment funds are unrestricted.

Where tax is recoverable by the charity in respect of income receivable, it is recognised as part of that income at the time it is receivable.

e) Expenditure

The costs of generating funds include the salaries, direct costs and overheads associated with generating income from fundraising for unrestricted activities and grants for charitable activities.

Costs of charitable activities comprise direct expenses incurred on the defined charitable purposes of the charity and include direct staff costs attributable to the activity.

Governance costs include expenditure on administration of the charity and compliance with constitutional and statutory requirements.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management, financial management, ICT and HR functions. Support costs are apportioned between charitable activity headings pro-rata with the proportion of full-time equivalent staff.

f) Investments

Investments are included on the balance sheet at their market value at the end of the financial period. Realised and unrealised gains and losses are credited, or debited, to the statement of financial activities in the year in which they arise. A Total Return approach is adopted for investments.

g) Tangible fixed assets

Land

Land is shown in the balance sheet at cost. Land has not been depreciated.

Freehold properties

Freehold properties are depreciated over their useful economic life, expected to be 50 years for permanent buildings and 20 years for more temporary structures, based on cost.

Assets under Construction

The value of Assets under Construction as at 31 August 2023, include a Biomass Boiler valued at £403,347 situated at Woodrow High House; as well as CRM development work valued at £200,679 as at the balance sheet date (see also Note 11).

No depreciation is applied to Assets under Construction in year.

Improvements

2-20% depreciation per annum has been provided against freehold improvements, according to the nature of the improvement and the useful economic life.

If no cost is recorded, or if property is not used by the charity for its own activities and is subject to onerous restrictions or held on trust it is considered to have no economic value to the charity, and such properties are held at a valuation of £nil.

Where improvements have been made to properties subject to onerous restrictions, the improvements have been capitalised and are depreciated over the expected time period for which the charity will benefit from the use of those properties.

Motor vehicles, furniture, fittings, fixtures and equipment

Depreciation at 10% to 33% per annum on cost to write down the motor vehicles and furniture and equipment to net realisable value over each asset's estimated useful life to the charity.

Computer equipment

Depreciation at 20% to 33.3% per annum on cost to write down the computer equipment to net realisable value over each asset's estimated useful life to the charity.

It is the charity's policy to capitalise assets of £1,000 and over in value.

h) Fund accounting

The general funds comprise those monies which may be used towards meeting the charitable objectives of the charity at the discretion of the Trustees.

The designated funds are monies set aside out of general funds and designated for specific purposes by the Trustees.

The restricted funds are monies raised for, and their use restricted to, a specific purpose, or are donations subject to donor-imposed conditions.

The permanent endowment funds comprise monies which must be held as capital indefinitely; income arising from invested funds is unrestricted and is credited to the general fund in the Statement of Financial Activities.

i) Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the statement of financial activities on a straight line basis over the lease term.

j) Pension costs

The Charity makes payments into an auto-enrolment defined contributions pensions scheme operated by The People's Pension.

k) Grants administered on behalf of clubs

Grants and donations received by the charity acting as an agent for individual member organisations are not recorded as incoming or outgoing resources on the statement of financial activities. In 2022-23 these were payments made by City Bridge Trust to organisations achieving a Quality Mark award, totalling £62,000 (2022: £46,000).

l) Grant-making

London Youth acts as lead partner on several programmes, such as HeadStart Action and Rise Up and is responsible for making grants to its partners, which are paid out as soon as practically possible after receipt of funds; based on budgeted expenditure pre-agreed with the funder and relevant due diligence criteria; the partners then make payments to their sub-partners in the partnership.

Grants expenditure is accounted for in full as liabilities, when approved and notified to grantees, as there is a valid expectation that they would receive the grant as offered and accepted.

The charity also makes a limited number of grants to other charities with charitable objects similar to its own (or similar non-profit organisations), primarily its member youth organisations as part of programme delivery and member development.

m) Financial Instruments

London Youth 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 amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand trade debtors, accrued income and other debtors. Financial liabilities held at amortised cost comprise trade creditors, accruals and other creditors.

Investments, including bonds held as part of an investment portfolio, are held at fair value at the Balance Sheet date, with gains and losses being recognised with income and expenditure.

n) Key judgements and uncertainties

In the application of the charity's accounting policies, Trustees are required to make judgements, estimates, assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The key judgements relate to the current value of the property portfolio held as tangible fixed assets. These estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

o) Taxation

London Youth is a registered charity and therefore is not liable to corporation tax on income and gains derived from its charitable activities, as it falls within the various exemptions available to registered charities. No Taxation is payable for 2022-23 as London Youth Trading Company Limited donated its profits to London Youth under Gift Aid after the year end. No provision for taxation has therefore been made for 2022-23.

2. Donations

	Unrestricted Funds £	Restricted funds £	Total 2023 £	Total 2022 £
Donations & Legacies	351,883	-	351,883	708,063
	351,883	-	351,883	708,063

3. Trading Income

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Rental income – Company	13,750	-	13,750	3,750
London Youth Trading Company income	86,661	-	86,661	70,031
Group Total	100,411	-	100,411	73,781

4. Investment Income

	Unrestricted funds £	Endowment Funds £	Total 2023 £	Total 2022 £
Income from listed investments				
. Unit trusts and common investment funds	152,320	53,166	205,486	184,051
Interest receivable				
. Bank interest	-	-	-	320
	152,320	53,166	205,486	184,371

5. Expenditure on raising funds

	Staff costs £	Other costs £	Total 2023 £	Total 2022 £
Fundraising costs	404,383	45,117	449,500	486,912
	<u>404,383</u>	<u>45,117</u>	<u>449,500</u>	<u>486,912</u>

6. Expenditure on charitable activities

	Direct Costs £	Support costs* £	Total 2023 £	Total 2022 £
Development	417,597	268,324	685,921	1,366,675
Opportunity	5,642,351	881,640	6,523,991	5,046,291
Voice	245,401	51,110	296,511	139,850
Best We Can Be	<u>1,068,947</u>	<u>76,665</u>	<u>1,145,612</u>	<u>1,052,308</u>
*see note 8	<u>7,374,296</u>	<u>1,277,739</u>	<u>8,652,035</u>	<u>7,605,124</u>

Included in expenditure are grants made to partners and members as part of development and programme delivery in the following amounts:

<u>Grants to Institutions</u>	2023	2022
	£	£
2-3 Degrees Legacy CIC	42,858	11,061
Alexz Education Ltd	35,586	14,562
All Change Arts Ltd	2,993	18,903
BIGKID Foundation	1,400	19,580
Bromley Children and Families	12,400	-
Focus CIC	1,050	9,050
Gloves not Gunz	35,336	800
Hackney Quest	3,932	12,962
Headstart Action Programme	28,572	-
Highbury Vale Blackstock	26,900	-
Indoamerican Refugee and Migrant Organization (IRMO)	-	15,000
Kinetika Bloco	42,858	-
Kids N Action	-	15,000
Knights Youth Centre	-	18,000
Leaders in community	33,586	30,062
London Tigers	57,744	-
Lewisham Irish Community	-	15,000
Lewisham Youth	-	15,000
Mediorite Ltd	21,820	-
Millwall Community Trust	17,250	-
NEWARK YOUTH LONDON	48,858	-
Oxygen CIO- Headstart Action Programme	31,555	-
Paddington Arts	-	15,500
Play Place	7,280	19,142
Pro Touch SA CIC	18,600	-
Project Zero WF CIC	58,641	-
Reaching Higher	9,280	14,762
QPR in the Community Trust	17,250	-
Rising Stars Support	16,700	-
Salaam Peace	1,000	5,350
Skyway Charity	11,096	-
Somerville Youth & Play	1,300	14,062
South Central Youth Ltd	-	15,000
Spiral Skills CIC	17,400	21,062
St Matthews Project	1,600	16,500
Start Easy	14,623	-
STREETS OF GROWTH	50,990	-
Sulgrave Club	7,800	21,800
TAG Youth Club	4,680	16,750
Teen Action	3,000	15,000
The Avenues Youth Project	7,880	5,290
The Salmon Youth Centre	-	7,117
The Albany	25,500	-
Trapped in Zone One	5,100	10,660
The Wickers Charity	24,029	-
Waltham Forest Community Hub	-	11,062
XLP	7,455	4,000
Young Urban Arts Foundation	-	22,000
Zest of Mind	10,800	10,080
Grants £10k and under for programme delivery	527,060	624,448
	<u>1,293,762</u>	<u>1,064,565</u>

7. Other Expenditure

	Total 2023 £	Total 2022 £
Other costs (LYTC)	10,008	6,482
	10,008	6,482

8. Support costs

	Development £	Opportunity £	Voice £	Best We Can Be £	Total 2023 £	Total 2022 £
Finance	53,552	82,450	4,780	7,170	147,952	220,620
HR	48,360	175,957	10,200	15,300	249,817	310,526
IT	56,004	158,899	9,212	13,818	237,933	224,147
Governance (note 9)	25,094	184,015	10,668	16,002	235,779	110,309
London Office	44,217	145,285	8,422	12,633	210,557	114,152
Safety & Safeguarding	8,236	27,061	1,569	2,353	39,219	35,718
Digital	32,861	107,973	6,259	9,389	156,482	-
	268,324	881,640	51,110	76,665	1,277,739	1,015,472

Support costs have been allocated based on full-time equivalent headcount.

9. Governance costs

	Total 2023 £	Total 2022 £
Auditor's remuneration		
Current year audit fees	36,440	36,800
Non audit fees	1,440	1,500
Trustee Indemnity insurance	5,568	5,331
Salary Costs	105,837	45,622
Other	84,949	21,000
Trustee expenses	1,545	56
	235,779	110,309

10. Staff costs

Group and charity	Total 2023 £	Total 2022 £
Staff costs during the year were as follows:		
Wages and salaries	3,456,427	3,084,266
Social security costs	324,723	288,190
Redundancy and termination costs	-	14,924
Pension costs	146,729	139,975
	3,927,879	3,527,355
Temporary and outsourced staff costs	391,763	318,605
	4,319,642	3,845,960

No termination payments were made in 2023 (2022: £nil). No redundancy costs were incurred in 2023 (2022: £14,924).

Group and charity	Total 2023 £	Total 2022 £
Staff costs during the year were as follows:		
Charitable activities		
. Development	272,326	370,005
. Opportunity	2,837,977	2,367,927
. Voice	221,691	222,566
. Best We Can Be	583,265	551,220
Fundraising	404,383	334,242
	4,319,642	3,845,960

The average number of employees calculated on a monthly average head count and on a full-time equivalent (FTE) basis was:

Group and charity	2023 Number	2023 FTE	2022 Number	2022 FTE
Direct charitable				
. Development	9	9	8	8
. Opportunity	91	86	79	58
. Voice	5	5	7	7
. Best We Can Be/Resourcing	23	19	13	11
Fundraising	6	6	6	6
Total	134	125	113	90

During the year employees earning in excess of £60,000 per annum, including taxable benefits fell into the following ranges.

	2023	2022
	Number	Number
£80,000 - £89,999	1	1
£70,000 - £79,999	4	-
£60,000 - £69,999	-	5

The key management personnel of the charity in charge of directing, controlling, running and operating the charity on a day-to-day basis comprise the Chief Executive and a Senior Team, currently comprising the Director for Centres, Director of Engagement, Director of Finance & Resources, Director of Fundraising and Director of Programmes.

The total taxable benefits and employers' pension and National Insurance contributions of the key management personnel for the year was £525,992 (2022: £504,272).

No Trustees received remuneration in respect of their services as a Trustee during the period (2022: £nil). Similarly, no Trustee received travel expenses reimbursement during the period (2022: £nil). The charity has a Trustee indemnity insurance policy in force for which the charge for the period was £5,568 (2022: £5,331).

11. Tangible fixed assets

	Land and Property £	Assets Under Construction* £	Furniture, fixtures & equipment £	Motor vehicles £	Computers £	Total £
Cost or valuation						
At 1 September 2022	10,346,104	540,164	931,174	19,977	279,748	12,117,167
Additions	-	63,862	69,443	8,574	26,852	168,731
(Disposals)	-	-	-	(6,000)	-	(6,000)
At 31 August 2023	10,346,104	604,026	1,000,617	22,551	306,600	12,279,898
Depreciation						
At 1 September 2022	3,909,084	-	650,040	8,726	225,295	4,793,145
Charge for year	274,699	-	92,314	601	32,647	400,261
(Disposal)	-	-	-	-	-	-
At 31 August 2023	4,183,783	-	742,354	9,327	257,942	5,193,406
Net book values						
At 31 August 2023	6,162,321	604,026	258,263	13,224	48,658	7,086,492
At 31 August 2022	6,437,018	540,164	281,135	11,251	54,452	7,324,020

*The value of Assets under Construction as at 31 August 2023, include a Biomass Boiler valued at £403,347 situated at Woodrow High House; as well as CRM development work valued at £200,679 as at the balance sheet date.

Freehold property included above at cost or Trustees' valuation at year end comprises:

47-49 Pitfield Street	London	London Youth own use
Hindleap Warren	Sussex	London Youth own use
Woodrow High House	Buckinghamshire	London Youth own use

The charity also owns freehold properties listed below which are included at a £nil valuation because the properties are held on trust or have restrictive covenants concerning their disposal. These properties have no recorded cost and are not in use by the charity.

<u>Freehold properties at £nil value:</u>	<u>Reason for non-valuation</u>	<u>Insurance Value (£)</u>
Westminster House Youth Club, London**	Held on Trust	450,000

** The lease relating to Westminster House Youth Club was transferred to Westminster House Youth Club on 19 January 2023 and the property is no longer held in trust by London Youth.

12. Investments

	Group 2023 £	Charity 2023 £	Group 2022 £	Charity 2022 £
Shares in subsidiary undertaking at cost	-	2	-	2
Listed investments	6,844,597	6,844,597	7,406,918	7,406,918
Cash held by investment managers for investment	256,537	256,537	164,038	164,038
Other investments	12,000	12,000	12,000	12,000
	<u>7,113,134</u>	<u>7,113,136</u>	<u>7,582,956</u>	<u>7,582,958</u>

The charity owns the entire issued share capital of London Youth Trading Company Limited, company number 02977936, incorporated in England and Wales. This company traded throughout the year ended 31 August 2023; its balance sheet is consolidated within these accounts. London Youth Trading Company Limited has Shareholder funds of £2.

London Youth Trading Company Limited's income during the year was £86,661 (2022: £70,032) and its surplus for the year was £53,657 (2022: £40,072). An amount of £53,657 (2022: £40,072) was donated to London Youth under gift aid subsequent to the year end. Net assets of London Youth Trading Company Limited are shareholder funds of £2.

	Listed Investments £
Market value at 1 September 2022	7,406,918
Additions	678,279
Disposals	(1,055,644)
Withdrawals	(300,000)
Gains /(losses)	115,044
Market value at 31 August 2023	6,844,597
Cash held by investment managers	256,537
Total investment	<u>7,101,134</u>
Listed investments at cost	<u>6,459,708</u>

Listed investments held at 31 August 2023 comprised the following:

	2023 £	2022 £
Fixed income	772,839	513,347
Equities	4,983,775	5,430,698
Property	127,812	181,602
Alternative assets	760,179	907,095
Liquid assets	456,527	538,214
	<u>7,101,132</u>	<u>7,570,956</u>

Included within listed investments are 58.8 ordinary shares in Royal Bank of Scotland Plc with a market value of £135 (2022: £145) at 31st August 2023 which do not form part of the CCLA or Sarasin & Partners investment portfolios.

Investments include an endowment for the Girls Fund. London Youth adopted total return accounting for the Girls Fund in January 2019. A base date of 1st February 1999, the date of the merger with the London Union of Youth Clubs and transfer of assets when the fund was acquired, was approved for determining the permanent capital value of the endowed fund, based on the market value of £891,991 at the fund transfer date. The value of these investments was frozen and classified as frozen permanent capital, and the remaining value of the investments was classified as unapplied total return.

	Trust for Investment	Unapplied Total Return	Total Endowment
At beginning of the reporting period:			
Gift component of the permanent endowment	891,991	-	891,991
Unapplied total return	-	617,436	617,436
Total	891,991	617,436	1,509,427
Movements in the reporting period:			
Gift of endowment funds	-	-	-
Recoupment of trust for investment	-	-	-
Allocation from trust for investment	-	-	-
Investment return: dividends and interest	-	53,166	53,166
Investment return: realised and unrealised gains/(losses)	-	(36,550)	(36,550)
Less: Withdrawals	-	-	-
Total	-	16,616	16,616
Unapplied total return allocated to income	-	(49,029)	(49,029)
Net movements in reporting period	-	(32,413)	(32,413)
At end of the reporting period:			
Gift component of the permanent endowment	891,991	-	891,991
Unapplied total return	-	585,023	585,023
Total	891,991	585,023	1,477,014

13. Debtors

	Group 2023 £	Charity 2023 £	Group 2022 £	Charity 2022 £
Trade debtors	82,986	82,885	457,829	456,916
Prepayments and accrued income	311,823	311,823	221,481	221,481
London Youth Trading Company	-	161,402	-	110,926
Other debtors	1,000	1,000	1,000	1,000
Total debtors	395,809	557,110	680,310	790,323

Amounts totalling £518,009 (2022: £179,776), which were invoiced prior to the year end but which relate to activity in the next accounting year, primarily at the residential centres, have been netted off Trade Debtors and Fees in Advance.

14. Creditors

Creditors falling due within one year

	Group 2023 £	Charity 2023 £	Group 2022 £	Charity 2022 £
Fees in advance and deferred income	665,620	658,806	358,903	355,280
Trade creditors	464,121	464,121	274,001	274,001
Other creditors	12,611	12,611	8,050	8,050
PAYE and National Insurance	173,204	173,204	50,300	50,300
Pensions Payments	28,894	28,894	21,707	21,707
Accruals	183,268	175,248	234,100	227,700
Total creditors	1,527,718	1,512,884	947,061	937,038

Analysis of movement in fees in advance and deferred income

	Group	Charity
Deferred income at 1st September 2022	358,903	355,280
New deferred income in the year	665,620	658,806
Deferred income released	(358,903)	(355,280)
Deferred income at 31st August 2023	665,620	658,806

Creditors falling due after one year

	Group 2023 £	Charity 2023 £	Group 2022 £	Charity 2022 £
Sundry Creditors	490,000	490,000	-	-
Total creditors	490,000	490,000	-	-

During the year London Youth agreed a 10-year interest free loan of £490,000 with The Joseph Levy Endowment Trust to fund a biomass boiler installation at Woodrow High House.

15. Funds

	1 Sept 2022	Income	Expenditure	Transfers *	Gains & Losses	31st Aug 2023
	£	£	£	£	£	£
Restricted Funds						
Development						
Membership Development						
Membership Development/Marketing	503	76,951	(77,454)	-	-	-
Jack Petchey Residentials**	-	140,250	(161,203)	-	-	(20,953)
Mental Health (Cornerstone)	16,800	138,000	(113,719)	-	-	41,081
Good for Girls	2,405	188,742	(121,150)	-	-	69,997
Rise Up Leadership Programme	111,195	569,468	(669,319)	-	-	11,344
Youth Mentoring Support	-	110,167	(47,664)	-	-	62,503
Sector Development (Islington)	30,560	165,754	(126,317)	-	-	69,997
Opportunity						
Residential Centres						
Woodrow Restricted	40,930	38,048	(45,462)	-	-	33,516
Hindleap Restricted	53,874	92,432	(110,838)	-	-	35,468
Youth Action						
Heritage**	-	38,249	(63,263)	-	-	(25,014)
Sport & Culture						
Sports Development – Getting Active	107,420	771,855	(582,562)	-	-	296,713
Jack Petchey Programme & Events	-	51,030	(28,493)	-	-	22,537
Young Creators	41,727	43,798	(46,500)	-	-	39,025
Capacity Building	-	33,186	(22,662)	-	-	10,524
Leadership Academy	-	60,000	(32,566)	-	-	27,434
Employability						
JP Morgan	205,179	35,000	(205,323)	-	-	34,856
CVC Employability	30,237	161,276	(121,512)	-	-	70,001
HeadStart Action	16,550	790,000	(562,362)	-	-	244,188
Voice						
Youth Involvement						
Youth Board	1,162	66,099	(64,204)	-	-	3,057
Best We Can Be						
Learning						
YMCA GWC**	-	8,600	(10,925)	-	-	(2,325)
Restricted Funds Total	658,542	3,578,905	(3,213,058)	-	-	1,023,949

	1st Sep 2022 £	Income £	Expenditure £	Transfers *	Gains & Losses £	31st Aug 2023 £
Designated Funds						
Fixed Assets Designated Fund	7,324,020	-	(400,261)	162,731	-	7,086,490
Development Fund	3,774,225	152,320	-	(884,411)	151,741	3,193,875
Fundraising Investment	1,231	-	-	(1,231)	-	-
Digital Development Fund	187,612	-	(339,685)	152,073	-	-
Permanent Endowment Funds						
London Girls Fund	1,509,427	53,166	-	(49,029)	(36,550)	1,477,014
Unrestricted Funds						
General funds	1,558,508	3,389,074	(5,105,987)	619,867	-	461,462
TOTAL FUNDS	15,013,565	7,173,465	(9,059,431)	-	115,191	13,242,790

*Transfers are made to and from the Fixed Assets Designated Fund when assets are capitalised and depreciated respectively.

**Funds that are in deficit as at 31st August 2023 represent timing differences where project expenditure occurred ahead of expected income that was received post year end.

Restricted Funds

Restricted funds are those funds that must be used in accordance with the donors' wishes.

Development

Membership Development - Developing, training, connecting and quality assuring our membership network to deliver good youth work, including running networks meetings to develop and share practice and providing specific support for young people. Our work is supported by City Bridge Trust, John Lyon's Charity, the Greater London Authority, the CVC Foundation, the Department for Digital, Culture, Media & Sport and others.

Opportunity

Creating a broad and inclusive range of quality opportunities for young people

Residential Centres – Funds to support our centres and outdoor education. This includes funds for the residential centres supported building and refurbishment works, equipment to better support disabled young people, and subsidised visits for your people including trips away from the centre.

Youth Action – A range of youth leadership and social action programmes supported by various funders.

Sports Development – A range of sports development programmes, events and training opportunities supported by the Greater London Authority, London's Violence Reduction Unit, Tudor Foundation, Jack Petchey Foundation, John Lyon's Charity, British Fencing and others.

Employability – A range of employability programmes supported by JP Morgan Chase Foundation, CVC Capital Partners, RDAS and others. The Greater London Authority have provided funding for the HeadStart Action programme which commenced in 2020.

Voice

Ensuring that our expertise and the on-the-ground voices of youth workers and young people are reflected in public policy, practice and opinion.

Best we can be

These funds support our ongoing learning and evaluation work, which includes innovation and developing practice with our members, supporting learning networks, and supporting organisational development with investment in fundraising development.

Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the Trustees for a specific reason:

Fixed Asset Fund

The fixed asset fund represents the net book value of tangible assets including property (see Note 12 above). These assets include Hindleap Warren and Woodrow High House which are fundamental to the day-to-day work of the charity.

Development Fund

The Development Fund was created to create a legacy from the sale of historic assets. This is a medium to long-term fund to support the development programmes at London Youth. It will be invested as determined by the Board of Trustees, with a particular focus on implementing the changes that will support the charity's longer-term sustainability.

Fundraising Investment Fund

This fund is for investment in our fundraising capacity and to support diversification of income streams.

Digital Development Fund

This fund is for investment in digital innovation to help us adapt to virtual environments, especially important in the post-Covid period.

Permanent endowment funds

London Youth acts as Trustee for the London Girls Fund. This is a capital restricted fund whereby London Youth is entitled to the income only. The London Union of Youth Clubs was appointed Trustee of the fund by a Charity Commission scheme dated 23 January 1998. Following the amalgamation of the London Union of Youth Clubs and the London Federation of Clubs for Young People on 1 February 1999, London Youth became the Trustee under the scheme.

Transfers between funds in year

A number of transfers have been made between funds which net to £nil and which comprise the following:

- Transfer of £0.162M from General Fund to Fixed Asset Reserve; representing the net increase in Fixed Assets in year.
- Transfer of £0.049M from the Permanent Endowment Fund to General Fund; representing the return paid out as cash by the Investment Managers of the fund (Sarasin & Partners, LLP).
- Transfer of £0.884M from the Development Fund to General Fund; representing the return paid out as cash by the Investment Managers of the fund (Sarasin & Partners, LLP).
- Transfer of £0.001M from the Designated Fundraising Fund from General Fund; representing the net value of the fund as at 31st August 2022 and to close this designated fund.
- Transfer of £0.152M from the Designated Digital Development Fund to General Fund; representing the net value of the fund as at 31st August 2022 and to close this designated fund.
- Transfer of £0.620M to General funds representing the net movement from the above transfers.

16. Analysis of net assets between funds

Charity	Unrestricted funds				Total 2023
	General funds	Designated funds	Restricted funds	Permanent endowment funds	
	£	£	£	£	£
Fund balances at 31st August 2023 are represented by:					
Tangible fixed assets	-	7,086,492	-	-	7,086,492
Investments	2,156,367	3,479,755	-	1,477,014	7,113,136
Current assets	226,634	-	819,411	-	1,046,045
Creditors: amounts falling due within one year	(1,512,884)	-	-	-	(1,512,884)
Creditors: amounts falling after one year	(490,000)	-	-	-	(490,000)
Total net assets	380,117	10,566,247	819,411	1,477,014	13,242,789
Fund balances at 31st August 2022 are represented by:					
Tangible fixed assets	-	7,324,020	-	-	7,324,020
Investments	2,299,306	3,774,225	-	1,509,427	7,582,958
Current assets	196,240	188,843	658,542	-	1,043,625
Creditors: amounts falling due within one year	(937,038)	-	-	-	(937,038)
Total net assets	1,558,508	11,287,088	658,542	1,509,427	15,013,565

Group	Unrestricted funds				Total 2023
	General funds	Designated funds	Restricted funds	Permanent endowment funds	
	£	£	£	£	£
Fund balances at 31st August 2023 are represented by:					
Tangible fixed assets	-	7,086,492	-	-	7,086,492
Investments	2,156,365	3,479,755	-	1,477,014	7,113,134
Current assets	241,471	-	819,411	-	1,060,882
Creditors: amounts falling due within one year	(1,527,718)	-	-	-	(1,527,718)
Creditors: amounts falling after one year	(490,000)	-	-	-	(490,000)
Total net assets	380,118	10,566,247	819,411	1,477,014	13,242,790

Fund balances at 31st August 2022 are represented by:					
Tangible fixed assets	-	7,324,020	-	-	7,324,020
Investments	2,299,304	3,774,225	-	1,509,427	7,582,956
Current assets	206,265	188,843	658,542	-	1,053,650
Creditors: amounts falling due within one year	(947,061)	-	-	-	(947,061)
Total net assets	1,558,508	11,287,088	658,542	1,509,427	15,013,565

17. Net Debt

Analysis of changes in net debt

	At Start of year	Cashflows	At end of year
	£	£	£
Cash	373,340	291,733	665,073
Cash Equivalents	164,038	92,499	256,537
	537,378	384,232	921,610
Loans falling due within one year	-	-	-
Loans falling due after more than one year	-	(490,000)	(490,000)
Total	537,378	(105,768)	431,610

18. Operating leases

At 31 August 2023, the charity's minimum commitments over the life of non-cancellable operating leases on office equipment and motor vehicles were as follows:

	2023	2022
Group and charity	£	£
Expiring within one year	5,607	-
Expiring within two to five years	-	5,607
Total	5,607	5,607

19. Liability of members

The charity is constituted as a company limited by guarantee. In the event of the charity being wound up members are required to contribute an amount not exceeding 25p.

20. Associated charities and related parties

The Joseph Levy Endowment Trust is an associated charity and has three Trustees in common with The Federation of London Youth Club and uses the same principal office. The Trustees in common are Stephen Moss, Morenike Ajayi and David Miller. The objects of The Joseph Levy Endowment Trust are to promote and support the instruction of young people of all walks of life, including by furtherance of the charitable purposes of London Youth.

During the year, the charity received £67,451 (2022: £40,000) from The Joseph Levy Endowment Trust and in July 2022, the Trustees of the Trust resolved to provide capital release to London Youth to enable the latter to install a biomass boiler at this Woodrow High House outdoor learning Centre. The sum of £490,000 was received by way of capital withdrawal from the Trust's investment portfolio, which will be repayable within a 10-year period, by agreement.

London Youth provided management, support services and facilities to London Youth Trading Company Limited in the amount of £22,996 (2022: £23,477), being primarily staff time and costs of the swimming pool and sports centre. London Youth Trading Company donated £53,657 (2022: £40,072) to London Youth through Gift Aid after the year end. As at 31 August 2023 £76,653 (2022: £110,926) was due to London Youth from London Youth Trading Company Limited.

The Addison Youth Club (T/A "Addison Youth") had one Trustee in common with The Federation of London Youth clubs for the period under review and uses the same principal office. The Trustee in common was David Miller, Vice-Chair at London Youth. During the year London Youth invoiced Addison Youth in the sum of £6,000 (2022: £6,000) in respect of a management and administration charge.

London Youth is a corporate Trustee of the Jimmy Dixon Charitable Trust, The Sulgrave Foundation, and Raymond Plummer Settlement. The Federation of London Youth Clubs received £50,000 (2022: £50,000) from the Jimmy Dixon Trust to support the youth action programme and £7,000 (2022: £7,000) from The Sulgrave Foundation to support its sports development work. The Sulgrave Club related to the Foundation is a member of London Youth and paid a membership fee of £125 during the year.

Charline King, a Trustee of London Youth is an employee of Rathbone Society. Rathbone Society is a member club and actively engaged with London Youth. London Youth invoiced Rathbone for a membership fee of £125. The Rathbone Society received a total of £7,100 in year for participation in London Youth's Good for Girls programme.

In 2023, two Trustees at London Youth made donations to the charity totalling £31,000 (2022: £44,000). There are no other transactions with related parties of which the Trustees are aware.

21. Capital Commitments

As at 31st August 2022 the charity had the following capital commitments

	2023	2022
Group and charity	£	£
Future capital expenditure not provided in the financial statements	15,300	-
Finance CRM Integration and consultancy		
Total	15,300	-

22. Prior year figures

Consolidated Statement of Financial Activities Including Income and Expenditure year to 31 August 2022

Group	Notes	Unrestricted Funds £	Restricted Funds £	Permanent endowment £	Total 2022 £	Total 2021 £
Income						
Donations and legacies	2	698,063	10,000	-	708,063	697,552
Charitable activities						
. Development		81,133	1,170,263	-	1,251,396	1,193,134
. Opportunity		2,795,844	1,935,257	-	4,731,101	2,879,421
. Voice		-	52,899	-	52,899	63,424
. Best We Can Be		6,647	-	-	6,647	7,555
Other Grant Income	3	-	-	-	-	289,217
Other trading activities	4	73,781	-	-	73,781	43,390
Investments	5	141,524	-	42,847	184,371	168,049
Total income		3,796,992	3,168,419	42,847	7,008,258	5,341,742
Expenditure on:						
Raising funds	6	486,912	-	-	486,912	238,481
Charitable activities	7					
. Development		80,652	1,286,023	-	1,366,675	983,154
. Opportunity		3,229,437	1,816,854	-	5,046,291	4,459,947
. Voice		34,564	105,286	-	139,850	124,101
. Best We Can Be		1,052,308	-	-	1,052,308	810,433
Other	8	6,482	-	-	6,482	9,210
Total expenditure		4,890,355	3,208,163	-	8,098,518	6,625,326
Net gains / (losses) on investments		(616,727)	-	(112,434)	(729,161)	1,053,573
Net (expenditure) / income		(1,710,090)	(39,744)	(69,587)	(1,819,421)	(230,011)
Transfers between funds		55,485	307	(55,792)	-	-
Net movement in funds		(1,654,605)	(39,437)	(125,379)	(1,819,421)	(230,011)
Reconciliation of funds						
Total funds brought forward		14,500,201	697,979	1,634,806	16,832,986	17,062,997
Total funds carried forward	16	12,845,596	658,542	1,509,427	15,013,565	16,832,986

Prior year funds movements to 31 August 2022

	1st Sep 2021 £	Incoming resources £	Expenditure £	Transfers * £	Gains & Losses £	31st Aug 2022 £
Restricted Funds						
Development						
Membership Development						
Membership Development/Marketing	(5,101)	226,844	(269,275)	48,035	-	503
Mental Health	126,435	424,547	(486,367)	(47,815)	-	16,800
Good for Girls	(3,084)	538,820	(533,331)	-	-	2,405
Rise Up Leadership Programme	131,502	439,668	(459,975)	-	-	111,195
Sector Development (Islington)	-	112,500	(81,940)	-	-	30,560
Opportunity						
Residential Centres						
Woodrow General Restricted	30,932	28,000	(18,200)	(2)	-	40,930
Hindleap General Restricted	28,919	41,822	(16,687)	-	-	53,874
Hindleap Countryside Stewardship	-	-	-	-	-	-
Youth Action						
City Leaders - Core programme	19,933	74,763	(94,749)	-	-	-
City Leaders - Keeping it Wild	7,241	3,661	(10,902)	-	-	-
Sport & Culture						
Sports Development – Getting Active	240,512	378,826	(511,918)	-	-	107,420
Jack Petchey Programme & Events	31,613	61,034	(92,647)	-	-	-
Young Creators	-	115,457	(73,730)	-	-	41,727
Young Culture Makers	8,784	2,400	(11,220)	36	-	-
Employability						
JP Morgan	16,400	317,000	(176,074)	47,853	-	205,179
Future Talent	31,853	-	-	(31,853)	-	-
CVC Employability	19,570	100,000	(73,333)	(16,000)	-	30,237
HeadStart Action	9,375	193,178	(186,003)	-	-	16,550
Voice						
Youth involvement						
Youth Board/Coming of Age	3,549	102,899	(105,286)	-	-	1,162
Best We Can Be						
Learning						
Esmée Fairbairn/Other	(454)	6,800	(6,346)	-	-	-
Restricted Funds Total	697,979	3,168,419	(3,208,163)	307	-	658,542

	1st Sep 2021 £	Incoming resources £	Expenditure £	Transfers *	Gains & Losses £	31st Aug 2022 £
Designated Funds						
Fixed Assets Designated Fund	6,604,666	-	-	719,354	-	7,324,020
Development Fund	4,332,512	74,771	-	(142,674)	(490,384)	3,774,225
Fundraising Investment Fund	162,572	-	(17,939)	16,598	-	1,231
Digital Development Fund	194,902	-	(7,290)	-	-	187,612
Permanent Endowment Funds						
London Girls Fund	1,634,806	42,847	-	(55,792)	(112,434)	1,509,427
Unrestricted Funds						
General funds	3,205,549	3,722,221	(4,705,126)	(537,793)	(126,343)	1,558,508
TOTAL FUNDS	16,832,986	7,008,258	(8,098,518)	-	(729,161)	15,013,565

*Transfers are made to and from the Fixed Assets Designated Fund when assets are capitalised and depreciated respectively.

Reference Information

Patron	HRH Prince Edward, The Duke of Edinburgh	
President	Sir Kenneth Olisa, OBE	
Chair	Stephen Moss, CBE	
Deputy Chair	David Miller	
Honorary Treasurer	Morenike Ajayi	
Vice Presidents	Julian Beare The Lord Brooke Robin Callender Smith Jane Earle Clive Efford MP Peter Hudson Rt. Hon. Sir Simon Hughes Peter Hunter Sir David Knox Resignations G Davide Rodrigues (4 March 2023) Robin Gowlland (21 May 2024)	Roger Merton MBE Dr. Terry Powley John Ratcliff CBE Marsha Rae Ratcliff OBE Paul Stewart Joy Toghill Joseph Williams Carl Wonfor The Rt. Rev. Roger Sainsbury (10 May 2024)
Trustees	Morenike Ajayi, MBE Kevin Holian Charline King, MBE Michael Bishop Nimitaz-Tanya Noordin Appointments Mohammed Motin (8 November 2023) Linzi Thomas (14 May 2024) Resignations Guy Davison (17 April 2023) Adem Holness (21 June 2024)	David Miller Stephen Moss, CBE Stu Thomson Simon Turek Julie Milnes Lily Tidy (14 February 2024) Sharaf Mahmood (26 June 2023)
Youth Advisors Attending Board meetings	Rowan FitzMaurice Curtis Johnson Kalliyah Kirlew	Mohammed Meshnumi Veronica Sarmiento Mohammed Motin

Committee Chairs:

Assurance
Finance
Governance and People
Membership

Kevin Holian
Morenike Ajayi
Simon Turek
Charline King

Chief Executive
and Company Secretary

Pauline Daniyan (Appointed 18 September 2023)
Rosemary Watt-Wyness (Resigned 15 September 2023)

Senior Team

Director of Engagement

Pauline Daniyan (appointed Chief Executive 18 September 2023). Role was not refilled.

Director of Finance & Resources

Danyanne Quemper (Resigned 21 April 2023)
Razib Hassan
(Appointed 1 July 2023, resigned 18 January 2024)

Director of Fundraising

Gary Murphy (Appointed 25 January 2024)
Glen Fendley (Resigned 1 March 2024)
James Hails (Appointed 25 March 2024)

Director of Programmes
Director for Residential Centres

Zoe Mellis
Martin Curtis (Resigned 5 June 2024)
David Jackson (Appointed 27 August 2024)

Registered name

The Federation of London Youth Clubs

Registered/principal office

47-49 Pitfield Street
London, N1 6DA

Telephone

020 7549 8800

E-mail

hello@londonyouth.org

Website

www.londonyouth.org

Company registration number

00258577 (England and Wales)

Charity registration number

303324

Auditors

Crowe U.K. LLP
55 Ludgate Hill
London, EC4M 7JW

Bankers

National Westminster Bank plc
54 Marsh Wall
West India Dock
London, E14 6LJ

Investment managers

Sarasin & Partners
Juxon House
100 St Paul's Churchyard
London, EC4M 8BU

CCLA
Senator House
85 Queen Victoria Street
London, EC4V 4ET

Lawyers

Charles Russell Speechlys LLP
5 Fleet Place
London, EC4M 7RD



47-49 Pitfield Street
London N1 6DA

020 7549 8800
londonyouth.org
@LondonYouth

Charity Registration: 303324
Company Limited by Guarantee. Registration (England and Wales): 258577

