



Urdd

**Report of the Trustees and
Audited Financial Statements for the
Year Ended 31 March 2022
for**

**Cwmni Urdd Gobaith Cymru
(A Company Limited by Guarantee)**

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for the year ended 31 March 2022**

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Cwmni Urdd Gobaith Cymru

Report of the Trustees for the year ended 31 March 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Cwmni Urdd Gobaith Cymru is a registered charity and company limited by guarantee. The first branch of the movement was opened in 1922 and the Urdd was then incorporated on 8 March 1932 and registered as a charity on the same date. It was set up under the Memorandum which states the aims and powers of the company governed by the Articles of Association. Should the company be wound up in future, the liability would be no more than £0.25 payable by the trustees.

OBJECTIVES AND ACTIVITIES

Objectives and aims

The main aims of the charity are to ensure that all the young people of Wales have the opportunity, through the medium of Welsh, to develop as complete individuals, and enable them to play a constructive role in society, by nurturing personal and social skills.

The charity fulfils its aims in four main ways, namely by offering to young people experience of residential centres, local and national eisteddfodau to promote the arts, a service of sports provision, and a network of national activities. It also offers wider opportunities by arranging occasional trips. A detailed review of achievements and performances is available in a separate annual report to be presented at the Annual Meeting (see www.urdd.cymru).

The charity is grateful for the efforts of its volunteers who help fulfil its service with fundraising and giving their time to assist in the charity's activities. Whilst local area and branches undertake activities, these are run independently of Cwmni Urdd Gobaith Cymru and are therefore not included in these accounts. It was estimated prior to the Covid-19 pandemic that up to 10,000 volunteers contribute towards Urdd activities annually – in the main these contributions consist of volunteering for the numerous Eisteddfodau which take place on a local and regional level prior to qualification for the National Eisteddfod; assisting with numerous sports and social clubs which operate year round; helping with the organising and stewardship of regional and national competitions as well as our Trustees and other volunteers who sit on and attend our boards. During the reporting period, no Eisteddfodau at local, regional nor national level were held due to the Covid-19 pandemic.

Achievements and Performance:

During the year, despite the continuing restrictions of the COVID 19 pandemic, the Urdd achieved the following:

- £9.3million investment programme across the residential centres continued, with the completion of the new Food Hall, Sleeping Block and Congregating Hall in the Urdd centre at Llangrannog expected to complete early in the 2022/23 financial year.
- In September 2021, the Urdd centre in Cardiff, in a team effort with other sectors across Wales, provided refuge to 20 families from Afghanistan, many of which were children and young people, for a period of 5 months. Daily sports and cultural activities were provided to the families, as well as weekly trips to various locations outside of the centre.
- A second Eisteddfod T digital festival, was held during the week that would have been the Urdd National Eisteddfod, attracting over 13,000 competitors.
- In November 2021 a National Netball tournament was held, with 1,500 girls from over 100 schools participating in the Urdd's first event post pandemic.
- #Fel Merch, a new project in partnership with Sports Wales, was launched in June 2021 to tackle the fact that girls are more likely to give up sport in their teenage, especially during the pandemic. This was followed by the first ever female youth sports conference which was held at the Cardiff Residential Centre towards the end of the year. 140 girls from all over Wales attended to enjoy talks and workshops under the leadership of 20 inspirational and well known individuals.
- The apprenticeship schemes offered by the Urdd continued to grow with 140 learners being trained by the Urdd in the fields of Sports, Open Air and Childcare
- The apprenticeship department launched the Essential Skills Hub in order to ensure that Welsh learners throughout Wales have the opportunity to develop their Communication, Numeracy and Welsh skills, from training and education opportunities of the highest level,
- In May 2021 the Urdd's Peace and Goodwill Message "Equality to Girls" was translated to over 54 languages and reached over 59 million people in over 59 countries across the World.

**Report of the Trustees
for the year ended 31 March 2022**

STRATEGIC REPORT

The trustees, who are also directors of the Charity for the purpose of company legislation, present their annual report and the audited financial statements for the year ended 31 March 2022. The company has adopted the provisions of the 'Statement of Recommended Practice for Charities' in preparing the annual report and the financial statements.

Significant Events and Future Developments

During the reporting period the Covid-19 global pandemic had a direct impact on the Urdd's activities. The Residential Centres in Llangrannog, Cardiff and Glan-Llyn, which closed to all courses on 20th March 2020, only re-opened for overnight residential courses during the summer of 2021 and operated below full capacity throughout the current financial reporting period. This resulted in a drop in revenue of over £2.7m for the reporting period compared to the financial year ended 31 March 2020 before Covid-19.

The trustees identified that the continued effect of Covid on activities, especially on those of the residential centres, was the principal and over-riding risk and uncertainty facing the charity. The Trustees took a number of steps to manage this risk with the establishment of an Emergency Executive Committee to monitor the situation and maintain close contact with the Charity's Senior Management Team. The Emergency Executive Team:

- i. Supported the Senior Management Team in ensuring that the Charity benefitted from the UK Government's assistance to businesses, such as the Job Retention Scheme. As a result, almost 250 of the Urdd staff and seasonal workers were placed on Furlough from 1st April 2020;
- ii. Supported the Senior Management Team in working to secure Welsh Government resilient grant funding to support the Urdd through the lockdown period;
- iii. Agreed an emergency budget for the following 24 months;
- iv. Overseen a review of the Charity's staffing requirements and subsequent staff consultation which resulted in redundancies in October 2020
- v. Ensured a sustainable staffing structure for the future with roles evaluated and benchmarked to ensure that the Urdd is a fair employer and one of choice.

This Committee initially met weekly and continued at least monthly from July 2020 to May 2021; with monthly Trustees' meetings continuing with the monitoring of this risk thereafter.

Throughout the Pandemic, the Urdd remained committed to continuing to deliver its charitable objectives as well as being focussed on ensuring the safety and well-being of its staff and members. The Urdd successfully adapted its services and delivery during the lockdown periods – providing increasing services on-line.

In response to the postponement of the Urdd Eisteddfod in May 2020, the charity took the innovative step to stage a 'virtual' Eisteddfod T and due to ongoing restrictions a second 'virtual' Eisteddfod T was staged in May 2021. In partnership with key stakeholders, S4C and Avanti, this resulted in a hugely popular and successful week of on-line competition broadcast from the Urdd Centre in Llangrannog.

The Urdd's highly successful apprenticeship programme was maintained at full capacity during the pandemic, ensuring that all the charity's apprentices were able to complete their training. As restrictions were eased, the Sport department were also able to re-establish face to face Community Sport services between September and November 2021.

The charity's residential centres have also diversified, offering greater 'out-reach' services from its outdoor centres in Llangrannog and Glan-Llyn, which have been able to operate residential courses for only very limited periods since March 2020. The centres were able to recommence its residential courses to school in the September 2021, but at a reduced capacity to comply with Covid-19 social distancing rules. The charity also benefited from income received at the Cardiff Residential Centre, which provided 100% of its bed capacity 24/7 on an exclusive basis to provide refuge to Afghan families over a period of 5 months, including the normally quieter periods between December and January. In a team effort with other sectors across Wales, the centre provided refuge to 20 families from Afghanistan, many of which were children and young people, for a period of 5 months. Daily sports and cultural activities were provided to the families, as well as weekly trips to various locations outside of the centre.

**Report of the Trustees
for the year ended 31 March 2022**

STRATEGIC REPORT

Financial Review

Financial Position

The Charity's results are reported in the Statement of Financial Activities on page 18.

As a result of the Covid-19 pandemic, during the previous reporting period the Urdd took necessary actions to manage the financial position of the Charity, including accessing the Coronavirus Job Retention Scheme and undertaking a review of staffing requirements resulting in significant redundancies.

The Charity has been fortunate to have benefited from contributions, legacies and donations during the period, and has also been able to access financial support, particularly from the Welsh Government, who have provided financial support to enable the Urdd to continue with construction projects and to help rebuild the Urdd after the pandemic. In addition, £2,228,566 (2021: £1,561,890) of capital grants from the Welsh Government, £400,000 (2021: £300,000) of capital grants from other organisations were received. These grants were used to fund the capital expenditure at the Glan Llyn, Llangrannog and Pentre Ifan residential centres. The spend of these grants have been capitalised, and therefore are not recognised in the Statement of Financial Activities.

Each year, the Urdd's internal management accounts show that the Llangrannog, Glan-Llyn and Cardiff residential centres, as well as the Magazine Department and the Eisteddfod and Arts Department, contribute a surplus towards development and regional activities. In accordance with accounting policies, in the statutory accounts the costs of supporting the charitable activities are apportioned on the basis of the percentage of income received by each department. In addition, grant funding is noted separately in the Statement of Financial Activities. As a result, the financial endowment of the individual departments can appear to be less than reported in the management accounts.

Fixed Assets

Changes in fixed assets are shown in the notes to the financial statements. During the year £3,033,871 was spent on various fixed assets, most notably the major development on the Llangrannog 'Calon y Gwersyll' development. In November 2019 the charity secured Welsh Government funding to contribute towards its capital projects programme between 2019 – 2022.

Investment policy and objectives

The trustees' investment powers are governed by the Memorandum and Articles of Association. The trustees have decided upon a policy of investing money in a combination of government stock, listed shares and specialised investment units for charities, in order to meet their requirements for income generation and capital growth as well as ethical investment. The Trustees continue to monitor performance closely, with the Emergency Executive Committee also reviewing the performance of investments from July 2020 to May 2021 in order to closely monitor any impact of the pandemic on the Charity's investments.

Reserves policy

As is required by the Charities commission, the charity is required to have a reserves policy to safeguard the organisation for the unexpected. The trustees have established a policy whereby general funds should represent approximately 6 months' worth of general expenditure (c£5.5 million prior to the Covid 19 pandemic but expected to rise with inflation in 2022/23 after the residential centres start operating at full capacity again). At this level, the trustees felt that the Charity would be able to continue to operate in case of any significant income shortfall. It would be necessary to consider how to change the activities or increase income in such a case.

As at 31st March 2022, free funds were £6,670,574 (2021: £6,711,517). However, this does not take account of:

- the fact that the Urdd had previously set aside £1m of reserves towards significant capital costs of re-development of its Llangrannog and Glan Llyn centres

Whilst the long-term strategy remains to continue to increase free funds in the future by creating an annual surplus on activities, the ongoing recovery of operations post Covid-19 pandemic is expected to have a continued effect on the Charity's reserve position in the short term. The Trustees will continue to review the level of free funds held compared to the policy as the Charity continues to recover from the impact of the pandemic.

Restricted funds at the year-end were £5,491,119 (2021: £2,709,884). The majority of the balance at the year-end is made up of Restricted donations and grants of £108,040 and Capital Grant Funding of £5,383,079 received in support of the developments at Llangrannog and Glan-Llyn.

Endowment funds were £286,907 (2021: £267,474).

**Report of the Trustees
for the year ended 31 March 2022**

Financial Review - continued

Financial and risk management objectives and policies

The board of trustees has reviewed those significant risks to which the Charity is exposed and set up systems to alleviate such risks. Regular reports have been prepared to ensure that appropriate measures exist to reduce risks. Internal risks have been reduced by implementing arrangements to authorise financial transactions and projects, and in order to ensure consistent quality for all the charity's activities. These arrangements have been periodically reviewed to ensure that they continue to meet charity requirements.

Going Concern

The Trustees have assessed the appropriateness of the going concern basis through updated budget and financial models for the period to March 2023 and are satisfied that it remains appropriate to use the going concern basis of preparation of the financial statements for the year ended 31 March 2022. See Accounting Policies, Note 1 to the Financial Statements.

Future plans

The Urdd's current Corporate Plan covers the period 2019-2022, with the main priorities set out in the plan being:

- to ENSURE that all the young people of Wales are given the opportunity, through the medium of Welsh, to develop into rounded individuals, and enable them to play a constructive role in the community, by developing personal and social skills.
- to ENCOURAGE
 - to use the Welsh language
 - to be part of the Urdd's activities
- to CELEBRATE
 - the success of children and young people
 - the unique nature of the Urdd
- to INNOVATE
 - to create new opportunities for our members
 - to be the best in the field

Priorities 2019-22:

- To open our doors for more children and young people to gain access to quality provision and to use the Welsh language in a positive and social environment.
- To develop the appeal of Eisteddfod yr Urdd to our members and our visitors.
- To extend the provision and reach of the Urdd's national sports competitions.
- To establish a national Welsh-medium youth work model across Wales.
- To invest in the 3 residential centres to offer the best experiences.
- To extend the reach of our outdoor pursuits' services across Wales.
- To provide Welsh-medium apprenticeships for young people across Wales.
- To aim for a worldwide reach for the Urdd's Peace and Goodwill Message.
- To offer international opportunities and experiences for Urdd members.
- To establish a data system that strengthens how we communicate with our members and partners.
- To create art and cultural activities for our members within their communities.
- To celebrate the Urdd's Centenary in 2022 by celebrating the past and innovating for the future.
- Develop Pentre Ifan, Pembrokeshire as the fourth Urdd Camp.

The Trustees, working closely with the Senior Management Team, are currently finalising a new Corporate Plan that will cover the period from 2023 to 2028.

The Urdd will also be taking advantage of opportunities arising to develop projects which accord with its aim and objectives, and to try to increase the budget available to operate them.

Major re-development of both the Glán Llyn and Llangrannog centres began during 2019/20 and are scheduled to continue until late 2022. Whilst the Urdd had initially set aside £3m of capital reserves towards the projects' costs, the level of grant funding secured has since increased, which will reduce the allocation of the Urdd's own funds.

**Report of the Trustees
for the year ended 31 March 2022**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a Memorandum and Articles of Association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

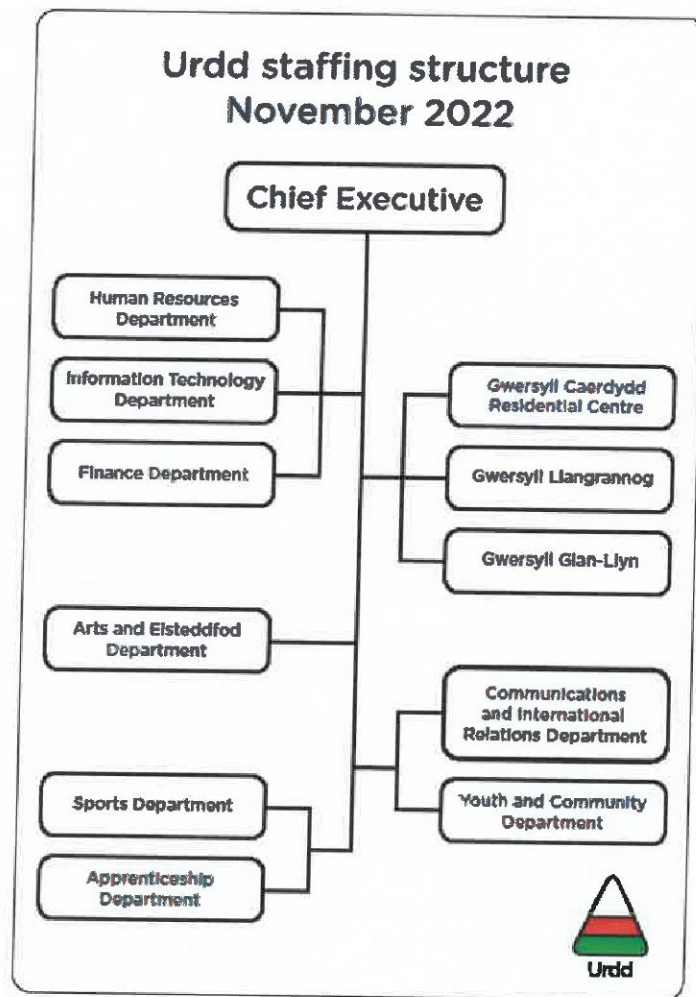
Charity constitution

The charity is a company limited by guarantee without shares. It was incorporated on 8 March 1932. It is governed by a Memorandum and Articles of Association.

The trustees believe that the Urdd is a Public Benefit Entity and meets the requirements laid down in Section 4 of the Charities Act 2011.

Organisational structure

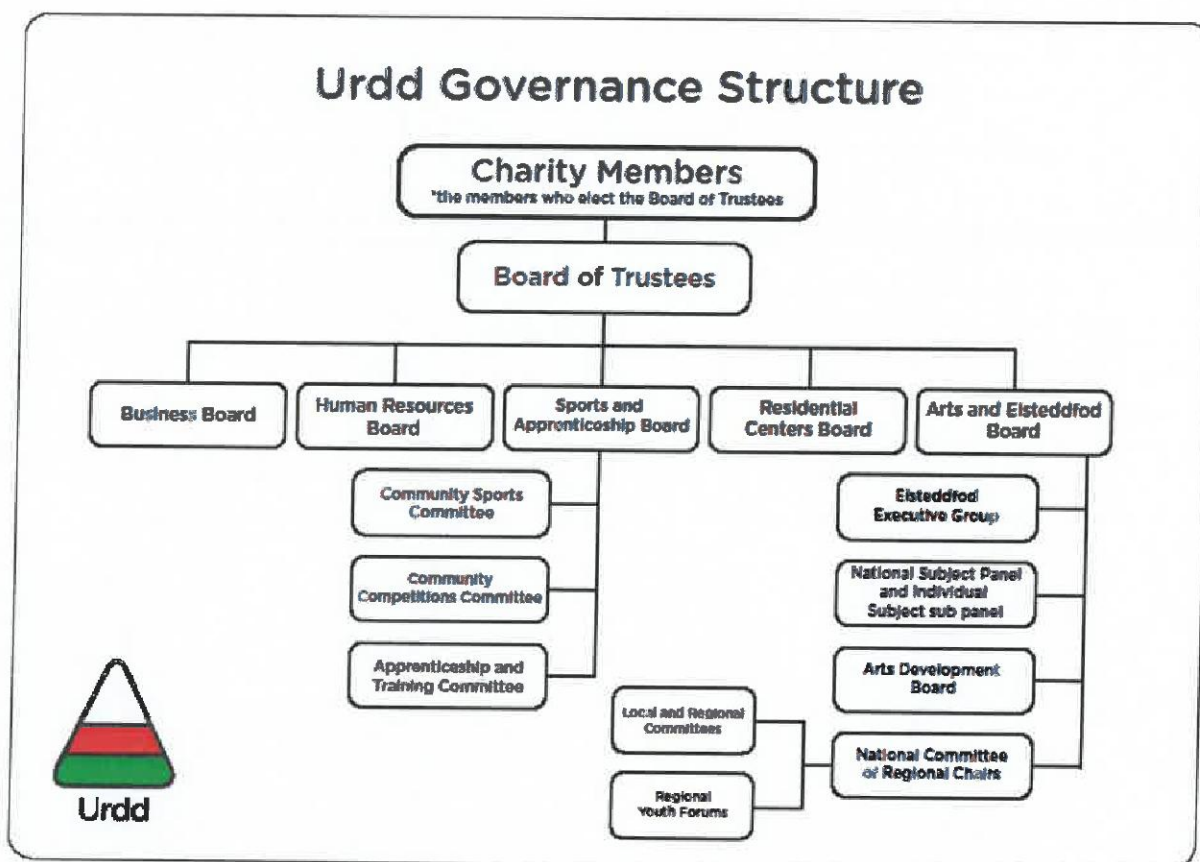
The Urdd is managed day-to-day by a Chief Executive with the support of eight departmental heads. The departmental structure is shown below:



**Report of the Trustees
for the year ended 31 March 2022**

Organisational structure - continued

During the financial reporting period, a new governance structure was implemented at the charity's Annual General Meeting. 5 Strategic Boards were established to report directly into the Board of Trustees on specialist matters relating to Human Resource, Business, Sports and Apprenticeships, Eisteddfod and the Arts, Residential Centres. As an organisation the Urdd is extremely grateful to the large number of individuals who volunteer to support this entire network.



The members of the board of trustees (who are also directors of the charity for the purposes of company legislation) who served during the year and at the date of this report are listed on page 13.

During the reporting period the following served as Honorary Presidents of the Charity:

- Mr W Melville Jones
- Mr S ab Edwards
- Ms R Lewis

During the reporting period, the Urdd President was Mared Edwards from Anglesey.

Delegation

The trustees delegate day-to-day management of the charity to the Chief Executive, and the Senior Management Team, which during the reporting period consisted of:

- | | |
|-------------------|--|
| • Sian Lewis | Chief Executive |
| • Gwenno Williams | Director of Finance |
| • Lowri Jones | Director Llangrannog Centre |
| • Huw Antur | Director Glan—Llyn Centre |
| • Gary Lewis | Director Sport and Apprenticeships |
| • Sian Eirian | Director Eisteddfod and the Arts |
| • Mali Thomas | Director Communication and Development |
| • Sian Rogers | Director Youth and Communities |
| • Ceren Roberts | Head of Cardiff Centre |

**Report of the Trustees
for the year ended 31 March 2022**

Recruitment and Appointment of New Trustees

The Trustees receive advice from Charity's Legal Advisers and Auditors as well as from the Human Resources Panel which consists of industry specialists and practitioners.

Urdd Gobaith Cymru recruits and appoints new Trustees in accordance with its Articles of Association, which states that by a resolution at the Annual General Meeting the Charity will:

- Appoint a person who has agreed to be nominated as a Trustee
- Re-appoint an existing Trustee once their three-year term is complete

New Trustees are appointed for an initial term of 3 years, with the option to extend their term, upon re-election, for a further 3 years.

In this process the Board takes advice from a range of the Charity's stakeholders, following which individuals are approached and invited to apply for vacancies on the Board of Trustees. In addition, in order to ensure transparency, prior to the Annual General Meeting, notice is given that members may nominate individuals to be considered as Trustees. In the event that there are a greater number of applicants than there are vacancies on the board, a voting procedure is adopted.

Induction and Training of New Trustees

When new trustees are appointed, they are offered information on their duties and responsibilities and the Urdd adopts its normal induction procedure for appointing new members of staff. This includes training in Urdd procedures and policies. An assessment is made of training needs with specific training being offered to new trustees on their role and responsibilities.

Report on Pay and Remuneration

In line with our commitment to ensure fair and competitive rates of pay, a full pay and grading review was undertaken across the Urdd during the previous financial year and a new structure introduced with effect from the 1st April 2021. Ensuring we are able to attract and retain candidates of the necessary calibre for our job vacancies is critical to our success.

Every job description across the organisation was reviewed, updated, assessed, scored and benchmarked. Recognising the responsibilities and duties of each role ensures a fair, appropriate and competitive salary can be aligned. The benchmarking exercise conducted as part of this process allowed the comparison of similar roles within other organisations of a similar nature and size to identify an appropriate and consistent salary level.

The Urdd's re-grading process remains active and available to staff should there be significant change within the scope of the job role duties and responsibilities. An updated job description reflecting the changes will be considered by the HR department, who will conduct 2 independent assessments of the role using the Urdd's chosen job evaluation tool (currently HR Inform).

Annually, the Board of Trustees assess the economic situation to determine if, and what cost of living increase should be applied to salaries for the following financial year. This is done alongside a forecasts of the organisation's financial situation, forthcoming budgets and in consultation with the HR Panel and the Staff Forum.

The Urdd is committed to being a Real Living Wage employer, ensuring our starting salaries are in line with the Living Wage Foundation's recommended rate of pay (this currently excludes apprentices).

Diversity and Staff Involvement

Urdd Gobaith Cymru has a range of policies which reflect current legislation and aim to secure retention and motivation of its staff. These policies are reviewed regularly and are equality checked before implementation. The Charity is committed to equality of opportunity in our employment practices. In particular, the Urdd aims to ensure that no potential or actual employee receives more or less favourable treatment on the grounds of age, disability, ethnic or national origin, gender, marital or parental status, nationality, political belief, race, religion, or sexual orientation. This is reflected in our equality and diversity policy.

Our HR system, CIPHR, is a safe place for staff to share personal details in relation to equal opportunity data. A campaign was launched requesting staff log in and ensure their details are up to date, accurate and as complete as possible to assist us in ensuring we have a better understanding of our workforce's data. We cannot insist staff complete this information, however by encouraging them to do so we can ensure we are providing the best support possible to each and every employee and we will be able to more accurately report on our staff diversity. We are fully aware that we could have a much more diverse and representative workforce. We have signed up to be a Disability Confident Committed Employer and have received our level 1 certificate, which we will use as part of our recruitment campaigns to aim to recruit and attract a more diverse network of candidates. We will remain vigilant in this area.

**Report of the Trustees
for the year ended 31 March 2022**

Diversity and Staff Involvement - continued

Communication is key in all of our activities and ensuring staff are updated and aware of developments across the organisation is imperative. We use a number of resources to ensure this is effective such as departmental platforms on our Teams network and our HR system where announcements can be posted and new policies and documents shared. It is also crucial for staff to receive regular updates from the Chief Executive, which has been a much-needed resource during the reporting period given the challenges that the Urdd and wider society has faced. The communication chain within the Urdd enables information to be disseminated down from the top throughout the staffing structure – from Trustee Board Meetings, to the Senior Management Team, to departmental Managers and Staff. The Senior Management Team meet regularly to discuss any changes, developments and issues faced by the organisation and staff are kept informed of any major factors effecting the Charity as a whole and their departments and roles in particular.

A Staff Representation group, selected by the workforce, was formed during the significant consultation process as part of the necessary restructuring in the previous reporting period due to Covid-19. This group proved to be a beneficial resource for both the management team and staff and assisted in ensuring a difficult change process was managed sensitively with full cooperation, communication, and input from all parties. The Urdd's Staff Forum which aimed to bring together voices from across the organisation to help develop and promote staff engagement and to educate, inform and implement initiatives benefiting both employees and the organisation unfortunately dissolved following the restructuring in 2021. However, one of our main priorities for 2022 is to resurrect the Staff Forum/Representation Group, ensuring staff views are listened to as we begin to build our brand once again.

Human Resources Board

Amongst the strategic boards to which the Trustees delegate some degree of responsibility is the Human Resources Board which consists of a range of HR experts, ensuring that advice is provided and decisions are made with the benefit of their experience, direction and guidance.

The Environment

Cwmni Urdd Gobaith Cymru is committed to securing continuous improvements to its procedures and use of resources, in order to reduce its carbon footprint. The Urdd recognises the Climate Emergency and aims to set a target to become a carbon neutral organisation. Sustainable development is the essence of the Future Generations Act and the Urdd aims to improve the environmental well-being of Wales through the application and implementation of its environmental policy.

Streamlined Energy and Carbon Report (SECR)

Under the SECR regulations Urdd Gobaith Cymru is classed as a 'large unquoted' organisation and so is required to report annually on greenhouse gas emissions from Scope 1 and 2 Electricity, Gas and Transport.

Methodology

The reporting period is the most recent financial year 1 April 2021 to 31 March 2022. This report has been compiled in line with the March 2019 BEIS 'Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance', and the EMA methodology for SECR Reporting. All measured emissions from activities which the organisation has financial control over are included as required under The Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018, unless otherwise stated. The carbon figures have been calculated using the BEIS 2021 carbon conversion factors for all fuels.

UK Carbon Footprint Data

Scope	Description	2022	2021	2020
Scope 1	Combustion of fuel on site and transportation	427 tCO ₂ e	332 tCO ₂ e	587 tCO ₂ e
Scope 2	Purchased energy – location based	132 tCO ₂ e	103 tCO ₂ e	207 tCO ₂ e
	Purchased energy – market based	35 tCO ₂ e	93 tCO ₂ e	231 tCO ₂ e
Intensity Ratio	Location Based	53.9 tCO ₂ e/£1m turnover	45.9 tCO ₂ e/£1m turnover	66.5 tCO ₂ e/£1m turnover
	Market Based	45.3 tCO ₂ e/£1m turnover	44.9 tCO ₂ e/£1m turnover	68.5 tCO ₂ e/£1m turnover

The Urdd's emissions and energy consumption have all increased since the previous reporting period, though are lower than the period before COVID pandemic in 2019/20. This increase is due to increased occupancy at the residential sites after the COVID lockdown periods in the financial year.

During the period, the Urdd undertook an in depth energy audit at the two largest residential centres, Llangrannog and Glan Llyn, with the intention of developing a net zero strategy and energy saving opportunities for ESOS compliance.

**Report of the Trustees
for the year ended 31 March 2022**

TRUSTEES SECTION 172 STATEMENT

The Directors understand their responsibilities to promote the success of the Company and are aware of their duty under s.172 of the Companies Act 2006 to act in the way which they consider, in good faith, would be most likely to promote the success of the Company for the benefit of its members as a whole and, in doing so, having regard to (amongst other matters):

- The likely consequences of any decision in the long term
- The interests of the Company's employees
- The need to foster the Company's business relationships with suppliers, customers and others
- The impact of the Company's operations on the community and the environment
- The desirability of the Company maintaining a reputation for high standards of business conduct
- The need to act fairly as between members of the Company, (the "s.172(1) Matters").

The Likely Consequences of any Decisions in the Long Term

The Board remains mindful that its strategic decisions can have long term implications for the business and its stakeholders, and these implications are carefully assessed.

During the year, in approving the Urdd's budget the Board of Trustees addressed the following:

- Implementing a new Governance structure by establishing new Strategic Boards,
- Ensured that the voice of young people were represented within the new structure by including positions for young people on each of the Strategic Boards
- Arrangements for the Urdd's centenary celebrations
- Rebuilt the workforce following the impact of the Covid-19 pandemic.

The Interests of the Company's Employees

Enhancing employee engagement is an integral part of the culture of the Urdd. Senior management are actively involved in engagement with staff through, weekly face to face and electronic communications. These meetings provide updates to staff on business developments and provide an opportunity to raise questions and to answer questions directly.

The Trustees receive regular updates on employee matters from the Chief Executive, who attends Trustee Board meetings. In the new Governance structure, the Human Resources Panel has now been upgraded to a Human Resources Board. Through the leadership of the Chairman of the Human Resources Board, who is also a trustee of the Urdd, the recruitment campaign began in February 2022.

The Human Resources Board responsibilities include:

- Supporting the Chief Executive and Head of the Human Resources department to draw up a strategic plan to develop the workforce and approve the final version
- Supporting the attraction, retention and development of an inclusive workforce
- Providing guidance and support in specific areas of employment
- Providing recommendations to the Board of Trustees on Human Resources matter

Engagement with Stakeholders

The trustees acknowledge the support and contribution of a number of the charity's key internal stakeholders (members and volunteers of the Urdd) and external stakeholders (the public, supply partners, funders, local authorities, Welsh Government, suppliers, customers and sponsors).

During this year, the Urdd's involvement stakeholders was expanded, by providing shelter to Afghan refugees in the Cardiff Residential Centre. The Urdd was part of the Home Office's international campaign to support Afghan citizens who were fleeing and seeking asylum. This was facilitated by the Wales Strategic Immigration Partnership, the Welsh Government, and the local authorities

The Trustees remain committed to effective engagement of all stakeholders and are mindful that the Urdd's success depends on its ability to engage effectively, work together constructively and to take stakeholder views into account. The Trustees consider and discuss information from across the organisation to understand the impact of the Urdd operations and the interests and views of our key stakeholders. The Trustees also review financial and operational performance, as well as information covering areas such as key risks, legal and regulatory compliance.

**Report of the Trustees
for the year ended 31 March 2022**

Engagement with Stakeholders - continued

This information is provided to the Trustees through routine reports circulated in advance of each Board of Trustees meeting and via in person presentations by senior management and other staff when appropriate.

The Urdd's Governance structure is key to engaging with stakeholder. Regional Committees and Boards sit at regular intervals during the year. These consist of volunteers, members and other stakeholders and partners as well as a delegation of Trustees and staff and provide opinion, feedback and guidance to the Trustees providing opportunities for Trustees to engage directly with members and volunteers. To ensure an effective engagement through board, committees and sub-committees, a sub-group of Trustees was formed to review and revise the Governance of the Urdd.

The current Boards have been established to consider strategic matters:

- Human Resources
- Business
- Sports and Apprenticeships
- Eisteddfod and the Arts
- Residential Centres

Stakeholders receive a regularly newsletter update from the Chief Executive.

The Company is promoted to all stakeholders through media and public engagements by the Chair of Trustees, Urdd President and the Chief Executive.

In efforts to help ensure that the voice and interests of the Urdd's stakeholders are given due consideration and that Trustees are given the best possible opportunity to actively and positively engaging with the full range of its stakeholders, a number of practical steps have been taken, including:

- Amending the Urdd's governance system to include 5 Strategic Boards with the intention of modernizing and better reflecting the needs of its members
- Appoint 2 young Trustees under the age of 25
- Including young people on each of the strategic boards

The Impact of the Company's Operations on the Community and the Environment

The Trustees are committed to supporting the communities throughout Wales but give particular consideration to those regions where the Urdd's principal residential centres are located, and the Charity's responsibility as a local employer, a customer to local businesses as well as its environmental impact in those areas.

The Urdd is committed through its environmental policy to minimise its environmental impact by reducing both the carbon footprint of its activities and the natural resources it utilises. In January 2022, 'ECA Business Energy' was engaged to complete an audit of the Urdd's energy use and carbon emissions. As a result of this by 2050 the Urdd has committed reducing its carbon emissions by 97% and within 3% of Net Zero.

The Urdd supports communities, through local employment and the local supply chain. The Urdd contributes particularly to community cohesion by delivery a range of opportunities for young people and volunteers from the local communities in and around the Charity's main employment hubs.

Maintaining a Reputation for High Standards of Business Conduct.

The Board prides itself on its long history of honesty and integrity in its business dealings. It recognises the importance of operating a robust corporate governance framework. The Board of Trustees are actively reviewing its governance structures and intend adopting a modernised, robust governance structure that better reflects the scale of provision, turnover and staffing levels of the Charity.

The Need to Act Fairly Between Members

All Board members have completed a declaration of interest and a skills audit. This ensures that their skills knowledge and experiences are aligned to the Charity's objectives.

**Report of the Trustees
for the year ended 31 March 2022**

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
00263310 (England and Wales)

Registered Charity number
524481

Registered office
Adran Ariannol
Gwersyll Yr Urdd Glan Llyn
Llanuwchllyn, Y Bala
Gwynedd LL23 7ST

Trustees

Ms E C Davies
Mr D Davies, Chairman
Mr T D Jones
Mr G Morris
Mrs M Parry
Ms A Parry
Mr D Price
Mr R Tomos, (resigned 12th September 2022)
Mr I A Walters
Miss N Haf
Miss S Ff Dafydd
Mr G S Parry
Mrs N Bennett, Deputy Chairman
Ms G Davies

Abigail Williams ACA is the Charity's treasurer, but has not been appointed as either a Trustee nor Director.

Company Secretary
Ms A Parry

Auditors
Ashmole & Co.
Chartered Certified Accountants & Registered Auditors
18 High Street
Llanymddyfri
Sir Gaerfyrddin
SA20 0PU

Bankers
HSBC plc
19 Y Stryd Fawr
Aberystwyth
Ceredigion
SY23 1DE

Investment Managers
Canaccord Genuity Wealth Management
Anson House
1 Cae'r Llyn
Llandudno Junction
Conwy LL31 9LS

Principal Legal Advisors
Hugh James
Two Central Square
Caerdydd
CF10 1FS

Cwmni Urdd Gobaith Cymru

Report of the Trustees for the year ended 31 March 2022

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees (who are also the directors of Cwmni Urdd Gobaith Cymru for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

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

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

In so far as the trustees are aware:

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable Company's website.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 22 December 2022 and signed on the board's behalf by:



Dyfrig Davies – Chairman, Board of Trustees

**Report of the Independent Auditors to the Members of
Cwmni Urdd Gobaith Cymru**

Opinion

We have audited the financial statements of Cwmni Urdd Gobaith Cymru (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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 Report of the Independent Auditors 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 the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees including Strategic Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

**Report of the Independent Auditors to the Members of
Cwmni Urdd Gobaith Cymru**

Responsibilities of trustees

As explained more fully in the Statement of Trustees Responsibilities, the trustees (who are also the directors of the charitable company 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 charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our 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 a Report of the Independent Auditors 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.

Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the audit engagement team:

- Obtained an understanding of the nature of the industry and sector, including the legal and regulatory framework that the company operates in and how the company is complying with the framework;
- Inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instance of fraud;
- Discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures, we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, the Charities Act and the Companies Act 2006. We performed audit procedures to detect non-compliance which may have a material impact on the financial statements which included reviewing financial statements disclosures.

The audit engagement team identified the risk of management override of controls as the area where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included but were not limited to testing manual journal entries and other adjustments and evaluating the business rationale in relation to any significant, unusual transactions and transactions entered into outside the normal course of business.

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 Report of the Independent Auditors.

**Report of the Independent Auditors to the Members of
Cwmni Urdd Gobaith Cymru**

Use of our report

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



C H Llwyd FCA FCCA (Senior Statutory Auditor)
for and on behalf of Ashmole & Co
Chartered Certified Accountants & Registered Auditors
18 High Street
Llandovery
Carmarthenshire
SA20 0PU

Date: 23 December 2022

Note:

The maintenance and integrity of the Cwmni Urdd Gobaith Cymru website is the responsibility of the trustees; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements as presented on the website.

Cwmni Urdd Gobaith Cymru

Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
for the year ended 31 March 2022

	Note	Unrestricted funds £	Restricted funds £	Endowment funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	242,812	248,320	-	491,132	2,525,314
Charitable activities	5	4,495,036	6,227,094	-	10,722,130	6,832,061
Other trading activities	3	88,973	-	-	88,973	166,022
Investment income	4	35,514	-	9,756	45,270	37,555
TOTAL INCOME AND ENDOWMENTS		<u>4,862,335</u>	<u>6,475,414</u>	<u>9,756</u>	<u>11,347,505</u>	<u>9,560,952</u>
EXPENDITURE ON						
Raising funds	6	(40,613)	-	-	(40,613)	(48,137)
Charitable activities	7	<u>(4,914,041)</u>	<u>(3,694,179)</u>	<u>-</u>	<u>(8,608,220)</u>	<u>(6,803,796)</u>
TOTAL EXPENDITURE		<u>(4,954,654)</u>	<u>(3,694,179)</u>	<u>-</u>	<u>(8,648,833)</u>	<u>(6,851,933)</u>
Other gains and losses						
Net gains on investments		<u>244,388</u>	<u>-</u>	<u>19,380</u>	<u>263,768</u>	<u>783,021</u>
Net Income		<u>152,069</u>	<u>2,781,235</u>	<u>29,136</u>	<u>2,962,440</u>	<u>3,492,040</u>

**Statement of Comprehensive Income
for the year ended 31 March 2022**

	Unrestricted funds £	Restricted funds £	Endowment funds £	2022 Total funds £	2021 Total funds £
Net Income	152,069	2,781,235	29,136	2,962,440	3,492,040
Revaluation of freehold properties	(59,205)	-	-	(59,205)	-
Transfers between funds 22	9,703	-	(9,703)	-	-
Net movement in funds	<u>102,567</u>	<u>2,781,235</u>	<u>19,433</u>	<u>2,903,235</u>	<u>3,492,040</u>

RECONCILIATION OF FUNDS

Total funds brought forward	21,582,490	2,709,884	267,474	24,559,848	21,067,808
Net movement in funds	102,567	2,781,235	19,433	2,903,235	3,492,040
TOTAL FUNDS CARRIED FORWARD	<u>21,685,057</u>	<u>5,491,119</u>	<u>286,907</u>	<u>27,463,083</u>	<u>24,559,848</u>

CONTINUING OPERATIONS

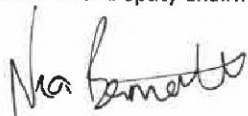
All income and expenditure has arisen from continuing activities

Balance Sheet
At 31 March 2022

	Note	Unrestricted funds £	Restricted funds £	Endowment funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS						
Intangible assets	13	60,984	-	-	60,984	32,049
Tangible assets	14	14,953,499	5,383,079	-	20,336,578	17,526,768
Investments	15	<u>3,836,157</u>	<u>-</u>	<u>286,907</u>	<u>4,123,064</u>	<u>3,863,825</u>
		18,850,640	5,383,079	286,907	24,520,626	21,422,642
CURRENT ASSETS						
Stocks	16	63,617	-	-	63,617	23,483
Debtors	17	1,295,279	-	-	1,295,279	513,005
Cash at bank		<u>4,074,115</u>	<u>108,040</u>	<u>-</u>	<u>4,182,155</u>	<u>4,036,497</u>
		5,433,011	108,040	-	5,541,051	4,572,985
CREDITORS						
Amounts falling due within one year	19	(2,598,594)	-	-	(2,598,594)	(1,435,779)
NET CURRENT ASSETS		<u>2,834,417</u>	<u>108,040</u>	<u>-</u>	<u>2,942,457</u>	<u>3,137,206</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>21,685,057</u>	<u>5,491,119</u>	<u>286,907</u>	<u>27,463,083</u>	<u>24,559,848</u>
NET ASSETS		<u>21,685,057</u>	<u>5,491,119</u>	<u>286,907</u>	<u>27,463,083</u>	<u>24,559,848</u>
FUNDS						
Unrestricted funds	22				21,685,057	21,582,490
Restricted funds:						
John and Rhys James Fund					16,800	16,800
John and Ceridwen Medal Grants					5,240	5,240
Capital Fund					86,000	-
					<u>5,383,079</u>	<u>2,687,844</u>
Endowment funds					5,491,119	2,709,884
					<u>286,907</u>	<u>267,474</u>
TOTAL FUNDS					<u>27,463,083</u>	<u>24,559,848</u>

The financial statements were approved by the Board of Trustees on 22 December 2022 and were signed on its behalf by:

Nia Bennett - Deputy Chairman, Board of Trustees



Cwmni Urdd Gobaith Cymru

**Cash Flow Statement
for the year ended 31 March 2022**

	Notes	2022 £	2021 £
Cash flows from operating activities:			
Cash generated from operations	1	3,210,581	4,104,475
Cash flows from investing activities:			
Purchase of intangible assets		(45,337)	(32,213)
Purchase of tangible fixed assets		(3,033,871)	(2,128,928)
Purchase of fixed asset investments		(59,965)	(239,800)
Sale of fixed asset investments		64,494	243,592
Interest received		-	700
Net cash used in investing activities		<u>(3,074,679)</u>	<u>(2,156,649)</u>
Cash flows from financing activities:			
Income attributable to endowment		<u>9,756</u>	<u>8,727</u>
Net cash provided by financing activities		<u>9,756</u>	<u>8,727</u>
Change in cash and cash equivalents in the reporting period		<u>145,658</u>	<u>1,956,553</u>
Cash and cash equivalents at the beginning of the reporting period	2	<u>4,036,497</u>	<u>2,079,944</u>
Cash and cash equivalents at the end of the reporting period	2	<u>4,182,155</u>	<u>4,036,497</u>

Notes to the Cash Flow Statement
for the year ended 31 March 2022

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022	2021
	£	£
Net income for the reporting period (as per the statement of financial activities)	2,962,440	3,492,040
Adjustments for:		
Amortisation charges	16,402	164
Depreciation charges	164,856	136,689
(Gain)/losses on investments	(263,768)	(783,021)
Loss on disposal of fixed assets	-	5,160
Interest received	-	(700)
Income attributable to endowment	(9,756)	(8,727)
Decrease/(increase) in current investments	-	896,943
(Increase)/decrease in stocks	(40,134)	7,158
(Increase)/decrease in debtors	(782,274)	265,854
Increase in creditors	1,162,815	92,915
Net cash provided by operating activities	<u>3,210,581</u>	<u>4,104,475</u>

2. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2022	2021
	£	£
Cash in hand and at bank	<u>4,182,155</u>	<u>4,036,497</u>
Total cash and cash equivalents	<u>4,182,155</u>	<u>4,036,497</u>

**Notes to the Financial Statements
for the year ended 31 March 2022**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

Going Concern

The Urdd's activities and future plans are set out in the Trustees Report. In their assessment of the appropriateness of the going concern basis, the Trustees have taken into account a range of factors including cash reserves, liquidity and anticipated demand for services in light of the effects of the Covid-19 pandemic.

As a result of Covid-19, income from the Urdd's traditional activities, especially the operation of the 3 residential centres, has been significantly lower than the levels prior to the pandemic for 2020/21 and 2021/22. However, a significant proportion of the reduction in income was offset by a combination of reduced expenditure as well as increased grant funding from other sources – principally Welsh Government and the Coronavirus Job Retention Scheme. The charity was also able to use its Cardiff Residential Centre to provide refuge for families from Afghanistan at a time where it was not possible for traditional residential courses by schools to be run at the centre at full capacity. In addition, the organisation has considerable financial resources which have been released from capital commitments following the doubling of capital investment by the Welsh Government's 21st Century Schools department in the Urdd's developments in Llangrannog and Glan-llyn.

As a consequence, the Trustees believe that the Charity is well-placed to manage its business risks through this current period of economic uncertainty and that there is a reasonable expectation that the Urdd has adequate resources to continue operating successfully for the foreseeable future. For these reasons they continue to adopt the going concern basis of accounts preparation.

Income

Income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably. Deferred income represents monies received for periods in the future and consequently released to income during the relevant period.

For legacies, entitlement is taken at the earlier of the date on which either, the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition has not been met, then the legacy is treated as a contingent asset and disclosed if material.

Donations are accounted when received by the charity. Tax reclaimed in respect of Gift aid is accounted for on an accrual basis. Tangible asset donations are included in the accounts at their market value. The charity also receives the benefit of work carried out by volunteers, the value of which cannot be quantified and therefore not recognised financially in the accounts.

Grant and service level agreement income are only recognised in the SOFA when the general income recognition criteria are met. In the case of performance related grants, income is only recognised to the extent that the charity has provided the specified goods and services. Capital grants are recorded in the Statement of Financial Activities in the year of receipt.

Membership subscriptions are treated as income for the provision of Charitable activities.

Investment income is recognised at the time the investment income is receivable. Investment return of Fixed Asset Investment Bond Accumulation Funds is not shown as investment income but is reflected in the price of each unit, and therefore reflected in the market value of the units at the year-end date.

Turnover is recorded net of any applicable VAT.

**Notes to the Financial Statements
for the year ended 31 March 2022**

1. ACCOUNTING POLICIES – continued**Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and includes non-recoverable VAT.

Allocation and apportionment of costs

Expenditure has been classified under headings that aggregate all cost related to the category. Where it is not possible to allocate them on this basis, i.e. the organisation's central costs, they have been allocated to charitable activities on the basis of income received by each cost centre. It is felt that this policy gives a fair reflection of the time spent centrally. Governance costs represent the cost of administering the charity and meeting constitutional and statutory requirements. The fund-raising cost represents the cost of running the sponsorship department and funds raised by sale of goods for specific products. The costs of operating leases are acknowledged annually in equal annual instalments over the period of the lease.

Intangible assets and amortisation

Intangible assets are stated at cost, net of amortisation and any provision for impairments.

Amortisation is provided at the following rates in order to write off the cost, less estimated residual value, of each asset on a straight-line bases over its estimated useful life as follows:

Software	4 years
----------	---------

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Long Leasehold Property	Straight line over the term of the lease
Plant and machinery	4% - 25% on cost and 5% on reducing balance
Motor vehicles	25% on reducing balance
Buildings	Straight line over 50 years on the difference between cost / valuation and the expected realisable value after 50 years

Further details on the policy not to depreciate freehold buildings is given in note 14.

Land is not subject to depreciation.

Cash at Bank and in hand

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

Current asset investments

Current asset investments represent funds invested in a term investment for a period of less than 12 months to maturity.

Financial instruments

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

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

**Notes to the Financial Statements
for the year ended 31 March 2022**

1. ACCOUNTING POLICIES – continued

General Funds

General funds comprise donations and income which is receivable or generated for charity objectives with no other specific purpose and therefore available as general funds. No external conditions are imposed on general funds and they are available for expenditure by the Charity in accordance with its objectives/intentions or to set aside for appropriate internal purposes.

Designated Funds

Designated funds are general funds earmarked by the trustees for special purposes.

Restricted Funds

Restricted funds represent monies received towards special purposes where conditions are attached to their expenditure. Expenditure relating to this objective has been charged to the fund, together with a fair proportion of administration and management costs.

Endowment Funds

Endowment funds represent contributions and bequests where the contributor has noted that the monies should be kept as capital. The income has been used in accordance with the terms of the endowments and included in the statement of financial activities.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

Pension costs and other post-retirement benefits

The company runs three pension schemes for eligible staff.

1. Some of the organisation's staff are members of the Teachers' Pension Scheme, which is a national statutory contributable, defined-benefits, unfunded scheme. It is administered by the Teachers' Pension Agency, an executive agency of the Department for Education and Employment. Pension costs have been assessed by the Government Actuary. The Charity contributed 23.68% (2021: 23.68%) of pensionable pay to the scheme for the year ended 31 March 2022, that is £20,282 (2021: £27,286). The cost has been recognised in the financial statements as and when due. This scheme has been closed to new members of staff since 2000.

2. For members who are not eligible to join the Teachers' Scheme, the Charity has arranged a defined-contribution pension scheme. The scheme is managed independently and the charity contributes 6% of pensionable pay.

3. A further scheme is in place that complies with the requirements of auto enrolment for members of staff who are not contributing into the above schemes.

All schemes are held separately from charity assets and the costs have been recognised in the Statement of Financial Activities in the period to which they relate. The cost for the year of schemes 2 and 3 was £221,141 (2021: £223,141).

Notes to the Financial Statements
for the year ended 31 March 2022

2. DONATIONS AND LEGACIES

	2022	2021
	£	£
General Grants	248,319	1,910,817
Donations	61,808	566,470
Legacies	181,005	48,027
	<u>491,132</u>	<u>2,525,314</u>

Voluntary income has been received in the form of general grants, donations, bequests and gifts and has been fully included in the financial statements as and when due. The value of service rendered by volunteers has not been included in the accounts.

The general grants income represents UK Government Job Retention Scheme funding in respect of furloughed employees. Donations in the previous reporting period included £518,702 of monies received from regional committees, comprising of money raised by the committees to be used on activities for young people within each region.

3. OTHER TRADING ACTIVITIES

	2022	2021
	£	£
Miscellaneous income	88,973	166,022
	<u>88,973</u>	<u>166,022</u>

Miscellaneous income relates to various incidental sundry incomes arising from the charity's activities that are not directly related to the main activity headings, e.g. rent, sponsorship, sale of promotional goods.

4. INVESTMENT INCOME

	2022	2021
	£	£
Investment portfolio income	45,270	36,855
Deposit account interest	-	700
	<u>45,270</u>	<u>37,555</u>

Investment income has been recognised when received.

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2022	2021
		£	£
Grants	Grants - Supporting charitable activities	6,217,094	5,960,281
Charitable activities	Llangrannog and Pentre Ifan residential centre	1,078,296	126,469
Charitable activities	Glan Llyn residential centre	789,796	142,957
Charitable activities	Cardiff residential centre	1,344,268	3,146
Charitable activities	Sports department	309,476	72,600
Charitable activities	Apprenticeship department	430,045	299,254
Charitable activities	Eisteddfod festival and department	250,290	153,000
Charitable activities	Magazines	78	4,743
Charitable activities	Youth and Community department	68,126	1,679
Charitable activities	Subscriptions and membership	234,661	67,932
		<u>10,722,130</u>	<u>6,832,061</u>

Notes to the Financial Statements - continued
for the year ended 31 March 2022

5. INCOME FROM CHARITABLE ACTIVITIES – continued

Grants received, included in the above, are as follows:

	2022	2021
	£	£
Welsh Government - Eisteddfod Grants	150,000	150,000
Welsh Local Government Association - Eisteddfod Grants	142,200	139,400
Welsh Government – Promote the Use of the Welsh Language	1,068,384	702,184
Welsh Government - Grant Scheme for National Voluntary Youth Organisations	135,764	132,101
Welsh Government - Cymraeg Pob Dydd Project	-	138,200
Welsh Government – Additional Revenue and Resilience Grants	-	1,810,123
Welsh Government – International	-	15,000
Welsh Government – Other Projects	193,940	7,000
Welsh Books Council	34,000	40,200
Local Organisations and Authorities	705,130	359,099
Sports Grants	799,280	413,934
Promoting Apprenticeships Scheme	100,000	157,500
Welsh Government & National Lottery - Capital Grants	2,228,566	1,861,890
UK Community Regeneration Fund	150,753	-
Garfield Weston Foundation – Capital Grant	150,000	-
Prince's Trust – Capital Grant	250,000	-
Sports Wales – Capital Grant	66,669	-
Joseph Rowntree Grant	-	33,650
Other Grants	42,408	-
	<u>6,217,094</u>	<u>5,960,281</u>

Grants, including those for the purchase of fixed assets, have been fully acknowledged in the Statement of Financial Activities as and when due.

6. RAISING FUNDS

Raising donations and legacies

	2022	2021
	£	£
Staff costs	36,084	13,851
Sundry costs	<u>4,529</u>	<u>34,286</u>
	<u>40,613</u>	<u>48,137</u>

7. CHARITABLE ACTIVITIES COSTS

	Direct costs	Support costs (See note 8)	Totals
	£	£	£
Llangrannog and Pentre Ifan residential centre	1,890,475	149,521	2,039,996
Glan Llyn residential centre	1,305,664	129,934	1,435,598
Cardiff residential centre	856,016	98,487	954,503
Sports department	1,324,589	172,603	1,497,192
Apprenticeship department	698,760	198,018	896,778
Eisteddfod festival and department	410,539	40,775	451,314
Magazines	51,984	8,233	60,217
Youth and community costs	<u>1,093,906</u>	<u>178,716</u>	<u>1,272,622</u>
	<u>7,631,933</u>	<u>976,287</u>	<u>8,608,220</u>

The support costs of the Urdd have been allocated to the charitable activities on the basis of a percentage of income.

Cwmni Urdd Gobaith Cymru

**Notes to the Financial Statements - continued
for the year ended 31 March 2022**

8. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Wages	686,347	-	61,164	747,511
Social security	82,131	-	7,391	89,522
Pensions	40,037	-	3,670	43,707
Repairs and renewals	14,413	-	-	14,413
Professional fees	-	-	54,752	54,752
Auditors' remuneration	-	-	8,000	8,000
Bank charges	-	18,382	-	18,382
	<u>822,928</u>	<u>18,382</u>	<u>134,977</u>	<u>976,287</u>

9. NET INCOME

Net income is stated after charging:

	2022	2021
	£	£
Auditors' remuneration	9,500	8,000
Auditors' remuneration – non audit	8,500	-
Amortisation	16,402	164
Depreciation - owned assets	164,856	139,689
Rent	75,615	73,605
Loss on disposal of fixed asset	-	5,160
	<u>-</u>	<u>5,160</u>

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses

The charity reimbursed various trustees for general expenses (e.g. travel to meetings etc) totalling £nil during the year (2021: £nil).

Cwmni Urdd Gobaith Cymru

Notes to the Financial Statements – continued
for the year ended 31 March 2022

11. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	4,455,653	4,696,236
Social security costs	368,564	332,247
Other pension costs	221,141	223,141
	<u>5,045,358</u>	<u>5,251,624</u>

The average monthly number of employees during the year was as follows:

	2022	2021
Charitable activities	206	237
Cost of generating funds	1	1
Administration and management	8	10
	<u>215</u>	<u>248</u>

During the year, one members of staff earned between £60,000 and £70,000 (2021: one), and one employee earned between £80,000 and £90,000 (2021: one). These figures are based on gross salary.

During the year no redundancy costs incurred (2021: £354,869).

Cost of Key Staff

Together with the Chief Executive the Urdd has a number of heads of department who form the Senior Management Team which is responsible for managing the day-to-day activities of the charity. Total payments made to the Senior Management Team are shown below:

	2022	2021
	£	£
Gross salary	466,380	510,772
Employer's national insurance	54,291	57,690
	<u>520,671</u>	<u>568,462</u>

Notes to the Financial Statements – continued
for the year ended 31 March 2022

12. PRIOR YEAR FINANCIAL STATEMENTS

	Note	Unrestricted funds £	Restricted funds £	Endowment funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	614,497	1,910,817	-	2,525,314
Charitable activities	5				
Grants – Supporting charitable activities		1,663,000	4,297,281	-	5,960,281
Llangrannog and Pentre Ifan residential centre		126,469	-	-	126,469
Glan Llyn residential centre		142,957	-	-	142,957
Cardiff residential centre		3,146	-	-	3,146
Sports department		72,600	-	-	72,600
Apprenticeship department		299,254	-	-	299,254
Eisteddfod festival and department		143,000	10,000	-	153,000
Magazines		4,743	-	-	4,743
Youth and Community department		1,679	-	-	1,679
Subscriptions and membership		67,932	-	-	67,932
Other trading activities	3	166,022	-	-	166,022
Investment income	4	28,828	-	8,727	37,555
Total		3,334,127	6,218,098	8,727	9,560,952
EXPENDITURE ON					
Raising funds	6	48,137	-	-	48,137
Charitable activities					
Llangrannog and Pentre Ifan residential centre		854,445	695,234	-	1,549,679
Glan Llyn residential centre		614,749	487,729	-	1,102,478
Cardiff residential centre		194,304	86,038	-	280,342
Sports department		21,490	809,429	-	830,919
Apprenticeship department		332,637	280,686	-	613,323
Eisteddfod festival and department		39,766	712,974	-	752,740
Magazines		26,215	68,085	-	94,300
Youth and community costs		280,982	1,299,033	-	1,580,015
Total		1,658,251	1,778,890	54,899	3,492,040
Net gains/(losses) on investments		736,849	-	46,172	783,021
NET INCOME / (EXPENDITURE)		1,658,251	1,778,890	54,899	3,492,040
Transfers between funds	22	8,674	-	(8,674)	-
Net movement in funds		1,666,925	1,778,890	46,225	3,492,040
RECONCILIATION OF FUNDS					
Total funds brought forward		19,915,565	930,994	221,249	21,067,808
TOTAL FUNDS CARRIED FORWARD		21,582,490	2,709,884	267,474	24,559,848

Notes to the Financial Statements - continued
for the year ended 31 March 2022

13. INTANGIBLE ASSETS

	Computer Software £	Totals £
COST		
At 1 April 2021	32,213	32,213
Additions	<u>45,337</u>	<u>45,337</u>
At 31 March 2022	<u>77,550</u>	<u>77,550</u>
ACCUMULATED AMORTISATION		
At 1 April 2021	164	164
Charge for the year	<u>16,402</u>	<u>16,402</u>
At 31 March 2022	<u>16,566</u>	<u>16,566</u>
NET BOOK VALUE		
At 31 March 2022	<u>60,984</u>	<u>60,984</u>
At 31 March 2021	<u>32,049</u>	<u>32,049</u>

Notes to the Financial Statements - continued
for the year ended 31 March 2022

14. TANGIBLE FIXED ASSETS

	Freehold property £	Long leasehold £	Plant and machinery £	Motor vehicles £	Totals £
COST OR VALUATION					
At 1 April 2021	16,361,680	300,000	1,507,746	129,588	18,299,014
Additions	2,904,552	-	129,319	-	3,033,871
Revaluations	(59,205)	-	-	-	(59,205)
At 31 March 2022	<u>19,207,027</u>	<u>300,000</u>	<u>1,637,065</u>	<u>129,588</u>	<u>21,273,680</u>
DEPRECIATION					
At 1 April 2021	-	24,300	651,284	96,662	772,246
Charge for year	-	1,500	155,124	8,232	164,856
At 31 March 2022	-	<u>25,800</u>	<u>806,408</u>	<u>104,894</u>	<u>937,102</u>
NET BOOK VALUE					
At 31 March 2022	<u>19,207,027</u>	<u>274,200</u>	<u>830,657</u>	<u>24,694</u>	<u>20,336,578</u>
At 31 March 2021	<u>16,361,680</u>	<u>275,700</u>	<u>856,462</u>	<u>32,926</u>	<u>17,526,768</u>

The freehold property (Land and buildings) of the Urdd were professionally revalued in September 2022 at £19,207,027 by Rhys Davies MRICS, FAAV, N.Sch of R G Jones, Farmers Marts, Dolgellau.

The cost of freehold property that would be recognised in the financial statements had they not been revalued would be £19,392,865 (2021: £16,488,313).

Leasehold buildings are included at their original cost and depreciated over the period of the lease.

The Trustees are of the opinion that depreciating the freehold property (land and buildings) would not result in an accurate representation of the said properties, this being due to the continuous investment, by way of repairs and maintenance. The Trustees acknowledge that an accounting policy not to depreciate the freehold property is a departure from the Companies Act 2006, and hence have adopted the alternative provisions therein to state assets held as freehold property on a revaluation basis. Under this basis, the Trustees are committed to ensuring that revaluations should be made with sufficient regularity to ensure that the carrying amount of the revalued fixed assets do not differ materially from that which would be determined using a 'value in use' basis for the residential centres and 'fair value' for other properties, at the balance sheet date. In addition, the carrying value of freehold properties are reviewed at each reporting period date to determine whether there is any indication of impairment. If such an indication exists, the asset recoverable amount is estimated. The recoverable amount of an asset is the greater of its net selling price and its value in use. At 31st March 2022, the Trustees are of the opinion that the Fair value of freehold buildings is currently reported value.

Notes to the Financial Statements - continued
for the year ended 31 March 2022

15. FIXED ASSET INVESTMENTS

	Listed investments £	Investment Property £	Totals £
MARKET VALUE			
At 1 April 2021	3,513,825	350,000	3,863,825
Additions	59,965	-	59,965
Disposals	(39,327)	-	(39,327)
Net movement of cash holding within investment	(25,167)	-	(25,167)
Revaluations	263,768	-	263,768
At 31 March 2022	<u>3,773,064</u>	<u>350,000</u>	<u>4,123,064</u>
NET BOOK VALUE			
At 31 March 2022	<u>3,773,064</u>	<u>350,000</u>	<u>4,123,064</u>
At 31 March 2021	<u>3,513,825</u>	<u>350,000</u>	<u>3,863,825</u>

The majority of investments are in the UK. Any foreign investments are generally low value and held within the Canaccord Genuity investment portfolio.

The charity has investments in M&G Charifund and Blackrock Charishare representing 45.6% (2021: 44.6%) and 7.5% (2021: 7.4%) respectively of the total investment portfolio.

The market value of investments held in the Canaccord Genuity portfolio was £1,452,400 (2021: £1,421,152).

Fixed asset investments have been recognised at their market value as at balance sheet date. The investments have been revalued and any gain or loss in their value has been recognised in the Statement of Financial Activities.

Analysis of investments:

	2022 £	2021 £
Cash or cash equivalents	28,645	53,809
Listed investments	<u>3,744,419</u>	<u>3,460,016</u>
	<u>3,773,064</u>	<u>3,513,825</u>

The cost of the investments is as follows:

	2022 £	2021 £
Historical cost of investments as at 31 March	1,326,799	1,326,799

16. STOCKS

	2022 £	2021 £
Stocks	<u>63,617</u>	<u>23,483</u>

Notes to the Financial Statements - continued
for the year ended 31 March 2022

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade debtors	778,824	142,391
Other debtors	36,953	107,683
Accrued income	128,000	-
Prepayments	351,502	262,931
	<u>1,295,279</u>	<u>513,005</u>

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Other loans (see note 21)	28,255	20,020
Trade creditors	670,583	216,252
Social security and other taxes	214,367	129,071
Other creditors	66,873	63,418
Deferred income	1,220,878	789,639
Accrued expenses	164,171	110,848
Payments in advance	233,467	106,531
	<u>2,598,594</u>	<u>1,435,779</u>

20. LOANS

An analysis of the maturity of loans is given below:

	2022	2021
	£	£
Amounts falling due within one year on demand:		
Other loans	<u>28,255</u>	<u>20,020</u>
	<u>28,255</u>	<u>20,020</u>

Other loans relate to loans to the Charity from various of the regional groups on which interest is paid at a rate of 0.5% above base rate.

Notes to the Financial Statements - continued
for the year ended 31 March 2022

21. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2022 £	2021 £
Within one year	5,831	6,394
Between one and five years	<u>3,928</u>	<u>9,759</u>
	<u>9,759</u>	<u>16,153</u>

The future operating lease commitments are not included in the financial statements.

22. MOVEMENT IN FUNDS

	At 1/4/21 £	Net income £	Revaluation of freehold properties £	Transfers between funds £	At 31/3/22 £
Unrestricted funds					
General fund	21,582,490	152,069	(59,205)	9,703	21,685,057
Restricted funds					
John and Rhys James Fund	16,800	-	-	-	16,800
John and Ceridwen Medal	5,240	-	-	-	5,240
Grants	-	86,000	-	-	86,000
Capital Fund	<u>2,687,844</u>	<u>2,695,235</u>	-	-	<u>5,383,079</u>
	2,709,884	2,781,235	-	-	5,491,119
Endowment funds					
County Cup Fund	137,587	17,141	-	(4,700)	150,028
Corwen Home Fund	4,477	554	-	(228)	4,803
Art and Craft Fund	2,989	370	-	(152)	3,207
Glesni Evans Fund	3,416	423	-	(174)	3,665
Olwen Griffiths Fund	13,290	1,747	-	(397)	14,640
Ethleen Thomas Fund	1,796	142	-	(52)	1,886
Olwen Phillips / Pam Weaver Fund	4,816	640	-	(151)	5,305
Sim Davies Fund	17,445	1,358	-	(504)	18,299
Rhian Criddle Fund	2,109	-	-	53	2,162
Sharon Bonds Fund	1,058	(54)	-	(21)	983
Pendyrus Fund	16,008	1,531	-	(618)	16,921
Dr D Davies Fund	<u>62,483</u>	<u>5,284</u>	-	<u>(2,759)</u>	<u>65,008</u>
	267,474	29,136	-	(9,703)	286,907
TOTAL FUNDS	<u>24,559,848</u>	<u>2,962,440</u>	<u>(59,205)</u>	<u>-</u>	<u>27,463,083</u>

Notes to the Financial Statements - continued
for the year ended 31 March 2022

22. MOVEMENT IN FUNDS – continued

Net income, included in the above are as follows:

	Incoming resources	Resources expended	Gains and losses	Movement in funds
	£	£	£	£
Unrestricted funds				
General fund	4,862,335	(4,954,654)	244,388	152,069
Restricted funds				
John and Rhys James Fund	10,000	(10,000)	-	-
Sports Projects	799,280	(721,280)	-	78,000
Apprenticeship Projects	100,000	(100,000)	-	-
Local Councils / Institutions Grants	847,330	(839,330)	-	8,000
Welsh Government	1,548,088	(1,548,088)	-	-
Welsh Books Council	34,000	(34,000)	-	-
UK Community Recovery Fund	150,753	(150,753)	-	-
Other Grants	42,409	(42,409)	-	-
UK Government Job Retention Scheme	248,319	(248,319)	-	-
Capital Fund	2,695,235	-	-	2,695,235
	6,475,414	(3,694,179)	-	2,781,235
Endowment funds				
County Cup Fund	4,700	-	12,441	17,141
Corwen Home Fund	228	-	326	554
Art and Craft Fund	152	-	218	370
Glesni Evans Fund	174	-	249	423
Olwen Griffiths Fund	397	-	1,350	1,747
Ethleen Thomas Fund	52	-	90	142
Olwen Phillips / Pam Weaver Fund	151	-	489	640
Sim Davies Fund	504	-	854	1,358
Rhian Criddle Fund	-	-	-	-
Sharon Bonds Fund	21	-	(75)	(54)
Pendyrus Fund	618	-	913	1,531
Dr D Davies Fund	2,759	-	2,525	5,284
	9,756	-	19,380	29,136
TOTAL FUNDS	<u>11,347,505</u>	<u>(8,648,833)</u>	<u>263,768</u>	<u>2,962,440</u>

Notes to the Financial Statements - continued
for the year ended 31 March 2022

22. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds (i.e. for the prior year ended 31 March 2021)

	At 1/4/20 £	Net movement in funds £	Transfers between funds £	At 31/3/21 £
Unrestricted funds				
General fund	19,915,565	1,658,251	8,674	21,582,490
Restricted funds				
John and Rhys James Fund	6,800	10,000	-	16,800
John and Ceridwen Medal	5,240	-	-	5,240
Apprentices Projects	45,000	(45,000)	-	-
Welsh Government	48,000	(48,000)	-	-
Capital Fund	825,954	1,861,890	-	2,687,844
	930,994	1,778,890	-	2,709,884
Endowment funds				
County Cup Fund	109,841	31,787	(4,041)	137,587
Corwen Home Fund	3,635	1,038	(196)	4,477
Art and Craft Fund	2,426	694	(131)	2,989
Glesni Evans Fund	2,773	793	(150)	3,416
Olwen Griffiths Fund	11,036	2,643	(389)	13,290
Ethleen Thomas Fund	1,591	259	(54)	1,796
Olwen Phillips / Pam Weaver Fund	3,999	993	(176)	4,816
Sim Davies Fund	15,481	2,495	(531)	17,445
Rhian Criddle Fund	2,056	-	53	2,109
Sharon Bonds Fund	1,076	(18)	-	1,058
Pendyrus Fund	13,652	2,905	(549)	16,008
Dr D Davies Fund	53,683	11,310	(2,510)	62,483
	221,249	54,899	(8,674)	267,474
TOTAL FUNDS	<u>21,067,808</u>	<u>3,492,040</u>	<u>-</u>	<u>24,559,848</u>

Notes to the Financial Statements - continued
for the year ended 31 March 2022

22. MOVEMENT IN FUNDS - continued

Comparative net movement in funds (i.e. for the prior year ended 31 March 2021), included in the above are as follows:

	Incoming resources	Resources expended	Gains and losses	Movement in funds
	£	£	£	£
Unrestricted funds				
General fund	3,334,127	(2,412,725)	736,849	1,658,251
Restricted funds				
John and Rhys James Fund	10,000	-	-	10,000
Sports Projects	413,934	(413,934)	-	-
Apprentices Projects	157,500	(202,500)	-	(45,000)
Local Councils / Institutions Grants	498,499	(498,499)	-	-
Welsh Government	1,291,608	(1,339,608)	-	(48,000)
Welsh Books Council	40,200	(40,200)	-	-
Other Grants	33,650	(33,650)	-	-
UK Government Job Retention Scheme	1,910,817	(1,910,817)	-	-
Capital Fund	1,861,890	-	-	1,861,890
	6,218,098	(4,439,208)	-	1,778,890
Endowment funds				
County Cup Fund	4,041	-	27,746	31,787
Corwen Home Fund	196	-	842	1,038
Art and Craft Fund	131	-	563	694
Glesni Evans Fund	150	-	643	793
Olwen Griffiths Fund	389	-	2,254	2,643
Ethleen Thomas Fund	54	-	205	259
Olwen Phillips / Pam Weaver Fund	176	-	817	993
Sim Davies Fund	531	-	1,964	2,495
Rhian Criddle Fund	-	-	-	-
Sharon Bonds Fund	-	-	(18)	(18)
Pendyrus Fund	549	-	2,356	2,905
Dr D Davies Fund	2,510	-	8,800	11,310
	8,727	-	46,172	54,899
TOTAL FUNDS	<u>9,560,952</u>	<u>(6,851,933)</u>	<u>783,021</u>	<u>3,492,040</u>

**Notes to the Financial Statements - continued
for the year ended 31 March 2022**

22. MOVEMENT IN FUNDS - continued**Purpose of restricted funds**

The endowment funds represent contributions and bequests where the contributor has noted that the money should be retained as capital. The income has been used in accordance with the terms of the endowments and included in the Statement of Financial Activities.

Buildings & equipment fund	This fund represents capital grants received towards charity premises and equipment. Each year, the grants are released to the general fund, by way of a transfer, in equal annual instalments according to the rate of depreciation where appropriate. This fund was transferred to General Unrestricted funds at 31st March 2022 as it was considered that restrictions no longer apply in respect of these reserves.
John & Ceridwen Hughes Medal	A gift was received to be used to create and present a special annual award for the outstanding work in the youth work sector.
Sports Projects	These projects have been financed by Sport Wales and the Welsh Government. The money has been used to purchase equipment and appoint sports officers, including staging Gemau Cymru annually.
John & Rhys James Fund	An annual gift is received from the Pantyfedwen Trust and allocated to County Committees and to the Surrounding Areas to promote local Urdd Eisteddfodau.
Cymraeg Pob Dydd Project	A project which extends the use of Welsh as a second language outside the classroom in English-medium schools.
Youth Officers	Various projects which focus on informal learning/extracurricular interests outside school hours, to ensure the social use of Welsh.
Youth Theatre	The company offers opportunities to the youth of Wales, between 14 and 20 years of age, to perform in a musical production, partly funded by the Arts Council of Wales. Although the theatre was not run during the reporting period, it will re-commence in 2022/23.
Local Councils/Institutions Grants Welsh Government	Support in funding core regional work and joint projects with other institutions. The main grant in supporting the core work of the Urdd, to enable us to fulfil targets in strategic areas promoting Welsh to children and young people.
Welsh Books Council Promoting Apprenticeships Scheme	Support in funding the publication of magazines
UK Community Recovery Fund	Support in funding the costs of providing training to apprentices through the medium of Welsh in Sports, open air activities and childcare
UK Government Job Retention Scheme	Support for train outdoor training instructors in Gwynedd, as well as capital work to develop a campsite at the Glan Llyn residential centre.
Capital Fund	Support in funding for the costs of furloughed employees.
	This represents grant funding for capital projects which remain under restriction as at the balance sheet date.

23. CAPITAL COMMITMENTS

	2022	2021
	£	£
Contracted but not provided for in the financial statements	<u>606,771</u>	<u>2,929,657</u>

At the year end, a total of £606,771 had been contracted to be spent on capital works and repairs (2021: £2,929,657).

24. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2022, nor for the preceding year.

Notes to the Financial Statements - continued
for the year ended 31 March 2022

25. FINANCIAL INSTRUMENTS

The carrying value of the financial assets and liabilities include:

	2022	2021
	£	£
Financial assets that are debt instruments measured at amortised cost		
Fixed asset investments	4,123,064	3,863,825
Trade debtors	778,824	142,391
Other debtors	36,953	107,683
Cash at bank	4,182,155	4,036,497
Financial assets that are debt instruments measured at amortised cost		
Other loans	(28,255)	(20,020)
Trade creditors	(670,583)	(216,252)
Other creditors	(66,873)	(63,418)
Deferred income	(1,220,878)	(789,639)
Accrued expenses	(164,171)	(110,848)
Payments in advance	(233,467)	(106,531)