

THE CITIZENSHIP FOUNDATION

England & Wales · Charity number 801360

Details

Other names CITIZENSHIP FOUNDATION, Young Citizens

Status Registered

Legal form Charitable company

Company number [02351363](#)

Registered 1989-04-11

Register [View on the Charity Commission register](#)

Contact

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Activities

Objects: TO PROMOTE GOOD CITIZENSHIPS FOR THE PUBLIC BENEFIT AND FOR THAT PURPOSE TO ADVANCE THE ACTIVE UNDERSTANDING OF LAW, POLITICS, SOCIOLOGY, RELIGION AND MORALS, COMMERCE, INDUSTRY, THE ARTS, ECOLOGY AND OTHER SUBJECTS IN SO FAR AS LIKELY TO BE CONDUCIVE TO GOOD CITIZENSHIP.

Activities: The Citizenship Foundation is an independent education and participation charity that encourages and enables individuals to engage in democratic society. We want a fair, inclusive and cohesive society. We want a democracy in which people have the knowledge, skills and confidence to take part in and drive change as effective citizens, both as individuals and communities.

Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Other Charitable Activities
- **What:** Education/training
- **Who:** Children/young People, Other Defined Groups, The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£715,172	£747,664	£328,359	13
2024-03-31	£865,909	£1,023,633	£360,851	23
2023-03-31	£825,317	£936,968	£518,575	20
2022-03-31	£817,953	£878,239	£630,226	19
2021-03-31	£845,409	£808,754	£690,512	15

Trustees

Name	Role	Appointed
Rebecca Kate Earnshaw	Chair	2023-10-04
Alison Kennell		2023-10-04
Emma Katherine Wilson		2023-10-04
Niall Joseph Hunt		2023-10-04
Orla Margaret McKeon-Carter		2023-06-01

THE CITIZENSHIP FOUNDATION

England & Wales - Charity number 801360

Accounts



The Citizenship Foundation trading as Young Citizens

Trustees' Annual Report and Accounts

Year ending 31st March 2025

Registered charity number: 801360 Registered company number: 2351363

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About Young Citizens

Young Citizens is a UK charity enabling state schools and colleges to deliver active citizenship education for children and young people.

Founded in 1989 by Lord Phillips OBE and a group of democracy education experts, we believe citizenship should play a part in every young person's education before leaving school to help them thrive in and contribute to society today.

From ready-made lesson plans to immersive programmes, we help teachers offer engaging yet flexible learning experiences – both as part of the required curriculum and beyond.

What we do

Young Citizens offers accessible, flexible curriculum-linked citizenship education programmes for both primary school and secondary school students across the UK. We focus on supporting state schools, particularly those in areas of low civic participation. Our work helps make essential lessons and projects on democracy, the law, media literacy, economics and community engagement possible in busy school environments.

We specialise in designing learning interventions that bring citizenship to life, connecting young people to institutions, professionals and their communities. This ensures that learning is relevant, real world and impactful. Our programmes include the Mock Trial Competitions, Citizenship Workshops and the Make a Difference Challenge, alongside a trusted library of lesson and assembly plans.

Our approach is rooted in active citizenship. We aim to help young people build knowledge of key issues such as human rights, democracy and media literacy, while also developing critical skills including oracy, resilience, teamwork and respect. We empower children and young people to act locally while thinking nationally and globally.

Introduction from Chair of Trustees and Chief Executive

This year, Young Citizens has continued to develop and adapt in response to the challenges facing our democracy. Thirty-six years since our founding, the need for our work has only become clearer. In a time of political division, low trust and widespread uncertainty, young people need the skills, confidence and opportunities to participate in shaping the world around them. That is what drives us every day.

Our Lighting the Spark strategy, launched in 2023, sets out our vision to make citizenship learning accessible, practical and inspiring. Over the past year, we have refined our focus to ensure we are delivering where we can make the greatest difference.

In 2024–25, our priorities were to:

1. Work exclusively with state schools and colleges
2. Deepen our specialism in active citizenship
3. Build sustained, whole-school partnerships

This focus has allowed us to bring our programmes together into a more connected and impactful offer. Schools are at the heart of this work - helping young people learn about democracy, rights and responsibility through hands-on experiences like the Mock Trials and Make a Difference Challenge. From autumn 2025, these will be delivered through a new, more structured support model that helps schools embed citizenship learning across the whole community.

Our reach continues to be significant. This year, we worked directly with more than 9,000 young people and reached over 250,000 more through our lesson and assembly libraries. Over 1,500 volunteers from law, media, business and politics shared their expertise to bring citizenship learning to life.

Highlights include:

- **The Big Legal Lesson:** 92% of teachers said students gained a stronger understanding of the rule of law.
- **Confidence and skills:** Three in four students felt more able to play an active role in society.
- **Youth voice in policy:** Through the Youth Shadow Curriculum Review, we helped ensure young people's experiences shaped national education policy.
- **Election engagement:** Over 2,000 teachers downloaded our democracy resources during the general election period.

We have also strengthened our organisation - streamlining our structure, improving digital systems and diversifying our income to ensure long-term sustainability.

Looking ahead, our focus is on embedding citizenship learning from primary age, growing our democracy and media literacy work, and reaching more under-served communities. With the continued support of our partners, teachers and volunteers, we are helping to build a more informed, confident and connected generation of young citizens.

Beccy Earnshaw, Interim Chair of the Board of Trustees |

Ashley Hodges, Chief Executive

Our year in numbers

Our Reach in 2024-25

Over **2,500** teachers have downloaded our classroom teaching resources.

250,000+ children and young people benefitted from our classroom resources.

75,000+ children and young people took part in The Big Legal Lesson 2025 in England and Wales.

1,139 students engaged in our immersive Citizenship Workshops.

6,334 students competed in our Mock Trials.

38,000+ children reached through our primary library and youth-led social action.

Impact for children and young people

As a result of young people engaging with our immersive programmes:

92% better understand their rights and responsibilities as citizens.

89% better understand the role government plays in the economy.

84% gain a better understanding of the law and how it applies to their lives.

3 in 4 feel more confident and capable of engaging as active citizens.

3 in 4 have increased confidence in accessing the legal system in the future.

Importantly, **their teachers agree:**

92% report that their students are better able to appreciate and respect other people's points of view.

91% see an improvement in working collaboratively.

83% report that students are more confident in their ability to engage with our legal system to make a more positive contribution to society.

"Young Citizens is the first place I look when faced with a new and tricky topic."

Primary School Teacher

Report of the Trustees

Objectives

The Citizenship Foundation is a public benefit entity. The main object of our charity, as stated in the Memorandum of Association, is to "promote good citizenship for the public benefit by advancing active understanding of law and politics, religion and morals, commerce, industry, the arts, ecology, sociology, and any other subjects insofar as they are likely to be conducive to good citizenship".

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit and have regard to it when reviewing the Foundation's aims and objectives and in planning and determining future activities.

Our vision

A society where people are empowered to shape their communities and institutions to enable a thriving democracy.

Our mission

To provide learning experiences that light the spark of active citizenship for children and young people.

Our values

- We empower others so they can contribute and participate effectively for a stronger society.
- We believe empathy, compassion and building connections are key to being inclusive.
- We are committed to creating positive change and are ambitious in our goals.
- We consider our impact on others, including those we may never meet, to create a world for all and a more sustainable future.
- We collaborate to learn from one another, develop and amplify expertise and fuel collective impact.

Our approach

Founded by educationalists, Young Citizens has developed a distinctive approach to citizenship education that is rooted in real-world relevance, accessibility and impact. Our programmes and resources are designed to raise the quality of citizenship learning and make it more practical and engaging for teachers across a wide range of school contexts.

We believe effective citizenship education must go beyond abstract concepts; it must give young people the chance to experience citizenship in action - to question, participate, and influence the world around them. This journey starts early, when children are forming their values and sense of identity. By helping them understand how society works and how they can play a part in it, we lay the foundations for informed, confident and active participation in secondary school and beyond. This approach is central to building an inclusive, resilient democracy where individuals have the skills and confidence to respond to the challenges of the 21st century.

Every Young Citizens programme is designed to build three essential dimensions of citizenship:

1. Knowledge and Understanding

We provide age-appropriate learning experiences that help children and young people understand their rights and responsibilities, democratic institutions, the justice system, economic life and key social themes such as sustainability, equality and digital literacy. Our content is flexible, relevant and aligned with national curricula across the UK.

2. **Skills for Participation**

Citizenship must be lived, not just learned. Our programmes enable young people to develop practical civic skills—critical thinking, communication, advocacy, collaboration and decision-making—through both classroom learning and immersive experiences.

3. **Motivation to Act**

Our work fosters the values and dispositions that underpin civic engagement: empathy, belonging, resilience, a sense of responsibility, belief in one's ability to make a difference and a commitment to democratic principles. We aim to cultivate not just informed individuals, but motivated changemakers.

These three elements form the heart of our Theory of Change and guide all our educational design. Together, they reflect our belief that citizenship education should be immersive, inclusive and empowering—preparing young people to shape their communities and strengthen our democracy.

Our strategy

In 2023, we launched our five-year strategy, *Lighting the Spark*, setting out our vision through to 2028. Demand from schools continues to rise as challenges to democracy, social cohesion and institutional trust deepen. The digital age, the cost-of-living crisis and growing social polarisation all shape young people's experiences and sense of belonging. Active citizenship education - encompassing information literacy, democratic understanding and the ability to engage constructively across differences - has a vital role to play in addressing these issues.

Lighting the Spark was developed in response to clear evidence of inequality in access to high-quality citizenship education across the UK. Our strategy sets out four core aims to drive improvement and deliver our mission:

- **Accessible:** Increasing access to citizenship education for under-served groups in state schools and colleges.
- **Connected:** Creating opportunities that connect young people to their communities and to the institutions that shape their lives.
- **Relevant:** Ensuring young people have a voice in shaping and valuing citizenship education.
- **Championed:** Building the case for investment in citizenship education through evidence, convening and advocacy.

In the second year of our strategy, we have refined our focus to deepen our impact where the need and potential benefit are greatest. Our priorities are to:

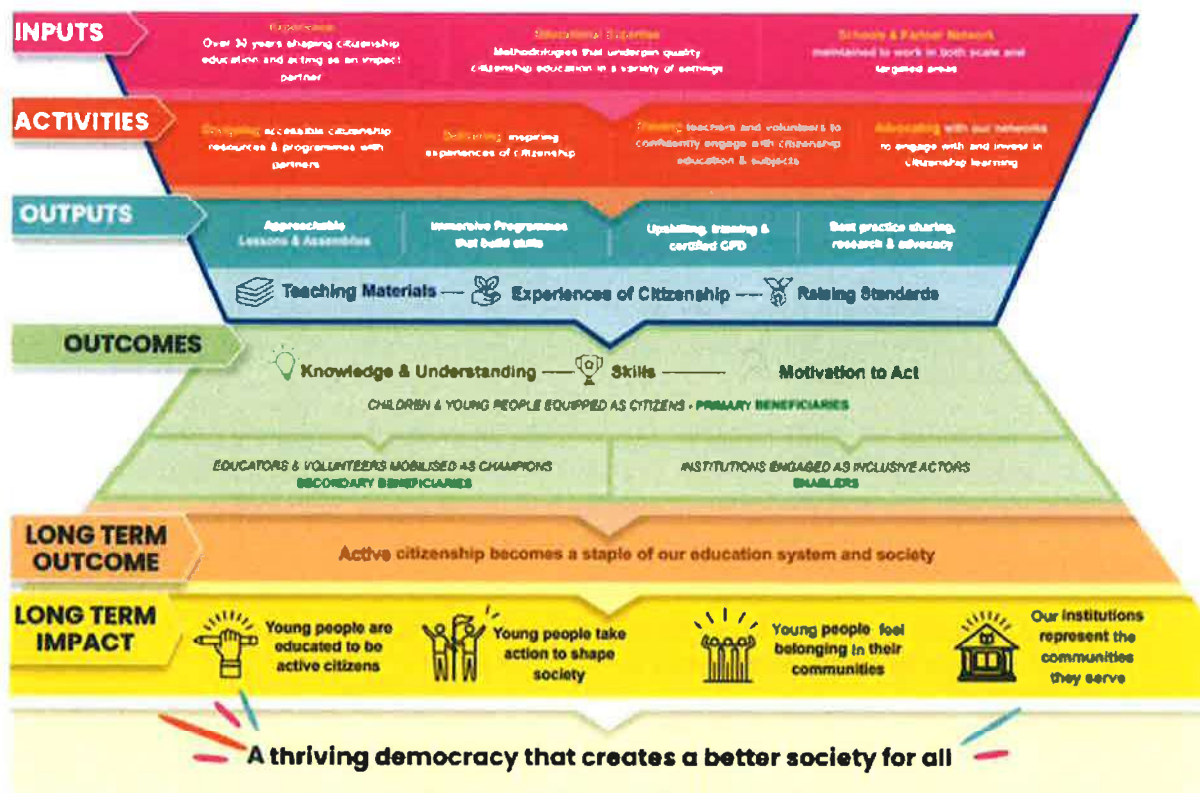
- Anchor our work around our immersive programmes - such as Mock Trials and Citizenship Workshops, that build civic skills and mobilise institutions as active partners in education.
- Embed active citizenship through multi-year engagement with school leaders, helping citizenship learning become a core part of whole-school culture and practice.
- Target state schools serving pupils aged 5-18 in under-resourced areas of lower democratic participation, where our programmes can have the greatest long-term effect.

Our immersive programmes remain the backbone of how we deliver our mission. They bring citizenship to life by connecting young people directly with institutions that shape society—from courts and banks to government and technology sectors—making civic life tangible, relevant and

inspiring. We are now entering the next three-year phase, focused on embedding quality and consistency across our work in state schools and colleges.

Theory of Change

Below shows how our programmes help achieve our desired outcomes of developing the knowledge, skills and confidence of young people to participate in society.



Activities of the Charity

The charity's services are made up of programmatic areas that allow us to support tens of thousands of teachers each year across the UK. These range from easy-access and free opportunities to help them enhance their teaching of citizenship education to immersive citizenship learning offers that support their children and young people in developing as active young citizens.

Whilst this report is for the financial year ending March 2025, the below metrics **on participation represent the 2024-25 academic year.**

Online lesson and assembly library

For 18 years, the charity has offered an online digital library of classroom lessons and assemblies to aid the teaching of citizenship education. Created by our expert education team, these allow for flexible, diverse use for a wide range of teachers both within and outside of formal citizenship classes – such as lessons on the economy, media literacy and sustainability. This is made up of our long-standing Primary School Resource Library (formerly Go-Givers) and our Secondary School Resource Library. From lessons on Brexit and Who Decides supporting democratic education, teachers can access age-appropriate interactive lessons on subjects from the economics to media literacy, to sustainability and community values. *Chance to be a Councillor, Getting Heard, Being an Online Citizen, Challenging Stereotypes, and What is Climate Action* are just a few resources of the over 100 resources available.

The charity has these available freely to state schools and colleges (formerly £399) to support further usage for all state schools. This year we have continued to extend the main libraries as well as our special campaigns to see more teachers engage with our services. With over

Our primary school resource library:

- 44,500+ pupils benefitted from the lessons and assemblies
- 991 schools using our lessons this academic year

Our secondary school resource library:

- 210,000+ young people benefitted from the lessons and assemblies
- 1,210 schools using our lessons this year

The Big Legal Lesson 2025

Now in its sixth year, The Big Legal Lesson remains the UK's largest public legal education (PLE) campaign, empowering schools to start a conversation about the law. Since 2020, thousands of teachers have registered to take part, reaching over half a million young people with lessons about the law and their rights.

Sponsored by Mishcon de Reya and supported by The Law Society and Pears Foundation, this year's campaign saw 821 teachers accessing the lesson resources, with 36% of those engaging with Young Citizens resources for the first time. The campaign also mobilised over 160 legal volunteers, helping to raise the profile of public legal education and connect young people with professionals from across the legal sector.

Impact snapshot:

- 96% of teachers would recommend the campaign to colleagues.
- 92% of teachers said learners better understood the rule of law and how it affects their lives.
- 92% of students agreed they should have more opportunities to learn about the law.
- 80% of primary pupils could now describe what the law is and who makes it.

- **“It was nice learning about how the laws worked and the process it goes through to make it an actual law.” – Student**
- **“It gave my children an eye opener in regards to what the law is like in this country, who creates it and how they are affected.” – Teacher**

The campaign continued to reach schools with higher-than-average levels of socio-economic need, with 44% of participating schools having above-average free school meal eligibility. It also saw strong engagement in regions with lower civic strength, including the North East, North West and London.

“I found out that the law is going to be important to me for the rest of my life.”

Primary School Pupil

In 2025-26 Young Citizens will focus on resource usage and simplifying our resource package for easier navigation for teachers and schools. We will continue to invest in shorter ‘spark’ resources as well as large campaigns to build on the momentum around Votes at 16.

Immersive Citizenship Programmes

Youth-led Social Action in Primary Schools

We know the foundations of active citizenship are best laid early. This year, our flagship programme - the Make a Difference Challenge - was at the heart of our evolving primary offer, providing structured, high-impact support for schools seeking to embed social action.

In 2023–24, we prioritised depth over breadth, refining our school engagement model and piloting a cohort-based delivery approach. This allowed us to build the infrastructure needed for long-term, embedded citizenship education, particularly in schools with the greatest need. As a part of our immersive social action work, we reached over 55 schools and 1,800 pupils through:

- The Make a Difference challenge, child-led community project delivered over the academic year engaging pupils to learn about democracy, social justice and issues in their local community
- CPD-certified training in Social Action and SMSC improving practice within their schools
- Our easy-to-access ‘Make a Difference in a Day’ offer, introducing social action.

We also ran the Disney Circle of Life social action award with schools across London, inviting students completing their social action projects to the West End musical The Lion King.

Over 50% of cohort schools had above-average free school meal eligibility, helping us understand how the programme functions in contexts of higher need.

“Middle childhood (ages 4-11) has been identified as a crucial period where children develop political knowledge, empathy, and a sense of community, groundwork for civic and political literacy.” Body et al., Educating for Public Good (2025)

Parkfield Community School: From Conversations to Community Cookbook through the Make a Difference Challenge

Where: Alum Rock, Birmingham, West Midlands

Regional FSM average: 30.9%

School FSM average: 49%

As a new assistant head, Amy Jukes was tasked with leading on and delivering a whole school social action project, engaging pupils from years 3 to 6. Aware of the scale and responsibility, she turned to external support and found the Make a Difference Challenge "aligned perfectly" with her goals.

Amy's access point was our free 'Introduction to Social Action' training which gave her the confidence in our lessons to sign up for the paid Make a Difference Challenge.

"I took part in the free training, which gave me an understanding of the basics. Knowing that further CPD was available reassured me that I would be supported in developing my subject knowledge around the project. The resources provided have been invaluable, they've saved me a significant amount of time, especially given the tight turnaround. With only a week to begin to prepare lessons, I had to work quickly and the materials allowed me to create flipcharts tailored to the year group I've been working with. This has been a foundation for other year groups to adapt and build upon."

During an assembly, the children voted on which topic they wanted to design their project around, choosing healthy eating. Amy mentions that it is not uncommon for children to bring cold takeaways for their lunch and that the children were also aware of how much litter this created outside the school.

Together they explored what kind of food their bodies needed, identifying other, healthier meal options that were also budget friendly. The project was showcased at a 'Diversity Day' the school ran, where, amongst other activities, the children invited visitors to keep fit on an obstacle course they had constructed. Funds raised went towards the production of the children's very own cookbook featuring their healthy and affordable family recipes, which they will be distributing for free to families in their local community.

Overall, Amy was 'very satisfied' that the programme had supported the school's teaching of PSHE, Citizenship and British Values. In addition, she found that the lesson plans, ready-to-use lessons and guides and one-to-one contact with Young Citizens were the most useful parts.

The Mock Trial Competitions

Since our founding in 1989 we have been committed to promoting legal education across the UK. For over three decades we have delivered the National Mock Trial Competitions, which provide young people with insight into how the law works with the help of legal professionals.

These competitions include the Bar Mock Trials (15-18-year-olds) and the Magistrates' Court Mock Trials (12-14-year-olds). We offer a range of legal resources and related programmes, such as the Mock Trial Classroom pack, enabling teachers to offer key lessons across the year.

We are grateful that The Bar Council, His Majesty's Courts and Tribunal Services, The Law Society, the Circuits, the Inns of Court and many barristers' chambers continue to be major supporters and funders of the charity's unique role in school-based public legal education.

Highlights this year:

- Over 6,300 students from 408 schools engaged across all Mock Trial programmes
- 64 region and nation heats with young people taking part in courts, universities and online
- Over 1,000 legal volunteers supporting the Mock Trial programmes through their time at competitions and as mentors
- Over a quarter (26%) of participating schools were new to the programme and 34% of these had a higher-than average free school meal rate.

Impact snapshot:

- 92% of young people said they have a better understanding of the legal rights and responsibilities of individuals in society.
- 89% of young people said they have more confidence in thinking through complex issues and legal disputes.
- 94% of teachers said their students have a better understanding of the legal system.
- 93% of teachers said their students have a better understanding of the role, function and operation of the courts.
- **“My participation in the Bar Mock Trial has increased my confidence and helped me to think about how law affects our everyday lives.” - Student**
- **“My students have gained a huge amount of knowledge about the legal system, greater interest in legal careers, as well as confidence in themselves.” - Teacher**

Cardinal Heenan Catholic High School: Raising Aspirations Through the Bar Mock Trials



Where: Merseyside, Liverpool, North West



Regional FSM Average: 28.9%



School FSM Average: 31%

Conor Duffy, Head of History at Cardinal Heenan Catholic High School in Liverpool, saw the Bar Mock Trials as a powerful opportunity to challenge perceptions and raise aspirations among his students.

“Many of our pupils grew up in two of the three wards with the highest rate of child poverty in England. One in three of our pupils are on the Pupil Premium, well above the national average,” he explains. “We often have pupils who have negative perceptions of their own city and suffer from a misconception that professions such as law are reserved for students from more privileged backgrounds.”

The experience of taking part in the Bar Mock Trials was transformative. “On the day of the Mock Trials, despite all the hard work and preparation, many of our pupils felt very nervous. Some of our students admitted to feeling like imposters amongst the [other] schools. However, this nervousness was soon replaced with an exhilarating recognition of the fact that they deserved to be there.”

Conor describes the programme as “a huge leap forward in our efforts to provide access to these careers in the legal justice system.” He saw it build camaraderie, offer insight into the workings of the court, and develop leadership skills. “It helped our pupils see the potential in themselves and recognise what they are truly capable of.”

Two students, James and Helena (names changed), exemplify the impact. "James was a pupil premium pupil whilst Helena has 'special learning difficulties' and suffers from a stammer which makes public speaking challenging. However, in just a few short weeks, both are due to begin reading law at Oxford! In the judge's feedback he singled James out for praise. This had a profound impact on him. Both pupils confirmed the genuine impact the Bar Mock Trials had on solidifying and motivating their aspirations."

The Bar Mock Trial Competition National Final 2025

The Bar Mock Trial National Final 2025 took place at the Royal Courts of Justice, bringing together over 430 students from 24 state schools across the UK. The Boswells School from Chelmsford, Essex claimed their first-ever national title after nearly three decades of participation. The Attorney General, Lord Hermer, addressed students, urging them to "come and be brilliant lawyers" and affirming that "law is a career for you". Lady Justice Thirlwall, Baroness D'Souza, and Barbara Mills KC also attended, celebrating the competition's role in promoting legal literacy and civic confidence. Students took on roles from barristers to jurors, gaining real-world insight into the justice system. Gabriella, 18, said the experience "confirmed that I want to be a barrister", while Lily, 17, shared that it "gave me a lot of confidence". The event continues to be a cornerstone of Young Citizens' mission to build a fair society through active citizenship.

Read the full report of the day [here](#).

Corporate Volunteering Programme: Citizenship Workshops

Our corporate volunteering programmes have been running for over ten years. It brings citizenship learning to life for young people by connecting them with professionals from major firms and companies. We help schools offer inspiring sessions utilising the passion and expertise of professionals working in these areas every day, exposing them to careers but also essential real-world linked learning on subjects from human rights to how taxes work in local government.

Through our Citizenship Workshops (formerly: Legal, Economic and Media Experts in Schools), students are given insights into key citizenship topics designed by Young Citizens but delivered through interactive skills-building learning on the day.

These sessions are run both in state schools and in offices with 13 to 18-year-olds and corporate volunteers to cover a range of lessons or workshops developed by our expert education team and delivered by the volunteers. They encourage debate about society's most topical issues including fake news, legal voting ages and human rights.

Highlights this year:

- A total of 46 student and employee volunteer workshops delivered, reaching nearly 1,200 young people, working through interactive sessions on human rights, media regulation and wider legal topics.
- 390+ employee volunteers from law, banking and consultancy supported delivery, enriching sessions donated their time for in-depth sessions with students.
- Participating schools had an average Free School Meals eligibility rate of 31%, reflecting a strong reach into higher-need communities.
- Nearly a quarter (23%) of workshops were delivered outside London, reaching schools in Glasgow, Sheffield and Manchester with these immersive learning experiences.

Impact snapshot:

- 89% of students said working with a volunteer professional made the session more engaging and informative.
- 84% of students stated taking part in the programme gave them a better understanding of the law and how it applies to their life.
- 100% of teachers stated that taking part in Legal Workshops has helped to raise their students' aspirations.
- 99% of volunteers across our in-person legal programmes (Legal Workshops) would recommend the opportunity to their colleagues.
- **“Deliberating with my group (usually people I don't speak to) as well as our great volunteer who was incredibly friendly, informative, upbeat, and professional.” - Student**
- **“It has had a positive impact - many of the students in the group expressed interest in the legal sector/becoming a lawyer in the future and would otherwise not have access to such opportunities.” - Teacher**
- **“It was really interesting to hear the unique views the students had – and really fulfilling to see their confidence grow over the course of 2 hours.” – Volunteer**
- **“In a world often lacking in reality and goodness, this was real and good.” – Volunteer**

“The session broadened my horizons and made me more motivated to bring about a positive change to our society and environment.”

Secondary School Student

Raising standards and building confident practice

SMSC Quality Mark

The SMSC (Spiritual, Moral, Social and Cultural) framework underpins pupils' personal development in schools and is a key focus for Ofsted. Through the SMSC Quality Mark, we have helped schools strengthen their approach to values, character and citizenship—creating the foundations where active citizenship can flourish.

Over five years, the Quality Mark built a strong network of teachers who became champions of SMSC and advocates for citizenship education in their schools. Following our 2024 service review, we made the strategic decision to pause the programme to focus on embedding immersive citizenship learning across state schools.

The principles of the SMSC framework - benchmarking, reflection and continuous school development - continue to inform our new whole-school engagement model. The online Self-Verification Tool remains available to current subscribers until 2027, and many participating schools are now continuing their journey through our refreshed school-focused programmes.

Lessons from the Quality Mark have shaped our future direction: placing greater emphasis on school-wide culture, professional learning and long-term partnership as essential drivers of sustainable citizenship education.

Teacher training

The charity's activities focus primarily on the direct support of citizenship teaching and learning but building teacher confidence is key to good provision. To strengthen teachers' confidence and capability, we provide a specialised suite of online training opportunities. This includes our CPD-certified social action teacher training, the Make a Difference in a Day resource pack and our online CPD-certified SMSC training. For our immersive programmes (such as the Make a Difference Challenge and the Mock Trial Competitions) teacher training elements are embedded within the overall school offer, ensuring teachers are well-prepared to guide students through these impactful experiences.

These training opportunities are designed to equip and upskill teachers to deliver meaningful, real-world active citizenship experiences in the classroom. 54 new teachers enrolled in our specialist online training to roll out provision and support in their schools. This year also saw the start of development of our new in-depth Civic Lead support, to roll out to a larger scale national network next year.

Championing Citizenship – Evident and Advocacy

A key part of our strategy is developing the charity's ability to shape the sector and practice. This includes strengthening evidence in the sector, engagement of policy makers and visibility of the issues preventing democratic participation and platforming concerns of young people.

Young Citizens focused on three key areas impacted by government changes: the Curriculum and Assessment Review, Votes at 16 legislation and the Rule of Law as a focus linking to social cohesion and justice.

Championing youth voice in education reform

We were proud to serve as a national partner in the [Youth Shadow Curriculum and Assessment Review](#), a youth-led initiative designed to ensure young people's perspectives were meaningfully included in the Government's Curriculum and Assessment Review launched in November 2024. The Youth Shadow Panel, made up of young people and youth organisations, conducted a nationwide consultation to ensure youth voices were meaningfully included in the Government's Curriculum and Assessment Review. The panel engaged thousands of young people through school assemblies, focus groups, and a national roadshow.

Alongside a coalition of youth organisations, we supported nationwide engagement activities including school assemblies, focus groups, and expert roundtables. We co-hosted the Manchester roundtable on Sustainability and Citizenship, and contributed to a Skills-themed roundtable, helping shape recommendations that reflect young people's lived experiences and aspirations.

The final report presents 14 youth-led recommendations across four key themes, based on thousands of responses and expert roundtables. The report was launched in Parliament and received strong support from MPs, educators and civil society leaders. The recommendations range from embedding life skills and citizenship across education, reforming assessments to support wellbeing, integrating climate and sustainability into learning, and ensuring equity through inclusive content and access for all students.

Advocating for Public Legal Education (PLE) in state schools

Public Legal Education is an essential strand of citizenship education but also improving long-term access to justice and understanding the rule of law. As a part of our commitment to helping champion PLE, we have continued to offer accessible learning of the law as well as activity that helps drive professional support of PLE that in turn increases activity in this space.

- We contributed to the Attorney General's Policy Lab on strengthening the rule of law and gave oral evidence to the House of Lords Constitution Committee inquiry into the Rule of Law on the need for quality, empowering PLE for all young people in June, sharing insights from our work with young people and schools.
- Our CEO was appointed Co-Chair of the newly formed PLE Sub-Group on Children and Young People, under the Law Society's main PLE Group. The group brings together key stakeholders including the Attorney General's Office, Bar Council, the Magistrates' Association and the Bingham Centre. Its first meeting in September 2025.
- We also spoke at the Council of Europe's Venice Commission Rule of Law Checklist event at the UK Foreign Office, ensuring improved provision for including young people in improving access and understanding of the Rule of Law in the UK and Europe.

The charity also continues to engage as a member of the Political Literacy APPG, alongside a range of activities to contribute to evidence that drives support for citizenship education. We continue to advocate for improvements to the school offer, submitting evidence also to the main Curriculum and Assessment Review (CAR) report with input from legal and democracy non-education charities. We also contributed directly to the Electoral Commission's CAR submission. Through the Democracy Network have fed into the Road Map to Votes at 16 paper outlining the role of citizenship education.

We will continue to play a key role in convening and advocating for PLE with leaders, including newly elected government in 2025/26 ensuring the good work of the sector-driven Public Legal Education Commission 10-year vision can continue to be delivered on with the Attorney General.

By sharing our insights, evidence and convening power we advocate for a joined-up approach to citizenship and legal education across the UK, ensuring young people and schools benefit from the investment and solutions.

Developing our Services and Capabilities

This year marked an important midpoint in our five-year Lighting the Spark strategy, a moment to reflect on our most significant contributions to education and youth development and define our direction toward our 40th anniversary in 2029. During this period, with our CEO on maternity leave, the interim Executive Director and senior leadership team led key work to streamline and strengthen our services between December 2023 and July 2024.

Services Review

Together with the Board of Trustees, the senior team conducted a comprehensive review of all programmes, campaigns and services. The aim was to sharpen our focus on lasting school impact, ensuring that more schools can embed citizenship education through a coherent, long-term approach. This involved aligning our three programme strands, deepening school leadership engagement, and reducing one-off activities.

Drawing on feedback from teachers, young people, volunteers and partners, we refined our offer to improve quality and sustainability. This included:

- Phasing out small or outdated projects not aligned with our core mission
- Pausing auxiliary programmes such as SMSC tools until clearer funding and school needs emerge
- Strengthening our three core service areas: digital citizenship resources, immersive experiences, and institutional partnerships that bring real-world learning to life

These updates ensure tailored options for both primary and secondary schools, with future development focused on support for teacher engagement and under-served age groups and communities.

People

In March 2024, we restructured our delivery model to reduce programme silos and create cross-functional teams focused on a unified citizenship offer. This approach improves efficiency, aligns with evolving revenue streams, and enhances our ability to meet school needs. We added new roles in income generation and streamlined management to prioritise delivery capacity.

As an accredited Living Wage Employer, we remain committed to fair pay, flexible working, apprenticeships and diverse role configurations - contributing to higher staff satisfaction and a stronger, more sustainable workforce.

Operations and Systems

We continued to strengthen our operational foundations through investment in CRM and finance systems, improving data insight, efficiency and reporting. These upgrades are enabling smarter decision-making and greater impact across our national delivery.

Fundraising

Donors, Sponsors and Grant Providers

We would further like to thank our major grant giving organisations that make our work possible as outlined in our wider report. The charity was able to raise £314,000 in restricted and unrestricted grant funding this year, helping us continue to offer our services free or heavily subsidised to state schools, colleges and youth groups.

As a part of our income generation, we are also grateful to have corporate partners that fund the delivery of unique citizenship-based workshops. We were delighted to see a continued popularity in these workshops; however, this income has dropped overall in this period as a few key partners restructured their corporate volunteering offers. The charity is developing its fundraising programme for next year to allow for increased sponsorship routes alongside developing democracy and place-based targeted work to ensure sustainable funding is secured.

Fundraising Practice

We are registered with the Fundraising Regulator and fully adhere to its Code of Fundraising Practice, guided by the principles of being open, honest, respectful and legal. We communicate transparently about how funds are used and never exaggerate our needs.

Young Citizens is committed to ethical fundraising and does not use pressure tactics or intrusive methods. We respect public preferences, comply with all data protection laws and ensure that all communications are clear, lawful and considerate.

We do not currently fundraise from the public, nor do we use internal or external fundraising agencies for telephone or face-to-face campaigns. Our safeguarding leads oversee all marketing activity to ensure it is appropriate, non-intrusive and easy to opt out of.

We are pleased to report that we received no fundraising complaints during the year.

How We Work

Safeguarding

Young Citizens is committed to the highest safeguarding standards. The Board has agreed a comprehensive Safeguarding Policy which is reviewed annually. All employees must sign to confirm that they have read and understood the policy and are required to attend annual safeguarding.

As part of our annual review of the Adult Safeguarding and Risk Management policies with third-party suppliers, we've strengthened measures for potential risks and clarified responsibilities. The charity's Executive Team includes a Designated Safeguarding Lead, supported by a Deputy and a Trustee Safeguarding Lead, who together oversee all safeguarding matters.

Equal opportunities and diversity

The charity is committed to a policy of equal opportunities and promotion of diversity in the selection, training, career development and promotion of all people. The charity enables people with a disability to participate fully in organisational activities, consistent with their ability, so that they can maximise the use of knowledge, experience and skills in the charity's work.

Employee involvement

The charity encourages employees to be fully involved in the performance and objectives through a range of mechanisms. All-staff meetings are held half-termly and there are regular team meetings to ensure good sharing of information and expertise. This has also included strategy and development workshops with staff at all levels and arms of the organisation, to aid in gaining staff expertise and collective support for the charity's future ambitions. In addition, working groups are established to ensure communication and coordination across different areas of work and to engage staff more actively in project, programme and policy development.

Looking Forward: 2025-26

As we move into the next year of our five-year strategy, Lighting the Spark, our focus remains on strengthening the quality, reach and sustainability of our work with schools. Building on the progress of the past year - including the introduction of a new function team structure, improved data systems and deeper engagement with teachers - we are continuing to refine our approach to ensure that citizenship education is embedded meaningfully across school communities. Next year we will capitalise on where we have identified strengths and unique gaps that can help us create more impact over time:

- Improving our most-loved Secondary School experiences through continued growth in our partnerships that harness institutional and community expertise and demystify democratic issues
- Invest in supporting school practice by working with our schools to more broadly embed active citizenship, starting in Primary Schools
- Convene policy leaders and sector partners on the major issues facing young people including social cohesion and Votes at 16

A key priority for the year ahead is the continued development of our cohesive primary school offer. This structured model supports schools to deliver immersive civic learning experiences, build teacher confidence, and strengthen connections with their communities. We are working with a growing cohort of schools to test and scale this approach, with the aim of making active citizenship a consistent part of every child's education.

Alongside this, we are taking steps to build greater sustainability into our delivery and funding models. This includes refining our school offer, exploring new partnerships, and developing a more balanced approach to programme funding that supports long-term impact.

We will also continue to engage with policymakers and sector partners to champion the role of citizenship education in preparing young people for life beyond school. This includes contributing to national conversations on curriculum and assessment and Votes at 16 and working with government stakeholders to inform future policy and practice.

Governance

Reference and Administrative Information

The Citizenship Foundation (known as Young Citizens) is a registered charity under the Charities Act 2011 (charity number 801360) and a registered company limited by guarantee (company number 2351363). It is governed by its Memorandum of Association dated 14 February 1989 and amended Articles of Association which were adopted on 11 March 2025.

The governance of the Foundation is vested in the Trustees appointed under the Memorandum and Articles. The day-to-day organisation of the Foundation is delegated to the Chief Executive.

Details of current Trustees, who are also the directors and members of the Company, are set out on Page 47.

The principal place of business and professional advisors of the Charity is also set out on Page 47.

Board of Trustees

The governing body of the charity is the Board of Trustees, the members of which are listed on Page 47. Unless indicated otherwise, all served throughout the year. The Board must consist of a minimum of three members with no maximum number. This year saw the resignation of more trustees than usual due to two factors: term extensions post-pandemic coming to an end, alongside a 2024 Governance Review.

The review resulted in recommendations to strengthen governance including meetings permitted to be conducted by electronic means, flexibility around trustee appointments and temporary suspension of committees' operations. Overall, the aim was to improve the effectiveness of charity governance whilst making it more proportionate for the size of the organisation. New Articles of Association were approved

Following this work in March 2025, a new Articles of Association was prepared and passed through a special motion now serving as our governing document.

In place of committee structures the full board has committed to monthly meetings alongside quarterly meetings to review decisions and progress, with a fuller review of ongoing governance structure for early 2026. As well as its regular Board meetings, the Board of Trustees annually holds an away-day to focus on horizon-scanning and review of its strategy.

In June 2025 - after the timing of this report - the Chair of the Board, Ashley Wheaton stepped down, which saw the board appoint existing trustee Rebecca Earnshaw as Interim Chair, this appointment was made permanent in October.

The induction and training procedures for trustees are as follows: New trustees are invited to attend a Board meeting as observers before confirming that they will take up their appointment. They are supplied with a copy of the Charity Commission's guide to being a trustee and the core constitutional and strategic documents relating to the Foundation and its work. New trustees are also given both documentation and inductions through staff members to understand the business of the charity, its beneficiaries, strategy and requisite training and guidance on Safeguarding. The board conducts annual skills audits and track training needs of the board members, as well as trustees being invited to notify them if they believed they would benefit from further training.

Management

The Board is responsible for setting strategies and policies for the charity and for ensuring that these are implemented. The day-to-day running of the charity is delegated to the Chief Executive and their staff in accordance with a Scheme of Delegation agreed by the Board. The Chief Executive is responsible for the implementation of policies and strategies on behalf of the Board. The Chief Executive works with the Senior Management Team to implement policies and procedures. For part of the year, the charity was managed in lieu of the CEO by Interim Executive Director Sherine Krause from December 2023 - July 2024 during the current CEO's (Ashley Hodges) maternity leave. During this time the Interim Executive Director and team were supported by special time-limited working groups at the board level on Finance and Business Planning.

Risk Management

The trustees have examined the principal areas of Young Citizens' operations and considered the major risks associated with each area.

In accordance with our Financial Standing Orders, the charity's risk register is reviewed annually to ensure it remains current and relevant. We use a rating system to indicate the level of risk before and after mitigation, supported by a 1–5 scoring matrix assessing both the probability and impact of each risk.

In the opinion of the trustees, Young Citizens has a robust risk management system in place and has allocated sufficient resources to reduce identified risks to a level acceptable for the charity's day-to-day operations. The Senior Management Team regularly monitors the risk register, ensuring that mitigation actions are being implemented and that emerging risks are promptly identified and assessed. This is reported quarterly in the CEO's report to the board. The ongoing impact of the economic landscape has been to increase both the probability and impact of many risks, especially those concerning charity finances such as the cost-of-living crisis. The board will continue to work proactively with the leadership team to address these risks and wider risks that may develop in the changeable economy and political landscape.

Financial Review

Responsibilities for the Financial Statements

The Charity trustees (who are also Directors of the Citizenship Foundation for the purposes of company law) are responsible for preparing the trustees' Report and the accounts 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 and not approve the financial statements unless they are satisfied that the financial statements give a true and fair view of the state of the affairs of the Charity as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the year then ended. In preparing those financial statements the trustees:

- Select suitable accounting policies and apply them consistently
- Observe the methods and principles of the Charities' SORP 2019 (FRS 102)
- Make judgements and estimates that are reasonable and prudent
- State whether United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and Financial Reporting Standards and applicable law has been followed, disclosing and explaining any departures therefrom in the financial statements, and

- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the Charity will continue in operation.

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

The maintenance and integrity of the Foundation's website is the responsibility of the trustees. The work carried out by the independent examiner does not involve consideration of these matters and, accordingly, the independent examiner accepts no responsibility for any changes that may have occurred to the information contained in the Financial Statements once they are presented on the Foundation's website. Legislation in the United Kingdom governing the preparation and dissemination of the Financial Statements and other information included in annual reports may differ from legislation in other jurisdictions.

Remuneration Policy

In setting remuneration levels for key management personnel, the charity considers its aims and objectives, its current business plans, the level of skill and competencies required to deliver the role(s), its ability to pay, the balance between other similar roles and the rest of the staff team, and the similarity with existing roles within the sector. The charity continues to be a Real Living Wage employer.

Reserves Policy

Free reserves comprise the total reserves available to the charity, less those reserves for which use is restricted or else designated for specific purposes. Each year the trustees review the policy for maintaining free reserves, taking into consideration the major risks faced by the charity, their likely impact on income and planned expenditure and an assessment of the ways to mitigate such risks. A detailed review was performed in March 2025 to ensure the reserves policy is fit for the future given the charity's current and forecasted level of activity.

As a result of this review, the Trustees have agreed a revised policy that would ensure the safeguarding of charitable commitments and the funding of operational expenditure. This policy would also ensure adequate working capital and financial resilience for the charity, whilst addressing a proportional size of the organisation which changed in year. In order to meet the objectives of this policy, the Trustees agree that the charity should aim for free reserves of £275,000. Free reserves, calculated as unrestricted funds less designated funds, stand at £287,387 at the year-ended 31 March 2025. At 31 March 2024 they stood at £275,892.

Review of the Year

The charity shifted its financial focus to sustainability and streamlined services after two consecutive years of investing in infrastructure and delivery. In addition, as indicated in the Fundraising section, due to the economic landscape including addressing cost of living, inflation and changes in partner's ability to fund new projects, we saw an in-year decrease in income. This will also be due to rolling down one of our paid-for programmes, which reduced income. However, this year also coincided with reducing our expenditure base to focus on core-mission projects.

Total income for the year to 31 March 2025 amounted to £715,172 compared to £865,909 recorded for the year to 31 March 2024, an overall decrease of 17%.

Total expenditure for the year to 31 March 2025 amounted to £747,664 compared to £1,023,633 recorded for the year to 31 March 2024. This was a decrease of 27% in expenditure, directly attributable to the streamlining of operational costs to improve sustainability and protect priority work within the charity.

Restricted funds decreased by £43,987 from £84,959 at 31 March 2024 to £40,972 at 31 March 2025 while unrestricted funds increased by £11,495, from £275,892 at 31 March 2024 to £287,387 at 31 March 2025, as a result of planned operational expenditure cuts. The Charity recorded a net deficit income position of £32,492 vs a budgeted deficit of £64,357, that is a favourable variance of £31,865 or 50%. To ensure healthy reserves and a sustainable model this has seen the Board agree a 2025-26 budget that rebuilds free reserves and establish plans to increase income through its strongest programme areas.

Future plans and going concern

Trustees anticipate that the year ending March 2026 will give rise to a surplus net position and a positive unrestricted reserves position, steps are being taken to ensure that the structure of the Foundation is such that expenditure is aligned with income over the medium term.

Exemptions

This report has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006.

Approved by order of the members of the board of Trustees and signed on their behalf by:



Rebecca Earnshaw

Interim Chair of Trustees

Date: 25 November 2025

THE CITIZENSHIP FOUNDATION
(A company limited by guarantee)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2025

Independent Examiner's Report

Independent examiner's report to the Trustees of The Citizenship Foundation ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 March 2025.

Responsibilities and basis of report

As the Trustees of the Charity (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed:  Dated: 15 December 2025

Adam Fullerton FCA
Moore Kingston Smith LLP
6th Floor, 9 Appold Street, London, EC2A 2AP

Statement of Financial Activities

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2025

	Note	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:					
Donations and legacies	4	224,000	106,192	330,192	357,372
Charitable activities	5	-	381,252	381,252	504,254
Investments	6	-	3,728	3,728	4,283
Total income		224,000	491,172	715,172	865,909
Expenditure on:					
Raising funds		-	52,744	52,744	63,937
Charitable activities	7	267,987	426,933	694,920	959,696
Total expenditure		267,987	479,677	747,664	1,023,633
Net expenditure		(43,987)	11,495	(32,492)	(157,724)
Transfers between funds		-	-	-	-
Net movement in funds		(43,987)	11,495	(32,492)	(157,724)
Reconciliation of funds:					
Total funds brought forward		84,959	275,892	360,851	518,575
Net movement in funds		(43,987)	11,495	(32,492)	(157,724)
Total funds carried forward		40,972	287,387	328,359	360,851

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

The notes on pages 30 to 47 form part of these financial statements.

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)
REGISTERED NUMBER: 2351363

Balance Sheet

AS AT 31 MARCH 2025

	Note	2025 £	2024 £
Fixed assets			
Intangible assets	13	-	2,223
Tangible assets	14	3,193	8,963
		<u>3,193</u>	<u>11,186</u>
Current assets			
Debtors	15	47,876	207,104
Cash at bank and in hand		370,321	353,255
		<u>418,197</u>	<u>560,359</u>
Creditors: amounts falling due within one year	16	(66,973)	(163,426)
		<u>351,224</u>	<u>396,933</u>
Net current assets			
		<u>351,224</u>	<u>396,933</u>
Total assets less current liabilities		<u>354,417</u>	<u>408,119</u>
Provisions for liabilities	17	(26,058)	(47,268)
		<u>328,359</u>	<u>360,851</u>
Net assets excluding pension asset			
		<u>328,359</u>	<u>360,851</u>
Total net assets		<u>328,359</u>	<u>360,851</u>
Charity funds			
Restricted funds	18	40,972	84,959
Unrestricted funds	18	287,387	275,892
		<u>328,359</u>	<u>360,851</u>
Total funds		<u>328,359</u>	<u>360,851</u>

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

**BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2025**

The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



.....
Rebecca Earnshaw

Interim Chair of Trustees

Date: 25 November 2025

The notes on pages 30 to 47 form part of these financial statements.

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

Statement of Cash Flows

FOR THE YEAR ENDED 31 MARCH 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash used in operating activities	20	13,338	(161,553)
Cash flows from investing activities			
Interest		3,728	4,283
Purchase of tangible fixed assets		-	(2,443)
Net cash provided by/(used in) investing activities		3,728	1,840
Cash flows from financing activities			
Net cash provided by financing activities		-	-
Change in cash and cash equivalents in the year		17,066	(159,713)
Cash and cash equivalents at the beginning of the year		353,255	512,968
Cash and cash equivalents at the end of the year		370,321	353,255

The notes on pages 30 to 47 form part of these financial statements

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

Notes to the Financial Statements

FOR THE YEAR ENDED 31 MARCH 2025

1. General information

Citizenship Foundation is a registered charitable company in the United Kingdom, company number 02351363. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

The address of the registered office is 1 Paternoster Lane, St. Paul's, London, EC4M 7BQ.

The nature of the charity's operations and principal activities are education and campaigning.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements 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 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011 and the Companies Act 2006.

The Citizenship Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below.

These policies have been consistently applied to all years presented unless otherwise stated.

2.2 Going concern

The Trustees assess the ability of the Charity to continue as a going concern for a period of at least 12 months from the date the accounts are signed. The charity currently holds free reserves below the level determined by the Trustees however, the Trustees still consider the charity to be a going concern. This consideration and the plan for recovery is discussed in more detail in the Reserves Policy section in the Trustees' Report above.

The trustees thus consider that there are no material uncertainties about The Citizenship Foundation's ability to continue as a going concern.

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

2. Accounting policies (continued)

2.3 Income

All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income, after any performance conditions have been met, when the amount can be measured reliably and when it is probable that the income will be received.

Income from donations is recognised on receipt, unless there are conditions attached to the donation that require a level of performance before entitlement can be obtained. In this case income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity, for example the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail of the contribution of volunteers to the charity is given in the Trustees' Annual Report.

Income from charitable activities includes income earned from fundraising events and activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

Investment income is earned through holding cash balances in interest paying bank accounts. Interest income is recognised when received.

2.4 Expenditure

All expenditure is accounted for on an accruals basis. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of raising funds includes cost incurred in the course of applying for grants and seeking voluntary contributions;
- Expenditure on charitable activities includes cost incurred in the delivery of the services of the charity; and
- Other expenditure represents those items not falling into the categories above.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

2. Accounting policies (continued)

2.5 Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, and costs incurred in the provision of corporate services. They are incurred directly in support of expenditure on the objects of the charity. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Premises costs have been allocated on a similar basis.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.7 Foreign currencies

Foreign currency transactions are initially recognised by applying to the foreign currency amount the spot exchange rate between the functional currency and the foreign currency at the date of the transaction.

Monetary assets and liabilities denominated in a foreign currency at the balance sheet date are translated using the closing rate.

Exchange gains and losses are recognised in the statement of financial activities.

2.8 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.9 Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. Contributions to the Foundation's defined contribution pension scheme, and to employees' personal pensions, are charged to the statement of financial activities in the year in which they become payable.

2.10 Redundancy payments

Redundancy payments are amounts payable as a result of a decision by the charity to terminate an employee's employment before the normal retirement date or an employee's decision to accept voluntary redundancy and are charged on an accruals basis to the SOFA when the charity is demonstrably committed to the payment of these costs.

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

2. Accounting policies (continued)

2.11 Intangible assets and amortisation

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following basis:

Website	- 33% straight line
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2.12 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

Fixtures and fittings	- 4 years straight line
Office equipment	- 3 years straight line

2.13 Debtors

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

2.14 Cash at bank and in hand

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

2.15 Liabilities

Liabilities and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the statement of financial activities as a finance cost.

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

2. Accounting policies (continued)

2.16 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, with the exception of the following:

- fixed assets are measured at amortised cost;
- all other assets and liabilities are held at cost

2.17 Leases

Rentals payable and receivable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

2.18 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Critical accounting estimates and areas of judgment

No judgements (apart from those involving estimates) have been made in the application of the above accounting policies. No assumptions concerning the future, and key sources of estimation uncertainty at the reporting date have a significant risk of causing a material misstatement to the carrying amounts of assets and liabilities.

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

4. Income from donations and legacies

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Donations	-	16,192	16,192
Grants	224,000	90,000	314,000
	<u>224,000</u>	<u>106,192</u>	<u>330,192</u>

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Donations	-	10,252	10,252
Grants	321,920	25,200	347,120
	<u>321,920</u>	<u>35,452</u>	<u>357,372</u>

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

5. Income from charitable activities

	Unrestricted funds 2025 £	Total funds 2025 £
Citizenship Services	961	961
Legal Education	255,665	255,665
Social Participation	124,626	124,626
	<u>381,252</u>	<u>381,252</u>

	Unrestricted funds 2024 £	Total funds 2024 £
Citizenship Services	56,641	56,641
Legal Education	363,002	363,002
Social Participation	84,611	84,611
	<u>504,254</u>	<u>504,254</u>

6. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Interest	<u>3,728</u>	<u>3,728</u>	<u>4,283</u>

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

7. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total 2025 £
Citizenship Services	112,109	45,767	157,876
Legal Education	101,500	226,103	327,603
Social Participation	25,000	184,441	209,441
	<u>238,609</u>	<u>456,311</u>	<u>694,920</u>
	Restricted funds 2024 £	Unrestricted funds 2024 £	Total 2024 £
Citizenship Services	59,884	244,495	304,379
Legal Education	224,836	254,460	479,296
Social Participation	55,168	120,853	176,021
	<u>339,888</u>	<u>619,808</u>	<u>959,696</u>

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

8. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £
Citizenship Services	60,371	97,505	157,876
Legal Education	208,768	118,835	327,603
Social Participation	120,671	88,770	209,441
	<u>389,810</u>	<u>305,110</u>	<u>694,920</u>

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Citizenship Services	252,749	51,630	304,379
Legal Education	364,156	115,140	479,296
Social Participation	157,303	18,718	176,021
	<u>774,208</u>	<u>185,488</u>	<u>959,696</u>

9. Independent examiner's remuneration

	2025 £	2024 £
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	<u>5,700</u>	<u>4,125</u>

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

10. Staff costs

	2025 £	2024 £
Wages and salaries	491,404	655,868
Social security costs	41,012	56,895
Contribution to defined contribution pension schemes	34,812	46,006
	<u>567,228</u>	<u>758,769</u>

The average number of persons employed by the Charity during the year was as follows:

	2025 No.	2024 No.
Charitable activities	12	21
Support services	3	2
	<u>15</u>	<u>20</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024 No.	2023 No.
In the band £60,001 - £70,000	1	1

The total amount of employee benefits received by key management personnel during the year was £73,044 (2024 - £242,174). The Charity considers its key management personnel in 2025 to comprise:

- The Chief Executive Officer

11. Pensions

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pensions cost charge represents contributions payable by the charity to the fund and amounted to £34,812 (2024 - £46,006).

Contributions totalling £Nil (2024: £7,711) were payable to the fund at the balance sheet date and are included in creditors.

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

12. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024 £-NIL-).

During the year ended 31 March 2025, expenses totalling £nil were reimbursed or paid directly to 0 Trustees (2024 £169 to 3 Trustee-s).

13. Intangible assets

	Website £
Cost	
At 1 April 2024	62,116
At 31 March 2025	<u>62,116</u>
Amortisation	
At 1 April 2024	59,893
Charge for the year	2,223
At 31 March 2025	<u>62,116</u>
Net book value	
At 31 March 2025	<u>-</u>
At 31 March 2024	<u>2,223</u>

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

14. Tangible fixed assets

	Fixtures and fittings £	Office equipment £	Total £
Cost or valuation			
At 1 April 2024	20,600	34,643	55,243
Additions	-	-	-
At 31 March 2025	<u>20,600</u>	<u>34,643</u>	<u>55,243</u>
Depreciation			
At 1 April 2024	20,600	25,680	46,280
Charge for the year	-	5,770	5,770
At 31 March 2025	<u>20,600</u>	<u>31,450</u>	<u>52,050</u>
Net book value			
At 31 March 2025	<u>-</u>	<u>3,193</u>	<u>3,193</u>
At 31 March 2024	<u>-</u>	<u>8,963</u>	<u>8,963</u>

15. Debtors

	2025 £	2024 £
Due within one year		
Trade debtors	34,268	187,992
Other debtors	12,124	19,112
Prepayments and accrued income	1,484	-
	<u>47,876</u>	<u>207,104</u>

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

16. Creditors: Amounts falling due within one year

	2025 £	2024 £
Trade creditors	8,048	22,263
Other taxation and social security <i>(Includes Paye, insurance and VAT)</i>	32,906	12,073
Other creditors	-	16,522
Accruals and deferred income	26,019	112,568
	<u>66,973</u>	<u>163,426</u>
	2025 £	2024 £
Deferred income at 1 April 2024	88,105	151,486
Resources deferred during the year	13,000	88,105
Amounts released from previous periods	(88,105)	(151,486)
	<u>13,000</u>	<u>88,105</u>

17. Provisions

	Provisions £
At 1 April 2024	47,268
Additions	-
Amounts used	(21,210)
Amounts reversed	-
	<u>26,058</u>

THE CITIZENSHIP FOUNDATION

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

18. Statement of funds

Statement of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2025 £
Unrestricted funds					
Designated funds					
Technology Fund	<u>13,790</u>	<u>-</u>	<u>-</u>	<u>(13,790)</u>	<u>-</u>
General funds					
General Fund	<u>262,102</u>	<u>491,172</u>	<u>(479,677)</u>	<u>13,790</u>	<u>287,387</u>
Total Unrestricted funds	<u>275,892</u>	<u>491,172</u>	<u>(479,677)</u>	<u>-</u>	<u>287,387</u>
Restricted funds					
Citizenship Services	84,959	97,500	(141,487)	-	40,972
Legal Education	-	101,500	(101,500)	-	-
Social Participation	-	25,000	(25,000)	-	-
	<u>84,959</u>	<u>224,000</u>	<u>(267,987)</u>	<u>-</u>	<u>40,972</u>
Total of funds	<u><u>360,851</u></u>	<u><u>715,172</u></u>	<u><u>(747,664)</u></u>	<u><u>-</u></u>	<u><u>328,359</u></u>

Restricted funds are held as follows:

The Social Participation Fund comprises funds held for:

The continuance of the MADC programme in primary schools across the UK and the continuance of the Volunteering programme.

The Legal Education fund comprised funds held for the continuance of the Mock Trials programme.

"Citizenship Services" is core work across the charity such as the resource library and bespoke sponsorship work not limited to legal education or social participation.

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

18. Statement of funds (continued)

18. Statement of funds

Statement of funds - Prior year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2024 £
Unrestricted funds					
Designated funds					
Technology Fund	<u>13,790</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>13,790</u>
General funds					
General Fund	<u>443,583</u>	<u>543,989</u>	<u>(683,745)</u>	<u>(41,725)</u>	<u>262,102</u>
Total Unrestricted funds	<u>457,373</u>	<u>543,989</u>	<u>(683,745)</u>	<u>(41,725)</u>	<u>275,892</u>
Restricted funds					
Citizenship Services	<u>-</u>	<u>144,843</u>	<u>(59,884)</u>	<u>-</u>	<u>84,959</u>
Legal Education	<u>14,804</u>	<u>174,500</u>	<u>(224,836)</u>	<u>35,532</u>	<u>-</u>
Social Participation	<u>46,398</u>	<u>2,577</u>	<u>(55,168)</u>	<u>6,193</u>	<u>-</u>
	<u>61,202</u>	<u>321,920</u>	<u>(339,888)</u>	<u>41,725</u>	<u>84,959</u>
Total of funds	<u>518,575</u>	<u>865,909</u>	<u>(1,023,633)</u>	<u>-</u>	<u>360,851</u>

THE CITIZENSHIP FOUNDATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

19. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	-	3,193	3,193
Intangible fixed assets	-	-	-
Current assets	40,972	377,225	418,197
Creditors due within one year	-	(66,973)	(66,973)
Provisions for liabilities and charges	-	(26,058)	(26,058)
Total			
	<u>40,972</u>	<u>287,387</u>	<u>328,359</u>

Analysis of net assets between funds - prior period

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	8,963	8,963
Intangible fixed assets	-	2,223	2,223
Current assets	84,959	475,400	560,359
Creditors due within one year	-	(163,426)	(163,426)
Provisions for liabilities and charges	-	(47,268)	(47,268)
Total			
	<u>84,959</u>	<u>275,892</u>	<u>360,851</u>

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

20. Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	2024 £
Net expenditure for the period (as per Statement of Financial Activities)	<u>(32,492)</u>	<u>(157,724)</u>
Adjustments for:		
Depreciation charges	7,993	9,635
Dividends, interests and rents from investments	(3,728)	(4,283)
Decrease/(increase) in debtors	159,228	116,311
Increase/(decrease) in creditors	(96,453)	(113,492)
Increase/ (decrease) in provisions	(21,210)	(12,000)
Net cash used in operating activities	<u><u>13,338</u></u>	<u><u>(161,553)</u></u>

21. Analysis of cash and cash equivalents

	2025 £	2024 £
Cash in hand	370,321	353,255
Total cash and cash equivalents	<u><u>370,321</u></u>	<u><u>353,255</u></u>

22. Analysis of changes in net debt

	At 1 April 2024 £	Cash flows £	At 31 March 2025 £
Cash at bank and in hand	353,255	17,066	370,321
	<u><u>353,255</u></u>	<u><u>17,066</u></u>	<u><u>370,321</u></u>

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

23. Operating lease commitments

At 31 March 2025 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2025 £	2024 £
Not later than 1 year	21,266	49,036
Later than 1 year and not later than 5 years	250	21,265
	<u>21,516</u>	<u>70,301</u>

24. Related Party Transactions

There were no related party transactions in the year other than those disclosed in Note 12 (2024: none)

25. Volunteers

Legal volunteers support the Mock Trial programmes through their time at competitions and as mentors. Corporate partners support citizenship education programmes through their time at schools.

Trustees, President, Ambassadors and Advisors

Trustees	Ashley Wheaton, Chair (Resigned 24 June 2025) Rebecca Earnshaw, Interim Chair (Appointed 24 June 2025) Anushka Chakravarty, Vice Chair (Resigned 18 September 2025) Matt Lambert, Co-Vice Chair (Resigned 11 March 2025) Orla McKeon-Carter, Treasurer Jacquie Ayre (Resigned 1 October 2024) Shahban Aziz (Resigned 11 March 2025) Jed Cinnamon (Resigned 18 September 2025) Samuel Currie (Resigned 20 August 2025) Niall Hunt Alison Kennell Zahra Seyyad (Resigned 11 March 2025) Emma Wilson
Company registered number	2351363
Charity registered number	801360
Registered office	1 Paternoster Lane, St. Paul's, London, EC4M 7BQ
Chief executive officer	Ashley Hodges Sherine Krause (Interim Executive Director in lieu of CEO, December 2023 to August 2024)
Founder	Lord Andrew Phillips OBE
President	The Rt Hon Baroness D'Souza CMG
Ambassadors	The Right Honourable Sir Brian Leveson The Honourable Lady Rae His Honour Judge Christopher Kinch, QC Michael Maclay Jack Felvus
Bankers	Barclays Bank PLC Hatton Garden Business Centre, 99 Hatton Garden, London, EC1N 5DN
Solicitors	Bates, Wells & Braithwaite 10 Queen Street Place, London, EC4R 1BE
Independent Examiner	Adam Fullerton (FCA) Moore Kingston Smith LLP 6 th Floor, 9 Appold Street, London, EC2A 2AP

Thank you to our Funders and Supporters

We are very grateful to the thousands of volunteers, supporters and organisations who together make our work possible. With our thanks to our donors, funders and sponsors this year including:

- #iwill Fund
- A&O Shearman LLP
- Alison Evans
- Ashurst LLP
- Big Lottery Fund
- Brick Court Chambers
- British Council
- CC Land
- Circuits of the Bar
- CMS Cameron McKenna Nabarro Olswang LLP
- Co-op Foundation
- Council of Europe
- Credit Agricole
- Dan Mace
- David Miles
- Disney Theatrical Group
- Dr Edge Watchorn
- Faculty of Advocates
- Finn Judge
- FTI Consulting
- Freshfields Bruckhaus Deringer LLP
- Garfield Weston Foundation
- Gray's Inn
- HM Courts and Tribunals Service
- Inner Temple
- Jonathan Salmon
- JP Morgan
- Lady Justice Kate Thirlwall
- Lincoln's Inn
- Malcolm Cree
- Martin Bostock
- Martin Severs
- Martyn Bowyer
- Meta
- Michael Maclay
- Middle Temple
- Milbank, Tweed, Hadley & McCloy LLP
- Mishcon de Reya LLP
- Montrose Associates
- Nick Johnson
- North Eastern Circuit of the Bar
- Northern Circuit of the Bar
- Orp Foundation
- Pears Foundation
- Pillsbury Winthrop Shaw Pittman LLP
- Rank Foundation
- Salesforce
- ShareGift
- Simmons & Simmons LLP
- Simpson Thacher & Bartlett LLP
- Sullivan & Cromwell LLP
- The Bar Council
- The Bar of Northern Ireland
- The Law Society
- The Magistrates' Association
- The Young Foundation
- Travers Smith LLP
- University of Essex
- University of Oxford, Oxford School of Global and Area Studies
- University of Sheffield
- Wales and Chester Circuit of the Bar
- Weil, Gotshal & Manges LLP
- Western Circuit of the Bar

THE CITIZENSHIP FOUNDATION

England & Wales - Charity number 801360

Accounts

Registered number: 2351363
Charity number: 601360

THE CITIZENSHIP FOUNDATION
(A company limited by guarantee)
UNAUDITED
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

RPGCC
Chartered Accountants
40 Gracechurch Street
London
EC3V 0BT

THE CITIZENSHIP FOUNDATION
(A company limited by guarantee)

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THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2024

Trustees	Ashley Wheaton, Chair Orla McKeon-Carter, Treasurer elect (appointed 1 June 2023) Jacquie Ayre (resigned 1 October 2024) Matt Lambert, Co-Vice Chair Shahban Aziz Samuel Currie Anushka Chakravarty, Co-Vice Chair Jed Cinnamon Zahra Seyyad Alison Kennell (appointed 4 October 2023) Niall Hunt (appointed 4 October 2023) Rebecca Earnshaw (appointed 4 October 2024) Cecile Agbo-Bloua, Treasurer (resigned 8 September 2023) John Cooper (resigned 3 May 2023) Emma Wilson (appointed 4 October 2024)
Company registered number	2351363
Charity registered number	601360
Registered office	37 Heneage Street, London, E1 5LJ
Company secretary	David Asuni (resigned 13.05.24) Davina King (appointed 13.05.24)
Chief executive officer	Ashley Hodges Sherine Krause (Interim Executive Director in lieu of CEO, December 2023 to August 2024)
Founder	
President	Andrew Phillips OBE
Ambassadors	The Rt Hon Baroness D'Souza CMG The Right Honourable Sir Brian Leveson The Honourable Lady Rae His Honour Judge Christopher Kinch, QC Rushanara Ali, MP Michael Maclay Jack Felvus
Accountants	RPG Crouch Chapman LLP Chartered Accountants 40 Gracechurch Street, London, EC3V 0BT
Bankers	Barclays Bank PLC Hatton Garden Business Centre, 99 Hatton Garden, London, EC1N 5DN
Solicitors	Bates, Wells & Braithwaite 10 Queen Street Place, London, EC4R 1BE
Independent Examiner	Jeremy Tyrrell (FCA) 40 Gracechurch Street, London, EC3V 0BT

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

About Young Citizens

Young Citizens is a UK charity enabling schools and colleges to deliver interactive citizenship education for children and young people.

Founded in 1989 by Lord Phillips OBE and a group of democracy education experts, we believe citizenship should play a part in every young person's education before leaving school to help them thrive in and contribute to society today.

From ready-made lesson plans to immersive programmes, we help educators offer engaging yet flexible learning experiences – both as part of the required curriculum and beyond.

What we do

Young Citizens offers accessible, flexible curriculum-linked citizenship education programming for both primary school and secondary school students, UK-wide. We target state schools to help make essential lessons and projects on democracy, the law, media literacy, economics and community possible in busy schools who may need help delivering this learning. We specialise in designing learning interventions that bring citizenship to life, working with institutions and community organisations so they are linked to the wider world and relevant to the lives of the young people they reach.

Whether it be through our Mock Trials Competition, skills-based workshops with corporate professionals or the Make a Difference Challenge with primary students, the charity is dedicated seeing that all children and young people are empowered as participants in society. We believe citizenship should be an essential pillar in everyone's education in the UK that gives them key skills including critical thinking, oracy, team work, advocacy, finding common ground and resilience as they consider the complex issues they will encounter.

We are ambitious in our scope, covering the world's most pressing current affairs issues including democracy, sustainability, the economy, media, human rights and more. We support educators and professional volunteers to transfer core citizenship skills and values through specialist training and resources. Our vision is a society where people are empowered to shape their communities and institutions to enable a thriving democracy.

Introduction from the Chair of Trustees and Chief Executive

This year, Young Citizens celebrated 35 years of bringing citizenship education to life. In that time, our work has reached millions of children and young people thanks to a dedicated network of educators, volunteers, donors, partners, and funders. On behalf of Young Citizens, we would like to thank everyone that has enabled our charity to come this far.

Over the decades, our team has never lost sight of what matters: the agency and active citizenship of children and young people. Continuing to prioritise youth voice, we embarked on a huge youth consultation research project in November 2023. Surveying over 1,500 young people alongside smaller face-to-face discussions, the research confirmed our hunch: that young people want to be active in shaping their communities but often lack the skills, knowledge and confidence to do so. It will take a joined-up effort from schools, government, private companies and third-sector bodies like ours to turn the tide on youth civic participation. But we believe the future is bright.

Just a year into our Lighting the Spark strategy, we are already seeing the sparks fly. Some highlights this year include:

- The Big Legal Lesson, now in its fifth year, reaching over 100,000 children and young people
- Celebrating 15 years of the Make a Difference Challenge, carrying out a landmark evaluation of Year 6 social action projects with the Institute of Community Studies
- Launching a range of new democracy teaching materials in an historic general election year, seeing a

THE CITIZENSHIP FOUNDATION

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

- 150% rise in political literacy resource downloads
- Joining a consortium of organisations to run Our Generation, Our Vote – a mass youth election of over 20,000 learners
- Continuing to make impact with our immersive programmes: over 75% of participants improved their understanding of citizenship topics, whilst the same proportion felt more able and confident to engage as active citizens

Like all major political events, the General Election was an opportunity to get young people excited about their democratic rights as citizens - despite most not being able to vote. But elections are just a moment in time. Unlike the short-termism that has come to characterise party politics, we are asking: how can we create a sustainable form of democratic and civic education that is embedded into school life? Democracy doesn't stop at the ballot box. This is why we work closely with teachers and partners to see that all children and young people receive quality and consistent citizenship lessons, regardless of their background.

In December 2023, we published findings of our work on the many benefits of social action, funded by the Institute of Community Studies. It showed the transformative potential of active citizenship for children in their final year of primary school. One Year 6 pupil said: "Children don't often get to be in charge of their learning and make change to other people's lives." Another reflected: "Nothing happens unless people are willing to take action." Listening to young people always reminds us of our mission.

It was a unique year for the charity seeing us reflect on year one of our 5-year strategy, auditing and considering what we need to look like to continue impact. The team has worked hard this year to hone the charity's ability to reach higher need state schools in its work, and young people who often wouldn't have immersive, rich citizenship education without our support. This also included responding to the challenging funding landscape, with the cost of living and economic uncertainty seeing less investment overall or understandably funnelled towards critical, frontline youth issues. We have responded to these challenges by focusing on funding diversification and centralising our core offer of inspiring, skills-based education that tackles some of the very issues putting our society at risk. We have updated how we structure our central impact portfolio of programmes, with a plan to continue linking our accessible, flexible cornerstone citizenship education offer to see us move closer to a whole-school support offer.

It was also informed by our first large-scale Youth Consultation, which will continue to shape how we advocate with and on behalf of children and young people. Key findings include:

- 71% of young people said they would vote in the upcoming General Election if they could, of which 78% felt informed about political issues. Amongst those who said they would not vote, this dropped to just 36%.
- Just over half of all respondents felt informed about party politics, 23% of whom said they trusted politicians. In cases where young people did not feel informed about political parties and candidates, just 5% put their trust in politicians.
- When asked whether they could make a difference in their communities, 79% of respondents who answered "yes" also agreed their voice mattered and they would be listened to. For those who answered "no", only 24% felt their voice mattered.

Our findings demonstrate the vital need and appetite for active citizenship education in schools across the UK. We will let the voices of these young people echo as we pursue our work in the coming year.

This coming year, as we all navigate the complex global landscape, it will be our job to see that Young Citizens' work can reach more children and young people from underserved backgrounds. We know we must make our work accessible and flexible for educators, otherwise civic skills and citizenship education will not reach every young person. The update to our model has also focused on targeting our programmes on higher-need state schools less likely to be able to offer regular citizenship education. Our aim continues to be making quality citizenship education the norm across the UK, as the key to ensuring confident, empowered young people prepared for their futures and unlocking stronger, more resilient communities.

Again, we thank all our supporters, funders and educators who make this work possible and look forward to continuing our impact together.

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Ashley Wheaton, Chair of the Board of Trustees | Ashley Hodges, Chief Executive

Our year in numbers

Young Citizens' programmes and resources reach a national network of state schools and colleges as well as other youth groups across the academic year, in each nation of the UK.

9,707 The number of times teachers downloaded our free classroom resources.

300,000+ children and young people benefitted from our classroom resources.

100,000+ pupils took part in The Big Legal Lesson 2024 in England and Wales.

1,000 students engaged in our immersive workshops.

5,886 students competed in our Mock Trials.

10,000+ young people reached by our youth-led social action programmes and resources

Impact for children and young people

Over 75% of children and young people have improved their understanding of citizenship topics through our programmes

85% of pupils feel more able to explain how the law affects their life

91% of students feel they have a better understanding of the legal rights and responsibilities of individuals in society

89% have a better understanding of the role government plays within the economy.

73% feel more able and confident to engage as active citizens.

100% of pupils understand more about their rights and responsibilities, according to their teachers.

Voices from our youth consultation

"There's a persistent lack of opportunities to speak about our concerns. If we have more opportunities to speak up, I think it would benefit the community." Isabella, aged 16

"If we were more educated about citizenship and how we can change things, we would be more comfortable to talk about it confidently." Ankita, aged 16

"I don't really see the point in people past the retirement age in Parliament making decisions, when they have no idea what it's like to be 18 in this day and age." Peter, aged 17

"We've been taught a bit about citizenship, but I think the main issue is how fragmented it is. We're taught snatches, and none of it really seems to connect. It's not continuous. A dedicated subject where we went through it continuously would be really useful." Olivia, aged 16

"As a politics student, I would vote because I have developed an awareness of what is going on, but before I don't think I would. School relies on our parents to educate us, but if our parents don't have very good habits, how are we meant to do well?" Chloe, aged 16

THE CITIZENSHIP FOUNDATION

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Report of the Trustees

Objectives

The Citizenship Foundation is a public benefit entity. The main object of our charity, as stated in the Memorandum of Association, is to “promote good citizenship for the public benefit by advancing active understanding of law and politics, religion and morals, commerce, industry, the arts, ecology, sociology, and any other subjects insofar as they are likely to be conducive to good citizenship”.

The Trustees confirm that they have referred to the guidance contained in the Charity Commission’s general guidance on public benefit and have regard to it when reviewing the Foundation’s aims and objectives and in planning and determining future activities.

Our vision

A society where people are empowered to shape their communities and institutions to enable a thriving democracy.

Our mission

Our mission is to provide learning experiences that light the spark of active citizenship for children and young people.

Our values

- We empower others so they can contribute and participate effectively for a stronger society.
- We believe empathy, compassion and building connections are key to being inclusive.
- We are committed to creating positive change and are ambitious in our goals.
- We consider our impact on others, including those we may never meet, to create a world for all and a more sustainable future.
- We collaborate to learn from one another, develop and amplify expertise and fuel collective impact.

Our approach

Founded by educationalists, our pedagogy and educational ethos has been developed to ensure our learning is impactful in its approach. We create learning resources and experiences designed to increase the quality of citizenship education and make it more approachable for more educators. Young Citizens sees that each of its interventions builds:

- **Knowledge & understanding:** We ensure children and young people are given age-appropriate lessons and engage with learning about rights and responsibilities, governing institutions, democratic values, justice systems, our economy and key themes from sustainability to media literacy.
- **Skills-building:** Our work brings citizenship to life through the ability of children and young people to test and apply their skills. Whether a classroom lesson or immersive programme, this ranges from critical thinking and oracy, to decision making and working well with others.
- **Motivation to act:** Knowledge and skills on their own are not enough to create active citizens. Children and young people also need to cultivate the desire to act by valuing democracy and our systems, a sense of civic responsibility, empathy, grit and belief in their own ability to make a difference

Our strategy

Launched in early 2023, our Lighting the Spark strategy demonstrates how we are working at a system level to create accessible citizenship learning that starts in the classroom and is brought to life through skills, immersive experiences and links into the real-world.

The strategy was launched in response to a crisis in our democracy, with polarisation, misinformation and disengagement all playing their part yet seeing the wider school system struggle to make this learning accessible and part of the norm for many young people.

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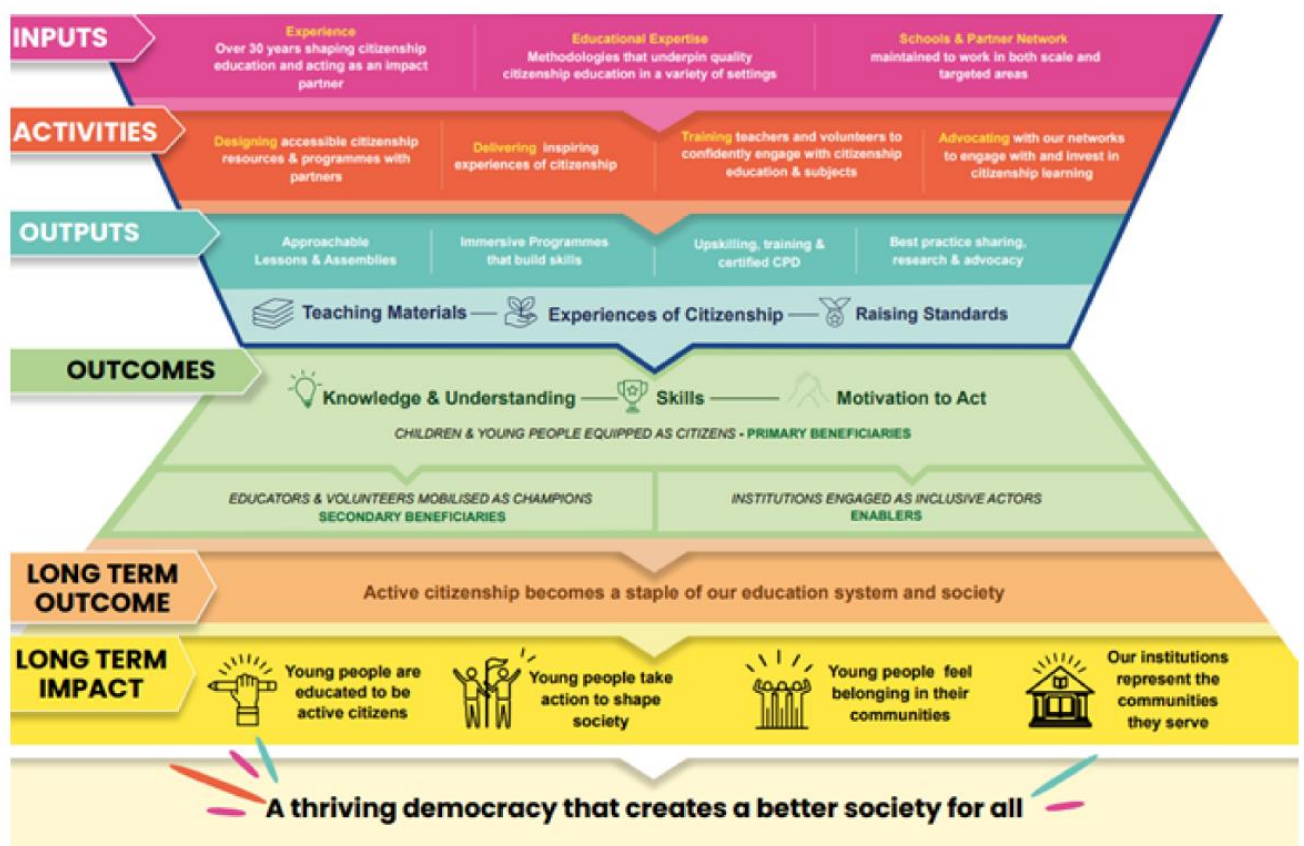
TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

As time has gone on post-pandemic, the state of democracy, community cohesion and institutional trust have only become more unstable. Citizenship education, and the key areas it encompasses from information literacy to mediating differences to building appreciation for democracy, has a role to play in overcoming these challenges. We have four key aims to help us create the greatest impact in our sector and in the UK:

- Accessible. We increase the accessibility of citizenship education for under-served groups in state schools and colleges.
- Connected. We create opportunities that connect young people to communities and institutions and bring learning to life.
- Relevant. We ensure young people are included in shaping and valuing citizenship education.
- Championed. We drive investment into citizenship education through evidence, convening and advocating.

Theory of change

Below shows how our programmes help achieve our desired outcomes of developing the knowledge, skills and confidence of young people to participate in society.



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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Activities of the Charity

The charity's services are made up of programmatic areas that allow us to support tens of thousands of educators each year across the UK.

These range from easy-access and free opportunities to help them enhance their teaching of citizenship education to immersive citizenship learning offers that support their children and young people in developing as active young citizens.

Whilst this report is for the financial year ending March 2023, the below metrics on participation represent the 2022-23 academic year.

Teaching Resources – Lessons & Assemblies

For 17 years, the charity has offered an online digital library of classroom lessons and assemblies to aid the teaching of citizenship education. Created by our expert education team, these allow for flexible, diverse use for a wide range of educators both within and outside of formal citizenship classes – such as lessons on the economy, media literacy and sustainability. This is made up of our long-standing Primary School Resource Library (formerly Go-Givers) and our Secondary School Resource Library.

Since the COVID-19 pandemic the charity has committed to keeping these libraries free of charge (formerly £399) to support further usage for all state schools. They are also available to educators in non-formal education settings. This year we have continued to extend the main libraries as well as our special campaigns to see more educators engage with our services.

Highlights this year

- Teaching resources were downloaded 9,707 times by 3,602 educators
- Nearly 3,000 schools downloaded a resource this year
- We estimate some 380,000 children and young people benefitted from our resources

Impact snapshot

- 100% of teachers rated the resource library as 'highly valuable' or 'invaluable'
- 100% of teachers had either already recommended the library to a colleague, or said they would in the future.

Teacher feedback

- "The resource library is packed with high quality resources about citizenship. The resources are highly relevant to the life experiences of our children and they are well organised making it easy to find resources."
- "The sessions are very useful and discuss topics that are difficult to plan for or to find resources for, especially things like law and governance. We planned a whole school topic around governance and democracy because of the pirate story."

The Big Legal Lesson 2024

The Big Legal Lesson ran for a fifth time, calling on all children and young people in England and Wales to be offered at least one lesson on the law. For the third consecutive year, we were sponsored international law firm Mishcon de Reya and supported by The Law Society.

We saw a 79% increase in teacher downloads this year, with an estimated 110,000 children and young people across 964 schools taking part in the campaign – our best ever engagement level. Teacher responses were overwhelmingly positive, with 100% recommending The Big Legal Lesson to a colleague. The campaign also saw legal volunteers from Mishcon deliver a special workshop in person.

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Award-winning resources

In June 2023, Young Citizens won a Top Publisher Award in the Global Dimension Awards 2023. We were one of five organisations producing the most engaging and inspiring resources featured on their website.

New Offers

The charity continues to increase its offer by developing interactive and inspiring lessons for a range of ages. Below are examples of new offers made available in 2023-24.

- We launched a vital new secondary resource with law firm CMS called Biodiversity: Using the Law to Drive Change, examining who is responsible for protecting wildlife and habitats.
- Ahead of the General Election, we launched a new set of landing pages for our democracy and politics resources, including a new pack of materials for primary schools.
- In partnership with FTI Consulting, we launched a suite of resources for economic and financial literacy in both primary and secondary schools.

In 2024-25 Young Citizens will focus on resource usage and simplifying our resource package for easier navigation for teachers and schools. We will continue to invest in shorter 'spark' resources as well as large campaigns to build on our success in promoting democratic resources after the General Election.

Our Generation, Our Vote: political literacy project with Save the Children and more

Ahead of the UK general election in July 2024, we partnered with Save the Children and a coalition of other organisations to deliver Our Generation. Our Vote.

This was a political literacy project which helped under 18-year-olds build their understanding of the democratic process, the different parties and their election manifestos, and local candidates standing in their areas. Our education team provided consultancy on the primary-level teaching materials (ages 5 to 11).

The project culminated in a mock election aimed at preparing children – particularly those from marginalised communities - to exercise their democratic rights when they reach voting age. Some 23,000 young people cast their vote across England and Wales. [Read more here.](#)

In anticipation of the General Election our Education Team developed our bank of democracy resources. Once the 2024 General Election was announced we shared our resources again with schools. During this academic year 446 educators from 405 schools have downloaded one or more of our democracy resources with an estimated reach of 17,840 pupils. These continue to be available as some educators pick up on lessons learned from the election and its impact.

Immersive Citizenship Programmes

Youth-led social action programmes

Youth-led social action (also known as community action) is about children and young people working together to identify and tackle issues to make a change in their communities. Through our two keystone programmes, Make a Difference Challenge and Bring About Change, we give educators a flexible, easy-to-use framework to introduce social action into school life, whether it be a full project or single drop-down day.

Highlights this year

- 147 schools and youth organisations engaged in our social action programmes, supporting children and young people to run their own project
- Sixty teachers downloaded Make a Difference in a Day, our easy-access social action resource
- Our partnership with Disney Theatrical Group continued, with 82 schools taking part in the Circle of Life Award.
- Our youth-led social action programmes and resources reached some 10,000 children and young people.

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Impact snapshot

- 80% of teachers who provided feedback on their social action projects indicated they would either not know where else to get this kind of support, or that Young Citizens' programme better met their needs compared to alternatives.
- 100% of teachers agree their pupils better understand their civic rights and responsibilities, while all teachers surveyed plan to continue or increase social action activities in their schools.
- 100% of teachers who reported back on their social action projects observed improvements in their pupils' speaking, listening, leadership and planning abilities.

Social action evaluation: Leave a Legacy project

In summer 2023, the Institute of Community Studies (ICS) at the Young Foundation awarded us a grant to participate in a research project studying the civic journeys of children and young people. The study aimed to identify the gaps and support needed to keep them engaged with their communities as they transition to adulthood.

Using the MADC youth-led social action project framework, we worked with 102 pupils and 25 teachers between May and October 2023 in Year 6 to deliver their 'Leave a Legacy' community project. It investigated how participating in social action in Year 6 can support pupils' civic learning, as well as develop wider skills and confidence for a positive transition to secondary school.

In a survey completed by year 6 teachers, 67% agreed that their children understood more about their rights and responsibilities as citizens felt more engaged with their local communities as a result of taking part. 71% felt that taking part in social action inspired self-belief in children that they can be part of decision-making processes and that it gave children more of a voice in their community.

Sara, a Y6 pupil, said: "I think it's important to take part because it makes us feel like we have a duty or purpose." An anonymous Y6 teacher said: "Children are looking beyond the confines of school and beginning to consider the wider community."

Social Action Student Conferences

In November 2024 we co-facilitated a fourth one day conference with the Southwark Schools Learning Partnership (SSLP), where students were challenged to create and deliver a social action project. The focus this year was on the topic of neurodiversity. Projects were created to make a positive difference to issues related to neurodiversity across multiple schools in the SSLP.

Students were divided into four groups with each group focusing on one of the following projects:

- To create a guide to support neurodiverse students moving from primary up to secondary school.
- To publish a collection of written words about, by or inspired by neurodiversity.
- To hold a fundraising event or activity for a charity supporting young neurodiverse people of your choice.
- To run an art competition to raise awareness of neurodiversity in SSLP schools, and to encourage schools to be more neuro friendly.

We also delivered our second student conference with the Thames Valley Learning Partnership and delivered leadership skills sessions with students.

Mock Trial Competitions

Since 1989 we have been committed to promoting legal education across the UK. For over three decades we have delivered the National Mock Trial Competitions, which provide young people with insight into how the law works with the help of legal professionals.

These competitions include the Bar Mock Trials and the Magistrates Court Mock Trials. We offer a range of legal resources and related programmes, such as the Mock Trial Classroom pack, enabling educators to offer key lessons across the year.

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

We are grateful that The Bar Council, His Majesty's Courts and Tribunal Services, The Law Society, the Circuits, the Inns of Court and many barristers' chambers continue to be major supporters and funders of the charity's unique role in school-based public legal education.

Highlights this year

- 5,886 students from 380 schools engaged across all Mock Trial programmes
- 62 heats with young people taking part in courts, universities and online
- Over 950 legal volunteers supporting the Mock Trial programmes through their time at competitions and as mentors 47 new schools engaged with the Bar Mock Trial Competition this year.

Impact snapshot

- 78.3% of young people said they have more confidence in considering a career in the legal sector
- 92.7% of young people said they have a better understanding of the role, function, and operation of the crown courts
- 91.6% of young people said they have a better understanding of the legal system

Improving access to public legal education

This year, we were delighted to continue receiving funding from Brick Court Chambers to establish an accessible mock trial aimed to engage underrepresented schools with significant barriers to participation in the Greater London area in the Mock Trial programme. This funding allowed us to reach 10 new schools with an average FSM percentage of 37%.

We built on the success of the pilot and continued our approach in being receptive to the needs of the specific barriers and challenges facing the schools. It emphasises the significance of tailored and accessible educational outreach programmes, highlighting the transformative impact of personalised initiatives in fostering interest and confidence in legal education among students from diverse backgrounds.

To accommodate the students unable to attend a physical heat, we delivered a Virtual regional Final this year for over 40 students. Schools from the Southwest, Midlands and North of England participated in an online Mock Trial and benefited from a Q&A with practicing legal professionals including Louise Sweet KC.

Alongside an additional 5 events, this year we hosted our largest Regional Final at Croydon Crown Court. Approximately 160 students benefitted from the event which saw them interact with over 20 volunteers made up of magistrates, legal professionals and court staff. The award-winning youth branch of Sky News, Fresh Start also attended the Croydon Crown Court event. Filming a segment for their flagship FYI programme expected to air in the coming weeks, this was a unique opportunity for us to further raise awareness, champion and drive-up support for PLE.

The Bar Mock Trial Competition National Final

The Bar Mock Trial Competition National Final was held at the Royal Courts of Justice on 16th March 2024. Over 300 students from 22 state schools and colleges took part from across the length and breadth of England, Wales, Scotland and Northern Ireland. Trials were presided over by a team of eminent judges and barristers, bringing with them a wealth of legal experience from the High Court, Court of Appeal, Crown Courts, the Bar Library of Northern Ireland and the Faculty of Advocates in Scotland. Read the full report of the day here.

His Majesty King Charles observes mock trial at Royal Courts of Justice

On 14 December 2023, His Majesty King Charles III observed a mock trial carried out by students from Ashcroft Technology Academy – a London secondary school taking part in Young Citizens' National Bar Mock Trial Competition. The mock trial took place during a special event at the Royal Courts of Justice celebrating the relationship between the monarchy and the judiciary.

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Delivering a mock trial in an 18th century courtroom

On 28 February 2024, we co-facilitated a Mock Trial conference at Hillsborough Castle & Gardens in Northern Ireland, co-facilitating a Mock Trial with the National Justice Museum (NJM). We hosted 100 students aged between 15 and 18 from 5 Northern Irish schools: Antrim Grammar School, Parkhall Integrated College, St. Colm's High School, St. Patrick's College and Victoria College Belfast.

Corporate Volunteering Programmes

Our corporate volunteering programmes have been running for over ten years. It brings citizenship learning to life for young people by connecting them with professionals from major firms and companies. We help schools offer inspiring sessions utilising the passion and expertise of professionals working in these areas every day, exposing them to careers but also essential real-world linked learning on subjects from human rights to how taxes work in local government.

Through our Legal, Economic and Media Experts in Schools programming and workshops, pupils are giving insight into key citizenship topics designed by Young Citizens but delivered through interactive skills-building learning on the day.

These sessions are run both in state schools and in offices with 13–18-year-olds and corporate volunteers to cover a range of lessons or workshops developed by our expert education team and delivered by the volunteers. They encourage debate about society's most topical issues including fake news, legal voting ages and human rights

Highlights this year

- Over 1,020 students took part in sessions.
- We engaged 176 corporate volunteers engaged with 15 corporate partners from the world of law, economics and media.
- We delivered sessions in 5 regions across the UK including London, The Southwest, Scotland, The Northeast and The Northwest

Impact snapshot

- 87.7% of students improved their understanding of the rule of law.
- 88.4% said it allowed them to better understand how the law applies to their life.
- 87.1% said working with a legal professional made the session more engaging and informative.
- 100% of teachers said that after taking part in the Legal Experts in Schools programme their students are more confident in their ability to positively engage with our legal structures, with 80% of teachers stating their students are better at debating and negotiating with others.

Student feedback

- "I've seen different situations and case studies; I've also decided independently on the punishments and offenses. I find it interesting and might take a career in law after this programme".
- "I want other young people to experience talking with professionals, learning about new things, and doing more teamwork".
- "I enjoyed this workshop because it was entertaining, enjoyable, and engaging. It builds your self-confidence."

Expanding engagement in the UK

We reached four regions outside of the London with our corporate programmes, conducting workshops in Manchester, Glasgow, Bristol, Plymouth and Alnwick through our digital programme. These immersive programmes have a long track record in London, and we have made sure to reach more state schools outside of London, who have limited opportunities.

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Investment

A range of funders continued to help us deliver this important immersive learning across this year and core charity citizenship services. This included re-securing a grant from The Law Society, as well as sponsorship and investment projects from Mishcon de Reya, CMS Law, FTI Consulting and A&O Shearman.

- This year saw the launch of the Biodiversity: Using the Law to Drive Change classroom resource and pilots of an accompanying volunteering programme. The new topic will be added to our Legal Workshop suite of other key topics in the 24/25 academic year.
- We re-launched our Digital Legal Experts in Schools programme following a project to improve its impact for young people and volunteers.
- Through sponsorship from FTI Consulting we were able to review and update our Economic and Financial Literacy library which saw teachers having access to new 'spark' resources allowing a more flexible lesson for shorter time periods.

Raising Standards & Sharing Practice

SMSC Programming

Spiritual, Moral, Social and Cultural (SMSC) learning sits at the heart of education, enabling children and young people to face a complex and ever-changing society. Young Citizens works with educationalists to help schools review, refine and revamp their SMSC provision through self-reviews and in-depth verifications through its running of England and Wales' main SMSC Quality Mark.

Highlights this year

- 126 schools purchased a self-review tool
- 54 schools took up SMSC in-person verifications through visits from our team of expert verifiers who work with staff and students to review their SMSC provision

Impact Snapshot

- 90% of educators said the process for completing the Self Review Tool was simple to follow
- 91% of educators said the written report received was useful
- 87% of educators said their verification visit was useful in helping my school clarify how we could improve our SMSC provision further

In the coming year the team will further its guidance for teachers in line with our accessibility aims to see that more teachers who are 'new to SMSC' have support pathways to engage with our work.

Teacher Training

The charity's activities focus largely on direct support of citizenship teaching and learning, however, to help build the confidence and understanding of teachers to deliver these, we also offer a suite of face to face and online training opportunities. Our courses, many of which are CPD certificated, cover a range of topics such as fundamental British values, social action and SMSC. In total, 390 new users registered on our online training platform in the academic year 2023-24

Working internationally

The charity has long nurtured international links to share learning and practice that helps us build a global citizenship community. Our strategy recognises the charity's strength as a bridging organisation with a unique role in both educating on the wider systems that support democratic society as well as engaging these institutions through our work. We continue to consider our international and systemic footprint and how we continue to share best practice in the future.

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This year, our continued work in this space has included research through our educational consultants as well as continued opportunities to help our UK partners augment their impact with their international offices and sites. We see this as vitally important to tackling the shared issues of today so that leaders from business to law and the economy are engaging with young people. In turn helping young people to see the opportunity to shape the future of our democratic institutions and societal values in the broadest sense.

Case Study: Contributing to EU Democracy Work

Young Citizens' educational consultants David Kerr and Ted Huddleston continue to be a part of the EU Radicalisation Network (RAN) as advisors to their Education Working Group. They have presented at RAN Education seminars across Europe over the past few years. The RAN network continues to include the packs on Controversial Issues that David and Ted have produced for the CoE/EU as part of their library of expert resources for RAN networks and practitioners. All resources that are included have to be peer reviewed before they are accepted and uploaded to the RAN online resources collection. RAN has classified the packs as 'inspiring practices' that should be highly recommended and promoted through the RAN network. This work and the pedagogy on democratic values is shared back with Young Citizens as we look at curriculum development and policy advocacy of critical citizenship learning in UK schools.

Championing citizenship

A key part of our five-year strategy is developing the charity's ability to shape the sector and practice. This includes strengthening its own capabilities to engage schools and deliver as well as improving evidence and understanding of the issues preventing quality democratic education and civic engagement.

Evidence and Advocacy

Championing the need for citizenship education, and what works, is part of our strategy as well as the charity's long history of work in the sector. We do this through on-going advocacy that raises visibility of the areas in which we specialise and evidence projects.

Advocating for Public Legal Education (PLE) in state schools

Public Legal Education is an essential strand of citizenship education but also improving long-term access to justice and understanding the rule of law. As a part of our commitment to helping champion PLE, we have continued to offer accessible learning of the law as well as activity that helps drive professional support of PLE that in turn increases activity in this space.

- The Young Citizens' team was able to work with Mishcon de Reya's expert roundtables to contribute to their research exploring the benefits of Public Legal Education (PLE) for school pupils, and how PLE provision can be developed further. Although the full outcomes of this research are yet to be published, it emphasised the need for new collaborative approaches to ensure the best possible teaching of PLE highlighting the need for innovative pilot programmes that expand opportunities for young people – particularly those at risk of missing out.
- The charity leadership including the CEO have also participated in the new Reframing Justice project, spearheaded by the Law Society, contributing expert views as to the barriers facing the 'rule of law' and 'access to justice' from the point of the view of our beneficiaries. This project will complete in 2024 with recommendations as to how the sector can collectively use language, tactics and advocate together to ensure the public, including young people, value and understand the 'rule of law' as a critical part of our society.
- Our CEO spoke at the 2024 Meta EMEA Legal Summit to share more with over 150 legal professionals the impact of wider PLE and youth engagement in schools. It aimed at motivating wider participation, in the UK and EMEA offices, charity support and volunteer time to go towards pre-careers programmes to support building democratic literacy and understanding of the rule of law for all young people.

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

We will continue to play a key role in convening and advocating for PLE with leaders, including newly elected government in 2024 ensuring the good work of the sector-driven Public Legal Education Commission 10-year vision can continue to be delivered on with the new Solicitor General.

Young Citizens Youth Consultation 2024

In 2023, we conducted a large Youth Consultation project, surveying 1,627 young people aged 14 to 18 in England. We also conducted eight focus groups with students aged 11 to 18 in schools and colleges across England. What young people told us:

- Young people that feel more informed about politics are more likely to vote. 71% of young people said they would vote in the upcoming General Election if they could, of which 78% felt informed about political issues. Amongst those who said they would not vote, this dropped to just 36%.
- Young people who feel informed about political parties and candidates are more likely to trust politicians. Just over half of all respondents felt informed about party politics, 23% of whom said they trusted politicians. In cases where young people did not feel informed about political parties and candidates, just 5% put their trust in politicians.
- Young people's trust in their own ability to make a change had a significant impact on voting behaviour. Of those who said they would vote in the next election, 87% also agreed their vote makes a difference. For those who answered 'no', this figure dropped to 22%.
- Young people who feel heard are empowered to make a difference. When asked whether they could make a difference in their communities, 79% of respondents who answered 'yes' also agreed or strongly agreed their voice mattered and listened to. For those who answered 'no', only 24% agreed or strongly agreed.
- Young people want to engage with society's biggest issues. When asked about the best ways to make a difference in society, young people rated voting in elections to be the most important (52%), closely followed by talking to people about current affairs issues (49%) and signing petitions (48%).

We are excited to use the findings from this youth-voice survey to inform our work.

Policy Advocacy

The charity continues to engage as a member of the Political Literacy APPG, alongside a range of activities to contribute to evidence that drives support for citizenship education.

- Evidence reference for the Commission on Political Power – the charity responded to an invitation for evidence and views on Increasing Citizen Engagement as a part of the Commission on Political Power work evaluating options for a more robust, transparent and equal democracy. This resulted in the Option 4: Increasing Citizens' Engagement with Political Power; Young Citizens was pleased to remark on the importance of citizenship education before voting age, lowering voter registration ages to happen before leaving school and linking schools with youth councils for more equal youth voice in policy making. Contributor on the skills roundtable at Conservative Party Conference - In October 2023, our Chief Executive Ashley Hodges took part in the Department of Culture, Media and Sport roundtable alongside Scouts and the Prince's Trust about building skills through extra-curricular and community programmes, discussing our role in building confidence to participate through in-school programming.
- Championing Citizenship in the House of Lords – Baroness d'Souza continues to serve as the President of Young Citizens, helping bring in contributions to bills and issues discussed regarding citizenship engagement, youth voice and improving democratic standards. This includes advocating for youth voice involved in the Online Safety Bill deliberation in 2023 and support of the 2024 Education Bill offering a renewed 'values of British Citizenship' to replace the controversial fundamental British values model.

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Developing our services

This year was a special point within the 5-year strategy to take stock on our most critical contributions to the education and youth landscape, and define how we want to look by our 40th birthday in 2029. The year coincided with the CEO taking maternity leave, whilst requiring this work to forge ahead with the interim Executive Director and the senior team from December 2023.

Service portfolio review

Throughout the year, the senior management and board of trustees undertook a wide-ranging review of our programmes, campaigns and services. As an essential part of our planning, this review aimed to maximise efficiencies and focus efforts on lasting school impact for a long-term system change approach that allows more schools of all kinds to embed citizenship education, harnessing our core portfolio, on a continuous basis. The aim is to see easily packaging and linking between the three programme strands, senior school leadership engagement and a reduction in one-off or one-strand engagement.

Reviewing feedback from teachers, young people, volunteers and other stakeholders, we successfully updated our portfolio of access points for primary and secondary schools. This included 1) reducing small, side projects that did not support one of our core areas 2) removing outdated programming lacking income sustainability options 3) pausing auxiliary support programmes, such as SMSC tools, until funding routes are clearer. This has left us to focus on:

- Lesson and assembly suites, and Big Lesson campaigns as entry points
- Interactive workshops and day-sessions for corporate and social action introductions
- Immersive programmes, including Make a Difference Challenge and the Mock Trials.

These have tailored options continued for both primary schools and secondary schools, with next year focusing on enhancing the linked teacher training and adaptations needed for specific under-served age groups. Ultimately, we hope this revised product mix will ensure citizenship teaching is all the more relevant, consistent and inspiring for young learners.

Operations and Systems

The strategy launched this year will have a continued focus on how the charity enhances its operational foundations that allow it to serve a diverse network and meet its impact aims. This includes a multi-year focus on furthering how our database systems can be used to understand the patterns and use of our services, and efficiency and effectiveness in how we work as a team.

The team will continue with investments into Salesforce and finance systems that will help our range of teams and programmes streamline their work and produce even more powerful reporting to guide our strategic decisions in periods to come.

People: updating our model

In March, Young Citizens restructured its approach to delivering services to streamline its teams away from individual programme silos to key functions that allows the team to bring together a core offer of Citizenship services and support for our schools. This was essential to address changed revenue streams but also as a part of the plans to create more cost-efficient and school-focused, rather than programmatic, approach. It added roles around income generation and fundraising, whilst reducing management roles to focus on capacity for delivery. The team continues to be led by our CEO, with new Senior Education and Senior Partnerships and Fundraising Managers respectively, supported by a dedicated team of coordinators who facilitate programmes and nurture school relationships. The restructure included reducing the charities cost-base overall to work towards a sustainable funding model with more diverse sponsorship and grants in the coming year.

The board has remained committed to increasing pay overall and the London Living Wage campaign. This has been complemented by assessing continued options for flexible work, apprenticeships and role mixes that has increase staff satisfaction and empowerment in their roles.

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Fundraising

Donors, Sponsors and Grant Providers

We are pleased in total for this year we were able to raise a further proportion of unrestricted income from these fundraising activities.

We would further like to thank our major grant giving organisations that make our work possible as outlined in our wider report. The charity was able to raise £347,120 in restricted and unrestricted grant funding this year, helping us continue to offer our services free or heavily subsidised to state schools, colleges and youth groups.

Responsible Fundraising

As ever, the charity understands its duty to protect the public, including vulnerable people, from unreasonably intrusive or persistent fundraising approaches and undue pressure to donate. We do not fundraise from the public currently or use any internal fundraisers or external fundraising agencies for either telephone or face-to-face campaigns. We endeavour to ensure that any fundraising approaches are legally compliant and respectful.

Our safeguarding leads monitor our direct marketing to ensure that it is not unreasonably intrusive or persistent, does not create unreasonable intrusions into people's privacy or place any undue pressures on individuals or donors. All marketing material contains clear instructions on how a person or organisation can be removed from mailing lists or can disengage from our marketing efforts should they wish to. We have received no fundraising complaints during the year.

We are registered with the Fundraising Regulator.

Looking forward: 2024-25

In April 2023, we launched our 5-year strategy, Lighting the Spark, to help maximise impact for our network of beneficiaries. "Year one" of the strategy was always intended to be a year of reflection and streamlining. However, we are proud to have already achieved so much, making inroads into fulfilling the our strategic aims for citizenship education: accessible, connected, relevant and championed.

Last year, we launched "spark" resources, refined our data infrastructure and carried out our huge youth voice consultation. Looking ahead, we have several key aims for the coming year.

- Through a series of reviews and restructures, the team will adapt its operational approach to promoting cross-pollination, efficiency, and understanding of school impact.
- Building on the "spark" resources, we will launch a product review to refine our work into a cogent core offer of citizenship services.
- Using data insights, we will generate a more cohesive user journey to help educators embed citizenship education more deeply into their school or youth setting.
- We will continue to focus on fundraising and sponsorship, providing exciting opportunities for corporate partners to invest in citizenship education for children and young people.

How we work

Safeguarding

Young Citizens is committed to the highest safeguarding standards. The Board has agreed a comprehensive Safeguarding Policy, reviewed annually, which all employees are expected to sign to confirm that they have read and understood. Regular training for staff takes place each year, as well as review of policies. This year also saw the introduction of an Adult Safeguarding Policy, and review of our Risk Management Policy with third party suppliers, to aid additional provision for less likely but potential risks and responsibilities our charity must ensure are clear internally and with our partners. The charity's executive team has a Designated Safeguarding Lead, who is supported by a Deputy Safeguarding Lead. Alison Kennell acts as the designated trustee for safeguarding issues.

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Equal Opportunities and Diversity

The charity is committed to a policy of equal opportunities and promotion of diversity in the selection, training, career development and promotion of all people, regardless of gender, marital status, race, colour, religion, disability or sexual orientation. The charity enables people with a disability to participate fully in organisational activities, consistent with their ability, so that they can maximise the use of knowledge, experience and skills in the charity's work. This has included our Appointments Committee also engaging in the services of EDI specialist recruiters, such as Charity People, for its recent recruitment work, and training opportunities with experts such as Getting on Board.

Employee Involvement

The charity encourages employees to be fully involved in the performance and objectives through a range of mechanisms. All-staff meetings are held half-termly and there are regular team meetings to ensure good sharing of information and expertise. This has also included strategy and development workshops with staff at all levels and arms of the organisation, to aid in gaining staff expertise and collective support for the charity's future ambitions. In addition, working groups are established to ensure communication and coordination across different areas of work and to engage staff more actively in project, programme and policy development.

Governance

Reference and Administrative Information

The Citizenship Foundation (known as Young Citizens) is a registered charity under the Charities Act 2011 (charity number 801360) and a registered company limited by guarantee (company number 2351363). It is governed by its Memorandum of Association dated 14 February 1989 and amended Articles of Association which were adopted on 27 March 2003.

The governance of the Foundation is vested in the Trustees appointed under the Memorandum and Articles. The day-to-day organisation of the Foundation is delegated to the Chief Executive.

Details of current Trustees, who are also the directors and members of the Company, are set out on page 1.

The principal place of business and professional advisors of the Charity is also set out on page 1

Board of Trustees

The governing body of the charity is the Board of Trustees, the members of which are listed on page 1. Unless indicated otherwise, all served throughout the year. The Board must consist of a minimum of three members with no maximum number. This year saw the appointment of five new trustees inclusive a treasurer trustee in June 2023. Due to term extensions over the pandemic the charity has seen a higher than usual coinciding end of terms in 2021-2023. The method for the recruitment and appointment of Trustees involves a skills audit and review overseen by the Appointment Committee followed by a combination of active search and open advertisement

The induction and training procedures for Trustees are as follows: New Trustees are invited to attend a Board meeting as observers before confirming that they will take up their appointment. They are supplied with a copy of the Charity Commission's guide to being a trustee and the core constitutional and strategic documents relating to the Foundation and its work. New trustees are also given both documentation and inductions through staff members to understand the business of the charity, its beneficiaries, strategy and requisite training and guidance on Safeguarding. The Appointments Committee further helps run annual skills' audits and track training needs of the board members, as well as trustees being invited to notify them if they believed they would benefit from further training.

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Trustees are encouraged to join joint staff-trustee working groups and, during the year, identify areas of activity they are keen to participate in. An HR and Remuneration Committee agrees the level of the Chief Executive's remuneration, keeps under review the salaries of senior staff members and agrees the cost-of-living enhancements for staff as per the recommendation of the Chief Executive, within the annual budget process. A Finance and Audit Committee reviews the organisational budget and closely monitors the charity's financial performance. The Appointments Committee oversees the review of skills and experiences on the Board and leads on the recruitment of new Trustees as and when required. As well as its regular Board meetings, the Board of Trustees periodically holds an away-day to focus on horizon-scanning and review of its strategy.

Management

The Board is responsible for setting strategies and policies for the charity and for ensuring that these are implemented. The day-to-day running of the charity is delegated to the Chief Executive and their staff in accordance with a Scheme of Delegation agreed by the Board. The Chief Executive is responsible for the implementation of policies and strategies on behalf of the Board. The Chief Executive works with the Senior Leadership Team to implement policies and procedures. This year, the charity was managed in lieu of the CEO by Interim Executive Director Sherine Krause from December 2023 - July 2024 during the current CEO's (Ashley Hodges) maternity leave. During this time the Interim Executive Director and team were supported by special time-limited working groups at the board level on Finance and Business Planning.

Risk Management

The Trustees have examined the principal areas of Young Citizens' operations and considered the major risks in each of these areas.

Our Financial Standing Orders require the risk register to be reviewed annually to ensure it is kept up to date. We use a traffic light system to identify the level of risk both pre- and post-mitigation, with a scoring of 1-5 for severity of both probability and impact. In addition, the Senior Leadership Team regularly monitors the register, checking that actions are carried out and whether any new risks can be identified.

In the opinion of the Trustees, Young Citizens has established a risk review system and allocated sufficient resources to ensure those risks identified have been mitigated to a level acceptable for the Foundation's day-to-day operations.

We review our risk register annually, the ongoing impact of the economic landscape has been to increase both the probability and impact of many of our risks, especially those concerning our finances:

1. Our levels of reserves;
2. Our income generation plans and mix; and
3. Impact of the cost-of-living crisis on staffing and turnover

To mitigate these risks:

1. The Board works closely with the Senior Management team to monitor and control the outflows whilst maximising existing sources of revenue so that we can continue to deliver the mission of the charity. The staff team are remaining alert to emerging mission-appropriate opportunities and the Board will consider increasing investment in grant fundraising when budgets allow.
2. We continued to develop our income opportunities with corporate partners, trusted grant partners to extend work and plans to revitalise our donor base. We have assessed our traded income with schools and partners to bring in reasonable price increases that help us stay closer to the impact of high inflation.
3. Alongside our Remuneration Committee, we have continued to speak to our staff teams about their support needs during the cost-of-living crisis, offering urgent support where needed as well as salary reviews and contract security where possible for roles that may be at higher risk for departing the charity sector due to income strains.

The Board accepts that, despite these efforts to mitigate the risks, in the current financial climate it is inevitable that residual risks will remain in these areas.

THE CITIZENSHIP FOUNDATION

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Past and current supporters of Young Citizens

We are very grateful to the thousands of volunteers, supporters and organisations who together make our work possible. With our thanks to our donors, funders and sponsors this year including:

Addleshaw Goddard
Alison Evans
A&O Shearman
The Bar Council
The Bar of Northern Ireland
Barclays
Big Lottery Fund
Bird & Bird
Brick Court Chambers
British Council
CC Land
Circuits of the Bar
CMS Law
Co-op Foundation
Council of Europe
Credit Agricole
DAC Beachcroft
Dan Mace
David Miles
Disney Theatrical Group
Dr Edge Watchorn
Faculty of Advocates
Finn Judge
Freshfields Bruckhaus Deringer
FTI Consulting
Geldards LLP
Government Legal Department
Gray's Inn
HM Courts and Tribunals Service
Hunton & Williams
Inner Temple
Jonathan Salmon
JP Morgan
Dan Mace
Lady Justice Kate Thirlwall
Lincoln's Inn
Malcolm Cree
Martin Bostock
Martin Severs
Martyn Bowyer
McDermott Will & Emery
Michael Maclay
Middle Temple
Milbank Tweed Hadley & McCloy
Mishcon De Reya
Montrose Associates
Nick Johnson
North Eastern Circuit of the Bar
Northern Circuit of the Bar
Orp Foundation
Osbourne Clarke
Pears Foundation

THE CITIZENSHIP FOUNDATION

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Pillsbury Winthrop Shaw Pittman

Rank Foundation
Salesforce
ShareGift
Sullivan & Cromwell LLP

Financial Review

Responsibilities for the Financial Statements

The charity Trustees (who are also Directors of the Citizenship Foundation for the purposes of company law) are responsible for preparing the Trustees' Report and the accounts 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 and not approve the financial statements unless they are satisfied that the financial statements give a true and fair view of the state of the affairs of the Charity as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the year then ended. In preparing those financial statements the Trustees:

- Select suitable accounting policies and apply them consistently
- Observe the methods and principles of the Charities' SORP 2019 (FRS 102)
- Make judgements and estimates that are reasonable and prudent
- State whether United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and Financial Reporting Standards and applicable law has been followed, disclosing and explaining any departures therefrom in the financial statements, and
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the Charity will continue in operation.

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

The maintenance and integrity of the Foundation's website is the responsibility of the Trustees. The work carried out by the independent examiner does not involve consideration of these matters and, accordingly, the independent examiner accepts no responsibility for any changes that may have occurred to the information contained in the Financial Statements once they are presented on the Foundation's website. Legislation in the United Kingdom governing the preparation and dissemination of the Financial Statements and other information included in annual reports may differ from legislation in other jurisdictions.

Remuneration Policy

In setting remuneration levels for key management personnel, the charity considers its aims and objectives, its current business plans, the level of skill and competencies required to deliver the role(s), its ability to pay, the balance between other similar roles and the rest of the staff team, and the similarity with existing roles within the sector. The charity continues to be a Real Living Wage employer.

Reserves Policy

Free reserves comprise the total reserves available to the charity, less those reserves for which use is restricted or else designated for specific purposes. Each year the Trustees review the policy for maintaining free reserves, taking into consideration the major risks faced by the charity, their likely impact on income and planned expenditure, and an assessment of the ways to mitigate such risks. A detailed review was performed during in June 2023 and March 2024 to ensure the reserves policy is fit for the future given the charity's current and forecast level of activity.

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

As a result of this review, the Trustees have agreed a revised policy that would ensure the safeguarding of charitable commitments and the funding of operational expenditure. This policy would also ensure adequate working capital and financial resilience for the charity, whilst addressing a proportional size of the organisation as part of the planned 2024 restructure. In order to meet the objectives of this policy, the Trustees agree that the charity should aim for free reserves of £360k, with the option for agreed temporary reductions or redeployments of surpluses if agreed by the Board. Free reserves, calculated as unrestricted funds less designated funds, stand at £262,102 at the year-ended 31 March 2024. At 31 March 2023 they stood at £443,583.

The free reserves have a shortfall of £97,898 to our policy target of £360,000. This is the result of an increased cost of delivery for our programmes, which has been difficult to get fully funded as a result of a challenging fundraising environment.

The trustees will continue to review the reserves policy, to ensure it is an appropriate level to maintain the going concern status of the charity.

There are already plans underway to bring the reserves back in line with policy, which include:

- Review and reduction of core operational costs including renegotiating supplier contracts
- A review of income streams and an assessment of potential funding opportunities, aligned with our key strategic objectives

Review of the Year

The year under review has been one in which the charity along with other similar organisations have had to deal with the effect of international events and the related unpredictable situations. The charity has endeavoured to continue its progress towards sustainability throughout this challenging and unpredictable period.

Total income for the year to 31 March 2024 amounted to £865,909 compared to £825,317 recorded for the year to 31 March 2023, an overall 4.9% increase. This total income is from generated sources and reflects the continuing efforts of the staff team to increase income from charitable activities to support the work of the charity. Total expenditure for the year to 31 March 2024 amounted to £1,023,633 compared to £936,968 recorded for the year to 31 March 2023. This represented an overall increase of 9.2%. This increase was due to increased costs.

Restricted funds increased by £23,757 from £61,202 at 31 March 2023 to £84,959 at 31 March 2024 and unrestricted funds decreased by £181,481, from £457,373 at 31 March 2023 to £275,892 at 31 March 2024, as a result of increased costs driven by inflation and the planned investment in capacity. The Charity recorded a net deficit income position of £157,724.

Future plans and going concern

Trustees anticipate that the year ending March 2025 will give rise to a small surplus income position and notwithstanding that there will be a positive unrestricted reserves position are taking steps to ensure that the structure of the foundation is such that expenditure is aligned with income over the medium term.

Exemptions

This report has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006.

Approved by order of the members of the board of Trustees and signed on their behalf by:

.....
Ashley Wheaton
Chair of Trustees
Date:

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 MARCH 2024

Independent examiner's report to the Trustees of The Citizenship Foundation ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 March 2024.

Responsibilities and basis of report

As the Trustees of the Charity (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed:

Dated:

Jeremy Tyrrell FCA

40 Gracechurch Street
London
EC3V 0BT

THE CITIZENSHIP FOUNDATION
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2024**

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	4	321,920	35,452	357,372	395,593
Charitable activities	5	-	504,254	504,254	429,724
Investments	6	-	4,283	4,283	-
Total income		321,920	543,989	865,909	825,317
Expenditure on:					
Raising funds		-	63,937	63,937	37,916
Charitable activities	7	339,888	619,808	959,696	899,052
Total expenditure		339,888	683,745	1,023,633	936,968
Net expenditure		(17,968)	(139,756)	(157,724)	(111,651)
Transfers between funds	18	41,725	(41,725)	-	-
Net movement in funds		23,757	(181,481)	(157,724)	(111,651)
Reconciliation of funds:					
Total funds brought forward		61,202	457,373	518,575	630,226
Net movement in funds		23,757	(181,481)	(157,724)	(111,651)
Total funds carried forward		84,959	275,892	360,851	518,575

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

The notes on pages 27 to 44 form part of these financial statements.

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)
REGISTERED NUMBER: 2351363

**BALANCE SHEET
AS AT 31 MARCH 2024**

	Note	2024 £	2023 £
Fixed assets			
Intangible assets	13	2,223	5,556
Tangible assets	14	8,963	12,822
		<u>11,186</u>	<u>18,378</u>
Current assets			
Debtors	15	207,104	323,415
Cash at bank and in hand		353,255	512,968
		<u>560,359</u>	<u>836,383</u>
Creditors: amounts falling due within one year	16	(163,426)	(276,918)
		<u>396,933</u>	<u>559,465</u>
Total assets less current liabilities		<u>408,119</u>	<u>577,843</u>
Provisions for liabilities	17	(47,268)	(59,268)
		<u>360,851</u>	<u>518,575</u>
Total net assets		<u><u>360,851</u></u>	<u><u>518,575</u></u>
Charity funds			
Restricted funds	18	84,959	61,202
Unrestricted funds	18	275,892	457,373
		<u>360,851</u>	<u>518,575</u>
Total funds		<u><u>360,851</u></u>	<u><u>518,575</u></u>

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

**BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2024**

The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

.....
Ashley Wheaton

Chair of Trustees

Date:

The notes on pages 27 to 44 form part of these financial statements.

THE CITIZENSHIP FOUNDATION
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
Cash flows from operating activities		
Net cash used in operating activities	(161,553)	(59,515)
	<hr/>	<hr/>
Cash flows from investing activities		
Interest	4,283	-
Purchase of tangible fixed assets	(2,443)	(13,872)
	<hr/>	<hr/>
Net cash provided by/(used in) investing activities	1,840	(13,872)
	<hr/>	<hr/>
Cash flows from financing activities		
	<hr/>	<hr/>
Net cash provided by financing activities	-	-
	<hr/>	<hr/>
Change in cash and cash equivalents in the year	(159,713)	(73,387)
Cash and cash equivalents at the beginning of the year	512,968	586,355
	<hr/>	<hr/>
Cash and cash equivalents at the end of the year	<u>353,255</u>	<u>512,968</u>

The notes on pages 27 to 44 form part of these financial statements

THE CITIZENSHIP FOUNDATION

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1. General information

Citizenship Foundation is a registered charitable company in the United Kingdom, company number 02351363. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

The address of the registered office is 37 Heneage Street, London, E1 5LJ.

The nature of the charity's operations and principal activities are education and campaigning.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements 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 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Citizenship Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below.

These policies have been consistently applied to all years presented unless otherwise stated.

2.2 Going concern

The Trustees assess the ability of the Charity to continue as a going concern for a period of at least 12 months from the date the accounts are signed. The charity currently holds free reserves below the level determined by the Trustees however, the Trustees still consider the charity to be a going concern. This consideration and the plan for recovery is discussed in more detail in the Reserves Policy section in the Trustees' Report above.

The trustees thus consider that there are no material uncertainties about The Citizenship Foundation's ability to continue as a going concern.

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

2. Accounting policies (continued)

2.3 Income

All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income, after any performance conditions have been met, when the amount can be measured reliably and when it is probable that the income will be received.

Income from donations is recognised on receipt, unless there are conditions attached to the donation that require a level of performance before entitlement can be obtained. In this case income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity, for example the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail of the contribution of volunteers to the charity is given in the Trustees' Annual Report.

Income from charitable activities includes income earned from fundraising events and activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

Investment income is earned through holding cash balances in interest paying bank accounts. Interest income is recognised when received.

2.4 Expenditure

All expenditure is accounted for on an accruals basis. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of raising funds includes cost incurred in the course of applying for grants and seeking voluntary contributions;
- Expenditure on charitable activities includes cost incurred in the delivery of the services of the charity; and
- Other expenditure represents those items not falling into the categories above.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

THE CITIZENSHIP FOUNDATION

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

2. Accounting policies (continued)

2.5 Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, and costs incurred in the provision of corporate services. They are incurred directly in support of expenditure on the objects of the charity. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Premises costs have been allocated on a similar basis.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.7 Foreign currencies

Foreign currency transactions are initially recognised by applying to the foreign currency amount the spot exchange rate between the functional currency and the foreign currency at the date of the transaction.

Monetary assets and liabilities denominated in a foreign currency at the balance sheet date are translated using the closing rate.

Exchange gains and losses are recognised in the statement of financial activities.

2.8 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.9 Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. Contributions to the Foundation's defined contribution pension scheme, and to employees' personal pensions, are charged to the statement of financial activities in the year in which they become payable.

2.10 Redundancy payments

Redundancy payments are amounts payable as a result of a decision by the charity to terminate an employee's employment before the normal retirement date or an employee's decision to accept voluntary redundancy and are charged on an accruals basis to the SOFA when the charity is demonstrably committed to the payment of these costs.

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

2. Accounting policies (continued)

2.11 Intangible assets and amortisation

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following basis:

Website	- 33% straight line
---------	---------------------

2.12 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

Fixtures and fittings	- 4 years straight line
Office equipment	- 3 years straight line

2.13 Debtors

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

2.14 Cash at bank and in hand

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

2.15 Liabilities

Liabilities and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the statement of financial activities as a finance cost.

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

2. Accounting policies (continued)

2.16 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, with the exception of the following:

- fixed assets are measured at amortised cost;
- all other assets and liabilities are held at cos

2.17 Leases

Rentals payable and receivable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

2.18 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Critical accounting estimates and areas of judgment

No judgements (apart from those involving estimates) have been made in the application of the above accounting policies. No assumptions concerning the future, and key sources of estimation uncertainty at the reporting date have a significant risk of causing a material misstatement to the carrying amounts of assets and liabilities.

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

4. Income from donations and legacies

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Donations	-	10,252	10,252
Grants	321,920	25,200	347,120
	<u>321,920</u>	<u>35,452</u>	<u>357,372</u>

	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Donations	-	14,044	14,044
Grants	275,360	106,189	381,549
	<u>275,360</u>	<u>120,233</u>	<u>395,593</u>

THE CITIZENSHIP FOUNDATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

5. Income from charitable activities

	Unrestricted funds 2024 £	Total funds 2024 £
Citizenship Services	56,641	56,641
Legal Education	363,002	363,002
Social Participation	84,611	84,611
	<u>504,254</u>	<u>504,254</u>
	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Citizenship Services	93,243	93,243
Legal Education	267,289	267,289
Social Participation	69,192	69,192
	<u>429,724</u>	<u>429,724</u>

6. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Interest	<u>4,283</u>	<u>4,283</u>	-

THE CITIZENSHIP FOUNDATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

7. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total 2024 £
Citizenship Services	59,884	244,495	304,379
Legal Education	224,836	254,460	479,296
Social Participation	55,168	120,853	176,021
	<u>339,888</u>	<u>619,808</u>	<u>959,696</u>

	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total 2023 £</i>
Citizenship Services	-	209,435	209,435
Legal Education	111,000	275,056	386,056
Social Participation	156,606	146,955	303,561
	<u>267,606</u>	<u>631,446</u>	<u>899,052</u>

THE CITIZENSHIP FOUNDATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

8. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Citizenship Services	252,749	51,630	304,379
Legal Education	364,156	115,140	479,296
Social Participation	157,303	18,718	176,021
	<u>774,208</u>	<u>185,488</u>	<u>959,696</u>

	<i>Activities undertaken directly 2023 £</i>	<i>Support costs 2023 £</i>	<i>Total funds 2023 £</i>
Citizenship Services	168,599	40,836	209,435
Legal Education	313,811	72,245	386,056
Social Participation	259,585	43,976	303,561
	<u>741,995</u>	<u>157,057</u>	<u>899,052</u>

9. Independent examiner's remuneration

	2024 £	2023 £
Fees payable to the Charity's independent examiner (p/y: auditor) for the independent examination (p/y: audit) of the Charity's annual accounts	<u>4,125</u>	<u>11,400</u>

THE CITIZENSHIP FOUNDATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

10. Staff costs

	2024	2023
	£	£
Wages and salaries	655,868	540,003
Social security costs	56,895	49,171
Contribution to defined contribution pension schemes	46,006	37,963
	<u>758,769</u>	<u>627,137</u>

The average number of persons employed by the Charity during the year was as follows:

	2024	2023
	No.	No.
Charitable activities	21	18
Support services	2	2
	<u>23</u>	<u>20</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024	2023
	No.	No.
In the band £60,001 - £70,000	1	1

The total amount of employee benefits received by key management personnel during the year was £242,174 (2023 - £201,846). The Charity considers its key management personnel in 2024 to comprise:

- The Chief Executive Officer
- The Director of Finance and Resources
- The Director of Partnerships and Engagement
- The Programme Directors – Programmes and Marketing.

11. Pensions

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pensions cost charge represents contributions payable by the charity to the fund and amounted to £46,006 (2023 - £37,963).

Contributions totalling £7,711 (2023: £3,330) were payable to the fund at the balance sheet date and are included in creditors.

THE CITIZENSHIP FOUNDATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

12. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL-).

During the year ended 31 March 2024, expenses totalling £169 were reimbursed or paid directly to 3 Trustees (2023 - £119 to 1 Trustee).

13. Intangible assets

	Website £
Cost	
At 1 April 2023	62,116
At 31 March 2024	<u>62,116</u>
Amortisation	
At 1 April 2023	56,560
Charge for the year	3,333
At 31 March 2024	<u>59,893</u>
Net book value	
At 31 March 2024	<u><u>2,223</u></u>
At 31 March 2023	<u><u>5,556</u></u>

THE CITIZENSHIP FOUNDATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

14. Tangible fixed assets

	Fixtures and fittings £	Office equipment £	Total £
Cost or valuation			
At 1 April 2023	20,600	32,201	52,801
Additions	-	2,442	2,442
At 31 March 2024	<u>20,600</u>	<u>34,643</u>	<u>55,243</u>
Depreciation			
At 1 April 2023	20,600	19,379	39,979
Charge for the year	-	6,301	6,301
At 31 March 2024	<u>20,600</u>	<u>25,680</u>	<u>46,280</u>
Net book value			
At 31 March 2024	<u>-</u>	<u>8,963</u>	<u>8,963</u>
At 31 March 2023	<u>-</u>	<u>12,822</u>	<u>12,822</u>

15. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	187,992	289,957
Other debtors	19,112	12,460
Prepayments and accrued income	-	20,998
	<u>207,104</u>	<u>323,415</u>

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

16. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	22,263	51,566
Other taxation and social security	12,073	36,623
Other creditors	16,522	11,851
Accruals and deferred income	112,568	176,878
	<u>163,426</u>	<u>276,918</u>
	2024 £	2023 £
Deferred income at 1 April 2023	151,486	26,563
Resources deferred during the year	88,105	151,486
Amounts released from previous periods	(151,486)	(26,563)
	<u>88,105</u>	<u>151,486</u>

17. Provisions

	Provisions £
At 1 April 2023	59,268
Additions	-
Amounts used	(12,000)
Amounts reversed	-
	<u>47,268</u>

THE CITIZENSHIP FOUNDATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

18. Statement of funds

Statement of funds - current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2024 £
Unrestricted funds					
Designated funds					
Technology Fund	<u>13,790</u>	-	-	-	<u>13,790</u>
General funds					
General Fund	<u>443,583</u>	<u>543,989</u>	<u>(683,745)</u>	<u>(41,725)</u>	<u>262,102</u>
Total Unrestricted funds	<u>457,373</u>	<u>543,989</u>	<u>(683,745)</u>	<u>(41,725)</u>	<u>275,892</u>
Restricted funds					
Citizenship Services	-	144,843	(59,884)	-	84,959
Legal Education	14,804	174,500	(224,836)	35,532	-
Social Participation	46,398	2,577	(55,168)	6,193	-
	<u>61,202</u>	<u>321,920</u>	<u>(339,888)</u>	<u>41,725</u>	<u>84,959</u>
Total of funds	<u>518,575</u>	<u>865,909</u>	<u>(1,023,633)</u>	<u>-</u>	<u>360,851</u>

Designated funds are held as follows:

Held towards a Technology Fund covering the maintenance of the charity's technological capacity.

Restricted funds are held as follows:

The Social Participation Fund comprises funds held for:

The continuance of the MADC programme in primary schools across the UK and the continuance of the Volunteering programme

The Legal Education fund comprised funds held for the continuance of the Mock Trials programme.

"Citizenship Services" is core work across the charity such as the resource library and bespoke sponsorship work not limited to legal education or social participation.

THE CITIZENSHIP FOUNDATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

18. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 April 2022</i>	<i>Income</i>	<i>Expenditure</i>	<i>Balance at 31 March 2023</i>
	£	£	£	£
Unrestricted funds				
Designated funds				
Technology Fund	<u>13,790</u>	-	-	<u>13,790</u>
General funds				
General Fund	<u>562,988</u>	<u>549,957</u>	<u>(669,362)</u>	<u>443,583</u>
Total Unrestricted funds	<u>576,778</u>	<u>549,957</u>	<u>(669,362)</u>	<u>457,373</u>
Restricted funds				
Citizenship Services	-	-	-	-
Legal Education	14,804	111,000	(111,000)	14,804
Social Participation	38,644	164,360	(156,606)	46,398
	<u>53,448</u>	<u>275,360</u>	<u>(267,606)</u>	<u>61,202</u>
Total of funds	<u>630,226</u>	<u>825,317</u>	<u>(936,968)</u>	<u>518,575</u>

THE CITIZENSHIP FOUNDATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

19. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	8,963	8,963
Intangible fixed assets	-	2,223	2,223
Current assets	84,959	475,400	560,359
Creditors due within one year	-	(163,426)	(163,426)
Provisions for liabilities and charges	-	(47,268)	(47,268)
Total	<u>84,959</u>	<u>275,892</u>	<u>360,851</u>

Analysis of net assets between funds - prior period

	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Tangible fixed assets	-	12,822	12,822
Intangible fixed assets	-	5,556	5,556
Current assets	61,202	775,181	836,383
Creditors due within one year	-	(276,918)	(276,918)
Provisions for liabilities and charges	-	(59,268)	(59,268)
Total	<u>61,202</u>	<u>457,373</u>	<u>518,575</u>

THE CITIZENSHIP FOUNDATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

20. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net expenditure for the period (as per Statement of Financial Activities)	(157,724)	(111,651)
Adjustments for:		
Depreciation charges	9,635	11,710
Dividends, interests and rents from investments	(4,283)	-
Decrease/(increase) in debtors	116,311	(95,234)
Increase/(decrease) in creditors	(113,492)	147,602
Increase/ (decrease) in provisions	(12,000)	(11,942)
Net cash used in operating activities	<u>(161,553)</u>	<u>(59,515)</u>

21. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	353,255	512,968
Total cash and cash equivalents	<u>353,255</u>	<u>512,968</u>

22. Analysis of changes in net debt

	At 1 April 2023 £	Cash flows £	At 31 March 2024 £
Cash at bank and in hand	512,968	(159,713)	353,255
	<u>512,968</u>	<u>(159,713)</u>	<u>353,255</u>

THE CITIZENSHIP FOUNDATION

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

23. Operating lease commitments

At 31 March 2024 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024	2023
	£	£
Not later than 1 year	49,036	59,268
Later than 1 year and not later than 5 years	21,265	139,711
	<u>70,301</u>	<u>198,979</u>

24. Related Party Transactions

There were no related party transactions in the year other than those disclosed in Note 12 (2023: none)

25. Volunteers

Legal volunteers support the Mock Trial programmes through their time at competitions and as mentors. Corporate partners support citizenship education programmes through their time at schools.

THE CITIZENSHIP FOUNDATION

England & Wales - Charity number 801360

Accounts



The Citizenship Foundation

Trustees' Annual Report and Accounts
Year ending 31st March 2023

Charity number 801360

Company number 2351363

About Young Citizens

Young Citizens is a national education charity lighting the spark of active citizenship for children and young people.

Established in 1989, we deliver skills, knowledge and enrichment to over half a million children each year through a range of topical classroom resources and immersive learning experiences.

Our team of education experts works to equip young minds with the confidence to shape both local communities and powerful societal systems. We do this by mobilising teachers, professionals and policy makers to transfer expertise to the people who need it most, making complex current affairs accessible to all.

What we do

Young Citizens offers a diverse portfolio of learning projects for schools and youth groups to use.

Whether it be through interactive mock trial competitions, skills-based workshops with professionals or social action programmes in school, the charity is dedicated to inspiring children and young people to be active participants in society.

We are ambitious in our scope, covering the world's most pressing current affairs issues including democracy, sustainability, the economy, media, human rights and more. We support educators and professional volunteers to transfer core citizenship skills and values through specialist training and resources.

Our vision is a society where people are empowered to shape their communities and institutions to enable a thriving democracy.



Introduction from the Chair and Chief Executive

For more than 30 years, alongside our partners from the voluntary, statutory and corporate sectors, and our many thousands of volunteers from professions ranging from the law, the media and finance, Young Citizens have proudly helped countless young people find their voice in society. Our national educators have benefited from a mix of both classroom resources and interactive programmes that help them bring citizenship to life, whether in a primary or secondary schools, sixth form colleges or youth groups.

This year we celebrated twenty years of citizenship on the national curriculum in England and Wales, in no small part as a result of our campaigning at the turn of the century. The year also saw three key developments that will enable us to deliver impact for years to come:

- A return to face-to-face delivery of programmes and events following the pandemic
- The launch of our new 5-year strategy, *Lighting the Spark*
- The appointment of our new Chair, Ashley Wheaton, in February 2023

It has been apparent to all in the third and social sectors how vital our services remain as our communities, schools and young people cope with the challenges of the pandemic and ongoing economic uncertainty. We have succeeded in maintaining the range of citizenship programmes and materials we offer across the UK, reaching out with offers such as using youth-led social action to combat mental ill-health and the climate crisis. We have also introduced innovative delivery models that build on our expertise, such as the Court in Action public legal education programme across the South West of England.

Alongside this we fully returned to face-to-face delivery options this year, including our Mock Trial Heats and the national final at the Royal Courts of Justice. It was particularly important to us to be able to offer the joyous, immersive experiences that we know can be transformative for many young people. At the same time, we proudly continued our digital offers that had been developed during the pandemic and which allow us to reach new and more remote locations with our activities.

As ever we are hugely thankful to our staff team who have continued to innovate and adapt to make services possible despite the changing landscape and pressures on schools. And none of this would be possible without over 1,200 volunteers in England, Wales, Scotland and Northern Ireland who put huge amounts of time and energy into creating engaging, immersive experiences that can excite young people about citizenship. We were delighted to also continue our work with over 20 industry-leading businesses and partners to offer employee volunteering opportunities and develop our library of resources, including, for the fourth year running, the Big

Legal Lesson. As you read this report you will get a sense of the impact our work has on the children and young people we work with.

Our new strategy has a real focus on delivering long term impact on the children we work with and the society they will shape in the future. As we enter the first year we will focus on:

- Increasing the accessibility of our services for under-served young people
- Building the evidence-base for our activities
- Increasing public understanding of the importance of citizenship education

You can read the whole [strategy document here](#).

Finally, a couple of important farewells. We know that 2023 onwards will continue to bring changes and challenges but we feel that we have the strategy and the team to face them confidently. The charity is hugely grateful to our outgoing Chair, Dr Edge Watchorn, for her decade of service as a trustee, and in particular for her leadership over the pandemic as Chair over the past three years that has enabled us to get to this place. She passes the baton at time when we know that democracy, community belonging and youth empowerment have never been more critical to the future of the UK and our world.

In April 2023 we were saddened to hear of the passing of our charity's founding father, Lord Andrew Phillips of Sudbury OBE. As a lawyer, politician and passionate advocate for citizenship education, Andrew's influence was immense. Concerned about how little young people were taught about the law, Andrew began teaching experimental law lessons in local schools, with a focus on how the law affected young people. Those early experiments led to the founding of The Citizenship Foundation, which we now know as Young Citizens. We are proud to continue delivering his vision of helping young people gain the knowledge, skills and confidence to become active, engaged motivated citizens.

We would like to say a final thank you to all of our supporters for the successes you have enabled this year and we look forward to involving you in our strategic developments in the year ahead.

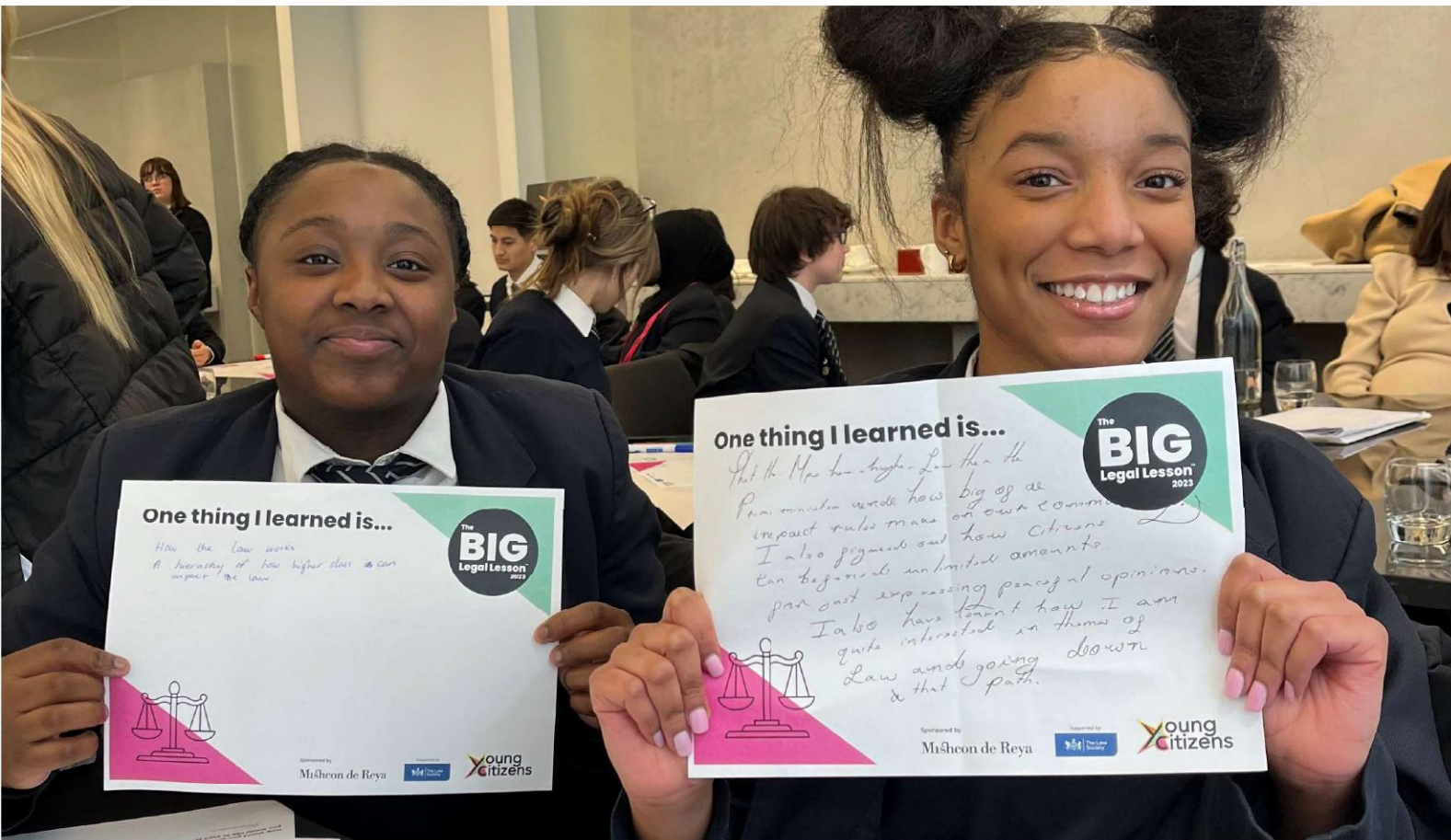


Ashley Wheaton, Chair of the Board of Trustees | Ashley Hodges, Chief Executive

Our year in numbers

Young Citizens' programmes and resources reach a national network of state schools and colleges as well as other youth groups across the academic year, in each nation of the UK.





Report of the Trustees

Objectives

The Citizenship Foundation is a Public Benefit Entity.

The main object of our charity, as stated in the Memorandum of Association, is to 'promote good citizenship for the public benefit by advancing active understanding of law and politics, religion and morals, commerce, industry, the arts, ecology, sociology, and any other subjects insofar as they are likely to be conducive to good citizenship'.

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit and have regard to it when reviewing the Foundation's aims and objectives and in planning and determining future activities.

Our Vision

A society where people are empowered to shape their communities and institutions to enable a thriving democracy.

Our Mission

Our mission is to provide learning experiences that light the spark of active citizenship for children and young people.

Our values

- We **empower** others so they can contribute and participate effectively for a stronger society.
- We believe **empathy**, **compassion** and building **connections** are key to being inclusive.
- We are committed to creating **positive change** and are **ambitious** in our goals.
- We consider our impact on others, including those we may never meet, to create a world for all and a more **sustainable** future.
- We **collaborate** to learn from one another, develop and amplify **expertise** and fuel collective impact.

Our approach

We create citizenship learning that is designed to increase the availability of quality citizenship education and make it more approachable for more educators. Young Citizens sees that each of its interventions builds:

- **Knowledge & understanding:** We ensure children and young people are given age-appropriate lessons and engage with learning about rights and responsibilities, governing institutions, democratic values, justice systems, our economy and key themes from sustainability to media literacy.
- **Skills:** Our work brings citizenship to life through the ability of children and young people to test and apply their skills. Whether a resource or immersive programme, this ranges from critical thinking and debating, to decision making and working well with others.
- **Motivation to act:** Knowledge and skills on their own are not enough to create active citizens. Children and young people also need to cultivate the desire to act by valuing democracy and our systems, a sense of civic responsibility, empathy, grit and belief in their own ability to make a difference.

Our new strategy

In 2022 the charity embarked on reviewing its 10-year strategy set in 2017, in light of the significant amount of social and global change impacting its beneficiaries.

Launched in early 2023, Lighting the Spark demonstrates how we will be working to create even-more accessible citizenship learning that starts in the classroom and is brought to life through skills, authentic experiences and links into the real-world. It also allowed us to revisit and refresh the framing of our vision, values and impact.

It builds on our nearly 35 years of work to see that every child and young person is prepared to thrive as an active citizen as a part of our modern education system.

Context and need for our work

The new strategy comes as we mark the 20th anniversary of citizenship being made statutory on the curriculum, and ahead of our 35th birthday as a charity next year.

Despite the progress made over the decades, there is a serious lack of equitable and quality provision of citizenship education. The follow-up to the House of Lords Ties that Bind report on Citizenship and Civic Engagement in 2022 concluded that much more needs to be done to give citizenship a seat at the table in UK schools.

We believe there is a case that this learning, from our rights to how to engage with our local governments and be active in our community, is a vital pillar of any modern young person's learning across their education.



Our strategy is designed to help us amplify our role as a scaled, catalyst organisation that can reach between educators and institutions to offer expert, inspired citizenship education. We will continue to be a well-established voice in the education and youth sectors, working in partnership to help have more impact for children and young people.

Our strategic aims

The strategy has four key aims around our services and activities to focus our efforts over the next five years to create more impact for the sector and young people:

- **Accessible.** We will increase the accessibility of citizenship education for under-served groups.
- **Connected.** We will create opportunities that connect young people to communities and institutions and bring learning to life.
- **Relevant.** We will ensure young people are included in shaping and valuing citizenship education.
- **Championed.** We will drive investment into citizenship education through evidence, convening and advocating.

Our Impact Goals

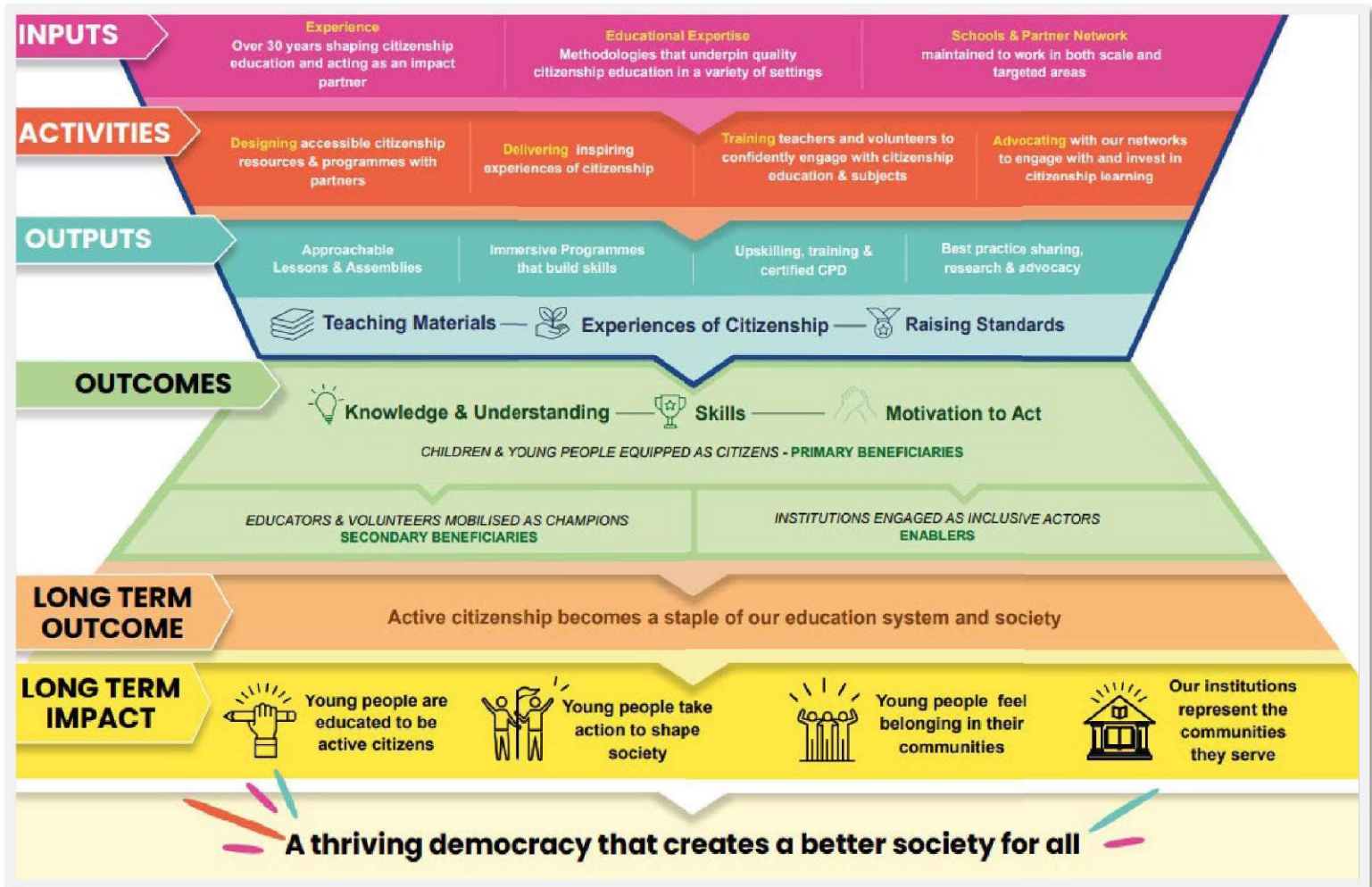
In the long term, we believe our vision will be realised when:



Theory of Change

Young Citizens' strategy also outlines the Theory of Change that underpins where we put our efforts and expertise to create impact for our beneficiaries and society.

Below shows how our programmes help achieve our desired outcomes of developing the knowledge, skills and confidence of young people to participate in society.





Our Programmes and Services

The charity's services are made up of programmatic areas that allow us to support tens of thousands of educators each year across the UK.

These range from easy-access and free opportunities to help them enhance their teaching of citizenship education to immersive citizenship learning offers that support their children and young people in developing as active young citizens.

Whilst this report is for the financial year ending March 2023, the below metrics on participation represent the 2022-23 academic year.

Teaching Resource Libraries

For 16 years, the charity has offered an online digital library of classroom lessons and resources to aid the teaching of citizenship education.

Created by our expert education team, these allow for flexible, diverse use for a wide range of educators both within and outside of formal citizenship classes – such as lessons on the economy, media literacy and sustainability. This is made up of our long-standing Primary School Resource Library (formerly Go-Givers) and our Secondary School Resource Library.

Since the COVID-19 pandemic the charity has committed to keeping these libraries free of charge (formerly £399) to support further usage for all state schools. They are also available to educators in non-formal education settings. This year we have continued to extend the main libraries as well as our special campaigns to see more educators engage with our services.

Highlights this year:

- Resources were downloaded 10,054 times
- 2,822 schools downloaded a resource this year
- 904,860, the approximate reach of our lessons to young people

Impact snapshot:

- **71%** of teachers said the resources made their students better able to make their voices heard by those in power
- **84%** of teachers rate resources as highly valuable or invaluable.
- **100%** of teachers would recommend our resources

Mock Parliament Pack

The charity again supported Parliament week in 2022 by launching a new motion for our Mock Parliament Debate classroom pack- *A new Bill of Rights should be passed to replace the Human Rights Act.*

This was downloaded by hundreds of teachers nationwide to take them through step by step with students acting out how Parliament proposes and considers a new motion. It complements a range of lessons on Parliament to ensure students get a chance to understand the roles, rules and skills needed in our Parliamentary system.

I thought the resources were adaptable to suit our wide range of ages. I had positive feedback from every class due to the active nature of the activities and the children thoroughly enjoyed learning about their rights and responsibilities. We would love more resources to teach throughout the year as it empowers children but prepares them for life beyond education.

Secondary School Teacher

It fits in beautifully with British Values and provides excellent opportunities for SMSC in terms of critical thinking, debating and listening to one another.

Secondary school teacher

The Big Legal Lesson 2023

The Big Legal Lesson ran for its fourth year in partnership with the Law Society and Mishcon de Reya. As part of the campaign the charity calls for all children and young people to be offered at least one lesson on the law each year to increase their understanding of their rights and the legal system.

In 2023 nearly a thousand teachers signed the Big Legal Lesson pledge to take part, with 31% taking part from higher-than-average free school meals institutions. The campaign also saw legal volunteers from Mishcon deliver special workshops to help offer a more interactive experience.

I think it was a fantastic opportunity to raise awareness of how the law affects young people in their day to day lives. I feel the prior understanding (especially for our year 7 students) was that the law only matters if you commit a crime, so this was really eye opening for some of our students to see how much impact the law has and how it directly affects them.

Secondary School Teacher

Expanding the libraries

The charity continues to increase its offer by developing interactive and inspiring lessons for a range of ages. Below are examples of new offers made available in 2022-23, reaching on average 193 teachers from 186 schools.

- A new **Introduction to Human Rights** resource for secondary schools to complement our wider human rights library.
- **Digital citizenship** resources aimed at 7–11-year-olds. During the reporting period 105 teachers from 92 schools downloaded.
- A new **Media Bias** resource aimed at secondary age students (June 2023)
- Launched **Climate Action: Circular Economies resource (April 2023)**.

In 2023-24 Young Citizens will focus on increasing the ability for the library to be promoted to high-need and new state schools. This will be done through increased investment in shorter 'spark' resources as well as campaigns. We will also be revitalising our **democracy resources** to align with the forthcoming General Election, which offer a basic intro to what a democracy is, how elections work and the roles of Parliament, Government and MPs.

The resource library is packed with high quality resources about citizenship. The resources are highly relevant to the life experiences of our children and they are well organised making it easy to find resources.

Primary School teacher

The resources provided were fully comprehensive and detailed. Delivering the lessons was fun and didn't take lots of time trawling the internet for appropriate resources - planning our lesson was easy - the slides and resources were editable so that I could tailor them for my desired outcomes and the needs of my cohort. The information provided was child friendly, accurate, informative and interesting.

Primary School Teacher



Immersive Citizenship Programmes

Youth-Led Social Action Programmes

Youth-led social action (also known as community action) is about young people working together to identify and tackle issues to make a change in their communities.

Our work continues to specialise in primary age education where there are fewer offers of youth-led social action programmes, as well as now a secondary school age offer through designed resources and training to help teachers and youth leaders support inspiring local projects.

Our programmes have enabled beach cleans to reducing plastic pollution, clothing drives to pursue a circular economy, awareness campaigns about period poverty and much more. Through our two keystone programmes, **Make a Difference Challenge** and **Bring About Change**, we give educators a flexible, easy-to-use framework to introduce social action into school life, whether it be a full project or single drop-down day.

Highlights this year:

- 122 schools and youth organisations engaged in our social action programmes with 2560+ children and young people taking part in their communities to run their own social action project
- 214 new educators were reached through our wider social action resources such as Make a Difference in a Day, and online short courses
- Our youth-led social action programmes and resources reached approximately 6480 children and young people.

Impact snapshot:

- 78% of teachers who reported back on their social action projects said that they didn't know where else they would get the support for these kinds of projects without Young Citizens.
- 74% of children who expressed an opinion said that in the future, if they saw something that needed changing in their community, they felt like that was something they should help with, having taken part in the Make a Difference Challenge.
- A further 74% said they felt they had the right to speak and people would listen to them as a result of taking part

...an excellent way to empower children in helping them understand that they can have a positive impact on others through their actions.

Primary School Teacher

Connecting communities

This year saw funding received from the Co-op Foundation #iwillFund for a final year to focus on social action in coastal community spaces. The project, **Turn the Tide**, supports groups in Lincolnshire, Torbay and Somerset to develop projects looking at issues identified by young people as particularly relevant to those living in coastal communities.

Our social action partnership with Disney Theatrical – the **Circle of Life Award** - culminated in a celebration event on September 23 involving 100 children and young people and their teachers attending a performance of the Lion King in Birmingham. This special campaign helps the theatre group encourage local schools to take part in their own social action projects in the areas they tour.

We also launched our 'Leave a Legacy' project aimed at year 6 classes, encouraging schools to use the Make a Difference Challenge framework to help their primary school students to create lasting impact locally before their move to secondary school. This includes funding from the Institute of Community Studies that will see the team evaluate the longer-lasting impact from taking part in a social impact for the students in year 7.

I loved the independence that the project promoted within our school. The project was completely child-led from the beginning and the skills they honed in the process translate directly to the working world – teamwork, planning, communication, forward thinking.

Primary School Teacher

Mock Trials and Public Legal Education

Since 1989 we have been committed to promoting legal education across the UK. For over three decades we have delivered the National Mock Trial Competitions, which provide young people with insight into how the law works with the help of legal professionals. These competitions include the Bar Mock Trials, Magistrates Court Mock Trials, and Independent Mock Trials.

We offer a range of legal resources and related programmes, such as the Mock Trial Classroom pack, enabling educators to offer key lessons across the year. This year we also launched and ran a yearlong pilot of 'Court in Action', helping us increase our offer and depth of impact in the South West of England.

Highlights this year:

- 5,580+ students engaged across all Mock Trial programmes
- Nearly 65 heat competitions with young people taking part in courts, universities and online
- Over 820 legal volunteers supporting the Mock Trial programmes through their time at competitions and as mentors
- 33 court visits facilitated as a part of Court in Action pilot, reaching nearly 300 students in the South West
- 2,400+ students at over 50 schools in the South West benefitted from the new toolkit and resources launched as a part of Court in Action

Impact snapshot

- 83% of young people said they have more confidence in accessing the legal system in the future
- 89% of young people said they have more confidence in thinking through complex issues and legal disputes.
- 90% of teachers said their students have a better understanding of the legal rights and responsibilities of individuals in society.
- 78% of young people said they have more confidence in considering a career in the legal sector

Expanding Access of Public Legal Education

This year, we were delighted to receive funding from Brick Court Chambers to run a pilot aimed to engage underrepresented schools with significant barriers to participation in the Greater London area in the Mock Trial programme.

The pilot secured participation from five new schools to the programme with an average FSM percentage of 37%. Teachers were consulted at the start of the project who identified barriers including limited student interest; scheduling conflicts; and their own understanding of legal concepts. This pilot underscored the significance of tailored and accessible educational outreach programmes, highlighting the transformative impact of personalised initiatives in fostering interest and confidence in legal education among students from diverse backgrounds.

I feel that the Mock Trial has better prepared me for any future appearances in court as a witness or juror. My favourite part was being able to communicate with judges and asking them questions. Also being able to compete against other colleges and testing my abilities.

Student

Expanding our Offer – Court in Action

As a part of increasing the accessibility of public legal education we continue to invest in how we can build on our frameworks and expertise in new models that reach new beneficiary groups. This year we were delighted to have funding from the Police & Crime Commissioner and overseen by the Local Criminal Justice Board that enabled an immersive court education project for secondary schools in Devon, Cornwall and the Isles of Scilly to be delivered.

Using a trauma informed approach, the project focused on bringing students face to face with a working court and the wider criminal justice system to improve understanding, confidence, and trust in the criminal justice system. As well as court visits, a selection of engaging lesson plans were available in an online toolkit to help embed the learning across the wider school community. *For more on the evaluation of this please see Advocacy & Evidence in this report.*

National Final

The [Bar Mock Trial National Final](#) was held at the Royal Courts of Justice on 25th March 2023 after a three-year hiatus due to the pandemic. 22 schools and colleges took part from across the length and breadth of England, Wales, Scotland and Northern Ireland. Trials were presided over by 11 eminent judges and barristers, bringing with them a wealth of legal experience from the High Court, Court of Appeal, Crown Courts, the Bar Library of Northern Ireland and the Faculty of Advocates in Scotland.

Celebration Event

The theme for this virtual event was [Skills for a Better Future](#) which created a space where young people, teachers and volunteers could celebrate and highlight the skills they have learned through taking part in the Mock Trial programme and how these can be utilised to create a better future. The event was hosted by the remarkable Georgia Cooper (a Mock Trials alumna now conducting a pupillage at Exchange Chambers), the webinar delved into the profound impact that advocacy skills can have in driving social change. Alongside inspiring guest speakers, the event featured an interactive legal quiz and a captivating highlights reel showcasing contributions from schools and volunteers across the year.

Over 2023 and 2024 we aim to build on our success from last year by expanding our funded work with Brick Court Chambers to reach 12 new schools in Greater London. We are also delighted to be embarking on an exciting new pilot with Harris Federation to build and deliver the programme to up to 25 new schools. We will incorporate the learning from the Court in Action evaluation across all Mock Trial programmes to continue to develop tailored and accessible legal education initiatives.

Through my first 6 months of college I have done so many things that I didn't think I was capable of doing, including this trial and today has been the best law experience of my life, my confidence has boosted and I know that law is for me.

Student

I have new ambitions to become a lawyer as I enjoy arguing my point with others and seeing and sharing interpretations of a case.

Student



Experts in Schools and Corporate Programmes

Experts in Schools has been running for over ten years to give young people the chance to have citizenship learning brought to life by professionals from major firms and companies.

Through our **Legal, Economic and Media Experts in Schools** sessions, they bring a range of subjects to life with unique insight from their day jobs. These sessions are run both in state schools and in offices with 13–18-year-olds and corporate volunteers to cover a range of lessons or workshops developed by our expert education team and delivered by the volunteers. They encourage debate about society's most topical issues, from fake news and filter bubbles to legal voting ages and human rights.

Highlights this year:

- **1,420+** students reached by corporate volunteering programmes.
- **3 new geographies** in the year including first face-to-face programming in Manchester.
- 383+ of corporate volunteers engaged with over 15 corporate partners from the world of law, economics and media.

Impact snapshot¹:

- **84%** of students said they have a better understanding of their legal rights and responsibilities
- **80%** of students said the programme helped to improve their teamwork skills
- **78%** of students stated taking part in the legal workshops allowed them to better understand the law and how it applied to their lives
- **79%** of students said they were better able to appreciate and respect other people's points of view
- **79%** of students taking part in programme stated that working with a volunteer professional made the session more engaging and informative

¹ Responses from this year's Legal Experts in Schools and workshop post-session student surveys

Expanding engagement in the UK and beyond

We reached three regions outside of the Southeast with our Experts in Schools programme. These immersive programmes have a long track record in London, and we have made sure to reach more state schools outside of London, who have limited opportunities. We reached Pitlochry and Manchester face-to-face, and Northumberland through our digital programme. We continue to work internationally on smaller projects and pilots outside of the UK with our corporate partners, this year reaching Dublin and Brussels.

Investment

A range of funders continued to help us deliver this important immersive learning across this year and core charity citizenship services. This included re-securing a grant from the Law Society, as well as sponsorship and investment projects from Mishcon de Reya, CMS Law, FTI Consulting and Allen & Overy.

This allowed us to develop our classroom resources and frameworks on key topics from Biodiversity and the Law to Climate Action to the Circular Economy, in addition to staff volunteering programmes and interactive programmes with firms. This year saw the launch of the newly updated 'Applying the Law' module allowing us to deliver legal lessons previously in our Young Citizens Passport booklet, now in a more accessible form. We will be re-launching Digital Legal Experts in Schools through project support from Mishcon de Reya in March 2023. This investment has been key in taking lessons from our rapidly formed COVID digital programme and improving it to increase uptake and impact of the virtual delivery model. Pilots will run in 2023-24.

Raising Standards & Sharing Practice

SMSC Programming

Spiritual, Moral, Social and Cultural (SMSC) learning sits at the heart of education, enabling children and young people to face a complex and ever-changing society. Young Citizens works with educationalists to help schools review, refine and revamp their SMSC provision through self-reviews and in-depth verifications through its running of England and Wales' main SMSC Quality Mark.

This year focused on seeing five more schools progress to Beacon School status to share good practice with the wider SMSC Quality Mark network. The proposed aim is to use this Beacon family of schools to consult on ideas on how to improve and strengthen the Quality Mark journey. We have also been sharing inspirational practice, which has been seen during our verifications, through a termly newsletter.

Highlights this year:

- **67 schools** took up SMSC in-person verifications through visits from our team of expert verifiers who work with staff and students to review their SMSC provision
- **28,512** children and young people in schools were reached by Young Citizens' SMSC Quality Mark verification process.

Impact Snapshot:

- **90%** of educators said the process for completing the Self Review Tool was simple to follow
- **91%** of educators said the written report received was useful
- **87%** of educators said their verification visit was useful in helping my school clarify how we could improve our SMSC provision further



Southam College were awarded gold in the Quality Mark this September for the second time and is a Beacon school. They have also supported Young Citizens when we took on three Hope University students on their placement.

In the coming year the team will further its guidance for teachers in line with our accessibility aims to see that more teachers who are 'new to SMSC' have support pathways to engage with our work.

The SMSC Quality Mark journey is thoroughly enjoyable. It is a fantastic opportunity to reflect on your whole school's SMSC provision and how this can be improved. It is also a great opportunity for you to work with all staff to share your vision and reflect how the school's curriculum and extra curriculum work together to enhance student's SMSC experience even further. I would highly recommend the process.

Young Citizens have been supportive each time I have completed the quality mark award. They are there to guide you through the process and will answer any questions you may have. The Quality Mark has been a great opportunity to further enhance my whole school leadership experience on SMSC and supported my teaching of Religious Education.

The SMSC Quality Mark means our students, staff and community have been recognised for the Social, Moral, Spiritual and Cultural opportunities we embed within our school setting. It highlights how as a school community, our vision is shared amongst school leaders, governors, parents, staff, and students. As a result, we feel we can have an even bigger impact! I would highly recommend being re-accredited for the SMSC award.'

SMSC Lead, Alice Thomas

Teacher Training

The charity's activities focus largely on direct support of citizenship teaching and learning, however, to help build the confidence and understanding of teachers to deliver these, we also offer a suite of face to face and online training opportunities.

Our sessions, many of which are CPD certificated, cover a range of topics such as fundamental British values, social action and SMSC.

Highlights this year:

- In total, **420+ new users registered** on our online training platform in the academic year 22-23
- **8 face-to-face whole school training events** were delivered to help improve staff confidence and practice
- In September 23 we launched a new online training course '**Getting Heard**', which was developed with support from Co-op Foundation. 173 people signed up to take the course in the first 2 months.

Working internationally

The charity has long nurtured international links to share learning and practice that helps us build a global citizenship community. This includes research through our educational consultants as well as continued opportunities to help our UK partners augment their impact with their international offices and sites.

This legacy continued this year.

- FTI Consulting continued with their pilot projects in EMEA including Dublin and Brussels offices, expanding their extensive UK work on Media and Economic Experts in schools. Young Citizens helps adapt the resources, train staff and share best practice to encourage these programmes to grow in country.
- The SMSC Quality Mark team delivered another face-to-face training session to citizenship teachers from Italy visiting Ireland through InterEducation. It also expanded its support of overseas British Schools, including Safa British School in Dubai who later achieved Outstanding Ofsted rating. There are four further schools signed up for our primary resource subscription from British Forces Schools Overseas as well as schools in Oman, Gibraltar, Thailand and Greece.
- The charity also supports contributions to international research through its UK consultants, David Kerr and Ted Hudleston, who continue to engage in key democracy and citizenship research projects on the charity's behalf. This included but is not limited to: involvement in the Council of Europe Digital Citizenship Education (DCE) Project; Democracy Starts in Schools in Georgia; Council of Europe project on education for democratic culture in Türkiye; collaboration on the EU Radicalization Awareness Network (RAN) to assist their work on polarizing narratives during Covid and to publicize Young Citizens resources on Controversial Issues, in addition to further appearances and involvement in work in Portugal, Luxembourg and the British Council's work in Pakistan, Bangladesh and Sri Lanka.

Capabilities

A key part of our 5-Year strategy is developing the capabilities of the charity to ensure even more young people are given access to quality citizenship education and learning experiences.

We must continually develop and strengthen our organisational capabilities. We do this through investing both internally and externally in areas where we see that we can make more impact through our own practice and through influencing the work of our network.

Evidence and Advocacy

Championing the need for citizenship education, and what works, is part of our strategy as well as the charity's long history of work in the sector. We do this through on-going advocacy that raises visibility of the areas in which we specialise and evidence projects.

In 2024 and beyond we are considering our best opportunities to build partnerships that allow for complementary work to take place as well as attracting more funding to further youth voice within our approach.

Court in Action Evaluation

The Court in Action, funded as a year-long new public legal education project in the South West of England, resulted in a successful year-long pilot independently evaluated by Centre for Education and Youth.

The evaluation showed that 95% of young people surveyed found the content of the resources and the court visits highly engaging and useful for their education. The pilot had a positive impact on young people's knowledge of the criminal justice system and positively influenced student confidence in accessing different careers in law.

The court visits successfully invited critical thinking and led students to evaluate the challenges of making decisions about fairness and justice. Teachers were also happy to have taken part and deliver parts of the programme and reported a positive impact on their students after taking part.

The full report of impact for the young people who took part will be released later in winter 23/24 on our website.

Improving Public Legal Education

The Young Citizens' Mock Trial team was able to work with Mishcon de Reya's expert roundtables to contribute to their research exploring the benefits of Public Legal Education (PLE) for school pupils, and how PLE provision can be developed further.

Although the full outcomes of this research are yet to be published, it emphasised the need for new collaborative approaches to ensure the best possible teaching of PLE highlighting the need for innovative pilot programmes that expand opportunities for young people – particularly those at risk of missing out.

The charity leadership including the CEO have also participated in the new Reframing Justice project, spearheaded by the Law Society, contributing expert views as to the barriers facing the 'rule of law' and 'access to justice' from the point of the view of our beneficiaries. This project will complete in 2024 with recommendations as to how the sector can collectively use language, tactics and advocate together to

ensure the public, including young people, value and understand the 'rule of law' as a critical part of our society.

Primary Transitions Project

In spring 2023, Young Citizens was awarded a grant from the Institute of Community Studies at the Young Foundation to participate in a research project studying the civic journeys of children and young people. The study aims to identify the gaps and support needed to keep them engaged with their communities as they transition to adulthood and runs from May – Sept 23.

Working with our Leave a Legacy cohort, and focusing in particular on three case study schools, we will investigate how participating in social action in Year 6 can support pupils' civic learning, as well as develop wider skills and confidence for a positive transition to secondary school. Secondary schools will also be asked to contribute to the research by providing information about how they log new year 7 pupils' civic learning prior to joining the school, and how that learning is continued through year 7 and beyond.

International Advocacy

Our CEO, Ashley Hodges, was welcomed as a Fellow of the international diplomacy fellowship, the British American Project, attending their conference October 2022 in Minneapolis, Minnesota focusing on the theme of social justice.

This was an opportunity to share more about the charity's work in the democracy space, discussing the British and American approach to civic engagement and learning alongside mutual lessons and challenges that require continued willingness to collaborate and engage.

The team was able to continue cross-cultural learning visits this year. This has included hosting Nana Takamatsu, a Japanese YouTuber and CEO of a citizenship organisation who uses comedy, workshops and videos to open up discussions about civic participation with younger generations. This included interviews with the team and a visit to a local school to see Experts in Schools in action.

Awards and sector advocacy

Our partners often enter their work with us for awards, to help us to demonstrate the value of citizenship learning and the importance of support from the business community. This year we are delighted to have been awarded:

- **'Environmental Sustainability Initiative of the Year'** at the 'Women and Diversity in Law Awards 2023'
- **'Sustainability initiative'** at 'The Lawyer Awards 2022' both with CMS Law for our Climate Action resources
- Shortlisted with CMS Law for our Climate Action resources at **'The British Legal Awards 2022'** and the **'Social Sustainability, Diversity & Inclusion'** award at the **'Eddie Awards 2023'**.

Operations and Systems

The strategy launched this year will have a continued focus on how the charity enhances its operational foundations that allow it to serve a diverse network and meet its impact aims. This includes a multi-year focus on furthering how our database systems can be used to understand the patterns and use of our services, and efficiency and effectiveness in how we work as a team.

In 2023 the team will continue with investments into Salesforce and finance systems that help our range of teams and programmes streamline their work and produce even more powerful reporting to guide our strategic decisions in periods to come.

People

The charity has invested since COVID-19 to re-expanding its staff team to aid its ambitions for growth. This has included investing in more senior roles that enable the staff team to bring on more expertise required for the specialism of the programmes, as well as increased support roles that help managers focus on strategic progress. This is critical to seeing the charity protect the integrity of its work as well as the continued challenges charities see in losing talent due to increased strain and workload, particularly during the cost of living crisis.

The board has continued its work with the charity leadership to reverse the pay freezes implemented from the COVID-19 period, evaluating roles and remuneration annually including this year an all-staff pay rise. Young Citizens continues its commitment to being a Real Living Wage employer and ongoing assessment of how we support and remunerate our staff with ongoing economic pressures.

At the time of this report it is known that the CEO will taking maternity leave in late 2023, returning in 2024. The Board of Trustees is working with the CEO and senior leadership team to ensure an interim support plan as the charity enters year two of its strategic plan.

Fundraising

Donors, Sponsors and Grant Providers

We are pleased in total for this year we were able to raise a further proportion of unrestricted income from these fundraising activities. This includes the generous donations from partners such as Montrose Associates and Mishcon de Reya.

We would further like to thank our major grant giving organisations that make our work possible as outlined in our wider report. The charity was able to raise £381,549 in restricted and unrestricted grant funding this year, helping us continue to offer our services free or heavily subsidised to state schools, colleges and youth groups.

Responsible Fundraising

As ever, the charity understands its duty to protect the public, including vulnerable people, from unreasonably intrusive or persistent fundraising approaches and undue pressure to donate. We do not fundraise from the public currently or use any internal fundraisers or external fundraising agencies for either telephone or face-to-face campaigns. We endeavour to ensure that any fundraising approaches are legally compliant and respectful.

Our safeguarding leads monitor our direct marketing to ensure that it is not unreasonably intrusive or persistent, does not create unreasonable intrusions into people's privacy or place any undue pressures on individuals or donors. All marketing material contains clear instructions on how a person or organisation can be removed from mailing lists or can disengage from our marketing efforts should they wish to.

We have received no fundraising complaints during the year.

Priorities for next year – Lighting the Spark

At the end of this reporting period we launched our 5-Year Strategy, Lighting the Spark, to help our charity respond to where we feel we can have the most impact for our network and beneficiaries into the future.

The first phase of our strategic shift is already seeing our charity team focus on its operational approach and audit areas that require further development to help us meet these strategic aims. This year and into 2024 this will include:

- Refining our data story and work – helping us across our portfolio understand usage as well as prepare us to improve targeting of our services as we focus on our 'Accessibility' Aim
- Delivery of our Youth Consultation and 35th Birthday campaign outreach to reach new and familiar audiences about why our work is still needed
- Using feedback and insights from these processes, as well as already-identified easier-to-access programme resources, to add to our opportunities for educators to more easily bring Citizenship education into their school or youth setting
- A focus on fundraising and sponsorship with updated opportunities for corporate partners to invest in our work to fund what schools and young people are identifying as what they need and innovative approaches that can increase accessibility

The coming year will see our new Chair, Ashley Wheaton, lead the board in supporting the executive team in their business plan and strategic approaches for the year. With the CEO taking maternity leave in December 2023, they will also harness the support of an interim executive director to help meet our impact and income objectives of the year. We look forward to engaging both existing and new potential partners and champions of work for this important phase.

Governance

Reference and Administrative Information

The Citizenship Foundation (known as Young Citizens) is a registered charity under the Charities Act 2011 (charity number 801360) and a registered company limited by guarantee (company number 2351363). It is governed by its Memorandum of Association dated 14 February 1989 and amended Articles of Association which were adopted on 27 March 2003.

The governance of the Foundation is vested in the Trustees appointed under the Memorandum and Articles. The day-to-day organisation of the Foundation is delegated to the Chief Executive.

Details of current Trustees, who are also the directors and members of the Company, are set out on page 50.

The principal place of business and professional advisors of the Charity is also set out on page 50.

Board of Trustees

The governing body of the charity is the Board of Trustees, the members of which are listed on page 50. Unless indicated otherwise, all served throughout the year. The Board must consist of a minimum of three members with no maximum number. This year saw the appointment of three new trustees inclusive a Chair recruitment process at the end of the financial year, Ashley Wheaton, as a part of the board's succession planning. The charity has also run a further treasurer trustee recruitment process in summer 2023 after this financial period due to term extensions over the pandemic the charity has seen a higher than usual coinciding end of terms in 2021-2023. The method for the recruitment and appointment of Trustees involves a skills audit and review overseen by the Appointment Committee followed by a combination of active search and open advertisement.

The induction and training procedures for Trustees are as follows: New Trustees are invited to attend a Board meeting as observers before confirming that they will take up their appointment. They are supplied with a copy of the Charity Commission's guide to being a trustee and the core constitutional and strategic documents relating to the Foundation and its work. New trustees are also given both documentation and inductions through staff members to understand the business of the charity, its beneficiaries, strategy and requisite training and guidance on Safeguarding. The Appointments Committee further helps run annual skills' audits and track training needs of the board members, as well as trustees being invited to notify them if they believe they would benefit from further training.

Trustees are encouraged to join joint staff-trustee working groups and, during the course of the year, identify particular areas of activity they are keen to participate in. An HR and Remuneration Committee agrees the level of the Chief Executive's remuneration, keeps under review the salaries of senior staff members and agrees the cost-of-living enhancements for staff as per the recommendation of the Chief Executive, within the annual budget process. A Finance and Audit Committee reviews the organisational budget and closely monitors the charity's financial performance. The Appointments Committee oversees the review of skills and experiences on the Board, and leads on the recruitment of new Trustees as and when required. As well as its regular Board meetings, the Board of Trustees periodically holds an away-day to focus on horizon-scanning and review of its strategy.

Management

The Board is responsible for setting strategies and policies for the charity and for ensuring that these are implemented. The day-to-day running of the charity is delegated to the Chief Executive and his staff in accordance with a Scheme of Delegation agreed by the Board. The Chief Executive is responsible for the implementation of policies and strategies on behalf of the Board. The Chief Executive works with the Senior Leadership Team to implement policies and procedures.

Risk Management

The Trustees have examined the principal areas of Young Citizens' operations and considered the major risks in each of these areas.

Our Financial Standing Orders require that the risk register is reviewed on an annual basis to ensure it is kept up to date. We use a traffic light system to identify the level of risk both pre- and post-mitigation, with a scoring of 1-5 for severity of both probability and impact. In addition, the Senior Leadership Team regularly monitors the register, checking that actions are carried out and whether any new risks can be identified.

In the opinion of the Trustees, Young Citizens has established a risk review system and allocated sufficient resources to ensure those risks identified have been mitigated to a level acceptable for the Foundation's day-to-day operations.

The annual review of our risk register, which took place in March 2022 then again in June 2023, took account of the changed circumstances arising from the pandemic and economic landscape. Although most risks had already been included, the ongoing impact of the economic landscape has been to increase both the probability and impact of many of our risks, especially those concerning our finances:

1. Our levels of reserves;
2. Our income generation plans and mix; and
3. Impact of the cost of living crisis on staffing and turnover

To mitigate these risks:

1. The Board works closely with the Senior Management team to monitor and control the outflows whilst

maximising existing sources of revenue so that we can continue to deliver the mission of the charity. The staff team are remaining alert to emerging mission-appropriate opportunities and the Board will consider increasing investment in grant fundraising when budgets allow.

2. We continued to develop our income opportunities with corporate partners, trusted grant partners to extend work and plans to revitalise our donor base. We have for the 23-24 year assessed our traded income with schools and partners to bring in reasonable price increases that help us stay closer to the impact of high inflation.

3. Alongside our Remuneration Committee, we have continued to speak to our staff teams about their support needs during the cost-of-living crisis, offering urgent support where needed as well as salary reviews and contract security where possible for roles that may be at higher risk for departing the charity sector due to income strains.

The Board accepts that, despite these efforts to mitigate the risks, in the current financial climate it is inevitable that residual risks will remain in these areas.

Safeguarding

Young Citizens is committed to the highest safeguarding standards. The Board has agreed a comprehensive Safeguarding Policy, reviewed annually, which all employees are expected to sign to confirm that they have read and understood. Regular training for staff takes place each year, as well as review of policies. This year also saw the introduction of an Adult Safeguarding Policy, and review of our Risk Management Policy with third party suppliers, to aid additional provision for less likely but potential risks and responsibilities our charity must ensure are clear internally and with our partners. The charity's executive team has a Designated Safeguarding Lead, who is supported by a Deputy Safeguarding Lead. Jacquie Ayre acts as the designated trustee for safeguarding issues.

Financial Review

Responsibilities for the Financial Statements

The charity Trustees (who are also Directors of the Citizenship Foundation for the purposes of company law) are responsible for preparing the Trustees' Report and the accounts 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 and not approve the financial statements unless they are satisfied that the financial statements give a true and fair view of the state of the affairs of the Charity as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the year then ended. In preparing those financial statements the Trustees:

- Select suitable accounting policies and apply them consistently
- Observe the methods and principles of the Charities' SORP 2019 (FRS 102)
- Make judgements and estimates that are reasonable and prudent
- State whether United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and Financial Reporting Standards and applicable law has been followed, disclosing and explaining any departures therefrom in the financial statements, and
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the Charity will continue in operation.

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

The maintenance and integrity of the Foundation's 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 information contained in the Financial Statements once they are presented on the Foundation's website. Legislation in the United Kingdom governing the preparation and dissemination of the Financial Statements and other information included in annual reports may differ from legislation in other jurisdictions.

Audit Information

In so far as the Trustees are aware at the time of approving our Trustees' annual report:

- There is no relevant information, being information needed by the auditors in connection with preparing their report, of which the company's auditor is unaware, and
- The Trustees, having made enquiries of fellow Directors and the organisation's finance staff that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a Director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Review of the Year

The year under review has been one in which the charity along with other similar organisations have had to deal with the effect of international events and the related unpredictable situations. The charity has endeavoured to continue its progress towards sustainability throughout this challenging and unpredictable period.

Total income for the year to 31 March 2023 amounted to £825,317 compared to £817,953 recorded for the year to 31 March 2022, an overall 1% increase. This total income figure includes no income from participating in the CJRS scheme compared to £12,984 in the year to March 2022, an overall decrease of 100%. The balance of £825,317 compared to £804,969 in the year to March 2022, an overall increase of 3%, is from generated sources and reflects the continuing efforts of the staff team to increase income from charitable activities to support the work of the charity.

Total expenditure for the year to 31 March 2023 amounted to £936,968 compared to £878,239 recorded for the year to 31 March 2022. This represented an overall increase of 6.7%. This increase was due to increased cost due to inflation and also reflects the drive by the staff team build back to ensure the ongoing effectiveness and reach of programmes while maintaining operational efficiency.

The surplus of £7,754 in the year to March 2023 on restricted funds was as a result of some restricted funding covering activity at a later point in the year (deficit of £20,700 for the year-ended 31 March 2022). The net effect of this resulted in a restricted fund level of £61,202 at 31 March 2023. Unrestricted funds decreased by £119,405, from £576,778 at 31 March 2022 to £457,373 at 31 March 2023, as a result of increased costs driven by inflation and the planned investment in capacity. The Charity recorded a net deficit income position of £111,651.

Trustees anticipate that the year ending March 2024 will give rise to a further deficit income position, and notwithstanding that there will be a positive unrestricted reserves position are taking steps to ensure that the structure of the foundation is such that expenditure is aligned with income over the medium term.

Reserves Policy

Free reserves comprise the total reserves available to the charity, less those reserves for which use is restricted or else designated for specific purposes. Each year the Trustees review the policy for maintaining free reserves, taking into consideration the major risks faced by the charity, their likely impact on income and planned expenditure, and an assessment of the ways to mitigate such risks. A detailed review was performed during 2022/23 to ensure the reserves policy is fit for the future given the charity's current and forecast level of activity.

As a result of this review, the Trustees have agreed a revised policy that would ensure the safeguarding of charitable commitments and the funding of operational expenditure. This policy would also ensure adequate working capital and financial resilience for the charity. In order to meet the objectives of this policy, the Trustees agree that the charity should aim for free reserves of £360k, with the option for agreed temporary reductions or redeployments of surpluses if agreed by the Board. Free reserves, calculated as unrestricted funds less designated funds, stand at £443,583 at the year-ended 31 March 2023. At 31 March 2022 they stood at £562,988.

Investments Policy

The Foundation's Investments Policy is to put any excess monies into an interest-bearing savings account.

Remuneration Policy

In setting remuneration levels for key management personnel, the charity considers its aims and objectives, its current business plans, the level of skill and competencies required to deliver the role(s), its ability to pay, the balance between other similar roles and the rest of the staff team, and the similarity with existing roles within the sector. The charity continues to be a Real Living Wage employer.

Equal Opportunities and Diversity

The charity is committed to a policy of equal opportunities and promotion of diversity in the selection, training, career development and promotion of all people, regardless of gender, marital status, race, colour, religion, disability or sexual orientation. The charity enables people with a disability to participate fully in organisational activities, consistent with their ability, so that they can maximise the use of knowledge, experience and skills in the charity's work. This has included our Appointments Committee also engaging in the services of EDI specialist recruiters, such as Charity People, for its recent recruitment work, and training opportunities with experts such as Getting on Board.

Employee Involvement

The charity encourages employees to be fully involved in the performance and objectives through a range of mechanisms. All-staff meetings are held half-termly and there are regular team meetings to ensure good sharing of information and expertise. This has also included strategy and development workshops with staff at all levels and arms of the organisation, to aid in gaining staff expertise and collective support for the charity's future ambitions. In addition, working groups are established to ensure communication and coordination across different areas of work and to engage staff more actively in project, programme and policy development.

Exemptions

This report has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006.



Ashley Wheaton

Chair of Trustees
29 January 2024

Independent Auditor's Report to the Trustees of the Citizenship Foundation

Opinion

We have audited the financial statements of the Citizenship Foundation (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities incorporating the Income and Expenditure account, the Balance Sheet, the Statement of Cash Flows and the related notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

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

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

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

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

Other information

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

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, 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.

Auditor's responsibilities for the audit of the financial statements

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

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

We considered these risks in the light of various factors including the level of complexity, subjectivity, uncertainty, potential management bias, fraud, materiality and any other relevant factors. We considered the extent to which these would have a material impact on the financial statements and designed our audit work accordingly.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud, and reviewed significant or unusual transactions to identify their underlying supporting rationale
- We inspected the minutes of meetings of those charged with governance, and made direct enquiries of management and the board of trustees concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.

In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates were indicative of a potential bias and tested significant transactions that were unusual or those outside the normal course of business.

We also

- discussed and reviewed the charity's business model and forward planning to assess going concern
- communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- Carried out substantive testing on income and expenditure
- Re-performed reconciliations of control accounts, and recalculated items such as depreciation.

Because of the inherent limitations of an audit, there is the risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involved intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>.

This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's trustees, 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 and its trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:
Shona Wardrop
546B8EF59938436...

Shona Wardrop C.A (Senior Statutory Auditor)
For and on behalf of Chariot House Limited
Chartered Accountants and Statutory Auditor
44 Grand Parade
Brighton
BN2 9QA

29 January 2024

Date.....

STATEMENT OF FINANCIAL ACTIVITIES
Year ended 31 March 2023
(incorporating an income and expenditure account)

		Unrestricted funds	Restricted funds	<u>2023</u>	<u>2022</u>
				Total	Total
	Note	£	£	£	£
<u>Income from:</u>					
Donations and grants	3	120,233	275,360	395,593	396,426
Charitable activities	4	429,724	-	429,724	408,543
Other Income	4	-	-	-	12,984
Investments	5	-	-	-	-
Total income		<u>549,957</u>	<u>275,360</u>	<u>825,317</u>	<u>817,953</u>
<u>Expenditure on:</u>					
Raising funds		37,916	-	37,916	25,419
Charitable activities	6	631,446	267,606	899,052	852,820
Total expenditure	6	<u>669,362</u>	<u>267,606</u>	<u>936,968</u>	<u>878,239</u>
<u>Net income /(expenditure)</u>		<u>(119,405)</u>	<u>7,754</u>	<u>(111,651)</u>	<u>(60,286)</u>
Transfer between funds		-	-	-	-
<u>Net movement in funds</u>		<u>(119,405)</u>	<u>7,754</u>	<u>(111,651)</u>	<u>(60,286)</u>
<u>Reconciliation of funds:</u>					
Total funds brought forward	16	576,778	53,448	630,226	690,512
Total funds carried forward	16	<u><u>457,373</u></u>	<u><u>61,202</u></u>	<u><u>518,575</u></u>	<u><u>630,226</u></u>

All transactions result from continuing activities.

The accounting policies and notes on pages 38 - 47 form part of these financial statements.

	<u>2023</u>	<u>2022</u>
Note	£	£
<u>Fixed assets</u>		
Tangible assets	11 <u>18,378</u>	<u>16,216</u>
	<u>18,378</u>	<u>16,216</u>
<u>Current assets</u>		
Debtors	12 323,415	228,181
Cash at bank and in hand	<u>512,968</u>	<u>586,355</u>
	<u>836,383</u>	<u>814,536</u>
<u>Creditors: amounts falling due within one year</u>	13 276,918	129,316
	<u>559,465</u>	<u>685,220</u>
Net current assets	<u>559,465</u>	<u>685,220</u>
Total assets less current liabilities	<u>577,843</u>	<u>701,436</u>
Provisions for liabilities	14 59,268	71,210
	<u>518,575</u>	<u>630,226</u>
Net assets	<u>518,575</u>	<u>630,226</u>
<u>Charity Funds</u>		
Restricted funds	16 61,202	53,448
Unrestricted funds	16 457,373	576,778
	<u>518,575</u>	<u>630,226</u>
<u>Total charity funds</u>	<u>518,575</u>	<u>630,226</u>

These financial Statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the Board on 25 January 2024

Signed on behalf of the board of trustees:

Signature:



Ashley Wheaton
Chair of Trustees
Date: 29 January 2024

The accounting policies and notes on pages 38 - 49 form part of these financial statements

The Citizenship Foundation

STATEMENT OF CASHFLOWS
At 31 March 2023
Company Number: 02351363

	Note	<u>2023</u> £	<u>2022</u> £
<u>Cash flow from operating activities</u>			
Net cash flow provided by / (used in) operating activities	Net movemen t in funds	(59,515)	3,542
<u>Cash flow from investing activities</u>			
Payments to acquire fixed assets		(13,872)	(13,404)
Net cash flow provided by / (used in) investing activities		(13,872)	(13,404)
<u>Cash flow from financing activities</u>			
Net cash flow provided by / (used in) financing activities			
Change in cash and cash equivalents in the year / period		(73,387)	(9,862)
Cash and cash equivalents at 1 April 2022		586,355	596,217
Cash and cash equivalents at 31 March 2023		512,968	586,355
<u>Analysis of cash and cash equivalents</u>			
Cash and cash equivalents consists of:			
Cash at bank and in hand at 31 March 2022		512,968	586,355
<u>Reconciliation of net movement in funds to net cash flow from operating activities</u>			
		<u>2023</u> £	<u>2022</u> £
Net Movement in funds		(111,651)	(60,286)
<u>Adjustments for:</u>			
Depreciation		11,710	10,802
Increase/(decrease) in provisions		(11,942)	50,000
(Increase)/decrease in debtors		(95,234)	(38,286)
Increase/(decrease) in creditors		147,602	41,312
Net cash provided by (used in) operating activities		(59,515)	3,542

1. Summary of significant accounting policies**(a) General information and basis of preparation**

Citizenship Foundation is a registered charitable company in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 47 of these financial statements. The nature of the charity's operations and principal activities are education and campaigning.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 1 September 2018, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2019.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

(c) Income recognition

All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income, after any performance conditions have been met, when the amount can be measured reliably and when it is probable that the income will be received.

Income from donations is recognised on receipt, unless there are conditions attached to the donation that require a level of performance before entitlement can be obtained. In this case income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity, for example the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail of the contribution of volunteers to the charity is given in the Trustees' Annual Report.

Income from charitable activities includes income earned from fundraising events and activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

Investment income is earned through holding cash balances in interest paying bank accounts. Interest income is recognised when received.

(d) Expenditure recognition

All expenditure is accounted for on an accruals basis. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of raising funds includes cost incurred in the course of applying for grants and seeking voluntary contributions;
- Expenditure on charitable activities includes cost incurred in the delivery of the services of the charity; and
- Other expenditure represents those items not falling into the categories above.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

(e) Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, and costs incurred in the provision of corporate services. They are incurred directly in support of expenditure on the objects of the charity. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Premises costs have been allocated on a similar basis.

The analysis of these costs is included in note 8 to the accounts.

(f) Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Office Equipment	3 years straight line
Websites	3 years straight line
Fixtures and Fittings	4 years straight line

(g) Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

(h) Leases

Rentals payable and receivable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

(i) Cash accounting policy

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

(j) Foreign currency

Foreign currency transactions are initially recognised by applying to the foreign currency amount the spot exchange rate between the functional currency and the foreign currency at the date of the transaction.

Monetary assets and liabilities denominated in a foreign currency at the balance sheet date are translated using the closing rate.

(k) Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. Contributions to the Foundation's defined contribution pension scheme, and to employees' personal pensions, are charged to the statement of financial activities in the year in which they become payable.

(l) Redundancy Payments

Redundancy payments are amounts payable as a result of a decision by the charity to terminate an employee's employment before the normal retirement date or an employee's decision to accept voluntary redundancy and are charged on an accruals basis to the SOFA when the charity is demonstrably committed to the payment of these costs.

(m) Tax

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010. It therefore meets the definition of a charitable company for UK corporation tax purposes.

(n) 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, with the exception of the following:

- fixed assets are measured at amortised cost;
- all other assets and liabilities are held at cost.

(o) Going concern policy

The Trustees assess the ability of the Charity to continue as a going concern for a period of at least 12 months from the date the accounts are signed. The charity currently holds free reserves above the level determined by the Trustees to be necessary to maintain the going concern status of the charity. The trustees thus consider that there are no material uncertainties about The Citizenship Foundation's ability to continue as a going concern.

2. Significant accounting estimates

No judgements (apart from those involving estimates) have been made in the application of the above accounting policies. No assumptions concerning the future, and key sources of estimation uncertainty at the reporting date have a significant risk of causing a material misstatement to the carrying amounts of assets and liabilities.

3. Income from donations and grants

	<u>2023</u> £	<u>2022</u> £
Grants	381,549	369,506
Donations	14,044	26,920
	<u>395,593</u>	<u>396,426</u>

Income from grants was £381,549 (2022 - £369,506) of which £275,360 (2022 - £308,441) was attributable to restricted funds. £106,189 (2022 - £61,065) was attributable to unrestricted funds.

Income from donations was £14,044 (2022 - £26,920), £0 of which was attributable to restricted funds (2022 - £0) and £14,044 of which was attributable to unrestricted funds (2022 - £26,920).

4. Income from charitable activities

	<u>2023</u> £	<u>2022</u> £
Citizenship Services	93,243	144,004
Legal Education	267,289	215,670
Social Participation	69,192	48,869
	<u>429,724</u>	<u>408,543</u>

Other Income

CJRS Scheme	-	12,984
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All of the Income from charitable activities was attributable to unrestricted funds in both years. The CJRS income was derived from participating in the furlough scheme.

5. Income from investments

Nil

6. Analysis of Expenditure**Cost of raising funds:**

<u>2023</u>	<u>2022</u>
£	£
37,916	25,419

Analysis of Charitable Expenditure**2023**

	Citizenship Services £	Legal Education £	Social Participation £	Total 2023 £
Direct Programme Costs	168,599	313,811	259,585	741,996
Programme Support Costs	40,835	72,246	44,976	157,056
	<u>209,434</u>	<u>385,057</u>	<u>303,561</u>	<u>899,052</u>

£267,606 (2022 - £329,141) of the above costs were attributable to restricted funds. £631,446 (2022 - £523,679) of the above costs were attributable to unrestricted funds.

2022

	Citizenship Services £	Legal Education £	Social Participation £	Total 2022 £
Direct Programme Costs	161,321	238,560	295,651	695,532
Programme Support Costs	45,020	63,822	48,446	157,288
	<u>206,341</u>	<u>302,382</u>	<u>344,097</u>	<u>852,820</u>

The above expenditures breakdown is as follows:

	<u>2023</u>	<u>2022</u>
	£	£
Staffing	589,221	560,839
Programme Costs	190,648	160,069
Support Costs	157,056	157,331
	<u>936,968</u>	<u>878,239</u>

7. Net (expenditure) / income for the year

Net (expenditure) / income is stated after charging:

	<u>2023</u>	<u>2022</u>
	£	£
Depreciation of tangible fixed assets	11,710	10,802
Operating lease rentals - Buildings	47,711	46,399
Operating lease rentals - Equipment	10,581	10,581

Auditor remuneration

	<u>2023</u>	<u>2022</u>
	£	£
Statutory audit	11,400	11,640
Other assurance services	-	-
Tax advisory services	-	-
Other financial services	-	162
	<u>11,400</u>	<u>11,802</u>

8. Allocation of support costs**2023**

Support cost category	Allocation %	Citizenship Services 26%	Legal Education 46%	Social Participation 28%	Total 2023 100%
	£	£	£	£	£
Governance	13,760	3,578	6,330	3,853	13,760
Finance	21,976	5,714	10,109	6,153	21,976
Information technology	25,033	6,509	11,515	7,009	25,033
Human resources	2,242	583	1,031	628	2,243
Office costs	94,045	24,452	43,260	26,333	94,045
Total	157,056	40,835	72,246	43,976	157,056

2022

Support cost category	Allocation %	Citizenship Services 29%	Legal Education 41%	Social Participation 31%	Total 2022 100%
	£	£	£	£	£
Governance	8,395	2,404	3,406	2,585	8,395
Finance	19,918	5,705	8,080	6,133	19,918
Information technology	29,064	8,324	11,790	8,950	29,064
Human resources	1,960	562	795	603	1,960
Office costs	97,994	28,068	39,752	30,174	97,994
Total	157,331	45,063	63,823	48,445	157,331

9. Trustees' and key management personnel remuneration and expenses

The trustees neither received nor waived any remuneration during the year (2022: £ nil).

The total amount of employee benefits received by key management personnel during the year was £201,846 (2022 - £212,527). The Charity considers its key management personnel to comprise:

- The Chief Executive Officer
- The Director of Finance and Resources
- The Programme Directors – Programmes and Marketing.

The trustees had expenses of £119 reimbursed or paid directly on their behalf during the year (2022 - £321) relating to travel costs.

10. Staff costs and employee benefits

	<u>2023</u> Number	<u>2023</u> FTE	<u>2022</u> Number	<u>2022</u> FTE
Raising funds	-	-	-	-
Charitable activities	18	15	17	17
Support services	2	2	2	2
	<u>20</u>	<u>17</u>	<u>19</u>	<u>19</u>

The total staff costs and employees benefits were as follows:

	<u>2023</u>	<u>2022</u>
	£	£
Wages and salaries	540,003	517,132
Social security	49,171	32,579
Defined contribution pension costs	37,963	36,387
	<u>627,137</u>	<u>586,098</u>

One member of staff earned £60,000 and above (2022 – nil). There were pension costs of £5,395 paid for this employee.

Pensions

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pensions cost charge represents contributions payable by the charity to the fund and amounted to £37,963 (2022 - £36,387). £13,203 (2022 - £18,134) of these contributions were charged to restricted funds and £24,759 (2022 - £18,254) were charged to unrestricted funds. Contributions totalling £3,330 were payable to the fund at the balance sheet date and are included in the note 13 to the accounts (2022 - £4,894).

11. Tangible fixed assets

	<u>Office Equipment</u>	<u>Websites</u>	<u>Fixtures and Fittings</u>	<u>Total</u>
	£	£	£	£
Cost or valuation:				
At start date 2022	18,329	62,116	20,600	101,045
Disposals in year	-			-
Additions	13,872	-	-	13,872
At end date 2023	<u>32,201</u>	<u>62,116</u>	<u>20,600</u>	<u>114,917</u>
Depreciation:				
At start date 2022	15,723	53,227	15,879	84,829
Disposals in year	-			-
Charge for the year	3,656	3,333	4,721	11,710
At end date 2023	<u>19,379</u>	<u>56,560</u>	<u>20,600</u>	<u>96,539</u>
Net book value:				
At end date 2023	<u>12,822</u>	<u>5,556</u>	<u>-</u>	<u>18,378</u>
At end date 2022	<u>2,606</u>	<u>8,889</u>	<u>4,721</u>	<u>16,216</u>

12. Debtors

	<u>2023</u>	<u>2022</u>
	£	£
Trade debtors	289,957	191,282
Other debtors	1,022	3,105
Rent Deposit	11,438	11,438
Prepayments and accrued income	20,998	22,356
	<u>323,415</u>	<u>228,181</u>

13. Creditors: amounts falling due within one year

	<u>2023</u>	<u>2022</u>
	£	£
Trade creditors	51,566	13,188
Other creditors	8,521	2,386
Other tax and social security	36,623	47,414
Pension Contributions	3,330	4,894
Accruals	25,392	34,871
Deferred Income	151,486	26,563
	<u>276,918</u>	<u>129,316</u>

Deferred Income

	<u>2023</u>	<u>2022</u>
	£	£
At start date	26,563	26,890
Amounts deferred during the year	151,486	26,563
Amounts drawn down during the year	26,563	26,890
At end date	<u>151,486</u>	<u>26,563</u>

Earned income from charitable activities is received in exchange for supplying services in order to raise funds and is recognised when entitlement has occurred. Prior to entitlement occurring income is not recognised as earned within the Statement of Financial Activities and is categorised as a liability within the Balance Sheet.

14. Provisions for liabilities

	<u>2023</u>	<u>2022</u>
	£	£
At start date	71,210	21,210
Additions during the year	-	50,000
Amounts charged against the provision	11,942	-
Unused amounts reversed	-	-
At end date	<u>59,268</u>	<u>71,210</u>

The provisions are held towards, restorative work on the charity's premises required by the terms of the lease, and potential liabilities for remittance of euro denominated contracts. Settlement of the provided amounts are expected prior to March 2024.

15. Analysis of net assets between funds**2023**

	<u>Unrestricted funds</u>	<u>Restricted funds</u>	<u>Total</u>
	£	£	£
Fixed assets	18,378	-	18,378
Current Assets	775,181	61,202	836,383
Other current liabilities	(276,918)	-	(276,918)
Provisions	(59,268)	-	(59,268)
Total	<u>457,373</u>	<u>61,202</u>	<u>518,575</u>

15. Analysis of net assets between funds (cont.)**2022**

	<u>Unrestricted funds</u>	<u>Restricted funds</u>	<u>Total</u>
	£	£	£
Fixed assets	16,216	-	16,216
Cash	537,907	48,448	586,355
Debtors	223,181	5,000	228,181
Other current liabilities	(129,316)	-	(129,316)
Provisions	(71,210)	-	(71,210)
Total	576,778	53,448	630,226

16. Reconciliation of Funds

<u>2023</u>	<u>Opening Balances</u>	<u>Incoming Resources</u>	<u>Resources Expended</u>	<u>Closing Balances</u>
	£	£	£	£
<u>UNRESTRICTED FUNDS</u>				
General	562,988	549,957	669,362	443,583
Designated	13,790	-	-	13,790
Total Unrestricted Funds	576,778	549,957	669,362	457,373
 <u>RESTRICTED FUNDS</u>				
Citizenship Services	-	-	-	-
Legal Education	14,804	111,000	111,000	14,804
Social Participation	38,644	164,360	156,606	46,398
Total Restricted Funds	53,448	275,360	267,606	61,202
 TOTALS	630,226	825,317	936,968	518,575

Designated funds are held as follows:

- £13,790 towards a Technology Fund covering the maintenance of the charity's technological capacity.

Restricted funds are held as follows:

The Social Participation Fund comprises funds held for:

- The continuance of the MADC programme in primary schools across the UK - £17,180.
- The continuance of the Volunteering programme £29,933.

The Legal Education fund comprised funds held for the continuance of the Mock Trials programme.

16. Reconciliation of Funds (cont)**2022**

	<u>Opening Balances</u>	<u>Incoming Resources</u>	<u>Resources Expended</u>	<u>Closing Balances</u>
	£	£	£	£
UNRESTRICTED FUNDS				
General	602,574	509,512	549,098	562,988
Designated	13,790	-	-	13,790
Total Unrestricted Funds	616,364	509,512	549,098	576,778
RESTRICTED FUNDS				
Citizenship Services				
Legal Education	-	111,000	96,196	14,804
Social Participation	74,148	197,441	232,945	38,644
Total Restricted Funds	74,148	308,441	329,141	53,448
TOTALS	690,512	817,953	878,239	630,226

17. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

Total	<u>2023</u>	<u>2022</u>
	£	£
Within one year	59,268	49,247
Within 2 to 5 years	139,711	12,345
In more than 5 years	-	-
	<u>198,979</u>	<u>61,592</u>
Buildings	<u>2023</u>	<u>2022</u>
	£	£
Within one year	48,687	38,666
Within 2 to 5 years	137,947	-
In more than 5 years	-	-
	<u>186,634</u>	<u>38,666</u>
Equipment	<u>2023</u>	<u>2022</u>
	£	£
Within one year	10,581	10,581
Within 2 to 5 years	1,764	12,345
In more than 5 years	-	-
	<u>12,345</u>	<u>22,926</u>

18. Related Party Transactions

Donations of £nil were received from trustees during the 2023 year. There were no other related party transactions during the 2023 year.

Donations of £430 were received from trustees during the 2022 year. There were no other related party transactions during the 2022 year.

19. Volunteers

Legal volunteers support the Mock Trial programmes through their time at competitions and as mentors. Corporate partners support citizenship education programmes through their time at schools.

President, Trustees, Ambassadors and Advisors

President	The Rt Hon Baroness D'Souza CMG
Trustees	Emma-Jane Watchorn, Chair (resigned February 2023) Ashley Wheaton, Chair (appointed, February 2023) Cecile Agbo-Bloua, Treasurer (resigned September 2023) Orla Mckeon-Carter, Treasurer elect (appointed June 2023) Jacquie Ayre James Cathcart (resigned, February 2023) John Cooper (resigned, April 2023) Matt Lambert, Co-Vice Chair Shahban Aziz Samuel Currie Anushka Chakravarty, Co-Vice Chair (appointed September 2022) Jed Cinnamon (appointed September 2022) Dr Richard Rhodes (resigned February 2023) Zahra Seyyad (appointed September 2022) Alison Kennell (appointed 4 October 2023) Niall Hunt (appointed 4 October 2023) Rebecca Earnshaw (appointed 4 October 2023)
Ambassadors	The Right Honourable Sir Brian Leveson The Honourable Lady Rae His Honour Judge Christopher Kinch, QC Rushanara Ali, MP Michael Maclay Jack Felvus
Founder	Andrew Phillips OBE
Chief Executive	Ashley Hodges (Appointed 7 June 2021)
Company Secretary	David Asuni (Appointed 9 May 2022)
Charity Registration No	801360
Company No	2351363
Registered Office	37 Heneage Street, London E1 5LJ
Bankers	Barclays Bank PLC, Hatton Garden Business Centre, 99 Hatton Garden, London EC1N 8DN
Solicitors	Bates, Wells & Braithwaite, 10 Queen Street Place, London EC4R 1BE
Statutory Auditors	Chariot House 44 Grand Parade, Brighton, East Sussex BN2 9QA

Supporters of Young Citizens

We are very grateful to the thousands of volunteers, supporters and organisations who together make our work possible. It would not be possible to mention them all, but here is a selection of the range of organisations and key individuals which have given us support over the past year:

Addleshaw Goddard

Alison Evans

Allen & Overy

The Bar Council

The Bar of Northern Ireland

Barclays

Big Lottery Fund

Bird & Bird

Brick Court Chambers

British Council

CC Land

Circuits of the Bar

CMS Law

Co-op Foundation

Council of Europe

Credit Agricole

DAC Beachcroft

Dan Mace

David Miles

Disney Theatrical Group

Edge Watchorn

Faculty of Advocates

Finn Judge

Freshfields Bruckhaus Deringer

FTI Consulting

Geldards LLP

Government Legal Department

HM Courts and Tribunals Service

Hunton & Williams

Jonathan Salmon

JP Morgan

Malcolm Cree

Martin Bostock

Martin Severs

Martyn Bowyer

McDermott Will & Emery

Michael Maclay

Milbank Tweed Hadley & McCloy

Mishcon De Reya

Montrose Associates

Nick Johnson

North Eastern Circuit of the Bar

Northern Circuit of the Bar

Orp Foundation

Osbourne Clarke

Pears Foundation

Pillsbury Winthrop Shaw Pittman

Rank Foundation

Salesforce

Sullivan & Cromwell LLP

The Inns of Court (Middle Temple, Gray's Inn, Lincoln's Inn, Inner Temple)

The Law Society

The Magistrates' Association

Travers Smith

University of Essex

University of Oxford, Oxford School of Global and Area Studies

University of Sheffield

Wales and Chester Circuit of the Bar

Weil Gotshal & Manges

Western Circuit of the Bar

The Young Foundation

#iwill Fund

THE CITIZENSHIP FOUNDATION

England & Wales - Charity number 801360

Accounts

The Citizenship Foundation

Trustees' Annual Report and Accounts - 31st March 2022

Charity number 801360

Company number 2351363



About Young Citizens

Young Citizens helps young people become active, engaged and motivated citizens, able to contribute positively to their communities, whether their communities are local, national or global.

We believe that by helping young people play a full part in their communities, we can help strengthen democratic society. At a time when so many of our democratic institutions are under threat, our work is more important than ever.

Our work ranges from immersive learning projects, in which young people learn about the legal justice system, to empowering children to take action on the social issues they care about most. We also empower teachers and volunteering professionals with specialist training and resources for classroom delivery. All our work has a single aim: to help young people be active citizens for life.

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Introduction from the Chair and Chief Executive

Young Citizens was set up in 1989 originally as 'The Citizenship Foundation' with the purpose of ensuring that all young people become active and engaged citizens playing their full part in democratic society.



For more than 30 years, alongside our partners from the voluntary, statutory and corporate sectors, and our many thousands of volunteers from professions ranging from the law, the media and finance, we have helped countless young people find their voice in society. This coming year, 2022, we will be delighted to mark 20 years since we helped put citizenship in the curriculum to see more young people across the UK have the chance to become informed, empowered and inspired active citizens.

This past year was a test for many charities however we collectively assessed how we can best support educators, children and young people in navigating the continued changes brought by the pandemic. As we know now, the landscape, flexibility required and dynamism of the issues our services address are forever changed. Whilst we will endeavour to offer scaled, easy to access citizenship learning opportunities nationally, for the second year in a row our services focused on supported engagement, instead of overall growth. We believe this is what schools and teachers need in a challenging landscape.

Despite continued COVID-19 measures, we saw our services return to face-to-face delivery, and continue to maximise the digital innovations that were born out of lockdown. This means we saw Mock Trials return to both online and in-person events reaching **4,770** young people and **600** legal-professional volunteers, and making our Primary Resource Library (formerly Go-Givers) fully free reaching over **1,661** teachers over this period. The secondary resources we release with the help of our corporate partners equally continued to grow with the creation of relevant climate focused resources such as COP-26 lesson suites for each nation to our Mock Parliament taking young people through the policy challenges on social media. The charity was proud to run the third annual Big Legal Lesson campaign in March, with the free resources aimed at ensuring more children and young people have at least one focused lesson about the law each year. Collectively our resources have reached **3,574** teachers and nearly **300,000** children and young people, seeing our total network of activities reach approximately **600,000** children and young people. This year was particularly special in seeing engagement not just start to return to pre-pandemic levels, but through investment of the Rank Foundation in our digital tools being able to see how schools have been using and accessing our programming over the year.

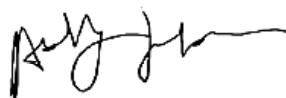
We are very thankful to our corporate funders and partners who continued their dedicated support as we were able to take our programmes back to classrooms and offices. Thank you to the over 20 industry leading businesses that support our work this year mobilising over 350 corporate volunteers in sessions with young people. This has included a continuation of our digital offer, seeing our traditionally London-based corporates able to offer their Experts in Schools programmes to students in areas such as Blackpool and the West Midlands. We will be delighted to celebrate 10 years with FTI Consulting who have significantly supported the charity in developing its Media and Economic in Schools programmes, including piloting this work in Europe. Our corporate offer has become a cornerstone for how we can bring institutional leaders and business leaders together on citizenship issues, and provide even more pathways to create social impact for young people and their communities.

This year was also an important year with our new CEO, Ashley Hodges, at the helm through this period of distinctive uncertainty and continued learning. She has been able to focus this year on building on the foundation set by her predecessor, ensuring as a priority stable provision to our schools and beneficiaries, as well as supporting our internal team. However, she and the leadership team recognise the opportunity to continue to evolve and address increasingly critical societal issues facing society through our work. This year we began a review of our long-term strategy assessing the charity's abilities to create greater impact through its focus on equipping educators to bring more relevant, inspiring citizenship education to their communities, and creating shared space to build citizenship skills and create dialogue between our partners and the children and young people we serve. We see these citizenship skills as nothing short of critical in empowering young people to thrive in the future and help us safeguard a thriving, continually evolving democracy in a post-pandemic world.

The board wants to extend a heartfelt thanks to our staff team who have been the powerhouses that have made this work possible over the past year through continued change and challenges. Their agility and dedication in supporting our schools, community groups and partners of all types has been paramount in seeing continued impact. In the coming year we will embark on projects with our educators and partners that allow us to understand how we can make the most impact for young people, and include more young people in this planning with us. Thank you to all of our supporters for the successes they enabled this year and we look forward to sharing our strategic developments over 2023.



Edge Watchorn, Chair



Ashley Hodges, Chief Executive

Objectives

The main object of our charity, as stated in the Memorandum of Association, is to promote good citizenship for the public benefit by advancing active understanding of law and politics, religion and morals, commerce, industry, the arts, ecology, sociology, and any other subjects insofar as they are likely to be conducive to good citizenship.

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Foundation's aims and objectives and in planning future activities.

Vision

We want a fair and inclusive society based on a strong, stable and secure democracy, in which every person achieves their full potential as an active citizen, both personally and within their communities.

Mission

We will enable a greater number of young citizens to participate actively in society. We will do this by equipping children and young people to make a positive difference to the society in which they live – locally, nationally and globally.

Ambitions

To give children and young people the knowledge and skills for participation. This includes:

- Skills for citizenship – including critical thinking, ethical reasoning, political literacy, debating, campaigning and advocacy.
- Understanding of our rights and responsibilities as citizens – both those that are enshrined in law, and those governed by personal and societal values and ethics.
- Knowledge of the democratic system and its processes – not just the elected institutions, but also other institutions of democracy such as the legal system, media, political parties and trade unions.
- To give children and young people the confidence to participate. This includes:
- Developing belief and trust in democratic and legal processes, alongside realism about the constraints and compromises inherent in democracy.
- Resilience to challenges – the ability to withstand set-backs and seek to overcome barriers.
- Optimism in the ability to make a difference – whatever our power or position, both as individuals and as communities.

Our Values

- **Fair** - we strive to be fair in everything we do and believe in the equal worth of every citizen, as well as
- equality before the law.
- **Enquiring** – We empower and inspire by encouraging a spirit of enquiry and critical thinking, and a realistic sense of optimism and agency
- **Respectful** - We are respectful but prepared to challenge; authoritative but prepared to listen and learn.
- **Collaborative** – We aim to work in a sustainable, collaborative, transparent and inclusive way.
- **Internationalist** – We believe in an internationalist outlook, and we aim to share experiences with similar organisations overseas to foster an understanding of global, as well as national, citizenship.

In addition to guiding our work, we share these by:

- Giving children and young people the knowledge and skills for participation. This includes:
 - Knowledge of the democratic system and its processes – not just the elected institutions, but also the other institutions of democracy such as the legal system, the media, political parties, and trades unions.
 - Skills for citizenship – critical thinking, ethical reasoning, political literacy, debating, campaigning, advocacy and negotiating.
 - Understanding our rights and responsibilities as citizens – both those that are enshrined in law, and those governed by personal and societal values and ethics.
- Giving children and young people the confidence to participate. This includes:
 - Developing a belief and trust in the democratic and legal processes, alongside realism about the constraints and compromises inherent in democracy.
 - Resilience to challenges – the ability to withstand setbacks and seek to overcome barriers.
 - Optimism in the ability to make a difference – whatever our power or position, both as individuals and as communities.

Strategic Plan

A long term ten-year strategic plan, [Empowering young people for a stronger society](#), was agreed in March 2017, which sets out four ambitious strategic goals:

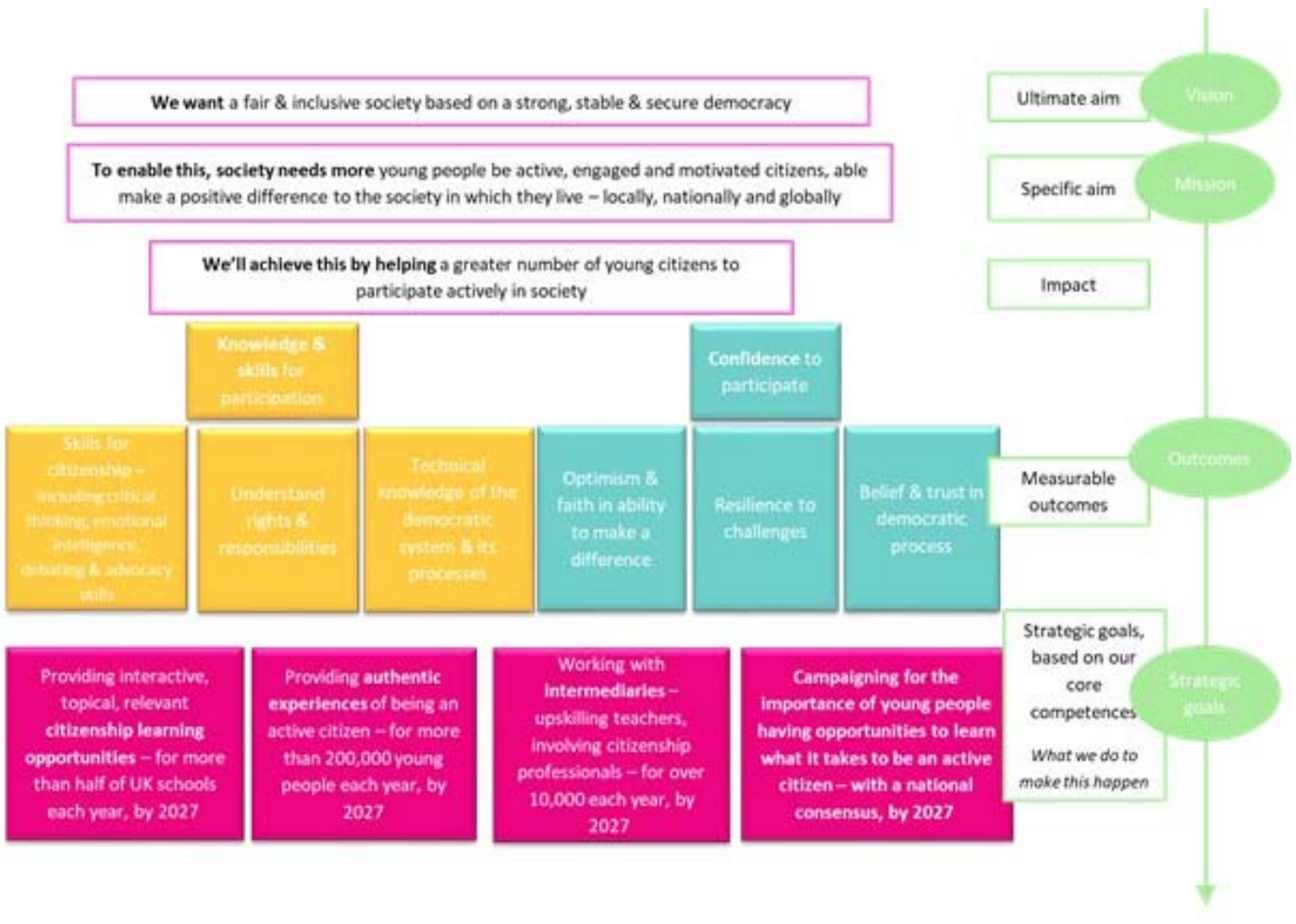
1. Providing interactive, topical and relevant citizenship learning opportunities that are used by more than half of UK schools each year by 2027.
2. Providing authentic experiences of being an active citizen for more than 200,000 young people each year by 2027.
3. Working with intermediaries – upskilling teachers and involving professionals – over 10,000 each year by 2027.
4. Campaigning for the importance of children and young people having opportunities to learn what it takes to be an active citizen to achieve a national consensus by 2027.

Whilst the charity embarks on a strategic review in 2022-23, the leadership has continued to use these goals and the 10-year strategic aims and their spirit as an anchor to guide our work. We have seen the early parts of the strategic review process determine that the new strategy will be a measure to refine how we can achieve the most impact, not losing our fundamental beliefs or purpose. We have continued to monitor changes to the needs of our beneficiaries across this period, with active conversations across leadership and the Board, to ensure relevant, well-considered delivery of our services.

Theory of Change

The Strategic Plan outlines the Theory of Change which underpins all of our work.

The table below shows how our programmes help achieve our desired outcomes of developing the knowledge, skills and confidence of young people to participate in society.



Programme Outcome Table

	Skills for citizenship	Understanding rights and responsibilities	Technical knowledge of the democratic system and its processes	Optimism and faith in ability to make a difference	Resilience to challenges	Belief and trust in democratic process
Mock Trial Competitions	✓	✓	✓		✓	✓
SMSC Quality Mark		✓		✓	✓	
Experts in Schools	✓	✓	✓			✓
Make a Difference Challenge	✓	✓	✓	✓	✓	✓
Bring About Change	✓	✓	✓	✓	✓	✓
SmartLaw legal resources	✓	✓	✓			✓
Court in Action	✓	✓	✓		✓	
Primary resources	✓	✓	✓	✓	✓	✓
Student workshops	✓	✓	✓	✓		
Teacher training	✓	✓	✓			

A note about the methodology we use for impact measurement: We measure the impact of our programmes according to: (i) the numbers of children and young people who benefit, (ii) the scale/depth of the intervention per young person, and (iii) the perception of benefit through evaluation by both the young people involved and their teachers/facilitators. Some of our programmes – for example, our Mock Trials and Make a Difference Challenge - involve a relatively small number of young people but a high level/scale of intervention per young person. Other programmes – such as our SMSC Quality Mark and our Primary Resources offering – provide whole-school benefits for all the students, but at a lower scale/level of intervention young person. Each has its advantages, and we aim for a mix across our portfolio of programmes. For each single teaching resource download, we assume an average of 30 pupils will benefit. For whole-school programmes, we assume the average student population for either primary or secondary school, as appropriate, will benefit.

Highlights of the year 2021-22

Impact in numbers

This year we worked across England, Scotland and Wales with more schools¹

6,000

Schools engaged

Reach of resources and programmes in schools across the UK, with an even split between primary and secondary level,

600,000

children and young people reached

11% more students reach this year either directly through involvement in our programmes or through our interventions that indirectly, such as teacher training, support whole-school citizenship education or multiple classes.

7,630

children and young people

This group directly benefited from one of our immersive programmes or training in-person or digitally.

800+

volunteers

Over 200 more volunteers than last year working directly with children and young people to support deliver of our immersive citizenship learning experiences like Mock Trials and Experts in Schools.

411

schools and colleges

Took part in one of our programmes for the first time.

4

Resources were downloaded on average by our teacher network

¹ 600,000 children and young people were approximately reached through the impact of both direct and indirect activities. This includes teacher training, resources downloaded and SMSC Quality Mark that have multi-class or whole school impact.

National SMSC Quality Mark

This autumn, the SMSC Quality celebrated five years since it was launched at the House of Lords. To date the self-review tool has been downloaded by almost 1,300 schools and of those 240 have gained the award.

SMSC stands for Social, Moral, Spiritual and Cultural education, and all schools are expected to demonstrate how they are delivering this for their pupils during inspections by the standards regulator, Ofsted.

The National SMSC Quality Mark supports our strategic goal of working with intermediaries – especially the upskilling of teachers. It was developed with the support of an advisory group of teachers and education experts, and comprises two elements:

- A self-review tool, enabling schools to complete an evaluation of the quality of their SMSC teaching, with pointers on how to improve their provision.
- A verification stage, with our team of expert verifiers, who spend time within the school working alongside the staff team to verify the standard achieved and suggest priorities for improvement.



“I believe it is extremely important for University Education students to learn about SMSC as I believe it is the foundation for a student's education.”

Alice Thomas, Head of Philosophy & Ethics, Southam College, Warwickshire

Progress This Year

The Quality Mark continues to generate a great deal of interest from schools and is highly regarded by those that have undertaken the process. This year 212 schools have downloaded the self-review tool, with 42 schools having purchased a verification. This is a healthy rise on last year's Covid19 affected numbers of 135 reviews and 20 verifications.

However, although we did not have to deal with school closures, many settings were still very cautious and booked virtual verifications and some continued to be impacted by Covid outbreaks resulting in disruption and a significant number of postponements.

Our offer of virtual verifications has also given us a huge advantage of being able to offer schools in 'hard to reach' areas a complete and successful verification; we are exploring the idea of being able to offer verifications on an international basis, with a virtual verification taking place in October with a British School based overseas, and further international interest received.

The Beacon school status has continued to grow and the newly recruited Beacons have played a big part in this year's promotion of the Quality Mark, with many hosting virtual promotional twilight sessions that were well attended. SMSC Beacon Schools are 'exceptional' Gold awarded SMSC schools that are willing to share their expertise and experience in SMSC and will also step forward to offer support to schools who are considering applying for the award.

Supported by:

**Pears
Foundation**

In partnership with Liverpool Hope University, we were able to offer 3 second year BA Education students a placement working alongside the SMSC Quality Mark Manager and a Beacon School. They conducted interviews with the Headteachers, SMSC Leads, and pupils and then produced case studies, which were shared with their colleagues back at the university and posted on our website. The placements were a huge success and have made a real difference to the students' understanding and appreciation of the importance of SMSC within education.

National Mock Trial Competitions

This year we have been pleased to get young people back into physical venues such as courts and universities while utilising our immersive online Mock Trial Competition format to keep reaching schools across the country.

For over a quarter of a century, in conjunction with our partners and many thousands of volunteers, Young Citizens has run our hugely popular National Mock Trial Programme – the Bar Mock Trial Competition for older secondary school students, and our Magistrates' Court Mock Trial Competition for younger students. They support our strategic goal of providing more young people with authentic experiences of being an active citizen.



The programme helps young people understand how the law touches every aspect of their lives. By taking part, young people can improve their life-skills, such as critical thinking and public speaking, whilst also gaining an insight into how the criminal justice system works. By enabling students to interact with legal professionals, the experience helps develop employability skills and boosts social mobility.

“The skills I have learned by taking part in the Mock Trial Competition has made an evident difference in my communication and perspective on the world. I have learnt to have continuous dignity for others, and realised that, at the end of the day, we make the justice system what it is.”

Student participant 2022, Mount St Joseph, Bolton

Progress this Year

In the past year, the courts and justice system have faced ongoing challenges due to a variety of factors including recovery after the pandemic. We maintained our relationships with courts and were able to get back to courtroom delivery in some locations. However, there was a clear need for the programme to continue being delivered flexibly.

This year, we continued our refinement of the online competition. We also built partnerships with universities to deliver the competition supported by law students as well as legal professionals. This model allowed us to pursue new, exciting avenues for collaboration with universities across the UK.

We continued to focus on supporting teachers, young people, and volunteers throughout the programme: including online support sessions, guides, and newsletters to aide their preparation.

“My students have gained a wonderful opportunity to compete under pressure, meet new people and to have a realistic and practical taste of the legal profession.”

Teacher and Alumni, Meadowhead School, Sheffield

“It was truly inspirational to see such young people doing such a fantastic job of engaging with the justice system. I was blown away by the quality of their performances.”

Competition Judge 2022, Barrister, Falcon Chambers

In the past year:

- **4,770** young people engaged in a mock trial across the country
- **600** volunteers supported schools during their preparation and on the competition day
- **318** schools participated in a mock trial in courtrooms, university venues and online
- **220** young people, volunteers and supporters attended our Celebration Event
- **46** heats delivered nationally

This year has been a testament to the adaptability of teachers and legal volunteers who preserved the core of the programme despite changes in the programme over the last 3 years.

As we delivered the programme in a variety of ways, the importance of the school and volunteer community came to the forefront. We wanted to acknowledge this in our second successful online Celebration Event which featured three real stories from legal professionals, who took part in the Mock Trials themselves between 1992 and 2013.

They shared their own stories of dreams, aspirations, and journeys from Mock Trials to the stages in the career that they were at now which reinforced the lasting impact the programme has on young people who have taken part.

Court in Action

Looking at the year ahead, Young Citizens has won a competitive bid to extend our public legal education offer for secondary school students aged 11 - 16 in the South West of England. The Devon & Cornwall Police, Police & Crime Commissioner in Devon & Cornwall and Her Majesty's Court and Tribunal Service have selected Young Citizens to launch a pilot education and awareness project to the region.

The project will focus on bringing young people face to face with a working court and the wider criminal justice system improving understanding, confidence, and trust in the criminal justice system. Between September 2022 and May 2023, teachers in the region will be able to access a free and flexible toolkit of interactive resources developed on every stage of the legal process, from prosecution and victim support to probation and sentencing.

During the programme, Young Citizens' legal education team are offering online support sessions for educators who want to become more confident teaching about our criminal justice system. Some schools will also have the chance to take students on an immersive trip to local courts, discovering the role of judges, lawyers and the police and learning about the impact of crime

The Big Legal Lesson

For the third year running Young Citizens led the Big Legal Lesson. As part of an extensive marketing campaign we urged schools to sign-up to teach a legal education lesson during week commencing 14th March and provided participating schools with a robust pack of resources.

Young Citizens produced and marketed six different classroom resources covering Key Stages 1 to 4 and post-16 education. All the classroom resources had the same aim: to increase young people's understanding of the rule of law and to help them to understand the relevance of the law in their everyday life. In addition, the secondary school resources aimed to support and promote the theme of social media and the law.

1,005 teachers pledged to deliver a lesson during Justice Week. With this information we estimate that we reached **90,450 young people**.

"I thoroughly enjoyed delivering this session. It was relevant, interesting and valuable. The response of pupils to the lesson was extremely positive. They were engaged and really enjoyed all of the tasks. This was, honestly, one of my favourite lessons of the year."

Head of Pupil programmes, Stafford Grammar School

"The majority of students regularly use social media and so it is important that they can evaluate whether situations are acceptable or not. It was particularly pertinent as all the examples were real, so the discussion was not just theoretical."

PSHE lead, Heckmondwike Grammar School

We would like to thank Mischon de Reya for their generous sponsorship of the Big Legal Lesson. As part of their involvement Mischon de Reya hosted a one hour legal workshop on the theme of social media and the law. 30 students attended the event. Law firm Allen and Overy also hosted a one hour legal workshop with 30 students attending.

Extending Our Digital Offer

On 17th March 2022 Young Citizens ran a zoom panel event on the topic of "Developing capable young citizens: the role of public legal education (PLE) in schools". The event promotion attracted over 1,700 clicks to find out more about this work and topic, with 109 tickets sold. The



event was marketed via social media and we had 78 participants of which 35% were teachers, 31% law professionals, 26% individual participants, and 8% CSR professionals.

This event was chaired by our CEO Ashley Hodges and was aimed at sector professionals, charities, corporate partners, teachers, and also students. Recent research has shown that our country has a poor grasp of the rights, responsibilities, and regulations upheld by our legal system. Only 25% of people claim to know their legal position completely when they experience a legal problem. Nearly two-thirds of people in the UK are “unaware of basic legal rights or the processes by which they are enforced.” This conversation focused on the role of Public Legal Education (PLE), and key concepts as the rule of law and how young people learn about the law, as essential in its own right.

Young Citizens viewed this event to be a success in that we were able to engage the wider sector and encourage PLE as a discussion point amongst teachers and professionals. We were particularly pleased that so many teachers attended (35% of the total). We hope that some of them were live streaming it to their pupils but there is no way of knowing this for sure.

We found this year, particularly since COVID-19, that there is an appetite to help more professionals engage in this work through sharing how it can happen and connecting our network. The key learning that came out of this event was that in future we would focus more specifically on what great PLE practice looks like for young people from the teacher perspective and look to include a teacher in the panel in our next panel event on the subject. We would also consider including young people in a future panel, as well as an in-person event so more firms and professionals could build their comfort in this space through understanding its importance and what young people want to see more of.

Topical citizenship resources

We aim to show young people how citizenship is relevant to all aspects of their lives. Each year, we produce citizenship resources based on topical issues. As well as The Big Legal Lesson (see the previous page) here are some of our further projects over the past year to see that young people nationwide have a rich, stimulating and well-rounded understanding of modern citizenship.

Climate Action and Sustainable Citizenship

In 2021, COP26 was hosted in Glasgow. It was seen as a pivotal moment in tackling the global climate crisis. Working in partnership with law firm CMS Young Citizens developed a brand new resource aimed at students in KS4 – 5 which explored who should be held accountable for climate change and its effects and examine how the law is being used as a vehicle for change.

To date 386 teachers have downloaded the resources with an estimated reach of 11,580 young people. In addition to the classroom resource, an extended legal workshop was also developed. During these 2.5 hour workshops, students were offered the chance to delve into the topic in greater detail



working in small group settings with legal professionals. To date 5 workshops have run with approximately 125 students attending.

The Climate Action project won Sustainability Initiative of the Year award at The Lawyer Awards 2022

“My students really enjoyed the session, with many going home and actually watching the news. They had their own ideas of climate change from social media and what family have told them, but not actually debated issues and looked at the bigger picture issues as a group.”

“An exceptionally well-planned resource which enabled me to engage my sixth formers in a new aspect of climate change and challenge them to act on what they believe in.”

“More of these types of resources please, the laws being included in child friendly language was very useful.”

Primary resources

In August 2021 we moved our bank of primary citizenship resources to our main website with the aim of improving the user journey and reducing hosting and maintenance costs. Formally known as Go-Givers, our Primary Resource library is a bank of flexible, adaptable and age-appropriate resources exploring some of the fundamental challenges facing children and society today.

These resources are a distillation of over 30 years' experience of creating learning resources which inspire and prepare pupils to take action now, and in the future, to make a positive difference in their communities. Our lessons and online activities for teachers engage children and facilitate the delivery of a broad and balanced curriculum – supporting citizenship, PSHE, RSE and SMSC in particular.

Teachers can access hundreds of carefully crafted lesson plans - including specific activities on the fundamentals of a fair society, and young people's rights and obligations to each other. Many of the resources on the site have an international angle, covering topics such as cultural diversity, migration, human rights, environment, democracy and charitable giving across the globe.

Throughout the period from July 20 to July 22 we have been supported by the Pears Foundation to offer all teachers free access to this, normally subscription based, resource. Whilst the materials are aimed at UK teachers, we often have interest from UK based youth organisations (such as Scout groups) and international schools as well as increasingly home educators and tutors.

1,604

The number of schools subscribed to our Primary Resources library, benefiting over **420,000** pupils: increasing engagement by a third from last year and expected to double by the end of this year, demonstrating teachers' continued need for quality primary level citizenship resources

Progress this Year

Throughout the year, we have added to our resources by creating new lessons and updating others. In June 2021 we launched a lesson on the G7. This was an extension of work that we did with Future Leaders and the Cabinet Office to develop G7 resources for secondary age students.

In September 2021 we released a resource focussing on COP26. For the Queen's Platinum Jubilee we released lessons at Key Stages 1 and 2. We also released two new lessons focusing on digital literacy: Being an Online Citizen (KS2) and The Internet: A Power for Good (KS2).

"The resources cover difficult topics in a way that appeals to the pupils and is easy for them to understand."

Supported by:



Teacher training

Based on over 30 years of expertise, we have developed face-to-face and online training to help teachers and other educational professionals develop active, engaged and informed young citizens. We are accredited by the CPD Standards Office and much of our training is CPD certified.

Our experienced trainers are able to deliver a range of courses, tailored to meet the needs of each school, as a staff meeting, a half-day INSET, an after-school twilight session, or an online course.

Progress This Year

The Introduction to Social Action for Primary Teachers short course had 202 new registrations in the period April 2021 – March 22, bringing the total number of learners to 863.

Our newest short course, Social Action in Community Spaces, had 83 learners join in the same period (making a total of 407). We also welcomed 66 teachers to our online training course entitled Making Sense of SMSC (bring the total to 329).

We also delivered 9 staff training sessions related to SMSC as well as delivering 2 training sessions in Belfast aimed at Italian teachers learning about citizenship teaching for InterEducation.

Teachers continue to be very positive about our online courses, valuing the knowledge they afford in a compressed and flexible format, and feeling fired up and confident to take what they've learnt back to the classroom.

"The course has taught me the value of forming links within the community based from the children's suggestions and interests."

"I am excited to incorporate social action into our school. I think it will have a real impact on the children, school and wider community."

Social Action

Make a Difference Challenge

Our Make a Difference Challenge programme helps primary children choose an issue they care about and want to see change on, and then take social action to bring about the change. Sometimes the action will involve volunteering. Other times it might be about fundraising. And other times it could involve campaigning, letter writing, or even protesting!

The project provides a triple benefit to participating schools: training teachers in child-led pedagogy; providing rich 'real-life' learning experiences for pupils; and making a difference to the communities the pupils and teachers belong to.

18 schools registered for the Make a Difference Challenge during the reporting period, with projects ranging from the creation of a community allotment to a School Council implementing new recycling processes for their school.



“(Using so much plastic) has been normalized but needs to be put to a stop.”

MADC Pupil

Make a Difference in a Day

Make a Difference in a Day is a drop down day based on the processes of the Make a Difference Challenge but compressed into a 6 hour framework. This has continued to be appreciated by schools – with 78 downloads during the year.

This free resource was developed in March 2021 in response to schools who wanted a one-off 'taster' in social action during a much disrupted year. Supported by a Co-op Foundation #iwill grant, the activity pack focuses on supporting children make changes to community spaces locally, for example parks, playgrounds, and community gardens, but also indoor spaces such as libraries or doctors' surgeries.

Bring About Change

Thanks to a grant from the Co-op Foundation #iwillFund our biggest development in social action this year was the creation of Bring About Change, a community action programme for young people aged 11+ based on the methodology of the Make a Difference Challenge.

Between January and July 2022, 12 schools and youth organisations piloted the programme, with projects ranging from first year university students planning interactive noticeboards for students' questions, a youth group creating graffiti boards to deter littering on Lincolnshire beaches, and an Eco Club project to clear a patch of wasteland in Andover.

The programme goes live nationally in Sept 2022, with more than a hundred expressions of interest received already from schools and youth organisations around the country.

“The young people have grown in self-confidence...standing up for themselves...able to talk to people at more senior levels...and more resilient through learning it doesn't always go your way first time. They are more aware and positive that they can have an impact locally.”

Georgina, YMCA Youth Worker

Student Conferences

During the year we were also approached by Southwark Schools Learning Partnership to deliver two social action – focused student conferences for a consortium of secondary schools in South London. The first equipped students to develop a number of projects across the schools supporting the mental health of their peers, and the second was a follow up day looking in more detail at project ideas linking mental and physical health.

The resulting projects includes a series of podcasts from interviews with mental health specialists, a drop down day exploring the links between physical and mental health, and a series of leaflets created by students on different topics such as exam stress, peer pressure and self-care.

Next year's conference will focus on sustainability, and we have already been booked to deliver the programme again.

Proudly supporting
youth social action



Department for
Digital, Culture,
Media & Sport



COMMUNITY
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Foundation

Experts in Schools

We believe that for young people to become active members of society they need to understand its legal, political and economic structures. Our Experts in Schools programme aims to do this by putting professionals who are experts in these fields into the classroom to facilitate sessions with young people.

This skills-based, corporate volunteering programme partners businesses with their local schools and provides employees with the opportunity to work with small groups of students over a sustained period of time. We broker the relationship between the business and the school, train the volunteers and provide the materials to ensure engaging and interactive sessions proven to have a huge impact on the young people that take part. Over the course of the programme, the young people not only develop their understanding of these foundational topics, but work closely with professionals to develop key employability skills and raise their aspirations.

At present, there are three strands to our Experts in Schools programme: law, economics and media. All three strands have restarted with face to face delivery following the Covid-19 crisis. The Digital Legal Experts in Schools programme still remains, which allows us to partner with schools across the UK.



192

The number of volunteers involved in our Legal Experts in Schools programme, working with 360 students at 12 schools.

“This workshop helped open up their world (which for many was shrunk during the Covid pandemic) and develop skills such as collaboration, negotiation and resilience since they got to work outside of their comfort zone within an unfamiliar setting with unfamiliar professionals. A lot of students usually do not have access to experiences like industry mentoring at school and these type of workshops prepare them for their future life and what is waiting for them out there”

Head of Sociology and Citizenship at Norwood School

Digital Legal Experts in Schools

In 2020 we adapted our longstanding Legal Experts in Schools programme that has been running for over 20 years, into a brand new format especially designed for digital delivery. Since then, in the last academic year, we have worked with our partners to deliver 11 Digital Legal Experts in Schools programmes. This is in addition to the Legal Expert in Schools programmes which were delivered face to face. Adapting the delivery format and resources has ensured our partners can continue to volunteer safely while boosting young people's legal capability and equipping them with vital life skills.

Digital Legal Experts in Schools is made up of six, 1-hour sessions. Working in small groups, students are guided through specially created resources to learn about relevant and engaging areas of the law. The sessions are facilitated by teachers, with content delivered through quizzes, pre-recorded videos, student-led group discussions and live Q&A sessions with legal professionals.

The resources help young people understand the UK's legal system while developing their oracy, critical thinking and analytical skills. Through exposure to working with legal professionals, participants may also have their aspirations raised leading to greater social mobility.

This new digital format has allowed us to partner with schools across the UK without any geographical restriction. So, for the first time, we have been able to extend this unique and valuable opportunity so current and new partners can volunteer with young people living in social mobility cold spots or areas of deprivation that are often the hardest to reach, which has been very well received.

We are extremely grateful to our corporate partners for their continued support which has enabled us to develop this brand new digital format and continue supporting young people throughout this extremely challenging period.

Economic Experts in Schools

We believe the economy, how it affects our lives, how it operates, and how it is changing, are areas young people need to understand. Through our award-winning programmes on financial education, we are supporting young people to understand this key area of democratic life.

Economic Experts in Schools partners economic professionals with groups of young people to help them to understand the basics of economics and see how a changing economic climate impacts them and the world they live in. This delivery model allows volunteers to have a lasting impact on key employability skills and aspirations of students involved.

Over three 1-hour sessions, professionals work with small groups of students aged 14-16 and use specially created resources looking at topics such as Brexit to generate discussion and debate about the economy. This programme not only helps young people to learn the basic economic terms and concepts but it also gives them the unique opportunity to interact and work closely with professionals and broaden their understanding of the world of work.

"I feel very confident applying my economic knowledge to real life economic issues after this session and I surely want to strive for a future career in economics after all the interesting facts the volunteer shared with us."

Student at Haberdashers Crayford Academy, London

Economic Experts in Schools has been running for over 8 years, giving young people rare access to the financial profession and the opportunity to learn about the economic implications of current events from the very people who assess these daily. It is a truly rewarding volunteering experience for professionals which makes a real difference to the young people who take part.

This programme was created in partnership with FTI Consulting to educate young people about the global financial crisis. Since then the programme has evolved to look at Brexit and the economy and has opened up to other businesses to take part in the programme to improve young people economic literacy across the UK.

Media Experts in Schools

As the world becomes increasingly digitalised, society's need for young people to be media literate becomes more and more necessary. Media Experts in Schools offers young people the unique opportunity to learn about the media from the very people whose day to day is spent navigating and creating media content for a diverse range of media platforms.

Media Experts in Schools was created in partnership with our long-standing corporate partners, FTI Consulting, and aims to improve young people's media literacy and resilience by partnering businesses with local schools to provide communication professionals with the opportunity to volunteer in the classroom.

During three one-hour sessions, professionals work with small groups of secondary school students facilitating conversation and debate on topics such as fake news, bias and media regulation. Through this project, young people learn how to better navigate the media. Working closely with professionals, students are also opened up to the world of work as they build key employability competencies, such as critical thinking and communication skills.

"Interacting with the students was great; I really enjoyed hearing their perspectives and prompting them to think about the issues from different angles. They were very enthusiastic"

Managing Director at FTI Consulting

Supported by:



Supported by:



Working internationally

International Experts in Schools

We are working as consultants for one of our long standing partners, FTI Consulting, to support them to grow the Experts in Schools programme internationally. At present FTI Consulting's London office takes part in Young Citizens Economic and Media Experts in Schools programme. This employee volunteering programme matches up professionals to work alongside young people to help them understand key topics to do with economics and media literacy. Sessions cover issues such as taxation, national budgets, social media, and fake news.

This year, FTI Consulting are planning on piloting the Experts in Schools programme in two of their EMEA based offices including Dublin and Brussels through a franchise agreement with Young Citizens. Young Citizens will also be supporting them to adapt the classroom resources, set up the programme with partner schools and train the volunteers to ensure the successful piloting of the programme.

Young Citizens has also been approached by a firm in New Zealand to consider a pilot and are considering how we continue to evolve this

Fundraising activities

Charity of the Year Partners

After lockdown was extended in December 2020, Constructive Space kindly extended their sponsorship and support of the charity for 2021.

Constructive Space hosted their sector Golf Day, where all auction and fundraising proceeds went to our charity. They have also, as an office space company, kindly donated materials to our working space and given the help and support of a great office space team. We are thankful for their continued support of our work.



We are pleased in total for this year we were able to raise £26,050 of unrestricted income from these fundraising activities. This includes the generous donations from partners such as Montrose Associates, Constructive Space and many individuals who we deem 'Friends of Young Citizens' with a monthly contribution.

Responsible Fundraising

As ever, the charity understands its duty to protect the public, including vulnerable people, from unreasonably intrusive or persistent fundraising approaches and undue pressure to donate. We do not fundraise from the public currently or use any internal fundraisers or external fundraising agencies for either telephone or face-to-face campaigns. We endeavour to ensure that any fundraising approaches are legally compliant and respectful.

Our safeguarding leads monitor our direct marketing to ensure that it is not unreasonably intrusive or persistent, does not create unreasonable intrusions into people's privacy or place any undue pressures on individuals or donors. All marketing material contains clear instructions on how a person or organisation can be removed from mailing lists or can disengage from our marketing efforts should they wish to.

We have received no fundraising complaints during the year (2021 – none).

Going concern considerations and our continued response to the pandemic

Responding to the impact of the pandemic during its second year has meant us adjusting our plans and continuing our strategic response approach to maintain our resilience and heighten our monitoring; and, adopting versatile methods of sustaining our mission and delivering our services. We remain agile, learning from the disruptions of lockdowns and the requests of our partners, funders and school; and, retaining optionality of service delivery channels and schedules.

We recognise that the that the social and economic effects of the pandemic are ongoing, and that the threat of the covid virus persists. Further to this backdrop, there is the additional challenge from rapid price increases for organisations and cost of living pressures on staff.

We are responding by:

- Disciplined investment from reserves whilst remaining within our reserves policy, to drive productivity and create diversified long term income;
- Tight cost control, avoiding non-essential expenditure and requiring value for money from all suppliers;
- Operating a rolling budget, with oversight and revisions as required to take account of the evolving circumstances;
- Contingency planning, to remain adaptable to circumstances.
- Continuing and adaptive approach to hybrid working and digital delivery.

The strategic approach outlined above underlies our confidence in remaining a going concern. We have seen the benefits of applying a flexible and positive approach with an iterative revisiting of the key issues affecting our partners and stakeholders. Our investment in rebuilding our lessons and programmes is succeeding, we are progressing well in 2022-23.

Governance

Reference and Administrative Information

The Citizenship Foundation (known as Young Citizens) is a registered charity under the Charities Act 2011 (charity number 801360) and a registered company limited by guarantee (company number 2351363). It is governed by its Memorandum of Association dated 14 February 1989 and amended Articles of Association which were adopted on 27 March 2003.

The governance of the Foundation is vested in the Trustees appointed under the Memorandum and Articles. The day-to-day organisation of the Foundation is delegated to the Chief Executive.

Details of current Trustees, who are also the directors and members of the Company, are set out on pages 48 and 49.

The principal place of business and professional advisors of the Charity is also set out on page 48.

Board of Trustees

The governing body of the charity is the Board of Trustees, the members of which are listed on page 48. Unless indicated otherwise, all served throughout the year. The Board must consist of a minimum of three members with no maximum number. The method for the recruitment and appointment of Trustees involves a skills audit and review and a combination of active search and open advertisement. As part of its strategic intent to increase the voice of young people throughout all elements of the organisation, in 2022/23 the Board appointed Zahra Seyyad who strengthened the valuable contribution of young Trustee Samuel Currie, appointed in 2021/22.

The induction and training procedures for Trustees are as follows. New Trustees are invited to attend a Board meeting as observers before confirming that they will take up their appointment. They are supplied with a copy of the Charity Commission's guide to being a trustee and the core constitutional and strategic documents relating to the Foundation and its work. The activities of the charity are presented to new Trustees by members of staff within a reasonable time after appointment. Trustees are periodically invited to consider and notify the Chair if there is any particular training or experience from which they would benefit so as to help them fulfil their responsibilities to the Foundation.

Trustees are encouraged to join joint staff-trustee working groups and, during the course of the year, identify particular areas of activity they are keen to participate in. An HR and Remuneration Committee agrees the level of the Chief Executive's remuneration, keeps under review the salaries of senior staff members and agrees the cost-of-living enhancements for staff as per the recommendation of the Chief Executive, within the annual budget process. A Finance and Audit Committee reviews the organisational budget and closely monitors the charity's financial performance. An Appointments Committee oversees the review of skills and experiences on the Board, and leads on the recruitment of new Trustees as and when required. As well as its regular Board meetings, the Board of Trustees periodically holds an away-day to focus on horizon-scanning and review of its strategy.

Management

The Board is responsible for setting strategies and policies for the charity and for ensuring that these are implemented. The day-to-day running of the charity is delegated to the Chief Executive and his staff in accordance with a Scheme of Delegation agreed by the Board. The Chief Executive is responsible for the implementation of policies and strategies on behalf of the Board. The Chief Executive works with the Senior Leadership Team to implement policies and procedures.

Risk Management

The Trustees have examined the principal areas of Young Citizens' operations and considered the major risks in each of these areas.

Our Financial Standing Orders require that the risk register is reviewed on an annual basis to ensure it is kept up to date. We use a traffic light system to identify the level of risk both pre- and post-mitigation, with a scoring of 1-5 for severity of both probability and impact. In addition, the Senior Leadership Team regularly monitors the register, checking that actions are carried out and whether any new risks can be identified.

In the opinion of the Trustees, Young Citizens has established a risk review system and allocated sufficient resources to ensure those risks identified have been mitigated to a level acceptable for the Foundation's day-to-day operations.

The annual review of our risk register, which took place in March 2022, took account of the changed circumstances arising from the pandemic. Although most risks had already been included, the ongoing impact of the pandemic has been to increase both the probability and impact of many of our risks, especially those concerning our finances:

1. Our levels of reserves;
2. Our income generation; and
3. The diversity of our funding sources.

To mitigate these risks:

1. The Board works closely with the Senior Management team to monitor and control the outflows whilst maximising existing sources of revenue so that we can continue to deliver the mission of the charity. The staff team are remaining alert to emerging mission-appropriate opportunities and the Board will consider increasing investment in grant fundraising when budgets allow.
2. We are gradually developing an individual donor base and diversifying fundraising activities.
3. We are also increasingly emphasising the links between citizenship and more topical agendas e.g. social action, the climate crisis, radicalisation, British Values etc. in order to communicate our relevance to different audiences.
4. We are expanding our offers to corporates and actively working towards maintaining diversified income sources.

The Board accepts that, despite these efforts to mitigate the risks, in the current financial climate it is inevitable that residual risks will remain in these areas.

Safeguarding

Young Citizens is committed to the highest safeguarding standards. The Board has agreed a comprehensive Safeguarding Policy, reviewed annually, which all employees are expected to sign to confirm that they have read and understood. Regular training for staff takes place. The charity's executive team has a Designated Safeguarding Lead, who is supported by a Deputy Safeguarding Lead. Jacquie Ayre acts as the designated trustee for safeguarding issues.

Financial Review

Responsibilities for the Financial Statements

The charity Trustees (who are also Directors of the Citizenship Foundation for the purposes of company law) are responsible for preparing the Trustees' Report and the accounts 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 and not approve the financial statements unless they are satisfied that the financial statements give a true and fair view of the state of the affairs of the Charity as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the year then ended. In preparing those financial statements the Trustees:

- Select suitable accounting policies and apply them consistently
- Observe the methods and principles of the Charities' SORP 2019 (FRS 102)
- Make judgements and estimates that are reasonable and prudent
- State whether United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and Financial Reporting Standards and applicable law has been followed, disclosing and explaining any departures therefrom in the financial statements, and
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the Charity will continue in operation.

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

The maintenance and integrity of the Foundation's 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 information contained in the Financial Statements once they are presented on the Foundation's website. Legislation in the United Kingdom governing the preparation and dissemination of the Financial Statements and other information included in annual reports may differ from legislation in other jurisdictions.

Audit Information

In so far as the Trustees are aware at the time of approving our Trustees' annual report:

- There is no relevant information, being information needed by the auditors in connection with preparing their report, of which the company's auditor is unaware, and
- The Trustees, having made enquiries of fellow Directors and the organisation's finance staff that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a Director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Review of the Year

The year under review has been one in which the charity along with other similar organisations have had to deal with the national COVID-related lockdown and the related unpredictable situations. The charity has endeavoured to continue its progress towards sustainability throughout this challenging and unpredictable year.

Total income for the year to 31 March 2022 amounted to £817,953 compared to £845,409 recorded for the year to 31 March 2021, an overall 3% decrease. This total income figure includes £12,984 from participating in the CJRS scheme compared to £119,265 in the year to March 2021, an overall decrease

of 89%. The balance of £804,969 compared to £726,144 in the year to March 2021, an overall increase of 11%, is from generated sources and reflects the continuing efforts of the staff team to increase income from charitable activities to support the work of the charity.

Total expenditure for the year to 31 March 2022 amounted to £878,239 compared to £808,754 recorded for the year to 31 March 2021. This represented an overall increase of 8.6%. This increase was due to the increased level of activity and expenses coming from lockdowns and also reflects the drive by the staff team build back to ensure the ongoing effectiveness and reach of programmes while maintaining operational efficiency.

The deficit of £20,700 in the year to March 2022 on restricted funds was as a result of previously received funds being drawn down during the year (surplus £36,655 for the year-ended 31 March 2021). The net effect of this resulted in a restricted fund level of £53,448 at 31 March 2022. Unrestricted funds decreased by £39,586, from £616,364 at 31 March 2021 to £576,778 at 31 March 2022, increased charitable activities income mitigating the effects of a significant reduction in funds received from the CJRS scheme and increased costs driven by the planned greater level of activity and investment in capacity. The Charity recorded a net deficit income position of £60,286.

Reserves Policy

Free reserves comprise the total reserves available to the charity, less those reserves for which use is restricted or else designated for specific purposes. Each year the Trustees review the policy for maintaining free reserves, taking into consideration the major risks faced by the charity, their likely impact on income and planned expenditure, and an assessment of the ways to mitigate such risks. A detailed review was performed during 2018/19 to ensure the reserves policy is fit for the future given the charity's current and forecast level of activity.

As a result of this review, the Trustees have agreed a revised policy that would ensure the safeguarding of charitable commitments and the funding of operational expenditure. This policy would also ensure adequate working capital and financial resilience for the charity. In order to meet the objectives of this policy, the Trustees agree that the charity should aim for free reserves of £300k, with the option for agreed temporary reductions or redeployments of surpluses if agreed by the Board. Free reserves, calculated as unrestricted funds less designated funds, stand at £562,988 at the year-ended 31 March 2022. At 31 March 2021 they stood at £602,574.

Investments Policy

The Foundation's Investments Policy is to put any excess monies into an interest-bearing savings account.

Remuneration Policy

In setting remuneration levels for key management personnel, the charity considers its aims and objectives, its current business plans, the level of skill and competencies required to deliver the role(s), its ability to pay, the balance between other similar roles and the rest of the staff team, and the similarity with existing roles within the sector.

Equal Opportunities and Diversity

The charity is committed to a policy of equal opportunities and promotion of diversity in the selection, training, career development and promotion of all people, regardless of gender, marital status, race, colour, religion, disability or sexual orientation. The charity enables people with a disability to participate fully in organisational activities, consistent with their ability, so that they can maximise the use of knowledge, experience and skills in the charity's work.

Employee Involvement

The charity encourages employees to be fully involved in the performance and objectives through a range of mechanisms. Staff meetings are held monthly and there are regular team meetings. This has also included strategic review workshops with staff at all levels and arms of the organisation, to aid in gaining staff expertise and collective support for the charity's future ambitions. In addition, working groups are established to ensure communication and coordination across different areas of work and to engage staff more actively in project, programme and policy development.

Exemptions

This report has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006.



Edge Watchorn

Chair

17 November 2022

Independent Auditor's Report to the Trustees of the Citizenship Foundation**Opinion**

We have audited the financial statements of the Citizenship Foundation (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities incorporating the Income and Expenditure account, the Balance Sheet, the Statement of Cash Flows and the related notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 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 Auditor's 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

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

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

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

Other information

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

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material

inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, 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.

Auditor's responsibilities for the audit of the financial statements

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

aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

We gained an understanding of the legal and regulatory framework applicable to the Charitable Company and the sector in which it operates, and considered the risk of the Charitable Company not complying with the applicable laws and regulations including fraud in particular those regulations directly related to the financial statements, including financial reporting, and tax legislation. In relation to the operations of the Charitable Company this included compliance with the Charities Act 2011 and Companies Act 2006.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified. These included the following:

Reviewing minutes of Board meetings, reviewing any correspondence with the Charity Commission, agreeing the financial statement disclosures to underlying supporting documentation, and made enquiries of management and officers of the Charitable Company.

Management override: To address the risk of management override of controls, we carried out testing of journal entries and other adjustment for appropriateness. We also assessed management bias in relation to the accounting policies adopted and in determining significant accounting estimates.

Because of the inherent limitations of an audit, there is the risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involved intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>.

This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's trustees, 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 and its trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Michael Cooper-Davis FCCA ACA (Senior Statutory Auditor)

for and on behalf of

Price Bailey LLP

Chartered Accountants

Statutory Auditors

24 Old Bond Street

London

W1S 4AP

Date: 23 November 2022

STATEMENT OF FINANCIAL ACTIVITIES
Year ended 31 March 2022
(incorporating an income and expenditure account)

		<u>2022</u>	<u>2021</u>		
	Unrestricted funds	Restricted funds	Total		
Note	£	£	Total £		
<u>Income from:</u>					
Donations and grants	3	87,985	308,441	396,426	448,445
Charitable activities	4	408,543	-	408,543	277,272
Other Income	4	12,984	-	12,984	119,264
Investments	5	-	-	-	428
Total income		<u>509,512</u>	<u>308,441</u>	<u>817,953</u>	<u>845,409</u>
<u>Expenditure on:</u>					
Raising funds		25,419	-	25,419	25,371
Charitable activities	6	523,679	329,141	852,820	783,383
Total expenditure	6	<u>549,098</u>	<u>329,141</u>	<u>878,239</u>	<u>808,754</u>
<u>Net income /(expenditure)</u>		<u>(39,586)</u>	<u>(20,700)</u>	<u>(60,286)</u>	<u>36,655</u>
Transfer between funds		-	-	-	-
<u>Net movement in funds</u>		<u>(39,586)</u>	<u>(20,700)</u>	<u>(60,286)</u>	<u>36,655</u>
<u>Reconciliation of funds:</u>					
Total funds brought forward	16	616,364	74,148	690,512	653,857
Total funds carried forward	16	<u>576,778</u>	<u>53,448</u>	<u>630,226</u>	<u>690,512</u>

All transactions result from continuing activities.

The accounting policies and notes on pages 37 - 47 form part of these financial statements.

	Note	<u>2022</u> £	<u>2021</u> £
<u>Fixed assets</u>			
Tangible assets	11	16,216	13,614
		<u>16,216</u>	<u>13,614</u>
<u>Current assets</u>			
Debtors	12	228,181	189,895
Cash at bank and in hand		586,355	596,217
		<u>814,536</u>	<u>786,112</u>
<u>Creditors: amounts falling due within one year</u>	13	129,316	88,004
Net current assets		<u>685,220</u>	<u>698,108</u>
Total assets less current liabilities		<u>701,436</u>	<u>711,722</u>
Provisions for liabilities	14	71,210	21,210
Net assets		<u>630,226</u>	<u>690,512</u>
<u>Charity Funds</u>			
Restricted funds	16	53,448	74,148
Unrestricted funds	16	576,778	616,364
<u>Total charity funds</u>	16	<u>630,226</u>	<u>690,512</u>

These financial Statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the Board on 17 November 2022

Signed on behalf of the board of trustees:

Signature:



Emma Jane Watchorn
Chair of Trustees
Date: 17 November 2022

The accounting policies and notes on pages 37 - 47 form part of these financial statements

	Note	<u>2022</u> £	<u>2021</u> £
<hr/>			
Cash flow from operating activities			
Net cash flow provided by / (used in) operating activities	Net movement in funds	3,542	91,668
<hr/>			
Cash flow from investing activities			
Payments to acquire fixed assets		(13,404)	-
Net cash flow provided by / (used in) investing activities		(13,404)	-
<hr/>			
Cash flow from financing activities			
Net cash flow provided by / (used in) financing activities		-	-
Change in cash and cash equivalents in the year / period		(9,862)	91,668
Cash and cash equivalents at 1 April 2021		596,217	504,549
Cash and cash equivalents at 31 March 2022		586,355	596,217
<hr/>			
Analysis of cash and cash equivalents			
Cash and cash equivalents consists of:			
Cash at bank and in hand at 31 March 2022		586,355	596,217
<hr/>			
Reconciliation of net movement in funds to net cash flow from operating activities			
		<u>2022</u>	<u>2021</u>
		£	£
Net Movement in funds		(60,286)	36,655
<u>Adjustments for:</u>			
Depreciation		10,802	9,673
Increase/(decrease) in provisions		50,000	21,210
(Increase)/decrease in debtors		(38,286)	8,909
Increase/(decrease) in creditors		41,312	15,221
Net cash provided by (used in) operating activities		3,542	91,668

Analysis of changes to Net Debt

	At start of year	Cashflows	New Finance leases	Other non-cash changes	At end of year
	£	£	£	£	£
Cash and Cash Equivalents	596,217	(9,862)	-	-	586,355
Finance Lease obligations	(118,572)	56,980	-	-	(61,592)
Total	477,645	47,118	0	0	524,763

1. Summary of significant accounting policies**(a) General information and basis of preparation**

Citizenship Foundation is a registered charitable company in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 48 of these financial statements. The nature of the charity's operations and principal activities are education and campaigning.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 1 September 2018, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2019.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

(c) Income recognition

All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income, after any performance conditions have been met, when the amount can be measured reliably and when it is probable that the income will be received.

Income from donations is recognised on receipt, unless there are conditions attached to the donation that require a level of performance before entitlement can be obtained. In this case income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity, for example the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail of the contribution of volunteers to the charity is given in the Trustees' Annual Report.

Income from charitable activities includes income earned from fundraising events and activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

Investment income is earned through holding cash balances in interest paying bank accounts. Interest income is recognised when received.

(d) Expenditure recognition

All expenditure is accounted for on an accruals basis. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of raising funds includes cost incurred in the course of applying for grants and seeking voluntary contributions;
- Expenditure on charitable activities includes cost incurred in the delivery of the services of the charity; and
- Other expenditure represents those items not falling into the categories above.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

(e) Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, and costs incurred in the provision of corporate services. They are incurred directly in support of expenditure on the objects of the charity. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Premises costs have been allocated on a similar basis.

The analysis of these costs is included in note 8 to the accounts.

(f) Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Office Equipment	3 years straight line
Websites	3 years straight line
Fixtures and Fittings	4 years straight line

(g) Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

(h) Leases

Rentals payable and receivable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

(i) Cash accounting policy

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

(j) Foreign currency

Foreign currency transactions are initially recognised by applying to the foreign currency amount the spot exchange rate between the functional currency and the foreign currency at the date of the transaction.

Monetary assets and liabilities denominated in a foreign currency at the balance sheet date are translated using the closing rate.

(k) Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. Contributions to the Foundation's defined contribution pension scheme, and to employees' personal pensions, are charged to the statement of financial activities in the year in which they become payable.

(l) Redundancy Payments

Redundancy payments are amounts payable as a result of a decision by the charity to terminate an employee's employment before the normal retirement date or an employee's decision to accept voluntary redundancy and are charged on an accruals basis to the SOFA when the charity is demonstrably committed to the payment of these costs.

(l) Tax

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010. It therefore meets the definition of a charitable company for UK corporation tax purposes.

(m) 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, with the exception of the following:

- fixed assets are measured at amortised cost;
- all other assets and liabilities are held at cost.

(n) Going concern policy

The Trustees assess the ability of the Charity to continue as a going concern for a period of at least 12 months from the date the accounts are signed. The charity currently holds free reserves above the level determined by the Trustees to be necessary to maintain the going concern status of the charity. The trustees thus consider that there are no material uncertainties about The Citizenship Foundation's ability to continue as a going concern.

2. Significant accounting estimates

No judgements (apart from those involving estimates) have been made in the application of the above accounting policies. No assumptions concerning the future, and key sources of estimation uncertainty at the reporting date have a significant risk of causing a material misstatement to the carrying amounts of assets and liabilities.

3. Income donations and grants

	<u>2022</u>	<u>2021</u>
	£	£
Grants	369,506	424,795
Donations	26,920	23,650
	<u>396,426</u>	<u>448,445</u>

Income from grants was £369,506 (2021 - £424,795) of which £308,441 (2021 - £352,795) was attributable to restricted funds. £61,065 (2021 - £72,000) was attributable to unrestricted funds.

Income from donations was £26,920 (2021 - £23,650), £0 of which was attributable to restricted funds (2021 - £0) and £26,920 of which was attributable to unrestricted funds (2021 - £23,650).

4. Income from charitable activities

	<u>2022</u>	<u>2021</u>
	£	£
Citizenship Services	144,004	131,844
Legal Education	215,670	115,608
Social Participation	48,869	29,820
	<u>408,543</u>	<u>277,272</u>
Other Income		
CJRS Scheme	12,984	119,265

All of the Income from charitable activities was attributable to unrestricted funds in both years. The CJRS income was derived from participating in the furlough scheme.

5. Income from investments

	<u>2022</u>	<u>2021</u>
	£	£
Interest - deposits	-	428
	<u>-</u>	<u>428</u>

All of the Income from investments was attributable to unrestricted funds in both years.

6. Analysis of Expenditure**Cost of raising funds:**

<u>2022</u>	<u>2021</u>
£	£
25,419	25,371

Analysis of Charitable Expenditure

<u>2022</u>	Citizenship Services £	Legal Education £	Social Participation £	Total 2022 £
Direct Programme Costs	161,321	238,560	295,651	695,532
Programme Support Costs	45,020	63,822	48,446	157,288
	<u>206,341</u>	<u>302,382</u>	<u>344,097</u>	<u>852,820</u>

£329,141 (2021 - £422,858) of the above costs were attributable to restricted funds. £523,679 (2021 - £339,315) of the above costs were attributable to unrestricted funds.

<u>2021</u>	Citizenship Services £	Legal Education £	Social Participation £	Total 2021 £
Direct Programme Costs	91,192	227,192	321,661	640,045
Programme Support Costs	46,838	46,298	50,202	143,338
	<u>138,030</u>	<u>273,490</u>	<u>371,863</u>	<u>783,383</u>

The above expenditures breakdown as follows:

	<u>2022</u>	<u>2021</u>
	£	£
Staffing	560,839	576,404
Programme Costs	160,069	89,012
Support Costs	157,331	143,338
	<u>878,239</u>	<u>808,754</u>

7. Net (expenditure) / income for the year

Net (expenditure) / income is stated after charging:

	<u>2022</u>	<u>2021</u>
	£	£
Depreciation of tangible fixed assets	10,802	9,673
Operating lease rentals - Buildings	46,399	46,399
Operating lease rentals - Equipment	10,581	10,581
Auditor's remuneration	9,000	8,100

8. Allocation of support costs**2022**

Support cost category	Allocation %	Citizenship Services 29%	Legal Education 41%	Social Participation 31%	<u>Total</u> <u>2022</u> 100%
Governance	8,395	2,404	3,406	2,585	8,395
Finance	19,918	5,705	8,080	6,133	19,918
Information technology	29,064	8,324	11,790	8,950	29,064
Human resources	1,960	562	795	603	1,960
Office costs	97,994	28,068	39,752	30,174	97,994
Total	157,331	45,063	63,823	48,445	157,331

2021

Support cost category	Allocation %	Citizenship Services 33%	Legal Education 32%	Social Participation 35%	<u>Total</u> <u>2021</u> 100%
Governance	12,552	4,102	4,054	4,396	12,552
Finance	28,517	9,318	9,211	9,988	28,517
Information technology	23,657	7,731	7,641	8,285	23,657
Human resources	2,062	674	666	722	2,062
Office costs	76,550	25,013	24,726	26,811	76,550
Total	143,338	46,838	46,298	50,202	143,338

9. Trustees' and key management personnel remuneration and expenses

The trustees neither received nor waived any remuneration during the year (2021: £ nil).

The total amount of employee benefits received by key management personnel during the year was £212,527 (2021 - £233,985). The Charity considers its key management personnel to comprise:

- The Chief Executive Officer
- The Director of Finance and Resources
- The Programme Directors – Programmes and Marketing.

The trustees had expenses of £321 reimbursed or paid directly on their behalf during the year (2021 - £13) relating to travel costs.

10. Staff costs and employee benefits

	<u>2022</u> Number	<u>2022</u> FTE	<u>2021</u> Number	<u>2021</u> FTE
Raising funds	0	0	0	1.5
Charitable activities	17	17	15	12
Support services	2	2	2	1.5
	<u>19</u>	<u>19</u>	<u>17</u>	<u>15</u>

The total staff costs and employees benefits were as follows:

	<u>2022</u> £	<u>2021</u> £
Wages and salaries	517,132	494,665
Social security	32,579	42,557
Defined contribution pension costs	36,387	39,182
Redundancy and termination payments	-	-
	<u>586,098</u>	<u>576,404</u>

There are no employees who received employee benefits (excluding employer pension costs) of more than £60,000 (2021 – 1).

Pensions

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pensions cost charge represents contributions payable by the charity to the fund and amounted to £36,387 (2021 - £39,182). £18,134 (2021 - £19,185) of these contributions were charged to restricted funds and £18,254 (2021 - £19,997) were charged to unrestricted funds. Contributions totalling £4,894 were payable to the fund at the balance sheet date and are included in the note 13 to the accounts (2021 - £2,638).

11. Tangible fixed assets

	<u>Office Equipment</u> £	<u>Websites</u> £	<u>Fixtures and Fittings</u> £	<u>Total</u> £
Cost or valuation:				
At start date 2021	82,479	52,116	20,600	155,195
Disposals in year	(67,554)	-	-	(67,554)
Additions	3,404	10,000	-	13,404
At end date 2022	<u>18,329</u>	<u>62,116</u>	<u>20,600</u>	<u>101,045</u>
Depreciation:				
At start date 2021	78,736	52,116	10,729	141,581
Disposals in year	(67,554)	-	-	(67,554)
Charge for the year	4,541	1,111	5,150	10,802
At end date 2022	<u>15,723</u>	<u>53,227</u>	<u>15,879</u>	<u>84,829</u>
Net book value:				
At end date 2022	<u>2,606</u>	<u>8,889</u>	<u>4,721</u>	<u>16,216</u>
At end date 2021	<u>3,743</u>	<u>-</u>	<u>9,871</u>	<u>13,614</u>

12. Debtors

	<u>2022</u> £	<u>2021</u> £
Trade debtors	191,282	155,791
Other debtors	3,105	-
Rent Deposit	11,438	11,438
Prepayments and accrued income	22,356	22,666
	<u>228,181</u>	<u>189,895</u>

13. Creditors: amounts falling due within one year

	<u>2022</u> £	<u>2021</u> £
Trade creditors	13,188	18,775
Other creditors	2,386	-
Other tax and social security	47,414	31,601
Pension Contributions	4,894	2,638
Accruals	34,871	8,100
Deferred Income	26,563	26,890
	<u>129,316</u>	<u>88,004</u>

Deferred Income

	<u>2022</u> £	<u>2021</u> £
At start date	26,890	-
Amounts deferred during the year	26,563	26,890
Amounts drawn down during the year	26,890	-
At end date	<u>26,563</u>	<u>26,890</u>

14. Provisions for liabilities

	<u>2022</u>	<u>2021</u>
	£	£
At start date	21,210	-
Additions during the year	50,000	21,210
Amounts charged against the provision	-	-
Unused amounts reversed	-	-
At end date	<u>71,210</u>	<u>21,210</u>

The provisions are held towards, restorative work on the charity's premises required by the terms of the lease, and potential liabilities for remittance of euro denominated contracts. Settlement of the provided amounts are expected prior to March 2023.

15. Analysis of net assets between funds**2022**

	<u>Unrestricted</u>	<u>Restricted funds</u>	<u>Total</u>
	<u>funds</u>	<u>£</u>	<u>£</u>
	£	£	£
Fixed assets	16,216	-	16,216
Cash	537,907	48,448	586,355
Debtors	223,181	5,000	228,181
Other current liabilities	(129,316)	-	(129,316)
Provisions	(71,210)	-	(71,210)
Total	<u>576,778</u>	<u>53,448</u>	<u>630,226</u>

2021

	<u>Unrestricted</u>	<u>Restricted funds</u>	<u>Total</u>
	<u>funds</u>	<u>£</u>	<u>£</u>
	£	£	£
Fixed assets	13,614	-	13,614
Cash	547,069	49,148	596,217
Debtors	164,895	25,000	189,895
Other current liabilities	(88,004)	-	(88,004)
Provisions	(21,210)	-	(21,210)
Total	<u>616,364</u>	<u>74,148</u>	<u>690,512</u>

16. Reconciliation of Funds**2022**

	<u>Opening Balances</u>	<u>Incoming Resources</u>	<u>Resources Expended</u>	<u>Closing Balances</u>
	£	£	£	£
UNRESTRICTED FUNDS				
General	602,574	509,512	549,098	562,988
Designated	13,790	-	-	13,790
Total Unrestricted Funds	616,364	509,512	549,098	576,778
RESTRICTED FUNDS				
Citizenship Services				
Legal Education	-	111,000	96,196	14,804
Social Participation	74,148	197,441	232,945	38,644
Total Restricted Funds	74,148	308,441	329,141	53,448
TOTALS	690,512	817,953	878,239	630,226

Designated funds are held as follows:

- £13,790 towards a Technology Fund covering the maintenance of the charity's technological capacity.

Restricted funds are held as follows:

The Social Participation Fund comprises funds held for:

- The continuance of the MADC programme in primary schools across the UK - £18,267.
- The continuance of the Volunteering programme £20,377.

The Legal Education fund comprised funds held for the continuance of the Mock Trials programme.

2021

	<u>Opening Balances</u>	<u>Incoming Resources</u>	<u>Resources Expended</u>	<u>Transfers</u>	<u>Closing Balances</u>
	£	£	£	£	£
UNRESTRICTED FUNDS					
General	481,470	492,614	364,686	(6,824)	602,574
Designated	30,000	-	21,210	5,000	13,790
Total Unrestricted Funds	511,470	492,614	385,896	(1,824)	616,364
RESTRICTED FUNDS					
Citizenship Services	-	25,000	25,000	-	-
Legal Education	937	111,000	113,761	1,824	-
Social Participation	141,450	216,795	284,097	-	74,148
Total Restricted Funds	142,387	352,795	422,858	1,824	74,148
TOTALS	653,857	845,409	808,754	-	690,512

17. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

Total	<u>2022</u>	<u>2021</u>
	£	£
Within one year	49,247	56,980
Within 2 to 5 years	12,345	61,592
In more than 5 years	-	-
	<u>61,592</u>	<u>118,572</u>

Buildings	<u>2022</u>	<u>2021</u>
	£	£
Within one year	38,666	46,399
Within 2 to 5 years	-	38,666
In more than 5 years	-	-
	<u>38,666</u>	<u>85,065</u>

Equipment	<u>2022</u>	<u>2021</u>
	£	£
Within one year	10,581	10,581
Within 2 to 5 years	12,345	22,926
In more than 5 years	-	-
	<u>22,926</u>	<u>33,507</u>

18. Related Party Transactions

Donations of £430 were received from trustees during the 2022 year. There were no other related party transactions during the 2022 year.

Donations of £855 were received from trustees during the 2021 year. There were no other related party transactions during the 2021 year.

President, Trustees, Ambassadors and Advisors

President	The Rt Hon Baroness D'Souza CMG
Trustees	<p>Emma-Jane Watchorn (Chair)</p> <p>Jason Arthur (joint Vice Chair, resigned 01 April 2021)</p> <p>Laura Hamm (joint Vice Chair, resigned 17 September 2021)</p> <p>Cecile Agbo-Bloua (Treasurer)</p> <p>Jacquie Ayre</p> <p>James Cathcart</p> <p>John Cooper</p> <p>Matt Lambert</p> <p>Victoria Speed (resigned 20 January 22)</p> <p>Finn Judge (resigned 22 January 22)</p> <p>Shahban Aziz (Appointed 17 September 2021)</p> <p>Samuel Currie (Appointed 17 September 2021)</p> <p>Dr Richard Rhodes (Appointed 17 September 2021)</p> <p>Anushka Chakravarty (Appointed 15 September 2022)</p> <p>Jed Cinnamon (Appointed 15 September 2022)</p> <p>Zahra Seyyad (Appointed 15 September 2022)</p>
Ambassadors	<p>The Right Honourable Sir Brian Leveson</p> <p>The Honourable Lady Rae</p> <p>His Honour Judge Christopher Kinch, QC</p> <p>Rushanara Ali, MP</p> <p>Michael Maclay</p> <p>Jack Felvus</p>
Founder	Andrew Phillips OBE
Chief Executive	<p>Tom Franklin (Resigned 11 June 2021)</p> <p>Ashley Hodges (Appointed 7 June 2021)</p>
Company Secretary	<p>Ray Ayivor (Resigned 9 May 2022)</p> <p>David Asuni (Appointed 9 May 2022)</p>
Charity Registration No	801360
Company No	2351363
Registered Office	37 Heneage Street, London E1 5LJ
Bankers	Barclays Bank PLC, Hatton Garden Business Centre, 99 Hatton Garden, London EC1N 8DN
Solicitors	Bates, Wells & Braithwaite, 10 Queen Street Place, London EC4R 1BE
Statutory Auditors	Price Bailey LLP, 24 Old Bond Street London W1S

Supporters of Young Citizens

We are very grateful to the thousands of volunteers, supporters and organisations who together make our work possible. It would not be possible to mention them all, but here is a selection of the range of organisations which have given us support over the past year:

Addleshaw Goddard	Freshfields Bruckhaus Deringer	Rothschild Foundation
Alison Evans	FTI Consulting	Salesforce
Allen & Overy	Geldards LLP	Santander
The Bar Council	Government Legal Department	Slaughter and May
The Bar of Northern Ireland	HM Courts and Tribunals Service	Sullivan & Cromwell LLP
Baker McKenzie	Hunton & Williams	Office of the Solicitor General
Barclays	Jonathan Salmon	The Entertainer
Bellinger Donnay Charitable Trust	JP Morgan	The Inns of Court (Middle Temple, Gray's Inn, Lincoln's Inn, Inner Temple)
Big Lottery Fund	Dan Mace	The Law Society
Bird & Bird	Malcolm Cree	The Magistrates' Association
Brick Court Chambers	Martin Bostock	Travers Smith
British Council	Martin Severs	Sky
CC Land	Matt Lambert	Unilever
Cecile Durand-Agbo	Martin Severs	University of Essex
Circuits of the Bar	Martyn Bowyer	University of Sheffield
CMS	McDermott Will & Emery	Weil Gotshal & Manges
Constructive Space	Michael Maclay	#iwill Fund
Co-op Foundation	Milbank Tweed Hadley & McCloy	
Council of Europe	Mishcon De Reya	
Credit Agricole	Montrose Associates	
Credit Suisse	Nick Johnson	
DAC Beachcroft	Orp Foundation	
Dan Mace	Osbourne Clarke	
David Miles	Pears Foundation	
Disney Theatrical Group	Pillsbury Winthrop Shaw Pittman	
Edge Watchorn	Pro Bono Economics	
Faculty of Advocates	Rank Foundation	
Finn Judge		

THE CITIZENSHIP FOUNDATION

England & Wales - Charity number 801360

Accounts

The Citizenship Foundation

Trustees' Annual Report and Accounts - 31st March 2021



About Young Citizens

Young Citizens helps young people become active, engaged and motivated citizens, able to contribute positively to their communities, whether their communities are local, national or global.

We believe that by helping young people play a full part in their communities, we can help strengthen democratic society. At a time when so many of our democratic institutions are under threat, our work is more important than ever.

Our work ranges from immersive learning projects, in which young people learn about the legal justice system, to empowering children to take action on social issues they care about most. We also empower teachers and volunteering professionals with specialist training and resources for classroom delivery. All our work has a single aim: to help young people be active citizens for life.

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Introduction: Chair and Chief Executive



The Citizenship Foundation – now known as Young Citizens – was set up in 1989 with the purpose of ensuring that all young people become active and engaged citizens playing their full part in democratic society. For more than 30 years, alongside our partners from the voluntary, statutory and corporate sectors, and our many thousands of volunteers from professions ranging from the law, the media and finance, we have helped countless young people find their voice in society. We were delighted in the summer of 2019 to welcome so many of our friends to our 30th Anniversary celebrations.

Like all charities over the past year, 2020 and the start to 2021 were not what we had planned for nor expected with the on-going impact of Covid-19. This year continued to be a year of adaptation and response. Our focus remained on providing provision to our schools, seeing the creation of a wave of digital engagement opportunities through our programmes such as Legal Experts in Schools and the first fully national online Mock Trials Competition. Our online library of resources became even more vital for teachers across the country, with this year seeing us run the second Big Legal Lesson, reaching over 57,000 students in January 2021, and our 'Go Givers' primary resources more than doubling in teacher subscribers. We also are also launching the first-ever Mock G7 resource this summer. We continued our commitment to being inclusive of youth and volunteer voice, by securing our first volunteer coordinator to help create even better volunteering experiences across the organisation.

We are very thankful to our funders and many corporate partners that continued their dedicated support of our work this year despite the continued logistical challenges of the pandemic. Despite operational challenges, over 450 corporate volunteers were still able to give their time this year, and this continued hybrid use of digital delivery has meant we have been able to engage new volunteers and schools that previously would haven't been able to be a part of our face-to-face work. This continued emphasis on digital has also helped us attract matched funding to embark on a critical reworking of our online library of resources thanks to the Rank Foundation, which will see a new central website launched later this year.

It has also been a further year of change for us, as our CEO Tom Franklin, who after five fantastic years leading Young Citizens moved on from the charity by the time of the publication of this report. We would like to thank him for his determination and leadership that has allowed us to innovate our work both internally and in the services we offer to ensure that young people in the UK are given the tools and experience to become thriving young citizens. We have been delighted to appoint Ashley Hodges as our new CEO in June 2021, bringing with her a rich background of educational charity and community leadership positions. She will lead our organisation over the coming years to realise our vision for supporting even more young people in developing their citizenship skills and connections within their community. She will also lead on reviewing our longer term strategy about our next phase of impact, particularly in the wake of the pandemic and the evolving needs of young people in building the citizenship skills to thrive in the emerging post-pandemic world.

Again we want to thank our fantastic team of staff for their hard work this year and continuing to be resilient through such a turbulent time. Speaking to our schools and seeing the programmes in action, even from a distance, we know that the citizenship agenda remains an important key to participation, engagement and empowerment among your young people. This has never been more important. As we end this year, we look onto a year that presents even more change, but we know this also presents opportunity, which we look forward to shaping in collaboration with our beneficiaries and stakeholders. For now our report continues to demonstrate the strong foundation of Young Citizens, as the Citizenship Foundation, and the continued contributions we make to support young people, educators and the sector as we go into the future. As we enter next year, we are even more determined help young people harness citizenship to respond to the complex issues they and society face. We are despite it all optimistic about the coming year, and ambitious about our evolution as we continue to adapt and fulfil our mission.

Edge Watchorn
Chair



Objectives

The main object of our charity, as stated in the Memorandum of Association, is to promote good citizenship for the public benefit by advancing active understanding of law and politics, religion and morals, commerce, industry, the arts, ecology, sociology, and any other subjects insofar as they are likely to be conducive to good citizenship.

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Foundation's aims and objectives and in planning future activities.

Vision

We want a fair and inclusive society based on a strong, stable and secure democracy, in which every person achieves their full potential as an active citizen, both personally and within their communities.

Mission

We will enable a greater number of young citizens to participate actively in society. We will do this by equipping children and young people to make a positive difference to the society in which they live – locally, nationally and globally.

Ambitions

To give children and young people the knowledge and skills for participation. This includes:

- Skills for citizenship – including critical thinking, ethical reasoning, political literacy, debating, campaigning and advocacy.
- Understanding of our rights and responsibilities as citizens – both those that are enshrined in law, and those governed by personal and societal values and ethics.
- Knowledge of the democratic system and its processes – not just the elected institutions, but also other institutions of democracy such as the legal system, media, political parties and trade unions.
- To give children and young people the confidence to participate. This includes:
- Developing belief and trust in democratic and legal processes, alongside realism about the constraints and compromises inherent in democracy.
- Resilience to challenges – the ability to withstand set-backs and seek to overcome barriers.
- Optimism in the ability to make a difference – whatever our power or position, both as individuals and as communities.

Our Values

FAIR - we strive to be fair in everything we do and believe in the equal worth of every citizen, as well as equality before the law.

ENQUIRING – We empower and inspire by encouraging a spirit of enquiry and critical thinking, and a realistic sense of optimism and agency

RESPECTFUL - We are respectful but prepared to challenge; authoritative but prepared to listen and learn.

COLLABORATIVE – We aim to work in a sustainable, collaborative, transparent and inclusive way.

INTERNATIONALIST – We believe in an internationalist outlook, and we aim to share experiences with similar organisations overseas to foster an understanding of global, as well as national, citizenship.

In addition to guiding our work, we share these by:

- Giving children and young people the knowledge and skills for participation. This includes:
 - Knowledge of the democratic system and its processes – not just the elected institutions, but also the other institutions of democracy such as the legal system, the media, political parties, and trades unions.
 - Skills for citizenship – critical thinking, ethical reasoning, political literacy, debating, campaigning, advocacy and negotiating.
 - Understanding our rights and responsibilities as citizens – both those that are enshrined in law, and those governed by personal and societal values and ethics.
- Giving children and young people the confidence to participate. This includes:
 - Developing a belief and trust in the democratic and legal processes, alongside realism about the constraints and compromises inherent in democracy.
 - Resilience to challenges – the ability to withstand setbacks and seek to overcome barriers.
 - Optimism in the ability to make a difference – whatever our power or position, both as individuals and as communities.

Strategic Plan

A long term ten-year strategic plan, [Empowering young people for a stronger society](#), was agreed in March 2017, which sets out four ambitious strategic goals:

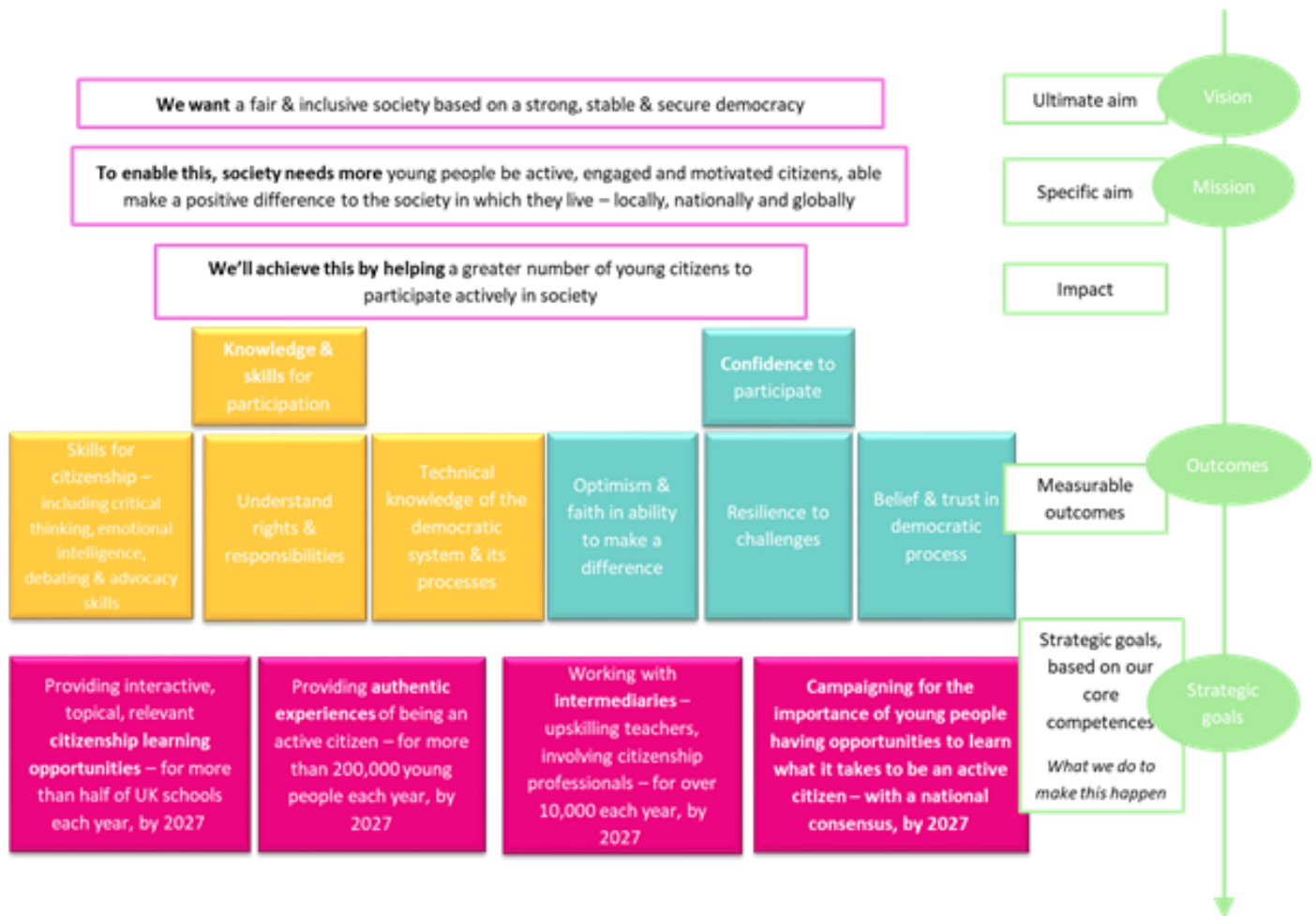
1. Providing interactive, topical and relevant citizenship learning opportunities that are used by more than half of UK schools each year by 2027.
2. Providing authentic experiences of being an active citizen for more than 200,000 young people each year by 2027.
3. Working with intermediaries – upskilling teachers and involving professionals – over 10,000 each year by 2027.
4. Campaigning for the importance of children and young people having opportunities to learn what it takes to be an active citizen to achieve a national consensus by 2027.


We keep the plan under regular review, and in the coming year in particular we will check to see whether changes are needed in response to the fallout from the Covid-19 pandemic

Theory of Change

The Strategic Plan outlines the Theory of Change which underpins all of our work.

The table below shows how our programmes help achieve our desired outcomes of developing the knowledge, skills and confidence of young people to participate in society.



	Skill for citizenship, including critical thinking, emotional intelligence, debating and advocacy	Understanding rights and responsibilities	Technical knowledge of the democratic system and its processes	Optimism and faith in ability to make a difference	Resilience to challenges	Belief and trust in democratic process
Mock Trial Competitions						
SMSC Quality Mark						
Experts in Schools						
Make a Difference Challenge						
SmartLaw legal resources						
Go-Givers SMSC resources						
Student workshops						
Teacher training						

A note about the methodology we use for impact measurement: We measure the impact of our programmes according to: (i) the numbers of children and young people who benefit, (ii) the scale/depth of the intervention per young person, and (iii) the perception of benefit through evaluation by both the young people involved and their teachers/facilitators. Some of our programmes – for example, our Mock Trials and Make a Difference Challenge - involve a relatively small number of young people but a high level/scale of intervention per young person. Other programmes – such as our SMSC Quality Mark and our Primary Resources offering – provide whole-school benefits for all the students, but at a lower scale/level of intervention young person. Each has its advantages, and we aim for a mix across our portfolio of programmes. For each single teaching resource download, we assume an average of 30 pupils will benefit. For whole-school programmes, we assume the average student population for either primary or secondary school, as appropriate, will benefit.

Highlights of the year 2020-21

Impact in numbers

6,000

schools interventions

We work with schools across the UK, with an even split between primary and secondary level.

540,000

children and young people

They benefit either directly through involvement in our programmes, or because we help their school to improve its citizenship education.

600

volunteers

Often experts in professions such as law, media, politics and economics, many of our volunteers work directly with children and young people.

National SMSC Quality Mark

This year SMSC support was vital for many of our schools as they navigated how best to foster a supportive environment for students both during and after lockdown.

About our SMSC Quality Mark

SMSC stands for Social, Moral, Spiritual and Cultural education, and all schools are expected to demonstrate how they are delivering this for their pupils during inspections by the standards regulator, Ofsted.

Our National SMSC Quality Mark supports our strategic goal of working with intermediaries – especially the upskilling of teachers.

It was developed with the support of an advisory group of teachers and education experts, and comprises two elements:

- A self-review tool, enabling schools to complete an evaluation of the quality of their SMSC teaching, with pointers on how to improve their provision.
- A verification stage, with our team of expert verifiers, who spend time within the school working alongside the staff team to verify the standard achieved and suggest priorities for improvement.

Last year we updated the Quality Mark to take account of the 2019 Ofsted Inspection Framework.



Progress This Year

The Quality Mark continues to generate a great deal of interest from schools and is highly regarded by those that have undertaken the process.

This year 135 schools have downloaded the self-review tool, with 20 schools purchasing a verification. This is a reduction from 230 reviews and 76 verifications purchased in 19/20 and 268 reviews and 70 verifications purchased in 18/19, therefore reflecting the impact of both lockdowns.

The continued disruption to schools from Covid-19 has meant that we had to address the back log of postponed verifications from last summer and also those booked for January through to March. As in mentioned in last year's report, we adapted our approach and moved to virtual verifications for the majority of schools. The reaction from schools was very positive and everyone responded so well. Verifier, Sian Rowland, wrote a [blog](#) that we shared with schools to ease them into the new way of verifying.

Off the back of success from last year, we have continued to add to our 'Beacon School' list, with 35 schools at present. This is awarded to 'exceptional' Gold SMSC schools that are willing to share their expertise and experience in SMSC with their local educational community, and more recently with schools outside this area too as these meetings have also gone virtual.

This framework has proven to be motivating for the awarded schools as well as a useful way to spread best-practice in communities, with Beacon schools hosting and leading local sessions on successful, diverse approaches to SMSC. In addition to the twilight sessions to share ideas with other schools, they are very active contributors to our [blog](#).

"I am beyond thrilled that the school has not only received Gold but also Beacon status. It is a real honour."

Fiona Robinson, Headteacher, Bensham Manor School, Surrey

Supported by:

**Pears
Foundation**

National Mock Trial Competitions

This year we have been pleased to work with our teams and partners to re-design Mock Trial Competitions to offer a safe, fully digital version that allowed our competitions to go forward.

For over a quarter of a century, in conjunction with our partners and many thousands of volunteers, Young Citizens has run our hugely popular National Mock Trial Programme – the Bar Mock Trial Competition for older secondary school students; and our Magistrates' Court Mock Trial Competition for younger students. They support our strategic goal of providing more young people with authentic experiences of being an active citizen.

The programme helps young people understand how the law touches every aspect of their lives. By taking part, young people can improve their life-skills, such as critical thinking and public speaking, whilst also gaining an insight into how the criminal justice system works. By enabling students to interact with legal professionals, the experience helps develop employability skills and boosts social mobility.

“Taking part with my teammates and working together to present a case in front of real judges and legal professionals was an amazing and unique experience. I have always been someone that has lacked confidence in myself, and the competition has really boosted the faith I have in myself.”

Rebecca, Mock Trial Participant

Progress this Year

In the past year, both schools and the justice system faced significant challenges in the face of the COVID-19 pandemic. As such, the programme had to adapt and did not look as it has done for 30 successive years. Instead of being prepared and delivered in physical classrooms and courtrooms, the programme adapted into an opportunity for students to experience the criminal justice system and what this looks like in an online setting.



“It seems to have been an age since I was able to report on an event like this because of lockdowns. It was wonderful to be able to take part in an experience like this and I hope that next year we will be able to return to the surroundings of a real Crown Court. But the technology worked, and it was still really worthwhile.”

Teacher, Devonport High School

As with all challenges, the new format also brought opportunities. Young people still had their first experience of the law, either in the classroom or in an online courtroom with magistrates, barristers, law students and judges supporting them along the way.

In the past year:

50 schools participated in an online mock trial

110 volunteers supported schools

237 Young people, volunteers and supporters registered for our online Celebration Event

641 new schools downloading the mock trials classroom pack

750 young people engaging in a mock trial through their school or college

Alongside our hugely popular Running A Mock Trial in the Classroom pack, we also launched our new Law and Me Competition – supported by Brick Court Chambers.

Open to any young person in a participating school, the competition focussed on young peoples perceptions of the justice system and how they view issues around law and justice in the UK. The tasks were complex – ranging from asking why are laws important; what justice looked like to them to designing a courtroom for the future. The submissions we received were insightful; creative and perceptive.

“One of the key advantages of a Virtual format is that we would be able to work with schools in different parts of the country and also access experts from outside of our locality.”

Teacher, Invicta School

“Everything went really well and both schools had a great time. My feedback is only positive: the virtual guide seemed very comprehensive and the schools adopted it well to run virtual trials that flowed beautifully given the tricky circumstances.”

Law Student and Team Mentor

This year has been a true testament to the dedication and resilience of young people, teachers and legal volunteers who preserved the core of the programme in the face of adversity and change. This resilience culminated in our first online Celebration Event that brought together inspirational speakers and a peek inside what had been happening in classrooms throughout the year.

By next year, we hope we are able to extend our learning from the new digital offering to ensure a continued national reach of this programme.

“The sense of self-reflection and critical, analytical thinking I gained from the Bar Mock Trial Competition truly developed me as a person.”

Ryan, student at Wilmslow High School

Supported by:



HM Courts
& Tribunals
Service

M
Magistrates Association

The Big Legal Lesson

For the second year running Young Citizens led the Big Legal Lesson. As part of an extensive marketing campaign we urged schools to sign-up to teach a legal education lesson during Justice Week providing a robust pack of resources. We were delighted to note this was even more popular this year as a resource for teachers.

Young Citizens produced and marketed four classroom resources covering Key Stages 1-4 and post-16 education. All the classroom resources had the same aim: to increase young people's understanding of the rule of law and to help them to understand the relevance of the law in their everyday life. In addition, the secondary school resources aimed to support and promote the theme of Justice Week 2021: to *examine how the pandemic has affected the justice system and individuals' rights and responsibilities.*

“Before taking part in The Big Legal Lesson most of my students had very little understanding about the rule of law and the structure of our legal system. This resource really helped them to gain this base knowledge.”

The Big Legal Lesson was downloaded by 1,031 teachers in total, 642 of these pledged to deliver the resources during Justice Week. With this information we can conservatively estimate that the resource reached over **57,700 young people during Justice Week** alone. This shows a significant from the previous year, with over 100 additional teachers pledging to use the resources during Justice Week.

Justice Week is jointly organised by The Law Society, The Bar Council of England and Wales, and CiLEX. Allen & Overy kindly supported The Big Legal Lesson.

Topical citizenship resources

We aim to show young people how citizenship is relevant to all aspects of their lives. Each year, we produce citizenship resources based on topical issues. As well as The Big Legal Lesson (see the previous page) here are some of our further projects over the past year to see that young people nationwide have a rich, stimulating and well-rounded understanding of modern citizenship.

Digital Citizenship

In 2017, the Children's Commissioner published its [Growing Up Digital report](#) which notes that whilst the internet is an extraordinary force for good, it was not designed with children and young people in mind. Yet one third of all internet users are under 18, with the average 12-15 year old spending over 20 hours a week online.

It is therefore vital that all young people leave school understanding what their rights and responsibilities are online.

In partnership with the global consultancy firm FTI Consulting, we produced two freely available resources which aim to do just that.

- [What is a digital citizen?](#) (KS3)
- [Who owns your data?](#) (KS4)

To date, 400 schools have downloaded these resource reaching 12,000 pupils.



Taking control of your digital footprint

Scenario 1:

In 2013, Paris Brown, aged 17, was appointed as the first Youth Police and Crime Commissioner.

This is a paid position. It is the role of the Youth Commissioner to represent young people across a particular region, advising the Police and Crime Commissioner on issues affecting them and their peers.

Shortly after her appointment the media reported that police were investigating a number of tweets posted by Paris as they could have been considered as racist and homophobic. These tweets had been posted by Paris when she was aged between 14-16 years old. Shortly after the news broke, Paris resigned from her post, stating:

"I accept that I have made comments on social networking sites which have offended many people and I am really, truly sorry for any offence that has been caused... I strongly reiterate that I'm not a racist and I'm not a homophobic [sic]."

Summarise the problem	List any rights from the Data Protection Act that might apply	What advice would you give this person?

"A brilliant and much needed resource."

Citizenship teacher, St. James' Church of England High School

Mock Parliament Debate

During 2020 we have witnessed a shift in the way that most governments around the world operate, as they have had to take a more active role in managing their citizens' lives and livelihoods as a result of the COVID-19 pandemic. As a result, young people have been exposed to the relevance and power that politicians hold, having seen their parents/carers ordered to work from home (where possible), schools and social clubs close, and exams cancelled. Through participating in discussions about our democracy we will help empower the next generation with the skills to shape their future.

The [Mock Parliament Debate resource pack](#) provides an opportunity for students to immerse



What is a digital citizen?

Activity 2

Look at the digital rights listed on worksheet 2.

For each right decide what actions the Government might take to protect this right.

Then consider what actions the following groups could take:

- Parents/carers
- Schools
- Social media platforms

What is a digital citizen?
Worksheet 2

A digital convention
Consider what actions the following groups could take to ensure that the rights below are protected:

Right	Government	Parents/Carers	Schools	Social Media Platforms
Every child's digital identity should be protected for a long lifetime.				
Children have the right to online education from a variety of sources, including virtual and blended learning, and to be able to access online learning materials that are appropriate to their age and abilities.				
Every child has the right to control what data they share online and to be able to delete it.				

themselves in the world of politics. Students explore what the role of Parliament is before being challenged to take part in a parliamentary debate. Each student is allocated a role guide and assigned to a political party before being asked to take part in a parliamentary debate on the topical and relevant motion of whether the voting age should be lowered to 16.

To date, 258 teachers have downloaded these resources reaching 7740 pupils.

“Learning about Parliament is so important because it educates young people as to how the government works and how much we are affected by politics. I found the resources informative and helpful as they explained all the different roles in a debate, and I really enjoyed expressing my opinion.”

Year 9 student, St James’s Church of England High School, Bolton.



Mock Parliament Debate

The Motion

The motion:

The voting age for all UK parliamentary elections should be lowered to 16.

Current voting age in the UK:

In order to vote in a UK parliamentary election, you must be 18. This was last lowered in 1969, when it was reduced from 21 to 18. Whilst the voting age in parliamentary elections is 18 across the UK, there is a variation in voting ages for other types of election. For example:

- In Scotland, 16 year olds can vote at local government elections and Scottish Parliament elections;
- In Wales, 16 year olds can vote at Senedd Cymru/Welsh Parliament elections;
- The Welsh Government is currently looking to pass a law that would allow 16 year olds to also vote in local government elections;
- In both Northern Ireland and England, the voting age for all elections is 18.

Voting ages around the world:

This table shows which countries have a voting age other than 18 for national elections:

Age	Countries
16	Argentina, Austria, Brazil*, Cuba, Ecuador, Nicaragua and Malta
17	Indonesia and Timor-Leste
19	Republic of Korea
20	Nauru, Bahrain and Cameroon
21	Cote D'Ivoire, Gabon, Kuwait, Lebanon, Malaysia, Oman, Samoa, Singapore and Tonga.

* In Brazil voting is optional for people aged 16-17 and 70+. It is compulsory for all other age groups.

Some EU countries have a lower voting age in certain circumstances. For example, in Slovenia you can vote at 16 if you are employed; in Hungary you can vote at 16 if you are married and in Italy you must be 25 to vote in elections to the Senate.



Mock Parliament Debate

Student Workbook

Role Guide: Speaker

The Speaker of House is an MP who has been elected by other MPs to chair debates and keep order. The Speaker must remain politically impartial (neutral) at all times. Once elected, the Speaker must resign from their political party and remain separate from political issues. They will, however, still deal with their constituents' problems like any other MP.

Before the debate:

- Familiarise yourself with the order paper so you know when you need to speak.
- In this debate, six Frontbench MPs have each been allocated five minutes to speak. In addition to this, your teacher will tell you how much time you can allocate to Backbench MPs. Prior to the debate, you must review all requests from Backbench MPs and decide who to allocate time to. When deciding, ensure you are allowing for a balance of views to be heard.

During the debate:

- Carry out any duties as outlined on the order paper.
- It is your job to make sure MPs follow the rules of the House (known as **standing orders**). Your class will have agreed what rules there are before the debate. They may include:
 - a) Directing an MP to withdraw remarks if, for example, they use abusive language.
 - b) Suspending MPs who are deliberately disobedient - known as naming.
 - c) Asking MPs to be quiet so Members can be heard.
- Watch out for **filibustering** – this is when an MP deliberately wastes time during a debate by making overlong speeches or raising unnecessary procedural points. In this way a Bill or a motion may be 'talked out' and stopped from making progress within the time allowed. For this debate, each speaker will have been given a clear time allocation. As a class you will have to agree what will happen if they go over their allocated time.
- At the end of the debate a vote will be cast by **divisions**. Tellers will count the votes and reveal the results to you. You must then declare the result of the vote to the House.

Hints and tips:

Do	Don't
<ul style="list-style-type: none"> ■ Speak at a natural speed ■ Use clear pronunciation ■ Have a professional and authoritative tone when speaking ■ Remain politically neutral at all times 	<ul style="list-style-type: none"> ■ Use complex vocabulary that people in the room may not understand ■ Allow any speakers to go over their allocated time ■ Make your personal political views known at any point

“It was a really engaging programme that allowed the students to feel like they are more involved with the political world that has such a great impact on their lives. It also made global politics seem more accessible to them. The Y7 part of the programme gave them a better insight of how they can have an impact on the world.”

English Teacher at Lyng Hall School, Coventry

“My favourite part of the programme was presenting arguments and rebuttals for and against the topic as it was a thrilling experience that deepened my understanding of how global politics works.”

Student, 14, GEMS Wellington International School, Dubai.

Primary Resources

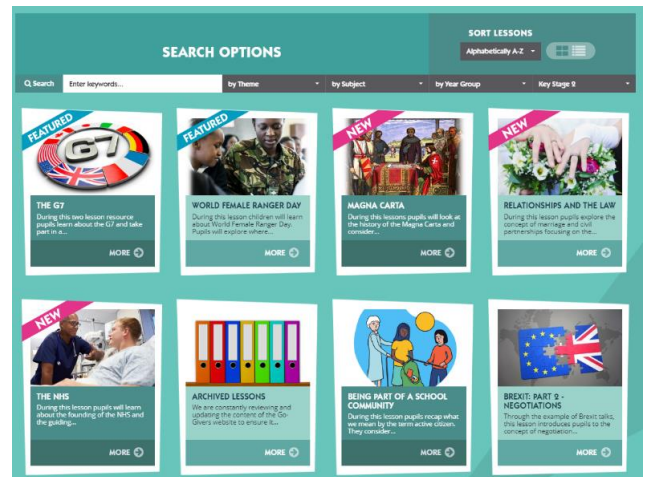
This year, our long-standing and nationally available bank of primary citizenship resources, Go-Givers, has been rebranded as our Primary Resources library. This is a bank of flexible, adaptable and age-appropriate resources from Young Citizens, to explore the fundamental challenges facing children and society today.

We have distilled over 30 years' experience to create learning resources which inspire and prepare pupils to take action now, and in the future, to make a positive difference in their communities. Our lessons and online activities for teachers engage children and facilitate the delivery of a broad and balanced curriculum.

The rebranding of the library has aligned with the charity's intention to more centrally offer its services and resources, for easier use and access of our beneficiaries.

Teachers can access hundreds of carefully crafted lesson plans - including specific activities on the fundamentals of a fair society, and young people's rights and obligations to each other. Many of the resources on the site have an international angle, covering topics such as cultural diversity, migration, human rights, environment, Brexit, democracy and charitable giving across the globe.

Access to the resources is via an annual subscription that can be used by all teaching staff in the school, with free lessons available so they



1,417

The number of schools using our Go-Givers resources, benefiting approximately **368,400** pupils, almost doubling our reach from last year demonstrating teacher's continued need for digital resources

can try before they commit. Whilst the materials are aimed at UK teachers, we often have interest from international schools. The Tanglin Trust School in Singapore and the Sharaj English School in the UAE both have active subscriptions.

Progress this Year

Over the past year, we have launched new topics including: What is the law? My community, citizenship and the wider world, the Magna Carta, relationships and the law, the NHS and the G7. For each lesson we build in a 'Take Action' activity encouraging teachers to embed a social action approach to all their Go-Givers lessons.

Due to the ongoing closure of many classrooms due to the Covid-19 pandemic we have continued to update the Go-Givers Home Learning Pack. This pack is available to any teacher or parent of a subscribing school. We have continued to add activities to the pack, ensuring that schools (and parents) have easy access to high-quality SMSC resources suitable for home learning. To date we have had 1,373 downloads of the pack.



Lesson 2: Task

You will be taking part in a class G7 Summit event.

The focus of the Summit will be on climate change.

Each group will be asked to give a two minute intervention outlining what they think the top priority should be in order to tackle climate change.



"It's so important that we provide SMSC and citizenship activities for our families – these are normally my favourite lessons to teach! The activities are greatly appreciated and are needed now more than ever. Thank you for creating them and allowing us to them free."

Teachers' response

In addition to the new lesson plans and assemblies we have also been updating our enrichment materials. We recently relaunched the weekly stimulus pictures. Each weekly stimulus picture links to one of the 12 Go-Givers ethos statements and is designed to help pupils consider how these might look in the wider-world. Each picture comes with questions which teachers can use to structure debate and discussion in the classroom.

All Primary resources are now mapped to the PSHE Associations suggested programme of study, the citizenship curriculum, the RSE curriculum (showing how they support the delivery of fundamental British values) and the Sustainable Development Goals. We have also recently launched a new mapping document which shows how our Primary Resources supports the Scottish Curriculum for Excellence.

This is a challenging time for schools and teachers, as they prepare to help children to catch up on learning lost during the shut-down, and to make sense of the extraordinary period we are all experiencing as a result of the pandemic.

"The areas covered provide interesting, topical and up to date information for the pupils. As they are 'topical', they have relevance to the children in their day to day lives and can be applied in the 'real world'. This engages the children and certainly inspires some lively debates! There are a wide selection of units to choose from, which is beneficial in tailoring lessons to meet the needs of the individual classes and pupils."

Vicky, HLTA, Plantation Primary and Nursery School, Merseyside

Thanks to the generosity of Pears Foundation – a long-term, core supporter of Young Citizens - we were delighted to offer all UK primary schools free access to the full library of resources throughout the 2020/21 academic year and will continue this offer during the 2021-22 academic year. This funding saves schools the usual subscription rate of £399, allowing every teacher nationwide to benefit from the 100+ assembly and lesson plans

We are delighted to be assisting more schools to increase pupils' understanding of what makes societies strong and to develop children's confidence and values, while enabling them to play their part as active and informed community members. This year, 1419 schools have signed up to our Primary Resources library as a result.

"Creative lesson plan ideas, which can engage reluctant pupils"

Sacred Heart Primary School, Leigh

"I really enjoy our PSHE lessons now. They are always interesting, and we get to do all sorts of different activities. We also get to talk about lots of different things that sometimes make me really think. My friend says they make her head hurt (in a good way)."

Alison Year 5 pupil, Plantation Primary and Nursery School, Merseyside

Supported by:

Pears
Foundation

Teacher training

Based on 30 years of expertise, we have developed face-to-face and online training to help teachers and other educational professionals develop active, engaged and informed young citizens. We are accredited by the CPD Standards Office and much of our training is CPD certified.

Our experienced trainers are able to deliver a range of courses, tailored to meet the needs of each school, as a staff meeting, a half-day INSET, an after-school twilight session, or an online course. During the pandemic we saw a surge of interest from teachers in our online CPD courses and also developed our 'Zoom' based training as well.

Progress This Year

The Introduction to Social Action for Primary Teachers short course had 258 new registrations in the period April 2020 – Mar 21, bringing the total number of learners to 663.

Our newest short course, Social Action in Community Spaces, had 322 learners join in the same period. We also welcomed 220 teachers to

our online training course entitled Making Sense of SMSC. We were also able to deliver 3 face to face whole school training sessions.

Teachers continue to be very positive about our online courses, valuing the knowledge they afford in a compressed and flexible format, and feeling fired up and confident to take what they've learnt back to the classroom.

"When we return to school I'm sure the children will have lots of fantastic ideas to support our community. This has made me miss teaching even more now and I can't wait to get back into the classroom and get started."

PSHE Lead, Broughton Junior School

"I feel inspired! I teach PSHE across all year groups in KS2 and I'm sure we can make a difference to our community in a number of ways. Cannot wait to get going... Our children will have some wonderful ideas I'm sure."

PSHE Teacher, Christ Church CE Junior School



Social Action in Community Spaces



Stella Baynes

100%
COMPLETE



Introduction to Social Action for Primary Teachers



Stella Baynes

100%
COMPLETE

Screenshot of online teacher training courses on Teachable

Make a Difference Challenge

Our Make a Difference Challenge programme helps primary children choose an issue they care about and want to see change on, and then take social action to bring about the change.

Sometimes the action will involve volunteering. Other times it might be about fundraising. And other times it could involve campaigning, letter writing, or even protesting! The project provides a triple benefit to participating schools: training teachers in child-led pedagogy; providing rich 'real-life' learning experiences for pupils; and making a difference to the communities the pupils and teachers belong to.

Progress This Year

The Make a Difference Challenge continued to be severely impacted by the pandemic this year, with many of the 70+ schools registered to deliver the award pulling out or curtailing their activity due to staff shortages, school and class bubble closures, and health and safety concerns around what children could and could not do safely in the community at this time. We were unable to offer any of our traditional face-to-face teacher training for the programme, and instead switched all schools onto our online Annual Licence package, offering live and recorded webinars and 121 surgeries on zoom as a replacement for face to face support.



Of the schools who managed to continue there was a notable shift towards projects supporting people affected by the pandemic such as collections for food banks and the homeless, tackling isolation in care homes with letters and artwork sent to residents, and acts of kindness for NHS workers. It was fabulous to see the challenge being used in this way, and many teachers commented on the renewed importance of social action at this time.

"We don't get enough chance to do that (child-led learning) meaningfully in the primary curriculum... we can set up something artificial but for them to do something broader that can really have an impact I don't think there are that many opportunities to do that. That was something that really drew me to this programme."

Julia Jones, Little London Community Primary, Leeds

"Good relevant, up to date information, presented clearly and able to complete course remotely."

Assistant Headteacher, Colchester London Community Primary

We were successful in securing a further two years of funding from the Co-op Foundation #iwill Fund, which allowed us in the first instance to produce a new social action resource in response to the pandemic - a home learning pack for key stage 3 children empowering them to take individual action during lockdown. This was our first foray into social action for secondary aged students for a few years. The pack was downloaded 246 times with more than 1000 young people reported to have engaged with it. Teachers thanked us for producing the resource at a time when they were looking for a wider variety in their online teaching and 'offline' activities to give young people a break from the screen.

Supported by:



Working internationally

A core value for Young Citizens is our internationalism, and we continue with our work on international and European activity, including:

- Active Citizens, in which we have continued to support a growing online presence for this programme in partnership with the British Council, including Pakistan, Bangladesh and Sri Lanka.
- Helping the NECE platform, run by the German Federal Agency for Civic Education, with its online 2020 Annual Conference in Berlin and providing advice to European policy makers on how to strengthen citizenship education in post-Covid times
- **Drafting online introductions to the 6 themes Council of Europe Programme, Free to Speak – Safe to Learn, Democratic Schools for All**
- Running the UK contribution to a Europe-wide programme to support citizenship teaching in EU schools, on behalf of the British Council
- Recording an online podcast on Citizenship Education in Europe for the Robert Bosch Foundation to support their work with NECE network in strengthening European citizenship education
- Continued involvement in the European Wergeland Centre's efforts to support and promote education for democratic citizenship and human rights education in Nordic countries and across Europe.

We are again applying for a grant of £10,000 to help us continue our international and European work in 2021/22.

International Online Conference on Student Voice in Schools during the Covid Pandemic

UNESCO and the Council of Europe combined to plan an international conference to showcase the outcomes of a project that they commissioned in 2020 to look at best practices in student voice across 12 countries in Europe, the Middle East and North Africa.

The Covid pandemic hit just when the project was launched and so the CoE and UNESCO took advantage of the opportunity to also look at the impact of Covid on student voice in and beyond schools across the 12 countries talking to young people, teachers, school leaders and experts. The conference was originally going to be hosted by UNESCO in Paris but the continued impact of Covid meant that it was moved online to November 2020.

Our citizenship expert and consultant David Kerr participated in October 2020 in an Expert Review of the Controversial Issues packs by the RAN Expert Group of Young People, comprising young people aged 18 to 24 from across Europe. Following a presentation by Mr. Kerr and question and answer session the RAN young people produced a report on the Controversial Issues packs praising them for their flexibility and utility of use across Europe, including for and by young people and recommended that they be upgraded to be classified as 'inspiring practices' and that should be highly recommended and promoted through the RAN network.

International Experts in Schools

We are working as consultants for one of our long standing partners, FTI Consulting, to support them to grow the Experts in Schools programme internationally. At present FTI Consulting's London office takes part in Young Citizens Economic and Media Experts in Schools programme. We anticipate the opportunity to run further pilots in Dublin and Brussels by 2022.

Experts in Schools

We believe that for young people to become active members of society they need to understand its legal, political and economic structures. Our Experts in Schools programme aims to do this by putting professionals who are experts in these fields into the classroom to facilitate sessions with young people.

This skills-based, corporate volunteering programme partners businesses with their local schools and provides employees with the opportunity to work with small groups of students over a sustained period of time. We broker the relationship between the business and the school, train the volunteers and provide the materials to ensure engaging and interactive sessions proven to have a huge impact on the young people that take part. Over the course of the programme, the young people not only develop their understanding of these foundational topics, but work closely with professionals to develop key employability skills and raise their aspirations.

At present, there are three strands to our Experts in Schools programme: law, economics and media. Unfortunately, as a result of the Covid-19 crisis, no Economic or Media Experts in Schools programmes were able to take place this year. Legal Experts in Schools was adapted for digital delivery.

“Working in the CMS corporate responsibility team, I am now helping to deliver the same Young Citizens programmes I took part in when I was at high school! It’s inspiring to see how the programme still encourages the young people to discuss such a range of topics – from intellectual property to migration – and how much the students already know about these incredibly complex subjects.”

Ros Britain, Corporate Responsibility, CMS

470

The number of volunteers involved in our Legal Experts in Schools programme, working with 538 students at 26 schools, broadly at a similar level to last year.

Digital Legal Experts in Schools

In 2020 we adapted our longstanding Legal Experts in Schools programme that has been running for over 20 years, into a brand new format especially designed for digital delivery. Adapting the delivery format and resources has ensured our partners can continue to volunteer safely while boosting young people's legal capability and equipping them with vital life skills.

Digital Legal Experts in Schools is made up of six, 1-hour sessions. Working in small groups, students are guided through specially created resources to learn about relevant and engaging areas of the law. The sessions are facilitated by teachers, with content delivered through quizzes, pre-recorded videos, student-led group discussions and live Q&A sessions with legal professionals.

The resources help young people understand the UK's legal system while developing their oracy, critical thinking and analytical skills. Through exposure to working with legal professionals, participants may also have their aspirations raised leading to greater social mobility.

This new digital format now allows us to partner with schools across the UK without any geographical restriction. So, for the first time, we can now extend this unique and valuable opportunity so current and new partners can volunteer with young people living in social mobility cold spots or areas of deprivation that are often the hardest to reach.

We are extremely grateful to our corporate partners for their continued support which has enabled us to develop this brand new digital

format and continue supporting young people throughout this extremely challenging period.

Economic Experts in Schools

We believe the economy, how it affects our lives, how it operates, and how it is changing, are areas young people need to understand. Through our award-winning programmes on financial education, we are supporting young people to understand this key area of democratic life.

Economic Experts in Schools partners economic professionals with groups of young people to help them to understand the basics of economics and see how a changing economic climate impacts them and the world they live in. This delivery model allows volunteers to have a lasting impact on key employability skills and aspirations of students involved.

Over three 1-hour sessions, professionals work with small groups of students aged 14-15 and use specially created resources looking at topics such as Brexit to generate discussion and debate about the economy. This programme not only helps young people to learn the basic economic terms and concepts but it also gives them the unique opportunity to interact and work closely with professionals and broaden their understanding of the world of work.

"I had a really good time and I learnt a lot. It was amazing to work with professionals, hear their insights and learn from them."

Student, Wapping High School, after taking part in an Economic Experts in Schools workshop

Economic Experts in Schools has been running for over 7 years, giving young people rare access to the financial profession and the opportunity to learn about the economic implications of current events from the very people who assess these daily. It is a truly rewarding volunteering experience for professionals which makes a real difference to the young people who take part.

This programme was created in partnership with FTI Consulting to educate young people about the global financial crisis. Since then the programme has evolved to look at Brexit and the economy and has opened up to other businesses to take part in the programme to improve young people economic literacy across the UK.

Media Experts in Schools

As the world becomes increasingly digitalised, society's need for young people to be media literate becomes more and more necessary. Media Experts in Schools offers young people the unique opportunity to learn about the media from the very people whose day to day is spent navigating and creating media content for a diverse range of media platforms.

Media Experts in Schools was created in partnership with our long-standing corporate partners, FTI Consulting, and aims to improve young people's media literacy and resilience by partnering businesses with local schools to provide communication professionals with the opportunity to volunteer in the classroom.

During three one-hour sessions, professionals work with small groups of secondary school students facilitating conversation and debate on topics such as fake news, bias and media regulation. Through this project, young people learn how to better navigate the media. Working closely with professionals, students are also opened up to the world of work as they build key employability competencies, such as critical thinking and communication skills.

"The best thing about Experts in Schools is that we feel confident we are making significant impact and it's a programme which answers a real need that young people have."

Kirsty Christie, Head of Corporate Citizenship, FTI Consulting

Supported by:



Extending Our Digital Offer

Like so many organisations this year, we saw fewer in-person and celebratory events for the year. However, with the new landscape the charity took the opportunity to continue to evolve our online offer, both through a few keystone events and a plan to invest in our digital estate. We hope this will help our stakeholders and beneficiaries see we are serious about investing in this space as well as enrich their experiences with us.

Panel Event: Young People at the Heart of the Covid Recovery

Young Citizens hosted a panel discussion on 11th February 2021, hosted by our President Baroness D'Souza, to discuss the impact of the pandemic on young people and – just as importantly – how to make sure that young people are at the heart of the national recovery.

The panel included:

- Dr Andrew Mycock, School of Human and Health Sciences at the University of Huddersfield.
- Dan Lawes, Founder and CEO of Youth Politics UK
- Tom Franklin, CEO of Young Citizens,
- Owen Thurston, a member of RCPCH&Us Covid Book Club,
- Dr Mo Akindolie, Assistant Registrar at RCPCH (the Royal College of Paediatrics and Child Health).

The event provided an opportunity to bring together a range of perspectives, including our charity's, on the support we all need to be considering more critically in the wake of Covid-19. Themes ranged from seeing that youth voices were central in response efforts and where money is invested, to 'starting small' and local in outreach, to lobbying Question Time to have a standard youth representative. We were hugely appreciative to our sector experts for their contributions and viewer participation on the day.

Watch the recording: vimeo.com/511596418

Rank Foundation Website Support

Investing in our digital programming was never more important than after this year. We have always been proud to offer robust resources online to teachers in the UK and globally, but this year we made it a strategic priority to redevelop our largest resource library, Primary Resources Library (Go-Givers).

With the help of the match funding provided by the Rank Foundation, we have been able to invest in our main Young Citizens website, so it is able to host our primary resources library. With the increased importance, this became a priority as our 'Go-Givers' website aged and was not user-friendly, alongside the need for the charity to invest in a more cost-effective website solution that allows the internal team to edit and report on analytics with less agency or developer support.

We also anticipate this will improve the specificity and clarity of tracking users, and therefore school engagement, to in turn guide future development of our resources and investment support based on these improved insights. The charity is currently performing rigorous diligence on the best agency to embark on this build with us, with aims to build over the Spring and early Summer, to launch the redeveloped website in Autumn 2021.

Fundraising activities

Charity of the Year Partners

We were delighted to be the chosen as the Charity of the Year for Constructive Space for 2020. Due to the impact of Covid-19 and lockdown, the business ran virtual fundraising efforts. After lockdown was extended in December 2020, the company kindly extended their sponsorship and support of the charity for 2021.



Later this year, with Covid restrictions permitting, they will be hosting their sector Golf Day, where all auction and fundraising proceeds will go to our charity. They have also, as an office space company, kindly donated materials to our working space for when lockdown eases, to help support a great office space for our team. We are thankful for their continued support of our work.

Last year, we were chosen as the inaugural National Paralegal Awards in 2019, which as well as raising funds also gave us the opportunity to explain the work that we do on Public Legal Education. The Awards for 2020 were delayed due to Covid-19 and took place online this year to close out our fundraising efforts.

We are pleased in total for this year we were able to raise £23,650 of unrestricted income from these fundraising activities. This includes the generous donations from partners such as FTI Consulting, Guggenheim Partners, the University of Glasgow and many individuals who we deem 'Friends of Young Citizens' with a monthly contribution.

Responsible Fundraising

As ever, the charity understands its duty to protect the public, including vulnerable people, from unreasonably intrusive or persistent fundraising approaches and undue pressure to donate. We do not fundraise from the public currently or use any internal fundraisers or external fundraising agencies for either telephone or face-to-face campaigns. We endeavour to ensure that any fundraising approaches are legally compliant and respectful.

Our safeguarding leads monitor our direct marketing to ensure that it is not unreasonably intrusive or persistent, does not create unreasonable intrusions into people's privacy or place any undue pressures on individuals or donors. All marketing material contains clear instructions on how a person or organisation can be removed from mailing lists or can disengage from our marketing efforts should they wish to.

We have received no fundraising complaints during the year.

Going concern considerations and our continued response to the pandemic

The charity has like all charities continued to respond to the impact of the pandemic which has extended on longer than many anticipated despite our planning. This has meant us taking a renewed look at our plans to remain a going concern into the foreseeable future. The strategic approach has been to maintain our resilience, heighten our monitoring and adopting versatile methods of sustaining our mission and delivering our services. The focus has thus been on remaining agile, anticipating disruptions stemming from the possibility of further lockdowns and COVID-related measures and varying our service delivery channels in response. This will include utilising the governments furlough scheme as long as possible. It has also included making adaptations in response to what our partners, funders and schools were requesting due to their own circumstances.

This means we will continue to find ways to deliver our services and sustain our mission either fully or in some form.

We recognise that the social and economic impact of the pandemic will continue beyond the health threat of the virus itself. We will continue to apply the cautious approach adopted this year to the coming ones affected by the pandemic. This approach includes the following continued measures:

- Reducing our non-essential expenditure as far as possible;
- Retaining our digital offer as a primary offer over face-to-face, recognising the array of circumstances and preferences affecting our delivery partners;
- Continued use of the Government's Job Retention Scheme (furloughing);

- Operating a rolling budget, with oversight and revisions every quarter to take account of the circumstances as they involve;
- Judicious use of our reserves to support our work, whilst working to remain within our reserves policy.

The strategic approach outlined above underlies our confidence in remaining a going concern. We have seen the benefits of applying a cautious approach with an iterative revisiting of the key issues affecting our partners and stakeholders. We are optimistic about the journey to start to rebuild our work with the lessons and investment made into a more agile approach as we look to 2021-22.

Governance

Reference and Administrative Information

The Citizenship Foundation (known as Young Citizens) is a registered charity under the Charities Act 2011 (charity number 801360) and a registered company limited by guarantee (company number 2351363). It is governed by its Memorandum of Association dated 14 February 1989 and amended Articles of Association which were adopted on 27 March 2003.

The governance of the Foundation is vested in the Trustees appointed under the Memorandum and Articles. The day-to-day organisation of the Foundation is delegated to the Chief Executive.

Details of current Trustees, who are also the directors and members of the Company, are set out on pages 50 & 51.

The principal place of business and professional advisors of the Charity is also set out on page 50.

Organisational Structure

The organisation's structure is best presented as laid out below:



The Trustees consider that the above structure is appropriate for the charity's activities and reduces the charity's central costs.

Board of Trustees

The governing body of the charity is the Board of Trustees, the members of which are listed on page 50. Unless indicated otherwise, all served throughout the year. The Board must consist of a minimum of three members with no maximum number. The method for the recruitment and appointment of Trustees involves a skills audit and review and a combination of active search and open advertisement. In 2019/20 the Board recruited its first young Trustee, Finn Judge, as part of its strategic intent to increase the voice of young people throughout all elements of the organisation.

The induction and training procedures for Trustees are as follows. New Trustees are invited to attend a Board meeting as observers before confirming that they will take up their appointment. They are supplied with a copy of the Charity Commission's guide to being a trustee and the core constitutional and strategic documents relating to the Foundation and its work. The activities of the charity are presented to new Trustees by members of staff within a reasonable time after appointment. Trustees are periodically invited to consider and notify the Chair if there is any particular training or experience from which they would benefit so as to help them fulfil their responsibilities to the Foundation.

Trustees are encouraged to join joint staff-trustee working groups and, during the course of the year, identify particular areas of activity they are keen to participate in. An HR and Remuneration Committee agrees the level of the Chief Executive's remuneration, keeps under review

the salaries of senior staff members and agrees the cost-of-living enhancements for staff as per the recommendation of the Chief Executive, within the annual budget process. A Finance and Audit Committee reviews the organisational budget and closely monitors the charity's financial performance. An Appointments Committee oversees the review of skills and experiences on the Board, and leads on the recruitment of new Trustees as and when required. As well as its regular Board meetings, the Board of Trustees periodically holds an away-day to focus on horizon-scanning and review of its strategy.

Management

The Board is responsible for setting strategies and policies for the charity and for ensuring that these are implemented. The day-to-day running of the charity is delegated to the Chief Executive and his staff in accordance with a Scheme of Delegation agreed by the Board. The Chief Executive is responsible for the implementation of policies and strategies on behalf of the Board. The Chief Executive works with the Senior Leadership Team to implement policies and procedures.

Risk Management

The Trustees have examined the principal areas of Young Citizens' operations and considered the major risks in each of these areas.

Our Financial Standing Orders require that the risk register is reviewed on an annual basis to ensure it is kept up to date. We use a traffic light system to identify the level of risk both pre- and post-mitigation, with a scoring of 1-5 for severity of both probability and impact. In addition, the Senior Leadership Team regularly monitors the register, checking that actions are carried out and whether any new risks can be identified.

In the opinion of the Trustees, Young Citizens has established a risk review system and allocated sufficient resources to ensure those

risks identified have been mitigated to a level acceptable for the Foundation's day-to-day operations.

The annual review of our risk register, which took place in June 2020, took account of the changed circumstances arising from the pandemic. Although most risks had already been included, the impact of the pandemic has been to increase both the probability and impact of many of our risks, especially those concerning our finances:

1. Our levels of reserves;
2. Our income generation; and
3. The diversity of our funding sources.

To mitigate these risks:

1. The Board works closely with the Senior Management team to monitor and control the outflows during these times whilst maximising existing sources of revenue so that we can continue to deliver the mission of the charity. The staff team are remaining alert to emerging mission-appropriate opportunities and the Board will consider increasing investment in grant fundraising when budgets allow.
2. We are gradually developing an individual donor base and diversifying fundraising activities.
3. We are also increasingly emphasising the links between citizenship and more topical agendas e.g. social action, serious youth violence, radicalisation, British Values etc. in order to enhance our relevance to different audiences.
4. We are varying our offers to corporates and actively working towards maintaining diversified income sources.

The Board accepts that, despite these efforts to mitigate the risks, in the current financial climate it is inevitable that residual risks will remain higher than usual in these areas.

Safeguarding

Young Citizens is committed to the highest safeguarding standards. The Board has agreed a comprehensive Safeguarding Policy, reviewed annually, which all employees are expected to

sign to confirm that they have read and understood. Regular training for staff takes place. The charity has a Designated Safeguarding Lead, who is supported by a Deputy Safeguarding Lead. The Board has agreed that Jacquie Ayre will be the lead trustee for safeguarding issue

Financial Review

Responsibilities for the Financial Statements

The charity Trustees (who are also Directors of the Citizenship Foundation for the purposes of company law) are responsible for preparing the Trustees' Report and the accounts 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 and not approve the financial statements unless they are satisfied that the financial statements give a true and fair view of the state of the affairs of the Charity as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the year then ended. In preparing those financial statements the Trustees:

- Select suitable accounting policies and apply them consistently
- Observe the methods and principles of the Charities' SORP 2019 (FRS 102)
- Make judgements and estimates that are reasonable and prudent
- State whether United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and Financial Reporting Standards and applicable law has been followed, disclosing and explaining any departures therefrom in the financial statements, and
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the Charity will continue in operation.

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

The maintenance and integrity of the Foundation's 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 information contained in the Financial Statements once they are presented on the Foundation's website. Legislation in the United Kingdom governing the preparation and dissemination of the Financial Statements and other information included in annual reports may differ from legislation in other jurisdictions.

Audit Information

In so far as the Trustees are aware at the time of approving our Trustees' annual report:

- There is no relevant information, being information needed by the auditors in connection with preparing their report, of which the organisation's finance staff is unaware, and
- The Trustees, having made enquiries of fellow Directors and the organisation's finance staff that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a Director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Review of the Year

The year under review has been one in which the charity along with other similar organisations have had to deal with the national COVID-related lockdown and the unpredictable situations that this resulted in. The charity has endeavoured to continue its progress towards sustainability throughout this challenging and unpredictable year. The charity was able to maintain its financial stability through the practice of careful financial management.

Total income for the year to 31 March 2021 amounted to £845,409 compared to £1,082,686 recorded for the year to 31 March 2020, an overall 21.9% decrease. This total income figure includes £119,265 from participating in the CJRS scheme. The balance of £726,144 is from generated sources and reflects the efforts of the staff team in spite of the uncertainty and unpredictability of the general economic situation.

Total expenditure for the year to 31 March 2021 amounted to £808,754 compared to £967,194 recorded for the year to 31 March 2020. This represented an overall decrease of 16.4%. This reduction was due to the lower level of activity and expenses during the lockdown and also reflects the drive by the staff team to manage costs while maintaining the quality of programmes and operational efficiency.

The deficit of £70,063 on restricted funds was as a result of previously received funds being drawn down during the year. This deficit was mitigated by a transfer of general funds of £1,824, made necessary by an overspend on the Mock Trials programme. The net effect of these resulted in a restricted fund level of £74,148 at 31 March 2021. Unrestricted funds increased by £104,894, from £511,470 at 31 March 2020 to £616,364 at 31 March 2021, aided significantly by the funds received from the CJRS scheme. This is a positive outcome given the challenges of the year under review. The Charity recorded a surplus net income position of £36,655.

Reserves Policy

Free reserves comprise the total reserves available to the charity, less those reserves for which use is restricted or else designated for specific purposes. Each year the Trustees review the policy for maintaining free reserves, taking into consideration the major risks faced by the charity, their likely impact on income and planned expenditure, and an assessment of the ways to mitigate such risks. A detailed review was performed during 2018/19 to ensure the reserves policy is fit for the future given the charity's current and forecast level of activity.

As a result of this significant review, the Trustees have agreed a revised policy that would ensure the safeguarding of charitable commitments and the funding of operational expenditure. This policy would also ensure adequate working capital and financial resilience for the charity. In order to meet the objectives of this policy, the Trustees agree that the charity should aim for free reserves of £300k, with the option for agreed temporary reductions or redeployments of surpluses if agreed by the Board. Free reserves, calculated as unrestricted funds less designated funds, stand at £602,574 at the year-ended 31 March 2020. At 31 March 2020 they stood at £481,470.

Investments Policy

The Foundation's Investments Policy is to put any excess monies into an interest-bearing savings account

Remuneration Policy

In setting remuneration levels for key management personnel, the charity considers its aims and objectives, its current business plans, the level of skill and competencies required to deliver the role(s), its ability to pay, the balance between other similar roles and the rest of the staff team, and the similarity with existing roles within the sector.

Equal Opportunities and Diversity

The charity is committed to a policy of equal opportunities and promotion of diversity in the selection, training, career development and promotion of all people, regardless of gender, marital status, race, colour, religion, disability or sexual orientation. The charity enables people with a disability to participate fully in organisational activities, consistent with their ability, so that they can maximise the use of knowledge, experience and skills in the charity's work.

Employee Involvement

The charity encourages employees to be fully involved in the performance and objectives through a range of mechanisms. Staff meetings are held monthly and there are regular team meetings. In addition, working groups are established to ensure communication and coordination across different areas of work and to engage staff more actively in project, programme and policy development.

Auditor

Our independent auditors, Price Bailey, have expressed their willingness to continue in office as auditor. They were appointed prior to the audit and a resolution to re-appoint them will be presented at the Annual General Meeting in accordance with section 485 of the Companies Act 2006.

Exemptions

This report has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006.



Edge Watchorn

Chair

3 November 2021

Independent Auditor's Report to the Trustees of the Citizenship Foundation

Opinion

We have audited the financial statements of the Citizenship Foundation (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities incorporating the Income and Expenditure account, the Balance Sheet, the Statement of Cash Flows and the related notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

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

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

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

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover

the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, 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.

Auditor's responsibilities for the audit of the financial statements

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

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

We gained an understanding of the legal and regulatory framework applicable to the Charitable Company and the sector in which it operates, and considered the risk of the Charitable Company not complying with the applicable laws and regulations including fraud in particular those regulations directly related to the financial statements, including financial reporting, and tax legislation. In relation to the operations of the Charitable Company this included compliance with the Charities Act 2011 and SORP 2019, GDPR, employment law, safeguarding and health and safety.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified. These included the following:

Reviewing minutes of Board meetings, reviewing any correspondence with the Charity Commission, agreeing the financial statement disclosures to underlying supporting documentation, and made enquiries of management and officers of the Charitable Company. We have also reviewed the procedures in place for the reporting of any incidents to the Trustee Board including serious incident reporting of these matters as necessary with the Charity Commission.

Management override: To address the risk of management override of controls, we carried out testing of journal entries and other adjustment for appropriateness. We evaluated the business rationale of significant transactions to identify large of unusual transactions and reviewed key authorisation procedures and decision-making processes for any unusual or one-off transactions.

We also assessed management bias in relation to the accounting policies adopted and in determining significant accounting estimates.

Because of the inherent limitations of an audit, there is the risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involved intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>.

This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's trustees, 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 and its trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Michael Cooper-Davis FCCA ACA (Senior Statutory Auditor)

for and on behalf of

Price Bailey LLP

Chartered Accountants

Statutory Auditors

24 Old Bond Street

London

W1S 4AP

Date: 20 December 2021

STATEMENT OF FINANCIAL ACTIVITIES
Year ended 31 March 2021
(incorporating an income and expenditure account)

		<u>2021</u>	<u>2020</u>		
	Unrestricted funds	Restricted funds	Total		
Note	£	£	Total £		
<u>Income from:</u>					
Donations and grants	3	95,650	352,795	448,445	512,977
Charitable activities	4	277,272	-	277,272	568,875
Other Income	4	119,264	-	119,264	-
Investments	5	428	-	428	834
Total income		<u>492,614</u>	<u>352,795</u>	<u>845,409</u>	<u>1,082,686</u>
<u>Expenditure on:</u>					
Raising funds		25,371	-	25,371	23,170
Charitable activities	6	360,525	422,858	783,383	944,024
Total expenditure	6	<u>385,896</u>	<u>422,858</u>	<u>808,754</u>	<u>967,194</u>
<u>Net income /(expenditure)</u>		<u>106,718</u>	<u>(70,063)</u>	<u>36,655</u>	<u>115,492</u>
Transfer between funds		(1,824)	1,824	-	-
<u>Net movement in funds</u>		<u>104,894</u>	<u>(68,239)</u>	<u>36,655</u>	<u>115,492</u>
<u>Reconciliation of funds:</u>					
Total funds brought forward	16	511,470	142,387	653,857	538,365
Total funds carried forward	16	<u><u>616,364</u></u>	<u><u>74,148</u></u>	<u><u>690,512</u></u>	<u><u>653,857</u></u>

All transactions result from continuing activities.

The accounting policies and notes on pages 38 - 49 form part of these financial statements.

	Note	<u>2021</u> £	<u>2020</u> £
<u>Fixed assets</u>			
Tangible assets	11	13,614	23,287
		<u>13,614</u>	<u>23,287</u>
<u>Current assets</u>			
Debtors	12	189,895	198,804
Cash at bank and in hand		596,217	504,549
		<u>786,112</u>	<u>703,353</u>
<u>Creditors: amounts falling due within one year</u>	13	88,004	72,783
Net current assets		<u>698,108</u>	<u>630,570</u>
Total assets less current liabilities		<u>711,722</u>	<u>653,857</u>
Provisions for liabilities	14	21,210	-
Net assets		<u>690,512</u>	<u>653,857</u>
<u>Charity Funds</u>			
Restricted funds	16	74,148	142,387
Unrestricted funds	16	616,364	511,470
<u>Total charity funds</u>	16	<u>690,512</u>	<u>653,857</u>

These financial Statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the Board and Signed on behalf of the board of trustees:



Signature:

Emma Jane Watchorn
Chair of Trustees
Date: 3 November 2021

The accounting policies and notes on pages 38 - 49 form part of these financial statements

	<u>2021</u>		<u>2020</u>
	£		£
<u>Cash flow from operating activities</u>		Note	
Net cash flow provided by / (used in) operating activities	91,668	Net movement in funds (calculated below)	85,273
<u>Cash flow from investing activities</u>			
Payments to acquire fixed assets	-		-
Net cash flow provided by / (used in) investing activities	-		-
<u>Cash flow from financing activities</u>			
Net cash flow provided by / (used in) financing activities	-		-
Change in cash and cash equivalents in the year / period	91,668		85,273
Cash and cash equivalents at 1 April 2020	504,549		419,276
Cash and cash equivalents at 31 March 2021	596,217		504,549
<u>Analysis of cash and cash equivalents</u>			
Cash and cash equivalents consists of:			
Cash at bank and in hand at 31 March 2021/2020	596,217		504,549
<u>Reconciliation of net movement in funds to net cash flow from operating activities</u>			
	<u>2021</u>		<u>2020</u>
	£		£
Net Movement in funds	36,655		115,492
<u>Adjustments for:</u>			
Depreciation	9,673		20,189
Increase/(decrease) in provisions	21,210		-
(Increase)/decrease in debtors	8,909		-21,591
Increase/(decrease) in creditors	15,221		-28,817
Net cash provided by (used in) operating activities	<u>91,668</u>		<u>85,273</u>

Analysis of changes to Net Debt

	At start of year £	Cashflows £	New Finance leases £	Other non- cash changes £	At end of year £
Cash and Cash Equivalents	504,549	91,668	-	-	596,217
Finance Lease obligations	<u>(175,552)</u>	<u>56,980</u>	<u>-</u>	<u>-</u>	<u>(118,572)</u>
Total	<u>328,997</u>	<u>148,648</u>	<u>-</u>	<u>-</u>	<u>477,645</u>

1. Summary of significant accounting policies**(a) General information and basis of preparation**

Citizenship Foundation is a registered charitable company in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 50 of these financial statements. The nature of the charity's operations and principal activities are education and campaigning.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 1 September 2018, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2019.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

(c) Income recognition

All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income, after any performance conditions have been met, when the amount can be measured reliably and when it is probable that the income will be received.

Income from donations is recognised on receipt, unless there are conditions attached to the donation that require a level of performance before entitlement can be obtained. In this case income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity, for example the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail of the contribution of volunteers to the charity is given in the Trustees' Annual Report.

Income from charitable activities includes income earned from fundraising events and activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

Investment income is earned through holding cash balances in high interest bank accounts. Interest income is recognised when received.

(d) Expenditure recognition

All expenditure is accounted for on an accruals basis. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of raising funds includes cost incurred in the course of applying for grants and seeking voluntary contributions;
- Expenditure on charitable activities includes cost incurred in the delivery of the services of the charity; and
- Other expenditure represents those items not falling into the categories above.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

(e) Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, and costs incurred in the provision of corporate services. They are incurred directly in support of expenditure on the objects of the charity. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Premises costs have been allocated on a similar basis.

The analysis of these costs is included in note 8 to the accounts.

(f) Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Office Equipment	3 years straight line
Websites	3 years straight line
Fixtures and Fittings	4 years straight line

(g) Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

(h) Leases

Rentals payable and receivable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

(i) Cash accounting policy

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

(j) Foreign currency

Foreign currency transactions are initially recognised by applying to the foreign currency amount the spot exchange rate between the functional currency and the foreign currency at the date of the transaction.

Monetary assets and liabilities denominated in a foreign currency at the balance sheet date are translated using the closing rate.

(k) Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. Contributions to the Foundation's defined contribution pension scheme, and to employees' personal pensions, are charged to the statement of financial activities in the year in which they become payable.

(l) Redundancy Payments

Redundancy payments are amounts payable as a result of a decision by the charity to terminate an employee's employment before the normal retirement date or an employee's decision to accept voluntary redundancy and are charged on an accruals basis to the SOFA when the charity is demonstrably committed to the payment of these costs.

(l) Tax

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010. It therefore meets the definition of a charitable company for UK corporation tax purposes.

(m) 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, with the exception of the following:

- fixed assets are measured at amortised cost;
- all other assets and liabilities are held at cost.

(n) Going concern policy

The Trustees assess the ability of the Charity to continue as a going concern for a period of at least 12 months from the date the accounts are signed. The charity currently holds free reserves above the level determined by the Trustees to be necessary to maintain the going concern status of the charity. The trustees thus consider that there are no material uncertainties about The Citizenship Foundation's ability to continue as a going concern.

2. Significant accounting estimates

No judgements (apart from those involving estimates) have been made in the application of the above accounting policies. No assumptions concerning the future, and key sources of estimation uncertainty at the reporting date have a significant risk of causing a material misstatement to the carrying amounts of assets and liabilities.

3. Income donations and grants

	<u>2021</u> £	<u>2020</u> £
Grants	424,795	451,982
Donated services	-	20,000
Donations	23,650	40,996
	<u>448,445</u>	<u>512,978</u>

Income from grants was £424,795 (2020 - £451,982) of which £352,795 (2020 - £374,002) was attributable to restricted funds. £72,000 (2020 - £82,680) was attributable to unrestricted funds.

Donated services are an estimate of the market value of pro-bono legal advisory services received and are attributed to unrestricted funds.

Income from donations was £23,650 (2020 - £40,996), £0 of which was attributable to restricted funds (2020 - £4,700) and £23,650 of which was attributable to unrestricted funds (2020 - £36,296).

4. Income from charitable activities

	<u>2021</u> £	<u>2020</u> £
Citizenship Services	131,844	144,197
Legal Education	115,608	301,407
Social Participation	29,820	123,271
	<u>277,272</u>	<u>568,875</u>

Other Income

CJRS Scheme	119,264	-
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All of the Income from charitable activities was attributable to unrestricted funds in both years. The CJRS income was derived from participating in the furlough scheme

5. Income from investments

	<u>2021</u> £	<u>2020</u> £
Interest - deposits	428	834
	<u>428</u>	<u>834</u>

All of the Income from investments was attributable to unrestricted funds in both years.

Year ended 31 March 2021

6. Analysis of Expenditure**Cost of raising funds:**

	<u>2021</u> £	<u>2020</u> £
	25,371	23,170

Analysis of Charitable Expenditure

<u>2021</u>	Citizenship Services £	Legal Education £	Social Participation £	Total 2021 £
Direct Programme Costs	91,192	227,192	321,661	640,045
Programme Support Costs	<u>46,838</u>	<u>46,298</u>	<u>50,202</u>	<u>143,338</u>
	<u>138,030</u>	<u>273,490</u>	<u>371,863</u>	<u>783,383</u>

£422,858 (2020 - £324,253) of the above costs were attributable to restricted funds. £339,315 (2020 - £619,771) of the above costs were attributable to unrestricted funds.

<u>2020</u>	Citizenship Services £	Legal Education £	Social Participation £	Total 2020 £
Direct Programme Costs	129,331	266,192	316,811	712,334
Programme Support Costs	<u>46,338</u>	<u>90,359</u>	<u>94,993</u>	<u>231,690</u>
	<u>175,669</u>	<u>356,551</u>	<u>411,804</u>	<u>944,024</u>

The total expenditures breakdown as follows:

	<u>2021</u> £	<u>2020</u> £
Staffing	576,404	615,428
Programme Costs	89,012	120,077
Support Costs	<u>143,338</u>	<u>231,689</u>
	<u>808,754</u>	<u>967,194</u>

7. Net income / (expenditure) for the year / period

Net income / (expenditure) is stated after charging / (crediting):

	<u>2021</u> £	<u>2020</u> £
Depreciation of tangible fixed assets	9,673	20,189
Operating lease rentals - Buildings	46,399	42,710
Operating lease rentals - Equipment	10,581	12,065
Auditor's remuneration	8,100	8,715

8. Allocation of support costs**2021**

Support cost category	Allocation %	Citizenship Services 33%	Legal Education 32%	Social Participation 35%	<u>Total 2021</u> 100.00%
Governance	12,552	4,102	4,054	4,396	12,552
Finance	28,517	9,318	9,211	9,988	28,517
Information technology	23,657	7,731	7,641	8,285	23,657
Human resources	2,062	674	666	722	2,062
Office costs	<u>76,550</u>	<u>25,013</u>	<u>24,726</u>	<u>26,811</u>	<u>76,550</u>
Total	<u>143,338</u>	<u>46,838</u>	<u>46,298</u>	<u>50,202</u>	<u>143,338</u>

2020

Support cost category	Allocation %	Citizenship Services 20%	Legal Education 39%	Social Participation 41%	<u>Total 2020</u> 100.00%
Governance	13,085	2,616	5,104	5,365	13,085
Finance	41,014	8,203	15,995	16,816	41,014
Information technology	31,807	6,361	12,405	13,041	31,807
Human resources	17,046	3,410	6,647	6,989	17,046
Office costs	<u>128,738</u>	<u>25,748</u>	<u>50,208</u>	<u>52,782</u>	<u>128,738</u>
Total	<u>231,690</u>	<u>46,338</u>	<u>90,359</u>	<u>94,993</u>	<u>231,690</u>

9. Trustees' and key management personnel remuneration and expenses

The trustees neither received nor waived any remuneration during the year (2020: £ nil).

The total amount of employee benefits received by key management personnel during the year was £223,284 (2020 - £223,284). The Charity considers its key management personnel to comprise:

- The Chief Executive Officer
- The Director of Finance and Resources
- The Programme Directors – Programmes and Marketing.

The trustees had expenses of £13 reimbursed or paid directly on their behalf during the year (2020 - £328) relating to travel costs.

10. Staff costs and employee benefits

	<u>2021</u> Number	<u>2021</u> FTE	<u>2020</u> Number	<u>2020</u> FTE
Raising funds	0	1.5	0	0
Charitable activities	15	12	18	16
Support services	2	1.5	2	2
	<u>17</u>	<u>15</u>	<u>20</u>	<u>18</u>

The total staff costs and employees benefits were as follows:

	<u>2021</u> £	<u>2020</u> £
Wages and salaries	494,665	533,259
Social security	42,557	40,645
Defined contribution pension costs	39,182	40,578
Redundancy and termination payments	-	946
	<u>576,404</u>	<u>615,428</u>

One member of staff earned £60,000 and above (2020 – 1). There were pension costs of £4,800 paid for this employee.

Pensions

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pensions cost charge represents contributions payable by the charity to the fund and amounted to £39,182 (2020 - £40,578). £19,185 (2020 - £20,916) of these contributions were charged to restricted funds and £19,997 (2020 - £19,728) were charged to unrestricted funds. Contributions totalling £2,638 were payable to the fund at the balance sheet date and are included in the note 13 to the accounts (2020 - £3,203).

Year ended 31 March 2021

11. Tangible fixed assets

	<u>Office Equipment</u> £	<u>Websites</u> £	Fixtures and Fittings £	Total £
Cost or valuation:				
At start date 2021	82,479	52,116	20,600	155,195
Additions	-	-	-	-
At end date 2021	<u>82,479</u>	<u>52,116</u>	<u>20,600</u>	<u>155,195</u>
Depreciation:				
At start date 2021	74,213	52,116	5,579	131,908
Charge for the year	4,523	-	5,150	9,673
At end date 2021	<u>78,736</u>	<u>52,116</u>	<u>10,729</u>	<u>141,581</u>
Net book value:				
At end date 2021	<u>3,743</u>	<u>-</u>	<u>9,871</u>	<u>13,614</u>
At end date 2020	<u>8,266</u>	<u>-</u>	<u>15,021</u>	<u>23,287</u>

12. Debtors

	<u>2021</u> £	<u>2020</u> £
Trade debtors	155,791	162,342
Rent Deposit	11,438	11,438
Prepayments and accrued income	<u>22,666</u>	<u>25,024</u>
	<u>189,895</u>	<u>198,804</u>

13. Creditors: amounts falling due within one year

	<u>2021</u> £	<u>2020</u> £
Trade creditors	18,775	47,188
Other tax and social security	31,601	14,757
Pension Contributions	2,638	3,203
Accruals	8,100	7,635
Deferred Income	<u>26,890</u>	<u>-</u>
	<u>88,004</u>	<u>72,783</u>

Deferred Income

	<u>2021</u> £	<u>2020</u> £
At start date	-	-
Amounts deferred during the year	26,890	-
Amounts drawn down during the year	<u>-</u>	<u>-</u>
At end date	<u>26,890</u>	<u>-</u>

14. Provisions for liabilities

	<u>2021</u>	<u>2020</u>
	£	£
At start date	-	-
Additions during the year	21,210	-
Amounts charged against the provision	-	-
Unused amounts reversed	-	-
At end date	<u>21,210</u>	<u>-</u>

The provision is held towards restorative work on the charity's premises required by the terms of the lease.

15. Analysis of net assets between funds**2021**

	Unrestricted funds	Restricted funds	Total
	£	£	£
Fixed assets	13,614	-	13,614
Cash	547,069	49,148	596,217
Debtors	164,895	25,000	189,895
Other current liabilities	88,004	-	88,004
Provisions	<u>21,210</u>	<u>-</u>	<u>21,210</u>
Total	<u>616,364</u>	<u>74,148</u>	<u>690,512</u>

2020

	Unrestricted funds	Restricted funds	Total
	£	£	£
Fixed assets	23,287	-	23,287
Cash	484,921	19,628	504,549
Debtors	76,045	122,759	198,804
Other current liabilities	<u>(72,783)</u>	<u>-</u>	<u>(72,783)</u>
Total	<u>511,470</u>	<u>142,387</u>	<u>653,857</u>

16. Reconciliation of Funds**2021**

	<u>Opening Balances</u> £	<u>Incoming Resources</u> £	<u>Resources Expended</u> £	<u>Transfers</u> £	<u>Closing Balances</u> £
<u>UNRESTRICTED FUNDS</u>					
General	481,470	492,614	364,686	(6,824)	602,574
Designated	30,000	-	21,210	5,000	13,790
Total Unrestricted Funds	511,470	492,614	385,896	(1,824)	616,364
<u>RESTRICTED FUNDS</u>					
Citizenship Services	-	25,000	25,000	-	-
Legal Education	937	111,000	113,761	1,824	-
Social Participation	141,450	216,795	284,097	-	74,148
Total Restricted Funds	142,387	352,795	422,858	1,824	74,148
TOTALS	653,857	845,409	808,754	-	690,512

Designated funds are held as follows:

- £13,790 towards a Technology Fund covering the maintenance of the charity's technological capacity.

Restricted funds are held as follows:

The Social Participation Fund comprises funds held for:

- The continuance of the MADC programme in primary schools across the UK - £65,002.
- The continuance of the Volunteering programme £9,146.

The Legal Education fund comprised funds held for the continuance of the Mock Trials programme.

Transfer

The transfer of funds is to create designated funds and compensate for the overspend on the restricted Legal Education fund.

15. Reconciliation of Funds (cont.)**2020**

	<u>Opening Balances</u>	<u>Income</u>	<u>Expenditure</u>	<u>Transfers</u>	<u>Closing Balances</u>
	£	£	£	£	£
<u>UNRESTRICTED FUNDS</u>					
General	430,727	708,684	642,941	15,000	481,470
Designated	15,000	-	-	15,000	30,000
Total Unrestricted Funds	445,727	708,684	642,941	-	511,470
<u>RESTRICTED FUNDS</u>					
Citizenship Services	-	-	-	-	-
Legal Education	-	111,000	110,063	-	937
Social Participation	92,638	263,002	214,189	-	141,451
Total Restricted Funds	92,638	374,002	324,252	-	142,388
TOTALS	538,365	1,082,686	967,193	-	653,858

16. Related Party Transactions

Donations of £855 were received from trustees during the 2021 year. There were no other related party transactions during the 2021 year.

Donations of £2,015 were received from trustees during the 2020 year. There were no other related party transactions during the 2020 year.

17. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

Buildings	<u>2021</u>	<u>2020</u>
	£	£
Within one year	46,399	46,399
Within 2 to 5 years	38,666	85,065
In more than 5 years	-	-
	<u>85,065</u>	<u>131,464</u>
Equipment	<u>2021</u>	<u>2020</u>
	£	£
Within one year	10,581	10,581
Within 2 to 5 years	22,926	33,507
In more than 5 years	-	-
	<u>33,507</u>	<u>44,088</u>

President, Trustees, Ambassadors and Advisors

President	The Rt Hon Baroness D'Souza CMG
Trustees	Emma-Jane Watchorn (Chair) Jason Arthur (joint Vice Chair) Laura Hamm (joint Vice Chair) Cecile Agbo-Bloua (Treasurer) Jacquie Ayre James Cathcart John Cooper Nick Johnson – resigned November 2020 Matt Lambert Victoria Speed Finn Judge
Ambassadors	The Right Honourable Sir Brian Leveson The Honourable Lady Rae His Honour Judge Christopher Kinch, QC Rushanara Ali, MP Michael Maclay Jack Felvus
Founder	Andrew Phillips OBE
Chief Executive	Tom Franklin
Company Secretary	Ray Ayivor
Charity Registration No	801360
Company No	2351363
Registered Office	37 Heneage Street, London E1 5LJ
Bankers	Barclays Bank PLC, Hatton Garden Business Centre, 99 Hatton Garden, London EC1N 8DN
Solicitors	Bates, Wells & Braithwaite, 10 Queen Street Place, London EC4R 1BE
Statutory Auditors	Price Bailey LLP, Dashwood House, 69 Old Broad Street, London EC2M 1QS

Supporters of Young Citizens

We are very grateful to the thousands of volunteers, supporters and organisations who together make our work possible. It would not be possible to mention them all, but here is a selection of the range of organisations which have given us support over the past year:

Addleshaw Goddard	Freshfields Bruckhaus Deringer	Sullivan & Cromwell LLP
Alison Evans	FTI Consulting	Office of the Solicitor General
Allen & Overy	Geldards LLP	The Inns of Court (Middle Temple, Gray's Inn, Lincoln's Inn, Inner Temple)
The Bar Council	Government Legal Department	The Law Society
The Bar of Northern Ireland	HM Courts and Tribunals Service	The Magistrates' Association
Baker McKenzie	Hunton & Williams	Travers Smith
Barclays	Jonathan Salmon	Sky
Bellinger Donnay Charitable Trust	JP Morgan	Unilever
Guy Beringer	Dan Mace	University of Essex
Big Lottery Fund	Malcolm Cree	University of Sheffield
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Faculty of Advocates	Santander	
Finn Judge	Slaughter and May	