Working across the country for over a century, UK Youth is a leading charity, committed to providing access to appropriate, high quality youth work services in every community. We want to ensure that young people are empowered to build bright futures, regardless of their background or circumstances.

Young people with complex needs and those from disadvantaged backgrounds are being hardest hit by rising inequality and cuts to local services. Never has there been a more crucial time for organisations to work together to solve the problems that young people face in society.

Through the UK Youth Movement, we build capacity, unlock funding and develop a sense of connection with young people and the youth workers who support them. Together we reach 1.6 million young people, offering support, training and access to high quality services.

We want to be an organisation fit for young people today and tomorrow. Our work would not be possible without our network – from delivery partners to funders to volunteers. Together we stand with all young people, to ensure their voices are heard and we continue to campaign for them to have access to life-changing opportunities.

UK YOUTH
Introduction from our Chair and CEO

We have established ourselves as the leading voice of the youth sector, played a vital role in improving the lives of 1.6 million young people and achieved strong financial performance. Thanks to our work the difference good youth work can make to young people and our communities is now widely recognised.

This annual report describes another year of positive progress against our strategic plan to create a movement of youth organisations committed to supporting young people from all backgrounds and circumstances to build bright futures. The breadth and quality of our work continues to improve year-on-year, and we strive to increase the support we offer to youth organisations in the UK Youth Movement and the young people we work with.

The growth of our movement has been impressive, with the number of organisations in our network increasing from 3,500 to 5,500 over the past year. This has enabled us to expand our partnership working and build meaningful relationships with youth workers, volunteers and young people in communities across the country. Together we are committed to ensuring young people can access support whenever and wherever they need it.

The introduction of development journey with a youth organisation in their community that offers a safe place where they can be themselves, then go on to connect with the youth workers and volunteers they meet, build friendships, and participate in a range of activities on offer. Through our programmes we engaged more young people than ever 107,420 young people aged 8-25 participated in positive activities to develop their life skills. Working in partnership with business, we brought expertise and equipment into local communities, teaching young people to code, using virtual reality to demonstrate safe driving skills, introducing young people with disabilities to outdoor activities, running money management sessions, empowering young women and much more.

Our reach continued to be wide and diverse; we empowered girls and young women (49%), boys and young men (50%) and those who are non-binary (1%). 34% of the young people on our programmes were Black, Asian and minority ethnic (BAME). 91% of the young people we worked with faced at least one significant barrier to progression, such as living in an area of high deprivation, being unemployed or homeless, caring for a family member or growing up in care. We achieved this through working in partnership with local youth organisations that are embedded into the community and have strong relationships with the young people who are likely to benefit most from youth work.

This year we evidenced our ability to articulate the challenges and opportunities facing grassroots youth organisations to government in order to inform policy making. We led the debate in high priority areas including youth violence, mental health, employability and equality. Through demonstrating what good youth provision looks like we were able to unlock new income streams from government, business, trusts and foundations and begin to address the significant decline in funding that has occurred since 2010. We welcomed the announcement of £90 million from Department for Digital, Culture, Media & Sport (DCMS) to support young people into employment and £200 million from the Home Office to tackle serious violence against young people.

Looking ahead, we will continue to deliver on our current vision during 2019/20. We will redouble our efforts to demonstrate the value of youth work in providing positive activities for young people, keeping them safe and developing their life skills. We remain dedicated to improving young lives by delivering high-quality youth services, growing good practice and campaigning to increase nationwide investment and support for youth work.

In addition, we will begin work on a new strategic plan for 2020 and beyond. The UK Youth team will engage a broad range of stakeholders, including young people, youth workers, volunteers, supporters, funders and government to co-create our new strategy and ensure it is grounded in lived experience and grassroots youth work delivery.

We are passionate about creating and sustaining an eco-system of high-quality youth organisations, run by a qualified workforce, to deliver a positive collective social impact for - and by - young people.
Nadia Khan, 24, Leicester, UK Youth Voice member

For more info on UK Youth Voice see page 42

At a time where unity across our country is under threat, UK Youth has championed young people and youth organisations from across the UK. They bring people together and deliver programmes that allow young people to build cross-cultural and diplomatic skills to influence our leaders to put young people’s interests first.

I have been fortunate enough to partake in UK Youth’s delegations to the All-Party Parliamentary Group on Reuniting Britain Post Brexit; as a result, I have become a confident public speaker. This year the theme for International Women’s day was ‘Better for Balance’, one of the key values that underpin UK Youth’s EmpowHER programme. The programme has been vital to tackling many issues faced by young women and girls including period poverty, the deficit of women in sports and building resilient women leaders of tomorrow. I am so proud to be part of the largest youth organisation in the UK which has championed the voices of women from marginalised communities across the UK.

Initiatives such as EmpowHER are the vital mechanisms by which we can achieve better representation of women in positions of power; which is essential for a healthy representative democracy.

In order to achieve transformative, long-term change in British society, we need policy change around mental health, gender equality and greater funding procurement across the country. UK Youth has been essential to helping youth organisations and young people across the UK to be able to share their views on the impact of cuts to youth services to our towns and cities.

Through UK Youth, I have been fortunate enough to attend policy and strategy forums to meet with experts in mental health and community cohesion. As a result of these knowledge sharing labs facilitated by UK Youth, I have been able to upscale my own community interest country. Without the convening power of UK Youth, as a young South Asian underrepresented woman, I would not have had the chance to know that such opportunities existed. In order to succeed in an increasingly volatile political and economic environment, young people will need to have a fusion of technical ‘hard skills’ and ‘soft skills’ such as the ability to build long-term meaningful relationships.

Youth advocacy is the key to challenging existing structures that have capped the potential for young people over the past decade. It is essential that this holistic vibrant vehicle for change continues to exist to fuel the needs of young people of tomorrow.
Young people with complex needs and those from disadvantaged backgrounds are being hardest hit by the rising inequality and cuts to local services. Never has there been a more crucial time for youth organisations to work together, as a movement, to solve the problems that young people face in society. Youth work provides some of the support young people require to navigate the increasing complexity of the world in which they live.

Areas suffering the largest cuts to spending on young people have seen bigger increases in knife crime (APPG on Knife Crime, 2019)

36% increase in hospital admissions for knife attacks for under-18s between 2013-14 and 2017-18 (ONS, 2019)

Police-recorded knife crime increased by 71% between 2014 and 2018, and the number of murder victims aged 16 to 24 rose by 46% in the year to March 2018 (ONS, 2019)

More than 1,000 children’s centres have closed since 2009 and 760 youth centres have shut since 2012 (APPG on Knife Crime, 2019)

The average local authority spending cut on youth services is 40% over the past three years (APPG on Knife Crime, 2019)

The number of apprenticeship starts for those aged between 19 and 24 fell 20% from 2016/17 to 2017/18 to 114,000 - the lowest level since 2008/9 (Parliament UK, 2019)

Real hourly pay for 18-29 year olds fell 9.2% between 2009 and 2014 (compared to 7.3% across the working age range). (Resolution Foundation, 2019)

6% of 15-24 year olds in the UK lack essential digital skills (Lloyds Bank UK Consumer Digital Index, 2019)

Of those who were bullied within the past 12 months, 34% had suicidal thoughts, 28% self-harmed, and 11% attempted suicide (Ditch the Label, 2018)

There are 11.6 million young people aged 10-24 in the UK - one in five of the population. (ONS, 2018)

Funding available per child and young person for all children’s services except schools and early education fell from £813 in 2010-11 to £553 in 2017-18. (Action for Children et al, 2019)

More than 1,000 children’s centres have closed since 2009 and 760 youth centres have shut since 2012. (APPG on Knife Crime, 2019)

The average local authority spending cut on youth services is 40% over the past three years. (APPG on Knife Crime, 2019)

Skills and employability

764,000 young people (aged 16-24) in the UK who were not in education, employment or training (ONS, 2019)

Pupils eligible for Free School Meals or in Alternative Provision are almost four times as likely to be NEET (not in education, employment or training) (Department for Education, 2019)

Eight in ten young people believe they will never be financially secure (UK Youth, 2018)

Wellbeing

The overall level of happiness young people feel in their lives has flattened at its lowest ever (Prince’s Trust, 2019)

The number of apprenticeship starts for those aged between 19 and 24 fell 20% from 2016/17 to 2017/18 to 114,000 - the lowest level since 2008/9 (Parliament UK, 2019)

10-14 year old pedestrians living in deprived areas are 2.6 times more likely to be killed or seriously injured on the roads (Public Health England, 2018)

In 2016 young people accounted for around 7% of all full car driving licence holders in Great Britain but 21% of car occupants fatalities are 17-24 (Department for Transport, 2018)

1.6m children are in families with complex needs for which there is no national established, recognised form of support (Children’s Commissioner’s Office, 2019)

6% of 15-24 year olds in the UK lack essential digital skills (Lloyds Bank UK Consumer Digital Index, 2019)

65% of young people aged 16-24 said they felt lonely at least some of the time and almost a third (32%) felt lonely ‘often or all the time’ (compared with 32% of 65+ year olds feeling lonely ‘at least some of the time’). (ONS, 2017)

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Theory of change

Our organisational theory of change is central to our strategy; linking what we do to the difference we want to make on increasing young people’s social mobility. It helps us to test whether the solutions we design are helping to effectively tackle the problems we know that young people face today.

We ensure that through our programmes young people gain skills for their future; how to manage their money, write a job application or stay safe online. We also know that youth work works to help young people positively grow their emotional and social capabilities; increasing self-belief, reducing loneliness and raising their aspirations.

Through measuring our own impact, it is clear that our interventions enhance the valuable mind-sets and character traits that equip young people to deal with the challenges of day to day life, whilst also helping to build the skills needed to engage in their futures.

Our vision

Young people are empowered to build bright futures, whatever their background or circumstances.

Our mission

Access to appropriate, high quality services for young people in every community.

Our goals

Young people can access support in their local community or online.

Young people become motivated, self-aware, receptive, resilient, responsible, confident and good communicators.

Young people can engage with training, volunteering and employment.

Our values

Work with young people.
Work in partnership.
Advocate for young people.

Our model

1. Understand and build on the strengths and needs of young people.
2. Offer support and advice to youth service providers.
3. Run world-class skills development programmes for young people.
4. Measure impact and share learnings.
5. Influence policy and funding to prioritise services for young people.

Who we support

Young people, National Partners; Youth Action Northern Ireland, Youth Cymru, Youth Scotland and Young people, Partners; Youth Action Northern Ireland, Youth Cymru, Youth Scotland, partners; Youth Work Ireland, local and regional youth organisations, local youth partnerships, housing associations, community and voluntary groups, parish councils, faith groups, homeless shelters, schools, campaigning organisations, youth offending teams, mental health and therapeutic organisations, arts, sports clubs, uniformed groups and other national youth organisations.

Transforming young lives

For many young people, their youth club is their only safe space. We believe every young person in every region, city, town and village should have access to a minimum standard of youth services, enabling them to access mental health services, citizenship education, social mixing and training.

Tracey Crouch MP, Minister for Sport & Civil Society (2015-2018)
Young people in the UK, aged 8-25, often from disadvantaged backgrounds

**Who we support**

Young people are empowered to build bright futures, whatever their background or circumstances.

**Social development**

**01 Social Engagement**

Get involved

- Provide a safe space to go (physically or online)
- Deliver fun and engaging activities
- Act as a catalyst for new ideas and experiences
- Build a relationship with a trusted adult

Grow and learn

- Provide access to local, national and international programmes
- Signpost to further opportunities to develop and learn
- Provide pathways into training and education

Give back

- Provide opportunities for volunteering and supporting the community
- Support to take part in community improvement initiatives
- Empower to be involved in community action and campaigns

Gain independence

- Provide training on the world of work, employment and entrepreneurship
- Provide access to real world experiences (internships, apprenticeships and employment opportunities)
- Provide a safe space to prepare for work or undertake paid employment

**02 Social Learning**

Grow and learn

- Young people can access support in their local community and online
- Young people become motivated, self-aware, receptive, resilient, responsible, confident and good communicators
- Young people can engage with training, volunteering and employment

Give back

- Provide access to local, national and international programmes
- Signpost to further opportunities to develop and learn
- Provide pathways into training and education

Gain independence

- Provide training on the world of work, employment and entrepreneurship
- Provide access to real world experiences (internships, apprenticeships and employment opportunities)
- Provide a safe space to prepare for work or undertake paid employment

**03 Social Leadership**

Gain independence

- Young people can access support in their local community and online
- Young people become motivated, self-aware, receptive, resilient, responsible, confident and good communicators
- Young people can engage with training, volunteering and employment

Give back

- Provide access to local, national and international programmes
- Signpost to further opportunities to develop and learn
- Provide pathways into training and education

Gain independence

- Provide training on the world of work, employment and entrepreneurship
- Provide access to real world experiences (internships, apprenticeships and employment opportunities)
- Provide a safe space to prepare for work or undertake paid employment

**04 Social Action**

Gain independence

- Young people can access support in their local community and online
- Young people become motivated, self-aware, receptive, resilient, responsible, confident and good communicators
- Young people can engage with training, volunteering and employment

Give back

- Provide access to local, national and international programmes
- Signpost to further opportunities to develop and learn
- Provide pathways into training and education

Gain independence

- Provide training on the world of work, employment and entrepreneurship
- Provide access to real world experiences (internships, apprenticeships and employment opportunities)
- Provide a safe space to prepare for work or undertake paid employment

**Get involved**

- Get involved
- Grow and learn
- Give back
- Gain independence

**Social engagement**

- Social engagement
- Social learning
- Social action
- Social leadership

**Work with young people**

- Work with young people
- Work in partnership
- Advocate for young people

**Work with partners**

- National partners
- Youth workers & volunteers
- Supporters
- UK Youth staff
- Referral partners

**Values**

- Work with young people
- Work in partnership
- Advocate for young people

**Goals**

- Access to appropriate, high quality services for young people in every community
- Young people can access support in their local community and online
- Young people become motivated, self-aware, receptive, resilient, responsible, confident and good communicators
- Young people can engage with training, volunteering and employment

**Vision**

- Young people are empowered to build bright futures, whatever their background or circumstances

**Mission**

- Young people can access support in their local community and online
- Young people become motivated, self-aware, receptive, resilient, responsible, confident and good communicators
- Young people can engage with training, volunteering and employment

**Model**

- The UK Youth Social Development Journey

1. Understand and build on the strengths and needs of young people
2. Offer support and advice to youth service providers
3. Run world-class skills development programmes for young people
4. Measure impact and share learnings
5. Influence policy and funding to prioritise services for young people
Whether young people are participating in our programmes or visiting our outdoor activity centre Avon Tyrrell, we want to ensure they are developing skills that will change their lives. We are committed to developing our work through constant self-evaluation and designing our programmes from a solid evidence base. We know data provides invaluable insights that can help us get better at what we do.

To ensure there’s something for every young person, we deliver our programmes in five key interest areas:

- Citizenship
- Arts
- STEM
- Wellbeing
- Enterprise

Through our programmes and initiatives

107,420
young people engaged in our delivery

Gender

- 50% Male
- 49% Female
- 1% Non-binary/ third gender or prefer not to say

Age

- 75% of the face to face engagement on our programmes and initiatives is with 14-18 year olds

Ethnicity

The ethnic breakdown of our participants is 34% BAME and 66% Non BAME

The BAME breakdown specifically is Black (African/ Caribbean/ British) 15%, Asian (Indian, Pakistani, Bangladeshi, British) 11%, Mixed 4% and Other ethnic group 4%.

Deprivation

- 20% of our participants live in the top 10% most deprived neighbourhoods in the UK
- Over half (55%) live in the top 30% most deprived UK neighbourhoods

Challenges faced by our participants

- 91% of participants of our national programmes experience barriers to progression

These barriers include living in an area of low social mobility, living in an area of high deprivation, homelessness or living in temporary accommodation, low income, poor mental health, not in education, employment or training (NEET), English as a second language, Special Educational Needs, behavioural, emotional or social difficulties, young carer, physical disability, and low educational attainment.
Delivering public outcomes and wider benefits

GOAL 1
Young people can access support in their community or online

GOAL 2
Young people gain life skills

GOAL 3
Young people engage with training, volunteering and employment

Our Emotional and social capabilities framework has been developed using existing credible sector research, including The Young Foundation’s ‘Framework of outcomes for young people’. It sets out the key capabilities vital for young people to build a bright future.

Our framework consists of seven capabilities:
1. Self-confidence
2. Self-awareness
3. Effective communication
4. Personal responsibility
5. Motivation
6. Resilience
7. Receptive

88% of participants on one of our programmes experience an increase in the emotional and social capabilities that employers have identified as being key to gaining and retaining employment.

Programmatic key skills

73% of young people participating in our programmes experienced an overall improvement of practical skills including financial literacy, digital literacy, employability.

REACH UP

93% of participants were NEET and 50% were from the 30% most deprived neighbourhoods in England

94% said they now have the knowledge they need to find a job

80% of young people had never practiced coding before

95% of young people significantly improved in their coding skills

58% of participants were from the 30% most deprived neighbourhoods in England

75% of all young people experienced an improvement in their financial capabilities and attitudes, however 96% of those that started the programme with a high risk attitude to their personal finances improved their overall attitude to and knowledge of money management

90% of participants improved their knowledge of road safety to help them be better drivers in the future.

Our 2020 aim

By 2020, our aim is to create a movement of youth organisations committed to supporting young people from all backgrounds and circumstances to build bright futures. Together we will ensure access to appropriate, high quality services for all young people in every community.

To achieve our 2020 aim, we have set three goals:
GOAL 1
Young people can access support, advice, and training in their community or online

We are proud to sit at the heart of a vibrant national network of locally accessible youth organisations across the UK. Our network offers local on the ground support where it’s needed most.

We help achieve this by...

- Promoting the positive impact of youth services to unlock funding and support
- Working with local service providers to ensure they are sustainable and effective
- Supporting young people on a social development journey that equips them for life
- Striving for appropriate safeguarding and quality standards across youth services
- Providing online support for young people

More young people than ever are being supported by a youth organisation that is part of the UK Youth Movement.

With our growing movement we have a unique insight into the needs of the youth sector and remain at the forefront of innovation - piloting new approaches, driving change on a national scale and creating frameworks to allow youth organisations to provide the best services for young people.

The organisations in our movement range from tiny voluntary led community groups, local charities and social enterprises, to regional and national organisations that are voluntary, community and social enterprise (VCSE) or local authority run.

In England, we work with regional and local youth organisations that provide infrastructure support and programme delivery to thousands of young people. In the devolved nations, we work in partnership with Youth Scotland, Youth Cymru and Youth Action Northern Ireland who deliver a range of support, programmes and services to local organisations in those countries.

It’s through this network of local, regional and national organisations that we are able to reach over 1.6 million young people. Our model is to work hand in hand with these organisations to provide information, support and opportunities to enable the best outcomes for young people.

Last year we spent £5.2 million on supporting direct delivery to young people.

Our network includes:

- Regional youth organisations that operate across multiple sites and provide infrastructure support to local organisations
- Local youth organisations delivering on the ground support
- Local Authority-led youth services
- Faith groups
- National charities working with and for young people

“WeUK Youth is more than just a youth organisation it helps youth groups stay open, enabling them to deliver diverse opportunities and programmes in different regions. By having UK Youth contribute to different youth groups it is helping the young people in all different ways. They are an advocate not just for the youth organisations but for young people which helps us to have our say on the problems we face.”

Kerrie, 19, Morecambe

We support over 5,500 organisations in our network
Founded in May 2012, Sporting Communities CIC help to develop communities and provide a number of services to young people across Derbyshire and Staffordshire. We have grown significantly during that time and in early 2019 we felt that we needed to be connected to a large national network that had a significant reach geographically and who were leading on an agenda which could influence change for young people nationally.

Our first engagement with UK Youth was through the exciting employability project, Reach Up in partnership with Coca Cola European Partners (CCEP). We had heard that the project had been piloted successfully in Liverpool and after successfully applying to become a delivery partner for the programme, we have supported 40 young people through the programme.

Through the programme, we have worked with a local organisation called Asha who support asylum seekers and refugees to live in safety and with dignity. Working in partnership, we provided young people who had settlement status the opportunity to take part in Reach Up. The young people we supported faced many barriers, but the programme enabled them to engage whole heartedly in all aspects. They particularly enjoyed the interviewing practice and exposure to local businesses through CCEP's ‘Day in the life experience’. We believe that this programme provided the right foundations for young people who were starting out in their careers and looking for employment or training opportunities.

Since then, our organisation has benefited considerably from being a member of UK Youth. We are a part of the Belong Collective which is made up of national delivery partners and looks specifically at loneliness and isolation. This relationship and thinking has translated into our everyday work and we have championed this important agenda at our own loneliness and isolation conference organised in partnership with Karen Bradley MP called ‘Beyond the front door’. We have also recently staged the very first Derby Youth Awards ceremony this August, celebrating the local Derby City Youth Network and UK Youth very kindly produced a video which opened the proceeding and set the scene for a memorably night of celebration. We can honestly say that being a part of UK Youth has provided our organisation with the links to strategic opportunities, support with policies and exposure to a range of youth organisations which has improved our thinking, funding and practice.

“Four out of five of the Reach Up young participants (80%) reported an increase in confidence, and almost everyone (94%) left with the knowledge needed to find a job going forward.”

We have established a strong reputation for delivering high quality, large scale skills development programmes for young people across the UK. From outdoor learning to money management, we reach and engage young people who don’t traditionally have access to these personal development opportunities.

We help achieve this by....

• Delivering world-class skills development programmes to young people, empowering them to become motivated, self-aware, receptive, resilient, responsible, confident and good communicators
• Supporting young people to develop the skills they aspire to have, whether that be learning to code, climb, cook or coach
• Collating evidence of what works to inform service design
• Recognising young people’s achievements through the UK Youth Achievement Awards (UKYAA}s)
Generation Code

Generation Code addresses the lack of skills in computer science in young people, empowering them to become digital creators in an ever-changing global society. Working with young people aged 11-25, many of whom have no prior coding experience, the programme sparks an interest in code and builds technical skills through themed activities that are relevant to the young people’s passions, whether that be fashion, sport or space.

We were very pleased to be recognised as winner of the Tech 4 Good: Digital Skills Awards – profiling the importance of our work and connecting us to tech organisations and funders who could further our work in building digital skills of young people.

6,888 young people took part in computer science sessions as part of Generation Code

54% of these young people were female – a group that has traditionally been under-represented in the tech industry

95% of young people improved their coding skills

“Generation Code has allowed us to bring computer science to groups of young people that always thought this was something that ‘other people did’“ youth worker

The programme was the latest in a long-term partnership with Microsoft – together we have built digital skills in over 30,000 young people since 2011. We are very pleased to have been recently named as a charity partner of the new Microsoft Store. We plan to set up the ‘Generation Code Accelerator’ - aiming to address the lack of embedded, sustainable digital provision in the youth sector by inspiring and upskilling youth workers to become Digital Changemakers. We look forward to sharing the positive impact from this next year.

Money for Life

Money for Life is a programme designed to inspire a generation to make the most of their money. From empowering young people to feel confident and start talking openly about money to providing high-quality training and crucial support systems, Money for Life equipped 14-25 year olds across the UK with the knowledge, life skills and provision needed to manage their money. The programme, supported by Lloyds Banking Group, involved both face-to-face and online training, as well as opportunities to use social action to embed new skills. The programme culminated in an award ceremony where a group of young people with disabilities won the top prize for their project to support other young people with disabilities to lead more independent lives and equip them with the skills to manage their own money.

45,208 young people trained over the 3 years of the programme

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96% of the young people who started the programme with a high-risk attitude to their personal finances improved their overall attitudes and knowledge to money management

£4 million in payday loans could be avoided as a result of participants increased understanding of the risks of borrowing

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Accreditation

The UK Youth Achievement Awards (UKYAs) are our award framework which celebrates the achievements of all young people. This year, 2,400 young people across the UK received a UKYAA, more than doubling the number from last year.

The UKYAs provide a framework for almost any activity: young people are encouraged to work together to decide which challenges are best for them, break those challenges down into manageable targets and then reflect on their achievements.

In this way the UKYAs – which are accredited by ASDAN – provide formal recognition of a young person's journey and accreditation for the valuable work they're doing in the community, at youth hubs and at home.

“I’ve been using the UKYAs with young people for almost 20 years. They provide a great structure for the work we do. The young people benefit by seeing the value of the work they are doing outside school, and the opportunity to reflect on their achievements is incredibly valuable.”

James, youth worker

Outdoor learning

Avon Tyrrell is our leading outdoor learning venue based in the heart of the New Forest. Its unique heritage and beautiful grounds contain an extensive range of inclusive outdoor activities and tailored programmes allowing us to provide the opportunity for everyone to experience, learn and develop.

By combining positive, safe learning spaces with appropriate levels of challenge, our outdoor instructors develop young people to build confidence and resilience through offering tangible outcomes and a sense of achievement.

65,093 engagement days were delivered to 25,733 children and young people as part of school groups, youth organisation trips or other visits.

We are dedicated to accessibility and work hard to adapt sessions to cater to individuals with a variety of disabilities. This year, we launched Accessible Adventures which offers families with a child with a disability the chance to come away for a family break. The weekends provide development opportunities for the young people, respite for the parents/guardians and inclusive opportunities for families to meet and support each other.

92% parents agreed that their relationships with their children have been strengthened

88% parents agreed their children did something they didn’t think they could do

“We struggle to go away as our non-verbal son with profound and multiple learning disabilities screeches and squeals loudly all hours of the day and night. This weekend, we felt totally accepted and welcomed. Your amazing staff went out of their way to find ways our son could join in with everything his brother and sister did. My husband explained to the climbing instructor that he wouldn’t understand her, and she said, “That doesn’t matter, I’d like to talk to him anyway – he knows I’m talking to him.” That was so considerate and meant so much to us.”

parent/guardian of participant

31

1,991

1,72

54

TOTAL

2,400

Numbers:

Challenge UKYOUTH Achievement Award

Bronze UKYOUTH Achievement Award

Silver UKYOUTH Achievement Award

Gold UKYOUTH Achievement Award

Platinum UKYOUTH Achievement Award

92%

88%

“The fact that you can say you’ve got this award looks good when you go to interviews. Because they’ll realise that you can work in a team or take charge or work hard if you need to. They see you can work well with others without having disagreements, and you have different skills that will help you in later life.”

Ethan, 15, award recipient

“It’s the only place we can enjoy a holiday together as a family and feel truly relaxed due to the amazing instructors and knowing that other families understand.”

parent/guardian of participant

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parent/guardian of participant
Youth work is key in helping young people to gain independence and engage with training, volunteering and employment. By developing young people’s life and employability skills, youth work helps them think about their future and what they need to get there. We help achieve this by...

- Incorporating training, volunteering or employment opportunities into all skills development programmes
- Supporting young people to understand the range of pathways available
- Proactively engaging NEET young people aged between 16-25
- Brokering relationships between young people and employers

EmpowHER inspires young women and girls to lead change in their communities. Launched to mark the centenary of women’s suffrage, the programme encourages young women and girls to use their voices for positive change – just as their predecessors did 100 years ago. Led by UK Youth in partnership with the British Red Cross and Young Women’s Trust, EmpowHER addresses the worryingly low levels of wellbeing amongst young women and girls in the UK and supports them give back to their local communities through inclusive and meaningful social action opportunities. EmpowHER is a funded by Spirit of 2012 and the #iwill Fund.

89% of participants had at least one personal barrier, with over 1 in 3 experiencing poor mental health and with 65% of participants being from the 30% most deprived areas in England.

Examples of social action led by the young women & girls include:
- Creating care packages for refugees
- Running community first aid awareness days
- Leading social media campaigns e.g. around International Women’s Day

Upon completion of the programme, EmpowHER participants reported increased wellbeing, improved self-esteem, increased optimism about the future and reduced social isolation – as well as developing their communication, resilience and motivation.

“I’ve changed how I see and judge myself. Coming to this group I’ve realised that people are all the same. Yeah we have our flaws but that shouldn’t change how we think of ourselves. Our confidence has gone up.”

Soreya, participant

“We learnt how to spread the message but in a more positive way, and to target the audience we want to. From here we can go out and inspire other people in a positive way.”

Aisha, participant

During the year, we designed and delivered a work readiness and confidence building programme with support from Coca-Cola European Partners (CCEP). Reach Up engaged 16-23 year olds who were either not in employment, education or training (NEET), at risk of becoming NEET or underemployed (e.g. involuntarily working part-time after failing to secure full-time employment). Delivered in partnership with Youth Federation, the programme took the young people through a curriculum of key skills that they would need to get and retain a job. Youth workers and CCEP volunteers also ran specially designed work experience opportunities, supported the young people to run a pop-up café and held mock interviews.

94% of the young people said they have gained the knowledge they need to find a job

92% of CCEP volunteers better understand the barriers that poor mental or physical health can create for a talented young person seeking employment

“I had so many unsuccessful interviews prior to Reach Up. I have now successfully got a job because of Reach Up and how confident I now feel.”

Evelina, participant

“I had no idea these kinds of jobs exist, and it was a really unique experience I wouldn’t have had an opportunity to do anywhere else.”

Arron, participant

“Reach Up has opened my eyes to the challenges young people have around getting into employment, and it’s not the things I would necessarily even think about. For example, just having money to get to an interview was something that hadn’t crossed my mind.”

CCEP volunteer
Apprenticeships

We are committed to positive opportunities and outcomes for young people through our own workforce. Our apprentice programme, delivered at Avon Tyrrell, provides our apprentices with the skills, qualifications, tools and support they need to be the best they can be, and have every opportunity possible to embark on successful future careers.

Following an intensive period of initial training, the apprentices work hand in hand with our experienced instructors to gain the knowledge and experience necessary to deliver high quality outdoor learning sessions. Throughout the programme they are supported and mentored by our team, who also work with them to complete their NVQ portfolios which are then independently reviewed and verified.

Our Apprenticeships

We are committed to positive opportunities and outcomes for young people and our apprentice programme is delivered at Avon Tyrrell by a dedicated team of industry professionals. The programme provides our apprentices with the skills, qualifications, tools and support they need to be the best they can be and have every opportunity possible to embark on successful future careers.

As well as gaining a variety of externally recognised and accredited qualifications, our programme supports our apprentices to develop their own:

- Resilience
- Self-awareness
- Communication skills
- Leadership skills

Through the delivery of powerful outdoor learning experiences our apprentices help us to inspire and empower a new generation of young people, helping them to create memories that last a lifetime.

65%

of the Avon Tyrrell activities team is made up of current or ex apprentices

Growing our support and influence

This year we’ve mobilised our strong network of youth organisations and young people to advocate for the value of youth services, ensuring that the voices of young people are at the heart. Through our insights and research we identified loneliness, serious violence and social mobility as key issues affecting young people and through our influencing and calls to action, together we’ve achieved some big wins for young people and the organisations that support them.

We have successfully positioned youth work and local youth services as a vital solution to addressing these key issues. During the Labour and Conservative Party Conferences we engaged key politicians in panel sessions on loneliness and social mobility, creating innovative solutions and calls to action. We ensured that the voice of the sector was fed into key policy developments such as the Civil Society Strategy, the APPG enquiry into youth work and the Labour consultation on Statutory Youth Services. Our calls have resulted in the development and creation of the Youth Endowment Fund, providing £200m to identify and develop solutions to serious violence and the Youth Futures Foundation, providing £90m to support young people furthest from the labour market into employment.

As a result of our collective action, we have established a group of national youth charities to call for a national Youth Charter to outline the Government’s commitment and support for young people. Through this collective action the Government has agreed to develop this work and set out a vision for young people for this generation and beyond.

Youth advocacy

Youth advocacy sits at the heart of our organisation and informs everything we do. We have youth representation on our board (with full voting rights) and a national steering group of 25 young representatives called UK Youth Voice, which is made up of young people aged 16-25 who represent every region of England and the nations of Wales, Northern Ireland and Scotland. Collectively, these young people influence change at a local level, through their youth groups and communities, and at a national level through policy work and programmes.

They are fundamental to everything we do, feeding into our strategy, overall direction and programme development.

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Involving young people in the design and delivery of our activities and empowering them to become active citizens and create positive change is embedded throughout our work - across youth advocacy, national policy, programmes, and member services.

This approach has significant benefits for young people, as evidenced by our UK Youth Voice members, of whom 92% agreed they had gained experience that would help them get a job, 62% agreed that they had helped get young people’s voices heard with policy makers, and 85% improved their confidence and became more responsible.
At a national policy level, we seek to ensure young people have had meaningful involvement in decision making. Following the successful launch of the UK Youth Voice Manifesto, we held a parliamentary event in July 2018, bringing 90 young people from across the UK to the Houses of Parliament for the day to engage MPs and policy makers on their priority issues. Young people were subsequently invited to participate in a wide range of APPGs and round tables on matters such as participation in sport, housing, relationships, youth violence, health and employment.

During 2018 we took the opportunity to undertake and share research on topics important and relevant to both the sector and young people. One of these issues was serious violence and after identifying that this was a topic that was a big concern to young people in all areas of the country, we brought together a number of partners and secured additional funding from the National Lottery Community Fund to deliver a collaborative peer led research project to identify solutions to serious violence from young people.

All our programmes are co-created with, and delivered by, young people (peer educators) with support from youth workers. For example, in the development of our new EmpowHER programme we held co-creation sessions with young people in three locations across the country, giving them the opportunity to shape every aspect of the programme, from content and style of delivery to the programme name. The funder, Spirit of 2012, cited the involvement of four young women in our pitch as one of the key reasons we won the bid. Peer educators have been vital to the success of our programmes, particularly in areas like technology where they are often more knowledgeable and confident about the subject matter than youth workers, and therefore more effective at engaging and supporting their peers.

Over the past year we have had over 90 organisations within our network to better involve young people in decision making. In response to growing demand for training in this area we have developed new training resources on ‘Building a Culture of Youth Engagement’ and created a forum for youth workers to share good practice and think about how they can develop their thinking further to ensure young people are meaningfully involved in everything they do.

UK Youth would not be able to achieve the impact we have without the talent and dedication of its people. As an organisation we strive to create an incredible place to work, continuously looking at ways to improve our employee experience to make sure we attract, engage and retain diverse talent across the organisation. Our staff feel a strong sense of community and are inspired to give their best every day. Our staff survey supported our success with over 90% of employees being proud to work for UK Youth and 88% having a clear connection between their role and the aims of the organisation.

Over the past year we have refreshed our people strategy and have worked toward implementing it, updating policies, procedures and ways of working to ensure they reflect current best practice.

We are committed to staff development across the organisation and have leveraged significant investment to upskill our workforce. Following our annual appraisal process, we undertook a needs-analysis exercise and then used this to develop a portfolio of in-house training courses run throughout the year directly addressing the needs identified. This included courses such as new manager training and presenting skills which were procured from external trainers as well as Excel and project management, which were provided via staff from our corporate partners utilising their expert knowledge.

Additionally, throughout the year we have run various in-house knowledge sharing sessions such as lunch and learn days, which has led to a diversified and informed workforce, and cohesion between teams. We also held several staff away days and development sessions which we have used to explore our internal employee values and future direction as a charity as well as mandatory training. We held our annual two day all staff conference in the New Forest, giving staff access to targeted personal development sessions and supporting the growth of relationships across locations, departments and levels.

The charity recognises the importance of growing and evolving teams to ensure that we are structured in the most effective way. This year we created several new roles to target resources where they were most needed, increasing capacity in Impact, Partnerships and Fundraising, Engagement and Advocacy and National Programmes. We also created a number of new roles in Operations to ensure staff have the support and resources they need to undertake their roles.
Opportunities for young people

Our outdoor activities apprenticeship continues to be a great success. This year we changed our approach to running the programme to better integrate it into the activities team and a number of our apprentices who completed the programme were successfully employed by UK Youth in permanent roles on completion of their course.

We also hosted several work experience opportunities across both sites, including some international students, giving young people the opportunity to shadow staff, develop their employability and life skills, and gain a greater understanding of how a national charity operates.

Equality, diversity and inclusion

We are committed to ensuring equality of opportunity for all, promoting diversity across every aspect of our work. We want to have a workforce that reflects the stakeholders we engage with. We operate in a way that individuals’ differences are embraced and respected, where everyone feels valued for their individual talents, skills, experiences, competencies and knowledge. We want to continue to have a diverse and inclusive staffing community but recognise there is more we could be doing.

In 2018/19 we established an internal equality, diversity and inclusion best practice taskforce to lead change, learn, implement best practice and make positive improvements across UK Youth. As a result of the group’s input we have improved our recruitment processes to ensure that we are attracting and employing a diverse range of staff.

Improving working environment and use of technology

We want to ensure all our people have the tools and resources they need to do their roles effectively. This year has been an exciting time for UK Youth with the need to relocate from our two London offices to a new location during 2019/20 presenting us with the opportunity to refresh and revitalise our working environment. We undertook an extensive search for the right office space which not only suited our primary requirement to be accessible to all and accommodate all our staff in a single central location, but was also fresh, light and modern. Once we found the right space we worked with staff to design an office which was adaptable, comfortable and a motivating place to work.

Over the last year we have embedded systems and made better use of technology across the organisation. This has included upgrading all staff computers to Office 365 enabling them to work from anywhere, promoting agile, flexible working. We have also continued to embed new systems such as our CRM system ThankQ to enhance cross-team working, and our HR system NaturalHR, to enable more efficient people management.

Employee wellbeing

We encourage our people to look after their health and wellbeing, making sure they have a good work life balance, supporting flexible working, and facilitating a productive working environment.

Throughout the year a number of initiatives have been launched to improve employee wellbeing such as staff socials which have included picnics, pot-luck lunches, karaoke and other fun activities and shared interest groups including a book club, afterwork tennis and football training.

Next year we will move into our new office in Westminster, complete the refurbishment and open it up to the youth organisations in our movement and the young people we work with to create a vibrant, shared workspace. We have selected an office that is fully accessible, and staff will be able to walk, run or cycle into work and participate in activities such as office yoga thanks to the storage and shower facilities available. We feel this is an important and valuable investment into diversity, inclusion and the wellbeing of all our staff, volunteers and young people.
## Activity

<table>
<thead>
<tr>
<th>Activity</th>
<th>2015/16</th>
<th>2016/17</th>
<th>2017/18</th>
<th>2018/19</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Youth organisations in our movement</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>England</td>
<td>-</td>
<td>1,539</td>
<td>1,557</td>
<td>3,512</td>
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<tr>
<td>Wales</td>
<td>-</td>
<td>-</td>
<td>368</td>
<td>400</td>
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<tr>
<td>Scotland</td>
<td>-</td>
<td>-</td>
<td>1297</td>
<td>1300</td>
</tr>
<tr>
<td>Northern Ireland</td>
<td>-</td>
<td>-</td>
<td>314</td>
<td>157</td>
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<tr>
<td>UK wide</td>
<td>7,034</td>
<td>3,283</td>
<td>3,536</td>
<td>5,491</td>
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<tr>
<td><strong>Young people</strong></td>
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<td></td>
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<tr>
<td>Supported by UK Youth movement</td>
<td>830,500</td>
<td>854,112</td>
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<td>1,600,000</td>
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<tr>
<td>Online programmes</td>
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<td>41,355</td>
<td>47,014</td>
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<td>Face to face programmes</td>
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<td>32,183</td>
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<td>Outdoor education</td>
<td>18,501</td>
<td>23,313</td>
<td>22,052</td>
<td>25,733</td>
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<td>Total reached by UK Youth</td>
<td>55,735</td>
<td>98,708</td>
<td>94,913</td>
<td>107,420</td>
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<td><strong>Finance</strong></td>
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<tr>
<td>Income</td>
<td>£5.3 million</td>
<td>£5.7 million</td>
<td>£6.7 million</td>
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<tr>
<td>Surplus/deficit</td>
<td>£84,000</td>
<td>£185,000</td>
<td>£209,000</td>
<td>£198,000</td>
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<tr>
<td>Unrestricted funds</td>
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<td>£1,720,000</td>
<td>£2,097,000</td>
<td>£2,318,000</td>
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<tr>
<td><strong>Staff numbers</strong></td>
<td>72</td>
<td>80</td>
<td>93</td>
<td>96</td>
</tr>
</tbody>
</table>
As we enter the final year of our current strategy, we will be looking to consolidate our work of the past few years and complete any outstanding tasks linked to achieving our strategic goals. We anticipate that this will continue to be a time of change for the country as we navigate the United Kingdom’s likely departure from the EU. This will inevitably have consequences for young people as less time is spent on policy development that might benefit them and central funding for the youth sector remains unchanged.

Our purpose remains unchanged and ever more important in this political context. We will redouble our efforts to demonstrate the value of youth work in providing positive activities for young people, keeping them safe and developing their life skills. In this way we can play a vital role in equipping young people for education, training, work and life.

We will build a UK Youth Movement and work with the Government to set out their cross-departmental commitment to young people. Through working in partnership with other leading national youth charities and the grassroots youth organisations across the country who form part of our movement we believe we can win much needed support and investment for the sector.

Over the past year we have sought to address rising levels of serious violence, declining mental health and well-being and poor-quality employment opportunities for key groups of young people. These three areas will remain an important focus for us in 2019/20.

To support the UK Youth Movement, we will launch a range of collectives and masterclasses for youth work practitioners, bringing them together to explore best practice and share learnings. We will continue to deliver our much-needed free safeguarding training to ensure all young people have access to high quality provision in their local community.

Delivering our strategy for the future

As the evidence base around the importance of developing life skills grows, we will continue to invest in and build our portfolio of national skills development programmes across STEM, Arts, Wellbeing, Citizenship and Enterprise. Through these programmes we achieve a triple benefit; training local youth workers and volunteers with vital skills that will remain in their community, training young people in skills that will equip them for life, and upskilling members of the wider community through their participation in youth led volunteering and social action initiatives.

In addition, we are excited about the continued growth and success of our outdoor learning centre Avon Tyrrell. The number of visitors we receive is predicted to grow again in 2019/20 as the value of developing young people’s life skills through outdoor learning is recognised by more youth groups, schools and funders. We plan to welcome more young people with disabilities as we sustain our continuous investment and improvement plan for the centre; adding new equipment to improve accessibility and learning opportunities.

To deliver our strategic aims we will deliver against our financial targets, ensuring the charity remains in robust financial health by operating a mixed economy funding model that benefits from a diverse range of core, unrestricted, restricted and social investment income.

We will strive to ensure supporters of UK Youth report high satisfaction with their relationship with the charity and feel engaged and involved in our work with young people.

This will be a year for reflection and strategic planning, and we consult our stakeholders on what our future strategy should look like beyond 2020. We will be asking our broad range of stakeholders, including young people, youth workers, volunteers, staff, supporters, funders and government to tell us what they think our focus should be and provide constructive feedback on what we could do better.
We strive to support young people and the youth service providers who work with them by raising funding from a wide range of supporters and delivering our programmes through our national network as well as through our outdoor activity centre. We make every pound raised count through effective and responsible use of our resources whilst ensuring we remain a financially stable and sustainable organisation.

Income
In 2018/19 we raised £6.1 million towards our mission of providing access to appropriate, high quality services for young people across the UK. Our funders include trusts, foundations, corporates, government and individuals.

Of the total income of £6.1 million, £3.8 million was received as restricted income (money given for a specific purpose).

Expenditure
In 2018-19, we spent £5.9 million in achieving our mission, of which £5.5 million was spent on our charitable activities.

Our charitable expenditure dropped by £867,000 (11%) in line with our drop in income. Expenditure on youth work programmes fell by £388,000 as the value of our portfolio of programmes reduced. Our expenditure on supporting the movement also dropped, by £334,000, as we no longer incurred costs on the Creative Collisions conference. On the other hand there was an increase of £40,000 in expenditure on our advocacy role as we invested in this area in response to feedback from our partners in the movement on the value of this work.

As we no longer incurred costs on the Creative Collisions conference, support for youth work and young people dropped by £108,000. The Big Music programme came to an end. Although we were successful in attracting funding for new programmes including Empower and Reach Up, the overall value of our portfolio of programmes fell. Our movement income also fell, by £214,000, as Creative Collisions, the successful sector conference we organised in 2017-18, was not repeated.

Our income from outdoor education and from grants and donations were affected by an increasingly difficult funding environment.

Our expenditure on raising funds rose to £423,000 from £317,000, an increase of 33%. An increase of £171,000 in the cost of our fundraising events was driven by the costs of our biannual Art for Youth North event. The cost of our fundraising team increased by £63,000 as we continue to invest in fundraising capacity essential to drive the achievement of our goals.

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Charitable funds
Our overall results show an increase in our funds of £198,000 in 2018-19. The increase in unrestricted funds of £221,000 was offset by a decrease in restricted funds of £23,000 as we utilized funds held to cover the costs of implementing new customer relationship management software.

Trustees decided to set aside in designated funds a total of £324,000. £100,000 is committed to supporting further investment in facilities at our Avon Tyrrell outdoor activity centre to ensure we continue to offer a high quality experience to young people visiting the centre. A further £134,000 was set aside to cover the costs of relocating our London office to provide an accessible working environment for our London staff and a more central location for maintaining relationships with key stakeholders.

In setting the reserves policy, the Board of Trustees has considered the surplus or deficit accounting position and the current and future liquidity cover in the context of the funds required to safely and consistently carry on its activities through periods of uncertainty. In the current context, the Board of Trustees considers the key
measure of sustainability for UK Youth to be the level of unrestricted reserves excluding designated reserves (“free reserves”) in order to avoid any fluctuations threatening the financial stability of the group.

The key considerations of the Board of Trustees included:

- Sufficient working capital, in particular, as major funding arrangements are uncertain and increasingly include elements of payment by results
- Support for innovative programmes which require a period of development and testing prior to providing their case to external funders
- Investment in organisational development, strengthening our institutional infrastructure to better support frontline delivery and boost long-term stability and sustainability
- Investment in facilities at our outdoor education centre, Avebury, to maintain and improve the quality of experience offered to young people visiting our centre

The Finance Committee reviews annually the reserves policy and the level of reserves, including free reserves, which are shown in the financial statements. This review is approved by the Board of Trustees.

A risk-based approach, applying likelihood to a range of future costs, potential liabilities and risks is used to assess the amount of free reserves in addition to the core requirement for working capital. This is linked to the latest financial and business plan. Having regard to the guidance from the Charity Commission, the group’s strategic plans and economic and market conditions, the Board of Trustees judge that free reserves between £8.8m and £12.2m are required in order to ensure financial stability and act as a safeguard against volatile and unpredictable income streams and unforeseen expenditure or liabilities.

The Finance Committee monitors the reserves of the group on a quarterly basis as part of their review of the management accounts.

As at 31 March 2019, the Group’s free reserves stood at £987,000 (2018: £809,000) excluding properties valued at £240,000 (2018: £220,000) held for resale by National Association of Clubs for Young People. The Group’s unrestricted funds are £2,318,000 (2018: £2,097,000), with £1,091,000 (2018: £1,048,000) held in designated funds. The increase in general funds reflects the continued improvement in the financial performance of the charity and is within the range set out by the Board of Trustees.

The Board of Trustees has considered the plans for the 2019/20 financial year and the period covering at least 12 months from the signing of these financial statements. Although the general economic climate remains uncertain the Board of Trustees believe that the Group is well placed to continue its operations appropriately over this period.

Taking all of the above into account, the Board of Trustees has a reasonable expectation that the charity and the group has adequate resources to continue operating for the foreseeable future. Accordingly, the Board of Trustees believe that the going concern basis remains the appropriate basis on which to prepare the annual report and financial statements.

**Investment policy**

During the year our Board of Trustees carried out a review of investment policy, taking into account the objectives of the charity, the principal risks and uncertainties faced by the charity and the need to protect its funds against inflation. As a result, Trustees decided that the appropriate balance of risk and return could best be achieved by investing £400,000 of free reserves in medium-term investments with a time horizon of 3-5 years with the balance of free reserves to be invested in short term cash deposits. Investments will be made in socially responsible assets to reflect the mission of the charity.

Following this review, existing investments with Zedra UK Trusts were realised by 31 March 2019 and the Board of Trustees decided to invest £400,000 in Cazenove Capital Responsible Multi-asset Fund during 2019-20.

All investments held by the charity fall within those permitted by our Memorandum and Articles.
the charity’s beneficiaries through having some Trustees aged 25 or less. Each year a third of the Trustee Board retire by rotation and are eligible for re-election up to a maximum term of nine years unless otherwise approved by special resolution.

The Board of Trustees is responsible for the strategic direction of the charity and meets together with the Senior Leadership Team five times a year to review progress and to ensure that the charity is on track to meet its objectives. Reporting to the trustees is the Chief Executive who has direct responsibility for day to day management as well as the development and implementation of appropriate policies and strategies, assisted by their Senior Leadership Team.

New Trustees undergo an induction process and sign a Trustees’ agreement. The induction process includes a briefing on Trustees’ legal responsibilities (under charity and Company law), the content of the Memorandum and Articles of Association, the committee and decision-making processes, the work plan and recent financial performance of the charity. During the induction new Trustees are encouraged to visit the offices of the charity, meet key employees and discuss the work being undertaken. Trustees are encouraged to attend and participate in activities and events being organised by the charity and attend appropriate training events where this will facilitate the undertaking of their role.

Where necessary, UK Youth provides the appropriate resources for professional development and updating the capabilities of the Trustees – and the Chief Executive ensures that any new trustees receive appropriate induction on appointment. The Board of Trustees carries out regular governance reviews and a skills audit of Trustee capabilities to assess its own operations during the year. This is particularly important in terms of continuing to operate well to discharge key responsibilities for setting strategic goals, having the right balance in terms of experience and expertise and sufficient oversight and monitoring of the charity’s key risks.

The Board has delegated specific decisions to Board Committees via its formal Scheme of Delegation. The current sub-committees are: Finance, Organisational Development and Strategy and Impact. Details of the members of these committees can be found on page 64.

UK Youth Voice

UK Youth Voice is a group of young people elected annually from a national youth conference which plays a significant role in ensuring that young people are actively represented and involved in the decision-making processes and procedures of the charity. Details of the members of UK Youth Voice can be found on page 65.

The Senior Leadership Team

To facilitate effective operations, the Chief Executive has delegated authority, within terms of delegation, for operational matters including finance, employment, youth work and Avon Tyrell related activity.

The Trustees regard the Senior Leadership Team as the key management personnel of the charity. During the year the Senior Leadership Team was made up of the Chief Executive, the Deputy Chief Executive and Director of Youth Work and five directors, the Directors of Operations and Avon Tyrell, Finance, National Programmes, Partnerships and Policy.

Remuneration of the Senior Leadership Team is set by the Organisational Development Committee who draw on a wide range of sources and establish ranges of remuneration giving an appropriate salary structure within the charity comparable with similar organisations, as well as reviewing performance of senior management.

Related parties

The charity’s wholly owned subsidiary, Youth Work (UK) Ltd., was established to operate certain commercial activities and Gift Aids its profits to the charity. This company was dormant throughout the year with no transactions occurring but has become active after the end of the financial year.

On 15 September 2017, the charity entered into a Strategic Alliance Agreement with The National Association of Clubs for Young People trading as Ambition. As a result of this agreement, UK Youth appointed the majority of the Board of Trustees of Ambition and Ambition is therefore considered a subsidiary by virtue of deemed control. The objectives of Ambition are similar to those of UK Youth.

Fundraising

We are extremely grateful for the donations our supporters give us, without which we could not do our work. We are committed to using their donations effectively and fundraising for our work in a responsible way.

Our supporters are at the heart of all our fundraising activity. UK Youth is registered with the Fundraising Regulator and adheres to the Code of Fundraising Practice and an internal set of standards set out in the UK Youth Fundraising Promise.

The UK Youth Supporter Promise was developed this year to outline the standards we set ourselves and our commitment to UK Youth supporters. It focuses on four core commitments:

• Our fundraising and how it supports the advancement of our mission
• Our transparency about how we raise and spend donations
• Our respect for our supporters and their personal information
• Our commitment to maintaining the highest standards in our fundraising

We are committed to ensuring that all donors are treated fairly and enabled to make informed decisions to support us and, as part of this commitment, we do not seek to raise donations from young people. During 2018/19 we did not receive any complaints with regards to our fundraising activity.

We monitor our fundraising activity carefully, as well as the overall supporter experience. Over the last 12 months we have undertaken engagement with our supporters to better understand their experiences and to seek feedback. We have done this through surveys and 1:1 meetings with our corporate partners and individual supporters. We will continue to build on this practice throughout 2019/20, to ensure we continually improve our supporter experience.

We recognise the importance of having diverse income streams and have a broad base of supporters. In 2018/19 our fundraising income included:

• Corporate partners- who support the charity through financial donations as well as volunteering and pro-bono support
• Individual givers- who choose to donate to UK Youth through either one-off donations or monthly commitments
• Trusts & Foundations- who award UK Youth grants supporting the delivery of programmes with young people, and core funding for the organisation
• Statutory sources- funding from national and local government and other public bodies for our work with young people and youth organisations across the network
• Events- each year we deliver a range of exciting fundraising events that include our flagship Gala Dinner and Art for Youth London Exhibition. These events are supported by fundraising committees who generously donate their time and expertise to help raise funds. We also support participants to raise funds through undertaking challenge events such as the London Marathon

UK Youth is compliant with data protection laws, and fully complies with our obligations under the General Data Protection Regulation (GDPR). We store and process personal data only with the consent of the data holder, for the purpose of delivering our services.

Diversity and inclusion

UK Youth is committed to employing and partnering with people from diverse cultures and backgrounds, and with a wide range of experiences, to ensure equality, diversity and inclusion are embedded in everything we do. We aim to bring together people with different points of view and operate in a way that enables such differences to be embraced and respected, where everyone feels valued and we get the best outcomes.

It is this diversity of talent that allows us to deliver the work we do directly for and on behalf of young people.

We have established a diversity and inclusion taskforce to give our employees the opportunity to shape a great place to work. We are committed to providing accessible programmes and services and try to involve different users to help shape what we do.

Safeguarding

The safeguarding of children, young people and adults at risk is paramount in all that we do as an organisation.

We recognise our responsibility to promote safe practice and to work with the young people we engage with from harm. All employees and volunteers receive safeguarding training as part of their induction, followed by regular refresher training.

We are committed to identifying and minimising safeguarding risks across all our activities through appropriate training, risk assessments, policies and processes. We have a strong ethos throughout the charity to deliver good safeguarding practices and we take any report of suspected harm, abuse or neglect and have a robust process to deal with an incident if it were to arise.

We operate safe and transparent recruitment practices, which incorporate appropriate DBS checks. We risk assess criminal records, and do not engage anyone who is deemed to present an unacceptable level of risk. We have a Safeguarding Policy, which sets out our mandatory standards and provides clear details of our reporting process. Safeguarding for the charity is headed up by our Designated Safeguarding Officer who is supported by a small team, responsible for: regularly reviewing and enhancing the Safeguarding Policy and associated practices in line with legal and organisational developments; effective management of safeguarding incidents; providing advice and guidance; training; and reporting Safeguarding Incidents to the Trust’s Organisational Development Committee.

We are committed to supporting the development of better safeguarding practices across the whole of the Youth Sector through: our Safe Spaces programme; regularly advising organisations on safeguarding; and engaging and supporting a number of safeguarding bodies.

Diversity and inclusion

UK Youth is committed to employing and partnering with people from diverse cultures and backgrounds, and with a wide range of experiences, to ensure equality, diversity and inclusion are embedded in everything we do. We aim to bring together people with different points of view and operate in a way that enables such differences to be embraced and respected, where everyone feels valued and we get the best outcomes.

It is this diversity of talent that allows us to deliver the work we do directly for and on behalf of young people.

We have established a diversity and inclusion taskforce to give our employees the opportunity to shape a great place to work. We are committed to providing accessible programmes and services and try to involve different users to help shape what we do.
Our equal opportunities, dignity at work and diversity policy sets out our commitment to promoting equality for all and guarding against discrimination on the grounds of disability or any other protected characteristic, including through our approach to recruitment, selection, training, development and promotion. The charity firmly believes in gender equality across all aspects of our employment.

When it comes to diversity and inclusion, we want to set a high benchmark. And, while we know we still have a long way to travel, over the past year we have made progress over the past year and we will work hard to continue to progress and improve our diversity, inclusion and equality.

**Risk management**

The Board of Trustees have a risk management strategy that comprises:

- Ongoing review of the risks the charity may face
- The establishment of systems and procedures to mitigate those risks identified
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise

We have implemented a system of review and reporting on the identification and management of risk with the aim of continuous improvement in all our related policies and procedures. This work is carried out by the Senior Leadership Team, supervised by the Organisational Development Committee and reviewed on a regular basis by the Board of Trustees. It has enabled the charity to plan emergency procedures and make contingency plans where these are appropriate.

Principal risks during 2018-19 and our approach to their management were:

- **Health and Safety**
  - The safety of young people as well as our staff, supporters, volunteers and contractors is also a high priority and we maintain a high standard of safety processes including training, risk assessment and inspection of our facilities.

- **Safeguarding**
  - The safeguarding of young people and adults at risk is a major priority of the charity. We invest considerable time and resources in contributing to and maintaining awareness of risks and best practice in safeguarding and in ensuring our policies and procedures are fully up to date and fit for purpose and risk assessment is embedded in our practices. Our staff are regularly trained in those policies and procedures. We have developed our own Safe Spaces framework and promote its use across the youth sector and with our delivery partners.

- **Environmental impact**
  - The impact on the environment of our activities, particularly at Avon Tyrrell outdoor activity centre, is also prioritized in our policies and procedures and includes programmes of monitoring, auditing and preventative maintenance.

- **Financial sustainability**
  - We operate in an uncertain economic and political environment and the impact of this uncertainty on our supporters and funders is one of our key risks. This is heightened at present by the uncertain outcome of Brexit negotiations. We carefully manage our finances by means of thorough business planning and ongoing monitoring and forecasting of key financial indicators to assess our generation of income, solvency and liquidity.

- **Changes to legislation and regulation**
  - Our operations are affected by many areas of regulation over and above those associated with safeguarding, health and safety and the environment, including those associated with fundraising and other aspects of charities regulation. We regularly update and review our practices to ensure we meet the high standards of probity and transparency expected by our supporters, funders and regulators and comply with best practice guidance as well as regulatory requirements.

**Trustees’ responsibilities in relation to the financial statements**

Company law requires the Trustees to prepare financial statements that give a true and fair view of the state of affairs of the Group and of the charity at the end of the financial year and of its surplus or deficit for the financial year. In doing so the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Prepare the financial statements on the going concern basis unless it is appropriate to presume that the Group will not continue in business

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

In accordance with Company law, as the Company’s directors, we confirm that:

- So far as we are aware, there is no relevant audit information of which the Company’s auditors are unaware
- As the directors of the Company we have taken the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the Group’s auditors are aware of that information

Approved by the Board of Trustees on 10th September 2019 and signed on their behalf by:

Lady Anne Stoneham MBE
Chair of Trustees
In our opinion, the financial statements:

- provide a basis for our opinion.
- give a true and fair view of the state of the group’s assets and liabilities, the group’s surplus or deficit, and the group’s profit or loss for the year ended 31 March 2019 (the ‘parent charity’) and its subsidiary (the ‘group’) and of the group’s cash flows for that period.
- are prepared in accordance with applicable legal requirements of the Companies Act 2006, including FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group’s assets and liabilities, the group’s surplus or deficit, and the group’s cash flows for the year ended 31 March 2019 and of the group’s income and expenditure for the year then ended
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- have been prepared in accordance with the requirements of the Companies Act 2006

We have audited the financial statements of UK Youth (the ‘parent charity’) and its subsidiary (the ‘group’) for the year ended 31 March 2019 which comprise the consolidated statement of financial activities, the consolidated and charity balance sheets, the consolidated cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group’s assets and liabilities, the group’s surplus or deficit, and the group’s cash flows for the year then ended
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- have been prepared in accordance with the requirements of the Companies Act 2006

The terms on which the United Kingdom may withdraw from the European Union are not clear, and it is therefore not currently possible to evaluate all the potential implications to the group’s and charity’s activities, suppliers and the wider economy.

We considered the impact of Brexit on the group and charity as part of our audit procedures, applying a standard firm wide approach in response to the uncertainty associated with the group’s and charity’s future prospects and performance.

However, no audit should be expected to predict the unknowable factors or all possible implications for the charity and this is particularly the case in relation to Brexit.

In our opinion, the financial statements:

- give a true and fair view of the state of the group’s assets and liabilities, the group’s surplus or deficit, and the group’s cash flows for the year then ended
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- have been prepared in accordance with the requirements of the Companies Act 2006

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

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

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

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

The Trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor’s report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

We have not identified any 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 which includes the Strategic Report and the Directors’ Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements
- the Strategic Report and the Directors’ Report included within the Trustees’ Report has been prepared in accordance with applicable legal requirements

In light of the knowledge and understanding of the group and the parent charity and its environment obtained in the course of the audit, we have not identified any material misstatements in the Strategic Report or the Directors’ Report included within the Trustees’ Report.

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

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us
- the parent charity financial statements are not in agreement with the accounting records and returns
- certain disclosures of trustees’ remuneration specific by law are not made
- we have not received all the information and explanations we require for our audit

As explained more fully in the trustees’ responsibilities statement set out on page 45, the trustees (who are also the directors of the parent charity for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the group’s and the parent charity’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council’s website at www.frc.org.uk/audit/ourresponsibility. This description forms part of our auditor’s report.
### Consolidated statement of financial activities (incorporating an income and expenditure account)

#### for the year ended 31 March 2019

<table>
<thead>
<tr>
<th>Notes</th>
<th>2019 Unrestricted</th>
<th>2018 Unrestricted</th>
<th>2019 Restricted</th>
<th>2018 Restricted</th>
<th>Total</th>
<th>2019 Total</th>
<th>2018 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>General Funds</td>
<td>Designated Funds</td>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
</tr>
<tr>
<td></td>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
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<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>Income from:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Donations and legacies</td>
<td>2</td>
<td>283</td>
<td>-</td>
<td>208</td>
<td>491</td>
<td>110</td>
<td>-</td>
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<tr>
<td>Charitable activities - non formal education</td>
<td>3</td>
<td>1,612</td>
<td>-</td>
<td>3,594</td>
<td>5,206</td>
<td>2,113</td>
<td>-</td>
</tr>
<tr>
<td>Other trading activities - fundraising events</td>
<td>4</td>
<td>362</td>
<td>-</td>
<td>-</td>
<td>362</td>
<td>369</td>
<td>-</td>
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<tr>
<td>Investments</td>
<td>5</td>
<td>35</td>
<td>-</td>
<td>35</td>
<td>14</td>
<td>-</td>
<td>-</td>
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<tr>
<td>Total</td>
<td>2,292</td>
<td>-</td>
<td>3,802</td>
<td>6,094</td>
<td>2,606</td>
<td>-</td>
<td>4,096</td>
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<td>Expenditure on:</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Raising funds</td>
<td>6</td>
<td>423</td>
<td>-</td>
<td>423</td>
<td>317</td>
<td>-</td>
<td>-</td>
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<tr>
<td>Charitable activities</td>
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<td>1,468</td>
<td>204</td>
<td>3,812</td>
<td>5,484</td>
<td>2,006</td>
<td>114</td>
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<tr>
<td>Total</td>
<td>1,891</td>
<td>204</td>
<td>3,812</td>
<td>5,907</td>
<td>2,323</td>
<td>114</td>
<td>4,051</td>
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<tr>
<td>Net gains/(losses) on investments</td>
<td>11</td>
<td>-</td>
<td>-</td>
<td>11</td>
<td>(5)</td>
<td>-</td>
<td>-</td>
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<tr>
<td>Net income/(expenditure)</td>
<td>412</td>
<td>(204)</td>
<td>(10)</td>
<td>198</td>
<td>278</td>
<td>(114)</td>
<td>45</td>
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<tr>
<td>Transfers between funds</td>
<td>(234)</td>
<td>247</td>
<td>(3)</td>
<td>-</td>
<td>(100)</td>
<td>142</td>
<td>(42)</td>
</tr>
<tr>
<td>Funds transferred on acquisition of Ambition</td>
<td>20</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>171</td>
<td>-</td>
<td>143</td>
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<tr>
<td>Net movements in funds</td>
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<td>43</td>
<td>(3)</td>
<td>198</td>
<td>349</td>
<td>28</td>
<td>146</td>
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<td>Reconciliation of funds:</td>
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<td></td>
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<tr>
<td>Total funds brought forward</td>
<td>1,049</td>
<td>1,048</td>
<td>178</td>
<td>2,275</td>
<td>700</td>
<td>1,020</td>
<td>32</td>
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<tr>
<td>Total funds carried forward</td>
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<td>1,091</td>
<td>155</td>
<td>2,473</td>
<td>1,049</td>
<td>1,048</td>
<td>178</td>
</tr>
</tbody>
</table>

This consolidated statement of financial activities includes all gains and losses during the year:

All amounts relate to continuing activities.

The consolidated statement of financial activities is for the group as a whole. Total underlying income for the year for the charity only was £203,000 (2018: £296,000).

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**Use of the audit report**

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

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**Nicola Wakefield**

(Senior Statutory Auditor)

for and on behalf of Mazars LLP
Chartered Accountants and Statutory Auditor
Times House, Throwley Way, Sutton, Surrey, SM1 4J Q

18 November 2019
Consolidated statement of cash flows

for the year ended 31 March 2019

<table>
<thead>
<tr>
<th>Notes</th>
<th>Group 2019 £’000</th>
<th>Group 2018 £’000</th>
<th>Charity 2019 £’000</th>
<th>Charity 2018 £’000</th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>1,177</td>
<td>1,268</td>
<td>857</td>
<td>948</td>
</tr>
<tr>
<td>12</td>
<td>1</td>
<td>404</td>
<td>403</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1,178</td>
<td>1,672</td>
<td>857</td>
<td>1,351</td>
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<tr>
<td>13</td>
<td>2,786</td>
<td>2,746</td>
<td>2,780</td>
<td>2,737</td>
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<td></td>
<td>3,003</td>
<td>3,072</td>
<td>3,093</td>
<td>3,150</td>
</tr>
<tr>
<td>14</td>
<td>(1,708)</td>
<td>(2,469)</td>
<td>(1,696)</td>
<td>(2,450)</td>
</tr>
<tr>
<td></td>
<td>2,473</td>
<td>2,275</td>
<td>2,254</td>
<td>2,051</td>
</tr>
</tbody>
</table>

Consolidated and charity balance sheets

as at 31 March 2019

<table>
<thead>
<tr>
<th>Notes</th>
<th>Group 2019 £’000</th>
<th>Group 2018 £’000</th>
<th>Charity 2019 £’000</th>
<th>Charity 2018 £’000</th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>1,177</td>
<td>1,268</td>
<td>857</td>
<td>948</td>
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<td>1</td>
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<td>857</td>
<td>1,351</td>
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<td>2,746</td>
<td>2,780</td>
<td>2,737</td>
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<tr>
<td></td>
<td>3,003</td>
<td>3,072</td>
<td>3,093</td>
<td>3,150</td>
</tr>
<tr>
<td>14</td>
<td>(1,708)</td>
<td>(2,469)</td>
<td>(1,696)</td>
<td>(2,450)</td>
</tr>
<tr>
<td></td>
<td>2,473</td>
<td>2,275</td>
<td>2,254</td>
<td>2,051</td>
</tr>
</tbody>
</table>

The charity’s net movement in funds for the year was an increase of £222,000 (2018: £296,000).
The financial statements set out on pages 49-63 were approved by the Board of Trustees on 10th September 2019 and signed on their behalf by:

Lady Anne Stoneham MBE
Chair of Trustees
Company number 05402004
Charity number 1110590
1. Accounting policies
A summary of the more important accounting policies, which have been consistently applied, is set out below.

1.1. Charitable status
UK Youth is a company limited by guarantee incorporated in England and Wales and a charity registered with the Charity Commission for England and Wales.

1.2. Basis of accounting and consolidation
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)) and the Companies Act 2006. The Trustees have reviewed the going concern position and consider it is appropriate for these financial statements to be prepared on the going concern basis.

UK Youth 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 note(s).

The consolidated group financial statements include the financial statements of UK Youth (charity number 1110590, company number 05402004) (“the Charity”) and its subsidiary undertakings, The National Association of Clubs for Young People and Youth Work (UK) Limited. The accounting year end for all undertakings is 31 March. There was an additional 100% owned subsidiary company, youth Achievement Trust which was incorporated on 27 December 2013, and did not trade in the periods ended 31 March 2019 and 2018 and so has been excluded from the consolidation on the grounds that it is not material.

On 15 September 2017, the Charity entered into a Strategic Alliance Agreement with The National Association of Clubs for Young People trading as Ambition. As a result of this agreement, UK Youth appointed the majority of the Board of Trustees of Ambition and it is therefore considered a subsidiary by virtue of deemed control. The income and expenditure of Ambition for the periods from 15 September 2017 to 31 March 2019 have been included in the Group Consolidated Statement of Financial Affairs and the net assets and funds of Ambition as at 31 March 2018 and 2019 have been included in the Group Balance Sheet.

1.3. Significant estimates and judgments
The following accounting estimates and judgments made in the preparation of these financial statements are considered significant because of their complexity and their impact on the financial statements.

 Recognition of income on long-term performance related grants and contracts: In recognising income over the life of these contracts, judgments are made in connection with the expected overall performance on each contract and the progress made in the accounting period and valuation of property assets.

 Freehold properties held for resale were valued by an independent professionally qualified surveyor in September 2017. The valuations have been reviewed in the light of movements in relevant indices of property values since the date of the valuations and it has been concluded that there have been no significant changes to the fair value of the properties.

1.4. Funds
Following the requirements of the Charities SORP (FRS102) all the funds of UK Youth have been analysed over the different types of funds, which are:

Restricted funds
Restricted funds are those where the donor has imposed restrictions on how the fund may be used, but which do not prevent the fund being spent.

Unrestricted funds
Unrestricted funds are those which are not subject to any special restrictions and they can be used as the Trustees decide. Designated funds are part of unrestricted funds set aside for a purpose specified by Trustees. General funds are all other unrestricted funds.

1.5. Income
All income has been included in the Consolidated Statement of Financial Activities on an accruals basis. Donations and grant income is only recognised where and to the extent that any terms and conditions have been met and there is unconditional entitlement to the income. In the case of performance related grants and contracts, income received in advance is deferred and released in line with performance. That part of the income which has been deferred is included in creditors.

1.6. Expenditure
All expenditure is included in the Consolidated Statement of Financial Activities on an accruals basis. Expenditure on charitable activities is all expenditure directly relating to the objects of the charity. Expenditure on raising funds is expenditure incurred in seeking voluntary contributions to the charity and organising activities to generate funds. Support costs are allocated based on the approximate time spent on each activity.

1.7. Tangible assets
Tangible assets brought into use are depreciated over their estimated useful lives. Depreciation rates vary according to the class of asset and are principally:

Avon Tyrell cabins and boathouse - straight line over 20 years
Avon Tyrell equipment - straight line over 5-10 years
Computers - straight line over 3 years
Fixtures, fittings and office equipment - straight line over 5-10 years
Leasehold improvements of Avon Tyrell - straight line over 20 years

Properties held for resale in the subsidiary the National Association of Clubs for Young People are not depreciated. These properties come into ownership of the subsidiary when youth associations close down and the subsidiary is named in the constitutional documents of the association as the residual beneficiary on closure. The Trustees intend to dispose of these properties as soon as appropriate arrangements can be put in place.

1.8. Investments
Listed investments are included in the balance sheet at mid-market value. Gains and losses whether realised or unrealised are reflected in the Consolidated Statement of Financial Activities.

1.9. Stock
Stock is valued at the lower of cost on the first in first out method and net realisable value.

1.10. Debtors
Trade and other debtors are recognised at the settlement amount due, less any provision for bad or doubtful amounts. Such provisions are specific and applied in a consistent manner based on aged debts and other factors affecting potential recoverability.

1.11. Creditors
Trade and other creditors are recognised at transaction price due, after allowing for any trade discounts. Deferred income represents invoices raised and cash receipts, for which income recognition criteria is not yet met, and will be satisfied in future accounting periods. Such amounts are not discounted. Deferred income relates to funding received from various sources in advance of the year end in respect of activities which were carried out after the year end.

1.12. Concessionary loans
Loans made and received in pursuit of the Charity’s charitable purposes are held within debtors and creditors respectively and are stated at original cost and subsequently adjusted for any subsequent repayment or impairment.

1.13. VAT
The Charity and its subsidiary, the National Association of Clubs for Young People, are partially exempt for VAT. VAT incurred which cannot be recovered is written off as part of support costs.
Notes to the financial statements

2 Income from donations and legacies

Unrestricted Restricted Total Unrestricted Restricted Total
£'000 £'000 £'000 £'000 £'000 £'000

Donations from individuals and corporates 197 - 197 122 71 193
Legacies 2 - 2 (32) 2 10
Grants from trusts and foundations 84 208 292 - 353 353
283 208 491 110 426 536

3 Income from charitable activities: non-formal education

Unrestricted Restricted Total Unrestricted Restricted Total
£'000 £'000 £'000 £'000 £'000 £'000

Programme funding from public sector sources 58 746 804 175 1,510 1,685
Programme funding from other sources 27 2,813 2,840 106 2,138 2,244
Total programme funding 85 3,559 3,644 281 3,648 3,929
Income from Avon Tyrrell Outdoor Activity Centre 1,484 - 1,484 1,562 - 1,562
Other income from non-formal education 43 35 78 270 21 292
1,612 3,594 5,206 2,113 3,670 5,783

Programme funding from public sector sources

Cabinet Office - National Citizenship Service 58 - 58 104 - 104
Big Lottery Fund - The Big Music project - 342 342 - 71 1,180 1,251
Sport England - Active Youth - - - - 160 160
EU - Erasmus programme - 1 1 - 5 5
Office of Civil Society - 1 1 - - -
British Council - 4 4 - - -
Access Foundation - 67 67 - - -
Queen's Young Leaders - - - - 8 8
Southampton City Council - 40 40 - - -
Home Office & Local Authorities - 291 291 - 157 157
58 746 804 175 1,510 1,685

4 Income from other trading activities: fundraising events

Unrestricted Restricted Total Unrestricted Restricted Total
£'000 £'000 £'000 £'000 £'000 £'000

Art for Youth exhibition and auction 188 - 188 159 - 159
Fundraising activities 115 - 115 122 - 122
Sponsored challenge events 59 - 59 88 - 88
362 - 362 369 - 369

5 Income from investments

Unrestricted Unrestricted
and total and total
£'000 £'000

2019 2018 2019 2018

Income from listed investments 4 5 31 9
Interest received - 25 - 53

6 Expenditure on raising funds

2019 2018 £'000 £'000

Direct costs 106 43
Costs of fundraising events 292 222
Support costs 25 53
423 317

7 Expenditure on charitable activities

Activities undertaken Grant Support Total Activities undertaken Grant Support Total
directly funding of costs amount directly funding of costs amount
£'000 £'000 £'000 £'000 £'000 £'000 £'000 £'000

Non-formal educational programmes 2,600 122 858 3,580 3,363 - 605 3,968
Avon Tyrrell outdoor activity centre 1,501 - 90 1,591 1,385 - 204 1,589
Other non-formal education 151 - 39 190 256 - 167 101 524
Communications and policy 90 - 18 108 57 - 11 66
Governance 15 - 15 42 - 42
Total 4,357 122 1,005 5,444 3,083 167 921 6,171

8 Staff costs

2019 2018 £'000 £'000

The average weekly number of people employed (Group and Charity) were:

full time 76 75
part time 20 18
Total 96 93

2019 2018 £'000 £'000

Staff costs were made up as follows:

Wages and salaries 2,353 2,187
Social security costs 210 198
Pension costs 77 55
2,640 2,540

54 UK YOUTH
Notes to the financial statements

Trustees do not receive any remuneration for their services to UK Youth or any subsidiary.

During the year ended 31 March 2019 six (2018: 9) key management personnel received remuneration totalling £399,041 (2018: £438,145).

During the year ended 31 March 2019 three employees received remuneration between £60,000 and £68,999 (2018: 2), two employees received between £70,000 and £79,999 and no employees received between £80,000 and £89,999 (2018: 1).

During the year ended 31 March 2019 four Trustees (2018: 8) were reimbursed a total of £1,462 (2018: £1,829). This covered out-of-pocket expenses.

9 Pension costs

The Charity contributes up to 5% matched funding into various stakeholder pension schemes. There were ninety-four (2018: 94) members in these schemes. The amounts paid in respect of these were £77,000 (2018: £55,000).

10 Net movement in funds

Expenditure charged in arriving at the net movement in funds includes:

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost or valuation</td>
<td>£000</td>
<td>£000</td>
</tr>
<tr>
<td>Additions</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Disposals</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>At 31 March 2019</td>
<td>£000</td>
<td>£000</td>
</tr>
<tr>
<td>Accumulated depreciation</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Charge for year</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>On disposals</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>At 31 March 2019</td>
<td>£000</td>
<td>£000</td>
</tr>
<tr>
<td>Net book value</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

961

11 Tangible assets

<table>
<thead>
<tr>
<th></th>
<th>Freehold property</th>
<th>Outdoor activity centre property improvements</th>
<th>Outdoor activity centre equipment</th>
<th>Outdoor activity centre cabins and boathouse</th>
<th>Furniture, fittings, and IT</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group</td>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
</tr>
<tr>
<td>Cost or valuation</td>
<td>-</td>
<td>375</td>
<td>108</td>
<td>1,259</td>
<td>57</td>
<td>1,799</td>
</tr>
<tr>
<td>Additions</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>27</td>
<td>-</td>
<td>27</td>
</tr>
<tr>
<td>Disposals</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>At 31 March 2019</td>
<td>-</td>
<td>375</td>
<td>135</td>
<td>1,259</td>
<td>57</td>
<td>1,826</td>
</tr>
<tr>
<td>Accumulated depreciation</td>
<td>-</td>
<td>136</td>
<td>75</td>
<td>633</td>
<td>7</td>
<td>851</td>
</tr>
<tr>
<td>Charge for year</td>
<td>-</td>
<td>19</td>
<td>20</td>
<td>63</td>
<td>16</td>
<td>11</td>
</tr>
<tr>
<td>On disposals</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>At 31 March 2019</td>
<td>-</td>
<td>155</td>
<td>95</td>
<td>696</td>
<td>23</td>
<td>969</td>
</tr>
<tr>
<td>Net book value</td>
<td>-</td>
<td>220</td>
<td>40</td>
<td>563</td>
<td>34</td>
<td>1,177</td>
</tr>
<tr>
<td>At 31 March 2018</td>
<td>-</td>
<td>239</td>
<td>33</td>
<td>626</td>
<td>50</td>
<td>1,268</td>
</tr>
</tbody>
</table>

12 Investments

<table>
<thead>
<tr>
<th></th>
<th>Group 2019</th>
<th>Group 2018</th>
<th>Charity 2019</th>
<th>Charity 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Listed investments</td>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
</tr>
<tr>
<td>Subsidiary undertakings</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>
| Listed investments all comprise shares listed on a recognised stock exchange. Their value is determined by the mid-market value at the balance sheet date.

Movements during the year:

<table>
<thead>
<tr>
<th></th>
<th>Group 2019</th>
<th>Group 2018</th>
<th>Charity 2019</th>
<th>Charity 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Listed investments</td>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
</tr>
<tr>
<td>Subsidiary undertakings</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

12 Investments

All tangible fixed assets are used for charitable purposes.
Notes to the financial statements

Investments held at 31 March 2019 exceeding 5% of the total market value were as follows:

<table>
<thead>
<tr>
<th>Fund Name</th>
<th>2019 £’000</th>
<th>2018 £’000</th>
</tr>
</thead>
<tbody>
<tr>
<td>BNY Mellon Global Higher Income</td>
<td>-</td>
<td>29</td>
</tr>
<tr>
<td>JPMorgan US Equity Income NAV</td>
<td>-</td>
<td>29</td>
</tr>
<tr>
<td>M&amp;G Chartham Income</td>
<td>-</td>
<td>27</td>
</tr>
<tr>
<td>Union Bancaire Convertibles Europe</td>
<td>-</td>
<td>27</td>
</tr>
<tr>
<td>Invesco Fund Managers Corporate Bond CC</td>
<td>-</td>
<td>26</td>
</tr>
<tr>
<td>Fil Investment Services Income Net</td>
<td>-</td>
<td>25</td>
</tr>
<tr>
<td>I Shares II UK Property ETF</td>
<td>-</td>
<td>24</td>
</tr>
<tr>
<td>F&amp;C Fund Management European Growth and Income</td>
<td>-</td>
<td>24</td>
</tr>
<tr>
<td>I Shares UK Corporate Bonds ETF</td>
<td>-</td>
<td>23</td>
</tr>
<tr>
<td>I Shares Emerging Markets Dividend ETF</td>
<td>-</td>
<td>20</td>
</tr>
</tbody>
</table>

The subsidiary undertakings are as detailed below:

<table>
<thead>
<tr>
<th>Holding</th>
<th>Country of incorporation</th>
<th>Principal activity</th>
<th>Net assets / (liabilities) at 31 March 2019 £’000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Youth Work UK Limited (Limited by shares)</td>
<td>100% UK</td>
<td>Dormant</td>
<td>(£3)</td>
</tr>
<tr>
<td>National Association of Clubs for Young People trading as Ambition (Limited by guarantee)</td>
<td>Deemed UK</td>
<td>Youth work</td>
<td>222</td>
</tr>
</tbody>
</table>

The National Association of Clubs for Young People was acquired on 15 September 2017. Details are set out in note 20.

Details of transactions with subsidiaries during the year and balances at the year end are set out below. All transactions are removed on consolidation.

<table>
<thead>
<tr>
<th>Subsidiary</th>
<th>Transactions</th>
<th>Income/ (expenditure) £’000</th>
<th>Debtor/ (creditor) £’000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Youth Work UK Limited</td>
<td>No transactions during the year</td>
<td>-</td>
<td>(£3)</td>
</tr>
<tr>
<td>National Association of Clubs for Young People trading as Ambition</td>
<td>Current account financing</td>
<td>-</td>
<td>(£96)</td>
</tr>
</tbody>
</table>

13 Debtors

<table>
<thead>
<tr>
<th>Group</th>
<th>Group</th>
<th>Charity</th>
<th>Charity</th>
</tr>
</thead>
<tbody>
<tr>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
</tr>
<tr>
<td>Trade debtors</td>
<td>144</td>
<td>287</td>
<td>144</td>
</tr>
<tr>
<td>Other debtors</td>
<td>24</td>
<td>13</td>
<td>21</td>
</tr>
<tr>
<td>Prepayments</td>
<td>37</td>
<td>17</td>
<td>37</td>
</tr>
<tr>
<td>Amount owed by Subsidiaries</td>
<td>205</td>
<td>317</td>
<td>301</td>
</tr>
</tbody>
</table>

14 Creditors: amounts falling due in less than one year

<table>
<thead>
<tr>
<th>Group</th>
<th>Group</th>
<th>Charity</th>
<th>Charity</th>
</tr>
</thead>
<tbody>
<tr>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
<td>£’000</td>
</tr>
<tr>
<td>Trade creditors</td>
<td>177</td>
<td>87</td>
<td>174</td>
</tr>
<tr>
<td>Other creditors</td>
<td>114</td>
<td>140</td>
<td>114</td>
</tr>
<tr>
<td>Accruals</td>
<td>667</td>
<td>868</td>
<td>658</td>
</tr>
<tr>
<td>Deferred income</td>
<td>750</td>
<td>1,374</td>
<td>750</td>
</tr>
<tr>
<td>Total</td>
<td>1,708</td>
<td>2,469</td>
<td>1,696</td>
</tr>
</tbody>
</table>

15 Restricted income funds

<table>
<thead>
<tr>
<th>Funds at 31 March 2019 £’000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group</td>
</tr>
<tr>
<td>£’000</td>
</tr>
<tr>
<td>------</td>
</tr>
<tr>
<td>Youth Work UK Limited</td>
</tr>
<tr>
<td>National Association of Clubs for Young People trading as Ambition</td>
</tr>
<tr>
<td>Big Lottery Fund - The Big Music Project</td>
</tr>
<tr>
<td>EU - Erasmus programme</td>
</tr>
<tr>
<td>Liberty - Money for Life</td>
</tr>
<tr>
<td>Microsoft - Generation Code</td>
</tr>
<tr>
<td>Coca Cola - Reach Up</td>
</tr>
<tr>
<td>Starbucks Youth Action</td>
</tr>
<tr>
<td>Spirit of 2012 - EmpowerHER</td>
</tr>
<tr>
<td>Nesta</td>
</tr>
<tr>
<td>Co-operative Community Fund</td>
</tr>
<tr>
<td>British and Foreign Schools Society</td>
</tr>
<tr>
<td>British Council</td>
</tr>
</tbody>
</table>

Other restricted funds

<table>
<thead>
<tr>
<th>Identity Fund</th>
<th>£’000</th>
<th>£’000</th>
<th>£’000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Well Fund</td>
<td>32</td>
<td>32</td>
<td>-</td>
</tr>
<tr>
<td>donations and grants towards capital expenditure</td>
<td>20</td>
<td>62</td>
<td>-</td>
</tr>
<tr>
<td>Bursary Fund</td>
<td>11</td>
<td>11</td>
<td>17</td>
</tr>
<tr>
<td>Fidelity Trust - CRM project</td>
<td>40</td>
<td>40</td>
<td>-</td>
</tr>
<tr>
<td>Southampton City Council</td>
<td>87</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Access Foundation: social investment in the youth sector</td>
<td>3</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Clarion Housing: outcomes framework</td>
<td>59</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Clarion Housing: outcomes framework</td>
<td>59</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Media Trust</td>
<td>6</td>
<td>6</td>
<td>-</td>
</tr>
<tr>
<td>Monday Trust</td>
<td>292</td>
<td>292</td>
<td>-</td>
</tr>
<tr>
<td>Home Office: Prevent Fund for safeguarding training</td>
<td>290</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Avon Tyrell: wellbeing programmes</td>
<td>21</td>
<td>21</td>
<td>-</td>
</tr>
<tr>
<td>Voice network: Paul Hamlyn Foundation</td>
<td>30</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Voice network: other</td>
<td>15</td>
<td>15</td>
<td>-</td>
</tr>
<tr>
<td>Esmee Fairbairn Trust: core costs</td>
<td>100</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

Restricted funds - Charity

<table>
<thead>
<tr>
<th>Funds at 31 March 2019 £’000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group</td>
</tr>
<tr>
<td>£’000</td>
</tr>
<tr>
<td>------</td>
</tr>
<tr>
<td>Youth Work UK Limited</td>
</tr>
<tr>
<td>National Association of Clubs for Young People trading as Ambition</td>
</tr>
<tr>
<td>Big Lottery Fund - The Big Music Project</td>
</tr>
<tr>
<td>Total</td>
</tr>
</tbody>
</table>
Non formal education programmes represent funding received from public sector sources and corporate supporters to carry out agreed programmes of non-formal education.

Funds received from #iwill Fund are for the development of a social action quality mark.

Donations and grants towards capital expenditure represents monies received to support our capital expenditure programme at Avon Tyrrell Outdoor Activity Centre. The amount transferred from the fund represents the capital expenditure from received funds during the year and is transferred to designated funds.

The Bursary Fund represents donations and grants received to support our bursary programme enabling access for young people to non-formal educational opportunities.

Funds received from Fidelity Trust are to carry out the implementation of a contact relationship management system.

Funds received from Southampton City Council and others were to carry out wellbeing programmes at Avon Tyrrell Outdoor Activity Centre.

Funds received from Access Foundation were grants to carry out research into and promotion of social investment in the youth sector.

A grant received from Clarion Housing was for the development of an outcomes quality framework for youth work.

Funds received from Media Trust were to support development of transforming hidden talents.

Grants from Monday Trust and the Home Office were to develop and conduct a training programme with regard to safeguarding for the youth sector.

The Esmée Fairbairn Trust fund represents a grant towards certain core costs of the charity.

Funds received from the Paul Hamlyn Foundation and others represent grants towards costs of the running UK Youth Voice, the charity's forum for young people.

The Ambition Hetton Lyons and Allendale Funds represent restricted fund following the merger with Ambition; these represent properties attached to Hetton Lyons Boys Club and Allendale Youth Centre. These are restricted for the support of young people in and around Hetton Lyons and Allendale respectively.

The office relocation designated fund represents funds set aside by trustees to meet the costs of relocating the Charity's office in London, for use in 2019/20.

The Avon Tyrrell development designated fund represents funds set aside by the trustees to meet costs of developing the outdoor activity centre at Avon Tyrrell. Expenditure of £100,000 was incurred in 2018/19 (including capital expenditure of £14,000) and Trustees set aside a further £100,000 for use in 2019/20.

The fixed assets designated fund represents the net book value of the tangible fixed assets of the charity and transfers into this fund have been made accordingly. Freehold properties held for resale by Ambition are not included in the value of this fund.

### Analysis of assets between funds

<table>
<thead>
<tr>
<th>Unrestricted Funds</th>
<th>Designated Funds</th>
<th>Restricted Funds</th>
<th>Total 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>General</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tangible assets</td>
<td>240</td>
<td>857</td>
<td>80</td>
</tr>
<tr>
<td>Investments</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Cash at bank and in hand</td>
<td>2,027</td>
<td>234</td>
<td>525</td>
</tr>
<tr>
<td>Other net current liabilities</td>
<td>12,094</td>
<td>(9,970)</td>
<td>(1,000)</td>
</tr>
<tr>
<td>Total net assets</td>
<td>1,227</td>
<td>1,091</td>
<td>155</td>
</tr>
<tr>
<td>Charity</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tangible assets</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash at bank and in hand</td>
<td>2,021</td>
<td>234</td>
<td>525</td>
</tr>
<tr>
<td>Other net current liabilities</td>
<td>(938)</td>
<td>(455)</td>
<td>(1,383)</td>
</tr>
<tr>
<td>Total net assets</td>
<td>1,088</td>
<td>1,091</td>
<td>75</td>
</tr>
</tbody>
</table>
18  Reconciliation of net income to net cash flow from operating activities

<table>
<thead>
<tr>
<th></th>
<th>2019 £'000</th>
<th>2018 £'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net income for the reporting period as per the statement of financial activities</td>
<td>198</td>
<td>209</td>
</tr>
<tr>
<td>Adjustments for:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation charges</td>
<td>118</td>
<td>114</td>
</tr>
<tr>
<td>(Gains)/losses on investments</td>
<td>(11)</td>
<td>5</td>
</tr>
<tr>
<td>Dividends, interest and rents from investments</td>
<td>(35)</td>
<td>(14)</td>
</tr>
<tr>
<td>(Increase)/decrease in stocks</td>
<td>(3)</td>
<td>5</td>
</tr>
<tr>
<td>Decrease in debtors</td>
<td>112</td>
<td>63</td>
</tr>
<tr>
<td>(Decrease) in creditors</td>
<td>(761)</td>
<td>(499)</td>
</tr>
<tr>
<td>Net cash used in operating activities</td>
<td>(382)</td>
<td>(117)</td>
</tr>
</tbody>
</table>

19  Analysis of cash and cash equivalents

<table>
<thead>
<tr>
<th></th>
<th>2019 £'000</th>
<th>2018 £'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash at bank and in hand</td>
<td>2,786</td>
<td>2,746</td>
</tr>
</tbody>
</table>

20  Transfer of the National Association of Clubs for Young People trading as Ambition

On 15 September 2017, the National Association of Clubs for Young People (trading as Ambition) merged with UK Youth. On this day both the activities and the assets of Ambition were transferred to UK Youth. The fair value of the net assets transferred to UK Youth as a result of this transaction were as follows.

<table>
<thead>
<tr>
<th></th>
<th>Book value £'000</th>
<th>Adjustments £'000</th>
<th>Fair Value £'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fixed Assets</td>
<td>408</td>
<td>(88)</td>
<td>320</td>
</tr>
<tr>
<td>Investments</td>
<td>1</td>
<td>-</td>
<td>1</td>
</tr>
<tr>
<td>Net current assets</td>
<td>(7)</td>
<td>-</td>
<td>(7)</td>
</tr>
<tr>
<td>Net assets</td>
<td>402</td>
<td>(88)</td>
<td>314</td>
</tr>
</tbody>
</table>

The fair value adjustment related to impairment of freehold property following an external valuation by George F White LLP on 5 September 2017. There were no material changes in the fair value of the freehold property between 5 September 2017 and 15 September 2017. No other fair value adjustments were identified.

21  Capital Commitments

<table>
<thead>
<tr>
<th></th>
<th>Group 2019 £'000</th>
<th>Group 2018 £'000</th>
<th>Charity 2019 £'000</th>
<th>Charity 2018 £'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Land and buildings</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Within 1 year</td>
<td>24</td>
<td>68</td>
<td>10</td>
<td>36</td>
</tr>
<tr>
<td>2-5 years</td>
<td>-</td>
<td>56</td>
<td>-</td>
<td>40</td>
</tr>
<tr>
<td></td>
<td>24</td>
<td>124</td>
<td>10</td>
<td>76</td>
</tr>
</tbody>
</table>

22  Related party transactions

During the year grants of £nil (2018: £9,925) were made to Changing Young Lives Limited. One Trustee of UK Youth is also a director of this company.

There were no other related party transactions in 2017/18 or 2018/19.
Board of Trustees

As a charitable company, the Trustees of the Charity are also its directors for the purposes of companies’ law. Throughout this report are collectively referred to as the Trustees. The Trustees serving during the year and since the year-end were as follows:

**Chair**
Lady Anne Stoneham MBE, academic in company law, solicitor

**Vice Chairs**
Mark Wakefield, Corporate Citizenship Manager at IBM
Diana Organ, former MP and CEO of youth sector organisation (retired November 2018)

**Honorary Treasurer**
Daniel Chan, chartered accountant at PwC

**Trustees**
Kamara Bennett, developer at BBC Design and Engineering
Kate Boddington, consultant at The Berkeley Partnership (retired November 2018)
Wayne Bulpitt CBE, partner in the Active Group
Aaron D’Souza, manager in financial consultancy
Alex Edge, private secretary to the director at the Wellcome Trust
Chris Hindley, Chief Executive at Youth Federation
Ben Jessup, policy adviser at Sport and Recreation Alliance
Duncan Macintyre, Chief Executive, Lombard Odier UK
Rebecca McCartney, Investment Director at Big Society Capital
Iain McDougall, manager in the technology industry
Asif Noorani, founder of Epiphany Productions (retired November 2018)
Matt Price, Managing Director and UK Head of Consulting at Holley Holland
Graeme Swan, partner at Baringa

**Standing committees**
Finance Committee: Daniel Chan (Chair), Aaron D’Souza, Chris Hindley, Rebecca McCartney, Anne Stoneham
Organisational Development Committee: Mark Wakefield (Chair), Iain McDougall, Anne Stoneham, Graeme Swan, Ben Jessup
Impact and Strategy Committee: Graeme Swan (Chair), Wayne Bulpitt, Anne Stoneham, Aaron D’Souza, Rebecca McCartney, Kamara Bennett, Alex Edge

**CEO and Company Secretary**
Anna Smee

---

Senior Leadership Team, Nation Partners, Youth Voice, Movement

**UK Youth Senior Leadership Team**

CEO – Anna Smee
Deputy CEO and Director of Youth Work – Maddie Dinwoodie
Director of National Programmes – Patrick Shaw-Brown
Director of Partnerships and Fundraising – Lindsay Marsden
Director of Operations and Avon Tyrell – David Watts
Director of Finance – Alan Carr

**UK Youth Nation Partners**

Youth Cymru
Youth Scotland
Youth Action Northern Ireland
Youth Work Ireland

**UK Youth Voice**

<table>
<thead>
<tr>
<th>Region</th>
<th>Year</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northern Ireland</td>
<td>2nd year</td>
<td>Mark McLaughlin</td>
</tr>
<tr>
<td>Wales</td>
<td>1st year</td>
<td>Xavier Beardwood</td>
</tr>
<tr>
<td>Scotland</td>
<td>2nd year</td>
<td>Kate Seary</td>
</tr>
<tr>
<td></td>
<td>2nd year</td>
<td>Brooke Mitchell</td>
</tr>
<tr>
<td></td>
<td>2nd year</td>
<td>Mark Magee</td>
</tr>
</tbody>
</table>

---

**UK Youth Board of Trustees**

North West 1st year: Kimberly Moyo
2nd year: Kerrie Starkie
North East 2nd year: Ray Rooney
1st year: Harry James
Yorkshire & Humber 1st year: Toseef Ahmed
1st year: James Halliday
South West 2nd year: Aycha Di Adamo
1st year: Nicholas Walker
South East 1st year: Sarah Chau
1st year: Emilia Chick
London 1st year: Anastasia Vockic
1st year: Maya Hattenstone
1st year: Orla Devlin
West Midlands 1st year: Morgan Switer
1st year: Olivia Lucas
East Midlands 2nd year: Leto Dietrich
1st year: Louise Wood
East 2nd year: Emily Fox
1st year: Marya Ali
UK Youth Innovators


Stand With Youth

Thanks also to the thousands of other organisations who make up the UK Youth Movement.
Thank you to all our incredible supporters

UK Youth President
Nigel Mansell CBE

UK Youth Vice Presidents and Lifetime Supporters
Magnus Backstedt  John Bateman  Derek Casey  Howard Dawber  Andrew Harvey  Leo Mansell
Susan Masham  Caitlin Mavroleon  Diana Organ  Chelsea Renehan  Elisabeth Rutherford
Edward Sibley  Lord Dennis Stevenson  Alastair Stoddart  Professor Peter Tomkins

The vital work of UK Youth would not be possible without the hard work and dedication of the many people who raise money for us behind the scenes.

Team UK Youth Supporters ran and cycled over 1000 miles raising nearly £60,000
523 pieces of artwork sold at Art for Youth and Art for Youth North raising almost £134,600
96 volunteers across all fundraising activities

1,889 guests attended fundraising events
91p in every pound of our income goes directly to the youth sector and young people

£292,000 donated from trusts and foundations
£305,000 fundraised from corporate partners

Coca-Cola European Partners and Reach Up
Cola Cola European Partners funds Reach Up, a national programme to engages 16 to 23 year olds who are either NEET, at risk of becoming NEET or underemployed, and empowers them with the confidence, skills and experience needed to feel ready for the work place.

“Developing the Reach Up programme with UK Youth has been a great experience. It’s so rewarding for our staff to be able to directly share their skills, expertise and time with young people. To see first-hand the impact that their energy has on young people’s resilience and aspirations is remarkable. We’re delighted to be continuing our support into the second year of the programme and look forward to helping even more young people across the UK to Reach Up and aim for a brighter future.”

Holly Firmin, GB Community Partnerships Manager, Coca-Cola European Partners
Our Supporters

Art for Youth

We would like to give special thanks to the late Ann Mavroleon, the founder of Art for Youth, for her tireless support. She will be sorely missed.

Main Committee
Chair – Sam Melluish
Founder – Diana Brooks
Creative Director – Caitlin Mavroleon
Arabella Atlee
Sarah Austin
Tim Begg
Arabella Brooke
Charlie Brooks
Alexandra Campbell-Harris
Annabelle Elliott
Henry Foreman
Philippa Hogan-Hem
Kiersty Long
Jenny MacDonald
Nick Melluish
Cecily Snagge
Flora Stobart
Anthony Yannaghas

Honorary Committee
Reggie Davies
Lady Griffiths
Charlotte Hill
Norma Martin
Christopher Melluish
Elisabeth Rutherford
Lady Meg Thomas
Caroline Wentzel

Invitation Committee
Lucy Ball
Emily Calvert
Clementine Carswell
Anne Celia
Karen Docherty
Felicia Fenston Morris
Sarah Leven
Duncan Macintyre
Aran Matharu
Julia Neville
Ted Townsend
Sarah Wadhams
Carina Wentzel

UK Youth Sporting Supporters
Norbert Adams
Damian Allen
Mark Anderson
Tom Bill
Eleonora Bruni
Charlotte Cleasby
Emma Challis
Peter Flynn
Sue Flynn
Camila Garbutt

100 Club members
Jodi Anderson
Gillian Baker
Rupert Blake
Kate Boddington
Bill Crothers
Charlotte Grobian OBE
Richard Hallt
Tim Horrocks
Duncan Mcintyre
Iain McDougall
Leo Mansell
Asif Noorani
Richard Organ
Danielle Perfect
Matt Price
Imran Razzaq
Steve Salvin
Professor Peter Tomkins

Gala Dinner Committee
Chair – Richard Hallt
Will Fox
Metin Guvener
Michelle Hall
Julia Summers
Gareth Wilson

Thalia Hessey
Damien Ladiwa
James Laskier
Lucy McGeeough
Lorraine Milligan
Callum Mitchell
Mary Morgan
Samantha Payne
Emilie Radley
Peter Randolph
Rebecca Reynolds

UK YOUTH

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Charity Information

Reference and administrative details:

Charity number: 1110590
Company number: 05402004
Principal Office: Avon Tyrrell
Bransgore
Near Burley
Hampshire BH23 8EE

Independent auditors: Mazars LLP
Times House,
Throwley Way
Sutton
Surrey SM1 4J Q

Bankers: Barclays Bank plc
7th Floor United Kingdom House
180 Oxford Street
London W1D 1EA

Solicitors: Lodders
Number 10 Elm Court
Arden Street
Stratford-upon-Avon
Warwickshire CV37 6PA

Investment managers: Cazenove Capital
Schröder and Co
1 London Wall Place
London EC2Y 5AU

Insurance advisors: Gallagher
The Walbrook Building
25 Walbrook
London EC4N 8AW