

UK YOUTH

A group of diverse young people, including a Black man, a white man, and a woman, are shown in profile, smiling and looking towards the right. They are illuminated by warm, golden light, suggesting an indoor setting like a concert or event. The man in the foreground is wearing a dark cap with 'UK YOUTH' on it. The woman in the background is holding a small object to her mouth.

Annual Report and Financial Statements

2018/19



Contents

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 as we continue to campaign for them to have access to life-changing opportunities.

UK YOUTH

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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. For young people from disadvantaged backgrounds and those struggling with complex needs, youth services are particularly important. Many begin their

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.



"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)

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.



Lady Anne Stoneham MBE Chair
Anna Smee CEO



1.6
million

lives of young people
have been improved



Welcome from a young person in their own words



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.

2016-17

3,283

youth organisations had their work strengthened by our training and support

854,112

young people supported by the UK Youth network

98,708

young people trained in life skills

1,487

completed a Youth Achievement Award

225,780

visited the UK Youth website

2017-18

3,536

youth organisations had their work strengthened by our training and support

1,500,000

young people supported by the UK Youth network

94,913

young people trained in life skills

1,107

completed a UK Youth Achievement Award

232,663

visited the UK Youth website

2018-19

5,491

youth organisations joined the UK Youth Movement to strengthen their work and share learnings

1,600,000

young people supported by the UK Youth movement

107,420

young people trained in life skills

2,400

completed a Youth Achievement Award

295,946

visited the UK Youth website

A generation in need

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.

Youth sector



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

(Unison, 2018)



The average local authority spending cut on youth services is 40% over the past three years

(APPG on Knife Crime, 2019)



Serious violence against young people



Areas suffering the largest cuts to spending on young people have seen bigger increases in knife crime

(APPG on Knife Crime, 2019)



Police-recorded knife crime increased by 71% between 2014 and 2018, and the number of murder victims aged 16 to 24 rose by 45% in the year to March 2018

(ONS, 2019)

36%

36% increase in hospital admissions for knife attacks for under-18s between 2013-14 and 2017-18

(NHS, 2019)

Education



Pupils receiving Special Education Needs (SEN) support are over five times as likely to be permanently excluded than pupils with no SEN

(Department for Education 2019)



School exclusion is recognised as one indicator, among others, of a higher risk of exposure to and involvement in crime

(Timpson 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)

Skills and employability

764,000

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

(Office for National Statistics, 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)



16-24 year olds are more likely than any other age group to be on zero-hours contracts, making up a third (36.8%) of this new workforce

(ONS, 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 flatlined at its lowest ever

(Prince's Trust, 2019)

40%

of young people (26% of boys and 54% of girls) said that images on social media have caused them to worry in relation to their body image

(Mental Health Foundation, 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)

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)



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)



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)





Transforming young lives



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.

Who we support

Young people in the UK, aged 8-25, often from disadvantaged backgrounds

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 and 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

The UK Youth Social Development Journey

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

Social engagement : Social learning : Social action : Social leadership

• 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 WORK WITH

Young people : National partners : Youth workers & volunteers

Supporters : UK Youth staff : Referral partners

WHO WE SUPPORT

Young people in the UK, aged 8-25, often from disadvantaged backgrounds

Social development

01

SOCIAL ENGAGEMENT

GET INVOLVED

Provide a **safe space to go** (physically or online)

Deliver **fun and engaging activities**

Act as a catalyse for **new ideas and experiences**

Build a relationship with a trusted adult

02

SOCIAL LEARNING

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**

03

SOCIAL ACTION

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**

04

SOCIAL LEADERSHIP

GAIN INDEPENDENCE

Provide training on the world of **work, employment and entrepreneurship**

Provide access to **real world experiences** (internships, traineeships, apprenticeships and employment opportunities)

Provide a safe space to prepare for work or undertake paid employment.

Skills for life

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.



Overall

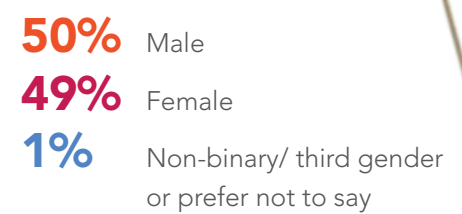
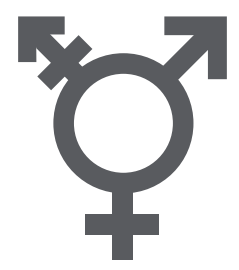
Through our programmes and initiatives

107,420

young people engaged in our delivery



Gender



Age



Our programmes engage with young people aged 8-25 year olds

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.

Emotional & social capabilities

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

Key programme data

**GENERATION
CODE** </>

58%

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

80%

of young people had never practiced coding before

95%

of young people significantly improved in their coding skills



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.

Delivering public outcomes and wider benefits



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 in their community or online

GOAL 2

Young people gain life skills

GOAL 3

Young people engage with training, volunteering and employment

EMPOWERHER



89%

experience barriers to progression and 1 in 3 have poor mental health



59%

of participants felt more positive about their futures



70%

of participants improved in their emotional and social capabilities





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

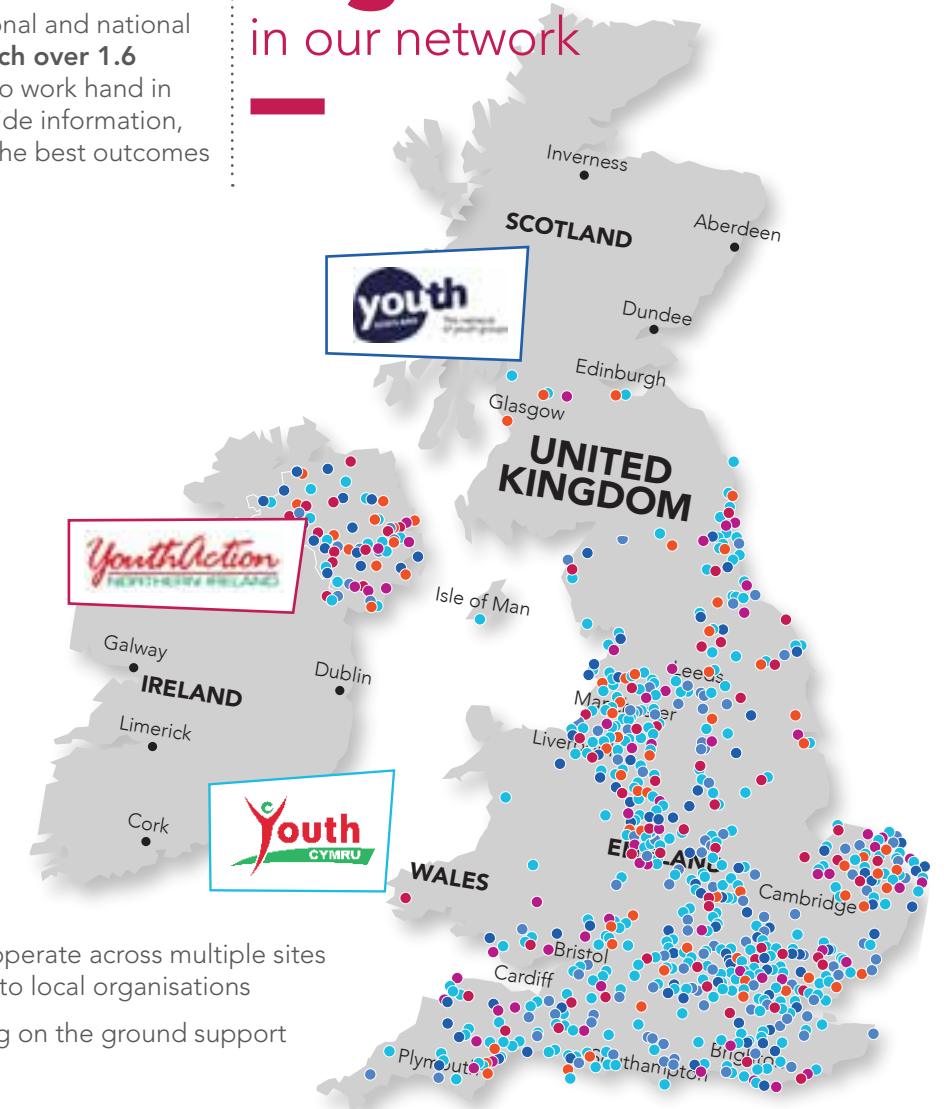
£5.2 million

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

We support over **5,500 organisations** in our network



"UK 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

Sporting communities case study

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."



GOAL 2: Young people become motivated, self-aware, receptive, resilient, responsible, confident and good communicators

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



"I learnt that coding is a valuable skill to have in life, something I never thought about before today and it's much easier than it sounds!"

young person

"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

Over 1 million

engagements with digital content campaigns

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

"It's helped him come out of his shell. He's proof that workshops like [this] are helping to boost their confidence, self-esteem, self-belief"

youth worker

"As I'm about to go to university it's allowed me to plan how to spend my money and use it the most."

young person

Accreditation

The UK Youth Achievement Awards (UKYAA) 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 UKYAA 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 UKYAA – 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 UKYAA 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



Numbers:



152



1,991



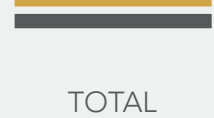
172



31



54



TOTAL
2,400



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

"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



GOAL 3

Young People can engage with education, volunteering and employment

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

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

Case study

One group of young women felt passionate about tackling elderly loneliness. They engaged a local care home through the British Red Cross's Christmas card campaign, with the young women receiving many letters back in response, including from one man who said it was the only card he'd received and how much it meant to him. This positive impact fuelled their commitment, leading them to putting on an afternoon tea and dance with residents from the care home. Some of the girls learnt dances from the 1940s to help build relationships with the elderly guests.

REACH UP

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

89%

of the young people said they were more excited about their career

"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.

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.**



"This years' hands on experience has taught me so much about this industry and has set me on the right path to explore and develop the skills needed for a career in the outdoors"

Apprentice



Influencing national policy



"UK Youth has had a great impact on the lives of young people in our area, especially helping disadvantaged young people access opportunities they wouldn't otherwise come by."

Youth Service Manager, Basingstoke and Deane Borough Council

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 trained over 30 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.

"Gaining further insight through UK Youth's events, training and meeting members has enabled us to elevate our **reputation** whilst becoming more **resilient, resourceful, risk-taking** and **responsible** to support the **rights** of young people."

CEO, Creative Academies Network



Developing UK Youth

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.

Developing our people

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 has 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 learns, 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.

Growing our teams

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.



“Over the last year we have embedded systems and made better use of technology across the organisation”

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.

Our performance

Activity	2015/16	2016/17	2017/18	2018/19
Youth organisations in our movement				
England	-	1,539	1,557	3,512
Wales	-	-	368	400
Scotland	-	-	1297	1300
Northern Ireland	-	-	314	157
UK wide	7,034	3,283	3,536	5,491
Young people				
Supported by UK Youth movement	830,500	854,112	1,500,000	1,600,000
Online programmes	-	43,212	41,355	47,014
Face to face programmes	37,234	32,183	31,506	34,673
Outdoor education	18,501	23,313	22,052	25,733
Total reached by UK Youth	55,735	98,708	94,913	107,420
Finance				
Income	£5.3 million	£5.7 million	£6.7 million	£6.1 million
Surplus/deficit	£84,000	£185,000	£209,000	£198,000
Unrestricted funds	£1,541,000	£1,720,000	£2,097,000	£2,318,000
Staff numbers	72	80	93	96



Delivering our strategy for the future

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.



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.

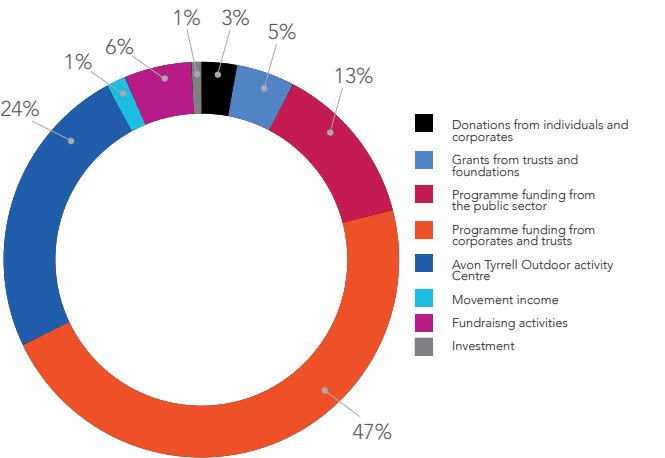
This will be a year for reflection and strategic planning, and we consult our stakeholders on what our future strategy should look like beyond 2020. We will be asking our broad range of stakeholders, including young people, youth workers, volunteers, staff, supporters, funders and government to tell us what they think our focus should be and provide constructive feedback on what we could do better.

Finance review

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.



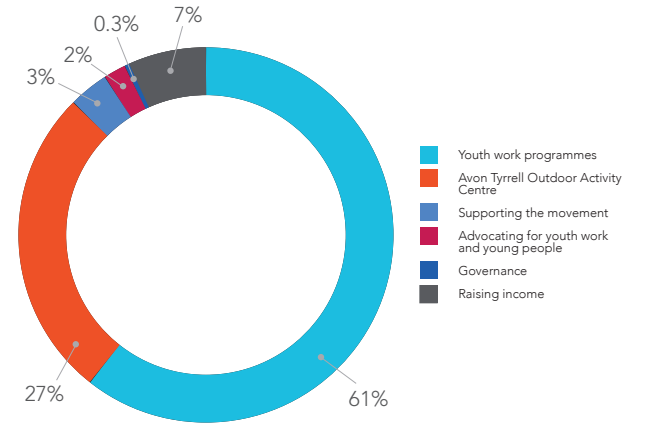
Of the total income of £6.1 million, £3.8 million was received as restricted income (money given for a specific purpose).

	2018/19	2017/18	% change
	£'000	£'000	
Youth work programme income	3,644	3,929	-7%
Outdoor education income	1,484	1,562	-5%
Movement income	78	292	-73%
Grants and donations	491	536	-8%
Fundraising and investment	397	383	4%
Total income	6,094	6,702	-9%

As the table above shows, our income for 2018-19 was £608,000 (9%) lower than in 2017-18 and most areas of activity were affected by this drop. Our income for youth work programmes dropped by £285,000 as one of our larger programmes, the Big Music programme came to an end. Although we were successful in attracting funding for new programmes including EmpowHer 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.

Expenditure

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



Our expenditure on raising funds rose to £423,000 from £317,000, an increase of 33%. An increase of £71,000 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.

	2018/19	2017/18	% change
	£'000	£'000	
Youth work programmes	3,580	3,968	-10%
Outdoor education	1,591	1,569	1%
Supporting the movement	190	524	-64%
Advocating for youth work and young people	108	68	59%
Our governance	15	42	-64%
Total charitable expenditure	5,484	6,171	-11%

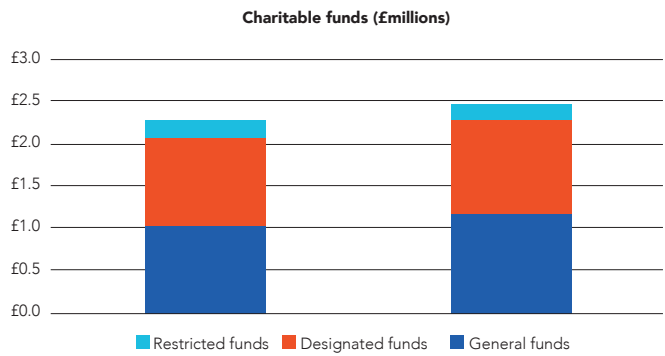
Our charitable expenditure dropped by £687,000 (11%) in line with our drop in income. Expenditure on youth work programmes fell by £388,000 as the value of our portfolio of programmes reduced. Our expenditure on supporting the movement also dropped, by £334,000, as we no longer incurred costs on the 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. In 2018-19 we spent a total of £1,030,000 on support costs, an increase of 6% over 2017-18. Our support functions include Finance, Human Resources, Operations and IT and the cost of our London offices. We are committed to providing efficient and effective support services to enable our staff to focus on delivering high quality services in support of our mission and to underpin strong relationships with our stakeholders.

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 £234,000. £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.

As a result, total funds of the group rose to £2,473,000 at 31 March 2019.



Our restricted funds of £155,000 are funds donated for a specific purpose which have not yet been expended. These include donations given to support our capital investment programme at Avon Tyrrell and funds representing two properties dedicated to supporting work with young people in specific geographical areas. Our intention is to sell these properties when legal considerations and market conditions permit and use the proceeds to support youth work in the local communities by local organisations.

Our designated funds of £1,091,000 are funds which the trustees have committed for specific purposes. Our fixed asset fund of £857,000 is the value of the capital assets we have already invested in (not including properties we are expecting to sell) and are in use in the charity to support our mission. We also have two short term funds: a fund of £134,000 set aside to cover the costs of relocating our London office in 2019-20; and a further fund of £100,000 to support capital investment at Avon Tyrrell outdoor activity centre.

Our general funds of £1,227,000 are funds available for the ongoing support and development of the charity. These include £240,000 of funds representing properties held by us which we expect to sell in due course when legal considerations and market conditions permit. As the timing of sale is uncertain, the value of these properties is not considered to be part of our free reserves. The remainder of our general funds, amounting to £987,000, are our free reserves and are held in line with our reserves policy, set out below.

Reserves policy and going concern

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 better frontline delivery and boost long-term stability and sustainability
- Investment in facilities at our outdoor education centre, Avon Tyrrell, 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 business and financial 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 £0.8m and £1.2m 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: £240,000) 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.



Governance

Good governance

Trustees recognise the importance of good governance as fundamental to the success of UK Youth, promoting a culture where everyone works towards fulfilling the charity's vision and supporting compliance with relevant law and regulation. Trustees regularly review the governance and management of the charity and apply the principles of the Charity Governance Code as appropriate to the structure and operations of the charity.

Governing document

UK Youth is a Company Limited by Guarantee, registered in England and Wales, governed by its Memorandum and Articles of Association dated 16 March 2005 as amended on 7 December 2016. It is registered as a charity with the Charity Commission in England and Wales. Organisations or individuals who are nominated by the Charity's Advisory Councils can apply to become a member of the charity in the form required by the Trustees who will consider their application. There are currently 28 members (Regional Youth Associations). Trustees are also members by virtue of their office.

Objectives and activities

The objects of the charity are:

- To develop and promote non-formal education for and with young people – working with them to develop their full potential
- To promote, for the benefit of the public, the part of the voluntary sector concerned with the provision of youth clubs and groups by acting as a resource body for youth clubs and groups, supporting and developing high quality youth work through advice, assistance and representation

In pursuit of these objectives, the charity works in a non-discriminatory manner.

The activities employed by the charity in pursuit of these objectives are set out in this document on pages 8 to 39.

Public benefit outcomes related to the charity's aims

The Charity's Trustees have complied with their duty in Section 4 of the Charities Act 2011 to have due regard to Public Benefit guidance issued by the Charity Commission. All Trustees give their time voluntarily and do not receive any private benefit from the charity.

The public benefit outcomes identified by Trustees are as follows:

- Supporting young people up to the age of 25 to access age appropriate positive learning activities, recreation, support and training that builds self-confidence, reinforces inclusion within social networks and promotes opportunities to engage in non-formal education
- Inspiring young people by involving them in imaginative programmes of non-formal learning delivered by youth workers and volunteers who represent positive adult role models
- Providing an alternative learning methodology to enable young people develop skills to raise their aspirations, realise their potential and have their achievements recognised thereby reducing the risk of them experiencing social exclusion and being drawn into anti-social or criminal behaviour
- Providing support services to a UK wide network of youth organisations giving them access to youth worker support, training, practical resources and youth activity programmes therefore enabling them to deliver high quality youth work
- Empowering young people as individuals so that they may actively engage in and contribute to the planning process and future direction of the charity, the communities in which they live and take greater responsibility for planning their own lives

The Board of Trustees

Trustees consist of the Honorary Officers (Chair, two Vice-Chairs and Treasurer) and Ordinary Trustees. The minimum number of Trustees is six, but there is no maximum number.

Trustees are appointed by ordinary resolution at a general meeting of the members. Proposals to appoint Trustees are brought by recommendation of the Trustees or by a member submitted in writing in advance of the meeting. Trustees are appointed based on their expertise and experience whilst having regard for the desirability of maintaining within the Board of Trustees equality and diversity, knowledge of the youth sector and inclusion of

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 Tyrrell 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 Tyrrell, 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 areas:

- 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 practices.

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 all individuals' data is stored securely on the UK Youth IT systems. There was one request for removal from our databases during 2018/19 and this was actioned immediately.

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 protect 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 seriously 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:

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.

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.

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



Independent auditors report

Independent auditors' report to the members of UK Youth

- 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 and of the parent charity's affairs as at 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

Basis for opinion

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

The impact of uncertainties due to Britain exiting the European Union on our audit

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.

Conclusions relating to going concern

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

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees' have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the 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

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

Matters on which we are required to report by exception

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 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

Responsibilities of Trustees

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.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

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.

Nicola Wakefield
(Senior Statutory Auditor)

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

18 November 2019



Consolidated statement of financial activities

Consolidated statement of financial activities (incorporating an income and expenditure account) for the year ended 31 March 2019

	Notes	2019				2018			
		Unrestricted Funds		Restricted Funds	Total 2019	Unrestricted Funds		Restricted Funds	Total 2018
		General £'000	Designated £'000	£'000	£'000	General £'000	Designated £'000	£'000	£'000
Income from:									
Donations and legacies	2	283	-	208	491	110	-	426	536
Charitable activities - non formal education	3	1,612	-	3,594	5,206	2,113	-	3,670	5,783
Other trading activities - fundraising events	4	362	-	-	362	369	-	-	369
Investments	5	35	-	-	35	14	-	-	14
Total		2,292	-	3,802	6,094	2,606	-	4,096	6,702
Expenditure on:									
Raising funds	6	423	-	-	423	317	-	-	317
Charitable activities	7	1,468	204	3,812	5,484	2,006	114	4,051	6,171
Total		1,891	204	3,812	5,907	2,323	114	4,051	6,488
Net gains/(losses) on investments		11	-	-	11	(5)	-	-	(5)
Net income/(expenditure)		412	(204)	(10)	198	278	(114)	45	209
Transfers between funds		(234)	247	(13)	-	(100)	142	(42)	-
Funds transferred on acquisition of Ambition	20	-	-	-	-	171	-	143	314
Net movements in funds		178	43	(23)	198	349	28	146	523
Reconciliation of funds:									
Total funds brought forward		1,049	1,048	178	2,275	700	1,020	32	1,752
Total funds carried forward		1,227	1,091	155	2,473	1,049	1,048	178	2,275

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).

Consolidated and charity balance sheets

Consolidated and charity balance sheets as at 31 March 2019

	Notes	Group 2019 £'000	Group 2018 £'000	Charity 2019 £'000	Charity 2018 £'000
Fixed assets:					
Tangible assets	11	1,177	1,268	857	948
Investments	12	1	404	-	403
		<u>1,178</u>	<u>1,672</u>	<u>857</u>	<u>1,351</u>
Current assets:					
Stock		12	9	12	9
Debtors	13	205	317	301	404
Cash at bank and in hand		<u>2,786</u>	<u>2,746</u>	<u>2,780</u>	<u>2,737</u>
		<u>3,003</u>	<u>3,072</u>	<u>3,093</u>	<u>3,150</u>
Creditors: amounts falling due in less than one year	14	(1,708)	(2,469)	(1,696)	(2,450)
Net current assets		<u>1,295</u>	<u>603</u>	<u>1,397</u>	<u>700</u>
Total net assets		<u>2,473</u>	<u>2,275</u>	<u>2,254</u>	<u>2,051</u>
The funds of the Charity:					
Restricted income funds	15	155	178	75	98
Unrestricted funds:					
General funds	16	1,227	1,049	1,088	905
Designated funds	16	<u>1,091</u>	<u>1,048</u>	<u>1,091</u>	<u>1,048</u>
		<u>2,473</u>	<u>2,275</u>	<u>2,254</u>	<u>2,051</u>

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

Consolidated statement of cash flows

Consolidated statement of cash flows for the year ended 31 March 2019

	Notes	2019 £'000	2018 £'000
Cash flows from operating activities:			
Net cash used in operating activities	18	(382)	(117)
Cash flows from investing activities:			
Dividends, interest and rents from investments		35	14
Sale of investments		414	-
Purchase of property, plant and equipment		(27)	(42)
Cash acquired with subsidiary		-	(8)
Net cash provided by/(used in) investing activities		<u>422</u>	<u>(36)</u>
Cash flows from financing activities:			
Repayment of borrowing		-	(108)
Net cash used in financing activities		<u>-</u>	<u>(108)</u>
Change in cash and cash equivalents in the year		<u>40</u>	<u>(261)</u>
Cash and cash equivalents at the beginning of the year	19	<u>2,746</u>	<u>3,007</u>
Cash and cash equivalents at the end of the year	19	<u>2,786</u>	<u>2,746</u>



Notes to the financial statements

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 Tyrrell cabins and boathouse - straight line over 20 years

Avon Tyrrell 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 Tyrrell - 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	2019 £'000	£'000	£'000	2018 £'000
Donations from individuals and corporates	197	-	197	122	71	193
Legacies	2	-	2	(12)	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	2019 £'000	£'000	£'000	2018 £'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	22	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 and total 2019 £'000	Unrestricted and total 2018 £'000
Art for Youth exhibition and auction	188	159
Fundraising activities	115	122
Sponsored challenge events	59	88
	362	369

Notes to the financial statements

5 Income from investments

	Unrestricted and total 2019 £'000	Unrestricted and total 2018 £'000
Income from listed investments	4	5
Interest received	31	9
	35	14

6 Expenditure on raising funds

	2019 £'000	2018 £'000
Direct costs	106	43
Costs of fundraising events	292	221
Support costs	25	53
	423	317

7 Expenditure on charitable activities

	Activities undertaken directly £'000	Grant funding of activities £'000	Support costs £'000	Total 2019 £'000	Activities undertaken directly £'000	Grant funding of of activities £'000	Support costs £'000	Total 2018 £'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	1,365	-	204	1,569
Other non-formal education	151	-	39	190	256	167	101	524
Communications and policy	90	-	18	108	57	-	11	68
Governance	15	-	-	15	42	-	-	42
Total	4,357	122	1,005	5,484	5,083	167	921	6,171

8 Staff costs

	2019 number	2018 number
The average weekly number of people employed (Group and Charity) were:		
full time	76	75
part time	20	18
Total	96	93
	2019 £'000	2018 £'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	2,440

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 £69,999 (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:

	2019 £'000	2018 £'000
Depreciation	118	114
Auditors' remuneration - audit services	12	12
- other services	1	1

11 Tangible assets

	Freehold property	Outdoor activity centre property improvements	Outdoor activity centre equipment	Outdoor activity centre cabins and boathouse	Furniture, fixtures, fittings and IT	Total
Group	£'000	£'000	£'000	£'000	£'000	£'000
Cost or valuation						
At 1 April 2018	320	375	108	1,259	57	2,119
Additions	-	-	27	-	-	27
Disposals	-	-	-	-	-	-
At 31 March 2019	320	375	135	1,259	57	2,146
Accumulated depreciation						
At 1 April 2018	-	136	75	633	7	851
Charge for year	-	19	20	63	16	118
On disposals	-	-	-	-	-	-
At 31 March 2019	-	155	95	696	23	969
Net book value						
At 31 March 2019	320	220	40	563	34	1,177
At 31 March 2018	320	239	33	626	50	1,268

Notes to the financial statements

	Freehold property	Outdoor activity centre property improvements	Outdoor activity centre equipment	Outdoor activity centre cabins and boathouse	Furniture, fixtures, fittings and IT	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Cost or valuation						
At 1 April 2018	-	375	108	1,259	57	1,799
Additions	-	-	27	-	-	2
Disposals	-	-	-	-	-	-
At 31 March 2019	-	375	135	1,259	57	1,826
Accumulated depreciation						
At 1 April 2018	-	136	75	633	7	851
Charge for year	-	19	20	63	16	11
On disposals	-	-	-	-	-	-
At 31 March 2019	-	155	95	696	23	969
Net book value						
At 31 March 2019	-	220	40	563	34	857
At 31 March 2018	-	239	33	626	50	948

All tangible fixed assets are used for charitable purposes.

12 Investments

	Group 2019 £'000	Group 2018 £'000	Charity 2019 £'000	Charity 2018 £'000
Listed investments	1	404	-	403
Subsidiary undertakings	-	-	-	-
	1	404	-	403

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:

	Group 2019 £'000	Group 2018 £'000	Charity 2019 £'000	Charity 2018 £'000
At 1 April 2018	404	408	403	408
Acquired with subsidiary	-	1	-	-
Change in market value	11	(5)	11	(5)
Disposals	(414)	-	(414)	-
At 31 March 2019	1	404	-	403

Notes to the financial statements

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

	2019 £'000	2018 £'000
BNY Mellon Global Higher Income	-	29
JP Morgan US Equity Income NAV	-	29
M&G Charifund Income	-	27
Union Bancaire Convertibles Europe	-	27
Invesco Fund Managers Corporate Bond CC	-	26
Fil Investment Services Income Net	-	25
I Shares II UK Property ETF	-	24
F&C Fund Management European Growth and Income	-	24
I Shares UK Corporate Bonds ETF	-	23
I Shares Emerging Markets Dividend ETF	-	20

The subsidiary undertakings are as detailed below:

	Holding	Country of incorporation	Principal activity	Net assets / (liabilities) at 31 March 2019 £'000
Youth Work UK Limited (Limited by shares)	100%	UK	Dormant	(3)
National Association of Clubs for Young People trading as Ambition (Limited by guarantee)	Deemed Control	UK	Youth work	222

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.

Subsidiary	Transactions	Income/ (expenditure) £'000	Debtor/ (creditor) £'000
Youth Work UK Limited	No transactions during the year	-	(3)
National Association of Clubs for Young People trading as Ambition	Current account financing	-	(96)

13 Debtors

	Group 2019 £'000	Group 2018 £'000	Charity 2019 £'000	Charity 2018 £'000
Trade debtors	144	287	144	287
Other debtors	24	13	21	9
Prepayments	37	17	37	17
Amount owed by Subsidiaries	-	-	99	91
	205	317	301	404

Notes to the financial statements

14 Creditors: amounts falling due in less than one year

	Group 2019 £'000	Group 2018 £'000	Charity 2019 £'000	Charity 2018 £'000
Trade creditors	177	87	174	85
Other creditors	114	140	114	138
Accruals	667	868	658	853
Deferred income	750	1,374	750	1,374
	1,708	2,469	1,696	2,450

15 Restricted income funds

Group	Funds at 1 April 2018 £'000	Income £'000	Expenditure £'000	Transfers £'000	Funds at 31 March 2019 £'000
Non formal education programmes:					
Big Lottery Fund - The Big Music Project	-	342	342	-	-
EU - Erasmus programme	-	36	36	-	-
Lloyds - Money for Life	-	1,206	1,206	-	-
Microsoft - Generation Code	-	201	201	-	-
Coca Cola - Reach Up	-	93	93	-	-
Starbucks Youth Action	-	63	63	-	-
Spirit of 2012 - EmpowHER	-	467	467	-	-
Nesta	-	20	20	-	-
Co-operative Community Fund	-	28	28	-	-
UPS Road Code	-	341	341	-	-
British and Foreign Schools Society	-	15	15	-	-
British Council	-	4	4	-	-
Other restricted funds					
#iwill Fund	-	32	32	-	-
Donations and grants towards capital expenditure	20	62	-	(13)	69
Bursary Fund	9	11	17	-	3
Fidelity Trust: CRM project	66	-	66	-	-
Southampton City Council	-	40	40	-	-
Access Foundation: social investment in the youth sector	-	87	87	-	-
Clarion Housing: outcomes framework	3	-	-	-	3
Media Trust	-	6	6	-	-
Monday Trust	-	292	292	-	-
Home Office: Prevent Fund for safeguarding training	-	290	290	-	-
Avon Tyrrell: wellbeing programmes	-	21	21	-	-
Voice network: Paul Hamlyn Foundation	-	30	30	-	-
Voice network: other	-	15	15	-	-
Esmee Fairbairn Trust: core costs	-	100	100	-	-
Restricted funds - Charity	98	3,802	3,812	(13)	75
Ambition - Allendale Property	50	-	-	-	50
Ambition - Hetton Lyons Property	30	-	-	-	30
Restricted Funds - Group	178	3,802	3,812	(13)	155

Notes to the financial statements

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 Esmee 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 restricteds 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.



Notes to the financial statements

16 Unrestricted funds

Group	Funds at 1 April 2018 £'000	Income £'000	Expenditure £'000	Net gains/ (losses) on investments £'000	Transfers £'000	Funds at 31 March 2019 £'000
General funds	1,049	2,292	1,891	11	(234)	1,227
Designated funds						
Office relocation fund	-	-	-	-	134	134
Avon Tyrrell development fund	100	-	86	-	86	100
Fixed assets fund	948	-	118	-	27	857
	2,097	2,292	2,095	11	13	2,318
Charity						
General funds	905	2,277	1,871	11	(234)	1,088
Designated funds						
Office relocation fund	-	-	-	-	134	134
Avon Tyrrell development fund	100	-	86	-	86	100
Fixed assets fund	948	-	118	-	27	857
	1,953	2,277	2,075	11	13	2,179

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.

17 Analysis of assets between funds

Group	Unrestricted Funds General £'000	Designated £'000	Restricted Funds £'000	Total 2019 £'000
Tangible assets	240	857	80	1,177
Investments	1	-	-	1
Cash at bank and in hand	2,027	234	525	2,786
Other net current liabilities	(1,041)	-	(450)	(1,491)
Total net assets	1,227	1,091	155	2,473
Charity				
Tangible assets	-	857	-	857
Cash at bank and in hand	2,021	234	525	2,780
Other net current liabilities	(933)	-	(450)	(1,383)
Total net assets	1,088	1,091	75	2,254

Notes to the financial statements

18 Reconciliation of net income to net cash flow from operating activities

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



Notes to the financial statements

19 Analysis of cash and cash equivalents

	2019 £'000	2018 £'000
Cash at bank and in hand	2,786	2,746

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.

	Book value £'000	Adjustments £'000	Fair Value £'000
Fixed Assets	408	(88)	320
Investments	1	-	1
Net current assets	(7)	-	(7)
Net assets	402	(88)	314

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

	Group 2019 £'000	Group 2018 £'000	Charity 2019 £'000	Charity 2018 £'000
Land and buildings				
Within 1 year	24	68	10	36
2-5years	-	56	-	40
	24	124	10	76

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

UK Youth 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 Tyrrell – 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

Region	Year	Name
Northern Ireland	2nd year	Mark Mclaughlin
	1st year	Xavier Beardwood
Wales	2nd year	Kate Seary
Scotland	2nd year	Brooke Mitchell
	2nd year	Mark Magee

North West	1st year	Kimberly Moyo
	2nd year	Kerrie Starkie
	2nd year	Charlotte Cowell-Walker
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
	2nd year	Maya Hattenstone
	1st year	Orla Devlin
	1st year	Yulet Gjurgji
West Midlands	1st year	Morgan Siviter
	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

Access Music Media, **Action4Youth**, Advancement of Community Empowerment, **Adventure Ranger Corp**, Aik Saath - Together As One, **Ambitious about Autism**, Andover Young Carers, **Anson Cabin Project**, Army Cadet Force Association, **Artsworld**, **Ashley Community Housing**, Aspiring Youth Continuum, **Autism and ADHD**, Aylesbury Youth Action, **Basingstoke & Deane Borough Council**, Berkshire Youth, **Big Deal – GamCar**, Bigga Fish, **Birmingham Association of Youth Clubs**, Bishops Waltham Club, **Bolton Council**, Bolton Lads and Girls Club, **Bradford Metropolitan District Council**, British Red Cross, **British Youth Council**, Brook Youth Club, **Bucks Youth Club (Bucks CC)**, Business Launch Pad, **Cambridgeshire County Council**, **Canal & River Trust**, Central Eltham Youth Project (CEYP), **Centrepont Bradford**, Chapeltown Youth Development Centre, **Charles Dickens Youth Club**, Christchurch Activities for Young People, **Churches Together in England**, City Reach, **Citywise Mentoring**, Clarion, **Clinks**, Clubs for Young People, **Northamptonshire**, Community First / Youth Action Wiltshire, **Community on Solid Ground**, Creative Academies Network, **Creative Computing Club CIC**, Creative Youth Network, **Crofton Youth Project**, Crossover Youth Centre, **Darnell Community Development Centre**, Denmead Youth Partnership, **Derby College**, DJ School, **Dorset Youth Association**, Drivers For Change, **Durham Association of Boys and Girls Clubs**, Ealing Council - Integrated Youth Service, **Elevation Networks**, Eliahi MPC, **Elite Training**, Endeavour, **Engaged for Success**, Eritrean Youth Club, **Essex Youth Service**, EXPECT Youth, **Friday Night Youth Club / Rushmoor Borough Council**, Give a Gift, **Global Action Plan**, Greater Manchester Youth Network, **Hartlepool Youth Support Service**, Headliners UK, **Hillside Youth Club**, Horndean Youth Club, **Hythe Youth Club / The Handy Trust**, IARS (Independent Academic Research Studies International), **In the Mix Youth Project**, In2Change, **Ingeus UK Ltd**, Isledon Arts CIC, **Jersey Youth Service**, Jewish Lads and Girls Brigade, **Just for Kids Law**, Kids Club / Adventures / FYG, KIDS YPEG - Young Peoples Engagement Group, **Kinetic Youth Ltd**, Knightwood Youth Club, **Knowle Youth Project**, KYDS Youth Drama Society, **Lancashire Association of Boys and Girls Club**, Leap Confronting Conflict, **Leeds Muslim Youth Forum**, Leeds Street Team, **Lincolnshire Youth Association / Young Lincolnshire**, London Borough of Redbridge - Prevent Team, **London Youth**, Loud and Proud, **Mayflies**, Mendip YMCA, **Merry Oak Youth Association**, Merseyside Youth Association, **Milton Keynes Youth Faculty**, **Momentum (part of Voluntary Norfolk)**, Momentum World CIC, **Mosaic LGBT Youth Centre**, Myplace Network Limited, **National Deaf Children's Society**, National Federation of Young Farmer's Club, **NCS Trust**, NE Youth, **New Ground Creations**, Newton Boys and Girls Club, **Norfolk County Council**, North Baddesley Youth Club, **North Yorkshire Youth**, Northamptonshire Association of Youth Clubs, **Northmoor Community Association**, Northumberland Youth Service, **Nottinghamshire Clubs For Young People**, One Formation, **One Housing Group**, One Miah Group Ltd, **OnSide Youth Zones**, Outreach Youth, **Oxfordshire Youth**, **Peabody**, Popley Fields Youth Club, **Portsea Youth Club**, Positive Youth Foundation, **Pro Touch SA CIC**, Pro-Action Hertfordshire, **Project MotorHouse**, Quakers - Religious Society of Friends, Rathbone, **Red 22**, **RSPB Youth Unit**, SABa, Safe in Tees Valley, **Shadow Youth Alliance**, Shanklin & Community Centre, **Shantona Women's Centre**, Shout Out UK, **Shrewsbury House**, SkyWay, County Council - Youth & Community Service, South Tyneside Council, **Space***, Sport and Recreation **Sporting Communities**, Spotlight UK, **St Andrews Centre / Dibden Youth**, Staffordshire Council of Services, **Street Reach**, Winchester Detached Youth Wk Project, **StreetGames UK**, Surrey Clubs for **Sussex Clubs for Young People Ltd**, TAG Youth Club for Disabled Young People, **The Eikon Charity (Lifetrain Trust)**, The Feast, **The Garage Youth Centre**, The Junction Foundation, **The Kings Arms Youth Project**, The MY Trust, **The OPERA Global Youth Foundation / Thrive Youth Trust**, The Pioneers Project CIC, **The Works Charity**, The Youth Club (TYC), **The Youth Matrix**, Think Global - The Development Education Association, **ThinkForward (UK)**, Uniting Communities Organisation (UCO), **Upham Bandits**, UR Potential, **Vision 4 Youth - Friday Night Club**, Voluntary Action North East Lincolnshire (VANEL), **Volunteer Police Cadets**, Wakefield Council (Wakefield Youth Work Team), **Warwickshire Community And Voluntary Action**, West Kent Extra, **Westferry Youth Academy**, Wipers Youth, **Worcester Community Trust**, Wytheshawe Community Housing Group, **YMCA England**, YMCA Exeter Community Projects, **Young Advisors**, Young Bristol, **Young Cumbria**, Young Devon, **Young Gloucestershire**, Young Lambeth Cooperative, **Young Leicestershire**, Young Manchester, **Young People Cornwall**, Young People First, **Young Somerset**, Youth Almighty, **Youth Association South Yorkshire**, Youth Employment UK, **Youth Federation**, Youth Moves, **Youth Options**.

Thanks also to the thousands of other organisations who make up the **UK Youth Movement**.

Voluntary Youth
Somerset
Alliance,
Voluntary Youth
Young People,

Thank you to all our incredible supporters



UK Youth Patron
HRH The Princess Royal

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.

32

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-Hern
 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 Celik
 Karen Doherty
 Felicia Fenston Morris
 Sarah Levien
 Duncan MacIntyre
 Aran Matharu
 Julia Neville
 Ted Townsend
 Sarah Wadham
 Carina Wentzel

Gala Dinner Committee

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

UK Youth Sporting Supporters

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

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

100 Club members

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



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 4JQ
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 Schroder and Co 1 London Wall Place London EC2Y 5AU
Insurance advisors:	Gallagher The Walbrook Building 25 Walbrook London EC4N 8AW



UK YOUTH

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UK Youth Registered Charity Number: **1110590**